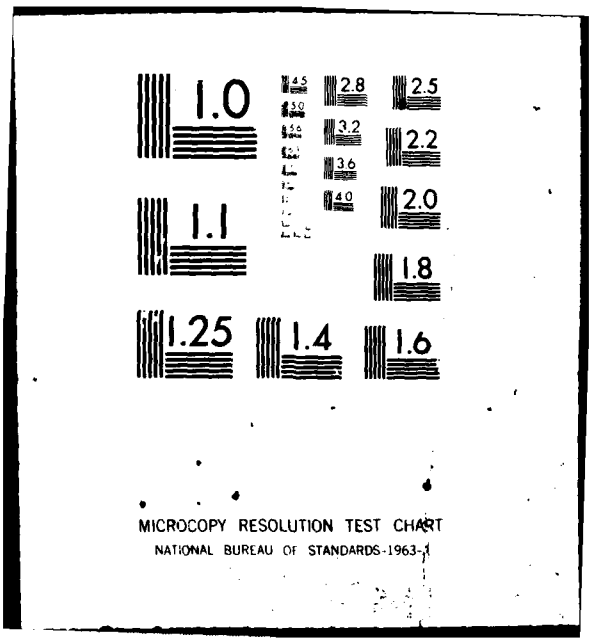
AD-A082 738 CARNEGIE-MELLON UNIV PITTSBURGH PA F/G 15/5
DEPARTMENT OF THE NAVY EEO INTERNAL RECRUITMENT STUDY.(U)
SEP 79 D NITTERHOUSE N00014-76-C-0932
UNCLASSIFIED OASN(M/RA/L)-RR-36 NL

1 OF 2
AD
A082738


1.0
1.1
1.25
1.4
1.6
1.8
2.0
2.2
2.5
2.8
3.2
3.6
4.0
MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

RESEARCH REPORT NO. 36

DEPARTMENT OF THE NAVY EEO INTERNAL RECRUITMENT STUDY

LEVEL III

BY | D. NITTERHOUSE

OFFICE OF THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER, RESERVE AFFAIRS AND LOGISTICS)
WASHINGTON, D.C. 20350

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

REPORT DOCUMENTATION PAGE

READ INSTRUCTIONS BEFORE COMPLETING FORM

(18) OASN(M/RA/L) (19) RR-36

2. GOVT ACCESSION NO.

3. RECIPIENT'S CATALOG NUMBER

4. TITLE (and Subtitle)

(6) Department of the Navy
EEO Internal Recruitment Study,

(9) Technical Report,
30 September 1979

5. TYPE OF REPORT & PERIOD COVERED

6. PERFORMING ORG. REPORT NUMBER
No. 36

(10) 7. AUTHOR(s)

Denise D. Nitterhouse

8. CONTRACT OR GRANT NUMBER(s)
NPRDC WR N6822179
WR90024/ONR
(15) N00014-76-C-0932

9. PERFORMING ORGANIZATION NAME AND ADDRESS
Office of the Assistant Secretary of the Navy
(Manpower, Reserve Affairs and Logistics)
Washington, D.C. 20350
410107

10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
(16) 63707N; Z0107 PN
(17) Z0107.PN; Z0107.PN.16

11. CONTROLLING OFFICE NAME AND ADDRESS
Navy Personnel Research and Development Center
Code 303
San Diego, CA 92152

12. REPORT DATE
(11) 30 September 1979

13. NUMBER OF PAGES
102

14. MONITORING AGENCY NAME & ADDRESS(if different from Controlling Office)
(12) 106

15. SECURITY CLASS. (of this report)
Unclassified

15a. DECLASSIFICATION/DOWNGRADING SCHEDULE

16. DISTRIBUTION STATEMENT (of this Report)

Approved for public release and sale; distribution unlimited

DTIC ELECTE APR 4 1980 S D C

17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)

18. SUPPLEMENTARY NOTES

Prepared in part under ONR Contract N00014-76-C-0932 with Carnegie-Mellon University

19. KEY WORDS (Continue on reverse side if necessary and identify by block number)

Equal Employment Opportunity
Civilian Personnel
Internal Recruitment
Population Flow Analysis

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

This study was performed to determine how the Department of the Navy has used internal recruitment for Civilian employees during the 1972 to 1978 period and how it can use internal recruitment in the future as a tool for improving the representation of race/national origin and sex groups currently under-represented in some areas of its workforce. The analytic approach used was developed as part of the study to provide a prototype for further analyses in connection with the Navy's participation in the Federal Equal Opportunity

(continued on reverse)

DD FORM 1 JAN 73 1473 EDITION OF 1 NOV 65 IS OBSOLETE
S/N 0102-014-6601

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE (When Data Entered)

403 586

15

Recruitment Program (FEORP). Recommendations for Department-wide Internal Recruitment were based on the analysis of historical data and examination of entry requirements for various occupations and grade groups.

DEPARTMENT OF THE NAVY

EEO INTERNAL RECRUITMENT STUDY

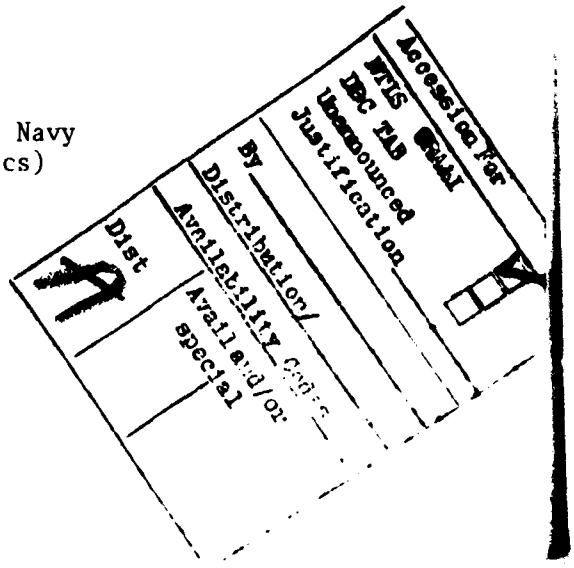
by
Denise Nitterhouse
Harvard Graduate School of Business
30 September 1979

This study was sponsored by the Office of the Assistant Secretary of the Navy (Manpower, Reserve Affairs and Logistics) under the direction of:

Mr. A. Silva, Deputy Assistant Secretary of the Navy (Equal Opportunity)
Dr. R. J. Niehaus, Program Manager, Research and Modeling, ODASN(EO)

This report was prepared under an amendment concerning "Accountability for Internal Recruitment: Empirical Research Analysis and Reporting for Equal Employment Opportunity" of ONR Contract N00014-76-C-0932 with Carnegie-Mallon University. It was also prepared as part of the Shore Activity Manpower Planning System (SAMPS) advanced development project sponsored by the Navy Personnel Research and Development Center (NPRDC) under NPRDC Work Request N6822179WR90024.

Office of the Assistant Secretary of the Navy
(Manpower, Reserve Affairs and Logistics)
Navy Department
Washington, D. C. 20350



EEO Internal Recruitment Study

Table of Contents

A. EXECUTIVE SUMMARY

This study was performed to determine how the Navy used internal recruitment for civilian employees during the 1972 to 1978 period and how it can use internal recruitment in the future as a tool for improving the representation of groups currently underrepresented in some areas of its work force. The analytic approach used was developed as part of the study to provide a prototype for further Internal Recruitment analyses for Equal Employment Opportunity (EEO). Recommendations for Navy-wide Internal Recruitment policy were based on the analysis of historical data and examination of entry requirements for various occupations and grade groups.

Department of the Navy civilian work force data on occupations, grade groups, race and sex were obtained from the Computer-Assisted Manpower Analysis Systems (CAMAS) subsystem of the Navy Automated Civilian Management Information System (NACMIS). The period covered is September 30, 1972 through September 30, 1978. This data, which provides the basis for the historical analysis, is also intended to be a resource document for purposes beyond the original analysis.

The approach taken was to perform an analysis of historical data and use the results as a basis for developing recommendations on both policies and further study needed. Internal recruitment priorities were determined by first comparing Navy civilian work force data to the civilian labor force data to determine those areas where greatest improvement is needed, according to the definition of underrepresentation set forth in FPM 720-2,

the Federal Equal Opportunity Recruitment Program. Then, by examining entry requirements of underrepresented occupations and grade levels and available labor pools in other occupations and grade levels, we determined the areas where greatest improvement is needed and appear amenable to significant improvement by use of internal recruitment. Finally recommendations were made as to the types of internal recruitment policy we deem is appropriate and feasible to implement on a Navy-wide basis to effect needed improvement of minority and/or female representation in these areas.

The analysis looks at representation in terms of numbers and percentages of employees, and changes in both overtime. The following patterns were noted:

- As grade increases, female and minority representation decreases.
- Representation of minorities and females increased
  - Especially in areas previously below the national civilian labor force (NCLF) and below Navy average
  - Except female in wage pay systems.
- Minority male representation is lowest in GS, where Black and Hispanic representation is consistently below NCLF.
- Female representation is lowest and is below CLF in wage pay plan, Scientist and Engineers, and higher grades of all occupations except clerical.

Population flows were also analyzed: how many people entered an occupation and/or grade group, where did they come from, how many people left, where did they go, how many stayed? These are also looked at in terms of both numbers and percentages. The following points are salient:

- Scientists and Engineers have the lowest exit rates, and entries are almost exclusively from outside the Navy civilian work force. Other professionals showed the same entry pattern but higher exit rates. Internal recruitment into these occupations from others is severely limited by the education requirements of these occupations. However Internal Recuritment within the occupation is extensive.

- There are existing paths in use for movement from Clerical into Technician and Management occupations, and from Technician to Management. This appears to be partly because of OPM occupation series structure as well as because of EEO efforts in these areas. These are areas where Internal Recruitment is a viable strategy for improving minority and female representation, and a Navy-wide policy to effect this should be developed and implemented.

- Although Craftsman and Operative occupations are comparable in pay to Management and Technician, there is much less movement from Clerical to Craftsman and Operative than from Labors to Craftsmen and Operatives or from Clerical to Technician or Management. Increasing the movement from Clerical to Craftsman and Operatives may well be a major untapped source for increasing female representation (currently only 4%) in the Craftsman and Operative occupations. Craftsmen and Operatives comprise over 40% of the Navy civilian work force and are thus a significant occupation group.

The recommendations of this study for focusing Internal Recruitment are:

1. Between occupations:

a. From Clerical to Technician and Management, and from Technician to Management. Formalize the paths currently in use, develop new paths where feasible, develop policies and programs which support the use of these paths, and develop monitoring systems to determine whether they are being used.

b. From Clerical to Craftsman and Operatives. This area appears to require an extensive education campaign in addition to more traditional personnel actions. That females can do Craftsmen and Operative jobs, what salary ranges in these jobs are, and that Navy has programs to train people for these jobs are key messages which must reach both the target recruitment population and the management community. Paths for movement and a monitoring system to determine whether and how successfully they are being used must be developed.

2. Within occupations and grades, the major consideration is whether minorities and females receive equal treatment to white males. Equal

treatment includes access to training opportunities, assignments, promotions, etc. A monitoring system must be developed to statistically compare rates of actions (e.g., promotions) between race/sex groups. Patterns of statistically significant differences in rates of actions between race/sex groups are indications of areas where further investigation is needed to determine if the causes of such differences are race or sex related. Corrective action will be situationally specific. Since representation of females and minorities tends to be higher in the lower grades of each occupation, successful within occupation internal recruitment should help correct underrepresentation at higher grades.

Some policies and programs which will support these are:

1. A central clearing house or data base for actions developed and found useful at activity level as well as headquarters level. Energy is currently wasted in "reinventory wheels."

2. Require vacancy announcements to be distributed internally as well as externally and specify "minimum areas of consideration" for selected grades and occupations.

Monitoring and evaluation systems, with feedback tied into performance appraisals of managers, are necessary for all policies and programs. These serve to reinforce commitment, as well as to determine whether desired effects are occurring. Accomplishment of objects must be measured. Past evaluations have tended to focus on process (means) rather than objectives (ends). Particularly in this area, where the end results of any process are not clearly predictable, evaluation of process alone is in sufficient to determine whether objectives have been met.

Extensions of this study are underway as part of continuing operational as well as research efforts into EEO goals development and related policy analysis techniques (for a description of some of the previous work see (1), (2), (3) and (5)) as a next step, a programmatic paper is in development discussing the implications of planning and accountability for EEO policy analysis. There are continuing efforts to strive towards

the implementation of the EEO goals throughout the Navy. Also, continuing research is being directed by the Navy towards (1) the development of modeling capability concerning trade-off strategies between internal vs. external recruitment and (2) extensions of external labor market analysis capabilities to the broader policy issues involving the Navy's EEO and manpower posture.

B. INTRODUCTION

Internal Recruitment

Internal recruitment is not new to the civilian Navy; in fact, most positions filled each year are filled by internal recruitment. Internal recruitment means announcing vacant positions to persons who are already Department of the Navy civilian employees. Athough the commonest form of selection which results from internal recruitment is selection of an employee who is already in the occupation series in which the vacancy exists, there is also some incidence of recruitment into a new occupation series.

Use of internal recruitment as an EEO tool is not exactly new either. Upward Mobility programs, for example, are designed to move people from "dead-end" jobs to areas in which they at least have the possibility of achieving higher levels of grade, salary, prestige and/or (presumably) job satisfaction. However prior efforts hve been primarily aimed at special programs requiring large investment of resources in identifying individuals, restructuring jobs and essentially creating programs around specific situations. Although these efforts are important and necessary, it appears that other more generally applicable approaches to using internal recruitment as a tool for accomplishing EEO may have been applied only haphazardly or been completely overlooked. It is these (potential) situations that this study was designed to discover and make recommendations for correction.

Although this study was conceived and initiated in the fall of 1978, it has gained legitimacy and importance by the Federal Equal Opportunity Recruitment Program (FEORP). FEORP explicitly requires each agency to have an internal (as well as external) recruitment policy and programs based on an analysis of its existing representation. This study begins to address that requirement. Because recruitment tends to vary between occupations, this study is organized by occupation more than by traditional EEO focus on specific minority/sex groups.

The purpose of the study was to use data analysis to find out where internal recruitment strategies had been and/or could be successfully used to improve the representation of minorities and females in the Navy civilian work force. Since improving representation is not definitionally equivalent to increasing representation, a choice had to be made as to what "improve" meant. The FEORP guidelines indicate that civilian labor force (CLF) representation, without regard to occupation or grade related skills and ability, are the appropriate reference for the FEORP programs. Accordingly our analysis is based on comparisons of Department of the Navy civilian work force data to CLF representation statistics.

For Internal Recruitment to aid in reducing underrepresentation requires that a population of the group underrepresented in one job area, but qualified or qualifiable for entry to the target job area, exists in another job area in the work force from which the move would be advantageous to the employee. "Job area" is used to denote both occupations and grade levels. Our criteria for determining whether a

move is advantageous include both immediate salary and opportunity to increase salary. Grade levels were used as surrogates for salary in most cases except for comparisons between pay plans. No attempt was made to include subjective factors such as "prestige" of one occupation versus another, nor do we consider it appropriate to do so at this point.

Data

The data used for this anlaysis were obtained from the Department of the Navy's Personnel Automated Data System (PADS). Although criticisms about lack of relevant data abound, it was noted that available data was not being used. We therefore decided to concentrate on available data to see what relevant information it contained and to develop analysis methods appropriate for deriving relevant information from the data. Benefits expected from this were (1) an improvement in knowledge of Navy's EEO status and recent historical trends, (2) development of methods to derive this knowledge that can be used to monitor progress in the immediate future, and (3) a better understanding of the potential usefulness of developing additional methods and gathering additional data.

The data used for this study is actually only a small subset of the currently available data. The study data base includes all United States direct-hire civilian employees of the Department of the Navy who were employed on either 30 September 1972 or 30 September 1978 or both, except employees in Hawaii, Puerto Rico, or Guam. The data on each

employee is by occupation group, grade group, minority code and sex, and is defined as follows:

Occupation groups (one digit Department of the Navy Occupation Level (DONOL) codes)

2 Scientist and Engineers
3 Other Professional
4 Management and Administrative
5 Technicians
6 Clerical
7 Other General Schedule
8 Craftsmen and Operatives
9 Laborers

Codes 2 through 7 inclusive are General Schedule (GS) pay plans. Codes 8 and 9 are Wage pay plans.

Grade groups:

General Schedule:	Wage:
Grades 1-4 are grade group 1	Apprentice
Grades 5-8 are grade group 2	Semi-skilled
Grades 9-12 are grade group 3	Journeyman
Grades 13-15 are grade group 4	Leader
Grades 16-18 are grade group 5	Supervisor

(See (6) for further explanation of these Occupation and Grade groups.)

Minority (according to Civil Service classification system):

Black
Hispanic
Other (aggregate of Asian American, Native American, Aleut and Eskimo)
White

Sex: Male or Female

The data for 1972 is less reliable than that for 1978, due to a separate file being kept for minority codes and the newness of the minority classification system at that time. Although the data has been

reviewed for accuracy and corrected where possible, there are still about 700 employees without minority codes in the 1972 data; this causes discrepancies between tables constructed using minority codes and those constructed without using minority codes. The small differences in the 1978 data are due to rounding in calculations. Although some criticism can be leveled at the quality of 1972 data, it was considered sufficiently accurate for our purposes. The 30 September 1972 date was chosen because it is the earliest adequate date to provide a sufficiently long time period to observe trends. Also, it approximates a turning point both in EEO due to amendments to the Civil Rights Act of 1964 and in Navy mission due to the post-Vietnam drawdown.

The data for the Department of the Navy civilian work force is extracted from the PADS data base by the transition subsystem of the Computer Assisted Manpoer Analysis System (CAMAS). All tables included in this analysis are derived from the data extracted by that system.

Analysis Methods

There are two basic types of analysis performed on the data. The first involves looking at representation (i.e., numbers of employees in the work force classified by minority code, sex, occupation group, and grade group). Since we have representation data for two points in time, the first analysis was done to compare representation at these two points in time. The first step in this process is to compute change numbers (Table 1), simply by subtracting the number of employees in any category at 1972 from the number in that same category at 1978. For example,

(Table 1, page 1, line 2) there were 15,058 employees of all races and sex in Occupation Group 2 (Scientists and Engineers), Grade Group 3 (GS 9-12) at 30 September 1972. There were 16,766 in this category at 30 September 1978. The change number is (15,058 -16,766 =) 1,708, i.e., an increase of 1,708. Of the total employees in this occupation and grade group, there were 14,658 males (all races) in 1972 and 16,262 in 1978, a change (increase) of 1,604. Of the total employees in this occupation and grade group there were 119 Hispanic males in 1972 and 176 in 1978, a change (increase) of 57 (Table 1, page 3, line 1, column "Hispanic Males"). Although comparison of numbers of employees is useful, it is not sufficient. Three different types of percentages are computed:

(1) Percentage change (increase or decrease) in a given category over time, (Table 1) is computed by dividing the change number for any category by the number on board in that category at the earlier time period, in this case 30 September 1972,

> i.e., (change number)/(number employees at 30 September 1972) where both the numbers are for exactly the same race, sex, occupaton and grade group, or the same combination therefor. For example, in Occupation group 2, grade group 2, all employees there was an 11% increase (1,708/15,058).

(2) Proportional Diatribution percentages (Table 2) are "the percentage of all employees of a given ethno/sex class which are in a given occupation and/or grade category," i.e., these percentages show how an ethno/sex class is distributed through the work force. They are computed by:

> (number employees of a given minority and/or sex in a specific occupation and/or grade)/(total number of employees of that minority code and/or sex in the total civilian Navy work force).

Comparisons of these percentages for a specific ethno/sex class to the same percentages computed for all employees combined indicates where ethno sex groups are "concentrated." These numbers are always computed separately for each year, i.e., both numbers in the calculation are for

the same date. Comparisons can then be made between the percentages in different years to see if concentration is changing.

For example (Table 2, page 1, line 2), 6.0% of all employees are in Occupation Group 2, Grade Group 3 in 1978, but 7.7% of all males are concentrated there, only 2.5% of all Hispanic males are there, and only .7% of all females are there. Basically this says that if there's a higher (lower) percentage in the occupation and grade group under consideration there is a lower (higher) percentage somewhere else, since percentages always total 100%.

(3) Proportional Representation is perhaps the most immediately useful of the percentages. This is "of a given occupation and/or grade group (or combination thereof), what percentage belong to some ethno/sex class." It is computed by:

> (number in ethno/sex, occupation and/or grade group)/ (number of all employees in same occupation and/or grade group).

This percentage is also computed using numbers from the same date. Comparisons between these percentages computed for different years can then be compared. It is this type of percentage that is to be compared to civilian labor force (CLF) percentages (under FEORP guidelines) to determine which ethno/sex classes are underrepresented in what occupations and grade groups. Although FEORP defines different occupation and grade groups to be used, they are compatible with those used for this analysis.

For example (Table 3, page 1, line 2) of all the employees in Occupation group 2, grade group 3 at 30 September 1972, only .8% were Hispanic males (119/15,058), but at 30 September 1978 (1.0% were Hispanic males (176/16,766).

The analyses discussed above address position at two different points in time but not what happened, or how the changes occurred, between the two positions. Population Flow (transition) data provides the first step in addressing these questions. The importance of this can be brought out as follows: Suppose there are two occupation and grade group categories which have exactly the same number and percentage of each ethno/sex class at two points in time. At least one ethno/sex class has been determined to be underrepresented at the first point in time in both categories. They appear to have done equally well--or

poorly--on the basis of percentage representation only. However, if we do a flow analysis we may evaluate them differently. If in category A, all the employees are exactly the same persons at both points in time there was really no opportunity to change the ethno/sex mix. If in category B, however, all the employees who were there at the earlier time left and were replaced by employees none of whom were in that category at the earlier point in time, then there was an opporutnity to change the ethno/sex mix of category B. Since every organization is made up of several different categories, it is important to know which ones are more succeptible to change in order to plan for and evaluate results. Where entries into each category come from is also important. Historical patterns of movement can be seen from flow data. In categories where underrepresentation has been established, it is also necessary to determine (by analysis of position requirements) where it is feasible to develop new paths of movement into underrepresented categories from categories where substantial populations of the underrepresented class exist. This has only been addressed in a general way in this study since we concentrated on historical data analysis. Cooperation of personnel specialists must be enlisted to determine where and how these kinds of changes are feasible.

Population flow data is found in Tables 4, 5, 6 and 7. Table 4 gives overall data on occupations, without regard to grade groups or ethno/sex classes. This provides an overview of organization movement. Table 5 has separate flow data for each ethno/sex class and is broken down by grade groups as well as occupation groups. Tables 6 and 7 are comprised of the same data as Table 5 but grouped and presented in

different ways. Interpretation of Table 5 for all ethno/sex classes will be explained in detail below; Table 4 is interpreted in exactly the same manner as are the pages for individual ethno/sex groups. Tables comparable to the "from" table (4-C) are not yet available for the levels of data in Table 5. (They can be computed using the number of flows in Table 5, but have not yet been programmed.) Their computation and use will be discussed, as they are anticipated to be programmed in the future.

The "No. at Sep 72" column is the same as the number found in the Change Report for that ethno/sex category, with one following exception. Numbers on the both sex, all minority table (if it is available) may be somewhat higher than those on the change reports; this is due to lack of minority codes in a small portion of the employees in earlier years, as discussed above under reliability of data. For example, the number of Hispanic males in occupation group 2, grade group 3 at 30 September 1972 was 119 (Table 5, Number Flows, male Hispanic). Of these 119 at 30 September 1978, 75 were still in the same job category, 2-3 (i.e., read "category 2-3" to mean occupation group 2, grade group 3), 18 had been promoted to job category 2-4, 1 had moved to job category 4-3, and 25 had left the civilian Navy work force.

The "No. at Sep 78" row (bottom of table) is the same as the numbers found on the Change Report for that ethno/sex category (with the possible exception noted above) for that date. To continue our example, there were 176 Hispanic males in job category 2-3 at 30 September 1978. The figures in each row of the column for each occupation and grade group

indicate in what job categories the employees who were on board as of the later date (i.e., 30 September 1978 in the study) were as of the earliest date. Thus 9 male Hispanic employees who were in job category 2-3 at 30 September 1972 were in category 2-3 at 30 September 1978. This can then be read: of the 176 Hispanic males in job category 2-3 in 1978, 9 had been in job category 2-2, 75 in job category 2-3, 1 in job category 2-4, 1 in job category 4-3, 1 in job category 5-1, 5 in job category 5-2, 2 in job category 5-3, 1 in job category 8-1, and 81 were not in the Navy civilian work force at 30 September 1972.

"Proportion of Flows to" tables, which are included with all reports, are computed by dividing each entry in any job category row by the number in the "No. at Sep 72" column of that row. This reads "of the employees in (row job category) as of the earlier date, this proportion were in (column job categories) and that proportion had left the Navy civilian work force as of the later date." For Hispanic males in job cateogry 2-3 at 30 September 1972, .630 (75/119) (or 63.0%) were still in job category 2-3, .151 (18/119) went to category 2-4, .008 went to category 4-3, and .210 had left the Navy civilian work force by 30 September 1978.

"Proportion of Flows from" tables are not available currently, as noted above. However we can compute them as follows from the Number Flows by dividing every number in each column by the number in the bottom row of that column. Thus for Hispanic males: of the 176 employees in job category 2-3 at 30 September 1978, .051 (9/176) had been in (come from) job category 2-2, .426 (75/176) had stayed in job

category 2-3, .006 (1/176) came from each of job categories 2-4, 4-3, 5-1, and 8-1, .028 (5/176) came from category 5-2 and .011 (2/176) from job category 5-3, (these are all "internal sources) and .460 (81/176) came from "external sources," i.e., from outside the Navy civilian work force at 30 September 1972. Note that any intermediate steps cannot be seen from this data, only where employees "started" and "ended" at the two chosen times. However, this is much more information than can be derived from only net changes in representation, as was discussed above.

These procedures were used to develop the analysis in the next section of the report. This explanation should enable readers to follow the analysis, or to go directly to the tables for themselves.

C. ANALYSIS OF REPRESENTATION AND CHANGES

1. General Work-Force Configuration

a. The Department of the Navy civilian personnel work force decreased from 298,344 to 279,195 during the period September 1972 to September 1978. These figures represent a total decrease of 19,149 personnel or approximately 6%. The data in tables 1, 2, and 3 show that all occupations and grade groups were not affected in the same way. The tables reflect the following: (1) The total number of employees increased in every occupation group except Clerical, Craftsmen and Operators, and Laborers; (2) The largest increases were in Management and Administration (2,511 or about 9%) and Other General Schedule (1,105 or about 15%); (3) Craftsmen and Operators decreased by 18,565 (14%), almost the total amount of the net decrease. This reflects the shift from war to peace-time support requirements for repair and maintenance of equipment. (4) Within the GS occupations the total net change was an increase of 1,040 (slightly less than 1%); (5) Decreases in GS 1-4 were due to a decrease in Clerical staff; (6) Decreases in numbers at grade levels GS 13-15 and 16-18 were due to the effort to reduce high grades; (7) Within wage pay systems, Laborers, Semi-skilled and Leaders bore the greatest proportion of the decreases, although Apprentice was the only group which increased.

2. Analysis by Sex and Race

a. Overall changes. These data also show different impacts between the sexes. Males decreased by 20,616 (9%) while females increased by

1,467 (2%). This increase is due primarily to significant increases in female representation in Management and Administration (2,307 or 39%), Technicians (2,207 or 27%), and Other GS (545 or (1185%). These were slightly offset by decreases (2,390 or 5%) in female Clerical and (1,509 or 26%) in female Craftsmen and Operatives. Females as a percentage of total Craftsmen and Operatives dropped from an already low 4.2% in 1972 to only 3.6% in 1978. This condition, when considered along with the size of the Craftsmen and Operatives occupation group--118,240 employees, (i.e., 42.4% of the total Department of the Navy civilian work force) in 1978--makes it a particularly important area to concentrate analyses and subsequent actions. Males declined as a proportion of the Clerical group (the only group with less than 63% male representation) from 14.7% in 1972 to 12.9% in 1978. It is generally true, in aggregate and in individual occupations, that as grade level increases, the percentage representation of non-whites and females decreases.

b. Assumptions concerning traditional work-force distributions. Although Department of the Navy civilian personnel data supports many common assumptions about the traditional work-force distribution of females, there is evidence that this is changing. Over 60% of the total female employees are in Clerical jobs, but the proportion of all women who are in Clerical declined from 66% in 1972 to 61% in 1978. Since the total number of women increased during this time period, this implies that females are moving into other occupation groups and spreading more evenly throughout the work force. However, even though more females entered other occupation groups, they now comprise even more (87% in

1978 vs. 85% in 1972) of the total Navy Clerical force than they did in 1972.

c. Female representation and changes in General Schedule occupations. Females have increased their representation as a proportion of all GS occupations except Other Professionals where they decreased slightly from 37.2% to 36.6%. A significant reason for the high proportion of females in Other Professionals is that the OPM PATCO occupation coding scheme includes nurses as professionals. The decrease in the percentage of female representation may be due to the decrease in nurses (a traditionally female dominated profession) and the increase in accountants (a traditionally male dominated profession). Female Scientists and Engineers increased from 619 in 1972 to 756 in 1978, an increase of 137 or 22%. The most significant gains of female representation were in Management and Administrative (from 20% to 26%) and Technician (from 25% to 31%) occupations groups. Female representation in Other General Schedule also increased substantially (from 1% to 7%) due almost completely to the increase in the number of Student Trainees, which are included in this occupation group. Female representation in the Clerical occupations increased from 85% to 87%. This is expected to be comparable with national trends, which show that the number of women in clerical occupations and the percent of clerical occupations held by Females is increasing. When the available labor pool supply data is developed this hypothesis can be tested.

d. Female representation and changes in wage pay plans. The number of Department of the Navy female employees in the Craftsmen and Operatives

series declined by 1,509 (26%) in the 1972-1978 period. The decrease was from 5,759 (4.2% of all Craftsmen and Operatives) in 1972 to 4,250 (only 3.6%) in 1978. This may be due partly to Reductions in Force (RIF's) affecting females more than males in the post Vietnam drawdown. Placing women in blue collar jobs is one of the most significant challenges for the Department of the Navy for Affirmative Action in the foreseeable future. This area is slated for more intensive analysis which will cover the effects of drawdowns, veterans preference, and where and how to successfully recruit more women. Female representation in Laborers increased from 11% to 15%, much of which was due to an increase of minority females combined with a 1,624 decrease in male Laborers.

e. Black female representation has increased by 1,608 (from 10,598 to 12,206) an increase of 15% over 1972. Black females were 3.6% of the total Department of the Navy civilian work force in 1972, and increased to 4.4% in 1978. Black female representation increased as a proportion of every occupation except Scientists and Engineers, where it remained steady at 0.2%.

f. Hispanic female representation has increased by 228 (from 1,146 to 1,374), an increase of 20% over 1972. This was .5% of the total Department of the Navy civilian work force in 1978 compared to .4% in 1972. They increased as a proportion of all occupations except Scientists and Engineers, Other Professionals, and Craftsmen and Operatives where they remained steady. Absolute numbers of Hispanic females increased in all occupations except Craftsmen and Operatives.

g. Other female representation has increased by 269 (from 933 to 1,202), an increase of 29% over 1972. This was .4% of the total Department of the Navy civilian work force in 1978, up from .3% in 1972. Other females increased as a proportion of all occupations except Scientists and Engineers and Craftsmen and Operatives, where they remained steady at .1% in each. Craftsmen and Operatives was the only occupation in which other females did not increase in absolute numbers.

h. White females were the only female group to decrease in total number, by 638 (from 54,087 in 1976 to 53,449 in 1978) a decrease of 1%. However, because of the proportionately larger decrease in males, the white female representation as a proportion of total work force increased from 18% to 19%. Although white female representation decreased very slightly as a percentage of Other Professionals and Clerical it is still 31% and 70% respectively in 1978, much higher than white female representation in any other occupations. The decrease of 1,360 (from 2.7% to 2.0%) in white female representation in Craftsmen and Operatives is a much more serious situation.

i. Male representation and changes. The Clerical field is the only occupation group which males do not dominate. They increased from 95.8% to 96.4% of the Craftsmen and Operatives occupations which comprise over 40% of the total Department of the Navy civilian work force. Due to gains in representation of minority males, males increased slightly as a proportion of Other Professional (from 62.8% to 63.4%). This occupation group has the second lowest male representation to Clerical, of which males comprised only 12.9% in 1978, down from 14.7% in 1972.

j. Black males are still heavily concentrated in blue collar jobs, although they too are becoming better spread throughout the work force. Black male representation as a percentage of each occupation increased in every occupation group except Laborers. They declined from 50% of total Laborers to 41%, still a significantly higher representation than both their population and average civilian labor force proportions. Total Black male representation decreased by 2,527 (8%) from 32,924 (11.0%) in 1972 to 30,397 (10.9%) in 1978. This is a lower rate of decrease than white males' 10% decrease and lower than the average male work-force decrease of 9%, but higher than the total average work-force decrease of 6%, due to the increase in females. Black and white males are the only two groups which had a net decrease in total numbers, and the rate was less severe for black than white males.

k. Hispanic males have increased from 2.3% (6,820) in 1972 to 2.5% (7,097) in 1978, an increase of 277 or 4%). They increased as a percentage of every occupation group except Other Professional, where they declined from 0.4% to 0.3% and Clerical where they remained steady at 0.4%. The largest increases were in Laborers (from 4.0% in 1972 to 5.8% in 1978) and Other General Schedule (from 3.3% to 4.1%), with the next largest increase in Craftsmen and Operatives (3.7% to 4.2%). Scientists and Engineers increased from 0.7% to 0.9%, Management and Administrative from 0.9% to 1.1% and Technicians from 1.5% to 1.7%.

l. Other male representation increased by 233 (5%) from 1.6% (4,871) of the total labor force in 1972 to 1.8% (5,104) in 1978. They increased as a proportion of every occupation group except Laborers, in which they

declined from 3.1% to 2.9%. Their highest representation is in Laborers, Craftsmen and Operatives and Scientists and Engineers; their lowest is in Clerical.

m. White males have decreased by 18,599, from 186,965 (63% of the total Department of the Navy civilian work force) in 1972 to 168,366 (60%) in 1978. They decreased as a proportion of every occupation except Laborers where they increased from 32% in 1972 to 36% in 1978. White males have 59% or greater representation in every occupation except Clerical and Laborers, which are generally the two lowest paid and least attractive occupation groups in a Federal work force. In 1978 white males represented only 36% of Laborers and 9% of Clerical occupations.

3. Analysis by Occupation and Grade Group

a. Scientists and Engineers

(1) The Scientist and Engineer occupation group increased by 471 from 29,338 in 1972 to 29,809 in 1978, an increase of 2%. The number in GS 9-12 increased by 1,708, while the number in all other grade groups decreased. The relative decline in grade groups 13-15 and 16-18 is probably a result of high grade controls, while the relative decline in GS 5-8 could reflect decreased hiring or better qualified entrants or both. This occupation group contains 68% of all GS 16-18's and 63% of all GS 13-15's in the Navy civilian work force. This indicates that improving female and minority representation in high grades is largely dependent on improving their representation in these occupations.

(2) Females increased their proportional and numerical representation in all levels except 13-15, where they decreased by three persons but maintained the same proportion of total Scientists and Engineers. This was a decline of 3% from 1972 female numbers, less than the 6% decrease of males in this grade group during this period. The maximum proportional female representation is their 9.7% of the GS 5-8 (entry level), which is up from 5.5% in 1972 (also their highest representation in that year). This indicates improvement in the Department of the Navy's EEO status on female Scientists and Engineers, although how it compares with the labor market is still an open question. White females have accounted for most of the improvement at all levels with small amounts attributable to Black and Hispanic females at the GS 5-8 level. Other females lost representation in GS 5-8 over this period, but increased in GS 9-12 and 13-15.

(3) All minority males have improved their proportional representation in all grade groups except for a drop in black males from 2.4% in 1972 to 2.2% in 1978 (although the actual number in this category increased by 4) and a drop in Hispanic males from .5% to .Ø% in GS 16-18. White male representation declined as a percentage at every level.

b. Other Professionals

(1) The Other Professional occupation group shows a change in configuration similar to the Scientist and Engineers, but with a much larger shift from the GS 5-8 to GS 9-12, primarily among females. The causes of this shift should be investigated as it may be due to the

reclassification of nurses. Although total female percentage representation declined slightly, their grade level distribution improved as female representation at all levels except GS 5-8 increased both in number of employees and as a proportion of the level. The decreases in the GS 5-8 level were outweighed by the increases in higher levels, which also holds for the specific White and Black female groups. Hispanic and Other Females had improved representation at the GS 5-8 as well as GS 9-12 and 13-15 levels. White females are the only group of females which have GS 16-18 representation, a 100% increase from 1 (4.8%), in 1972 to 2 (11.1%) in 1978.

(2) All male representation increased as a percentage of GS 5-8, but decreased as a percentage of all other levels. The actual number of males inceased at GS 5-8 and GS 9-12 but decreased at GS 13-15 and GS 16-18. White males are the only group of males which have representation at the GS 16-18 level; they declined by 20% from 20 in 1972 to 16 in 1978. Black males gained both in numbers and in proportional representation at all other levels. Other males gained in numbers at all levels except 16-18. They gained percentage representation in GS 5-8 and GS 13-15 and maintained the same proportion in GS 9-12, the level with the most significant growth. Hispanic male representation declined as a percentage of all levels in which they had representation in 1972. Numerical representation decreased at GS 5-8 and GS 13-15, with an increase only in GS 9-12.

c. Management and Administrative

(1) The number of total Managers and Administrators increased by 2,511. The only grade group which had a decrease was GS 13-15, which declined 530 in total number, from 5,821 (20.0% in 1972 to 5,291 (16.7%) in 1978. Most of the increase was in GS 9-12, which makes up the bulk of the Management and Administrative occupations, with 22,332 (70.5%) in 1978, up from 19,419 (66.6%) in 1972.

(2) GS 1-4 has shifted very strongly toward females, primarily black and white females, with a decline in both number and proportion of every male group. Although this is less than 100 positions (only .3% of the total Management and Administrative occupations), the causes of the shift will be investigated as it may be due to classification errors or to affirmative actions based on job restructuring. The proportion of females in GS 5-8 increased from 47.8% to 56.9%, with all ethnic groups having some increase. Female representation in GS 9-12 increased 48%, from 3,711 in 1972 to 5,493 in 1978. This increased their percentage representation at this level from 19% to 25%. All female race/ethnic groups increased in number and percentage representation at this level. Females in GS 13-15 increased by 81 from 5.6% to 7.7%, with gains by black and white females. Females increased by 2 (both white) in GS 16-18.

(3) Hispanic males were the only male group which increased in either number or proportion of GS 5-8, from 1.0% (39) to 1.1% (43). All other males' proportions and numbers decreased. Although their proportion

declined from 81% in 1972 to 75% in 1978, GS 9-12 is still dominated by males. All non-white male groups increased their numbers and proportions at this level. All non-white males gained in numbers and proportions, although white males still dominate at 89% of all GS 13-15's. GS 16-18 males increased by 2, which consisted of 1 white male and 1 other male.

d. Technicians

(1) Total Technicians increased from 33,303 in 1972 to 33,569 in 1979, an increase of 266 or 1%. The number and percentage of Technicians in grade levels 1-4 and 5-8 increased while the number and percentage in levels 9-12 and 13-15 decreased. Again this is in response to the high and average grade controls effective during this period.

(2) Females gained numbers and proportions in all grade levels except GS 13-15 (the highest levels of Technicians, the numbers of which are declining due to grade controls on GS 13-15's). Females increased as a proportion of even GS 13-15 (although the number remained steady at one) because the number of males decreased. Again, as the grade level increases, the proportion of females decreases; this holds true across all ethnic groups of females. Females of all race/ethnic groups either increased or remained steady as a proportion of each level, except Black females in level 1-4 which decreased from 19% to 17%. Females of every ethnic group increased in absolute number at these 3 levels.

(3) All non-white males increased in number and as a proportion of each grade level, except for a decrease of 4 Hispanic males in GS 5-8, a decline from 1.5% to 1.4% of all GS 5-8 Technicians.

(4) Further study of the occupational stratification of the Technician occupations may be needed because of the differences between engineering and science technicians and other technicians.

e. Clerical

(1) The Clerical occupation group is dominated by females. However, the positive relationship between higher proportions of males and higher grade levels still holds. The total number of Clerical employees decreased from 51,708 in 1972 to 47,922 in 1978, a drop of 3,786 or 7%. Clerical has the bulk (about 80% in 1978) of all GS 1-4 positions. However, there was a decrease in the proportion and number of grades 1-4 Clericals, and an increase in the number and proportion in grades 5-8.

(2) Females increased as a proportion of all grade levels, but increased in number only at the 5-8 levels. Although total number decreased in some levels, all non-white females increased as a proportion of every grade level.

(3) White males decreased in number and as proportions of all grade levels. Other males increased in numbers and proportions at every level. Hispanic males decreased by 1 in GS 9-12 but increased in

proportions from .6% to .4, and increased by 9 in GS 5-8. Black males decreased by 135 in GS 1-4 remaining at the same 3.3% porportion, increased by 10 in 5-8 dropping from 3.0% to 2.9%, and dropped 1, from 17 to 16 in 9-12 increasing as a proportion of the level from 5.1% to 6.5%.

f. Other General Schedule

(1) The Other General Schedule contains two rather disparate groups, Student Trainees and Guards/Fire Fighters. The gains by females and non-white males in levels 1-4 and 5-8 reflect primarily the large increase in the number of Student Trainees and the decrease in the Guards/Fire Fighters.

g. Craftsmen and Operatives

(1) The Craftsmen and Operatives is the largest occupation group in the Department of the Navy civilian work force. There are two main streams within this group, Skilled (Apprentices, Journeymen, Leaders and Supervisors) and Semi-skilled (Semi-skilled, Leaders and Supervisors). Apprentices and Journeymen have increased as a proportion of total Craftsmen and Operatives (although every level except Apprentice decreased in number) while Semi-skilled, Leaders and Supervisors declined in proportions as well as numbers.

(2) Females have very low representation in these jobs, with their highest 1978 representation at 9.1% (3,227) in Semi-skilled (the least attractive in terms of both pay level and career path), and next

highest at 7.1% (416) of Apprentices, which is the entry level for the Journeyman jobs. Female representation in semi-skilled dropped from 11.7% in 1972 to 9.1% in 1978, mostly due to a decrease in white females from 7.6% to 4.6%. Female apprentices increased by 371, from 45 to 416, showing increased commitment to preparing women for these jobs.

(3) Non-white male representation increased as a proportion of Journeymen, Leaders and Supervisors for every group except Other male Journeymen which, declined from 2.7% in 1972 to 2.6% in 1978. Every male group declined as a proportion of Apprentices because of the increase in females; however white males gained in actual number while all non-white males declined in number. Every group of males except black males, which dropped from 32.2% to 31.5%, increased as a proportion of Semi-skilled. There was a marked relative increase in the proportions (although not necessarily in numbers) of black males and Hispanic males in the Journeymen, Leader and Supervisor levels. For black males the changes were from 8,315 (12.5%) Journeymen in 1972 to 8,299 (14.0%) in 1978, from 753 (6.8%) Leaders in 1972 to 805 (10.0%) in 1978, and 857 (8.2%) Supervisors in 1972 to 1,219 or 12.8% in 1978. For Hispanic males the change was from 2,525 (3.8%) Journeymen in 1972 to 2,448 (4.1%) in 1978, from 309 (2.8%) Leaders in 1972 to 307 (3.8%) in 1978, and from 192 (1.8%) Supervisors in 1972 to 279 (2.9%) in 1978. This can be compared with the considerable numerical and porportionate decline of white males from 53,577 (80.4%) Journeymen in 1972 to 46,524 (78.5%) in 1978, from 9,643 (87.3%) Leaders in 1972 to 6,690 (83.1%) Leaders in 1978, and 9,214 (88.5%) Supervisors in 1972 to 7,847 (82.4%) in 1978.

h. Laborers

(1) In the Laborers occupation group, the proportion of Leaders and Supervisors (combined) has increased from 5.4% to 7.9%, which reflects relatively less decrease in these levels than in the Semi-skilled, since there was a decrease in total numbers at all levels.

(2) Females increased both as proportions and numbers of Semi-skilled and Leaders/Supervisors. Proportions of all female groups increased at both levels, except that there is no Hispanic female representation at the Leader/Supervisor level. The greatest gains were made by black females, which increased from 8.6% to 10.5% in Semi-skilled and from 5.9% to 9.4% in Leader/Supervisor.

(3) Males continue to dominate the Laborers occupation group. Black male representation in Laborers is its highest proportion of any occupation, at 49.4% in 1972 down to 39.6% in 1978 in Semi-skilled and 53.4% in 1972 up to 58.0% in 1978 in Supervisors/Leaders. Total number of black males decreased at both levels. Hispanic males increased from 4.1% to 5.9% in 1972 and 2.0% to 3.3% in Supervisor/Leaders and increased in numbers as well as proportions. Other male representation decreased in proportion and number of Semi-skilled from 3.1% to 2.8% but increased by 2, from 2.8% to 4.3% of Leaders/Supervisors.

D. ANALYSIS OF POPULATION FLOWS

1. Introduction. In addition to analyzing changes in representation between two points in time, it is important to consider how the changes came about, where people moved to, and came from, in terms of occupation and grade groups. Tables 4 and 5 provide the data on which this analysis is based for the September 1972 - September 1978 period.

2. Analysis of Flows Between Occupations.

a. Scientists and Engineers and Other Professionals.

(1) Due primarily to the professional education requirements, neither Scientist and Engineer nor Other Professional appear to be attractive target areas for Department of the Navy-wide internal recruitment efforts. In 1978, these two groups were 76% of GS 16-18 positions, 69% of GS 13-15 positions and 33% of GS 9-12 positions. Thus although they constitute only 22% of the total GS population, improvement of Department of the Navy high- and super-grade minority and female representation is largely dependent on these occupations. External recruiting directly into these occupation groups appears to be the only viable path to accomplish this.

(2) Most of the personnel who entered the Scientists and Engineers occupations came from outside the Department of the Navy civilian work force. 29% of those on board at 30 September 1978 entered from the external labor force. Of the less than 2% which came from internal

sources, 138 (0.5%) were from the Other General Schedule category, which includes Student Trainees, and is thus expected to be a major internal supply line. The second largest supply of internal entrants were 214 (0.7%) from Technicians, a circumstance that should be investigated for further internal recruitment possibilities. Since Scientists and Engineer occupations have college degree and certification requirements, the Navy may not be able to provide basic educational requirements for this transition; however, employees should be aware of the opportunities for advancement within the Department of the Navy if they attain the requisite education on their own. Also, although individuals meeting professional occupation requirements tend to be better prepared for their own career planning than the general population, EEO specialists, personnelists and managers should be open to finding individuals who are already on board in other occupations and who are qualified to enter these occupations. Management and Administrative is another avenue which needs to be further investigated since this occupation, along with Technicians, had substantial increases in female and non-white male representation between 1972 and 1978.

(3) The Scientists and Engineering occupation had the lowest rate of exits from the Department of the Navy civilian work force and the lowest rate of internal transfers from other occupations, even after considering that it gets the bulk of the transfers from Student Trainee. This, combined with consideration of the firm education requirements for entry, leads to the conclusion that external recruitment will still be the major route for Affirmative Action in this area. The high retention rate also means that this area may be expected to have one of the slower

rates of change, because of lower opportunity for a changing mix via new entrants. Besides ensuring that a broad recruitment base is used, ongoing action in this area consists primarily of the Student Co-op Program.

(4) Of the 29,401 Scientists and Engineers on board as of 30 September 1972, 20,590 (70.0%) remained in the occupation at 30 September 1978, 1.4% transited to Management and Administrative and 33 (0.1%) transited to Technicians (transitions to all other occupations were even smaller). Only 8,351 (28.4%) left the Department of the Navy civilian work force, by far the lowest exit rate of any occupation. (The second lowest exit rate was 39.9% of Management and Administrative.) Estimating a 35 year "work life" and assuming equal distribution across all age groups, 17% would be the expected exit rate due to retirements alone (6 years/35 years) over a 6-year period. The "residual" exit rate of 11% (over 6 years) is very low compared to other occupations (although how it compares to the labor-force or was affected by the labor market for this occupation group is not known). A more precise projection of retirements could be made using the expected retirements subsystem of the Computer-Assisted Manpower Analyses System (CAMAS). Prior to the availability of such data, the occupational age distributions by race and sex will shed some light on the retirement issue.

(5) Other Professionals were 1.3% (3,864) of the Department of the Navy civilian work force on 30 September 1972, compared to 1.5% (4,325) of the 30 September 1978 work force, an increase of 11.9%. Of those on board in 1972, 46.8% (1,808) were still in Other Professional

in 1978, which provided 41.8% of the 1978 Other Professionals. The largest source of entries was the external work force, which provided 52.5% (2,271) of the 1978 force. Management and Administrative provided the next largest source, 2.2% (92) of the 1978 population, Technicians 2.0% (86), Clerical 9% (39), Scientists and Engineers 3% (14) and Craftsmen and Operatives 3% (12). The relatively small size of this group, combined with the professional education and/or licensing requirements, makes it an unlikely place for major internal recruitment efforts.

(6) There is as little transfer out of the Other Professional to other occupations as there is into it. The largest transfer out is 4.0% (155) of those in Other Professional at September 1972 to Management and Administrative. Technician had 9% (14) transfers and Scientist and Engineers had 0.2% (9). Of those on board at September 1972, 48.5% (1,875) left the Department of the Navy Civilian work force by September 1978.

b. Management and Administrative

(1) Management and Administrative appears to be an excellent target occupation for internal recruitment. It is the only occupation other than Scientists and Engineers and Other Professionals which has representation at GS 16-18 level. With 54 GS 16-18's, it has 24% of the total GS 16-18 population. It also has 32% of the GS 13-15 level and 38% of the GS 9-12 level although it is only 20% of the total GS population. There are a substantial number and proportion of entries from other occupations,most from occupations which have higher than average

representation of females and/or non-white males. The transition to Management and Administrative also generally represents an improvement in status and/or opportunity for employees from Technician, Clerical and Craftsmen and Operatives occupations, which provided the majority of internal entrants between 1972 and 1978.

(2) Of the 1972 on board, 50% (14,502) were still in the Management and Administrative occupation in 1978. 46% (13,602) had left the Navy civilian work force. Of the 4% which went to other occupations within the Department of the Navy, the largest transition was 2% (588) to Technicians, second 0.7% (220) to Craftsmen and Operatives, 0.5% (133) to Clerical. All of these are likely to be reductions in status and/or opportunity, and perhaps have resulted primarily from RIF actions or position reclassifications. This should be investigated further. 0 .4% (115) went to Scientist and Engineer and 0.3% (92) went to Other Professional.

(3) Of the 1978 on-board 46% (14,502) remained from 1972, 26% (8,102) were internal transfers from other occupations, and 29% (9,075) were entries from the external labor force. This is the first occupation group where a substantial number of entries were internally recruited. The largest number of entries was from Technicians, which provided 10% (3,101) of the total 1978 on board population of Management and Administrative. The second largest pool was from Clerical, 9% (2,697) followed by Craftsmen and Operatives, 5% (1,677). These moves are likely to be improvements in status and/or opportunity for the incoming employees. Thus, this appears to be an existing available internal recruitment path

for affirmative action, especially as the "supplying occupations" tend to have higher than average female and/or non-white male representation. Two percent (61) came from Other General Schedule, most likely from Student Trainees, 1.3% (402) and 0.5% (155) came from Scientist and Engineer and Other Professional codes. The Management and Administrative occupation group and the occupation groups which supply it will be an important focus for futher internal recruitment analysis.

c. Technicians

(1) Technician also appears to be a very promising occupational area for internal recruitment for affirmative action. Although the numbers are still small, it supplied among the largest amounts of transfer into the Scientist and Engineer and Other Professional occupations. More importantly, it supplied the single largest pool of transfers to Management and Administrative occupation. It is an attractive occupation for recruiting into as a destination occupation, as well as a path to other occupations. Technician had 28% of the GS 9-12 and 2% of the GS 13-15 level Department of the Navy civilian GS jobs and constituted 12% of the total Department of the Navy civilian work force in 1978. Internal recruiting into the Technician codes is strong with 4,263 (13%) coming from Clerical and 3,324 (10%) coming from Craftsmen and Operatives.

(2) Of those on board in 1972, 15,473 (463% were still Technicians in 1978, 13,340 (40%) had left the work force, and 4,622 (14%) had transferred to other occupation groups. By far the largest transition was 3,101 (9.3%) to Management and Administrative, followed by 722

(2.2%) to Craftsmen and Operatives, 475 (1.4%) to Clerical, 214 (0.6%) to Scientist and Engineers and 86 (0.3%) to Other Professional. All these moves are likely to be positive except for those to Clerical and (possibly) Craftsmen and Operatives, which will require further investigation.

(3) Of the 1978 on board, 46% remained from 1972, 25% were internal transfers from other occupations, and 29% were entries from the external labor force. The largest pool of internal transfers was from Clerical, which provided 13% of the 1978 on board, followed by Craftsmen and Operatives which provided 10%. The move from Clerical is very likely to be positive; that from Craftsmen and Operatives requires further investigation as it may be partly due to reclassification of positions.

d. Clerical

(1) Clerical is the lowest graded of all GS occupations and is therefore not an attractive recipient occupation for internal recruitment, except possibly from the least skilled of the non-GS occupations. It is, however, an excellent source occupation for recruiting women from, as it has the highest female representation of any occupation and comprises 17% of the total Department of the Navy civilian work force. In the 1972-1978 period, it provided 2,697 transfers to Management and Administrative, 4,263 to Technician, and 820 to Craftsman and Operative, all of which are positive steps in terms of career progression. Although the smallest of the three, the transition to Craftsmen and Operatives is

of significant potential because of the high female representation in Clerical and the significant lack of females in Craftsmen and Operative positions. Clericals were to 17% of the 1978 work force, a substantial proportion of the population. Of those on board in 1972, 35% (18,362) were still in the Clerical occupation group in 1978, 49% (25,648) had left the Department of the Navy civilian work force, and 15% (7,877) had transferred to other occupations.

(2) Because of Clerical's generally low status, the 1978 on board was derived only 38% (18,362) from retentions in occupation, 2% (1,037) from internal transfers, and 60% (28,524) from the external labor force. The transfers are probably reductions in status and/or opportunity, except possibly for those from Laborers.

e. Other General Schedule

(1) Other General Schedule consists of two distinct and very different groups: (1) Guards and Fire Protection and (2) Student Trainees. These two populations need to be separated, which they were not in this data. Other GS increased from 2.5% (7,611) of the work force in 1972 to 3.1% (8,708) in 1978. (Other data indicates that this was due primarily to an increase in Student Trainees).

(2) Of the 7,611 on board in 1972, 40.4% (3,076) were still on board in 1978, 52.1% (3,964) had left the Department of the Navy, and 7.5% (571) had transferred to other occupations. Craftsmen and Operatives had 3.5% (266) transferred (probably Guards and Fire). Most of the

other transfers were probably Student Trainees Scientist and Engineer 1.8% (138), Management and Administrative 0.8% (61), Technician 0.7% (50). The transfers to Clerical 0.5% (42) could be either.

(3) Of the 8,708 on board in 1978, 35.3% (3,076) were on board in 1972, other occupations 2.7% (232), and entered from the external population (62% (5,400). Internal transfers, almost all of which would be expected to be into Guard and Fire, were from Craftsmen and Operatives 1.7% (146), Clerical 0.3% (30), Laborers 0.3% (26), and Technicians 0.2% (18).

g. Craftsmen and Operatives

(1) Craftsmen and Operatives is the area where the most affirmative action is needed for females. Total female representation is only 4.0% in 1978, down from 4.5% in 1972. Female representation is highest in less skilled jobs. However, only 3,603 employees were recruited internally, and only 820 came from Clerical where most of the Navy females reside. There were 46,975 entries from the external labor force, a significant number of opportunities. Further analysis to determine of what proportion had prior training or experience is needed, in order to determine when and if internal recruitment could be used instead of external recruitment. Craftsmen and Operatives comprised 42% (118,140) of the Navy civilian workforce in 1978, down by 18,834 from 46% (137,074) of the 1972 work force. This change reflects a draw down of 16% of the 1972 force, a fairly drastic reduction.

(2) Of the 1972 on-board, 49% (67,662) remained in the occupation in 1978, 46% (63,574) left the Department of the Navy, and 4.2% (5,838) transferred to other occupations. The largest group of transitions was 2.4% (3,324) to Technician, followed by Management and Administrative 1.2% (1,677). Lower levels of transfer occured with Laborers 0.2% (312), Clerical 0.2% (301), Other GS 0.1% (146) and Scientist and Engineers and Other Professional 0.1% (78).

(3) Of the 1978 on board, 57% (67,662) remained from 1972, 3.1% (3,603) were internal transfers from other occupations, and 40% (46,975) came from the external labor force. 1,568 (1.4%) came from Laborers, 820 (0.7%) from Clerical, 722 (0.6%) from Technicians, 266 (0.2%) from Other GS an 220 (0.2%) from Management and Administrative. From discussions with position classifiers, it is estimated that about 400 of the "transfers" from Technician to Craftsmen and Operative can be accounted for by reclassification of positions from GS to WG pay scales without a change of duties. The only movement which is definitely positive is from Laborers, although those from Clerical and Other GS may also be. Movements from Clerical are particularly important because of the high female representation.

h. Laborers

(1) Laborers comprised only 1.8% (4,949) of the 1978 work force, down by 25.3% (1,679) from 2.2% (6,628) of the 1972 work force. However it tends to have high proportions of minority and female representation. Laborers are the lowest level non-GS job code. Of the 1972 on

board, 22% (1,476) were still in Laborers in 1978, 26.3% (1,743) had transferred to other occupations, and 51% (3,409) had left the Department of the Navy. This is the highest exit rate and lowest retention rate of any occupation group except Other GS, which includes Student Trainees. Most of the transitions were to Craftsmen and Operatives with 24% (1,568) of the 1972 Laborers transferring. This move is an affirmative improvement in status and/or career opportunities. Transfers to other occupations were limited.

(2) Of the 1978 on board, 30% (1,476) remained from 1972, 7% (354) transferred in from other occupations, and 63% (3,119) entered from the external labor force. Of the internal transfers, 6.3% (312) came from Craftsmen and Operatives, 0.4% (19) from Clerical, 0.2% (12) from Other GS, 0.1% (6) from Technician and 0.1% (5) from Management. All of these are likely to be reductions in opportunity.

2. Analysis of Flows by Grade Grouping

a. Overall Scientist and Engineers, Other Professional, Management and Administrative, and Other GS all had their highest exit rates from the highest grade group within the occupation, whereas Technicians and Clerical had their highest exit rates from the lowest grade groups.

b. Most of the movements, as expected, were to higher grade groups within the same occupation. Generally, as grade group increases within an occupation the probability of being promoted decreases, i.e., the higher you get the harder it is to get another grade increase. Thus

movements from one grade group to the next within occupation are consist ently lowest in the step from the second highest to the highest grade group within the occupation. These are all less than 1.0% except 3.7% for the transition in Other GS from GS 5-8 to GS 9-12. In all except Administrative, which has a very small population in the lowest group, movements from the lowest grade group in each occupation to the second lowest grade group in that occupation are highest promotion rates and the largest transition rate from grade group GS 5-8 to grade group GS 9-12. This is an indication that Administrative should be entered at GS 5 or above for a high probability of progression beyond GS-8.

d. Entries from outside the Department of the Navy civilian work force are consistently highest in the lowest grade group in each occupation. As grade increases, the percentage of the ending population which comes from outside decreases, except for grade group GS 16-18. Scientists and Engineers and Management and Administrative, where the entry rate is from outside Navy is slightly higher than in GS 13-15.

e. Rates of retention vary widely between occupations. Only in occupation Scientist and Engineers is there incidence of more than 50% of the 1972 incumbents remaining in the same occupation and grade group in 1978. This is true at both the GS 9-12 and GS 13-15 levels. Within each occupation, retention rates withinin grade groups are typically highest in whatever grade group is the mid range (journyman level) for that occupation.

f. Entries into Administrative from Scientist and Engineer and Other Professional occur mostly in the GS 9-12 and GS 13-15 grade groups, while entries from Clerical, Technician and Blue Collar occur in the GS 5-8 and GS 9-12 grade groups. Entries into Technician from Clerical are in GS 1-4, 5-8, and 9-12 (mostly 5-8) grade groups and entries from Blue Collar are in GS 5-8 and GS 9-12, with most entering Administrative GS 9-12 from Clerical and Other Journeymen.

E. RECOMMENDATIONS

1. Approach

The following approach was used in developing these recommendations:

1. Determine Federal Equal Opportunity Recruitment Program (FEORP) internal recruitment priorities.

   a. Which areas (i.e., area is defined by race, sex, occupation, and grade) need most improvement, based on comparisons to average national civilian labor force (NCLF) statistics. NCLF statistics are from Reference (4), Appendix B.

   b. Of those areas identified in step la, which are most likely to be significantly improved through use of interal recruitmnt strategies.

2. Select the top priority areas identified in step 1. and develop appropriate policies and programs for internal recruitment that can be applied Navy-wide.

The Analysis section of this document provides the primary support for step 1. Our recommendations are the results of initial efforts to complete step 2. These recommendations should be regarded as minimum steps necessary to begin to address FEORP requirements, and each major claimant and activity must additionally identify its individual problem areas and develop programs to address them.

2. Summary of Analysis Results

Generally Clerical and Laborer occupations are not attractive occupations to move into from anywhere else in the organizations' occupation structure. However, they tend to have high minority and/or female

representation. For these reasons they will be considered primarily as supply occupations for internal recruitment.

Scientists and Engineer is an attractive occupation group with very low minority and female representation and high barriers to entry in the form of education requirements. Other Professional occupations have similar entry requirements but tend to have higher minority and female representation than does Scientists and Engineers. Because of the entry requirements, internal recruitment into these occupations from other occupations is not considered likely to yield significant positive results. Because these occupations are important both in terms of size and high grade representation, this indicates that they should be primary targets for external recruitment. Internal recruitment (i.e., from lower to higher grades) within these occupations is the dominant strategy, and it must therefore be ascertained that minorities and females are receiving equal treatment in this respect.

This leaves three major areas to be examined for viability of internal recruiting into: Technicians, Management and Administrative, and Craftsmen and Operatives. These three together comprised 65% of the Navy civilian work force in 1978.

Both Technician and Management occupations have made gains in minority and female representation between 1972 and 1978, and drew a substantial proportion of their entries from internal sources. Many of these entry positions do not have formal education requirements if the applicant is already a civil service employee. There are also occupation series in

existence that span a wide range of grades, thus facilitating advancement without the need to change occupation series. Although it appears from our analysis that internal recruitment is already being used in these areas, a Navy-wide policy and program is recommended to ensure that all activities know and take advantage of the opportunities. An evaluation system, including tracking of both numerical representation and program implementation, must be developed and implemented.

Craftsmen and Operative occupations are very attractive, being comparable in pay to Technician and Management occupations. They are male dominated, with representation of all minority (as well as white) males in excess of the minority male CLF proportions. Movement of females into this area may well be the largest equal employment opportunity - and challenge - the Navy faces for its civilian employees today. This situation appears to have resulted from a combination of factors: (1) widespread beliefs about females' lack of capability and/or desire to do these jobs, (2) females' lack of knowledge about the opportunities and requirements of these jobs, and (3) females' lack of access to training for these jobs. Additionally, union influence in these occupations may impose entry barriers seldom found in General Schedule occupations, and Veterans Preference may impact these occupations to a different degree than it does General Schedule occupations. This latter possibility remains an outstanding question for further research.

The Navy must first determine what Craftsmen and Operative jobs females are currently physically capable of doing if they have the required training and whether other jobs can be restructured if necessary.

What skills are required to perform Craftsman and Operative jobs and how they are usually acquired (apprentice programs, semi-skilled work, technical schools, etc.) must be determined, and those which require little or no previous training must be identified. Entry level vacancies for any jobs in these areas can then be required to be announced internally in areas with large female populations.

In order to change erroneous beliefs about females' ability to perform Craftsmen and Operative jobs, an internal education campaign, for both managers and the target recruitment groups, should also be undertaken. A pamphlet on "Women in Wage Pay Plans" describing the opportunities for entry and advancement, pay scales, job requirements and experiences of women holding those jobs should be developed and disseminated. (This could be an external as well as internal recruitment tool.) Counseling could be provided on-site at larger activities, and perhaps on a regional basis for smaller activities. A central information source should be listed in the pamphlet, and a person on the Chief of Naval Operations EEO staff should be delegated responsibility for handling information requests and coordinating program development.

Finally an evaluation and monitoring system must be developed to determine whether information is being disseminated, where vacancies are announced, how many females are applying for vacancies, whether females recruited internally are competing successfully for selection, what are the actual numbers of women entering Craftsmen and Operative positions, and where they go after entry. Corrective action should of course be taken where problems surface.

3. Recommended Navy-wide Policies and Programs

a. Central clearing house for activity generated ideas as well as centrally developed items.

b. Require issuance of vacancy announcements internally as well as externally, with monitoring systems for both announcements and applications.

c. Require "minimum area of consideration" for distribution of vacancy announcements for selected grades and series.

d. Job study and education campaign on "Women in Wage Plans: Myth and Reality."

e. Develop a monitoring system to ascertain that females and minorities within each occupation and grade are receiving at least equal treatment to white males, in terms of promotion, training, etc.

References

(1) Atwater, D. M., R. J. Niehaus, and J. A. Sheridan, "External Labor Market Analysis and EEO Goals Planning," OCP Research Report N. 33 Wasington, D. C.: U. S. Navy Office of Civilian Personnel, 1978).

(2) Atwater, D. M., R. J. Niehaus, and J. A. Sheridan, "EEO Goals Development in the Naval Sea Systems Command," OASN(M,RA&L) Research Report No. 35 (Washington, D. C.: Office of the Assistant Secretary of the Navy (Manpower, Reserve Affairs and Logistics, 1979).

(3) Charnes, A., W. W. Cooper, K. Lewis, and R. J. Niehaus, "Design and Development of Equal Employment Opportunity Human Resources Planning Models," NPRDC TR 79-14 (San Diego: Navy Personnel Research and Development Center, 1979).

(4) Federal Personnel Manual Letter 720-2, Office of Personnel Management, September 1979.

(5) Niehuas, R. J., Computer-Assisted Human Resources Planning (New York: Wiley Interscience, 1979), pp. 56-122.

(6) Secretary of the Navy (SECNAV) Instruction 12280.9, Computer-Assisted Manpower Analyses System (CAMAS) Guidance Manual, 31 October 1977.

TABLE 1

PAGE 0001 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE SCI & ENG	BLACK MALES NO. EMPL 1972	1978	CHANGE NO.	%	HISPANIC MALES NO. EMPL 1972	1978	CHANGE NO.	%	OTHER MALES NO. EMPL 1972	1978	CHANGE NO.	%	WHITE MALES NO. EMPL 1972	1978	CHANGE NO.	%
5-8	34	59	25	74	14	29	15	107	59	68	9	15	1760	1192	568-	32-
9-12	363	365	2	1	119	176	57	48	361	575	214	59	13815	15146	1331	10
13-15	239	259	20	8	64	73	9	14	195	232	37	19	11475	10727	748-	7-
16-18	1	3	2	200	1	0	1-	100-	0	0	0	0	219	149	70-	32-
TOTAL	637	686	49	8	198	278	80	40	615	875	260	42	27269	27214	55-	0-
OTH PROF																
5-8	14	25	11	79	3	1	2-	67-	5	9	4	80	155	186	31	20
9-12	36	79	43	119	11	14	3	27	18	29	11	61	1208	1467	259	21
13-15	8	20	12	150	2	0	2-	100-	10	12	2	20	932	885	47-	5-
16-18	0	0	0	0	0	0	0	0	0	0	0	0	20	16	4-	20-
TOTAL	58	124	66	114	16	15	1-	6-	33	50	17	52	2315	2554	239	10
MGT & ADM																
1-4	8	4	4-	50-	2	0	2-	100-	0	0	0	0	25	11	14-	56-
5-8	181	160	21-	12-	39	43	4	10	34	21	13-	38-	1702	1464	238-	14-
9-12	532	878	346	65	192	297	105	55	197	291	94	48	14814	15373	559	4
13-15	87	120	33	38	26	29	3	12	17	28	11	65	5369	4708	661-	12-
16-18	1	1	0	0	0	0	0	0	0	1	1	***	48	49	1	2
TOTAL	809	1163	354	44	259	369	110	42	248	341	93	38	21958	21605	353-	2-
TECHNICIAN																
1-4	115	187	72	63	19	31	12	63	16	30	14	88	735	699	36-	5-
5-8	625	856	231	37	188	184	4-	2-	110	153	43	39	5936	5129	807-	14-
9-12	577	711	134	23	295	350	55	19	272	285	13	5	15732	14230	1502-	10-
13-5	3	4	1	33	2	2	0	0	1	1	0	0	490	323	167-	34-
TOTAL	1320	1758	438	33	504	567	63	13	399	469	70	18	22893	20381	2512-	11-
CLERICAL																
1-4	1085	950	135-	12-	140	140	0	0	73	148	75	103	3201	2322	879-	27-
5-8	549	559	10	2	63	72	9	14	78	114	36	46	2236	1788	448-	20-
9-12	17	16	1-	6-	2	1	1-	50-	4	5	1	25	142	79	63-	44-
TOTAL	1651	1525	126-	8-	205	213	8	4	155	267	112	72	5579	4189	1390-	25-
OTH GS																
1-4	386	655	269	70	144	182	38	26	41	59	18	44	2664	2702	34	1
5-8	280	490	210	75	98	172	74	76	40	48	8	20	3659	3582	77-	2-
9-12	4	7	3	75	6	6	0	0	5	2	3-	60-	226	210	16-	7-
TOTAL	670	1152	482	72	248	360	112	45	86	109	23	27	6551	6494	57-	1-
ALL GS																
1-4	1594	1796	202	13	305	353	48	16	130	237	107	82	6627	5734	893-	13-
5-8	1683	2149	466	28	405	501	96	24	326	413	87	27	15408	13391	2107-	14-
9-12	1529	2056	527	34	625	844	219	35	857	1187	330	39	45937	46505	568	1
13-15	337	403	66	20	94	104	10	11	223	273	50	22	18244	16693	1623-	9-
16-18	2	4	2	100	1	0	1-	100-	0	1	1	***	287	214	73-	25-
TOTAL	5145	6408	1263	25	1430	1802	372	26	1536	2111	575	37	86565	82437	4128-	5-

*** PERCENTAGE CHANGE NOT COMPUTABLE DUE TO DIVISION BY ZERO

TABLE 1 (CONT.)

PAGE 002 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

AC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE	BLACK MALES				HISPANIC MALES				OTHER MALES				WHITE MALES			
CRAFT & OPR	NO. EMPL 1972	1978	CHANGE NO.	%	NO. EMPL 1972	1978	CHANGE NO.	%	NO. EMPL 1972	1978	CHANGE NO.	%	NO. EMPL 1972	1978	CHANGE NO.	%
APPRENT	515	464	51-	10-	146	139	7-	5-	106	83	23-	22-	4196	4773	577	14
SEMI-SK	14082	11193	2889-	21-	1956	1837	119-	6-	898	916	18	2	21632	18318	3314-	15-
JOURNEY	5315	8299	16-	0-	2525	2448	77-	3-	1800	1525	275-	15-	53577	46524	7053-	13-
LEADER	753	805	52	7	309	307	2-	1-	217	197	20-	9-	9683	6690	2953-	31-
SUPER	857	1219	362	42	192	279	87	45	113	127	14	12	9214	7847	1367-	15-
TOTAL	29522	21980	2542-	10-	5128	5010	118-	2-	3134	2848	286-	9-	98262	84152	14110-	14-
LABORER																
SEMI-SK	3068	1849	1219-	40-	255	276	21	8	191	133	58-	30-	2012	1711	301-	15-
LEADER	77	71	6-	8-	4	7	3	75	8	11	3	38	36	31	5-	14-
SUPER	112	89	23-	21-	3	2	1-	33-	2	1	1-	50-	90	35	55-	61-
TOTAL	3257	2009	1248-	38-	262	285	23	9	201	145	56-	28-	2138	1777	361-	17-
ALL UNGRAD																
APPRENT	515	464	51-	10-	146	139	7-	5-	106	83	23-	22-	4196	4773	577	14
SEMI-SK	17150	13042	4108-	24-	2211	2113	98-	4-	1089	1049	40-	4-	23644	20029	3615-	15-
JOURNEY	5315	8299	16-	0-	2525	2448	77-	3-	1800	1525	275-	15-	53577	46524	7053-	13-
LEADER	830	876	46	6	313	314	1	0	225	208	17-	8-	9679	6721	2958-	31-
SUPER	969	1308	339	35	195	281	86	44	115	128	13	11	9304	7882	1422-	15-
TOTAL	27779	23989	3790-	14-	5390	5295	95-	2-	3335	2993	342-	10-	100400	85929	14471-	14-
TOT MAL	32924	30397	2527-	8-	6820	7097	277	4	4871	5104	233	5	186965	168366	18599-	10-

*** PERCENTAGE CHANGE NOT COMPUTABLE DUE TO DIVISION BY ZERO

TABLE 1 (CONT.)

PAGE 003 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE SCI & ENG	BLACK FEMALES NO. EMPL 1972	BLACK FEMALES NO. EMPL 1978	BLACK FEMALES CHANGE NO.	BLACK FEMALES CHANGE %	HISPANIC FEMALES NO. EMPL 1972	HISPANIC FEMALES NO. EMPL 1978	HISPANIC FEMALES CHANGE NO.	HISPANIC FEMALES CHANGE %	OTHER FEMALES NO. EMPL 1972	OTHER FEMALES NO. EMPL 1978	OTHER FEMALES CHANGE NO.	OTHER FEMALES CHANGE %	WHITE FEMALES NO. EMPL 1972	WHITE FEMALES NO. EMPL 1978	WHITE FEMALES CHANGE NO.	WHITE FEMALES CHANGE %
5-8	10	11	1	10	0	2	2	***	5	1	4-	80-	90	130	36	38
9-12	43	39	4-	9-	2	2	0	0	11	21	10	91	344	442	98	28
13-15	7	9	2	29	0	0	0	0	1	4	3	300	101	93	8-	8-
16-18	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	100
TOTAL	60	59	1-	2-	2	4	2	100	17	26	9	53	540	667	127	24
OTH PROF																
5-8	80	41	39-	49-	7	5	2-	29-	15	31	16	107	848	293	555-	65-
9-12	27	121	94	348	4	9	5	125	7	49	42	600	406	981	575	142
13-15	2	1	1-	50-	0	1	1	***	0	1	1	***	33	47	14	42
16-18	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	100
TOTAL	109	163	54	50	11	15	4	36	22	81	59	268	1288	1323	35	3
MGT & ADM																
1-4	7	15	8	114	1	1	0	0	1	1	0	0	23	56	33	143
5-8	231	265	34	15	14	46	32	229	20	29	9	45	1561	1886	325	21
9-12	297	702	405	136	15	61	46	307	48	71	23	48	3351	4659	1308	39
13-15	17	30	13	76	1	0	1-	100-	3	4	1	33	303	372	69	23
16-18	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2	200
TOTAL	552	1012	460	83	31	108	77	248	72	105	33	46	5239	6976	1737	33
TECHNICIAN																
1-4	516	537	21	4	42	53	11	26	29	51	22	76	1240	1539	279	22
5-8	530	1283	453	55	79	164	85	108	79	137	58	73	4458	5552	1094	25
9-12	108	193	85	79	8	18	10	125	12	14	2	17	765	852	87	11
13-5	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
TOTAL	1454	2013	559	38	129	235	106	82	120	202	82	68	6484	7944	1460	23
CLERICAL																
1-4	4053	3949	104-	3-	573	532	41-	7-	398	402	4	1	23499	20080	3419-	15-
5-8	2035	2587	552	27	223	273	50	22	182	268	86	47	12985	13492	507	4
9-12	13	24	11	85	0	2	2	***	4	2	2-	50-	153	117	36-	24-
TOTAL	6101	6560	459	8	796	807	11	1	584	672	88	15	36637	33689	2948-	8-
OTH GS																
1-4	5	182	177	3540	0	19	19	***	1	11	10	1000	28	243	215	768
5-8	1	53	52	5200	0	5	5	***	0	4	4	***	9	73	64	711
9-12	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1-	50-
TOTAL	6	235	229	3817	0	24	24	***	1	15	14	1400	39	317	278	713
ALL GS																
1-4	4581	4683	102	2	616	605	11-	2-	429	465	36	8	24810	21918	2892-	12-
5-8	3187	4240	1053	33	323	495	172	53	301	470	169	56	19955	21926	1971	7
9-12	498	1079	581	121	29	92	63	217	82	157	75	91	5021	7052	2031	40
13-15	26	40	14	54	1	1	0	0	4	9	5	125	438	513	75	17
16-18	0	0	0	0	0	0	0	0	0	0	0	0	3	7	4	133
TOTAL	8282	10042	1760	21	969	1193	224	23	816	1101	285	35	50227	50916	689	1

*** PERCENTAGE CHANGE NOT COMPUTABLE DUE TO DIVISION BY ZERO

TABLE 1 (CONT,)

PAGE 004 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE CRAFT & OPR	BLACK FEMALES NO. EMPL 1972	BLACK FEMALES NO. EMPL 1978	BLACK FEMALES CHANGE NO.	BLACK FEMALES CHANGE %	HISPANIC FEMALES NO. EMPL 1972	HISPANIC FEMALES NO. EMPL 1978	HISPANIC FEMALES CHANGE NO.	HISPANIC FEMALES CHANGE %	OTHER FEMALES NO. EMPL 1972	OTHER FEMALES NO. EMPL 1978	OTHER FEMALES CHANGE NO.	OTHER FEMALES CHANGE %	WHITE FEMALES NO. EMPL 1972	WHITE FEMALES NO. EMPL 1978	WHITE FEMALES CHANGE NO.	WHITE FEMALES CHANGE %
APPRENT	16	51	35	219	0	6	6	***	1	7	6	600	28	352	324	1157
SEMI-SK	1567	1389	178-	11-	154	124	30-	19-	100	73	27-	27-	3314	1641	1673-	50-
JOURNMN	125	159	34	27	6	20	14	233	5	7	2	40	291	318	27	9
LEADER	41	21	20-	49-	7	3	4-	57-	2	1	1-	50-	71	29	42-	59-
SUPER	12	26	14	117	0	1	1	***	1	0	1-	100-	18	22	4	22
TOTAL	1761	1646	115-	7-	167	154	13-	8-	109	88	21-	19-	3722	2362	1360-	37-
LABORER																
SEMI-SK	534	492	42-	8-	10	27	17	170	8	12	4	50	137	169	32	23
LEADER	15	12	3-	20-	0	0	0	0	0	1	1	***	1	1	0	0
SUPER	6	14	8	133	0	0	0	0	0	0	0	0	0	1	1	***
TOTAL	555	518	37-	7-	10	27	17	170	8	13	5	63	138	171	33	24
ALL UNGRAD																
APPRENT	16	51	35	219	0	6	6	***	1	7	6	600	28	352	324	1157
SEMI-SK	2101	1881	220-	10-	164	151	13-	8-	108	85	23-	21-	3451	1810	1641-	48-
JOURNMN	125	159	34	27	6	20	14	233	5	7	2	40	291	318	27	9
LEADER	56	33	23-	41-	7	3	4-	57-	2	2	0	0	72	30	42-	58-
SUPER	18	40	22	122	0	1	1	***	1	0	1-	100-	18	23	5	28
TOTAL	2316	2168	152-	7-	177	181	4	2	117	101	16-	14-	3860	2533	1327-	34-
TOT FEM	10598	12206	1608	15	1146	1374	228	20	933	1202	269	29	54087	53449	638-	1-
TOT ALL	83522	82603	919-	2-	7966	8471	505	6	5809	6306	502	9	241052	221815	19237-	8-

*** PERCENTAGE CHANGE NOT COMPUTABLE DUE TO DIVISION BY ZERO

TABLE 2

PAGE 001 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE SCI & ENG	ALL PERSONNEL NO. EMPL 1972	ALL PERSONNEL NO. EMPL 1978	ALL PERSONNEL CHANGE NO.	ALL PERSONNEL CHANGE %	ALL MALES NO. EMPL 1972	ALL MALES NO. EMPL 1978	ALL MALES CHANGE NO.	ALL MALES CHANGE %	ALL FEMALES NO. EMPL 1972	ALL FEMALES NO. EMPL 1978	ALL FEMALES CHANGE NO.	ALL FEMALES CHANGE %
5-8	1976	1892	484-	24-	1867	1348	519-	28-	109	144	35	32
9-12	15058	16766	1708	11	14658	16262	1604	11	400	504	104	26
13-15	12082	11397	685-	6-	11973	11291	682-	6-	109	106	3-	3-
16-18	222	154	68-	31-	221	152	69-	31-	1	2	1	100
TOTAL	29338	29809	471	2	28719	29053	334	1	619	756	137	22
OTH PROF												
5-8	1127	591	536-	48-	177	221	44	25	950	370	580-	61-
9-12	1717	2749	1032	60	1273	1589	316	25	444	1160	716	161
13-15	987	967	20-	2-	952	917	35-	4-	35	50	15	43
16-18	21	18	3-	14-	20	16	4-	20-	1	2	1	100
TOTAL	3952	4325	473	12	2422	2743	321	13	1430	1582	152	11
MGT & ADM												
1-4	67	88	21	31	35	15	20-	57-	32	73	41	128
5-8	3792	3914	132	3	1956	1688	268-	14-	1826	2226	400	22
9-12	19446	22332	2886	15	15735	16839	1104	7	3711	5493	1782	48
13-15	5823	5291	532-	9-	5499	4885	614-	11-	324	406	82	25
16-18	50	54	4	8	49	51	2	4	1	3	2	200
TOTAL	29168	31679	2511	9	23274	23478	204	1	5894	8201	2307	39
TECHNICIAN												
1-4	2732	3127	395	14	885	947	62	7	1847	2180	333	18
5-8	12305	13458	1153	9	6859	6322	537-	8-	5446	7136	1690	31
9-12	17769	16653	1116-	6-	16876	15576	1300-	8-	893	1077	184	21
13-5	497	331	166-	33-	496	330	166-	33-	1	1	0	0
TOTAL	33303	33569	266	1	25116	23175	1941-	8-	8187	10394	2207	27
CLERICAL												
1-4	33022	28523	4499-	14-	4499	3560	939-	21-	28523	24963	3560-	12-
5-8	18351	19153	802	4	2926	2533	393-	13-	15425	16620	1195	8
9-12	335	246	89-	27-	165	101	64-	39-	170	145	25-	15-
TOTAL	51708	47922	3786-	7-	7590	6194	1396-	18-	44118	41728	2390-	5-
OTH GS												
1-4	3271	4053	782	24	3237	3598	361	11	34	455	421	1238
5-8	4087	4427	340	8	4077	4292	215	5	10	135	125	1250
9-12	243	226	17-	7-	241	225	16-	7-	2	1	1-	50-
TOTAL	7601	8706	1105	15	7555	8115	560	7	46	591	545	1185
ALL GS												
1-4	39092	35791	3301-	8-	8656	8120	536-	6-	30436	27671	2765-	9-
5-8	41628	43035	1407	3	17862	16404	1458-	8-	23766	26631	2865	12
9-12	58568	58972	4404	8	48948	50592	1644	3	5620	8380	2760	49
13-15	19389	17986	1403-	7-	18920	17423	1497-	8-	469	563	94	20
16-18	293	226	67-	23-	290	219	71-	24-	3	7	4	133
TOTAL	159970	156010	1040	1	94676	92758	1918-	2-	60294	63252	2958	5

*** PERCENTAGE CHANGE NOT COMPUTABLE DUE TO DIVISION BY ZERO

TABLE 2 (CONT.)

PAGE 0012 DEPARTMENT OF THE NAVY--EEO CHANGE REPORT PROCESS DATE 08/31/79

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE CRAFT & OCR	ALL PERSONNEL NO. EMPL 1972	ALL PERSONNEL NO. EMPL 1978	ALL PERSONNEL CHANGE NO.	ALL PERSONNEL CHANGE %	ALL MALES NO. EMPL 1972	ALL MALES NO. EMPL 1978	ALL MALES CHANGE NO.	ALL MALES CHANGE %	ALL FEMALES NO. EMPL 1972	ALL FEMALES NO. EMPL 1978	ALL FEMALES CHANGE NO.	ALL FEMALES CHANGE %
APPRENT	5008	5875	867	17	4963	5459	496	10	45	416	371	824
SEMI-SK	43703	35491	8212-	19-	38568	32264	6304-	16-	5135	3227	1908-	37-
JOURNMN	66644	59300	7344-	11-	66217	58796	7421-	11-	427	504	77	18
LEADER	11043	8053	2990-	27-	10922	7999	2923-	27-	121	54	67-	55-
SUPER	10407	9521	886-	9-	10376	9472	904-	9-	31	49	18	58
TOTAL	136805	118240	18565-	14-	131046	113990	17056-	13-	5759	4250	1509-	26-
LABORER												
SEMI-SK	6215	4669	1546-	25-	5526	3969	1557-	28-	689	700	11	2
LEADER	141	134	7-	5-	125	120	5-	4-	16	14	2-	13-
SUPER	213	142	71-	33-	207	127	80-	39-	6	15	9	150
TOTAL	6569	4945	1624-	25-	5858	4216	1642-	28-	711	729	18	3
ALL UNGRAD												
APPRENT	5008	5875	867	17	4963	5459	496	10	45	416	371	824
SEMI-SK	49918	40160	9758-	20-	44094	36233	7861-	18-	5824	3927	1897-	33-
JOURNMN	66644	59300	7344-	11-	66217	58796	7421-	11-	427	504	77	18
LEADER	11184	8187	2997-	27-	11047	8119	2928-	27-	137	68	69-	50-
SUPER	10620	9663	957-	9-	10583	9599	984-	9-	37	64	27	73
TOTAL	143374	123185	20189-	14-	136908	118206	18698-	14-	6470	4979	1491-	23-
TOT ALL	298344	279195	19149-	6-	231580	210964	20616-	9-	66764	68231	1467	2

TABLE 3

PAGE 1

DEPARTMENT OF THE NAVY
EEO PROPORTIONAL DISTRIBUTION REPORT

PROCESS DATE 08/31/79

* = THERE IS REPRESENTATION BUT IT IS LESS THAN .05%
0 = NO REPRESENTATION

MC = ALL FROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

SEX=	BOTH		MALE										FEMALE									
DONOL CODE SCI & ENG	ALL		ALL		BLACK		HISPANIC		OTHER		WHITE		ALL		BLACK		HISPANIC		OTHER		WHITE	
	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978
5-8	.7	.5	.8	.6	.1	.2	.2	.4	1.2	1.3	.9	.7	.2	.2	.1	.1	.0	.1	.5	.1	.2	.2
9-12	5.0	6.0	6.3	7.7	1.1	1.2	1.7	2.5	7.4	11.3	7.4	9.0	.6	.7	.4	.3	.2	.1	1.2	1.7	.6	.8
13-15	3.0	4.1	5.2	5.4	.7	.9	.9	1.0	4.0	4.5	6.1	6.4	.2	.2	.1	.1	.0	.0	.1	.3	.2	.2
16-18	.1	.1	.1	.1	**.*	**.*	**.*	.0	.0	.0	.1	.1	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	9.8	10.7	12.4	13.8	1.9	2.3	2.9	3.9	12.6	17.1	14.6	16.2	.9	1.1	.6	.5	.2	.3	1.8	2.2	1.0	1.2
OTH PROF																						
5-8	.4	.2	.1	.1	**.*	.1	**.*	**.*	.1	.2	.1	.1	1.4	.5	.8	.3	.6	.4	1.6	2.6	1.4	.5
9-12	.6	1.0	.5	.8	.1	.3	.2	.2	.4	.6	.6	.9	.7	1.7	.3	1.0	.3	.7	.8	4.1	.8	1.8
13-15	.3	.3	.4	.4	**.*	.1	**.*	.0	.2	.2	.5	.5	.1	.1	**.*	**.*	.0	.1	.0	.1	.1	.1
16-18	**.*	**.*	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	1.3	1.5	1.0	1.3	.2	.4	.2	.2	.7	1.0	1.2	1.5	2.1	2.3	1.0	1.3	1.0	1.1	2.4	6.7	2.0	2.5
MGT & ADM																						
1-4	**.*	**.*	**.*	**.*	**.*	**.*	**.*	.0	.0	.0	**.*	**.*	**.*	.1	.1	.1	.1	.1	.1	.1	**.*	.1
5-8	1.3	1.4	.8	.8	.5	.5	.6	.6	.7	.4	.9	.9	2.7	3.3	2.2	2.2	1.2	3.3	2.1	2.4	2.9	3.5
9-12	6.5	8.0	6.8	8.0	1.6	2.9	2.8	4.2	4.0	5.7	7.9	9.1	5.6	8.1	2.8	5.8	1.3	4.9	5.1	5.9	6.2	8.7
13-15	2.0	1.9	2.4	2.3	.3	.4	.4	.4	.3	.5	2.9	2.8	.5	.6	.2	.2	.1	.0	.3	.3	.6	.7
16-18	**.*	**.*	**.*	**.*	**.*	**.*	.0	.0	.0	**.*	**.*	**.*	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	9.8	11.3	10.1	11.1	2.5	3.8	3.8	5.2	5.1	6.7	11.7	12.8	8.8	12.0	5.2	8.3	2.7	7.9	7.7	8.7	9.7	13.1
TECHNICIAN																						
1-4	.9	1.1	.4	.4	.3	.6	.3	.4	.3	.6	.4	.4	2.8	3.2	4.9	4.4	3.7	3.9	3.1	4.2	2.3	2.9
5-8	8.1	9.8	3.1	3.0	1.9	2.8	2.8	2.6	2.3	3.0	3.2	3.0	8.2	10.5	7.8	10.5	6.9	11.9	8.5	11.8	8.2	10.8
9-12	6.0	6.0	7.3	7.4	1.8	2.3	4.3	4.9	5.6	5.6	8.4	8.5	1.3	1.6	1.0	1.6	.7	1.3	1.3	1.2	1.4	1.6
13-5	.2	.1	.2	.2	**.*	**.*	**.*	**.*	**.*	**.*	.3	.2	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	11.2	12.0	10.8	11.0	4.0	5.8	7.4	8.0	8.2	9.2	12.2	12.1	12.3	15.2	13.7	16.5	11.3	17.1	12.9	16.8	12.0	14.9
CLERICAL																						
1-4	11.1	10.2	1.9	1.7	3.3	3.1	2.1	2.0	1.5	2.9	1.7	1.4	82.7	36.6	38.2	32.4	50.0	38.7	82.7	33.4	83.4	37.6
5-8	6.2	6.9	1.3	1.2	1.7	1.8	.9	1.0	1.6	2.2	1.2	1.1	23.1	28.4	19.2	21.2	19.5	19.9	19.5	22.3	24.0	25.2
9-12	.1	.1	.1	**.*	.1	.1	**.*	**.*	.1	.1	.1	**.*	.3	.2	.1	.2	.0	.1	.4	.2	.3	.2
TOTAL	17.3	17.2	3.3	2.9	5.0	5.0	3.0	3.0	3.2	5.2	3.0	2.5	66.1	61.2	57.6	53.7	69.5	58.7	62.6	55.9	67.7	63.8
OTH GS																						
1-4	1.1	1.5	1.4	1.7	1.2	2.2	2.1	2.6	.8	1.2	1.4	1.6	.1	.7	**.*	1.5	.0	1.4	.1	.9	.1	.5
5-8	1.4	1.6	1.8	2.0	.9	1.6	1.4	2.4	.8	.9	2.0	2.1	**.*	.2	**.*	.4	.0	.4	.0	.3	**.*	.1
9-12	.1	.1	.1	.1	**.*	**.*	.1	.1	.1	**.*	.1	.1	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	2.5	3.1	3.3	3.8	2.0	3.8	3.6	5.1	1.8	2.1	3.5	3.9	.1	.9	.1	1.9	.0	1.7	.1	1.2	.1	.6
ALL GS																						
1-4	13.1	12.8	3.7	3.8	4.8	5.9	4.5	5.0	2.7	4.6	3.5	3.4	85.6	40.6	43.2	38.4	53.8	44.0	86.0	38.7	85.9	41.0
5-8	19.0	15.4	7.7	7.8	5.1	7.1	5.9	7.1	6.7	8.1	8.3	7.9	35.6	39.0	30.1	34.7	28.2	36.0	32.3	39.1	36.9	40.1
9-12	18.3	21.1	21.1	24.0	4.6	6.8	9.2	11.9	17.6	23.3	24.6	27.6	8.4	12.3	4.6	8.8	2.5	6.7	8.8	13.1	9.3	13.2
13-15	6.5	6.4	8.2	8.3	1.0	1.3	1.4	1.5	4.6	5.3	9.8	9.9	.7	.8	.2	.3	.1	.1	.4	.2	.8	1.0
16-18	.1	.1	.1	.1	**.*	**.*	**.*	.0	.0	**.*	.2	.1	**.*	**.*	.0	.0	.0	.0	.0	.0	**.*	**.*
TOTAL	51.9	55.9	40.9	44.0	15.6	21.1	21.0	25.4	31.5	41.4	46.3	49.0	90.3	92.7	78.1	82.3	84.6	86.8	87.5	91.6	92.9	95.1

TABLE 3 (CONT.)

DEPARTMENT OF THE NAVY
EEO PROPORTIONAL DISTRIBUTION REPORT

PROCESS DATE 08/31/79

* = THERE IS REPRESENTATION BUT IT IS LESS THAN .05%
0 = NO REPRESENTATION

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

DONOL CODE / CRAFT & OPR	BOTH ALL		MALE ALL		MALE BLACK		MALE HISPANIC		MALE OTHER		MALE WHITE		FEMALE ALL		FEMALE BLACK		FEMALE HISPANIC		FEMALE OTHER		FEMALE WHITE	
	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978
APPRENT	1.7	2.1	2.1	2.6	1.6	1.5	2.1	2.0	2.2	1.6	2.2	2.8	.1	.6	.2	.4	.0	.4	.1	.4	.1	.7
SEMI-SK	14.6	12.7	16.7	15.3	42.8	36.8	28.7	25.9	18.4	17.9	11.6	10.9	7.7	4.7	14.8	11.4	13.4	9.0	10.7	6.1	6.1	3.1
JOURNMN	22.3	21.2	28.6	27.9	25.3	27.3	37.0	34.5	37.0	29.9	28.7	27.6	.6	.7	1.2	1.3	.5	1.5	.5	.4	.5	.4
LEADER	3.7	2.9	4.7	3.8	2.3	2.6	4.5	4.3	4.5	3.9	5.2	4.0	.2	.1	.4	.2	.6	.2	.2	.1	.1	.1
SUPER	3.5	3.4	4.5	4.5	2.6	4.0	2.8	3.9	2.3	2.5	4.9	4.7	**.*	.1	.1	.2	.0	.1	.1	.0	**.*	**.*
TOTAL	45.9	42.4	56.6	54.0	74.5	72.3	75.2	70.6	64.3	55.8	52.6	50.0	8.6	6.2	16.6	13.5	14.6	11.2	11.7	7.3	6.9	4.4
LABORER	2.1	1.7	2.4	1.9	9.3	6.1	3.7	3.9	3.9	2.6	1.1	1.0	1.0	1.0	5.0	4.0	.9	2.0	.9	1.0	.3	.3
SEMI-SK	**.*	**.*	.1	.1	.2	.2	.1	.1	.2	.2	**.*	**.*	**.*	**.*	.1	.1	.0	.0	.0	.1	**.*	**.*
LEADER	.1	.1	.1	.1	.3	.3	**.*	**.*	**.*	**.*	**.*	**.*	**.*	**.*	.1	.1	.0	.0	.0	.0	.0	**.*
SUPER	2.2	1.8	2.5	2.0	9.9	6.6	3.8	4.0	4.1	2.8	1.1	1.1	1.1	1.1	5.2	4.2	.9	2.0	.9	1.1	.3	.3
TOTAL	1.7	2.1	2.1	2.6	1.6	1.5	2.1	2.0	2.2	1.6	2.2	2.8	.1	.6	.2	.4	.0	.4	.1	.4	.1	.7
ALL UNGRAD	16.7	14.9	19.0	17.2	52.1	42.9	32.9	29.8	22.4	20.6	12.6	11.9	8.7	5.8	19.8	15.0	14.3	11.0	11.6	7.1	6.8	3.8
APPRENT	22.3	21.2	28.6	27.9	25.3	27.3	37.0	34.5	37.0	29.9	28.7	27.6	.6	.7	1.2	1.3	.5	1.5	.5	.4	.5	.4
SEMI-SK	3.7	2.9	4.8	3.8	2.5	2.9	4.6	4.4	4.6	4.1	5.2	4.0	.2	.1	.5	.3	.6	.2	.2	.2	.1	.1
JOURNMN	3.6	3.5	4.6	4.6	2.9	4.3	2.9	4.0	2.4	2.5	5.0	4.7	.1	.1	.2	.3	.0	.1	.1	.0	**.*	**.*
LEADER	48.1	44.1	59.1	56.0	84.4	78.9	79.0	74.6	68.5	58.6	53.7	51.0	9.7	7.3	21.9	17.7	15.4	13.2	12.5	8.4	7.1	4.7
SUPER																						
TOTAL	298388	279195	231580	210964	32928	30397	6820	7097	4871	5104	186965	168366	66764	68231	10598	12206	1146	1374	933	1202	54087	53889

DEPARTMENT OF THE NAVY
EEO PROPORTIONAL REPRESENTATION REPORT

* = THERE IS REPRESENTATION BUT IT IS LESS THAN .05%
C = NO REPRESENTATION

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

SEX= / BONOL CODE	PGTH	MALE										FEMALE									
	ALL	ALL		BLACK		HISPANIC		OTHER		WHITE		ALL		BLACK		HISPANIC		OTHER		WHITE	
SCI & ENG	1972 1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978
5-8		94.5	90.3	1.7	4.0	.7	1.9	3.0	4.6	89.1	79.9	5.5	9.7	.5	.7	.0	.1	.3	.1	4.8	8.7
9-12		97.3	97.0	2.4	2.2	.8	1.0	2.4	3.4	91.7	90.3	2.7	3.0	.3	.2	**.*	**.*	.1	.1	2.3	2.6
13-15		99.1	99.1	2.0	2.3	.5	.6	1.6	2.0	95.0	94.1	.9	.9	.1	.1	.0	.0	**.*	**.*	.8	.8
16-18		99.5	98.7	.5	1.9	.5	.0	.0	.0	98.6	96.8	.5	1.3	.0	.0	.0	.0	.0	.0	.5	1.3
TOTAL		97.9	97.5	2.2	2.3	.7	.9	2.1	2.9	92.9	91.3	2.1	2.5	.2	.2	**.*	**.*	.1	.1	1.8	2.2
OTH PROF																					
5-8		15.7	37.4	1.2	4.2	.3	.2	.4	1.5	13.8	31.5	84.3	62.6	7.1	6.9	.6	.8	1.3	5.2	75.2	49.6
9-12		74.1	57.8	2.1	2.9	.6	.5	1.0	1.1	70.4	53.4	25.9	42.2	1.6	4.4	.2	.3	.4	1.8	23.6	35.7
13-15		96.5	94.8	.8	2.1	.2	.0	1.0	1.2	94.4	91.5	3.5	5.2	.2	.1	.0	.1	.0	.1	3.3	4.9
16-18		95.2	88.9	.0	.0	.0	.0	.0	.0	95.2	88.9	4.8	11.1	.0	.0	.0	.0	.0	.0	4.8	11.1
TOTAL		62.9	63.4	1.5	2.9	.4	.3	.9	1.2	60.1	59.1	37.1	36.6	2.8	3.8	.3	.3	.6	1.9	33.4	30.4
MGT & ADM																					
1-4		52.2	17.0	11.9	4.5	3.0	.0	.0	.0	37.3	12.5	47.8	83.0	10.4	17.0	1.5	1.1	1.5	1.1	34.3	63.6
5-8		51.7	43.1	4.8	4.1	1.0	1.1	.9	.5	45.0	37.4	48.3	56.9	6.1	6.8	.4	1.2	.5	.7	41.3	48.2
9-12		80.9	75.4	2.7	3.9	1.0	1.3	1.0	1.3	76.2	68.8	19.1	24.6	1.5	3.1	.1	.3	.2	.3	17.2	20.9
13-15		94.4	92.3	1.5	2.3	.4	.5	.3	.5	92.2	89.0	5.6	7.7	.3	.6	**.*	.0	.1	.1	5.2	7.0
16-18		98.0	98.4	2.0	1.9	.0	.0	.0	1.9	96.0	90.7	2.0	5.6	.0	.0	.0	.0	.0	.0	2.0	5.6
TOTAL		79.8	74.1	2.8	3.7	.9	1.2	.9	1.1	75.3	68.2	20.2	25.9	1.9	3.2	.1	.3	.2	.3	18.0	22.0
TECHNICIAN																					
1-4		32.4	30.3	4.2	6.0	.7	1.0	.6	1.0	26.9	22.4	67.6	69.7	10.9	17.2	1.5	1.7	1.1	1.6	56.1	49.2
5-8		55.7	47.0	5.1	6.4	1.5	1.4	.9	1.1	48.2	38.1	44.3	53.0	6.7	9.5	.6	1.2	.6	1.0	36.2	41.3
9-12		95.0	93.5	3.2	4.3	1.7	2.1	1.5	1.7	88.5	85.5	5.0	6.5	.6	1.2	**.*	.1	.1	.1	4.3	5.1
13-5		99.8	99.7	.6	1.2	.4	.6	.2	.3	98.6	97.6	.2	.3	.0	.0	.0	.0	.0	.0	.2	.1
TOTAL		75.4	69.0	4.0	5.2	1.5	1.7	1.2	1.4	68.7	60.7	24.6	31.0	4.4	6.0	.4	.7	.4	.6	19.5	23.7
CLERICAL																					
1-4		13.6	12.5	3.3	3.3	.4	.5	.2	.5	9.7	8.1	86.4	87.5	12.3	13.8	1.7	1.9	1.2	1.4	71.2	70.4
5-8		15.9	13.2	3.0	2.9	.3	.4	.4	.6	12.2	9.3	84.1	86.8	11.1	13.5	1.2	1.4	1.0	1.4	70.8	70.4
9-12		49.3	41.1	5.1	6.5	.6	.4	1.2	2.0	42.4	32.1	50.7	58.9	3.9	9.8	.0	.8	1.2	.8	45.7	47.6
TOTAL		14.7	12.9	3.2	3.2	.4	.4	.3	.6	10.8	8.7	85.3	87.1	11.8	13.7	1.5	1.7	1.1	1.4	70.9	70.3
OTH GS																					
1-4		99.0	88.8	11.8	16.2	4.4	4.5	1.3	1.5	81.5	66.7	1.0	11.2	.2	4.5	.0	.5	**.*	.1	.9	6.0
5-8		99.8	97.0	6.9	11.1	2.4	3.9	1.0	1.1	89.5	80.9	.2	3.0	**.*	1.2	.0	.1	.0	.1	.2	1.6
9-12		99.2	99.6	1.6	3.1	2.5	2.7	2.1	.9	93.0	92.9	.8	.4	.0	.0	.0	.0	.0	.0	.8	.9
TOTAL		99.4	93.2	8.8	13.2	3.3	4.1	1.1	1.3	86.2	74.6	.6	6.8	.1	2.7	.0	.3	**.*	.2	.5	3.6
ALL GS																					
1-4		22.1	22.7	4.1	5.0	.8	1.0	.3	.7	17.0	16.0	77.9	77.3	11.7	13.1	1.6	1.7	1.1	1.3	63.5	61.2
5-8		42.9	38.1	4.0	5.0	1.0	1.2	.8	1.0	37.1	31.0	57.1	61.9	7.7	9.9	.8	1.2	.7	1.1	47.9	49.8
9-12		89.7	85.8	2.8	3.5	1.1	1.4	1.6	2.0	84.2	78.9	10.3	14.2	.9	1.8	.1	.2	.2	.3	9.2	12.0
13-15		97.6	96.9	1.7	2.2	.5	.6	1.2	1.5	94.2	92.5	2.4	3.1	.1	.2	**.*	**.*	**.*	.1	2.3	2.9
16-18		99.0	96.9	.7	1.8	.3	.0	.0	.4	98.0	94.7	1.0	3.1	.0	.0	.0	.0	.0	.0	1.0	3.1
TOTAL		61.1	59.5	3.3	4.1	.9	1.2	1.0	1.4	55.9	52.8	38.9	40.5	5.3	6.9	.6	.8	.5	.7	32.4	32.6

TABLE 3 (CONT.)

PAGE 4

DEPARTMENT OF THE NAVY
EEO PROPORTIONAL REPRESENTATION REPORT

PROCESS DATE 08/31/79

* = THERE IS REPRESENTATION BUT IT IS LESS THAN .05%
0 = NO REPRESENTATION

MC = ALL PROG EL = ALL PAY PLN = ALL APPR CD = ALL UIC = ALL OCC GRP = ALL GRADE/LEV = ALL

SEX=	BOTH	MALE										FEMALE									
DONOL CODE	ALL	ALL		BLACK		HISPANIC		OTHER		WHITE		ALL		BLACK		HISPANIC		OTHER		WHITE	
CRAFT & OPR	1972 1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978	1972	1978
APPRENT		99.1	92.9	10.3	7.9	2.9	2.4	2.1	1.4	83.8	81.2	.9	7.1	.3	.9	.0	.1	**.*	.1	.6	4.0
SEMI-SK		88.3	90.9	32.2	31.5	4.5	5.2	2.1	2.6	49.5	51.6	11.7	9.1	3.6	3.9	.4	.3	.2	.2	7.6	4.6
JOURNMN		99.4	99.2	12.5	14.0	3.8	4.1	2.7	2.6	80.4	78.5	.6	.8	.2	.3	**.*	**.*	**.*	**.*	.8	.5
LEADER		98.9	99.3	6.8	10.0	2.8	3.8	2.0	2.4	87.3	83.1	1.1	.7	.4	.3	.1	**.*	**.*	**.*	.6	.4
SUPER		99.7	99.5	8.2	12.8	1.8	2.9	1.1	1.3	88.5	82.4	.3	.5	.1	.3	.0	**.*	**.*	.0	.2	.2
TOTAL		95.8	96.4	17.9	18.6	3.7	4.2	2.3	2.4	71.8	71.2	4.2	3.6	1.3	1.4	.1	.1	.1	.1	2.7	2.0
LABORER																					
SEMI-SK		88.9	85.0	49.4	39.6	4.1	5.9	3.1	2.8	32.4	36.6	11.1	15.0	8.6	10.5	.2	.6	.1	.3	2.2	3.6
LEADER		88.7	89.6	58.6	53.0	2.8	5.2	5.7	8.2	25.5	23.1	11.3	10.4	10.6	9.0	.0	.0	.0	.7	.7	.7
SUPER		97.2	89.4	52.6	62.7	1.4	1.4	.9	.7	42.3	24.6	2.8	10.6	2.8	9.9	.0	.0	.0	.0	.0	.7
TOTAL		89.2	85.3	49.6	40.6	4.0	5.8	3.1	2.9	32.5	35.9	10.8	14.7	8.4	10.5	.2	.5	.1	.3	2.1	3.5
ALL UNGRAD																					
APPRENT		99.1	92.9	10.3	7.9	2.9	2.4	2.1	1.4	83.8	81.2	.9	7.1	.3	.9	.0	.1	**.*	.1	.6	4.0
SEMI-SK		88.3	90.2	34.4	32.5	4.4	5.3	2.2	2.6	47.4	49.9	11.7	9.8	4.2	4.7	.3	.4	.2	.2	6.9	4.5
JOURNMN		99.4	99.2	12.5	14.0	3.8	4.1	2.7	2.6	80.4	78.5	.6	.8	.2	.3	**.*	**.*	**.*	**.*	.8	.5
LEADER		98.8	99.2	7.4	10.7	2.8	3.8	2.0	2.5	86.5	82.1	1.2	.8	.5	.4	.1	**.*	**.*	**.*	.6	.4
SUPER		99.7	99.3	9.1	13.5	1.8	2.9	1.1	1.3	87.6	81.6	.3	.7	.2	.4	.0	**.*	**.*	.0	.2	.2
TOTAL		95.5	96.0	19.4	19.5	3.8	4.3	2.3	2.4	70.0	69.8	4.5	4.0	1.6	1.8	.1	.1	.1	.1	2.7	2.1
	TOTAL ALL	77.6	75.6	11.0	10.9	2.3	2.5	1.6	1.8	62.7	60.3	22.4	24.4	3.6	4.4	.4	.5	.3	.4	18.1	19.1

TABLE 4-A
September 1972 through September 1978
Transition Matrix by 1 Digit DONOL Code
Number of Personnel

	On Board Sept '72	S&E 2	OP 3	M&A 4	TECH 5	CLER 6	OGS 7	C&O 8	LAB 9	# Exit
2 S&E	29,401	20,590	14	402	33	1	4	6	Ø	8,351
3 OP	3,865	9	1,808	155	14	3	Ø	1	Ø	1,875
4 M&A	29,263	115	92	14,502	588	133	8	220	5	13,600
5 TECH	33,435	214	86	3,101	15,473	475	18	722	6	13,340
6 CLER	51,887	9	39	2,697	4,263	18,362	30	820	19	25,648
7 OGS	7,611	138	2	61	50	42	3,076	266	12	3,964
8 C&O	137,074	66	12	x1,677	x3,324	301	146	x67,662	312	63,574
9 LAB	6,628	Ø	1	9	57	82	26	1,568	1,476	3,409
TOTAL	299,164	21,141	2,054	x22,604	x23,802	19,399	3,308	x71,265	1,830	133,761
'72-'78 Entries	113,800	8,669	2,271	9,075	9,767	28,524	5,400	46,975	3,119	
On Bd '79	279,203	29,810	4,325	31,679	33,569	47,923	8,708	x118,240	4,949	

x = Numbers from computer printout corrected for rounding errors in this table.

Interpreation: e.g., of the 29,402 Scientists and Engineers in the Navy civilian work force at 9/30/72, 20,590 were in that same occupation in the Navy at 9/30/78. 8,351 had left the Navy civilian work force, 402 went to Management and Administrative, 33 went to Technicians, etc.

TABLE 4-B
September 1972 through September 1978
Transition Matrix by 1 Digit DONOL Code
Percent of 1972 On Board

	On Board Sep '72	S&E 2	OP 3	M&A 4	TECH 5	CLER 6	OGS 7	C&O 8	LAB 9	% Exit
2 S&E	29,401	70.0	*	1.4	.1	*	*	*	Ø	28.4
3 OP	3,865	.2	46.8	4.0	.4	Ø	Ø	Ø	Ø	48.5
4 M&A	29,263	.4	.3	49.6	2.0	.5	*	.7	*	46.5
5 TECH	33,435	.6	.3	9.3	46.3	1.4	Ø	2.2	Ø	39.9
6 CLER	51,887	*	.1	5.2	8.2	35.4	.1	1.6	*	49.4
7 OGS	7,611	1.8	*	.8	.7	.5	40.4	3.5	.2	52.1
8 C&O	137,074	.1	*	1.2	2.4	.2	.1	49.4	.2	46.4
9 LAB	6,628	Ø	*	.1	.9	1.2	.4	23.7	22.3	51.4
TOTAL	299,164	7.1	.7	7.5	8.0	6.5	1.1	23.8	.6	44.7

* = Percentage not zero but less than .05%.

Interpretation: e.g., 70.0% of thoe in Scientists and Engineers at 9/30/72 were in that same occupation in the Navy at 9/30/79. 28.4% had left the Navy civilian work force, 1.4% went to Management and Administrative and .1% went to Technicians.

TABLE 4-C
September 1972 through September 1978
Transition Matrix by 1 Digit DONOL Code
Percent of 1978 On Board

	S&E 2	OP 3	M&A 4	TECH 5	CLER 6	OGS 7	C&O 8	LAB 9
2 S&E	69.1	.3	1.3	.1	*	.1	*	Ø
3 OP	*	41.8	.5	*	*	Ø	*	Ø
4 M&A	.4	2.2	45.8	1.8	.3	.1	.2	.1
5 TECH	.7	2.0	9.8	46.1	1.0	.2	.6	.1
6 CLER	*	.9	8.5	12.7	38.3	.3	.7	.4
7 OGS	.5	*	.2	.1	.1	35.3	.2	.3
8 C&O	.2	.3	5.3	9.9	.6	1.7	57.2	6.3
9 LAB	Ø	*	Ø	.2	.2	.3	1.4	29.8
% '78 Internal	70.9	47.5	71.4	70.9	40.5	38.0	60.3	37.0
% '78 External	29.1	52.5	28.6	29.1	59.5	62.0	39.7	63.0
# On-board 9/30/78	29,810	4,325	31,679	33,569	47,923	8,708	118,240	4,949

* = Percentage not zero but less than .05%.

Interpretation: e.g., Of the 29,810 Scientists and Engineers on board at 9/30/78, 69.1% were on board in Scientist and Engineer at 9/30/72, 29.1% had not been in the Navy civilian work force at 9/30/72, 1.3% were in Management and Administrative at 9/30/72, etc.

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

TABLE 5

RELATIVE FREQUENCY OF MOVEMENT INTER STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX BOTH	MINORITY	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	2 4	SERV COMP DATE 2 5	3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	PAY PLAN ALL 4 2	4 3	APPR CD ALL 4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	7 2	MC ALL 7 3	ND ALL 8 1	PROG EL ALL 8 2	PAY PLAN ALL 8 3	8 4	APPR CD ALL 8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	1982	8	1156	60	1		2					21	7				3					1										723
2	3	15093	2	8608	2215		1	5	2			1	136	97			4	21	1		1								2	3				4006
2	4	12098		156	8238	48			4				8	140	1				4															3501
2	5	222			9	93								1																				119
3	2	1129		1			111	358	6				14	3			3	4		1	1								1					626
3	3	1723		5			2	645	196	1		1	69	31		1	1	4			1													765
3	4	987			3			13	462	9			1	36																				463
3	5	23								5																								17
4	1	67									2	5	3				4	2		5	3			2		3		1				1		36
4	2	3795	1	7				8				433	1211	31		3	163	71		10	90	4		2		27	14	12	26	2		1		1679
4	3	19507		39	12			46	10			11	8655	1197	1	1	13	304	15	3	6	10			2		4	19	50	62		1		9044
4	4	5844		3	52	1		2	26				83	2831	28			3	9										1	1				2806
4	5	50												1	12																			37
5	1	2740	2	30			1	3			1	21	43			418	480	55		114	96		2	5		5	35	41			3			1385
5	2	12350	3	45			11	43	1			200	1054	8		15	3355	2072	1	38	194	15	4	7			52	80	121	52	2		1	4876
5	3	17845		121	5			23	3			10	1595	82		1	44	8738	103	3	6	11					10	50	188	86				8784
5	4	500			8			1					8	79				6	188															213
6	1	33131	1	7				8	8			14	569	463	1		325	1752	78		6887	5430	6	13	14	1	68	482	124	20	11	18	2	1	17184
6	2	18412						5	18			1	555	994	2		20	1815	283		233	5968	94	1	1		3	89	14	7	24				8325
6	3	336		1									1	93	1			1	9			5	69					1						155
7	1	3275	4	92					1				8	6			3	24	4		19	7	1	845	741	5	1	118	67	6	7	9		1	1696
7	2	4090	2	40					1				14	29			5	10	4		5	10		35	1555	152		39	23	2	2	2			2760
7	3	244												4											2	40			1					197
8	1	5016	4	6									12	40			2	60	128		3	1		6	6		30	79	2821	212	126	2			1480
8	2	43823		8					3			2	58	129			22	481	271		138	122	1	37	56		45	14633	4844	653	684	239	18	18	21363
8	3	86728	5	33	1		1	7					27	498	7		3	332	1414		13	7		13	21		3	332	28136	2778	2983	9		5	30093
8	4	11078		7									8	488	5			107	341		3	10		1	3		1	217	1088	2921	981	3	3	2	4889
8	5	10429		1									4	231	167			10	153	1	2	1			2			54	108	185	3747	4	2	8	5749
9	2	8253											4	1			10	40	4		88	14		19	7		12	1162	268	13	21	1298	45	17	3250
9	4	141											1					1										15	2	8	4	7	26	18	89
9	5	214											1	2				2										12	3	2	33	10	2	52	95
POPULATION GAINS			1459	8402	794	13	450	1562	257	3	68	1969	6453	574	14	2297	4756	2703	12	21310	7179	35	3377	2001	26	5720	18138	21596	871	664	3063	35	19	
NO AT SEP 78			1402	16768	11397	154	591	2749	967	18	88	3914	22332	5291	54	3127	13458	16653	331	28523	19153	246	4053	4427	226	5875	35491	59300	8053	9521	4870	134	142	

TOTAL AT SEP 72 IS 299,123 TOTAL AT SEP 78 IS 270,196

TABLE 5 (CONT'D)

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX BOTH	MINORITY	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	1982	.004 .563	.030	.001				.010 .003		.001		.364
2	3	15093	.570	.146					.009 .005		.001		.265
2	4	12098	.012	.580 .003					.011				.209
2	5	222		.040 .418					.004				.536
3	2	1129		.098	.317 .005				.012 .002		.002 .003		.554
3	3	1722	.002	.001	.374 .113				.040 .018		.002		.444
3	4	987		.003	.013 .466	.009			.001 .036				.469
3	5	22				.227							.772
4	1	67					.029	.074 .044			.059 .029		.537
4	2	3795	.001		.002			.114 .319	.008		.042 .018		.442
4	3	19507	.001		.002				.443 .061		.015		.463
4	4	5844		.008		.004			.014 .484	.004			.480
4	5	50							.020 .240				.740
5	1	2740	.010		.001			.007 .015		.152 .175	.020		.505
5	2	12350	.003		.002			.016 .085		.001 .271	.187		.403
5	3	17848	.008		.001				.089 .004		.002 .489		.378
5	4	900		.018	.002				.016 .158		.012		.426
6	1	33131						.017 .013		.009 .052	.002		.518
6	2	18412						.030 .053		.001 .098	.014		.452
6	3	336	.002					.002 .276	.002		.002 .026		.461
7	1	3275	.001 .028					.002 .001			.007 001		.490
7	2	4090	.009					.003 .007		.001 .002			.528
7	3	244							.016				.807
8	1	5016	.001					.002 .007			.011 .025		.295
8	2	43823						.001 .002			010 .006		.467
8	3	66726							.007		.004 .021		.450
8	4	11078							.044		009 .030		.441
8	5	10429							.022 .016		.014		.551
9	2	8253								.001 008			.519
9	4	141						.007			007		.418
9	5	214						.004 009			009		.443
POPULATION GAINS			1459 6402	794 13 450	1562 257	3	68	1989 6453	574	14 2297	4756 2703		
NO AT SEP 78			1492 18786	11397 154 591	2749 967	18	88	3914 22332	5291	54 3127	13458 16853		

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
5 4										.364
.001										.265
										.209
										.536
										.554
										.444
										.469
										.772
		.029			.044		.014		.014	.537
.001					.007	.003	.003	.008		.442
							.002	.003		.463
										.480
										.740
		.001		.001	.012	.014			.001	.505
					.004	.006	.009	.004		.403
.005						.002	.010	.004		.378
.370										.426
				.001	.014	.003				.518
					.003			.001		.452
						.002				.461
	.166	.226	.001		.036	.020	.001	.002	.002	.490
	.008	.380	.037		.009	.005				.528
		.008	.163			.004				.807
	.001	.001		.005	.015	.562	.042	.025		.295
		.001		.001	.333	110	014	.015	.005	.467
					.004	.421	.041	.044		.450
					.019	.098	263	.088		.441
					.005	.010	.017	359		.551
	.003	.001		.001	.185	.042	002	.003	.207 .007	.519
					.106	.014	056	.028	049 .184	.418
					.056	.014	009	.154	.046 .009	.443
12 21310	7179 35	3377	2001	26	5720	18138	21596	871	664 3063 35	19
331 28523	19153 246	4053	4427	226	5875	35491	59300	8053	9521 4670 134	142

TOTAL AT SEP 72 IS 299,123 TOTAL AT SEP 78 IS 279,196

TABLE 5 (CONT'D)

PRINTED 03 JUL 78

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX: MALE; MINORITY; BIRTHDATE; SERV COMP DATE; MC ALL; ND ALL; PROG EL ALL; PAY PLAN ALL; APPR CD ALL; SNDL TPE ALL; OCC GRP ALL; STATE

SEX	MINORITY	NO AT SEP 72	2 2	2 3	2 4	2 5	3 2	3 3	3 4	3 5	4 1	4 2	4 3	4 4	4 5	5 1	5 2	5 3
2	2	1873	7	1114	59	1		2					16	7				3
2	3	14693	2	8417	2192			5	2			1	124	81			4	21
2	4	11989		158	8167	45			3				8	140	1			
2	5	221			9	92								1				
3	2	177		1			6	71	6				11	3				2
3	3	1278		5				466	176	1		1	56	28				2
3	4	952			3			13	449	8			1	36				
3	5	21								5								
4	1	35									1	2	1					2
4	2	1965	1	6				6				184	660	27			67	45
4	3	15792		36	11			39	8			8	6932	1023		1	7	277
4	4	5520		3	50	1		2	26				77	2675	25			3
4	5	49												1	12			
5	1	888	2	29				1				11	28			47	189	42
5	2	8892	3	43			4	17	1			82	503	4		3	1549	1699
5	3	18848		118	5			16	2			9	1419	76			37	8477
5	4	499			8			1					8	78				6
6	1	4522		3			2	5				77	96			35	294	37
6	2	2938					2	4				88	185	1		2	407	79
6	3	165		1								1	56	1				6
7	1	3241	4	95								9	6			3	23	4
7	2	4080	2	39				1				14	29			5	10	4
7	3	242											4					
8	1	4971	4	6								11	40			2	59	124
8	2	30680		8				3				51	126			6	427	261
8	3	66301	6	32	1		2	7				27	492	7		4	326	1410
8	4	10957		7								8	488	5			104	340
8	5	10398		1								4	231	167			9	153
9	2	5555										4	1			5	30	3
9	4	125															1	
9	5	208										1	2				2	
POPULATION GAINS			1317	6153	786	13	205	930	244	2	14	1096	5239	524	13	832	2777	2576
NO AT SEP 78			1248	18282	11291	152	221	1589	917	16	15	1888	18839	4885	51	947	8322	15576

SEX	MINORITY	5 4	6 1	6 2	6 3	7 1	7 2	7 3	8 1	8 2	8 3	8 4	8 5	9 2	9 4	9 5	GRADE/LEV ALL POPULATION EXITS
2	2						1										663
2	3	1			1							2	3				3837
2	4	4															3465
2	5																119
3	2												1				76
3	3																543
3	4																442
3	5																16
4	1		2	2			2			2						1	20
4	2		1	34	3		2			25	14	12	26	2		1	849
4	3	15		6	5			2		4	19	50	61		1		7287
4	4	9										1	1				2647
4	5																36
5	1		9	10		2	5		3	24	37			1			448
5	2	1	5	37	7	4	7			37	79	121	52	2		1	2631
5	3	102	3	3	6					10	50	187	88				6344
5	4	185															213
6	1		651	496	3	12	10	1	16	261	96	15	8	11	2	1	2190
6	2		20	770	22	1				43	13	6	23				1272
6	3				27						1						72
7	1		19	7	1	544	741	5	1	118	67	6	7	9		1	1582
7	2		8	10		35	1852	152		39	23	2	2	2			2184
7	3						2	39			1						196
8	1		2	1		6	8		30	78	2799	209	128	2			1468
8	2		62	87	1	35	58		43	13212	4690	641	667	143	15	14	18129
8	3		12	6		13	22		2	317	27981	2773	2981	10		5	29863
8	4		2	10		1	3		1	199	1082	2908	977	3	2	1	4816
8	5	1	2	1			2			53	106	185	3736	4	2	8	8733
9	2		33	9		19	7		12	1076	267	13	21	1113	40	13	3889
9	4									15	2	7	4	5	25	17	49
9	5									12	3	2	33	10	2	51	90
POPULATION GAINS		12	2533	1044	25	2925	1874	26	5351	16739	21466	858	855	2653	31	13	
NO AT SEP 78		330	3580	2533	101	3596	4282	226	5459	32264	58796	7999	9472	3970	120	127	

TOTAL AT SEP 72 IS 232,176 TOTAL AT SEP 78 IS 210,985

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

SEX MALE	MINORITY BLACK	NO AT SEP 72	BIRTHDATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	34	20	1									13
2	3	363	206	49					5 1				103
2	4	239		196 2					1				41
2	5	1		1									
3	2	14			5				1				7
3	3	36			16 4				3 2				11
3	4	8		1		4			2				1
3	5	0											
4	1	8					1					1	3
4	2	181					20	53 4			12 4		68
4	3	532			1 2			274 32			7		210
4	4	87				2		1 50					34
4	5	1								1			
5	1	115						1		12	38 4		54
5	2	625	3		4		12	69			184 125		307
5	3	577	10		1			71 4			208		186
5	4	3							2				
6	1	1085			1		16	19		8	69 5		418
6	2	549			1		11	30		2	92 15		197
6	3	17						2			1		6
7	1	386	2				1	4			4		173
7	2	280					3	5		1			103
7	3	4											2
8	1	515						3			8 5		158
8	2	14082					13	20		1	116 41		5624
8	3	8315	2 6		2			42			26 65		3486
8	4	753					1	23			8 26		252
8	5	857						18 8			2 6		347
9	2	3069					1	1		1	8 2		1423
9	4	77											27
9	5	112						1			2		41
POPULATION GAINS			57 119	13 0 25	48	8 0	4	81	232 14	0	162 287	107	
NO AT SEP 78			59 366	259 3 25	78	20 0	4	160	676 120	1	187 656	711	

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

BIRTHDATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL
1	1				1		1		3
1	2				6				68
1	3	1			1		1 2		210
1	4								34
1	5				2 1				54
2	1				2		7 2 4	1	207
2	1	1			1		2 5 6 10		186
1									
1	1	268	175	3			73 21	1 1 5 1 1	418
1	2		183	5			7	1 6	197
1	3			8					6
1	1	5		70	89		20 12	3 3	173
1	2	1	1	3	151	4	4 3	1	103
1	3				1		1		2
1	1		1	1		3	14 298	13 12	158
1	2	20	32	8	12	15	6342 1248	208 277 86 8 11	5624
1	3	2			1	1	48 4088	256 306 1 3	3486
1	4		2				49 74	220 95 1 1 1	252
1	5				1		27 16	18 404 2 2 6	347
1	2	20	3	11	3	4	648 127	10 14 753 30 10	1423
1	4						10 1	2 4 2 17 14	27
1	5						6 1	17 8 1 35	41
0	635	148	1	559	231	3	438	3929 2402	65 59 985 11 6
4	980	559	16	655	490	7	464	11193 8299	805 1219 1850 71 89

TOTAL AT SEP 72 IS 32,925 TOTAL AT SEP 78 IS 30,398

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX	ETHNICITY	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	14	9	2																		3
2	3	119	75	18					1													25
2	4	64	1	47						3												13
2	5	1																				1
3	2	3			1				1													1
3	3	11			5				3													3
3	4	3																				2
3	5	0																				
4	1	2											1									1
4	2	39						3	12		2	2					1		2			17
4	3	192	1		1				100	10		6						2	1			71
4	4	26		1					2	11		1										11
4	5	0																				
5	1	19	1								1	2	3				2					10
5	2	188	5					3	16			53	58				1	5	3			44
5	3	298	2	1					38				171						7	3		73
5	4	2											1	1								
6	1	140						7	5		1	9	1			20	16	1	1		1	56
6	2	63						3	2			8	2				19			3		24
6	3	2																1				1
7	1	144						1	1							2		32	38	1		56
7	2	98							2							1			54	5		35
7	3	6																	1			5
8	1	146	1					2	2				5							3		42
8	2	1956						4	12			12	14			2	2	3	5	4		647
8	3	2525							23			8	42			1						931
8	4	309							10				3									112
8	5	192							3	4			1	1								71
9	2	255						1				2					1		1			117
9	4	4																			3	1
9	5	3																				1
POPULATION GAINS			29	81	4	0	1	7	0	0	0	19	64	1	0	29	88	40	0	112	33	0	146
NO AT SEP 78			39	176	73	0	1	14	0	0	0	43	297	29	0	31	184	350	2	140	72	1	182

SEX	ETHNICITY	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2											3
2	3											25
2	4											13
2	5											1
3	2											1
3	3											3
3	4											2
3	5											
4	1	1										1
4	2						1		2			17
4	3							2	1			71
4	4											11
4	5						2					10
5	1						5	3				44
5	2	1						7	3			73
5	3											
5	4	1										
6	1	20	16		1	1		1	18	2	1	56
6	2		19						1	1		24
6	3			1								1
7	1	2			32	38	1		7	3	2	56
7	2	1				54	5			1		35
7	3					1						5
8	1							3	4	74	7	42
8	2	2	3		3	5		4	903	271	47	647
8	3	1							13	1303	114	931
8	4								18	28	100	112
8	5								3	3	5	71
9	2		1			1			59	14		117
9	4											1
9	5								1		1	1
POPULATION GAINS		33	0	146	72	0	131	805	742	22	14	209	2	0
NO AT SEP 78		72	1	182	172	8	139	1837	2448	307	279	276	7	2

TOTAL AT SEP 72 IS 6,820 TOTAL AT SEP 78 IS 7,097

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX MALE	MINORITY OTHER	NO AT SEP 72	BIRTHDATE ALL	STATE 2 2	2 3	2 4	2 5	SERV COMP DATE ALL	3 2	3 3	3 4	3 5	MC ALL	ND ALL	PROG EL ALL	4 1	4 2	PAY PLAN ALL	4 3	APPR CD ALL	4 4	4 5	SNDL TPE ALL	5 1	OCC GRP ALL	5 2	5 3	GRADE/LEV ALL	POPULATION EXITS
2	2	59			36	1																						22
2	3	361			340	41														4	1							75
2	4	195			4	158														1								32
2	5	0																										
3	2	5							1		1									1								2
3	3	18									8	2								3	1							4
3	4	10									1	7																2
3	5	0																										
4	1	0																										
4	2	34															4	11						4	2			11
4	3	197			1													117	8						4			64
4	4	17																	10									7
4	5	0																										
5	1	16																1					1	3				10
5	2	110							1								1	5						28	29			41
5	3	272			3						2							19	2					1	154	1		78
5	4	1																										1
6	1	73															1							8		12	11	30
6	2	78															1	5						16	6	2	25	1	21
6	3	4																2							1			1	
7	1	41			3																		1			1			19
7	2	40															1										1	16
7	3	5																1									1	3
8	1	106	2	1																				1	2	3		25
8	2	898		1													1	3						8	6			389
8	3	1900		1							1							11						3	31			843
8	4	217																10						1	7			78
8	5	113																5	2					1	2			83
9	2	191																						1				92
9	4	8																						1				2
9	5	2																						1				1
POPULATION GAINS			66	265	32	0	7	16	3	0	0	12	92	4	1	27	76	40	0	133	76	3	46	24	0	82		
NO AT SEP 78			68	575	232	0	9	29	12	0	0	21	291	28	1	30	153	265	1	148	114	5	59	48	2	83		

SEX MALE	MINORITY OTHER	BIRTHDATE ALL	STATE 5 4	6 1	6 2	SERV COMP DATE ALL	6 3	7 1	MC ALL	7 2	ND ALL	7 3	PROG EL ALL	8 1	PAY PLAN ALL	8 2	APPR CD ALL	8 3	8 4	SNDL TPE ALL	8 5	9 2	OCC GRP ALL	9 4	9 5	GRADE/LEV ALL
2	2																								
2	3																								
2	4																								
2	5																								
3	2																								
3	3																								
3	4																								
3	5																								
4	1																								
4	2														1		1								
4	3																3								
4	4																								
4	5																								
5	1																	1							
5	2														2	2	1								
5	3		1												1	1	9	3							
5	4																								
6	1					12	11								10	1									
6	2					2	25	1							1										
6	3							1																	
7	1					1			10	6						1					1				
7	2						1		1	18	1				2										
7	3										1														
8	1								1						2	64	5								
8	2						1		1	1					352	100	23	7	4	1					
8	3														3	635	41	31							
8	4														2	20	83	16							
8	5														3		2	44							
9	2													1	39	3			49	6					
9	4															1			1	2	1				
9	5																	1							
POPULATION GAINS		0	133	76	3	46	24	0	82	498	496	28	25	78	2	0									
NO AT SEP 78		1	148	114	5	59	48	2	83	916	1525	197	127	133	11	1									

TOTAL AT SEP 72 IS 4,871 TOTAL AT SEP 78 IS 5,106

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

SEX MALE	MINORITY WHITE	NO AT SEP 72	BIRTHDATE		SERV COMP DATE			MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL		APPR CD ALL	SNOL TPE ALL	OCC GRP ALL		
		STATE	2 2	2 3	2 4	2 5	3 2	3 3	3 4	3 5	4 1	4 2	4 3	4 4	4 5	5 1	5 2	5 3
2	2	1760	7	1049	55	1		2					16	7				3
2	3	13815	2	7897	2084			5	2			1	114	79			4	21
2	4	11475		151	7767	43			3				7	136	1			
2	5	219			9	91								1				
3	2	155		1			5	64	6				8	3				2
3	3	1208		5				437	170	1		1	47	25				2
3	4	932			2			12	438	8			1	34				
3	5	20								5								
4	1	25									1	1	1					2
4	2	1702	1	6				6				157	584	23			49	37
4	3	14814		34	11			37	6			8	8441	973		1	7	260
4	4	5369		3	49	1		2	24				74	2604	26			3
4	5	48												1	11			
5	1	735	2	28				1				11	26			33	146	35
5	2	5936	3	35			3	13	1			66	413	4		3	1284	1487
5	3	15722		101	4			13	2			9	1291	70			36	7854
5	4	490			8			1					8	76				8
6	1	3201		3			2	4				53	72			26	208	31
6	2	2236					2	3				73	148	1			291	56
6	3	142		1								1	52	1				4
7	1	2666	4	60								6	1			2	19	4
7	2	3659	2	39				1				10	22			4	10	4
7	3	226											3					
8	1	4198	2	4									35			1	49	111
8	2	21632		7				3				33	91			7	291	200
8	3	53577	4	26	1		2	4				27	416	7		4	289	1272
8	4	9643		7								7	445	5			95	304
8	5	9214		1								4	205	153			6	144
9	2	2012										2				4	19	1
9	4	36																
9	5	90										1	1					
POPULATION GAINS			1165	5668	737	13	172	859	233	2	10	984	4851	505	12	614	2326	2389
NO AT SEP 78			1192	15146	10727	149	186	1467	885	16	11	1464	15373	4708	49	699	5129	14230

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX MALE	MINORITY WHITE	BIRTHDATE	SERV COMP DATE			MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL		APPR CD ALL	SNOL TPE ALL	OCC GRP ALL			GRADE/LEV ALL
		STATE 5 4	6 1	6 2	6 3	7 1	7 2	7 3	8 1	8 2	8 3	8 4	8 5	9 2	9 4	9 5	POPULATION EXITS
2	2						1										619
2	3	1			1							2	3				3599
2	4	4															3363
2	5																118
3	2																66
3	3																520
3	4																437
3	5																15
4	1		1	1			1			1							16
4	2		1	26	3		2			21	12	10	19			1	744
4	3	14		6	4			2		3	19	44	58		1		6865
4	4	9										1	1				2574
4	5																36
5	1		8	8		2	5		3	22	33			1			371
5	2	1	4	35	6	4	7			23	72	117	46	1			2306
5	3	99	1	2	6					7	44	185	72				8886
5	4	183															209
6	1		884	294	3	8	9	1	12	160	72	13	7	8	1		1663
6	2		18	543	16	1				34	12	5	15				1018
6	3				17						1						65
7	1		11	7	1	432	609	4	1	91	51	4	4	4		1	1330
7	2		3	8		31	1329	142		33	19	2	2	1			1997
7	3							38									185
8	1		2			4	6		24	58	2365	184	108	2			1232
8	2		40	51	1	24	38		24	5615	3071	363	362	48	5	1	11397
8	3		9	6		13	21		1	253	21755	2363	2556	7		2	24539
8	4		2	8		1	3		1	130	960	2505	828	2	1		4339
8	5		2	1			1			20	87	159	3187	2		2	5240
9	2		13	5		8	3		7	330	123	3	8	253	3	3	1229
9	4									5		5		2	3	2	19
9	5									5	2	2	14	2	1	16	46
POPULATION GAINS		12	1653	787	21	2174	1547	23	4700	11507	17826	743	557	1301	16	7	
NO AT SEP 78		323	2322	1768	79	2702	3582	210	4773	18318	48524	6690	7047	1711	31	35	

TOTAL AT SEP 72 IS 186,965 TOTAL AT SEP 78 IS 188,366

PRINTED 03 JUL 78

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX EMALE	MINORITY	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	2 4	SERV COMP DATE 2 5	3 2	MC ALL 3 3	MD ALL 3 4	PROG EL ALL 3 5	4 1	PAY PLAN ALL 4 2	APPR CD ALL 4 3	4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	5 6	6 7	SERV COMP DATE 6 3	7 1	MC ALL 7 2	MD ALL 7 3	PROG EL ALL 8 1	8 2	PAY PLAN ALL 8 3	APPR CD ALL 8 4	8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	1073	.003	.504	.031			.001					.008	.002				.001															.383
2	3	14083		.572	.148								.008	.005				.001															.361
2	4	11389		.013	.681	.003								.011																			.386
2	5	221			.040	.416								.004																			.538
3	2	177		.005			.033	.401	.033				.062	.016				.011											.005				.429
3	3	1278		.003				.384	.137				.043	.021				.001															.434
3	4	952			.003			.013	.471	.008			.001	.037																			.464
3	5	21								.238																							.781
4	1	35									.028	.057	.028					.057		.057	.057			.057			.057					.028	.571
4	2	1985		.003				.003				.093	.335	.013			.034	.022			.017	.001		.001			.013	.007	.006	.013	.001			.432
4	3	15792		.002				.002					.438	.064				.017										.001	.003	.003				.481
4	4	5520			.008				.004				.013	.484	.004					.001														.479
4	5	49												.020	.244																			.734
5	1	888	.002	.032				.001				.012	.031			.052	.212	.047			.010	.011		.002	.009		.003	.027	.041			.001			.504
5	2	6892		.006				.002				.011	.072				.224	.246				.005	.001		.001			.005	.011	.017	.007				.381
5	3	18849		.006									.083	.004			.002	.500	.008									.002	.011	.005				.374
5	4	499			.018			.002					.016	.156				.012	.370															.426
6	1	4522						.001				.017	.021			.007	.065	.008			.188	.109		.002	.002		.003	.057	.021	.003	.001	.002			.484
6	2	2938						.001				.029	.062				.138	.026			.006	.262	.007					.014	.004	.002	.007				.432
6	3	185		.006								.006	.339	.006				.036					.163						.006						.436
7	1	3241	.001	.026								.002	.001				.007	.001			.005	.002		.167	.228	.001		.036	.020	.001	.002	.002			.488
7	2	4080		.009								.003	.007			.001	.002				.001	.002		.008	.380	.037		.009	.005						.527
7	3	242											.016												.008	.161			.004						.809
8	1	4971		.001								.002	.008				.011	.024						.001	.001		.006	.015	.563	.042	.025				.294
8	2	38680										.001	.003				.011	.006			.001	.002			.001		.001	.341	.121	.016	.017	.003			.468
8	3	86301											.007				.004	.021										.004	.422	.041	.044				.450
8	4	10957											.044				.009	.031										.018	.098	.265	.089				.439
8	5	10398											.022	.016				.014										.005	.010	.017	.359				.551
9	2	5555															.005				.005	.001		.003	.001		.002	.193	.048	.002	.003	.200	.007	.002	.520
9	4	125															.008											.120	.016	.056	.032	.040	.200	.136	.392
9	5	208										.004	.009				.009											.057	.014	.009	.158	.048	.009	.245	.433
POPULATION GAINS		1317	6153	786	13	205	930	244	2	14	1096	5239	524	13	832	2777	2576	12	2533	1044	25	2925	1874	26	5351	16739	21466	858	655	2653	31	13		
NO AT SEP 78		1348	18282	11291	193	221	1589	917	18	15	1688	16839	4889	81	947	6322	15578	330	3680	2533	101	3598	4292	225	5459	32264	58796	7999	9472	3970	120	127		

TOTAL AT SEP 72 IS 232,176 TOTAL AT SEP 78 IS 210,965

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX MALE	MINORITY BLACK	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	34	.588	.029									.382
2	3	363	.864	.134					.013	.002			.383
2	4	239		.815 .008						.004			.171
2	5	1		1.000									
3	2	14			.357				.071				.500
3	3	36			.444	.111			.083	.055			.306
3	4	8		.125		.500				.250			.125
3	5	0											
4	1	8						.125				.125 .125 .125 .125	.375
4	2	191						.110	.292	.022	.066	.022 .044 .016 .005 .005 .027 .011	.375
4	3	532			.001	.003			.515	.060	.013	.001 .001 .001 .001 .003	.396
4	4	87				.022			.011	.574			.390
4	5	1								1.000			
5	1	115							.008		.104 .330 .034	.008 .017 .017 .008	.466
5	2	825	.004		.006			.019	.110		.294 .200	.003 .001 .011 .003 .004 .006 .001 .001	.331
5	3	977	.017		.001				.123	.008	.516	.003 .001 .001 .003 .008 .010 .017	.387
5	4	3								.666			
6	1	1085						.014	.017		.007 .082 .004	.333 .844 .181 .002 .002 .087 .019 .004	.386
6	2	549			.001			.020	.054		.003 .167 .027	.333 .009 .012 .001 .009	.358
6	3	77							.117		.058	.470	.352
7	1	386	.005					.002	.010		.010	.012 .181 .230 .051 .031 .007 .007	.448
7	2	290						.010	.017		.003	.003 .003 .010 .539 .014 .014 .010 .003	.367
7	3	4										.350 .250	.500
8	1	515							.005		.015 .009	.001 .001 .005 .027 .574 .025 .023	.308
8	2	14082							.001		.008 .002	.001 .002 .001 .450 .088 .014 .019 .008	.399
8	3	8315							.005		.003 .007	.002 .005 .491 .030 .036	.416
8	4	753						.001	.030		.010 .034	.065 .098 .292 .128 .001 .001 .001	.334
8	5	857							.021	.009	.002 .007	.001 .031 .018 .021 .471 .002 .002 .007	.404
9	2	3068									.002	.008 .003 .001 .211 .041 .003 .004 .248 .009 .003	.483
9	4	77										.129 .012 .025 .051 .025 .220 .181	.350
9	5	112							.008		.017	.053 .008 .151 .071 .008 .312	.388
POPULATION GAINS			57 119	13 0	25 48	8 0	4 81	232	14	0 162	287 107	0 635 148 1 559 231 3 438 3929 2402 65 59 985 11 6	
NO AT SEP 78			59 365	259 3	25 78	20 0	4 160	878	120	1 187	856 711	4 850 559 16 655 490 7 464 11193 8299 805 1219 1850 71 89	

TOTAL AT SEP 72 IS 32,925 TOTAL AT SEP 78 IS 30,398

PRINTED 03 JUL 78

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX MALE	MINORITY HISPANIC	NO AT SEP 72	BIRTHDATE STATE 2 2	3 3	2 4	2 5	SERV COMP DATE 3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	4 2	PAY PLAN ALL 4 3	APPR CD ALL 4 4	4 5	SNDL TPE ALL 5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	MC ALL 7 2	ND ALL 7 3	PROG EL ALL 8 1	8 2	PAY PLAN ALL 8 3	APPR CD ALL 8 4	8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	14		.842	.142																												.214
2	3	119		.630	.151								.008																				.210
2	4	64		.016	.734									.046																			.203
2	5	1																															1.000
3	2	3						.333					.333																				.333
3	3	11						.454					.272																				.272
3	4	2																															1.000
3	5	0																															
4	1	2																		.500													.500
4	2	39										.076	.307				.051	.051									.025		.051				.435
4	3	192		.005				.008					.520	.052				.031										.010	.005				.369
4	4	26			.038								.076	.423				.038															.423
4	5	0																															
5	1	19		.052												.052	.105	.157									.105						.526
5	2	188		.026								.015	.085				.281	.308									.026	.015					.234
5	3	298		.006	.003								.128					.570										.023	.010				.347
5	4	2																.500	.500														
6	1	140										.050	.035			.007	.064	.007		.142	.114		.007	.007		.007	.128	.014	.007		.007			.400
6	2	63										.047	.031				.126	.031			.301						.015	.015		.047			.380
6	3	2																				.500											.500
7	1	144										.006	.006							.013			.222	.263	.006		.048	.020	.013		.006			.388
7	2	98											.020							.010				.551	.051			.010						.367
7	3	6																						.166										.833
8	1	148		.006								.013	.013					.034								.020	.027	.506	.047	.041				.287
8	2	1958										.002	.006				.006	.007		.001	.001		.001	.002		.002	.461	.138	.024	.010	.002		.001	.330
8	3	2525											.009				.003	.016									.005	.516	.045	.034				.368
8	4	309											.032					.009									.058	.090	.323	.122				.363
8	5	192											.015	.020				.005	.005								.015	.015	.026	.526				.388
9	2	255										.003					.007				.003			.003			.231	.054		.003	.227	.003		.486
9	4	4																														.750		.250
9	5	2																									.333			.333				.333
POPULATION GAINS			29	81	4	0	1	7	0	0	0	19	64	1	0	29	88	40	0	112	33	0	148	72	0	131	805	742	32	14	209	2	0	
NO AT SEP 78			29	176	73	0	1	14	0	0	0	43	297	29	0	31	184	350	2	140	72	1	182	172	6	139	1837	2448	307	279	276	7	2	

TOTAL AT SEP 72 IS 6.920 TOTAL AT SEP 78 IS 7.097

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX	MINORITY OTHER	NO AT SEP 72	STATE	BIRTHDATE	SERV COMP DATE	NC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	STATE	BIRTHDATE	SERV COMP DATE	NC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	59	2 2	.610	.016																			.372
2	3	301	2 3	.864	.113					.011	.002													.207
2	4	198	2 4	.939	.810					.005														.164
2	5	0	2 5																					
3	2	5	3 2		.200	.200				.200														.400
3	3	18	3 3			.444	.111			.166	.055													.222
3	4	10	3 4			.100	.700																	.200
3	5	0	3 5																					
4	1	0	4 1																					
4	2	34	4 2						.117	.323			.117	.058					.029		.029			.323
4	3	187	4 3	.008						.593	.040			.020							.015			.324
4	4	17	4 4								.588													.411
4	5	0	4 5																					
5	1	16	5 1							.062		.062	.187											.625
5	2	110	5 2		.009				.009	.045			.254	.263					.018	.018	.009			.372
5	3	272	5 3	.011		.007				.069	.007		.003	.586	.003				.003	.003	.033	.011		.278
5	4	1	5 4																					1.000
6	1	73	6 1						.013				.109		.184	.180			.136	.013				.410
6	2	78	6 2						.012	.064			.205	.076	.025	.320	.012		.012					.269
6	3	4	6 3							.500				.250			.250							
7	1	41	7 1	.073								.024			.024			.243	.121			.024		.463
7	2	40	7 2						.025							.025		.025	.450	.025	.050			.400
7	3	5	7 3							.200										.200				.600
8	1	106	8 1	.019	.009							.009	.018	.028				.009						.235
8	2	898	8 2	.001					.001	.003			.008	.006		.001		.001	.001		.018	.603	.047	
8	3	1800	8 3							.006			.001	.017							.391	.111	.025	.007	.004	.001	.433
8	4	217	8 4							.046			.004	.032							.001	.463	.022	.017			.466
8	5	113	8 5							.044	.017		.008	.017							.009	.092	.382	.073			.389
9	2	191	9 2										.005								.026		.026	.389			.469
9	4	8	9 4										.125					.008	.204	.015			.256	.031		.481
9	5	2	9 5																	.125			.125	.250	.125	.250
POPULATION GAINS		66		285	32	0	7	16	3	0	0	12	92	4	1	27	76	40	0	133	76	3	46	24	0	82	.500	.500
NO AT SEP 78		68		575	232	0	9	29	12	0	0	21	291	28	1	30	153	285	1	148	114	5	59	48	2	83	498	496	28	25	76	2	0
																											916	1525	197	127	133	11	1

TOTAL AT SEP 72 IS 4,871

TOTAL AT SEP 78 IS 5,104

PRINTED 03 JUL 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (*CONT'D*)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL-NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX	MINORITY		BIRTHDATE		SERV COMP DATE			MC	ND	PROG EL		PAY PLAN		APPR CD		SNDL TPE		OCC GRP		GRADE/LEV
			STATE					ALL	ALL	ALL		ALL		ALL		ALL		ALL		ALL
		NO AT SEP 72	2 2	2 3	2 4	2 5	3 2	3 3	3 4	3 5	4 1	4 2	4 3	4 4	4 5	5 1	5 2	5 3	POPULATION EXITS
2	2	1760	.003	.598	.031			.001					.009	.003				.001	.351
2	3	13815		.571	.150								.008	.005				.001	.260
2	4	11475		.013	.678	.003								.011					.293
2	5	219			.041	.415								.004					.536
3	3	155		.008			.032	.412	.038				.051	.019				.012	.425
3	3	1208		.004				.361	.140				.038	.020				.001	.430
3	4	932			.002			.012	.489	.008			.001	.038					.488
3	5	20								.250									.750
4	1	25									.040	.040	.040					.080	.640
4	2	1702		.003				.003				.092	.343	.013			.028	.021	.437
4	3	14814		.002				.002					.434	.065				.017	.464
4	4	5369			.009				.004				.013	.485	.004				.478
4	5	48												.020	.229				.750
5	1	735	.002	.038				.001				.014	.035			.044	.198	.047	.604
5	2	5838		.005				.002				.011	.069				.218	.250	.388
5	3	15732		.006									.082	.004			.002	.488	.878
5	4	480			.016			.002					.016	.155				.010	.426
6	1	3201						.001				.018	.022			.008	.064	.009	.518
6	2	3236						.001				.032	.066				.130	.025	.455
6	3	142		.007								.007	.366	.007				.028	.457
7	1	2646	.001	.030								.002					.007	.001	.498
7	2	3659		.010								.002	.006			.001	.002	.001	.545
7	3	226											.013						.518
8	1	4196										.002	.008				.011	.026	.293
8	2	21632										.001	.004				.013	.009	.525
8	3	53577											.007				.005	.023	.456
8	4	9643											.048				.009	.031	.448
8	5	9214											.022	.016				.016	.588
9	2	2012														.001	.009		.810
9	4	36																	.537
9	5	90										.011	.011						.511
POPULATION GAINS			1165	9688	737	13	172	859	233	2	10	984	4851	505	12	614	2326	2389	
NO AT SEP 78			1192	15146	10727	149	186	1467	885	16	11	1464	15373	4708	49	699	5129	14230	

BIRTHDATE			SERV COMP DATE			MC	ND	PROG EL		PAY PLAN		APPR CD		SNDL TPE		OCC GRP		GRADE/LEV
STATE						ALL	ALL	ALL		ALL		ALL		ALL		ALL		ALL
5 4	6 1	6 2	6 3	7 1	7 2	7 3	8 1	8 2	8 3	8 4	8 5	8 6	9 2	9 4	9 5	POPULATION EXITS
	.040	.040			.040			.040								.351
		.015	.001		.001			.012	.007	.005	.011					.260
									.001	.002	.003					.293
.001																.536
	.010	.010		.002	.006		.004	.029	.044				.001			.425
		.005	.001		.001			.003	.012	.019	.008					.430
.008									.002	.010	.004					.488
.373																.750
	.173	.091		.002	.002		.003	.049	.022	.004	.002	.001				.640
	.008	.242	.007					.015	.005	.002	.006					.437
			.118						.007							.464
	.004	.002		.182	.228	.001		.034	.019	.001	.001	.001				.478
		.002		.008	.363	.038		.009	.005							.750
						.168										.604
					.001		.005	.013	.563	.043	.025					.388
	.001	.002		.001	.001		.001	.259	.141	.016	.016	.003				.878
								.004	.406	.044	.047					.426
								.013	.099	.259	.085					.518
								.002	.009	.017	.345					.455
	.008	.002		.003	.001		.003	.184	.081	.001	.002	.125	.001	.001		.457
								.138		.138		.055	.083	.055		.498
								.055	.022	.022	.155	.022	.011	.177		.545
12	1653	787	21	2174	1547	23	4700	11507	17826	743	557	1381	16	7		.518
223	2322	1788	79	2702	3582	210	4773	18318	46824	6890	7847	1711	31	38		.511

TOTAL AT SEP 72 IS 106.988 TOTAL AT SEP 78 IS 109.366

PRINTED 26 JAN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PER	SENIORITY	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2 2	109	1 42	1						5													60
2 3	400	189	23	1					12	6												166
2 4	109		71	1		1																36
2 5	1			1																		
3 2	952			105	287				3				3	2		1	1					550
3 3	444			2	179	20			13	3		1	1	2			1					222
3 4	35					13	1															21
3 5	1																					1
4 1	32							1 3	2				4			3	1					18
4 2	1630	1			2			249	551	4		3	96	26		9	96	1				930
4 3	2715	3	1		7	2		3	1723	174	1		8	27		3	2	8		1		1757
4 4	324		2						6	156	1											158
4 5	1																					1
5 1	1652	1		1	2			1 10	15			371	291	13		106	86			2	11	4			2			937
5 2	5458	2		7	26			118	551	4		12	1806	373		31	157	8			15	1						2347
5 3	888	5			7	1		1	176	8		1	7	261		1	3	5					1					430
5 4	1									1																		
6 1	38809	1 4		6	3			14 492	367	1		290	1456	41		9706	4934	2	1	4	39	231	38	6	3	5				14974
6 2	15474			3	14			1 467	809	1		18	1408	184		213	5198	72		1	3	26	1	1	1					7053
6 3	171								37				1	3			5	42												83
7 1	34	7			1								1						1											24
7 2	10	1																		3										6
7 3	2																				1									1
8 1	45								1				1	2		1						1	22	3						14
8 2	8143							2 7	3			14	54	10		78	35		1		2	1421	154	12	17	96	3	2		3334
8 3	427								1	6				6	4		1	1				1	15	155	4	3					230
8 4	121													3	1		1						18	6	13	4		1	1		73
8 5	31													1									1	2		11					16
9 2	888											5	10	1		35	5						86	1			185	5	4		261
9 4	18								1																	1	2	1	1		10
9 5	6																												1		5
POPULATION GAINS		142	249	8	0	245	832	13	1	54	873	1214	50	1	1465	1979	127	0	18777	6135	10	452	127	0	369	1399	130	13	9	410	4	8	
NO AT SEP 78		144	504	108	2	370	1180	50	2	73	2226	5493	406	3	2180	7136	1077	1	84963	16820	148	455	135	1	416	3227	804	54	48	700	14	15	

TOTAL AT SEP 72 IS 86,947 TOTAL AT SEP 78 IS 86,231

PRINTED 25 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PBR	MINORITY BLACK	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SMDL TPE ALL	OCC GRP ALL	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SMDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	10	4																			
2	3	43	23	1					1	1												6
2	4	7		6																		17
3	5	0																				1
3	2	80			33																	
3	3	27			16				2													37
3	4	3				1																9
3	5	0																				1
4	1	7						2			1		1									
4	2	231						36	71		19	9	3	4								3
4	3	297							154	14		6			4							89
4	4	17		1						11												119
4	5	0																				5
5	1	518			2			1			164	64	6	31	16							
5	2	630			3			15	94		2	334	75		16	4			3			228
5	3	108	1						37	1		1	30				1					282
5	4	0																				30
6	1	4883			1		4	56	47	1	58	283	5	916	931	1	2	4	91	6	1	1	2			1683
6	2	2039			4			56	143		2	275	33	12	771	13			5							719
6	3	13							4							2										7
7	1	5			1																					4
7	2	1																								1
7	3	0																								
8	1	16						1			1								1	10	2					1
8	2	1567						3	2		7	20	4	27	25				659	57	5	13	76	2	2	565
8	3	125							2			4			1				9	41	1					67
8	4	41										2		1					5	2	8			1	1	21
8	5	12																		1		8				3
9	2	534									5	9		31	3				70	1			151	4	4	356
9	4	15																			1		2	1	1	10
9	5	6																							1	5
POPULATION GAINS			11	11	1	0	26	63	0	0	11	95	145	2	0	299	270	18	0	2927	916	0	182	51	0	47	586	40	3	4	261	4	5
NO AT SEP 78			11	28	9	0	41	121	1	0	15	285	702	30	0	537	1383	193	0	3848	2567	24	182	53	0	51	1389	159	21	28	492	12	14

TOTAL AT SEP 72 IS 10,998 TOTAL AT SEP 78 IS 12,208

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PGM	MINORITY HISPANIC	ND AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	BIRTHDATE STATE	SERV COMP DATE	MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL POPULATION EXITS
3	2	0																			
3	3	2																			2
3	4	0																			
3	5	0																			
3	2	7			2																5
3	3	4				3															1
3	4	0																			
3	5	0																			
4	1	1																			1
4	2	14						2	7		1		1								3
4	3	15							9												6
4	4	1																			1
4	5	0																			
5	1	42						1			11 6 1		2 3						1		17
5	2	78						1	4		1 34 7		3 4				1				25
5	3	8									4										4
5	4	0																			
6	1	573		1				21	10		7 40 2		198 90			1	7				296
6	2	223						10	16		36 3		4 87	2							65
6	3	0																			
7	1	0																			
7	2	0																			
7	3	0																			
8	1	0															75	12 1	5		90
8	2	194						1										4			2
8	3	6															2	2	1		2
8	4	7																			
8	5	0															1		5		4
9	2	10																			
9	4	0																			
9	5	0																			
POPULATION GAINS			2	2 0 0	2	0	1 0 1	10	15	0	0 34 47	1 0	386	88	0	19	5 0	0	38	4 0	0 16 0 0
NO AT SEP 78			3	2 0 0	5	3	1 0 1	46	61	0	0 53 164	18 0	532	273	2	19	5 0	6	124	20 3	1 27 0 0

TOTAL AT SEP 72 IS 1,146 TOTAL AT SEP 78 IS 1,374

PRINTED 26 JUN 78

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PER	MINORITY OTHER	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	2 4	2 5	SERV COMP DATE 3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	4 2	PAY PLAN ALL 4 3	APPR CD ALL 4 4	4 5	SNDL TPE ALL 5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	MC ALL 7 2	ND ALL 7 3	PROG EL ALL 8 1	8 2	PAY PLAN ALL 8 3	8 4	APPR CD ALL 8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	5		2																													3
2	3	11		2	1									1	1																		5
2	4	1			1																												
2	5	0																															
3	2	15						3	4																								8
3	3	7							4																								3
3	4	0																															
3	5	0																															
4	1	1																		1													
4	2	20										2	6	1			2			1	1												7
4	3	48							1				26																				21
4	4	3												2																			1
4	5	0																															
5	1	29														8	10	1			2												8
5	2	78										1	4			1	34	5			4						1						28
5	3	12											3					7															2
5	4	0																															
6	1	306						2			1	7	7			6	25			95	88					2	3	1					181
6	2	182										7	5				22	1		4	76												67
6	3	4											1									2											1
7	1	1																															1
7	2	0																															
7	3	0																															
8	1	1																										1					
8	2	100																		1							35	4	1		2		57
8	3	5																															5
8	4	2																															2
8	5	1																															1
9	2	8																		1										3	1		3
9	4	0																															
9	5	0																															
POPULATION GAINS			1	16	2	0	26	40	1	0	0	12	18	0	0	36	44	0	0	399	97	0	11	4	0	5	34	1	0	0	7	0	0	
NO AT SEP 78			1	21	4	0	31	49	1	0	1	29	71	4	0	51	137	14	0	402	268	2	11	4	0	7	73	7	1	0	12	1	0	

TOTAL AT SEP 72 IS 933 TOTAL AT SEP 78 IS 1,202

PRINTED 28 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALLSNAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX FEM	MINORITY WHITE	NO AT SEP 72	BIRTHDATE STATE	SERV COMP DATE	WC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL	GRADE/LEV ALL	POPULATION EXITS
2	2	94	1 36	1					5				51
2	3	344	163	21	1				10	4			145
2	4	101		64 1		1							36
2	5	1		1									
3	2	948		90	250				3		3 2	1 1	488
3	3	406		2	156	20			11	3	1 1 2	1	209
3	4	33				12	1						20
3	5	1											1
4	1	23						1 1	2		3	1 1	13
4	2	1561	1		2			209	467	3	3 74	17 6 50 1	727
4	3	3351	3	1	6	2		3	1534	180 1	6	21 3 2 1	1607
4	4	303		1					6	143 1			152
4	5	1											1
5	1	1260	1		1			1 6	15		198 311	5 72 63	678
5	2	4458	2		5	23		101	449	4	8 1404	286 29 131 4	1999
5	3	785	4			7	1	1	136	5	1 6	212 1 1 3 5	281
5	4	1								1			
6	1	23499	1 4		2	3		9 408	303		219 1110	34 4557 3825 1 1 2 32 170 21 4 3 3	12788
6	2	12885			1	10		1 384	645	1	16 1075	147 193 4264 57 1 3 21 1 1 1	6153
6	3	153							32		1	3 5 38	74
7	1	28	7								1	1	19
7	2	9	1									3	5
7	3	2										1	1
8	1	28									2	1 11 1	13
8	2	3314						2 3	1		7 34	6 48 10 1 2 652 81 5 4 13 1	2444
8	3	291						1	4		2	4 1 6 110 3 3	156
8	4	71									1	1 11 4 3 3	48
8	5	18									1	1 1 3	12
9	2	137									1	1 3 2 15 26	89
9	4	1							1				
9	5	0											
POPULATION GAINS			128 220	5 0	191	524	11 1	42	756 1036	48 1	1096 1618	108	0 15165 5134 10 240 87 0 312 741 85 10 5 126 0 1
NO AT SEP 78			130 442	93 2	293	981	47 2	56	1886 4659	372 3	1539 5552	852	1 20080 13492 117 243 73 1 352 1641 318 29 22 169 1 1

TOTAL AT SEP 72 IS 54,087

TOTAL AT SEP 78 IS 53,449

PRINTED 26 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PRD	MINORITY	ND AT SEP 72	BIRTHDATE STATE 2	3	SERV COMP DATE 2 4	2 5	3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	4 2	PAY PLAN ALL 4 3	APPR CD ALL 4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	GRADE/LEV ALL POPULATION EXITS
2 2	100	.009	.385	.009									.045						.550
2 3	400		.472	.057		.002							.030	.015					.422
2 4	109			.651	.009				.009										.330
2 5	1				1.000														
3 2	952					.110	.301						.003				.003	.002	.577
3 3	444					.004	.403	.045					.029	.006		.002	.002	.004	.500
3 4	35							.371	.028										.600
3 5	1																		1.000
4 1	32										.031	.093	.062				.125		.500
4 2	1830						.001					.136	.301	.002		.001	.052	.014	.453
4 3	3715						.001						.463	.046			.001	.007	.472
4 4	324				.006								.018	.481	.003				.490
4 5	1																		1.000
5 1	1852						.001					.005	.008			.200	.157	.007	.505
5 2	5458					.001	.004					.021	.100			.002	.330	.068	.430
5 3	886		.005				.007	.001				.001	.196	.006		.001	.007	.291	.488
5 4	1													1.000					
6 1	38609											.017	.012			.010	.050	.001	.523
6 2	19474											.030	.052			.001	.090	.011	.455
6 3	171												.216				.005	.017	.485
7 1	34		.206				.029										.029		.705
7 2	10		.100																.800
7 3	2																		.500
8 1	45											.022					.022	.044	.311
8 2	5143											.001				.002	.010	.001	.626
8 3	427											.002	.014				.014	.009	.536
8 4	121																.024	.008	.603
8 5	31																.032		.516
9 2	898															.007	.014	.001	.517
9 4	16											.062							.625
9 5	6																		.833
POPULATION GAINS		142	249	8	0	245	632	13	1	54	873	1214	50	1	1485	1979	127		
ND AT SEP 78		144	504	108	2	370	1160	50	2	73	2226	5493	406	3	2180	7136	1077		

SEX PRD	MINORITY	ND AT SEP 72	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	MC ALL 7 2	ND ALL 7 3	PROG EL ALL 8 1	PAY PLAN ALL 8 2	8 3	APPR CD ALL 8 4	8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2 2	100																	.550
2 3	400																	.422
2 4	109																	.330
2 5	1																	
3 2	952		.001	.001														.577
3 3	444			.002														.500
3 4	35																	.600
3 5	1																	1.000
4 1	32		.093	.031							.031		.031					.500
4 2	1830		.004	.030							.001							.453
4 3	3715					.001												.472
4 4	324																	.490
4 5	1																	1.000
5 1	1852		.056	.046						.001	.005	.002			.001			.505
5 2	5458		.005	.028	.001						.002							.430
5 3	886	.001	.001	.003	.005								.001					.488
5 4	1																	
6 1	38609		.199	.172						.001	.008							.523
6 2	19474		.013	.335	.004						.001							.455
6 3	171			.029	.245													.485
7 1	34					.029												.705
7 2	10						.200											.800
7 3	2							.500										.500
8 1	45		.022								.022	.488	.066					.311
8 2	5143		.014	.006							.276	.029	.002	.003	.018			.626
8 3	427		.002	.002						.002	.035	.363	.009	.007				.536
8 4	121		.008								.148	.049	.107	.033		.008	.008	.603
8 5	31										.032	.064		.384				.516
9 2	898		.080	.007							.123	.001			.285	.007	.005	.517
9 4	16												.062		.125	.062	.062	.625
9 5	6																.166	.833
POPULATION GAINS		0	18777	6135	10	452	127	0	369	1399	130	13	9	410	4	6		
ND AT SEP 78		1	24863	16820	145	455	135	1	416	3227	604	54	49	700	14	15		

TOTAL AT SEP 72 IS 66,947 TOTAL AT SEP 78 IS 66,231

PRINTED 26 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX FEM	MINORITY BLACK	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	2 4	SERV COMP DATE 2 5	3 2	MC ALL 3 3	ND ALL 3 4	PROG EL ALL 3 5	4 1	PAY PLAN ALL 4 2	4 3	APPR CD ALL 4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	MC ALL 7 2	ND ALL 7 3	PROG EL ALL 8 1	8 2	PAY PLAN ALL 8 3	8 4	APPR CD ALL 8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	10		.400																													.600
2	3	43		.534	.023								.023	.023																			.395
2	4	7			.857																												.142
2	5	0																															
3	2	80					.125	.412																									.462
3	3	27						.593					.074																				.333
3	4	2							.500																								.500
3	5	0																															
4	1	7										.285					.142			.142													.429
4	2	231										.155	.307				.082	.038		.012	.017												.395
4	3	297											.518	.047				.020				.013											.400
4	4	17			.058									.647																			.294
4	5	0																															
5	1	518						.003				.001				.317	.124	.009		.060	.034					.005								.441
5	2	830					.002	.003				.018	.113			.002	.402	.090			.021	.004					.001							.338
5	3	108		.009									.342	.009			.009	.351															.277
5	4	0																															
6	1	4053										.013	.011			.014	.089	.001		.226	.229					.012	.001						.415
6	2	2035						.001				.027	.070				.135	.016		.005	.378	.006				.002							.353
6	3	13											.307									.153											.538
7	1	5						.200																									.800
7	2	1																															1.000
7	3	0																															
8	1	16										.062					.062									.062	.625	.125					.062
8	2	1567										.001	.001			.004	.012	.002		.017	.015					.420	.036	.003	.008	.048	.001	.001	.424
8	3	125											.016				.032				.008					.072	.328	.008					.536
8	4	41															.048			.024						.121	.048	.195			.024	.024	.512
8	5	12																									.083		.666				.250
9	2	534														.009	.016			.058	.005					.131	.001			.292	.007	.007	.479
9	4	15																										.066		.133	.066	.066	.666
9	5	6																														.166	.833
POPULATION GAINS			11	11	1	0	26	82	0	0	11	95	145	2	0	299	270	18	0	2927	816	C	182	51	0	47	586	40	3	4	261	4	5	
NO AT SEP 78			11	39	9	0	41	121	1	0	15	265	702	30	0	537	1283	193	0	3849	2587	24	182	53	0	51	1389	199	21	36	492	12	14	

TOTAL AT SEP 72 IS 10,598 TOTAL AT SEP 78 IS 12,206

PRINTED 26 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL%NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFILE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL%NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX FED	MINORITY HISPANIC	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	2 4	SERV COMP DATE 3 5	3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	PAY PLAN ALL 4 2	APPR CD ALL 4 3	4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	MC ALL 7 2	ND ALL 7 3	PROG EL ALL 8 1	PAY PLAN ALL 8 2	8 3	APPR CD ALL 8 4	8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	0																																
2	3	2																																1.000
2	4	0																																
2	5	0																																
3	2	7					.285																											.714
3	3	4							.750																									.250
3	4	0																																
3	5	0																																
4	1	1																																1.000
4	2	14										.142	.500				.071				.071													.214
4	3	15											.600																					.400
4	4	1																																1.000
4	5	0																																
5	1	42										.023				.261	.142	.023		.047	.071									.023				.404
5	2	79										.012	.050			.012	.430	.088		.025	.050					.012								.316
5	3	8																.500																.980
5	4	0																																
6	1	573					.001					.038	.017			.012	.069	.003		.240	.157				.001	.012								.446
6	2	223										.044	.071				.161	.013		.017	.380	.008												.291
6	3	0																																
7	1	0																																
7	2	0																																
7	3	0																																
8	1	0																																
8	2	194										.006														.487	.077	.006		.032				.389
8	3	6																									.666							.333
8	4	7																								.285		.285	.142					.285
8	5	0																																
9	2	10																								.100				.500				.400
9	4	0																																
9	5	0																																
POPULATION GAINS			2	2	0	0	2	6	1	0	1	10	15	0	0	34	47	1	0	386	86	0	19	5	0	5	38	4	0	0	16	0	0	
NO AT SEP 78			2	2	0	0	5	9	1	0	1	46	61	0	0	53	164	18	0	532	273	2	19	5	0	6	124	20	3	1	27	0	0	

TOTAL AT SEP 72 IS 1,146 TOTAL AT SEP 78 IS 1,374

PRINTED 25 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL$NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX FEM	MINORITY OTHER	NO AT SEP 72	BIRTHDATE STATE 2 2	2 3	SERV COMP DATE 2 4	2 5	3 2	3 3	3 4	3 5	4 1	4 2	4 3	4 4	4 5	5 1	5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	7 2	7 3	8 1	8 2	8 3	8 4	8 5	9 2	9 4	9 5	GRADE/LEV ALL POPULATION EXITS
			MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL										MC ALL	ND ALL	PROG EL ALL	PAY PLAN ALL	APPR CD ALL	SNDL TPE ALL	OCC GRP ALL									
2	2	5		.400																													.600
2	3	11		.272	.090								.090	.090																			.454
2	4	1			1.000																												
2	5	0																															
3	2	15					.200	.266																									.533
3	3	7						.571																									.428
3	4	0																															
3	5	0																															
4	1	1																	1.000														
4	2	20				.100	.300	.050								.100			.050	.050													.350
4	3	48					.020						.541																				.437
4	4	3												.666																			.333
4	5	0																															
5	1	29														.275	.344	.034		.068													.275
5	2	79				.012	.050									.012	.430	.063		.050					.012								.367
5	3	12					.250											.583															.166
5	4	0																															
6	1	399			.005					.002	.017	.017				.015	.062		.238	.221					.005	.007	.002						.404
6	2	102									.038	.027					.120	.005	.021	.417													.368
6	3	4										.250									.500												.250
7	1	1																															1.000
7	2	0																															
7	3	0																															
8	1	1																								1.000							
8	2	100																	.010							.350	.040	.010		.020			.570
8	3	5																															1.000
8	4	2																															1.000
8	5	1																															1.000
9	2	8																	.125											.375	.125		.375
9	4	0																															
9	5	0																															
POPULATION GAINS			1	18	2	0	26	40	1	0	0	12	18	0	0	36	44	0	0	299	97	0	11	4	0	5	34	1	0	0	7	0	0	
NO AT SEP 78			1	21	4	0	31	49	1	0	1	29	71	4	0	51	137	14	0	402	268	2	11	4	0	7	73	7	1	0	12	1	0	

TOTAL AT SEP 72 IS 933 TOTAL AT SEP 78 IS 1,207

PRINTED 25 JUN 79

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

TABLE 5 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

RELATIVE FREQUENCY OF MOVEMENT INTER-STATE
OF DIRECT HIRE U.S. CITIZENS

FROM SEP 72 TO SEP 78

ALL NAVY (EXCEPT PUERTO RICO, GUAM, HAWAII) TRANSITIONS

SEX PER	MINORITY WHITE	NO AT SEP 72	BIRTHDATE STATE 2	2 3	2 4	SERV COMP DATE 2 5	3 2	3 3	MC ALL 3 4	ND ALL 3 5	PROG EL ALL 4 1	4 2	PAY PLAN ALL 4 3	APPR CD ALL 4 4	SNDL TPE ALL 4 5	5 1	OCC GRP ALL 5 2	5 3	BIRTHDATE STATE 5 4	6 1	6 2	SERV COMP DATE 6 3	7 1	7 2	MC ALL 7 3	ND ALL 8 1	PROG EL ALL 8 2	8 3	PAY PLAN ALL 8 4	APPR CD ALL 8 5	SNDL TPE ALL 9 2	9 4	OCC GRP ALL 9 5	GRADE/LEV ALL POPULATION EXITS
2	2	84	.010	.382	.010								.053																					.542
2	3	344		.473	.061		.002						.029	.011																				.421
2	4	101			.633	.009			.009																									.346
2	5	1				1.000																												
3	2	848					.106	.294					.003				.003	.002		.001	.001													.587
3	3	408					.004	.384	.049				.027	.007		.002	.002	.004			.002													.514
3	4	33							.363	.030																								.606
3	5	1																																1.000
4	1	23									.043	.043	.086				.130			.043	.043						.043		.043					.521
4	2	1561						.001				.133	.299	.001		.001	.047	.010		.003	.032						.001							.465
4	3	3351						.001					.457	.047			.001	.006																.478
4	4	303			.003								.019	.471	.003																			.501
4	5	1																																1.000
5	1	1260										.006	.011			.149	.167	.004		.057	.050					.001	.006	.003						.538
5	2	4458					.001	.005				.022	.100			.001	.314	.084		.006	.029						.002							.448
5	3	788		.005				.009	.001			.001	.177	.006		.001	.007	.277	.001	.001	.003	.006							.001					.498
5	4	1												1.000																				
6	1	23499										.017	.012			.009	.047	.001		.193	.182					.001	.007							.844
6	2	12985										.030	.049			.001	.082	.011		.014	.328	.004					.001							.473
6	3	153											.209				.006	.019			.032	.248												.483
7	1	28		.250													.035						.035											.678
7	2	9		.111																				.333										.555
7	3	2																							.500									500
8	1	28																.071		.035								.392	.035					.464
8	2	3314														.002	010	.001		.014	.003						.196	.024	.001	.001	.003				.737
8	3	291										.003	.013				.006	.013		.003						.003	.020	.378	.010	.010				.536
8	4	71															.014	.014									.154	.056	.042	.042				.676
8	5	18															.055										.055	.055		.166				.666
9	2	137															.007	.007		.031	.014						.109				.189			.649
9	4	1										1.000																						
9	5	0																																
POPULATION GAINS		128	220	5	0	191	524	11	1	42	756	1036	48	1	1096	1618	108	0	15185	5134	10	240	67	0	312	741	85	10	5	126	0	1		
NO AT SEP 78		130	442	93	2	293	981	47	2	56	1886	4659	372	3	1539	5552	882	1	20080	13492	117	243	73	1	352	1841	318	29	22	169	1	1		

TOTAL AT SEP 72 IS 54,087 TOTAL AT SEP 78 IS 53,449

TABLE 6

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 1

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ARDARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ARDARD SEP 78
SCIENTIST- 5-8											
BLA M	1	34	57	4			2	8	34	2	59
HIS M	2	14	29	2					14	1	29
OTH M	3	59	66	5			2	8	59	3	68
WHI M	4	1760	1165	80			20	80	1753	89	1192
BLA F	5	10	11	1					10	1	11
HIS F	6		2								2
OTH F	7	5	1						5		1
WHI F	8	94	128	9			1	4	93	5	130
TOTALS		1976	1459	101			25	100	1968	101	1492
SCIENTIST- 9-12											
BLA M	1	363	119	2	22	2	19	4	158	2	365
HIS M	2	119	81	1	9	1	11	2	44	1	176
OTH M	3	361	285	4	40	3	10	2	121	2	575
WHI M	4	13815	5668	89	1137	90	444	89	5918	92	15146
BLA F	5	43	11		4		1		20		39
HIS F	6	2	2						2		2
OTH F	7	11	16		2				8		21
WHI F	8	344	220	3	43	3	16	3	181	3	442
TOTALS		15358	6432	99	1257	99	501	100	6452	100	16766
SCIENTIST- 13-15											
BLA M	1	239	13	2	50	2	1	1	44	1	259
HIS M	2	64	4	1	20	1	2	2	17		73
OTH M	3	195	32	4	42	2			37	1	232
WHI M	4	11475	737	93	2148	94	75	93	3708	96	10727
BLA F	5	7	1		1		1	1	1		9
HIS F	6										
OTH F	7	1	2		1						4
WHI F	8	101	5	1	22	1	2	2	37	1	93
TOTALS		12082	794	101	2284	100	81	99	3844	99	11397
SCIENTIST- 16-18											
BLA M	1	1			2	4					3
HIS M	2	1							1	1	
OTH M	3										
WHI M	4	219	13	100	44	94	1	100	128	99	149
BLA F	5										
HIS F	6										
OTH F	7										
WHI F	8	1			1	2					2
TOTALS		222	13	100	47	100	1	100	129	100	154

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 2

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
OTHER PROF 5-8											
BLA M	1	18	25	6					18	1	25
HIS M	2	3	1						3		1
OTH M	3	5	7	2			1	3	4		9
WHI M	4	155	172	38			9	33	153	15	186
BLA F	5	80	26	6			5	17	70	7	41
HIS F	6	7	2				1	3	5		5
OTH F	7	15	26	6			2	7	12	1	31
WHI F	8	848	191	42			12	40	758	75	293
TOTALS		1127	450	100			30	100	1016	99	591
OTHER PROF 9-12											
BLA M	1	36	48	3	5	1	10	6	20	2	79
HIS M	2	11	7		1		1	1	6	1	14
OTH M	3	18	16	1	1		4	2	10	1	29
WHI M	4	1208	859	55	70	19	101	57	771	72	1467
BLA F	5	27	62	4	34	9	9	5	11	1	121
HIS F	6	4	6						1		9
OTH F	7	7	40	3	4	1	1	1	3		49
WHI F	8	406	524	34	250	68	51	29	250	23	981
TOTALS		1717	1562	100	365	98	177	101	1072	100	2749
OTHER PROF 13-15											
BLA M	1	8	8	3	4	2	8	9	8	1	20
HIS M	2	2							2		
OTH M	3	10	3	1	2	1			3	1	12
WHI M	4	932	233	91	178	87	36	82	498	94	885
BLA F	5	2							1		1
HIS F	6		1								1
OTH F	7		1								1
WHI F	8	33	11	4	20	10	8	9	21	4	47
TOTALS		987	257	99	204	100	44	100	525	100	967
OTHER PROF 16-18											
BLA M	1										
HIS M	2										
OTH M	3										
WHI M	4	20	2	67	9	90			15	94	16
BLA F	5										
HIS F	6										
OTH F	7										
WHI F	8	1	1	33	1	10			1	6	2
TOTALS		21	3	100	10	100			16	100	18

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 — PAGE NO 3

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
MANAGEMENT 1-4											
BLA M	1	8	4	6					8	12	4
HIS M	2	2							2	3	
OTH M	3										
WHI M	4	25	10	15					24	37	11
BLA F	5	7	11	16			4	22	7	11	15
HIS F	6	1	1	1					1	2	1
OTH F	7	1					1	6	1	2	1
WHI F	8	23	42	62			13	72	22	34	56
TOTALS		67	68	100			18	100	65	101	88
MANAGEMENT 5-8											
BLA M	1	181	81	4	16	21	43	3	161	5	160
HIS M	2	39	19	1	6	8	15	1	36	1	43
OTH M	3	34	12	1	1	1	4		30	1	21
WHI M	4	1702	984	50	42	56	281	20	1545	46	1464
BLA F	5	231	95	5	5	7	129	9	195	6	265
HIS F	6	14	10	1	1	1	33	2	12		46
OTH F	7	20	12	1			15	1	18	1	29
WHI F	8	1561	756	38	4	5	917	64	1352	40	1886
TOTALS		3782	1969	101	75	99	1437	100	3349	100	3914
MANAGEMENT 9-12											
BLA M	1	532	232	4	154	6	218	5	258	2	878
HIS M	2	192	64	1	60	2	73	2	92	1	297
OTH M	3	197	92	1	34	1	48	1	80	1	291
WHI M	4	14814	4851	75	1406	53	2675	58	8373	78	15373
BLA F	5	297	145	2	125	5	278	6	143	1	702
HIS F	6	15	15		17	1	20		6		61
OTH F	7	48	18		18	1	13		22		71
WHI F	8	3351	1036	16	821	31	1268	28	1817	17	4659
TOTALS		19446	6453	99	2631	100	4593	100	10791	100	22332
MANAGEMENT 13-15											
BLA M	1	87	14	2	44	3	12	5	37	1	120
HIS M	2	26	1		13	1	4	2	15	1	29
OTH M	3	17	4	1	10	1	4	2	7		28
WHI M	4	5369	505	88	1374	88	225	90	2765	92	4708
BLA F	5	17	2		16	1	1		6		30
HIS F	6	1							1		
OTH F	7	3			2				1		4
WHI F	8	303	48	8	176	11	5	2	160	5	372
TOTALS		5823	574	99	1635	101	251	101	2992	99	5291

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 4

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
MANAGEMENT 16-18											
BLA M	1	1									1
HIS M	2										
OTH M	3		1	7							1
WHI M	4	48	12	86			26	93	37	97	49
BLA F	5										
HIS F	6										
OTH F	7										
WHI F	8	1	1	7			2	7	1	3	3
TOTALS		50	14	100			28	100	38	100	54
TECHNICIAN 1-4											
BLA M	1	115	162	7	2	6	11	3	103	4	187
HIS M	2	19	29	1			1		18	1	31
OTH M	3	16	27	1	1	3	1		15	1	30
WHI M	4	735	614	27	13	37	39	13	702	30	699
BLA F	5	516	299	13	12	34	62	16	352	15	537
HIS F	6	42	34	1			8	2	31	1	53
OTH F	7	29	36	2			7	2	21	1	51
WHI F	8	1260	1096	48	7	20	248	66	1072	46	1539
TOTALS		2732	2297	100	35	100	377	99	2314	99	3127
TECHNICIAN 5-8											
BLA M	1	625	287	6	273	8	112	5	441	5	856
HIS M	2	188	88	2	35	1	8		135	2	184
OTH M	3	110	76	2	28	1	21	1	82	1	153
WHI M	4	5936	2326	49	1035	31	484	24	4652	52	5129
BLA F	5	830	270	6	400	12	279	14	496	6	1283
HIS F	6	79	47	1	47	1	36	2	45	1	164
OTH F	7	79	44	1	37	1	22	1	45	1	137
WHI F	8	4458	1618	34	1440	43	1092	53	3054	34	5552
TOTALS		12305	4756	101	3295	99	2052	100	8952	102	13458
TECHNICIAN 9-12											
BLA M	1	577	107	4	294	6	12	4	279	3	711
HIS M	2	295	40	1	132	3	7	2	124	1	350
OTH M	3	272	40	1	85	2	6	2	118	1	285
WHI M	4	15732	2389	88	3726	76	261	90	7878	87	14230
BLA F	5	108	18	1	137	3			70	1	193
HIS F	6	8	1		13				4		18
OTH F	7	12			7				5		14
WHI F	8	765	138	4	527	11	5	2	553	6	852
TOTALS		17769	2703	99	4921	101	291	100	9031	99	16653

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 5

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
TECHNICIAN 13-15											
BLA M	1	3					3	2	2	1	4
HIS M	2	2					1	1	1		2
OTH M	3	1					1	1	1		1
WHI M	4	490	12	100			128	96	307	98	323
BLA F	5										
HIS F	6										
OTH F	7										
WHI F	8	1					1	1	1		1
TOTALS		497	12	100			134	101	312	99	331
CLERICAL 1-4											
BLA M	1	1085	635	3	45	19	5	1	820	3	950
HIS M	2	140	112	1	5	2	3	1	120		140
OTH M	3	73	133	1	1		2		61		148
WHI M	4	3201	1653	8	65	28	50	12	2647	10	2322
BLA F	5	8053	2927	14	59	26	47	11	3137	12	3949
HIS F	6	573	386	2			8	2	435	2	532
OTH F	7	398	299	1	3	1	5	1	303	1	402
WHI F	8	23499	15165	71	53	23	305	72	18982	72	20080
TOTALS		33022	21310	101	231	99	425	100	26465	100	28523
CLERICAL 5-8											
BLA M	1	549	148	2	222	4	6	3	366	3	559
HIS M	2	63	33		20				44		72
OTH M	3	78	76	1	13				53		114
WHI M	4	2236	787	11	406	7	52	23	1693	14	1788
BLA F	5	2035	816	11	982	17	18	8	1264	10	2587
HIS F	6	223	88	1	94	2	4	2	136	1	273
OTH F	7	182	97	1	91	2	4	2	106	1	268
WHI F	8	12985	5134	72	3953	68	141	63	8721	70	13492
TOTALS		18351	7179	99	5781	100	225	101	12383	99	19153
CLERICAL 9-12											
BLA M	1	17	1	3	7	5			9	3	16
HIS M	2	2							1		1
OTH M	3	4	3	9	1	1			3	1	5
WHI M	4	142	21	60	35	27	6	55	125	47	79
BLA F	5	13			22	17			11	4	24
HIS F	6				2	2					2
OTH F	7	4							2	1	2
WHI F	8	153	10	29	64	49	5	45	115	43	117
TOTALS		335	35	101	131	101	11	100	266	99	246

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 6

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
OTHER GENR 1-4											
BLA M	1	386	559	17			26	20	316	12	655
HIS M	2	184	146	4			4	3	112	4	182
OTH M	3	41	46	1			3	2	31	1	59
WHI M	4	2666	2178	64			96	73	2234	82	2702
BLA F	5	5	182	5					5		182
HIS F	6		19	1							19
OTH F	7	1	11						1		11
WHI F	8	28	240	7			2	2	27	1	243
TOTALS		3271	3377	99			131	100	2726	100	4053
OTHER GENR 5-8											
BLA M	1	280	231	12	105	13	3	5	129	5	490
HIS M	2	98	72	4	44	5	2	3	44	2	172
OTH M	3	40	24	1	6	1			22	1	48
WHI M	4	3659	1547	77	652	81	58	84	2330	92	3582
BLA F	5	1	51	3			2	3	1		53
HIS F	6		5								5
OTH F	7		4								4
WHI F	8	9	67	3			3	5	6		73
TOTALS		4087	2001	100	807	100	68	100	2532	100	4427
OTHER GENR 9-12											
BLA M	1	4	3	12	4	3			4	2	7
HIS M	2	6			6	4			6	3	6
OTH M	3	5			1	1			4	2	2
WHI M	4	226	23	88	147	93	2	100	188	93	210
BLA F	5										
HIS F	6										
OTH F	7										
WHI F	8	2							1		1
TOTALS		243	26	100	158	101	2	100	203	100	226
CRFTSMN-OP APPRE											
BLA M	1	515	438	8	23	18			512	10	464
HIS M	2	146	131	2	5	4			143	3	139
OTH M	3	106	82	1	1	1			106	2	83
WHI M	4	4196	4700	82	49	39			4172	84	4773
BLA F	5	16	47	1	4	3			16		51
HIS F	6		5		1	1					6
OTH F	7	1	5		2	2			1		7
WHI F	8	28	312	5	40	32			28	1	352
TOTALS		5008	5720	99	125	100			4978	100	5875

AD-A082 738 CARNEGIE-MELLON UNIV PITTSBURGH PA F/6 15/5
DEPARTMENT OF THE NAVY EEO INTERNAL RECRUITMENT STUDY.(U)
SEP 79 D NITTERHOUSE N00014-76-C-0932
UNCLASSIFIED OASN(M/RA/L)-RR-36 NL

END
DATE FILMED
5-80
DTIC

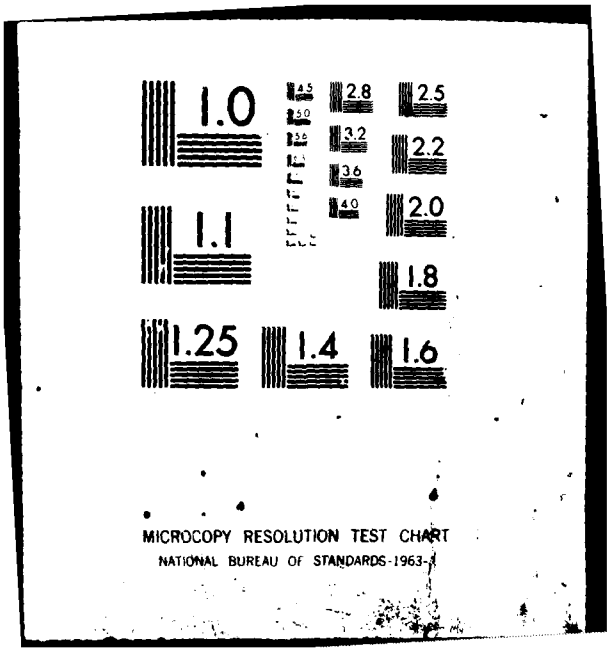

1.0
1.1
1.25
1.4
1.6
1.8
2.0
2.2
2.5
2.8
3.2
3.6
4.0
4.5
5.0
5.6
MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 7

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION LEVEL		ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
CRFTSMN-OP SEMI-											
BLA M	1	14082	3929	22			922	34	7740	27	11193
HIS M	2	1956	805	4			129	5	1053	4	1837
OTH M	3	898	498	3			66	2	586	2	916
WHI M	4	21632	11507	63			1196	44	14017	55	18318
BLA F	5	1567	586	3			148	5	908	3	1389
HIS F	6	158	38				11		79		128
OTH F	7	100	34				4		65		73
WHI F	8	3318	741	4			248	9	2662	9	1641
TOTALS		43703	18138	99			2723	99	29070	100	35491
CRFTSMN-OP JOURN											
BLA M	1	8315	2402	11	1387	27	422	10	4227	11	8299
HIS M	2	2525	742	3	288	6	115	3	1222	3	2448
OTH M	3	1800	496	2	104	2	90	2	965	3	1525
WHI M	4	53577	17826	83	3245	63	3698	88	31822	83	46524
BLA F	5	125	42		58	1	20		84		159
HIS F	6	6	8		12				2		20
OTH F	7	5	1		4		2		5		7
WHI F	8	291	85		81	2	42	1	181		318
TOTALS		66644	21596	99	5179	101	4389	100	38508	100	59300
CRFTSMN-OP LEADE											
BLA M	1	753	65	7	478	14	42	5	533	7	805
HIS M	2	309	22	3	164	5	21	3	209	3	307
OTH M	3	217	28	3	65	2	21	3	138	2	197
WHI M	4	9643	743	85	2765	79	677	88	7138	88	6690
BLA F	5	41	3		8		2		33		21
HIS F	6	7			1				5		3
OTH F	7	2			1				2		1
WHI F	8	71	10	1	13		3		68	1	29
TOTALS		11043	871	99	3495	100	766	99	8122	101	8057
CRFTSMN-OP SUPER											
BLA M	1	857	59	9	734	15	22	10	453	7	1219
HIS M	2	192	14	2	155	3	9	4	91	1	279
OTH M	3	113	25	4	55	1	3	1	69	1	127
WHI M	4	9214	559	84	3922	80	181	84	6027	90	7847
BLA F	5	12	4	1	14				4		26
HIS F	6				1						1
OTH F	7	1							1		
WHI F	8	18	5	1	14				15		22
TOTALS		10427	668	101	4895	99	215	99	6660	99	9521

TABLE 6 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 8

EEO OPPORTUNITY REPORT

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-HIRES--> NUMBER	%	PROMOTIONS NUMBER	%	OTHER GAIN NUMBER	%	<-LOSSES-> NUMBER	%	ABOARD SEP 78
LABORERS SEMI-											
BLA M	1	3069	985	32			112	36	2316	47	1850
HIS M	2	255	209	7			9	3	197	4	276
OTH M	3	191	78	3			6	2	142	3	133
WHI M	4	2012	1381	45			77	25	1759	36	1711
BLA F	5	534	261	9			80	26	383	8	492
HIS F	6	10	16	1			6	2	5		27
OTH F	7	8	7				2	1	5		12
WHI F	8	137	126	4			17	6	111	2	169
TOTALS		6216	3063	101			309	101	4918	100	4670
LABORERS LEADE											
BLA M	1	77	11	31	38	60	5	50	60	52	71
HIS M	2	4	2	6	2	3			1	1	7
OTH M	3	8	2	6	7	11			6	5	11
WHI M	4	36	16	46	8	13	4	40	33	29	31
BLA F	5	15	4	11	6	10	1	10	14	12	12
HIS F	6										
OTH F	7				1	2					1
WHI F	8	1			1	2			1	1	1
TOTALS		141	35	100	63	101	10	100	115	100	134
LABORERS SUPER											
BLA M	1	112	6	32	40	67	8	73	77	48	89
HIS M	2	3			2	3			3	2	2
OTH M	3	2			1	2			2	1	1
WHI M	4	90	7	37	10	17	2	18	74	46	35
BLA F	5	6	5	26	7	12	1	9	5	3	14
HIS F	6										
OTH F	7										
WHI F	8		1	5							1
TOTALS		213	19	100	60	101	11	100	161	100	142

TABLE 7

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 1

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-------LOSSES-------> INTERN	%	EXTERN	%	<-------GAINS--------> INTERN	%	EXTERN	%	ABOARD SEP 78
BLA M											
SCIENTIST-	5-8	34	21	62	13	38	2	6	57	168	59
	9-12	363	55	15	103	28	41	11	119	33	365
	13-15	239	3	1	41	17	51	21	13	5	259
	16-18	1					2	200			3
OTHER PROF	5-8	14	7	50	7	50			25	179	25
	9-12	36	9	25	11	31	15	42	48	133	79
	13-15	8	3	38	1	13	8	100	8	100	20
	16-18										
MANAGEMENT	1-4	8	5	63	3	38			4	50	4
	5-8	181	93	51	68	38	59	33	81	45	160
	9-12	532	48	9	210	39	372	70	232	44	878
	13-15	87	3	3	34	39	56	64	14	16	120
	16-18	1									1
TECHNICIAN	1-4	115	89	43	54	47	13	11	162	141	187
	5-8	625	234	37	207	33	385	62	287	46	856
	9-12	577	113	20	166	29	306	53	107	19	711
	13-15	3	2	67			3	100			4
CLERICAL	1-4	1085	402	37	418	39	50	5	635	59	950
	5-8	549	169	31	197	36	228	42	148	27	559
	9-12	17	3	18	6	35	7	41	1	6	16
OTHER GENR	1-4	386	143	37	173	45	26	7	559	145	655
	5-8	280	26	9	103	37	108	39	231	82	490
	9-12	4	2	50	2	50	4	100	3	75	7
CRFTSMN-OP	APPRE	515	553	69	159	31	23	4	438	85	464
	SEMI-	14082	2116	15	5624	40	922	7	3920	28	11193
	JOURN	8315	761	9	3466	42	1819	22	2402	29	8299
	LEADE	753	281	37	252	33	520	69	65	9	805
	SUPER	857	106	12	347	40	756	88	59	7	1219
LABORERS	SEMI-	3069	893	29	1423	46	112	4	985	32	1850
	LEADE	77	33	43	27	35	43	56	11	14	71
	SUPER	112	36	32	41	37	48	43	6	5	89
TOTAL BLA M		32925	5969	18	13156	40	5969	18	10629	32	33398

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 2

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-------LOSSES-------> INTERN	%	EXTERN	%	<-------GAINS--------> INTERN	%	EXTERN	%	ABOARD SEP 78
HIS M											
SCIENTIST-	5-8	14	11	79	3	21			29	207	29
	9-12	119	19	16	25	21	20	17	81	68	176
	13-15	64	4	6	13	20	22	34	4	6	73
	16-18	1			1	100					
OTHER PROF	5-8	3	2	67	1	33			1	33	1
	9-12	11	3	27	3	27	2	18	7	64	14
	13-15	2			2	100					
	16-18										
MANAGEMENT	1-4	2	1	50	1	50					
	5-8	39	19	49	17	44	21	54	19	49	43
	9-12	192	21	11	71	37	133	69	64	33	297
	13-15	26	4	15	11	42	17	65	1	4	29
	16-18										
TECHNICIAN	1-4	19	8	42	10	53	1	5	29	153	31
	5-8	188	91	48	44	23	43	23	88	47	184
	9-12	295	51	17	73	25	139	47	40	14	350
	13-15	2	1	50			1	50			2
CLERICAL	1-4	140	64	46	56	40	8	6	112	80	140
	5-8	63	20	32	24	38	20	32	33	52	72
	9-12	2			1	50					1
OTHER GENR	1-4	144	56	39	56	39	8	3	186	131	182
	5-8	98	9	9	35	36	46	47	72	73	172
	9-12	6	1	17	5	83	6	100			6
CRFTSMN-OP	APPRE	146	101	69	42	29	5	3	131	90	139
	SEMI-	1956	436	21	647	33	129	7	805	41	1837
	JOURN	2525	291	12	931	37	403	16	742	29	2448
	LEADE	309	97	31	112	36	185	60	22	7	307
	SUPER	192	20	10	71	37	164	85	14	7	279
LABORERS	SEMI-	255	80	31	117	46	9	4	209	82	276
	LEADE	4			1	25	2	50	2	50	7
	SUPER	3	2	67	1	33	2	67			2
TOTAL HIS M		6820	1382	20	2374	35	1382	20	2651	39	7097

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 3

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ONBOARD SEP 72	<-------LOSSES-------> INTERN	%	EXTERN	%	<-------GAINS--------> INTERN	%	EXTERN	%	ONBOARD SEP 78
OTH M											
SCIENTIST-	5-8	59	37	63	22	37	2	3	66	112	68
	9-12	361	46	13	75	21	50	14	285	79	575
	13-15	195	5	3	32	16	42	22	32	16	232
	16-18										
OTHER PROF	5-8	5	2	40	2	40	1	20	7	140	9
	9-12	18	6	33	4	22	5	28	16	89	29
	13-15	10	1	10	2	20	2	20	3	30	12
	16-18										
MANAGEMENT	1-4										
	5-8	34	19	56	11	32	5	15	12	35	21
	9-12	197	16	8	68	32	82	42	92	47	291
	13-15	17			7	41	14	82	8	24	28
	16-18								1		1
TECHNICIAN	1-4	16	5	31	10	63	2	13	27	169	30
	5-8	110	41	37	41	37	89	45	76	69	153
	9-12	272	42	15	76	28	91	33	40	15	285
	13-15	1			1	100	1	100			1
CLERICAL	1-4	73	31	42	30	41	3	4	133	182	148
	5-8	78	32	41	21	27	13	17	76	97	114
	9-12	4	3	75			1	25	3	75	5
OTHER GENR	1-4	41	12	29	19	46	3	7	46	112	59
	5-8	40	6	15	16	40	6	15	24	60	48
	9-12	5	1	20	3	60	1	20			2
CRFTSMN-OP	APPRE	106	81	76	25	24	1	1	82	77	83
	SEMI-	898	157	17	389	43	64	7	498	55	916
	JOURN	1800	122	7	843	47	198	11	496	28	1525
	LEADE	217	56	26	78	36	86	40	28	13	197
	SUPER	113	16	14	53	47	58	51	25	22	127
LABORERS	SEMI-	191	50	26	92	48	6	3	78	41	133
	LEADE	8	4	50	2	25	7	88	2	25	11
	SUPER	2	1	50	1	50	1	50			1
TOTAL OTH M		4871	792	16	1919	39	792	16	2152	44	5134

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 4

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	LOSSES INTERN	%	LOSSES EXTERN	%	GAINS INTERN	%	GAINS EXTERN	%	ABOARD SEP 78
WHI A											
SCIENTIST-	5-8	1760	1134	64	619	35	20	1	1165	66	1192
	9-12	13815	2319	17	3599	26	1581	11	5668	41	15146
	13-15	11475	385	3	3363	29	2223	19	737	6	10727
	16-18	219	10	5	118	54	45	21	13	6	149
OTHER PROF	5-8	155	84	54	66	43	9	6	172	111	186
	9-12	12088	251	21	520	43	171	14	859	71	1467
	13-15	932	57	6	437	47	218	23	233	25	885
	16-18	20			15	75	9	45	2	10	16
MANAGEMENT	1-4	25	8	32	16	64			10	40	11
	5-8	1702	801	47	744	44	323	19	984	58	1464
	9-12	14814	1488	10	6885	46	4081	28	4851	33	15373
	13-15	5369	191	4	2574	48	1599	30	505	9	4708
	16-18	48	1	2	36	75	26	54	12	25	49
TECHNICIAN	1-4	735	331	45	371	50	52	7	614	84	699
	5-8	5936	2346	40	2306	39	1519	26	2326	39	5129
	9-12	15732	1922	12	5956	38	3987	25	2389	15	14230
	13-15	490	98	20	209	43	128	26	12	2	323
CLERICAL	1-4	3201	984	31	1663	52	115	4	1653	52	2322
	5-8	2236	675	30	1018	46	458	20	787	35	1788
	9-12	142	60	42	65	46	41	29	21	15	79
OTHER GENR	1-4	2666	904	34	1330	50	96	4	2174	82	2702
	5-8	3659	333	9	1997	55	706	19	1547	42	3582
	9-12	226	3	1	185	82	149	66	23	10	210
CRFTSMN-OP	APPRF	4196	2940	70	1232	29	49	1	4700	112	4773
	SEMI-	21632	4660	22	11357	53	1196	6	11507	53	18318
	JOURN	53577	7283	14	24539	46	6943	13	17826	33	46524
	LEADE	9643	2799	29	4339	45	3442	36	743	8	6690
	SUPER	9214	787	9	5240	57	4103	45	557	6	7847
LABORERS	SEMI-	2012	530	26	1229	61	77	4	1381	69	1711
	LEADF	36	14	39	19	53	12	33	16	44	31
	SUPER	90	28	31	46	51	12	13	7	8	35
TOTAL WHI A		186965	33386	18	82093	44	33386	18	63494	34	168366

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 5

EFO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-------LOSSES-------> INTERN	%	EXTERN	%	<-------GAINS-------> INTERN	%	EXTERN	%	ABOARD SEP 78
BLA F											
SCIENTIST-	5-8	10	4	40	6	60			11	110	11
	9-12	43	3	7	17	40	5	12	11	26	39
	13-15	7			1	14	2	29	1	14	9
	16-18										
OTHER PROF	5-8	80	33	41	37	46	5	6	26	32	41
	9-12	27	2	7	9	33	43	159	62	230	121
	13-15	2			1	50					1
	16-18										
MANAGEMENT	1-4	7	4	57	3	43	4	57	11	157	15
	5-8	231	106	46	89	39	138	59	95	41	269
	9-12	297	24	8	119	40	403	136	145	49	702
	13-15	17	1	6	5	29	17	100	2	12	30
	16-18										
TECHNICIAN	1-4	516	124	24	228	44	78	14	299	58	597
	5-8	830	214	26	282	34	679	82	270	33	1283
	9-12	108	40	37	30	28	137	127	18	17	193
	13-15										
CLERICAL	1-4	4053	1454	36	1683	42	136	3	2927	72	3980
	5-8	2035	545	27	719	35	1000	49	816	40	2587
	9-12	13	4	31	7	54	22	169			24
OTHER GENR	1-4	5	1	20	4	80			182	455	182
	5-8	1			1	100	2	200	51	4	53
	9-12										
CRFTSMN-OP	APPRE	16	15	94	1	6	4	25	47	294	51
	SEMI-	1567	243	16	665	42	144	9	586	37	1389
	JOURN	125	17	14	67	54	78	62	40	32	159
	LEADE	41	12	29	21	51	10	24	3	7	21
	SUPER	12	1	8	3	25	14	117	4	33	26
LABORERS	SEMI-	534	127	24	256	48	80	15	261	49	892
	LEADE	15	4	27	10	67	7	47	4	27	12
	SUPER	6			5	83	8	133	5	83	14
TOTAL BLA F		13598	2978	28	5269	40	2978	28	5877	55	12226

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 6

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-------LOSSES--------> INTERN	%	EXTERN	%	<-------GAINS--------> INTERN	%	EXTERN	%	ABOARD SEP 78
MIS F											
SCIENTIST-	5-8								2		2
	9-12	2			2	100			2	100	2
	13-15										
	16-18										
OTHER PROF	5-8	7			5	71	1	14	2	29	5
	9-12	4			1	25			6	150	9
	13-15								1		1
	16-18										
MANAGEMENT	1-4	1			1	100			1	100	1
	5-8	14	9	64	3	21	34	243	10	71	46
	9-12	15			6	40	37	247	15	100	61
	13-15	1			1	100					
	16-18										
TECHNICIAN	1-4	42	14	33	17	40	8	19	34	81	53
	5-8	79	20	25	25	32	83	105	47	59	164
	9-12	8			4	50	13	163	1	13	18
	13-15										
CLERICAL	1-4	573	179	31	256	45	8	1	386	67	532
	5-8	223	71	32	65	29	98	44	88	39	273
	9-12						2				2
OTHER GENR	1-4								19		19
	5-8								5		5
	9-12										
CRFTSMN-OP	APPRE						1		5		6
	SEMI-	154	19	12	60	39	11	7	38	25	124
	JOURN	6			2	33	12	200	4	67	20
	LEADE	7	3	43	2	29	1	14			3
	SUPER						1				1
LABORERS	SEMI-	10	1	10	4	40	6	60	16	160	27
	LEADE										
	SUPER										
TOTAL MIS F		1146	316	28	454	40	316	28	682	60	1378

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 7

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-LOSSES-> INTERN	%	EXTERN	%	<-GAINS-> INTERN	%	EXTERN	%	ABOARD SEP 78
OTH F											
SCIENTIST-	5-8	5	2	40	3	60			1	20	1
	9-12	11	3	27	5	45	2	18	16	145	21
	13-15	1					1	100	2	200	4
	16-18										
OTHER PROF	5-8	15	4	27	8	53	2	13	26	173	31
	9-12	7			3	43	5	71	40	571	49
	13-15								1		1
	16-18										
MANAGEMENT	1-4	1	1	100			1	100			1
	5-8	20	11	55	7	35	15	75	12	60	29
	9-12	48	1	2	21	44	27	56	18	38	71
	13-15	3			1	33	2	67			4
	16-18										
TECHNICIAN	1-4	29	13	45	8	28	7	24	36	124	51
	5-8	79	16	20	29	37	59	75	44	56	137
	9-12	12	3	25	2	17	7	58			14
	13-15										
CLERICAL	1-4	398	142	36	161	40	8	2	299	75	402
	5-8	182	39	21	67	37	95	52	97	53	268
	9-12	4	1	25	1	25					2
OTHER GENR	1-4	1			1	100			11	100	11
	5-8								4		4
	9-12										
CRFTSMN-OP	APPRE	1	1	100			2	200	5	500	7
	SEMI-	100	8	8	57	57	8	8	38	38	73
	JOURN	5			5	100	6	120	1	20	7
	LEADE	2			2	100	1	50			1
	SUPER	1			1	100					
LABORERS	SEMI-	8	2	25	3	38	2	25	7	88	12
	LEADE						1				1
	SUPER										
TOTAL OTH F		933	247	26	385	41	247	26	654	70	1202

* * *

TABLE 7 (CONT'D)

DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN PERSONNEL

PRINTED 28 JUN 79 PAGE NO 8

EEO DYNAMICS FOR THE PERIOD SEP 72 TO SEP 78

DEPARTMENT OF THE NAVY

OCCUPATION	LEVEL	ABOARD SEP 72	<-------LOSSES-------> INTERN	%	EXTERN	%	<-------GAINS--------> INTERN	%	EXTERN	%	ABOARD SEP 78
WHI F											
SCIENTIST-	5-8	94	42	45	51	54	1	1	128	136	130
	9-12	344	36	10	145	42	59	17	220	64	442
	13-15	101	2	2	35	35	24	24	5	5	93
	16-18	1					1	100			2
OTHER PROF	5-8	848	260	31	498	59	12	1	191	23	293
	9-12	806	41	10	209	51	301	74	524	129	981
	13-15	33	1	3	20	61	24	73	11	33	47
	16-18	1			1	100	1	100	1	100	2
MANAGEMENT	1-4	23	10	43	12	52	13	57	42	183	56
	5-8	1561	625	40	727	47	921	59	756	48	1886
	9-12	3351	210	6	1607	48	2089	62	1036	31	4659
	13-15	303	8	3	152	50	181	60	48	16	372
	16-18	1			1	100	2	200	1	100	3
TECHNICIAN	1-4	1260	393	31	679	54	255	20	1096	87	1539
	5-8	4458	1055	24	1999	45	2533	57	1618	36	5552
	9-12	765	172	22	381	50	532	70	108	14	852
	13-15	1	1	100			1	100			1
CLERICAL	1-4	23499	6154	26	12788	54	358	2	15165	65	20080
	5-8	12985	2568	20	6153	47	4394	32	5134	40	13492
	9-12	153	41	27	74	48	69	45	10	7	117
OTHER GENR	1-4	28	8	29	19	68	2	7	240	857	243
	5-8	9	1	11	5	56	3	33	67	744	73
	9-12	2			1	50					1
CRFTSMN-OP	APPRE	28	15	54	13	46	40	143	312	1114	352
	SEMI-	3314	218	7	2444	74	248	7	741	22	1641
	JOURN	291	25	9	156	54	123	42	85	29	318
	LEADE	71	20	28	48	68	16	23	10	14	29
	SUPER	18	3	17	12	67	14	78	5	28	22
LABORERS	SEMI-	137	22	16	89	65	17	12	126	92	169
	LEADE	1	1	100			1	100			1
	SUPER								1		1
TOTAL WHI F		58087	11932	22	28319	52	11932	22	27681	51	53449

* * *