



United States
General Accounting Office
Washington, D.C. 20548

General Government Division

B-265788

June 27, 1996

The Honorable Ed Pastor
Chairman, Congressional Hispanic Caucus
House of Representatives

Dear Mr. Chairman:

This letter responds to your July 7, 1995, request that we provide statistical information on Hispanic employment at selected executive departments. More specifically, we were asked to identify the four executive departments with the highest percentages of Hispanic employees in full-time professional occupations as of September 30, 1994, and the four departments with the lowest percentages. For each of these eight departments, we were asked to provide personnel statistics on all employees in all occupations—professional, administrative, technical, clerical, wage-grade, and other. These personnel statistics were to include information on the (1) grade levels; (2) appointments and conversions, (3) promotions, and (4) performance appraisals of Hispanic, other minority,¹ and white employees in fiscal years 1994, 1990, and 1984. We were asked to compare Hispanic employment statistics of the eight departments in fiscal year 1994 with their statistics of earlier years—1990 and 1984. We were also asked to compare Hispanic employment data at these departments with the Hispanic representation in the national civilian labor force (CLF).² This letter provides these personnel statistics and the results of our comparisons, with one exception: performance appraisal information was available only for fiscal year 1994.

¹Other minority employees include African-American, Asian-American, and Native American men and women, as well as non-Hispanics in Puerto Rico, collectively.

²The CLF excludes persons in the Armed Forces, but it includes all U.S. citizens and noncitizens 16 years of age or older who are employed or seeking employment in either the public or private sector.

BACKGROUND

As referred to in this letter and used by the Office of Personnel Management (OPM) to compile governmentwide personnel statistics in its Central Personnel Data File (CPDF),³ Hispanics are defined as all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Within the nation's CLF, which the Bureau of the Census tracks in its decennial census, Hispanics accounted for about 8.1 percent of the 1990 workforce—Hispanic women 3.3 percent and Hispanic men 4.8 percent. According to the 1980 census, Hispanics accounted for about 6.4 percent of the CLF—Hispanic women 2.5 percent and Hispanic men 3.9 percent.⁴

In their comments on a draft of this letter, Equal Employment Opportunity Commission (EEOC) officials stated that the availability rate of Hispanic professionals is a better benchmark than the CLF for Hispanics for judging the relative success of agencies in employing Hispanic professionals in their workforces. EEOC determines the availability rate by matching the race, national origin, and gender representation in the CLF for the employment occupations in the Census occupation listing with the appropriate PATCOB (professional, administrative, technical, clerical, other, and blue collar) categories, which are used to measure federal agency workforces. The availability rate for Hispanic professionals was 3.5 percent for 1990 and 3.3 percent for 1980.

Civilian positions in federal professional occupations require that employees have specialized training and theoretical knowledge equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. This training is usually acquired through college or a combination of work experience and other training. Civilian employees in professional occupations within the executive branch can generally progress from entry-level positions of General Schedule (GS) 5, 7, or 9 at two-grade intervals to GS-11 and at one-grade intervals to GS-15 and equivalent grades. Professional employees are the primary source for filling the top career management positions in the federal agencies.

³The CPDF federal civilian workforce is nearly 100 percent U.S. citizens.

⁴The 1990 Post-Enumeration Survey, which estimated the number of persons who were missed or erroneously enumerated in the 1990 census, reported the undercount of Hispanics as 4.99 percent, compared with 4.57 percent for African-Americans and 0.68 percent for non-Hispanic whites.

EXECUTIVE DEPARTMENTS WITH THE HIGHEST AND
LOWEST PERCENTAGES OF HISPANIC PROFESSIONALS

We reviewed CPDF⁵ data on the federal government's 17 departmental level agencies to identify those with the highest and lowest percentages of Hispanic professionals in fiscal year 1994.⁶ As table 1 shows, the four departments with the highest percentages of Hispanic professionals employed in civilian occupations as of September 30, 1994, were the departments of the Air Force, VA, Transportation, and HUD. The four departments with the lowest percentages of Hispanic employees in professional occupations were Commerce, Interior, Navy, and HHS. The gap between the departments with the highest and lowest percentages of Hispanic professionals in 1994 was about 3 percentage points.

⁵All status data as of September 30, 1984, 1990, and 1994 represent employees in active and inactive (workers on leave without pay, military leave, and seasonal employees) pay status. These data differ from similar CPDF data released by OPM, which cover employees in active pay status only.

⁶The 17 executive departments addressed in this letter include the 14 cabinet-level departments—Agriculture, Commerce, Education, Energy, Health and Human Services (HHS), Housing and Urban Development (HUD), Interior, Justice, Labor, State, Transportation, Treasury, Veterans Affairs (VA), and the Department of Defense (DOD). For DOD, we analyzed and presented personnel statistics as four separate departments—Air Force, Army, Navy, and the Secretary of Defense.

Table 1: Hispanic Representation in Professional Occupations at Executive Departments With the Highest and Lowest Percentages of Hispanic Professionals, as of September 30, 1994

Department	Total employees	Professional employees	Hispanic professionals	
			Number	Percent of total professional employees
With the highest percentage of Hispanic professionals				
Air Force	188,943	26,193	1,345	5.1
VA	268,490	111,231	5,591	5.0
Transportation	65,154	8,508	422	5.0
HUD	13,240	1,512	71	4.7
With the lowest percentage of Hispanic professionals				
HHS	128,191	26,413	794	3.0
Navy	258,900	52,838	1,476	2.8
Interior	82,460	22,081	520	2.4
Commerce	37,866	13,560	284	2.1

Source: CPDF data.

Enclosure I ranks the 17 major executive departments based on the percentages of Hispanic employees in professional positions at the end of fiscal year 1994. It also shows the percentages of Hispanic professional employees as of September 30, 1990, and September 30, 1984.

**OVERALL AND GRADE-LEVEL STATUS OF
HISPANIC EMPLOYMENT AT THE
EIGHT DEPARTMENTS**

We analyzed data for all employees—professional, administrative, technical, clerical, wage grade (blue collar), and other—to determine the overall status of Hispanic employment at the four executive departments with the highest percentages of Hispanic professional employees and the four departments with the lowest

percentages of Hispanic professional employees. At each of the eight departments, the number of Hispanic employees was greatest in the wage-grade and lower GS grade levels (GS-1 to 12) at the end of fiscal years 1994, 1990, and 1984. Generally, the percentage of Hispanic employees at these grade levels has increased since fiscal year 1984.

Fiscal year-end 1994 data showed that Hispanic employee representation was concentrated in the GS-1 to GS-6 grade group at Transportation (7.0 percent) and HUD (9.3 percent)—two of the four departments with the highest percentages of Hispanic professionals. Hispanic representation was greatest in the wage-grade group for Air Force (11.7 percent) and VA (6.6 percent)—the other two departments with the highest percentages of Hispanic professionals. At the end of the same fiscal year, Hispanic representation in the GS-1 to GS-6 grade group for Air Force was 10.4 percent.

Fiscal year-end 1994 data also showed that Hispanic employees were concentrated in the GS-1 to GS-6 grade group for Navy (5.9 percent), Interior (4.3 percent), and Commerce (3.2 percent)—three of the four departments with the lowest percentages of Hispanic employees. Hispanic representation at HHS—the fourth agency—was concentrated in the GS-7 to GS-12 grade group (6 percent).

Hispanic employees accounted for 3.1 percent to 4.7 percent of the employees in GS-13 to GS-15 positions at the Air Force, VA, Transportation, and HUD at the end of fiscal year 1994. At HHS, Navy, Interior, and Commerce, Hispanic employees accounted for 1.8 percent to 2.9 percent of the employees in these grades.

Among Senior Executive Service (SES) employees as of September 30, 1994, Transportation and HHS had the largest number of Hispanic SES members, 14 and 13, respectively. HUD, the smallest of the eight departments, had the highest percentage of Hispanic SES members (5.8 percent, or six Hispanic SES members). Air Force and Interior had the lowest percentages of Hispanic SES members—0.7 percent or one member, and 0.8 percent or two members, respectively. The percentage of Hispanic SES members ranged from 1.2 percent to 3.8 percent at Navy, VA, HHS, Commerce, Transportation, and HUD.

Tables II.1 through II.6 in enclosure II detail the total number and percentages of both male and female Hispanic, other minority, and white employees in various grade groups at the eight departments, as of the end of fiscal years 1994, 1990, and 1984.

APPOINTMENTS AND CONVERSIONS

Federal agencies hire employees or fill vacant positions primarily by appointing individuals to positions or by converting an employee's tenure from one type of

appointment to another. Appointments referred to in this letter include (1) career appointments and career-conditional appointments,⁷ (2) excepted appointments,⁸ and (3) SES career appointments. Conversions referred to in this letter include career, excepted, or SES appointments.

In fiscal year 1994, there were only slight differences in the percentages of appointments and conversions of Hispanic employees at the departments with the highest percentages of Hispanic professional employees and those with the lowest percentages. The differences were more pronounced in fiscal years 1990 and 1984. In fiscal year 1994, Hispanics accounted for 6 percent (2,447 of 40,630) of the total appointments and conversions to career, excepted, and SES positions at the Air Force, VA, Transportation, and HUD. At these same departments, Hispanic employees accounted for 6.1 percent of these appointments and conversions in fiscal year 1990 and about 5.5 percent in fiscal year 1984. At HHS, Navy, Interior, and Commerce, Hispanic employees accounted for 5.2 percent (881 of 16,916) of appointments and conversions to career, excepted, and SES positions in fiscal year 1994; 4.5 percent (1,627 of 36,089) of the appointments and conversions at these departments in fiscal year 1990; and 3.8 percent (1,427 of 37,773) in fiscal year 1984.

In fiscal year 1994, Hispanic employees accounted for 1.9 percent (3 of 155) of the appointments and conversions to SES positions at the 8 departments. Transportation appointed one Hispanic to an SES position and HHS converted two to SES positions. A total of 155 Hispanic, other minority, and white employees entered the SES at these 8 departments that year through appointments and conversions (74 at the Air Force, VA, Transportation, and HUD; and 81 at HHS, Navy, Interior, and Commerce). Hispanic employees accounted for three of these appointments and conversions.

In fiscal year 1990, Transportation converted one Hispanic employee's tenure to an SES position. CPDF data showed no other appointment or conversion of Hispanic employees to career SES positions in fiscal years 1990 and 1984 at the eight departments.

See enclosure III for the number and percent of appointments and conversions to career, excepted, and SES positions at the eight departments in fiscal years 1994, 1990, and 1984.

⁷Employees in career-conditional appointments can become career employees upon completing service requirements for career tenure.

⁸Excepted appointments are service positions that are not in the competitive service or the SES.

PROMOTIONS

CPDF data for permanent promotions at the 8 departments during fiscal year 1994 showed that the Air Force awarded the largest percentage of permanent promotions to Hispanic employees—8.9 percent (1,507 of 16,875). HUD followed with 6.9 percent (127 of 1,834). Hispanic employees at VA accounted for 6.4 percent (2,225 of 34,955). At Transportation, they accounted for 5.9 percent (627 of 10,579).

The percentage of Hispanic employees awarded permanent promotions in fiscal year 1994 at the four departments with the lowest percentages of Hispanic professionals were generally smaller. Of the eight departments, Commerce awarded the smallest percentage of permanent promotions (2.8 percent) to Hispanic employees in fiscal year 1994. Both Navy and Interior awarded 5.0 percent of their permanent promotions to Hispanic employees. HHS awarded 7.6 percent of its permanent promotions to Hispanic employees.

Commerce awarded less than 3 percent of its permanent promotions to Hispanic employees in 1994, 1990, and 1984. The percentages of Hispanic employees who received permanent promotions at the Air Force, VA, Transportation, and HUD were generally larger than the percentages at HHS, Navy, Interior, and Commerce in fiscal years 1994, 1990, and 1984. The percentage of Hispanic promotions at the Air Force in 1984 was 9.7 percent.

A similar pattern appeared for temporary promotions awarded by the eight departments in fiscal years 1994, 1990, and 1984.⁹ The Air Force awarded the largest percentage of temporary promotions (ranging from 5.7 to 9.2 percent) to Hispanic employees during these 3 years. Commerce awarded the smallest percentage (ranging from 1.2 to 1.9 percent). See enclosure IV for the number and percentage of permanent and temporary promotions awarded to Hispanic, other minority, and white employees during fiscal years 1994, 1990, and 1984.

PERFORMANCE RATINGS

Federal employees generally receive periodic performance ratings defining their level of overall performance as either (1) outstanding, (2) exceeds fully successful, (3) fully successful, (4) minimally satisfactory, or (5) unsatisfactory. We compared the

⁹Temporary promotions are time-limited promotions not to exceed 120 days. These promotions may be made permanent without further competition provided the temporary promotion was awarded competitively.

"outstanding" and "exceeds fully successful" ratings received by Hispanic, other minority, and white employees in fiscal year 1994.

The percentage range of Hispanic employees who received "outstanding" and "exceeds fully successful" ratings was slightly higher at the departments with the lowest percentages of Hispanic professionals in fiscal year 1994. Between 19.2 and 39.7 percent of the Hispanic employees rated at HHS, Navy, Interior, and Commerce received outstanding appraisals while 17.5 to 39.2 percent of the Hispanic employees rated at Air Force, VA, Transportation, and HUD received similar appraisals. Enclosure V shows the percentages and numbers of various ratings received by Hispanic, other minority, and white employees during fiscal year 1994.

APPROACH

Our objective was to collect and present statistical information on Hispanic employment in the federal workforce in the form you requested. To do this, we identified the four executive departments with the highest percentages of Hispanic employees in professional occupations and the four departments with the lowest percentages of Hispanic professional employees. Then we analyzed information on the grade levels, promotions, appointments and conversions, and performance ratings of Hispanic, other minority, and white employees at these eight departments in fiscal years 1994, 1990, and 1984. We obtained personnel data from OPM's CPDF to do these analyses.

OPM maintains the CPDF, a centralized personnel database, based on information federal agencies are required to report. The grade-level status information we obtained from the CPDF reflects the employment profiles of departments discussed in this letter as of September 30, 1994, 1990, and 1984 for all employees. Information on appointments and conversions and promotions covers personnel actions for fiscal years 1994, 1990, and 1984. Performance appraisal information covers fiscal year 1994, only. We did not verify these CPDF data.

We did our work in Washington, D.C. from August to December 1995 in accordance with generally accepted government auditing standards.

AGENCY COMMENTS AND OUR EVALUATION

We sent copies of a draft of this letter to the heads of OPM and EEOC for official agency comments. OPM and EEOC both offered several technical comments, including more detailed definitions of terms used in the letter, which have been incorporated where appropriate.

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EEOC officials stated that the representation availability rate of professionals should be used to judge the relative success of agencies in employing Hispanics in their workforce instead of the CLF. These comments have also been incorporated.

OPM officials offered several comments concerning the workforce data. Their remarks addressed the appropriate codes and more specific definitions for some of the workforce transactions for which we have reported data. Where appropriate, these comments have been incorporated into the tables.

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As arranged with your staff, we are sending copies of this letter to the Director of OPM; the Chairman of EEOC; the Secretaries of the Air Force, VA, Transportation, HUD, HHS, Navy, Commerce, Interior; and other interested parties. We will also make copies available to others upon request.

The major contributors to this review were Xavier Richardson, Assistant Director; Helen D. Branch, Senior Evaluator; Linda Elmore, Evaluator; and Jerome Sandau, Analyst. If you have any questions about this letter, please call me on (202) 512-7680.

Sincerely yours,



Timothy P. Bowling
Associate Director
Federal Management
and Workforce Issues

Enclosures - 5

Hispanic Representation in Professional Occupations at
17 Executive Departments, as of September 30, 1994, 1990, and 1984

All Employees (part time, seasonal, full time, career and noncareer) as of September 30, 1994								
Departments	Total			Percent of Hispanic professionals			Difference (1984 to 1994)	
	Employees	Hispanic Employees	Professionals	Hispanic professionals	FY 1994	FY 1990		FY 1984
Air Force	188,943	17,264	26,193	1,345	5.13	4.77	2.54	2.59
VA	268,490	14,743	111,231	5,591	5.03	4.70	3.55	1.48
Transportation	65,154	2,852	8,508	422	4.96	4.06	3.25	1.71
HUD	13,240	861	1,512	71	4.70	4.90	4.34	0.36
Treasury	172,456	12,685	22,509	989	4.39	4.27	3.20	1.19
Justice	98,243	10,366	12,197	503	4.12	2.66	2.62	1.50
Energy	20,048	980	7,706	302	3.92	3.62	2.01	1.91
Army	279,127	15,115	52,269	1,999	3.82	3.42	2.98	0.84
Agriculture	129,865	6,802	35,148	1,331	3.79	3.13	2.44	1.35
Education	4,979	190	1,373	49	3.57	3.76	1.77	1.80
State	16,386	650	5,059	178	3.52	3.97	3.36	0.16
Labor	16,874	949	3,818	126	3.30	2.64	2.61	0.69
Sec. of Defense	149,650	7,494	35,184	1,070	3.04	2.34	2.11	0.93
HHS	128,191	6,648	26,413	794	3.01	2.76	2.89	0.12
Navy	258,900	10,782	52,838	1,476	2.79	2.62	1.76	1.03
Interior	82,460	3,054	22,081	520	2.35	2.27	1.85	0.50
Commerce	37,866	1,017	13,560	284	2.09	1.98	1.76	0.33
Total	1,930,872	112,452	437,599	17,050				
Percent of total		5.82%	22.66%	3.90%				

Source: OPM's Central Personnel Data File.

Employee Representation by Race and Gender at the Four Departments
With the Highest and Lowest Percentages of Hispanic Professionals, as of
September 30, 1994, 1990, and 1984

Table II.1 Total Number and Percent of Employees by Race and Gender at the Four Departments
With the Highest Percentages of Hispanic Professionals, as of September 30, 1994

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Air Force														
GS 1-6	985	2.7	2,785	7.7	1,465	4.1	6,306	17.4	5,409	15.0	19,152	53.0	36,102	100
GS 7-12	3,350	4.7	2,058	2.9	5,000	7.0	4,480	6.2	35,541	49.4	21,435	29.8	71,864	100
GS 13-15	424	2.6	86	0.5	802	5.0	286	1.8	12,406	77.3	2,035	12.7	16,039	100
SES	1	0.7	0	0.0	6	4.1	3	2.1	128	87.7	8	5.5	146	100
Wage	6,939	10.9	520	0.8	7,240	11.3	905	1.4	45,325	70.1	2,885	4.5	63,814	99
Other	37	5.3	71	10.2	30	4.3	64	9.2	397	56.9	99	14.2	698	100
Subtotal	11,736	6.2%	5,520	2.9%	14,543	7.7%	12,044	6.4%	99,206	52.6%	45,614	24.2%	188,663	
VA														
GS 1-6	2,096	2.6	2,679	3.3	8,775	10.8	21,385	26.4	13,502	16.7	32,641	40.3	81,078	100
GS 7-12	1,482	2.7	1,255	2.3	4,675	8.4	6,640	11.9	20,209	36.2	21,499	38.6	55,760	100
GS 13-15	489	2.9	202	1.2	1,758	10.4	973	5.7	10,561	62.2	2,991	17.6	16,974	100
SES	4	1.3	0	0.0	27	9.0	3	1.0	236	78.7	30	10.0	300	100
Wage	2,040	5.8	263	0.8	10,500	30.0	4,234	12.1	15,128	43.2	2,885	8.2	35,050	100
Other	1,816	2.3	2,417	3.1	5,579	7.0	11,836	14.9	23,709	29.9	33,971	42.8	79,328	100
Subtotal	7,927	3.0%	6,816	2.5%	31,314	11.7%	45,071	16.8%	83,345	31.0%	94,017	35.0%	268,490	
Transportation														
GS 1-6	76	1.7	235	5.3	273	6.2	1,117	25.2	425	9.6	2,311	52.1	4,437	100
GS 7-12	863	3.2	415	1.6	2,229	8.3	2,634	9.8	14,388	53.7	6,249	23.3	26,778	100
GS 13-15	945	3.1	147	0.5	2,347	7.7	870	2.9	22,692	74.3	3,542	11.6	30,543	100
SES	6	1.6	8	2.2	26	7.1	2	0.5	271	73.8	54	14.7	367	100
Wage	148	5.3	1	0.0	581	20.7	31	1.1	1,999	71.2	48	1.7	2,808	100
Other	7	3.2	1	0.5	23	10.4	10	4.5	150	67.9	30	13.6	221	100
Subtotal	2,045	3.1%	807	1.2%	5,479	8.4%	4,664	7.2%	39,925	61.3%	12,234	18.8%	65,154	
HUD														
GS 1-6	35	1.4	199	7.9	128	5.1	970	38.5	162	6.4	1,023	40.6	2,517	100
GS 7-12	198	2.8	255	3.6	725	10.2	1,932	27.2	1,903	26.8	2,087	29.4	7,100	100
GS 13-15	111	3.2	53	1.5	409	11.9	488	14.2	1,622	47.2	753	21.9	3,436	100
SES	4	3.9	2	1.9	16	15.4	6	5.8	57	54.8	19	18.3	104	100
Wage	0	0.0	0	0.0	11	68.8	0	0.0	5	31.3	0	0.0	16	100
Other	3	4.5	1	1.5	11	16.4	6	9.0	29	43.3	17	25.4	67	100
Subtotal	351	2.7%	510	3.9%	1,300	9.8%	3,402	25.7%	3,778	28.5%	3,899	29.4%	13,240	
Total	22,059	4.12%	13,653	2.55%	52,636	9.83%	65,181	12.2%	226,254	42.25%	155,764	29.09%	535,547	

Note 1: CPDF data did not contain the gender designation codes for 280 Air Force employees in FY 1994.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table II.2: Total Number and Percent of Employees by Race and Gender at the Four Departments With the Lowest Percentages of Hispanic Professionals, as of September 30, 1994

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
HHS														
GS 1-6	271	1.0	1,237	4.6	2,135	8.0	13,339	50.0	1,697	6.4	8,042	30.1	26,721	100
GS 7-12	1,194	1.7	3,017	4.3	3,967	5.7	16,343	23.3	14,442	20.6	31,196	44.5	70,159	100
GS 13-15	382	1.9	202	1.0	1,689	8.2	1,871	9.1	10,351	50.1	6,176	29.9	20,671	100
SES	9	1.4	4	0.6	55	8.5	40	6.2	411	63.6	127	19.7	646	100
Wage	38	1.1	7	0.2	1,933	53.8	678	18.9	880	24.5	54	1.5	3,590	100
Other	164	2.6	123	1.9	717	11.2	575	9.0	3,479	54.3	1,346	21.0	6,404	100
Subtotal	2,058	1.6%	4,590	3.6%	10,496	8.2%	32,846	25.6%	31,260	24.4%	46,941	36.6%	128,191	
Navy														
GS 1-6	898	2.0	1,768	3.9	4,325	9.5	11,439	25.0	8,246	18.0	19,027	41.6	45,703	100
GS 7-12	2,198	2.1	1,571	1.5	10,484	10.0	9,468	9.1	52,390	50.2	28,285	27.1	104,396	100
GS 13-15	428	1.5	89	0.3	2,141	7.5	691	2.4	21,417	75.0	3,788	13.3	28,554	100
SES	2	0.6	2	0.6	15	4.5	1	0.3	298	88.7	18	5.4	336	100
Wage	3,525	4.5	204	0.3	21,966	28.1	1,895	2.4	47,995	61.4	2,600	3.3	78,185	100
Other	43	2.5	54	3.1	310	18.0	284	16.5	859	49.8	176	10.2	1,726	100
Total	7,094	2.7%	3,688	1.4%	39,241	15.2%	23,778	9.2%	131,205	50.7%	53,894	20.8%	258,900	
Interior														
GS 1-6	285	1.4	604	2.9	2,055	9.8	3,734	17.8	5,922	28.3	8,350	39.9	20,950	100
GS 7-12	793	2.3	602	1.8	2,611	7.7	2,438	7.2	18,101	53.1	9,555	28.0	34,100	100
GS 13-15	145	1.5	51	0.5	745	7.4	356	3.6	7,200	71.8	1,534	15.3	10,031	100
SES	1	0.4	1	0.4	29	11.5	10	4.0	176	69.8	35	13.9	252	100
Wage	434	4.0	30	0.3	3,079	28.4	387	3.6	6,309	58.1	622	5.7	10,861	100
Other	76	1.2	32	0.5	1,188	19.0	2,187	34.9	2,058	32.8	725	11.6	6,266	100
Subtotal	1,734	2.1%	1,320	1.6%	9,707	11.8%	9,112	11.1%	39,766	48.2%	20,821	25.2%	82,460	
Commerce														
GS 1-6	94	0.9	244	2.3	647	6.1	2,392	22.6	1,698	16.0	5,534	52.2	10,609	100
GS 7-12	255	1.7	167	1.1	1,245	8.2	2,224	14.6	7,099	46.5	4,268	28.0	15,258	100
GS 13-15	160	1.6	61	0.6	818	8.1	455	4.5	6,892	68.2	1,726	17.1	10,112	100
SES	2	0.5	6	1.5	32	7.8	8	2.0	311	76.2	49	12.0	408	100
Wage	24	2.1	2	0.2	254	21.8	28	2.4	756	65.0	99	8.5	1,163	100
Other	2	0.6	0	0.0	70	22.2	13	4.1	200	63.3	31	9.8	316	100
Subtotal	537	1.4%	480	1.3%	3,066	8.1%	5,120	13.5%	16,956	44.8%	11,707	30.9%	37,866	
Total	11,423	2.25%	10,078	1.99%	62,510	12.32%	70,856	14.0%	219,187	43.20%	133,363	26.28%	507,417	

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table II.3: Total Number and Percent of Employees by Race and Gender at the Four Departments With the Highest Percentages of Hispanic Professionals, as of September 30, 1990

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Air Force														
GS 1-6	1,313	2.4	4,102	7.4	1,925	3.5	8,791	15.9	7,836	14.2	31,232	56.6	55,199	100
GS 7-12	4,068	4.8	2,365	2.8	5,559	6.6	4,464	5.3	43,648	51.5	24,653	29.1	84,757	100
GS 13-15	383	2.4	57	0.4	752	4.7	212	1.3	12,993	81.2	1,609	10.1	16,006	100
SES	3	1.6	0	0.0	8	4.2	1	0.5	166	87.8	11	5.8	189	100
Wage	9,465	11.3	927	1.1	9,521	11.4	1,677	2.0	57,319	68.4	4,889	5.8	83,798	100
Other	157	5.1	213	7.0	349	11.4	372	12.2	1,096	35.8	871	28.5	3,058	100
Subtotal	15,389	6.3%	7,664	3.2%	18,114	7.5%	15,517	6.4%	123,058	50.6%	63,265	26.0%	243,007	
VA														
GS 1-6	1,918	2.3	2,479	2.9	8,651	10.3	22,621	26.8	13,499	16.0	35,203	41.7	84,371	100
GS 7-12	1,476	1.9	2,185	2.8	4,524	5.9	11,413	14.8	22,014	28.5	35,575	46.1	77,187	100
GS 13-15	461	3.0	130	0.9	1,488	9.8	744	4.9	9,981	65.6	2,421	15.9	15,225	100
SES	5	1.7	2	0.7	21	7.3	1	0.4	240	83.6	18	6.3	287	100
Wage	2,075	5.7	287	0.8	10,582	28.8	4,957	13.5	15,472	42.2	3,319	9.1	36,692	100
Other	1,101	2.9	805	2.1	3,302	8.7	3,827	10.0	16,977	44.5	12,178	31.9	38,190	100
Subtotal	7,036	2.8%	5,888	2.3%	28,568	11.3%	43,563	17.3%	78,183	31.0%	88,714	35.2%	251,952	
Transportation														
GS 1-6	78	1.1	309	4.3	335	4.6	1,815	25.1	707	9.8	3,979	55.1	7,223	100
GS 7-12	883	2.9	284	0.9	2,296	7.6	2,086	6.9	19,326	63.5	5,551	18.2	30,426	100
GS 13-15	561	2.3	59	0.2	1,595	6.5	454	1.9	19,737	80.8	2,008	8.2	24,414	100
SES	3	0.8	3	0.8	22	6.1	4	1.1	296	81.5	35	9.6	363	100
Wage	199	5.8	2	0.1	675	19.5	31	0.9	2,503	72.4	46	1.3	3,456	100
Other	10	3.2	7	2.2	23	7.4	40	12.8	177	56.7	55	17.6	312	100
Subtotal	1,734	2.6%	664	1.0%	4,946	7.5%	4,430	6.7%	42,746	64.6%	11,674	17.6%	66,194	
HUD														
GS 1-6	45	1.3	238	7.1	182	5.4	1,279	38.1	197	5.9	1,418	42.2	3,359	100
GS 7-12	204	3.0	189	2.8	705	10.4	1,699	25.0	2,084	30.7	1,908	28.1	6,789	100
GS 13-15	83	2.8	36	1.2	354	11.8	330	11.0	1,647	54.7	563	18.7	3,013	100
SES	0	0.0	0	0.0	12	11.5	3	2.9	77	74.0	12	11.5	104	100
Wage	0	0.0	0	0.0	12	75.0	0	0.0	4	25.0	0	0.0	16	100
Other	0	0.0	0	0.0	11	26.8	5	12.2	20	48.8	5	12.2	41	100
Subtotal	332	2.5%	463	3.5%	1,276	9.6%	3,316	24.9%	4,029	30.2%	3,906	29.3%	13,322	
Total	24,491	4.26%	14,679	2.56%	52,904	9.21%	66,826	11.63%	248,016	43.17%	167,559	29.17%	574,475	1

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table II.4: Total Number and Percent of Employees by Race and Gender at the Four Departments With the Lowest Percentages of Hispanic Professionals, as of September 30, 1990

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
HHS														
GS 1-6	263	0.8	1,647	5.0	2,323	7.1	14,790	45.2	2,139	6.5	11,534	35.3	32,696	100
GS 7-12	996	1.6	2,024	3.3	3,271	5.4	12,487	20.6	14,332	23.6	27,551	45.4	60,661	100
GS 13-15	327	1.9	133	0.8	1,418	8.2	1,157	6.7	10,157	58.8	4,087	23.7	17,279	100
SES	5	0.9	1	0.2	47	8.0	25	4.3	417	71.3	90	15.4	585	100
Wage	34	0.9	7	0.2	2,034	52.5	789	20.4	953	24.6	61	1.6	3,878	100
Other	98	2.0	38	0.8	504	10.2	310	6.3	2,828	57.3	1,154	23.4	4,932	100
Subtotal	1,723	1.4%	3,850	3.2%	9,597	8.0%	29,558	24.6%	30,826	25.7%	44,477	37.1%	120,031	
Navy														
GS 1-6	973	1.5	2,058	3.1	5,610	8.5	15,455	23.3	11,458	17.3	30,860	46.5	66,414	100
GS 7-12	2,217	1.9	1,184	1.0	11,401	9.6	8,727	7.5	62,761	54.0	29,883	25.7	116,173	100
GS 13-15	357	1.2	63	0.2	1,854	6.4	510	1.8	22,936	79.3	3,188	11.0	28,908	100
SES	2	0.5	0	0.0	16	3.6	0	0.0	416	93.3	12	2.7	446	100
Wage	4,609	4.1	279	0.3	29,799	26.7	3,325	3.0	69,196	62.0	4,318	3.9	111,526	100
Other	68	2.6	167	6.3	330	12.4	394	14.9	988	37.3	705	26.6	2,652	100
Subtotal	8,226	2.5%	3,751	1.2%	49,010	15.0%	28,411	8.7%	167,755	51.4%	68,966	21.1%	326,119	
Interior														
GS 1-6	305	1.6	733	3.8	1,718	8.8	4,101	21.1	4,136	21.2	8,481	43.6	19,474	100
GS 7-12	685	2.3	380	1.3	2,403	8.0	2,006	6.7	17,490	58.0	7,183	23.8	30,147	100
GS 13-15	112	1.2	25	0.3	663	7.4	201	2.2	7,052	78.2	968	10.7	9,021	100
SES	1	0.4	2	0.8	23	8.7	4	1.5	213	80.1	23	8.7	266	100
Wage	457	4.7	24	0.2	3,164	32.3	467	4.8	5,330	54.4	363	3.7	9,805	100
Other	73	1.4	35	0.7	875	16.8	1,932	37.0	1,626	31.1	684	13.1	5,225	100
Subtotal	1,633	2.2%	1,199	1.6%	8,846	12.0%	8,711	11.8%	35,847	48.5%	17,702	23.9%	73,938	
Commerce														
GS 1-6	115	0.9	262	2.1	804	6.3	3,145	24.6	1,895	14.8	6,563	51.3	12,784	100
GS 7-12	293	2.0	196	1.3	1,228	8.4	1,901	13.0	6,826	46.8	4,131	28.3	14,575	100
GS 13-15	133	1.6	38	0.5	612	7.2	286	3.4	6,326	74.2	1,126	13.2	8,521	100
SES	4	0.9	1	0.2	20	4.7	2	0.5	363	84.8	38	8.9	428	100
Wage	26	2.0	5	0.4	267	20.2	49	3.7	819	62.1	153	11.6	1,319	100
Other	287	3.4	414	5.0	828	9.9	1,998	23.9	2,096	25.1	2,739	32.8	8,362	100
Subtotal	858	1.9%	916	2.0%	3,759	8.2%	7,381	16.0%	18,325	39.8%	14,750	32.1%	45,989	
Total	12,440	2.20%	9,716	1.72%	71,212	12.58%	74,061	13.08%	252,753	44.65%	145,895	25.77%	566,077	

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table II.5: Total Number and Percent of Employees by Race and Gender at the Four Departments With the Highest Percentages of Hispanic Professionals, as of September 30, 1984

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Air Force														
GS 1-6	1,452	2.4	3,848	6.3	2,024	3.3	7,459	12.3	8,679	14.3	37,325	61.4	60,787	100
GS 7-12	3,436	4.8	1,199	1.7	3,846	5.4	2,461	3.4	43,318	60.3	17,586	24.5	71,846	100
GS 13-15	276	2.1	14	0.1	561	4.2	76	0.6	11,776	88.3	639	4.8	13,342	100
SES	1	0.5	1	0.5	7	3.5	0	0.0	184	91.1	9	4.5	202	100
Wage	10,416	11.6	807	0.9	10,538	11.8	1,600	1.8	61,578	68.7	4,686	5.2	89,625	100
Other	85	2.6	252	7.6	279	8.5	586	17.8	1,010	30.6	1,086	32.9	3,298	100
Subtotal	15,666	6.6%	6,121	2.6%	17,255	7.2%	12,182	5.1%	126,545	52.9%	61,331	25.7%	239,100	
VA														
GS 1-6	1,681	1.9	1,671	1.9	10,367	11.9	20,787	23.9	15,622	18.0	36,894	42.4	87,022	100
GS 7-12	1,102	1.6	1,412	2.0	4,069	5.7	10,123	14.2	21,583	30.4	32,806	46.1	71,095	100
GS 13-15	409	2.9	81	0.6	1,340	9.6	478	3.4	9,993	71.3	1,721	12.3	14,022	100
SES	1	0.7	0	0.0	14	10.3	1	0.7	115	84.6	5	3.7	136	100
Wage	1,633	4.2	215	0.6	10,914	28.3	5,261	13.6	16,504	42.8	4,036	10.5	38,563	100
Other	816	2.6	494	1.6	3,432	11.0	3,718	11.9	13,904	44.4	8,933	28.5	31,297	100
Subtotal	5,642	2.3%	3,873	1.6%	30,136	12.4%	40,368	16.7%	77,721	32.1%	84,395	34.9%	242,135	
Transportation														
GS 1-6	111	1.5	317	4.3	431	5.8	1,643	22.2	869	11.7	4,042	54.5	7,413	100
GS 7-12	844	2.8	140	0.5	2,251	7.5	1,439	4.8	21,184	70.2	4,339	14.4	30,197	100
GS 13-15	332	1.8	17	0.1	1,131	6.1	155	0.8	16,338	87.6	689	3.7	18,662	100
SES	2	0.6	0	0.0	31	9.1	1	0.3	291	85.8	14	4.1	339	100
Wage	210	4.4	1	0.0	950	19.9	24	0.5	3,519	73.8	63	1.3	4,767	100
Other	7	0.7	44	4.7	96	10.2	212	22.5	332	35.2	251	26.7	942	100
Subtotal	1,506	2.4%	519	0.8%	4,890	7.8%	3,474	5.6%	42,533	68.2%	9,398	15.1%	62,320	
HUD														
GS 1-6	42	1.4	181	6.0	149	4.9	1,040	34.2	165	5.4	1,459	48.0	3,036	100
GS 7-12	221	3.5	113	1.8	637	10.1	1,266	20.0	2,592	40.9	1,504	23.7	6,333	100
GS 13-15	84	2.8	17	0.6	384	12.6	182	6.0	1,981	65.0	400	13.1	3,048	100
SES	0	0.0	0	0.0	18	17.3	3	2.9	73	70.2	10	9.6	104	100
Wage	1	4.6	0	0.0	18	81.8	0	0.0	3	13.6	0	0.0	22	100
Other	5	2.4	2	0.9	31	14.6	40	18.9	82	38.7	52	24.5	212	100
Subtotal	353	2.8%	313	2.5%	1,237	9.7%	2,531	19.8%	4,896	38.4%	3,425	26.9%	12,755	
Total	23167	4.16%	10,826	1.95%	53,518	9.62%	58,555	10.53%	251,695	45.24%	158,549	28.50%	556,310	

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table II.6: Total Number and Percent of Employees by Race and Gender at the Four Departments With the Lowest Percentages of Hispanic Professionals, as of September 30, 1984

	Hispanic employees				Other minority employees				White employees				Total employees	
	Male		Female		Male		Female		Male		Female		Number	Percent
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
HHS														
GS 1-6	441	0.9	2,319	4.9	3,039	6.4	18,399	39.0	3,034	6.4	20,011	42.4	47,243	100
GS 7-12	1,133	1.7	1,931	2.8	3,801	5.6	12,372	18.2	18,665	27.5	30,072	44.2	67,974	100
GS 13-15	315	1.9	122	0.7	1,373	8.3	852	5.2	10,976	66.5	2,859	17.3	16,497	100
SES	3	0.6	0	0.0	38	7.2	16	3.0	409	77.8	60	11.4	526	100
Wage	35	0.7	1	0.0	2,660	52.2	1,140	22.4	1,173	23.0	87	1.7	5,096	100
Other	117	3.0	70	1.8	479	12.1	307	7.8	2,070	52.4	907	23.0	3,950	100
Subtotal	2,044	1.4%	4,443	3.1%	11,390	8.1%	33,086	23.4%	36,327	25.7%	53,996	38.2%	141,286	
Navy														
GS 1-6	812	1.2	1,541	2.3	5,213	7.6	12,413	18.2	12,802	18.7	35,581	52.1	68,362	100
GS 7-12	1,544	1.8	514	0.6	7,717	8.9	4,656	5.4	53,338	61.5	18,977	21.9	86,746	100
GS 13-15	142	0.8	8	0.0	1,014	5.6	134	0.7	15,905	87.7	935	5.2	18,138	100
SES	3	0.8	0	0.0	14	3.6	1	0.3	368	93.6	7	1.8	393	100
Wage	5,244	4.1	234	0.2	32,695	25.4	2,841	2.2	83,695	65.0	3,974	3.1	128,683	100
Other	226	2.2	244	2.4	1,085	10.6	1,496	14.5	5,401	52.5	1,834	17.8	10,286	100
Subtotal	7,971	2.5%	2,541	0.8%	47,738	15.3%	21,541	6.9%	171,509	54.9%	61,308	19.6%	312,608	
Interior														
GS 1-6	388	1.6	734	3.1	2,185	9.2	4,945	20.9	5,521	23.4	9,876	41.8	23,649	100
GS 7-12	642	2.2	250	0.9	2,417	8.2	1,778	6.0	18,646	63.1	5,797	19.6	29,530	100
GS 13-15	105	1.2	13	0.2	596	6.8	110	1.3	7,433	84.2	574	6.5	8,831	100
SES	0	0.0	0	0.0	26	10.0	2	0.8	219	84.2	13	5.0	260	100
Wage	387	3.4	12	0.1	3,865	33.5	637	5.5	6,352	55.0	294	2.6	11,547	100
Other	57	1.1	33	0.7	873	17.5	1,470	29.4	1,726	34.6	837	16.8	4,996	100
Subtotal	1,579	2.0%	1,042	1.3%	9,962	12.6%	8,942	11.3%	39,897	50.6%	17,391	22.1%	78,813	
Commerce														
GS 1-6	59	0.5	153	1.4	544	4.8	2,567	22.8	1,393	12.4	6,560	58.2	11,276	100
GS 7-12	227	1.8	103	0.8	1,028	8.0	1,286	10.0	7,136	55.6	3,047	23.8	12,827	100
GS 13-15	95	1.2	20	0.3	518	6.6	158	2.0	6,369	81.2	682	8.7	7,842	100
SES	0	0.0	0	0.0	22	5.0	2	0.5	385	87.9	29	6.6	438	100
Wage	36	2.4	2	0.1	362	24.3	53	3.6	938	62.9	101	6.8	1,492	100
Other	2	0.4	0	0.0	110	19.0	80	13.8	293	50.6	94	16.2	579	100
Subtotal	419	1.2%	278	0.8%	2,584	7.5%	4,146	12.0%	16,514	47.9%	10,513	30.5%	34,454	
Total	12,013	2.12%	8,304	1.46%	71,674	12.64%	67,715	11.94%	264,247	46.59%	143,208	25.25%	567,161	

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Appointments and Conversions of Employees by Race at the Four Departments
With the Highest and Lowest Percentages of Hispanic Professionals
for Fiscal Years 1994, 1990, and 1984

Table III.1: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Highest Percentages of Hispanic Professionals, Fiscal Year 1994

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Air Force								
Career appointments	135	6.3	426	19.8	1,594	74.0	2,155	100
Career conversions	175	9.1	408	21.1	1,351	69.9	1,934	100
Excepted appointments	192	7.2	409	15.2	2,082	77.6	2,683	100
Excepted conversions	77	7.5	196	19.1	755	73.4	1,028	100
SES appointments	0	0.0	0	0.0	3	100.0	3	100
SES conversions	0	0.0	1	6.3	15	93.8	16	100
Subtotal	579	7.4%	1,440	18.4%	5,800	74.2%	7,819	
VA								
Career appointments	157	5.4	844	29.0	1,913	65.7	2,914	100
Career conversions	257	7.4	1,255	36.2	1,956	56.4	3,468	100
Excepted appointments	811	5.5	3,859	26.2	10,044	68.3	14,714	100
Excepted conversions	579	5.5	2,560	24.4	7,368	70.1	10,507	100
SES appointments	0	0.0	0	0.0	0	0.0	0	0
SES conversions	0	0.0	5	14.7	29	85.3	34	100
Subtotal	1,804	5.7%	8,523	26.9%	21,310	67.4%	31,637	
Transportation								
Career appointments	6	3.2	28	15.1	151	81.6	185	100
Career conversions	18	5.0	94	25.8	252	69.2	364	100
Excepted appointments	11	3.4	67	20.5	249	76.2	327	100
Excepted conversions	10	9.4	29	27.4	67	63.2	106	100
SES appointments	1	33.3	0	0.0	2	66.7	3	100
SES conversions	0	0.0	0	0.0	12	100.0	12	100
Subtotal	46	4.6%	218	21.9%	733	73.5%	997	
HUD								
Career appointments	1	5.9	6	35.3	10	58.8	17	100
Career conversions	3	16.7	10	55.6	5	27.8	18	100
Excepted appointments	7	8.2	37	43.5	41	48.2	85	100
Excepted conversions	7	13.7	12	23.5	32	62.8	51	100
SES appointments	0	0.0	0	0.0	2	100.0	2	100
SES conversions	0	0.0	2	50.0	2	50.0	4	100
Subtotal	18	10.2%	67	37.9%	92	52.0%	177	
Total	2,447	6.02%	10,248	25.22%	27,935	68.75%	40,630	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table III.2: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Lowest Percentages of Hispanic Professionals, Fiscal Year 1994

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
HHS								
Career appointments	212	9.8	583	27.1	1,360	63.1	2,155	100
Career conversions	44	3.9	606	54.2	469	41.9	1,119	100
Excepted appointments	36	4.0	604	67.4	256	28.6	896	100
Excepted conversions	13	2.7	323	68.1	138	29.1	474	100
SES appointments	0	0.0	2	16.7	10	83.3	12	100
SES conversions	2	8.0	4	16.0	19	76.0	25	100
Subtotal	307	6.6%	2,122	45.3%	2,252	48.1%	4,681	
Navy								
Career appointments	85	4.7	470	26.0	1,252	69.3	1,807	100
Career conversions	171	7.6	636	28.2	1,447	64.2	2,254	100
Excepted appointments	68	3.8	573	31.8	1,162	64.5	1,803	100
Excepted conversions	92	9.7	345	36.4	510	53.9	947	100
SES appointments	0	0.0	0	0.0	0	0.0	0	0
SES conversions	0	0.0	0	0.0	6	100.0	6	100
Subtotal	416	6.1%	2,024	29.7%	4,377	64.2%	6,817	
Interior								
Career appointments	9	1.9	35	7.2	443	91.0	487	100
Career conversions	31	2.4	239	18.6	1,018	79.0	1,288	100
Excepted appointments	15	2.2	312	45.9	353	51.9	680	100
Excepted conversions	12	1.9	227	35.8	395	62.3	634	100
SES appointments	0	0.0	1	50.0	1	50.0	2	100
SES conversions	0	0.0	2	10.5	17	89.5	19	100
Subtotal	67	2.2%	816	26.2%	2,227	71.6%	3,110	
Commerce								
Career appointments	30	3.2	195	20.7	718	76.1	943	100
Career conversions	13	2.8	96	20.3	364	77.0	473	100
Excepted appointments	23	5.7	80	20.0	298	74.3	401	100
Excepted conversions	25	5.3	81	17.1	368	77.6	474	100
SES appointments	0	0.0	0	0.0	6	100.0	6	100
SES conversions	0	0.0	3	27.3	8	72.7	11	100
Subtotal	91	3.9%	455	19.7%	1,762	76.3%	2,308	
Total	881	5.21%	5,417	32.02%	10,618	62.77%	16,916	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table III.3: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Highest Percentages of Hispanic Professionals, Fiscal Year 1990

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Air Force								
Career appointments	283	6.4	722	16.4	3,402	77.2	4,407	100
Career conversions	383	9.4	702	17.3	2,981	73.3	4,066	100
Excepted appointments	322	7.1	584	12.8	3,643	80.1	4,549	100
Excepted conversions	192	10.1	260	13.7	1,442	76.1	1,894	100
SES appointments	0	0.0	1	33.3	2	66.7	3	100
SES conversions	0	0.0	2	20.0	8	80.0	10	100
Subtotal	1,180	7.9%	2,271	15.2%	11,478	76.9%	14,929	
VA								
Career appointments	424	5.8	2,836	39.1	3,998	55.1	7,258	100
Career conversions	426	7.5	2,018	35.3	3,266	57.2	5,710	100
Excepted appointments	769	5.3	3,635	24.9	10,194	69.8	14,598	100
Excepted conversions	867	5.9	3,562	24.1	10,379	70.1	14,808	100
SES appointments	0	0.0	1	33.3	2	66.7	3	100
SES conversions	0	0.0	0	0.0	15	100.0	15	100
Subtotal	2,486	5.9%	12,052	28.4%	27,854	65.7%	42,392	
Transportation								
Career appointments	109	2.7	332	8.2	3,601	89.1	4,042	100
Career conversions	51	5.5	204	22.1	670	72.4	925	100
Excepted appointments	22	2.6	130	15.4	695	82.1	847	100
Excepted conversions	12	6.2	31	16.1	150	77.7	193	100
SES appointments	0	0.0	0	0.0	2	100.0	2	100
SES conversions	1	3.5	3	10.3	25	86.2	29	100
Subtotal	195	3.2%	700	11.6%	5,143	85.2%	6,038	
HUD								
Career appointments	24	6.8	115	32.7	213	60.5	352	100
Career conversions	20	5.9	128	37.7	192	56.5	340	100
Excepted appointments	14	8.6	39	24.1	109	67.3	162	100
Excepted conversions	5	6.4	17	21.8	56	71.8	78	100
SES appointments	0	0.0	0	0.0	2	100.0	2	100
SES conversions	0	0.0	1	12.5	7	87.5	8	100
Subtotal	63	6.7%	300	31.8%	579	61.5%	942	
Total	3,924	6.10%	15,323	23.83%	45,054	70.07%	64,301	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table III.4: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Lowest Percentages of Hispanic Professionals, Fiscal Year 1990

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
HHS								
Career appointments	350	5.7	2,246	36.8	3,509	57.5	6,105	100
Career conversions	88	4.9	722	40.2	986	54.9	1,796	100
Excepted appointments	34	3.3	623	60.4	375	36.3	1,032	100
Excepted conversions	15	3.1	335	68.5	139	28.4	489	100
SES appointments	0	0.0	2	20.0	8	80.0	10	100
SES conversions	0	0.0	8	17.0	39	83.0	47	100
Subtotal	487	5.1%	3,936	41.5%	5,056	53.3%	9,479	
Navy								
Career appointments	259	3.5	1,768	24.0	5,348	72.5	7,375	100
Career conversions	278	5.0	1,852	33.6	3,390	61.4	5,520	100
Excepted appointments	142	5.2	725	26.6	1,863	68.2	2,730	100
Excepted conversions	117	6.0	706	36.0	1,141	58.1	1,964	100
SES appointments	0	0.0	0	0.0	9	100.0	9	100
SES conversions	0	0.0	0	0.0	19	100.0	19	100
Subtotal	796	4.5%	5,051	28.7%	11,770	66.8%	17,617	
Interior								
Career appointments	78	4.6	207	12.1	1,428	83.4	1,713	100
Career conversions	92	5.0	349	18.8	1,413	76.2	1,854	100
Excepted appointments	50	5.5	436	47.8	427	46.8	913	100
Excepted conversions	27	4.9	283	51.1	244	44.0	554	100
SES appointments	0	0.0	1	25.0	3	75.0	4	100
SES conversions	0	0.0	6	35.3	11	64.7	17	100
Subtotal	247	4.9%	1,282	25.4%	3,526	69.8%	5,055	
Commerce								
Career appointments	39	2.0	619	31.3	1,317	66.7	1,975	100
Career conversions	20	2.4	244	29.7	557	67.8	821	100
Excepted appointments	10	2.6	71	18.4	305	79.0	386	100
Excepted conversions	28	3.9	88	12.2	607	84.0	723	100
SES appointments	0	0.0	1	20.0	4	80.0	5	100
SES conversions	0	0.0	1	3.6	27	96.4	28	100
Subtotal	97	2.5%	1,024	26.0%	2,817	71.5%	3,938	
Total	1,627	4.51%	11,293	31.29%	23,169	64.20%	36,089	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table III.5: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Highest Percentages of Hispanic Professionals, Fiscal Year 1984

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Air Force								
Career appointments	641	7.8	1,134	13.8	6,438	78.4	8,213	100
Career conversions	473	11.7	763	18.8	2,820	69.5	4,056	100
Excepted appointments	462	8.7	856	16.1	4,015	75.3	5,333	100
Excepted conversions	116	7.1	233	14.3	1,276	78.5	1,625	100
SES appointments	0	0.0	0	0.0	3	100.0	3	100
SES conversions	0	0.0	0	0.0	16	100.0	16	100
Subtotal	1,692	8.8%	2,986	15.5%	14,568	75.7%	19,246	
VA								
Career appointments	312	3.2	3,775	38.3	5,761	58.5	9,848	100
Career conversions	285	5.2	1,905	34.5	3,335	60.4	5,525	100
Excepted appointments	688	4.2	5,176	31.6	10,541	64.3	16,405	100
Excepted conversions	288	3.3	2,759	31.4	5,740	65.3	8,787	100
SES appointments	0	0.0	0	0.0	0	0.0	0	0
SES conversions	0	0.0	1	6.7	14	93.3	15	100
Subtotal	1,573	3.9%	13,616	33.6%	25,391	62.6%	40,580	
Transportation								
Career appointments	130	4.8	233	8.5	2,370	86.7	2,733	100
Career conversions	47	7.5	134	21.4	445	71.1	626	100
Excepted appointments	77	15.7	157	32.0	256	52.2	490	100
Excepted conversions	7	7.8	15	16.7	68	75.6	90	100
SES appointments	0	0.0	0	0.0	1	100.0	1	100
SES conversions	0	0.0	0	0.0	8	100.0	8	100
Subtotal	261	6.6%	539	13.7%	3,148	79.7%	3,948	
HUD								
Career appointments	14	5.2	76	28.3	179	66.5	269	100
Career conversions	16	11.9	49	36.6	69	51.5	134	100
Excepted appointments	7	7.1	17	17.2	75	75.8	99	100
Excepted conversions	1	4.6	5	22.7	16	72.7	22	100
SES appointments	0	0.0	0	0.0	0	0.0	0	0
SES conversions	0	0.0	0	0.0	7	100.0	7	100
Subtotal	38	7.2%	147	27.7%	346	65.2%	531	
Total	3,564	5.54%	17,288	26.88%	43,453	67.57%	64,305	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table III.6: Appointments and Conversions of Hispanic, Other Minority, and White Employees at the Four Departments With the Lowest Percentages of Hispanic Professionals, Fiscal Year 1984

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
	HHS							
Career appointments	126	5.1	730	29.8	1,594	65.1	2,450	100
Career conversions	134	8.6	563	36.0	869	55.5	1,566	100
Excepted appointments	88	5.7	979	63.6	472	30.7	1,539	100
Excepted conversions	22	4.6	329	69.4	123	26.0	474	100
SES appointments	0	0.0	0	0.0	3	100.0	3	100
SES conversions	0	0.0	7	18.0	32	82.1	39	100
Subtotal	370	6.1%	2,608	43.0%	3,093	50.9%	6,071	
Navy								
Career appointments	295	2.7	2,182	20.1	8,379	77.2	10,856	100
Career conversions	236	3.7	1,543	24.2	4,597	72.1	6,376	100
Excepted appointments	153	3.4	1,068	23.4	3,341	73.2	4,562	100
Excepted conversions	112	4.1	761	27.8	1,868	68.2	2,741	100
SES appointments	0	0.0	0	0.0	0	0.0	0	0
SES conversions	0	0.0	0	0.0	15	100.0	15	100
Subtotal	796	3.2%	5,554	22.6%	18,200	74.1%	24,550	
Interior								
Career appointments	57	3.5	178	10.8	1,418	85.8	1,653	100
Career conversions	86	6.6	195	14.9	1,024	78.5	1,305	100
Excepted appointments	39	4.0	442	45.2	498	50.9	979	100
Excepted conversions	6	1.1	325	58.6	224	40.4	555	100
SES appointments	0	0.0	0	0.0	2	100.0	2	100
SES conversions	0	0.0	1	5.9	16	94.1	17	100
Subtotal	188	4.2%	1,141	25.3%	3,182	70.5%	4,511	
Commerce								
Career appointments	26	2.7	183	19.0	754	78.3	963	100
Career conversions	18	3.2	156	27.6	392	69.3	566	100
Excepted appointments	22	2.4	121	13.0	791	84.7	934	100
Excepted conversions	7	4.5	26	16.7	123	78.9	156	100
SES appointments	0	0.0	0	0.0	7	100.0	7	100
SES conversions	0	0.0	1	6.7	14	93.3	15	100
Subtotal	73	2.8%	487	18.4%	2,081	78.8%	2,641	
Total	1,427	3.78%	9,790	25.92%	26,556	70.30%	37,773	

Note 1: Appointments include all career and career-conditional appointments.

Note 2: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Employee Promotions by Race at Eight Departments for
Fiscal Years 1994, 1990, and 1984

Table IV.1: Permanent Promotions of Hispanic, Other Minority, and White Employees at Eight Departments, Fiscal Years 1994, 1990, and 1984

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
	<i>With highest percent of Hispanic professionals</i>							
Air Force								
FY 1994	1,507	8.9	2,302	13.6	13,066	77.4	16,875	100
FY 1990	2,435	7.4	4,749	14.5	25,562	78.1	32,746	100
FY 1984	3,542	9.7	4,268	11.7	28,547	78.5	36,357	100
VA								
FY 1994	2,225	6.4	9,418	26.9	23,312	66.7	34,955	100
FY 1990	2,079	5.5	10,626	28.1	25,174	66.5	37,879	100
FY 1984	1,697	4.0	11,174	26.6	29,098	69.3	41,969	100
Transportation								
FY 1994	627	5.9	2,091	19.8	7,861	74.3	10,579	100
FY 1990	667	3.9	2,430	14.0	14,205	82.1	17,302	100
FY 1984	414	3.8	1,289	11.7	9,323	84.6	11,026	100
HUD								
FY 1994	127	6.9	760	41.4	947	51.6	1,834	100
FY 1990	172	6.3	1,041	37.9	1,535	55.9	2,748	100
FY 1984	87	6.4	416	30.6	856	63.0	1,359	100
<i>With lowest percent of Hispanic professionals</i>								
HHS								
FY 1994	1,348	7.6	6,081	34.3	10,282	58.1	17,711	100
FY 1990	1,118	5.7	6,691	34.2	11,745	60.1	19,554	100
FY 1984	1,270	5.9	6,858	31.8	13,467	62.4	21,595	100
Navy								
FY 1994	1,086	5.0	5,591	25.7	15,041	69.3	21,718	100
FY 1990	1,770	3.7	10,794	22.8	34,808	73.5	47,372	100
FY 1984	1,866	3.0	12,797	20.3	48,504	76.8	63,167	100
Interior								
FY 1994	531	5.0	2,023	18.9	8,176	76.2	10,730	100
FY 1990	514	4.9	1,940	18.5	8,008	76.5	10,462	100
FY 1984	476	5.0	1,487	15.5	7,628	79.5	9,591	100
Commerce								
FY 1994	183	2.8	1,735	26.9	4,540	70.3	6,458	100
FY 1990	166	2.6	1,766	28.0	4,372	69.4	6,304	100
FY 1984	152	2.9	1,091	20.7	4,020	76.4	5,263	100

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Table IV.2: Temporary Promotions of Hispanic, Other Minority, and White Employees at Eight Departments, Fiscal Years 1994, 1990, and 1984

	Hispanic employees		Other minority employees		White employees		Total employees	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
	<i>With highest percent of Hispanic professionals</i>							
Air Force								
FY 1994	527	9.2	725	12.7	4,458	78.1	5,710	100
FY 1990	165	5.7	379	13.0	2,368	81.3	2,912	100
FY 1984	423	8.9	423	12.9	3,744	78.3	4,590	100
VA								
FY 1994	144	5.9	879	35.7	1,440	58.5	2,463	100
FY 1990	107	5.2	641	31.3	1,302	63.5	2,050	100
FY 1984	86	4.6	557	29.6	1,238	65.8	1,881	100
Transportation								
FY 1994	236	5.8	661	16.3	3,159	77.9	4,056	100
FY 1990	147	3.6	476	11.6	3,469	84.8	4,092	100
FY 1984	57	2.9	212	10.8	1,702	86.4	1,971	100
HUD								
FY 1994	19	5.4	141	39.6	195	54.9	355	100
FY 1990	17	5.3	122	37.9	183	56.8	322	100
FY 1984	12	4.6	90	34.5	159	60.9	261	100
<i>With lowest percent of Hispanic professionals</i>								
HHS								
FY 1994	78	4.5	629	36.4	1,020	59.1	1,727	100
FY 1990	183	6.4	878	30.9	1,781	62.7	2,842	100
FY 1984	197	7.6	695	26.8	1,700	65.6	2,592	100
Navy								
FY 1994	325	4.2	1,917	24.6	5,547	71.2	7,789	100
FY 1990	582	5.3	2,764	25.3	7,569	69.3	10,915	100
FY 1984	694	5.3	2,676	20.4	9,751	74.3	13,121	100
Interior								
FY 1994	112	5.0	407	18.1	1,730	76.9	2,249	100
FY 1990	72	4.5	265	16.7	1,254	78.8	1,591	100
FY 1984	47	3.9	242	19.9	928	76.3	1,217	100
Commerce								
FY 1994	9	1.2	120	16	619	82.8	748	100
FY 1990	23	1.9	251	20.4	957	77.7	1,231	100
FY 1984	11	1.9	122	21.4	435	76.6	568	100

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

Performance Appraisals Received by Hispanic, other Minority, and White
Employees at Eight Departments, Fiscal Year 1994

	Outstanding		Exceeds fully successful		Fully successful		Minimally satisfactory		Unsatisfactory		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<i>With highest percent of Hispanic professionals</i>												
Air Force												
Hispanic	5,623	34.2	6,838	41.5	3,978	24.2	15	0.1	11	0.1	16,465	100
Other minority	8,488	34.1	9,900	39.8	6,421	25.8	24	0.1	56	0.2	24,889	100
White	57,491	41.6	55,205	40.0	25,224	18.3	67	0.1	127	0.1	138,114	100
Total	71,602	39.90%	71,943	40.09%	35,623	19.85%	106	0.06%	194	0.11%	179,468	
VA												
Hispanic	2,452	20.2	3,754	30.9	5,920	48.7	19	0.2	5	0.0	12,150	100
Other minority	11,637	17.8	18,824	28.9	34,610	53.0	126	0.2	53	0.1	65,250	100
White	36,400	25.0	46,177	31.7	62,897	43.2	230	0.2	55	0.0	145,759	100
Total	50,489	22.62%	68,755	30.81%	103,427	46.35%	375	0.17%	113	0.05%	223,159	
Transportation												
Hispanic	490	17.5	892	31.9	1,402	50.2	8	0.3	2	0.1	2,794	100
Other minority	1,443	14.7	3,303	33.5	5,038	51.2	52	0.5	11	0.1	9,847	100
White	13,458	26.1	15,406	29.9	22,539	43.7	84	0.2	42	0.1	51,529	100
Total	15,391	23.98%	19,601	30.55%	28,979	45.16%	144	0.22%	55	0.09%	64,170	
HUD												
Hispanic	316	39.2	306	37.9	181	22.4	2	0.3	2	0.3	807	100
Other minority	1,740	39.5	1,613	36.6	1,028	23.3	16	0.4	14	0.3	4,411	100
White	3,326	45.2	2,828	38.4	1,199	16.3	6	0.1	6	0.1	7,365	100
Total	5,382	42.77%	4,747	37.73%	2,408	19.14%	24	0.19%	22	0.17%	12,583	
<i>With lowest percent of Hispanic professionals</i>												
HHS												
Hispanic	1,191	20.9	2,738	48.0	1,741	30.5	26	0.5	4	0.1	5,700	100
Other minority	9,717	25.7	17,487	46.2	10,250	27.1	296	0.8	88	0.2	37,838	100
White	24,575	36.3	30,746	45.4	12,155	17.9	249	0.4	47	0.1	67,772	100
Total	35,483	31.88%	50,971	45.79%	24,146	21.69%	571	0.51%	139	0.12%	111,310	
Navy												
Hispanic	3,888	39.7	4,298	43.9	1,570	16.0	36	0.4	4	0.0	9,796	100
Other minority	21,755	37.9	26,555	46.3	8,754	15.3	264	0.5	33	0.1	57,361	100
White	74,758	42.5	82,898	47.1	17,923	10.2	379	0.2	42	0.0	176,000	100
Total	100,401	41.29%	113,751	46.78%	28,247	11.62%	679	0.28%	79	0.03%	243,157	
Interior												
Hispanic	504	19.2	1,368	52.0	746	28.4	6	0.2	6	0.2	2,630	100
Other minority	2,812	19.1	7,165	48.7	4,627	31.5	78	0.5	19	0.1	14,701	100
White	11,164	24.0	24,237	52.0	11,074	23.8	100	0.2	45	0.1	46,620	100
Total	14,480	22.64%	32,770	51.24%	16,447	25.72%	184	0.29%	70	0.11%	63,951	
Commerce												
Hispanic	204	23.7	346	40.2	301	35.0	7	0.8	2	0.2	860	100
Other minority	2,030	27.8	2,902	39.8	2,278	31.2	71	1.0	15	0.2	7,296	100
White	7,377	28.7	10,293	40.1	7,869	30.6	127	0.5	19	0.1	25,685	100
Total	9,611	28.40%	13,541	40.01%	10,448	30.87%	205	0.61%	36	0.11%	33,841	

Note: Percents may not total 100 due to rounding.

Source: OPM's Central Personnel Data File.

(966671)

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