

MANPOWER PLANNING PAPER # 10

FTEPP Personnel Situation
As of the
End of FY 1971

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Section I

Summary

During FY 1971 AID reduced its total FTEPP force by 1009 - 426 U.S. nationals and 583 foreign nationals.

Despite the reduction, the distribution of the Agency's work-force was not very different from what it had been a year before.

Viet-Nam has shown a substantial reduction, the missions outside of Viet-Nam have come down a lesser amount while AID/W has remained essentially static. Some movement of Foreign Service personnel into Washington is evident.

Grade and occupational distributions have changed only slightly. Hiring patterns suggest that AID is concerned with maintaining its journeymen level professional talents, clerical talents and depending on promotions from within to fill its higher level administrative jobs. A problem may be developing in the FSR area in that the numbers of employees in the three lowest classes are lower than they have been for several years.

Female and minority employment shows little change although AID may be opening itself to criticism with regard to the employment of women. While AID's performance in the number of female GS employees shows improvement it is less favorable with regard to their grades.

Perhaps the best way to sum up the past fiscal year is to say that, with few exceptions, AID is much as it was a year ago but slightly smaller. The freeze on hiring came too late in the year to show any appreciable effect on the composition of the work force.

Section II

Overview

A. On-Board Total FTEPP Force

As of the end of June 1971, AID had 13,477 U.S. and foreign national employees on its rolls -- 1,009 below its June 1970 on board count and 2,392 above the June 1972 ceiling of 11,085 assigned by OMB. Enclosure 1 compares June 1970 and June 1971 in further detail.

To achieve the OMB ceiling would require a reduction in the FTEPP force of 17.75%, equivalent to a net reduction of 199 employees (U.S. and foreign nationals combined) per month between the end of June 1971 and the end of June 1972.

B. On Board - U.S. Nationals

At the end of June 1971 the U.S. national FTEPP force stood at 6,513 -- four hundred and fifty one less than the foreign national force. Somewhat less than half of the U.S. national force 46.68% (3,040 of 6,513) was in AID/W. The remaining 53.32% were split with 33.79% of the U.S. national force in non-Viet Nam missions and 19.53% in Viet Nam. The overseas U.S. national force outside of Viet Nam is roughly one and three quarter times as large as that in Viet Nam.

Between the end of June 1970 and the end of June 1971 the U.S. national FTEPP force fell 6.14% from 6,939 to 6,513, a drop of 426 employees. AID/W has fallen only slightly: by 36 from 3,076 to 3,040, a decrease of 1.17%. Viet Nam has dropped by 16.59% from 1,525 to 1,272 -- a net reduction of 253. The remainder of the overseas force dropped by 5.85% from 2,338 to 2,201, a decrease of 137 employees. Each of the four non-Viet Nam bureaus showed a reduction, ranging from 1.60% in East Asia to 16.94% in NESAs. The non-regional offices showed an increase of 23.45%, growing from 145 to 179 -- a gain of 34 employees.

Enclosure 2 has been prepared to show the distribution of U.S. national employees in the three principal categories employed by AID; GS/AD, FSR, and FSS. (The discrepancy between the on board counts in enclosures 1 and 2 omits the relatively few employees holding presidential appointments, chiefs of missions, and wage board positions.)

Almost exactly two thirds of the employees in these three categories occupy foreign service positions: 56.78% hold Foreign Service Reserve appointments and 9.00% hold Foreign Service Staff appointments. The remaining third occupy GS/AD positions.

Of the total Foreign Service force 81.35% (3,459 out of 4,252) is overseas. More specifically, 81.23% (2,981 out of 3,670) of the FSR force is overseas, and 82.13% (478 out of 582) of the FSS force is overseas.

All things considered, FY 71 has, except for the reduction in Viet Nam, demonstrated few changes. The AID/W work force has remained virtually stable, the mix among FSR, FSS and GS/AD employees is almost exactly what it was at the beginning of the year. The proportion of the U.S. national force in AID/W has increased by 2 percentage points over the beginning of the year, as has the proportion of Foreign Service employees in Washington.

C. On-Board - Foreign Nationals

At the end of June 1971, as shown in Enclosure 1, the foreign national FTEPP force stood at 6,964. Of the total force 73.81% (5,140) were at missions outside of Viet Nam; the remaining 26.19% (1,824) in Viet Nam.

Since the end of June 1971, the foreign national force has fallen by 7.72% from 7,547 to 6,964 - a loss of 583. Proportionately, the reduction in Viet Nam was substantially greater than the total of the non-Viet Nam missions. Viet Nam's foreign national force fell by 11.50% from 2,061 to 1,824 -- a reduction of 237 employees. In the missions outside of Viet Nam the foreign national force fell by 6.33% from 5,468 to 5,140 -- a reduction of 346.

Section III

Separations and Accessions
During FY 1971

A. U.S. Nationals Accessions and Separations

Enclosure 3 has been prepared to summarize AID's accession and separation experience during FY 1971.

Separations of U.S. national FTEPP employees, in AID's three principal categories totalled 1,225 (102 per month) between June 1970 to June 1971. Accessions totalled 664 (55 per month) during the year for a net difference of 561 (47 per month). This net loss exceeds the actual reduction in the U.S. national force by roughly 140. The discrepancy is accounted for by transfers from non-FTEPP to FTEPP status and by various adjustments resulting from corrections to the data base during the implementation of RAMPS.

Separation rates are highest for GS/AD employees, somewhat lower for FSS employees and lowest for FSR employees. Accession rates do not follow the same pattern: they are highest for GS/AD employees, slightly lower for FSR employees and lowest for FSS employees. On balance, net losses among GS/AD and FSS employees were roughly the same: roughly 11%. Net losses among FSR employees were at slightly more than half that rate: 6%.

Enclosure 4, following the same grade groupings as Enclosure 3 shows AID's replacement rates during FY 1971. A similar pattern is evident in all three wage schedules. Employees in the highest grades-classes are replaced by outside hires at the lowest rates. Positions at journeymen levels, at sub-professional levels, and clerical levels continued to be filled at considerably higher rates.

In total, AID hired one new U.S. national employee for each two it lost. Its rate of FSR replacement was somewhat higher, almost exactly one for two in the GS/AD area, and lowest among FSS employees.

B. Foreign National Separations and Accessions

Separations of foreign nationals, see Enclosure 1, during F.Y. 71 totalled 1,273 (106 per month) and were offset by 690 accessions (57 per month) yielding a net reduction of 583 employees (49 per month).

Of the 583 net employees lost, 346 were from the non-Viet Nam missions and 237 from Viet Nam. Experience during these 12 months shows that AID has replaced 54.20% of the foreign nationals which have separated. Non-Viet Nam missions replaced 62.76%, hiring 583 foreign nationals against 929 separations. Viet Nam replaced 31.10% hiring 107 to replace 344.

In terms of percentages, the total foreign national force fell 7.72%; the force in the missions outside of Viet Nam fell 6.31%, in Viet Nam 11.50%.

Section IV

A. Composition of AID's U.S. National FTEPP Force by Wage Schedule Classes and Grades

The comparison between the numbers of employees in the three principal categories given in Enclosure 2 shows a striking similarity between June 1970 and June 1971. At both ends of the fiscal year GS/AD employees constituted roughly 34% of the work force, FSR employees 57% and FSS employees 9%. The greatest variation in these percentages was among FSS employees -- a shade over half of one percent. The distribution between FSR and FSS employees overseas remained virtually unchanged. The proportion of FSR employees in AID/W increased by 2.3 percentage points while the proportion of GS/AD employees fell approximately the same amount. This reflects a net movement during the year of 164 employees (14 per month) from overseas to AID/W. (During F.Y. 71 the proportion of AID's total U.S. national, FTEPP work force in AID/W rose from 44.15% to 46.49%.)

An examination of the distribution of AID's employees by grades or classes shows less consistency. Enclosure 5 compares the numbers of FTEPP employees in the various grade groupings between June 1970 and June 1971. Among GS/AD employees the percentage in each group between the two dates varies slightly -- by less than one and one half per cent. What change there has been is in the direction of reducing the percentage of employees in the higher grades. At the end of June 1970, 39.05% of the GS/AD force was in grade 12 and higher; at the end of June 1971 the percentage had fallen to 37.25% -- a drop of 1.80%.

FSS employees in the six highest classes have increased roughly 9 per cent with a corresponding decrease in the percentage of employees in the four lowest classes.

A similar situation holds among FSR employees. The percentage in classes 1, 2, and 3 has increased by 3.48 percentage points from 44.07% to 47.55%.

While the total FSR force has decreased 6.07% from 3,907 to 3,670, a drop of 237, the number of employees in the three highest classes has increased by 23. The number of employees in classes 4 and 5 has dropped 10.07% from 1,606 to 1,445, a decrease of 161; and the number of employees in classes 6 - 8 has dropped 17.10 per cent from 579 to 480, a decrease of 99. The following table summarizes the above discussion.

	On Board <u>6/70</u>	On Board <u>6/71</u>	Decrease/ <u>Increase</u>	% <u>Decrease/ Increase</u>
<u>FSR</u>				
1 - 3	1722	1745	+ 23	+ 1.34%
4 - 5	1606	1445	-161	-10.07%
6 - 8	<u>579</u>	<u>480</u>	<u>- 99</u>	<u>-17.10%</u>
Total	3907	3670	-237	- 6.07%

The percentages will move still further in the direction of the higher classes as the remainder of the promotions recommended by this year's panels are made. The following table adjusts the end of June data (shown in Enclosure 5) by the numbers of promotions still to be effected.

	On Board After <u>Promotions</u>	<u>Percent</u>
<u>FSR</u>		
1 - 3	1771	48.26%
4 - 5	1478	40.27
6 - 8	<u>421</u>	<u>11.47</u>
Total	3670	100.00%

Although these percentages will change as the year progresses, it appears that AID would do well to re-examine its requirements for FSRs in the three lowest classes. The number and percentage of employees in classes 6 - 8 are lower than they have been at any time since December 1964.

Section V

Composition of FTEPP Force by Occupation

Enclosure 6 has been prepared to summarize, in terms of broad occupational categories, the changes in the composition of A.I.D.'s work-force between June 1970 and 1971. In the main it is organized in terms of the first 2 digits of the occupation code although exceptions have been made to show certain occupations separately. (Enclosure 7 contains the same data to the 4 digit level of the occupation code.)

The 6.14% reduction in the U.S. national FTEPP work force during FY 1971 did not result from a generally uniform reduction in all occupational categories. Of the 35 occupations and occupational groups listed in Enclosure 6, 12 showed increases, 21 decreases, and 2 no change.

Most of the increases were numerically small and against occupations with few members. The four largest numerical increases against occupations with substantial numbers of employees were:

	<u>Increase</u>	<u>% Increase</u>
Education	86	55.84%
Acctg. and Budget	45	8.52%
Program Analysis	32	9.58%
Economists	18	11.61%

Nine occupations (ignoring one very small group) were reduced by more than 10%. These were:

	<u>Decrease</u>	<u>% Decrease</u>
General Admin. and Cler. (301 series)	259	28.59%
Supply	58	22.58%
Personnel	38	11.88%
International Relations and Cooperation Officers, Relief and Rehab, Advisors, etc.	34	13.93%

	<u>Decrease</u>	<u>% Decrease</u>
Engineering	28	10.14%
Health and Medical	26	15.75%
Office Services Mgt. and Supervision	24	15.58%
Transportation	15	18.52%
Equipment Specialists and Other Mechanical Occupations	13	17.81%

The Clerk Steno/Secretary/Clerk-typist portion of the workforce remained essentially stable falling by 55 from 999 to 942, a drop of 5.51%. Almost all of this reduction was in the secretarial field.

- Enclosure 8 containing the same occupational break-out as Enclosure 6 shows the distribution by occupations between overseas and AID/W as of June 1971.

Section VI

Composition of AID Foreign Service Force by Type of Appointment
(Limited vs Unlimited)

Fiscal Year 1971 saw substantial increases in the percentages of Foreign Service Reserve and Foreign Service Staff employees with Unlimited appointments. At the end of June 1970, 59.16% of the FSR force held Limited appointments; by the end of June 1971 the percentage had fallen to 45.18% -- a drop of 13.48 percentage points. FSS Limited appointments fell during the same period from 54.92% to 39.97% -- a drop of 14.95 percentage points.

The reduction in the proportions of Limited Appointments applied to all grade groups in the Foreign Service. The smallest reductions were among FSR 6-8 and FSS 1-6 -- slightly over 5 percentage points in both instances. FSRs 1-3 were next with a reduction of approximately 11 percentage points. FSR 4-5 and FSS 7-10 showed the largest reduction -- both being near to 16 percentage points. Enclosure 9 shows the comparison between the two dates.

Section VII

Minority Employment

Enclosure 10 compares the status of minority employment at the end of May 1970, and May 1971. As with other reports prepared for the Civil Service Commission, this one deals with full-time employees. The May report, unlike that prepared at the end of each November, gives only a broad overview.

In these sketchy terms, AID's performance with regard to minority employment is favorable to the Agency. Seventeen per cent of AID's employees belonged to minority groups at the end of May 1971 as compared to sixteen per cent at the end of May 1970. The increase was attributable entirely to an increase in minority employment in the GS ranks. GS minority employment rose from 33% to 35%. Other wage schedules showed no appreciable change in percentages of minority employment.

Another way of describing the changes in AID's minority situation is that while the Agency's total full-time employment went down by 4% during May 1970 through May 1971, its employment of minority personnel went up 2%.

Section VIII

Female Employment

Enclosure 11 shows the number of women on board at the end of June 1971 and compares their distribution by grade in each wage schedule against the number of men. The data in this enclosure, following a format prescribed by the Civil Service Commission, does not break out FTEPP employees separately; it includes full-time and part-time employees.

The comparisons in Enclosure 11 were made in two ways:

- a. The percentages of men and women in each grade, and
- b. The number of women in each grade expressed as a percentage of the total female work force (in each wage schedule) and the number of men in each grade expressed as a percentage of the total male work force (in each wage schedule).

Of the 6,966 U.S. nationals on the rolls as of the end of June, 2,322 -- exactly one third -- were women. The percentage of positions filled by women varied widely from one wage schedule to another, as shown below.

Of GS employees	62% were female
Of AD employees	16% were female
Of FSR employees	5% were female
of FSS employees	92% were female

The figures repeat what is already known: that women are concentrated in the lower grades (e.g. 88.4% of the women in GS positions are in grade 11 or lower vs. 38.4% of the men); that there are a few female Foreign Service Officers, and that Foreign Service Staff positions are almost a female monopoly.

Enclosure 12, developed on a different base, compares the distribution of full-time female employees by grade, or class, between October 1970 and June 1971. In the main it shows little progress in the situation of female employees.

- a. Among GS employees their situation appears to have worsened. While the number of women on board increased between October 1970 and June 1971 the number of women and the proportion of women in jobs above GS-6 has fallen. In October, 731 (52.5%) of the women occupied positions above GS-6; in June 709 (48.8%) of the women occupied positions above GS-6. The number of women in GS-6 or lower jobs rose from 661 to 745 (47.5% to 51.2%) during the same eight month period. In brief, all of the increase -- and more -- in female employment was at the GS 1-6 level.

- b. Some progress has been made in the distribution of female employees among FSR classes. Twenty-four per cent of the women holding FSR appointments were in classes FSR 1-3 at the end of June 1970 compared with 19.6% at the end of October. The numbers and percentages of females in the lower classes have both fallen reflecting a reduction in the total number of female FSRs.

Section IX

Miscellaneous

Enclosures 13, 14 and 15 have been prepared for general information purposes.

A. Salary and Grade Trends

Enclosure 13 based on an annual report prepared for the Civil Service Commission shows the distribution of full-time employees in the different pay schedules, salaries and average grade compared as of the end of June 1969, 1970 and 1971. An examination of the data shows:

- a. Total base salaries (excluding allowances and differentials of AID's full-time employees rose 13% from \$108 million to \$122 million per annum during the two years between June 1969 and June 1971. The average employee's annual salary rose 25% during the same period from 14.5 thousand per year to 18.1 thousand.
- b. The average FSR salary rose 29% from \$17.1 to \$22.0 thousand, the average GS salary 17% from \$11.5 to \$13.5 thousand, and the average FSS salary 32.5% from \$8.0 thousand to \$10.6.
- c. FSR salaries in AID/W exceeds those overseas by approximately \$3.4 thousand per annum. In 1969 the difference was nearly \$4.6 thousand.
- d. FSS salaries in AID/W average approximately \$800 more per year than overseas. As with the FSR the the difference has grown narrower since 1969.
- e. The average grade of GS employees has fallen from 9.04 in June 1969 to 8.67 at the end of June 1971. FSR and FSS grades have moved in the opposite direction during the same time. The average FSR class in June 1969 was 4.01 and 3.76 at the end of June 1971; the average FSS class moved from 7.21 to 6.53.

Enclosure 14 shows the distribution of FTEPP employees by wage schedules and groupings of grades in AID/W and overseas at the end of June 1971. Enclosure 14 shows the distribution of FTEPP employees by AID/W offices.

Section X

Projections for FY 1972

A review of AID's accession and separation experience indicates that the OMB goal of 11,085 FTEPP employees by the end of FY 1972 is unattainable without resort to drastic measures. Estimates prepared at the end of March showed that AID's FTEPP strength would, even with the current freeze on hiring, not be likely to fall below 11,894 by the end of June 1972: 809 above OMB's ceiling. More recent experience indicated that an upward revision of the June 1972 on board estimates would be in order.

A/MP, as a result of its recent manpower reviews in the A/AA area, and on the basis of quick estimates of non-A/AA requirements in AID/W and Overseas arrived at a figure of 12,800 FTEPP employees as AID's manpower requirements at the end of FY 1972, prepared a memo to OMB requesting this much relief.

A/PM's proposals squared quite well with some hastily prepared estimates. Since then these estimates have been refined and are appended hereto as Enclosure 14. These estimates are basically conservative and are susceptible to probably more unforeseeable influences than any we have prepared heretofore. If the hiring situation in other government agencies, for example, loosens up, AID will undoubtedly begin losing employees at a faster rate. Similarly, if the cost of living continues climbing added incentives will be offered for employees to retire. Retirements included in these estimates assume a "normal" year with one cost of living increase in annuities. FY 1972 may have more than one such increase.

Interestingly, estimates prepared on two entirely different bases came up with basically the same results. It could be a fortunate coincidence or it may imply that a closer look is needed at our manpower requirements to carry on the Agency's programs. The estimates in Enclosure 14 reflect a more or less "business-as-usual" situation. That program requirements match our historic trends might imply that these same accidental trends may identify the requirements of our programs.

COMPARISON OF ON BOARD
June 1970 & June 1971

	On Board <u>June 1970</u>	On Board <u>June 1971</u>	Net Loss(-) Gain(+)	% Loss/ Gain
<u>U.S. Natls.</u>				
AID/W	3076	3040	- 36	- 1.17%
O/S				
AFR	477	423	- 54	-11.32%
EA	687	676	- 11	- 1.60
LA	604	570	- 34	- 5.63
NESA	425	353	- 72	-16.94
Non-Reg.	<u>145</u>	<u>179</u>	<u>+ 34</u>	<u>+23.45</u>
Sub-Total				
Non-VN	2338	2201	-137	- 5.85%
VN	1525	1272	-253	-16.59%
Total O/S	3863	3473	-390	-10.10%
Total U.S. Natls.	6939	6513	-426	- 6.14%
<u>Foreign Natls.</u>				
AFR	771	676	- 95	-12.32%
EA	1753	1723	- 30	-01.71%
LA	1283	1188	- 95	-07.40
NESA	1438	1303	-135	-09.39
Non-Reg.	<u>241</u>	<u>250</u>	<u>+ 9</u>	<u>+03.73</u>
Sub Total				
Non-VN	5486	5140	-346	- 6.33%
VN	<u>2061</u>	<u>1824</u>	<u>-237</u>	<u>-11.50%</u>
Total Foreign Natls.	7547	6964	-583	- 7.72%
TOTAL AID	14486	13477	-1009	- 6.97%

DISTRIBUTION OF FTEPP U.S. NATIONAL EMPLOYEES
BETWEEN USAID AND AID/W

June, 1970

	<u>TOTAL</u> <u>ON</u> <u>BOARD</u>	<u>%</u>		<u>USAID</u>	<u>%</u>		<u>AID/W</u>	<u>%</u>
GS/AD	2320	33.69%		-	-		2320	76.32%
FSR	3907	56.74		3281	85.31%		626	20.59
FSS	<u>659</u>	<u>9.57</u>		<u>565</u>	<u>14.69</u>		<u>94</u>	<u>3.09</u>
Total	6886	100.00%		3846	100.00%		3040	100.00%

June, 1971

GS/AD	2212	34.22%		-	-		2212	73.61%
FSR	3670	56.78		2981	86.18%		689	22.93
FSS	<u>582</u>	<u>9.00</u>		<u>478</u>	<u>13.82</u>		<u>104</u>	<u>3.46</u>
Total	6464	100.00%		3459	100.00%		3005	100.00%

DISTRIBUTION BETWEEN AID/W AND OVERSEAS

	<u>USAID</u>	<u>AID/W</u>	<u>TOTAL</u>
June, 1970	3846	3040	6886
%	55.85%	44.15%	100.00%
June, 1971	3459	3005	6464
%	53.51%	46.49%	100.00%

Accession and Separation Experience
 U.S. National FTEPP Employees
 June , 1970 - June, 1971

<u>GS/AD</u>	<u>On Board 6/30/70</u>	<u>Separations</u>	<u>Percent*</u>	<u>Accessions</u>	<u>Percent*</u>	<u>Net Loss</u>	<u>Percent*</u>
15-18	314	65	20.70%	23	7.32%	-42	-13.38%
12-14	592	139	23.48	81	13.68	-58	-9.80
7-11	747	117	15.66	54	7.23	-63	-8.43
1-6	<u>667</u>	<u>180</u>	26.93	<u>88</u>	13.19	<u>-92</u>	-13.70
Total GS/AD	2320	501	21.59%	246	10.60%	-255	-10.99%
<u>FSR</u>							
1-3	1722	245	14.23%	107	6.21%	-138	-8.01%
4-5	1606	224	13.95	160	9.96	-64	-3.99
6-8	<u>579</u>	<u>137</u>	23.66	<u>104</u>	17.96	<u>-33</u>	-5.70
Total FSR	3907	606	15.51%	371	9.50%	-235	-6.01%
<u>FSS</u>							
1-6	241	26	10.79%	6	2.49%	-20	-8.31%
7-10	<u>418</u>	<u>92</u>	22.01	<u>41</u>	9.81	<u>-51</u>	-12.20
Total FSS	659	118	17.81%	47	7.13%	-71	-10.77%
Grand Total	6886	1225	17.79%	664	9.64%	-561	-8.15%

*Percentages in this table calculated on the on board count of June, 1970.

Replacement Rate of AID Employees
F.Y. 1971

<u>GS/AD</u>	<u>Separations</u>	<u>Accessions</u>	<u>% Replaced</u>
15-18	65	23	35.38%
12-14	139	81	58.27
7-11	117	54	46.15
1-6	<u>180</u>	<u>88</u>	48.89
Total GS/AD	501	246	49.10%
<u>FSR</u>			
1-3	245	107	43.67
4-5	224	160	71.43
6-8	<u>137</u>	<u>104</u>	75.91
Total FSR	606	371	61.22%
<u>FSS</u>			
1-6	26	6	23.08
6-7	<u>92</u>	<u>41</u>	44.57
Total FSS	118	47	39.83%
Grand Total	1225	664	54.20%

COMPARISON OF WORK FORCE
DISTRIBUTION BY GRADE GROUPS

	<u>June 1970</u>	<u>%</u>	<u>June 1971</u>	<u>%</u>
GS/AD				
15-18	314	13.53%	285	12.88%
12-14	592	25.52	539	24.37
07-11	747	32.20	720	32.55
01-06	<u>667</u>	<u>28.75</u>	<u>668</u>	<u>30.20</u>
Total GS/AD	2320	100.00%	2212	100.00%
FSR				
01-03	1722	44.07%	1745	47.55%
04-05	1606	41.11	1445	39.37
06-08	<u>579</u>	<u>14.82</u>	<u>480</u>	<u>13.08</u>
Total FSR	3907	100.00%	3670	100.00%
FSS				
01-06	241	36.57%	264	45.36%
07-10	<u>418</u>	<u>63.43</u>	<u>318</u>	<u>54.64</u>
Total FSS	659	100.00%	582	100.00%

AGENCYWIDE
SUMMARY COMPARISON OF FTEPP U.S. NATIONAL EMPLOYMENT
BY OCCUPATIONAL GROUPS
June, 1970 & June, 1971

<u>Occupation Group</u>	<u>On Board June 1970</u>	<u>On Board June 1971</u>	<u>Net Gain/ Loss</u>	<u>% Gain/ Loss</u>
Urban Planning	11	14	+ 3	+ 27.27%
Security Admin. & Public Safety	314	292	- 22	- 7.01
Social Science	96	91	- 5	- 5.21
Economists	155	173	+ 18	+ 11.61
Int'l Relations & Cooperation Officers, Relief & Rehab Adv. Etc.	244	210	- 34	- 13.93
Personnel Series	320	282	- 38	- 11.88
Gen. Admin. & Clerical (301 Series)	906	647	-259	- 28.59
Mail & File	124	115	- 9	- 7.26
Clerk Steno	117	124	+ 7	+ 5.98
Secretary	784	732	- 52	- 6.63
Clerk Typist	98	96	- 2	- 2.04
Computer Systems	85	90	+ 5	+ 5.88
Program Mgt.	431	400	- 31	- 7.19
Admin. Officers	249	227	- 22	- 8.84
Office Services Mgt & Supervision	154	130	- 24	- 15.58
Management Analysis & Mgt. Tech.	111	120	+ 9	+ 8.11
Program Analysis	334	366	+ 32	+ 9.58
Miscellaneous Clerical & Admin.	13	10	- 3	- 23.08
Agriculture & Biology	286	285	- 1	- 0.35
Accounting & Budgeting	528	573	+ 45	+ 8.52
Health & Medicine	165	139	- 26	- 15.75
Veterinary Medicine	4	4	0	0.00
Engineering	276	248	- 28	- 10.14
Legal	60	55	- 5	- 8.33
Information & Communication (includes Public Information)	58	64	+ 6	+ 10.34
Business & Industry (includes contract & Procurement, Trade & Industrial Specialists, Financial Analysis, etc)	329	338	+ 9	+ 2.74

<u>Occupation Group</u>	<u>On Board June 1970</u>	<u>On Board June 1971</u>	<u>Net Gain/ Loss</u>	<u>% Gain/ Loss</u>
General Physical Science	2	4	+ 2	+100.00%
Library & Tech. Info.	11	11	0	0.00
Math. & Statistics	27	33	+ 6	+ 22.22
Equipment Specialists & Other Mechanical Occupations	73	60	- 13	- 17.81
Education	154	240	+ 86	+ 55.84
Gen. & Criminal Investigating etc.	65	60	- 5	- 7.69
Supply	248	190	- 58	- 22.58
Transportation	81	66	- 15	- 18.52
Wage Board	26	24	- 2	- 7.69
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	6939	6513	-426	- 6.14%

AGENCYWIDE
 DETAILED COMPARISON OF FTEPP U.S. NATIONAL EMPLOYMENT
 BY OCCUPATIONS
 June, 1970 & June, 1971

<u>Occ. Code</u>	<u>Occupation</u>	<u>On Board June 1970</u>	<u>On Board June 1971</u>	<u>Net Gain/ Loss</u>	<u>% Gain/ Loss</u>
0020	Urban Planning Group	11	14	+ 3	+ 27.27%
0080	Security Admin. Group	23	12	- 11	- 47.83
0083	Public Safety Group	291	280	- 11	- 3.78
0101	Social Science	96	91	- 5	- 5.21
0110	Economist	154	165	+ 11	+ 7.14
0119	Economist Assistant	1	8	+ 7	+700.00
0130	Foreign Affairs Officers	7	5	- 2	- 28.57
0131	Int'l Relations Officers	82	54	- 28	- 34.15
0136	Int'l Cooperation Officers	51	79	+ 28	- 54.90
0142	Manpower Development	8	6	- 2	- 25.00
0185	Social Work	7	6	- 1	- 14.29
0187	Soc. Serv.(Relief & Rehab.Adv.)	89	60	- 29	- 32.58
0201	Personnel Mgt. Group	101	81	- 20	- 19.80
0203	Pers. Clerical & Assistance	78	74	- 4	- 5.13
0212	Personnel Staffing	90	75	- 15	- 16.67
0221	Position Classification	20	17	- 3	- 15.00
0230	Employee Relations	6	8	+ 2	+ 33.33
0235	Employee Development	25	26	+ 1	+ 4.00
0243	Apprenticeship Trg. Dev.	-	1	+ 1	-
0301	Gen. Cerical & Admin.	906	647	-259	- 28.59
0302	Messenger	4	4	0	0.00
0305	Mail & File	124	115	- 9	- 7.26
0312	Clerk-Stenographer	117	124	+ 7	+ 5.98
0313	Steno. or Typ. Unit Supv.	1	0	- 1	-100.00
0316	Clerk-Dict. Mach. Trans.	1	0	- 1	-100.00
0318	Secretary	784	732	- 52	- 6.63
0322	Clerk-typist	98	96	- 2	- 2.04
0330	Digital Comp. Sys. Admin.	9	9	0	0.00
0332	Computer Operation	12	17	+ 5	+ 41.67
0334	Computer Specialist	52	49	- 3	- 5.77
0335	Computer Aide/Tech.	-	5	+ 5	-
0340	Program Management	431	400	- 31	- 7.19
0341	Administrative Officer	249	227	- 22	- 8.84
0342	Office Serv. Mgt. & Supv.	154	130	- 24	- 15.55
0343	Management Analysis	95	99	+ 4	+ 4.21

Occ. Code	Occupation	On Board June 1970	On Board June 1971	Net Gain/ Loss	% Gain/ Loss
0344	Management Tech.	16	21	+ 5	+ 31.25%
0345	Program Analysis	334	366	+ 32	+ 9.58
0356	Card Punch Operation	9	9	0	0.00
0359	Elec. Acctg. Mach. Oper.	3	1	- 2	- 66.67
0393	Communications Spec.	7	6	- 1	- 14.29
0401	Gen. Biological Science	180	191	+ 11	- 6.11
0405	Pharmacist	0	1	+ 1	-
0406	Agricultural Extension	40	27	- 13	- 32.50
0414	Entomology	3	2	- 1	- 33.33
0434	Plant Pathology	1	1	0	0.00
0437	Horticulture	4	3	- 1	- 25.00
0450	Agrlst Gen.	0	4	+ 4	-
0454	Range Conservation	3	3	0	0.00
0460	Forestry	1	0	- 1	-100.00
0470	Soil Science	4	3	- 1	- 25.00
0471	Agronomy	27	24	- 3	- 11.11
0475	Ag. Mgt. Spec.	0	8	+ 8	-
0482	Fishery Biology	1	1	0	0.00
0487	Husbandry	21	17	- 4	- 19.05
0493	Home Economics	1	0	- 1	-100.00
0501	Gen. Acct. Cler. & Admin.	14	11	- 3	- 21.43
0504	Budget & Accounting	34	27	- 7	- 20.59
0505	Financial Management	74	69	- 5	- 6.76
0510	Accounting	303	348	+ 45	+ 14.85
0520	Accts. Mtn. Clerk	0	1	+ 1	-
0525	Accounting Tech.	4	12	+ 8	+200.00
0530	Cash Processing	2	1	- 1	- 50.00
0540	Voucher Examining	42	46	+ 4	+ 9.52
0544	Payroll	12	17	+ 5	+ 41.67
0560	Budget Amin.	42	34	- 8	- 19.05
0599	Acct. Student Trainee	1	7	+ 6	+600.00
0601	General Hlth. Science	15	8	- 7	- 46.67
0602	Medical Officer	32	30	- 2	- 6.25
0605	Nurse Anesthetist	6	3	- 3	- 50.00
0610	Nurse	28	16	- 12	- 42.86
0615	Public Hlth Nurse	18	17	- 1	- 5.56
0644	Medical Technologist	10	2	- 8	- 80.00
0650	Medical Tech. Assist.	3	6	+ 3	+100.00
0670	Hospital Admin.	0	2	+ 2	-
0680	Dental Officer	1	1	0	0.00
0685	Pub. Hlth Prog. Spec.	2	46	- 6	- 11.54
0688	Sanitarian	0	8	+ 8	-

<u>Occ. Code</u>	<u>Occupation</u>	<u>On Board June 1970</u>	<u>On Board June 1971</u>	<u>Net Gain/ Loss</u>	<u>% Gain/ Loss</u>
0701	Veterinary Med. Science	4	4	0	0.00%
0801	General Engineering	129	113	- 16	- 12.40
0802	Engineering Technician	4	2	- 2	- 50.00
0806	Materials Engineering	1	0	- 1	-100.00
0808	Architecture	7	5	- 2	- 28.57
0810	Civil Engineering	64	61	- 3	- 4.69
0819	Sanitary Engineering	8	6	- 2	- 25.00
0830	Mechanical Engineering	2	1	- 1	- 50.00
0850	Electrical Engineering	18	16	- 2	- 11.11
0855	Electronic Engineering	9	11	+ 2	- 22.22
0856	Electronics Technician	17	20	+ 3	+ 17.65
0890	Agricultural Engineering	10	6	- 4	- 40.00
0893	Chemical Engineering	1	0	- 1	-100.00
0896	Industrial Engineering	6	7	+ 1	+ 16.67
0905	General Attorney	53	47	- 6	- 11.32
0954	Legal Assistance	1	2	+ 1	+100.00
0990	Gen. Claims Examining	6	5	- 1	- 16.67
0992	Loss & Damage Claims Examiner	0	1	+ 1	
1001	Gen. Arts & Information	12	13	+ 1	+ 8.33
1020	Illustrating	3	2	- 1	- 33.33
1046	Clerk-Translator	1	2	+ 1	+100.00
1047	Interpreter	4	3	- 1	- 25.00
1071	Audio-Visual Production	1	1	0	0.00
1081	Public Information	25	30	+ 5	+ 20.00
1082	Writing-Editing	4	4	0	0.00
1084	Visual Information	4	4	0	0.00
1085	Foreign Information	4	5	+ 1	+ 25.00
1101	Gen. Business & Industry	25	10	- 15	- 60.00
1102	Contract & Procurement	86	87	+ 1	+ 1.16
1104	Prop. Util. Spec.	0	22	+ 22	-
1130	Pub. Util. Spec.	1	0	- 1	-100.00
1140	Trade Specialists	39	58	+ 19	+ 48.72
1146	Agricultural Marketing	4	4	0	0.00
1150	Industrial Marketing	39	30	- 9	- 23.08
1152	Production Control	3	2	- 1	- 33.33
1160	Financial Analysis	129	124	- 5	- 3.87
1163	Insurance Examining	3	1	- 2	- 66.67
1301	Gen. Physical Science	2	4	+ 2	+100.00
1410	Librarian	1	2	+ 1	+100.00

Occ. Code	Occupation	On Board June 1970	On Board June 1971	Net Gain/ Loss	% Gain/ Loss
1412	Tech. Information Serv.	10	9	- 1	- 10.00%
1515	Ops. Res.	0	1	+ 1	-
1530	Statistician	10	11	+ 1	+ 10.00
1531	Statistical Assistant	17	21	+ 4	+ 23.53
1640	Facility Maintenance	14	14	0	0.00
1654	Printing Management	4	5	+ 1	+ 25.00
1670	Equipment Specialist	55	41	- 14	- 25.45
1701	Gen. Education & Training	21	105	+ 84	+400.00
1702	Education & Training	6	34	+ 28	+466.67
1710	Education & Voc. Training	117	89	- 28	- 23.93
1712	Instruction	9	9	0	0.00
1720	Education Research	1	3	+ 2	+200.00
1810	Gen. Investigating	23	16	- 7	- 30.43
1811	Criminal Investigating	34	33	- 1	- 2.94
1889	Import Specialist	7	10	+ 3	+ 42.86
1899	Miscellaneous Inspection	1	1	0	0.00
2001	General Supply	80	78	- 2	- 2.50
2003	Supply Prog. Mgt.	136	94	- 42	- 30.88
2005	Supply Clerical & Tech.	14	10	- 4	- 28.57
2010	Inventory Management	2	1	- 1	- 50.00
2070	Property Utilization	16	5	- 11	- 68.75
2090	Publications Supply	0	2	+ 2	-
2101	General Transportation	10	5	- 5	- 50.00
2130	Traffic Management	24	26	+ 2	+ 8.33
2132	Travel	19	18	- 1	- 5.26
2134	Shipment Clerical	1	3	+ 2	+200.00
2150	Transportation Operations	27	14	- 13	- 48.15
	Wage Board	26	24	- 2	- 7.69
AID/W & USAID TOTAL		6939	6513	-426	- 6.14%

Distribution of FTEPP
Employees by Occupations Between
Overseas and AID/W
As of June 1971

<u>Occupation Group</u>	<u>AID/W</u>	<u>Overseas</u>	<u>Total</u>	<u>% Overseas</u>
Urban Planning	3	11	14	78.57%
Security Admin. & Public Safety	15	277	292	94.86
Social Science	27	64	91	70.33
Economists	79	94	173	54.34
Int'l Relations & Cooperation Officers, Relief & Rehab Adv. Etc.	141	69	210	32.86
Personnel Series	219	63	282	22.34
Gen. Admin. & Clerical (301 Series)	500	147	647	22.72
Mail & File	57	58	115	50.43
Clerk Steno	124	-	124	0.00
Secretary	358	374	732	51.09
Clerk Typist	96	-	96	0.00
Computer Systems	82	8	90	8.89
Program Mgt.	40	360	400	90.00
Admin. Officers	93	134	227	59.03
Police Services Mgt & Supervision	11	119	130	91.54
Management Analysis & Mgt. Tech.	59	61	120	50.83
Program Analysis	128	238	366	65.03
Miscellaneous Clerical & Admin.	8	2	10	20.00
Agriculture & Biology	48	237	285	83.17
Accounting & Budgeting	283	290	573	50.61
Health & Medicine	20	119	139	85.61
Veterinary Medicine	-	4	4	100.00
Engineering	48	200	248	80.65
Legal	40	15	55	27.27
Information & Communication (includes Public Information)	55	9	64	14.06
Business & Industry (includes contract & Procurement, Trade & Industrial Specialists, Financial Analysis, etc)	214	124	338	36.69

<u>Occupation Group</u>	<u>AID/W</u>	<u>Overseas</u>	<u>Total</u>	<u>% Overseas</u>
General Physical Science	4	0	4	0.00%
Library & Tech. Info.	6	5	11	45.45
Math. & Statistics	30	3	33	9.09
Equipment Specialists & Other Mechanical Occupations	5	55	60	91.67
Education	124	116	240	48.33
Gen. & Criminal Investigating etc.	15	45	60	75.00
Supply	45	145	190	76.32
Transportation	39	27	66	40.91
Wage Board	24	-	24	0.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	3040	3473	6513	53.32%

COMPARISON OF LIMITED vs UNLIMITED APPOINTMENTS
 BY GRADE GROUPS
 June, 1970 vs June, 1971

	ON BOARD <u>6/30/70</u>	LIMITED <u>6/30/70</u>	% <u>LIMITED</u>	ON BOARD <u>6/30/71</u>	LIMITED <u>6/30/71</u>	% <u>LIMITED</u>	CHANGE IN <u>PERCENTAGE</u>
FSR							
1-3	1723	632	36.68%	1745	447	25.62%	-11.06%
4-5	1606	1121	69.80	1445	773	53.49	-16.31
6-8	<u>579</u>	<u>559</u>	<u>96.55</u>	<u>480</u>	<u>438</u>	<u>91.25</u>	<u>- 5.30</u>
Total FSR	3908	2312	59.16%	3670	1658	45.18%	-13.98%
FSS							
1-6	242	45	18.59%	265	35	13.21%	- 5.38%
7-10	<u>419</u>	<u>318</u>	<u>75.89</u>	<u>318</u>	<u>198</u>	<u>62.26</u>	<u>-13.63</u>
Total FSS	661	363	54.92%	583	233	39.97%	-14.95

SUMMARY COMPARISON OF MINORITY EMPLOYMENT TO TOTAL
FULL-TIME EMPLOYMENT ONLY

May, 1970 and May, 1971

	May, 1970			May, 1971		
	<u>Total Employment</u>	<u>Minority</u>	<u>Percent Minority</u>	<u>Total Employment</u>	<u>Minority</u>	<u>Percent Minority</u>
Total All	<u>7039</u>	<u>1126</u>	<u>16%</u>	<u>6759</u>	<u>1148</u>	<u>17%</u>
GS	<u>2283</u>	<u>752</u>	<u>33%</u>	<u>2249</u>	<u>798</u>	<u>35%</u>
Other Pay						
Plans*	<u>4730</u>	<u>350</u>	<u>07</u>	<u>4485</u>	<u>327</u>	<u>07</u>
Wage Board	<u>26</u>	<u>24</u>	<u>92</u>	<u>25</u>	<u>23</u>	<u>92</u>

COMPARISON OF CHANGES IN TOTAL AND MINORITY EMPLOYMENT
From May, 1970 to May, 1971

	<u>Total Employment</u>	<u>% of Change</u>	<u>Minority Employment</u>	<u>% of Change</u>
<u>Total All</u>	<u>-280</u>	<u>-04%</u>	<u>+22</u>	<u>+02%</u>
- GS	<u>- 34</u>	<u>-01%</u>	<u>+46</u>	<u>+06%</u>
Other Pay				
Plans	<u>-245</u>	<u>-05%</u>	<u>-23</u>	<u>-07%</u>
Wage Board	<u>- 1</u>	<u>-04%</u>	<u>- 1</u>	<u>-04%</u>

*AD, FSR, FSS, EX, FA, & ECs.

Detail by each Pay Schedule and Grade not available at this time. Further analysis will be made upon receipt of detail data.

	Total Employ- ment	Number Men	Number Women	% of Men to Total	% of Women to Total	% of Total in each Grade	% of Total Men in each Grade	% of Total Women in each Grade
AD-18	12	12	-	100%	-	13.1%	15.6%	-
17	15	15	-	100%	-	16.3	19.5	-
16	13	13	-	100%	-	14.1	16.9	-
15	21	20	1	95%	05%	22.8	26.0	06.7%
14	6	6	-	100%	-	06.5	07.8	-
13	5	2	3	40%	60%	05.4	02.6	20.0
12	2	1	1	50%	50%	02.2	01.3	06.7
11	6	3	3	50%	50%	06.5	03.9	20.0
10	-	-	-	-	-	-	-	-
09	9	3	6	33%	67%	09.8	03.9	40.0
08	-	-	-	-	-	-	-	-
07	1	1	-	100%	-	01.1	01.3	-
06	-	-	-	-	-	-	-	-
05	2	1	1	50%	50%	02.2	01.3	06.7
Total	92	77	15	84%	16%	100.0%	100.0%	100.0%

AD 15-18	61	60	1	98%	02%	66.3%	77.9%	06.7%
12-14	13	9	4	69	31	14.1	11.7	26.7
07-11	16	7	9	44	56	17.4	09.1	60.0
01-06	2	1	1	50	50	02.2	01.3	06.7
Total	92	77	15	84	16	100.0%	100.0%	100.0%

	<u>Employment</u>	<u>Number Men</u>	<u>Number Women</u>	<u>% of Men to Total</u>	<u>% of Women to Total</u>	<u>% of Total in each Grade</u>	<u>% of Total Men in each Grade</u>	<u>% of Total Women in each Grade</u>
FSR-01	169	168	1	99%	01%	04.6%	04.8%	00.6%
02	538	528	10	98%	02%	14.7	15.1	05.7
03	1038	1007	31	97%	03%	28.3	28.8	17.7
04	824	783	41	95%	05%	22.5	22.4	23.4
05	621	568	53	91%	09%	16.9	16.3	30.3
06	334	303	31	91%	09%	09.1	08.7	17.7
07	141	133	8	94%	06%	03.8	03.8	04.6
08	5	5	-	100%	-	00.1	00.1	-
Total	<u>3670</u>	<u>3495</u>	<u>175</u>	<u>95%</u>	<u>05%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>
FSR 03-01	1745	1703	42	98%	02%	47.5%	43.7%	24.0%
05-04	1445	1351	94	93	07	39.4	38.7	53.7
08-06	<u>480</u>	<u>441</u>	<u>39</u>	<u>92</u>	<u>08</u>	<u>13.1</u>	<u>12.6</u>	<u>22.3</u>
Total	<u>3670</u>	<u>3495</u>	<u>175</u>	<u>95%</u>	<u>05%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>
FS-01	-	-	-	-	-	-	-	-
02	-	-	-	-	-	-	-	-
03	8	2	6	25%	75%	01.4%	04.5%	01.1%
04	28	6	22	21%	79%	04.8	13.3	04.1
05	81	8	73	10%	90%	13.9	17.8	13.6
06	143	5	143	05%	97%	25.4	11.1	26.6
07	194	17	177	09%	91%	33.3	37.8	32.9
08	104	6	98	06%	94%	17.8	13.3	18.2
09	13	-	13	-	100%	02.2	-	02.4
10	7	1	6	14%	86%	01.2	02.2	01.1
Total	<u>583</u>	<u>45</u>	<u>538</u>	<u>08%</u>	<u>92%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>
FSS 06-01	265	21	244	08%	92%	45.5%	46.7%	45.4%
10-07	318	24	294	08%	92%	54.5%	53.3	54.6%
Total	<u>583</u>	<u>45</u>	<u>538</u>	<u>08%</u>	<u>92%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>

	<u>Total Employment</u>	<u>Number men</u>	<u>Number Women</u>	<u>% of Men to Total</u>	<u>% of Women to Total</u>	<u>% of Total in each Grade</u>	<u>% of Total Men in each Grade</u>	<u>% of Total Women in each Grade</u>
EX-02	1	1	-	100%	-	09.1%	09.1%	-
03	1	1	-	100%	-	09.1	09.1	-
04	7	7	-	100%	-	63.6	63.6	-
05	2	2	-	100%	-	18.2	18.2	-
Total	<u>11</u>	<u>11</u>	-	<u>100%</u>	-	<u>100.0%</u>	<u>100.0%</u>	-
FAs-03	9	9	-	100%	-	64.3%	64.3%	-
04	5	5	-	100%	-	35.7	35.7	-
Total	<u>14</u>	<u>14</u>	-	<u>100%</u>	-	<u>100.0%</u>	<u>100.0%</u>	-
ECs	18	18	-	100%	-	-	-	-
WB	25	22	3	88%	12%	-	-	-
YOCs	59	13	46	22%	78%	-	-	-
Total	<u>6966</u>	<u>4644</u>	<u>2322</u>	<u>67%</u>	<u>33%</u>	-	-	-

Comparison of the Distribution of the Agency for International
Development Men and Women Full Time and Part Time Employees
As of June 25, 1971

	Total Employ- ment	Number Men	Number Women	% of Men to Total	% of Women to Total	% of Total in each Grade	% of Total Men in each Grade	% of Total Wo in each Grade
GS-18	-	-	-	-	-	-	-	-
17	5	5	-	100%	-	00.2%	00.5%	-
16	8	8	-	100%	-	00.3	00.8	-
15	215	192	17	92%	08%	03.6	20.9	01.1%
14	200	166	34	83%	17%	03.0	17.5	02.2
13	190	138	52	73%	27%	07.6	14.6	03.4
12	146	70	76	48%	52%	05.9	07.4	04.9
11	160	55	105	34%	66%	05.4	05.8	06.8
10	4	1	3	25%	75%	00.2	00.1	00.2
09	209	60	149	29%	71%	08.4	06.3	09.6
08	49	6	43	12%	88%	02.0	00.6	02.8
07	318	68	250	21%	79%	12.8	07.2	16.2
06	236	24	214	10%	90%	09.5	02.5	13.9
05	275	34	241	12%	88%	11.0	03.6	15.6
04	333	90	243	27%	73%	13.4	09.5	15.7
03	115	16	99	14%	86%	04.6	01.7	06.4
02	27	8	19	30%	70%	01.1	00.8	01.2
01	2	2	-	100%	-	00.1	00.2	-
Total	2494	949	1545	38%	62%	100.0%	100.0%	100.0%
GS								
15-18	228	211	17	93%	07%	09 %	22.2%	01.1%
12-14	536	374	162	70	30	21	39.4	10.5
07-11	740	190	550	26	74	30	20.0	35.6
01-06	990	174	816	18	82	40	18.4	52.8
Total	2494	949	1545	38%	62%	100 %	100.0%	100.0%

COMPARISON FULL-TIME WOMEN IN AID
OCTOBER, 1970 to JUNE, 1971

	<u>Oct., 1970</u>	<u>June, 1971</u>	<u>DIFF.</u>	<u>PERCENT DIFF.</u>
GS- 15	16	16	-	-
14	33	33	-	-
13	55	49	- 6	-11%
12	66	73	+ 7	+11
11	111	104	- 7	-06
10	3	3	-	-
09	148	145	- 3	-02
08	34	43	+ 9	+26
07	265	243	-22	-08
06	207	206	- 1	-00.5
05	194	203	+ 9	+05.0
04	146	228	+82	+56
03	84	90	+ 6	+07.5
02	26	18	- 8	-31
01	4	-	- 4	-100
Total	<u>1392</u>	<u>1454</u>	<u>+62</u>	<u>+ 04.5%</u>
GS 15-18	16	16	-	-
12-14	154	155	+ 1	+ 01%
07-11	561	538	-23	- 04
01-06	<u>661</u>	<u>745</u>	<u>+84</u>	<u>+ 13</u>
Total	<u>1392</u>	<u>1454</u>	<u>+62</u>	<u>+ 04.5%</u>

	<u>Oct., 1970</u>	<u>% of Women in Each Grade</u>	<u>June, 1971</u>	<u>% of Women in Each Grade</u>
GS- 15	16	01.1%	16	01.1%
14	33	02.4	33	02.3
13	55	04.0	49	03.4
12	66	04.7	73	05.0
11	111	08.0	104	07.1
10	3	00.2	3	00.2
09	148	10.6	145	10.0
08	34	02.5	43	03.0
07	265	19.0	243	16.7
06	207	14.9	206	14.2
05	194	13.9	203	14.0
04	146	10.5	228	15.7
03	84	06.0	90	06.2
02	26	01.9	18	01.2
01	4	00.3	-	-
Total	<u>1392</u>	<u>100.0%</u>	<u>1454</u>	<u>100.0%</u>

GS 15-18	16	01.1%	16	01.1%
12-14	154	11.1	155	10.7
07-11	561	40.3	538	37.0
01-06	661	47.5	745	51.2
Total	<u>1392</u>	<u>100.0%</u>	<u>1454</u>	<u>100.0%</u>

	<u>Oct., 1970</u>	<u>June, 1971</u>	<u>DIFF.</u>	<u>% OF DIFF.</u>
AD- 15	1	1	-	-
14	-	-	-	-
13	2	3	+1	+ 50%
12	2	1	-1	- 50%
11	2	3	+1	+ 50%
10	-	-	-	-
09	3	6	+3	+100%
08	-	-	-	-
07	-	-	-	-
06	-	-	-	-
05	-	1	+1	+ ∞
04	-	-	-	-
03	-	-	-	-
02	-	-	-	-
01	-	-	-	-
Total	<u>10</u>	<u>15</u>	<u>+5</u>	<u>+50%</u>

AD 15-18	1	1	-	-
12-14	4	4	-	-
07-11	5	9	+4	+80%
01-06	-	1	+1	+∞
Total	<u>10</u>	<u>15</u>	<u>+5</u>	<u>+50%</u>

	<u>Oct. 1970</u>	<u>% of Women in Each Grade</u>	<u>June, 1971</u>	<u>% of Women in Each Grade</u>
AD- 15	1	10%	1	06.7%
14	-	-	-	-
13	2	20	3	20.0
12	2	20	1	06.7
11	2	20	3	20.0
10	-	-	-	-
09	3	30	6	40.0
08	-	-	-	-
07	-	-	-	-
06	-	-	-	-
05	-	-	1	06.7
04	-	-	-	-
03	-	-	-	-
02	-	-	-	-
01	-	-	-	-
Total	<u>10</u>	<u>100.0%</u>	<u>15</u>	<u>100.0%</u>

AD 15-18	1	10.0%	1	06.7%
12-14	4	40.0	4	26.7
07-11	5	50.0	9	60.0
01-06	-	-	1	06.7
Total	<u>10</u>	<u>100.0%</u>	<u>15</u>	<u>100.0%</u>

	<u>Oct. 1970</u>	<u>June, 1971</u>	<u>DIFF.</u>	<u>% OF DIFF.</u>
FSR-01	1	1	-	-
02	10	10	-	-
03	26	31	+ 5	+ 19 %
04	48	41	- 7	- 15
05	58	53	- 5	- 09
06	34	31	- 3	- 09
07	11	8	- 3	- 27
08	1	-	- 1	-100
Total	<u>189</u>	<u>175</u>	<u>-14</u>	<u>- 07 %</u>
FSR 03-01	37	42	+ 5	+ 13.5%
05-04	106	94	-12	-- 11.3
08-06	46	39	- 7	- 15.2
Total	<u>189</u>	<u>175</u>	<u>-14</u>	<u>- 07.4%</u>
FSS-01	-	-	-	-
02	-	-	-	-
03	5	6	+ 1	+ 20 %
04	15	22	+ 7	+ 47
05	55	72	+17	+ 31
06	134	143	+ 9	+ 07
07	189	177	-12	- 06
08	136	98	-38	- 28
09	29	13	-16	- 55
10	6	6	-	-
Total	<u>569</u>	<u>537</u>	<u>-32</u>	<u>- 06 %</u>
FSS 06-01	209	243	+34	+ 16 %
10-07	360	294	-66	- 18
Total	<u>569</u>	<u>537</u>	<u>-32</u>	<u>- 06 %</u>

	<u>Oct. 1970</u>	<u>% of Women in Each Grade</u>	<u>June, 1971</u>	<u>% of Women in Each Grade</u>
FSR-01	1	00.5%	1	00.6%
02	10	05.3	10	05.7
03	26	13.8	31	17.7
04	48	25.4	41	23.4
05	58	30.7	53	30.3
06	34	18.0	31	17.7
07	11	05.8	8	04.6
08	1	00.5	-	-
Total	<u>189</u>	<u>100.0%</u>	<u>175</u>	<u>100.0%</u>
FSR 03-01	37	19.6%	42	24.0%
05-04	106	56.1	94	53.7
08-06	46	24.3	39	22.3
Total	<u>189</u>	<u>100.0%</u>	<u>175</u>	<u>100.0%</u>
FSS-01.	-	-	-	-
02	-	-	-	-
03	5	00.9%	6	01.1%
04	15	02.6	22	04.1
05	55	09.7	72	13.4
06	134	23.5	143	26.6
07	189	33.2	177	33.0
08	136	23.9	98	18.3
09	29	05.1	13	02.4
10	6	01.1	6	01.1
Total	<u>569</u>	<u>100.0%</u>	<u>537</u>	<u>100.0%</u>
FSS 06-01	209	36.7%	243	45.2%
10-07	360	63.3	294	54.8
Total	<u>569</u>	<u>100.0%</u>	<u>537</u>	<u>100.0%</u>

COMPARISON OF FULL-TIME EMPLOYMENT - BY PAY SCHEDULE

(Excluding ECs and Wage Board)

ON BOARD - END OF FISCAL YEAR

	<u>June, 1971</u>	<u>June, 1970</u>	<u>June, 1969</u>
<u>AID/W:</u>			
<u>GS (Class. Act)</u>			
Total Number	2,383	2,514	2,396
Total Salaries	\$32,074,209	\$32,388,008	\$27,531,226
Average Salary	\$ 13,460	\$ 12,883	\$ 11,490
Average Grade	08.67	08.75	09.04
<u>AD (Admin. Deter.)</u>			
Total Number	92	79	68
Total Salaries	\$ 2,454,806	\$ 2,213,290	\$ 1,635,304
Average Salary	\$ 26,683	\$ 28,016	\$ 24,049
Average Grade	14.47	15.34	15.37
<u>FSR (Foreign Service Reserve)</u>			
Total Number	689	625	597
Total Salaries	\$17,069,079	\$14,905,220	\$12,524,046
Average Salary	\$ 24,774	\$ 23,848	\$ 20,978
Average Grade	03.20	03.13	03.01
<u>FSS (Foreign Service Staff)</u>			
Total Number	104	93	83
Total Salaries	\$ 1,175,674	\$ 950,465	\$ 732,247
Average Salary	\$ 11,305	\$ 10,220	\$ 8,822
Average Grade	06.06	06.39	06.52
<u>EX (Exec./Pres/ Appts.)</u>			
Total Number	11	12	7
Total Salaries	\$ 420,500	\$ 458,500	\$ 270,500
Average Salary	\$ 38,227	\$ 38,208	\$ 38,643
Average Grade	03.91	03.92	03.71
<u>Total Number Full-Time</u>	<u>3,279</u>	<u>3,323</u>	<u>3,151</u>
Percent in GS	73%	76%	76%
AD	03	02	02
FSR	21	19	19
FSS	03	03	03
EX	< 01	< 01	< 01
<u>Total Salaries</u>	<u>\$53,194,268</u>	<u>\$50,915,483</u>	<u>\$42,693,323</u>
Percent in GS	60%	64%	64%
AD	05	04	04
FSR	32	29	29
FSS	02	02	02
EX	01	01	01
TOTAL AVERAGE SALARY	\$ 16,223	\$ 15,322	\$ 13,549

USAID

	<u>June, 1971</u>	<u>June, 1970</u>	<u>June, 1969</u>
<u>FSR (Foreign Service Reserve)</u>			
Total Number	2,981	3,282	3,622
Total Salaries	\$63,638,860	\$64,761,597	\$59,418,172
Average Salary	\$ 21,348	\$ 19,732	\$ 16,405
Average Grade	03.89	04.00	04.18
<u>FSS (Foreign Service Staff)</u>			
Total Number	478	566	686
Total Salaries	\$ 5,018,653	\$ 5,406,226	\$ 5,386,738
Average Salary	\$ 10,499	\$ 9,552	\$ 7,852
Average Grade	06.63	06.87	07.29
<u>FA (Chiefs of Missions)</u>			
Total Number	14	15	14
Total Salaries	\$ 522,000	\$ 560,000	\$ 522,000
Average Salary	\$ 37,286	\$ 37,333	\$ 37,386
Average Grade	03.36	03.33	03.36
<u>Total Number Full-Time</u>			
	<u>3,473</u>	<u>3,863</u>	<u>4,322</u>
Percent in FSR	86%	85%	84%
FSS	14%	15%	16%
FA	< 01%	< 01%	< 01%
<u>Total Salaries</u>			
	<u>\$69,179,513</u>	<u>\$70,727,823</u>	<u>\$65,326,910</u>
Percent in FSR	92%	91.6%	91%
FSS	07	7.6	8
FA	01	0.8	1
TOTAL AVERAGE SALARY	\$ 19,919	\$ 18,309	\$ 15,115

Total Foreign Service - AID/W & USAID

FSR (Foreign Serv. Res.)

Total Number	3,670	3,907	4,219
Total Salaries	\$80,707,939	\$79,666,817	\$71,942,218
Average Salary	\$ 21,991	\$ 20,391	\$ 17,052
Average Grade	03.76	03.86	04.01

FSS (Foreign Serv. Staff)

Total Number	582	659	769
Total Salaries	\$ 6,194,327	\$ 6,356,691	\$ 6,118,985
Average Salary	\$ 10,643	\$ 9,646	\$ 7,957
Average Grade	06.53	06.80	07.21

	<u>June, 1971</u>	<u>June, 1970</u>	<u>June, 1969</u>
<u>GRAND Total AID/W & USAID</u>			
<u>Total Number Full-Time Employees</u>	<u>6.752</u>	<u>7.186</u>	<u>7.473</u>
GS	2,383	2,514	2,396
AD	92	79	68
FSR	3,670	3,907	4,219
FSS	582	659	769
EX and FA	25	27	21
 <u>Percentage Distribution</u>			
GS	35.3%	35.0%	32%
AD	01.4	01.1	1
FSR	54.3	54.4	57
FSS	08.6	09.2	10
EX & FA	00.4	00.4	< 01
 <u>Total Salaries</u>	 <u>\$122,373,781</u>	 <u>\$121,643,306</u>	 <u>\$108,020,233</u>
GS	32,074,209	32,388,008	27,531,226
AD	2,454,806	2,213,290	1,635,304
FSR	80,707,939	79,666,817	71,942,218
FSS	6,194,327	6,356,691	6,118,985
EX & FA	942,500	1,018,500	792,500
 <u>Percentage Distribution of Salary</u>			
GS	26%	27%	25%
AD	02	02	01
FSR	66	65	67
FSS	05	05	06
EX and FA	01	01	01
 TOTAL AVERAGE SALARY	 \$ 18,124	 \$ 16,928	 \$ 14,455

DISTRIBUTION OF FTEFO EMPLOYEES - BY PAY SCHEDULE & GRADE
As of June 29, 1971

	<u>AD/US</u>	<u>USAID</u>	<u>TOTAL</u>
AD/US 01 - 05	668	-	668
07 - 11	720	-	720
12 - 14	539	-	539
15 - 17	<u>285</u>	-	<u>285</u>
Total	2212	-	2212
FSR 01 - 03	380	916	1298
04 - 05	143	529	672
06 - 08	<u>13</u>	<u>29</u>	<u>42</u>
Sub-Total	536	1475	2012
FSRL 01 - 03	58	389	447
04 - 05	59	714	773
06 - 08	<u>35</u>	<u>402</u>	<u>438</u>
Sub-Total	153	1505	1658
ALL FSR 01 - 03	438	1307	1745
04 - 05	202	1243	1445
06 - 08	<u>49</u>	<u>431</u>	<u>480</u>
Total	689	2981	3670
FSS 01 - 05	61	168	229
07 - 10	<u>20</u>	<u>100</u>	<u>120</u>
Sub-Total	81	268	349
FSSL 01 - 05	8	27	35
07 - 10	<u>15</u>	<u>183</u>	<u>198</u>
Sub-Total	23	210	233
ALL FSS 01 - 05	69	195	264
07 - 10	<u>35</u>	<u>287</u>	<u>313</u>
Total	104	478	582
Other:			
PAs	-	14	14
EXs	11	-	11
WB	<u>24</u>	-	<u>24</u>
Total	35	14	49
TOTAL ALL	<u>3040</u>	<u>3473</u>	<u>6513</u>

DISTRIBUTION OF AID/W FTEPP STRENGTH - BY OFFICE

As of June 25, 1971

Office of the Administrator	20	
Office of the Asst. Admin. for Administration	18	✓
Executive Secretariat	25	
Bureau for Program & Policy Coordination	141	
Office of Legislative & Public Affairs	51	
Office of the General Counsel	57	
Office of Labor Affairs	9	
Office of Public Safety	103	
Office of Government Property Resources	28	✓
Office of the Controller	334	✓
Office of Housing	15	✓
Office of Personnel and Manpower	261	✓
Foreign Service Complement	59	
Civil Service Complement	11	} ✓ 127
Training Complement	40	
Professional Recruitment Complement	17	
Office of International Training	154	
Office of Administrative Services	149	✓
Office of the Auditor General	141	✓
Office of Procurement	129	✓
Office of Management Planning	27	✓
Office of Data Systems	100	✓
Office for Private Overseas Programs	34	
Office of Food for Peace	39	
Office of Engineering	12	
Bureau for Technical Assistance	197	
Bureau for Africa	205	
Bureau for Near East & South Asia	154	} 869
Bureau for Vietnam	151	
Bureau for East Asia	151	
Bureau for Latin America	208	
Total	<u>3040</u>	

PROJECTION OF FTEPP EMPLOYMENT

June 1971 through June 1972

	<u>AID/W</u>	<u>O/S</u>	<u>TOTAL U.S. NATLS.</u>	<u>FOR. NATLS.</u>	<u>TOTAL FTEPP</u>
On Board 6/71	3040	3473	6513	6964	13477
Transactions					
Separations (excl. Retirements)	- 370	- 290	- 660	-1175	- 1835
Retirements	- 84	- 66	- 150	-	- 150
Accessions	+ 204	+ 96	+ 300	+ 637	+ 937
Transfers to FTEPP	+ 120	-	+ 120	-	+ 120
Special "Freeze" Exemptions	+ 78	+ 22	+ 100	-	+ 100
Transfers O/S to AID/W	+ 142	- 142	-	-	-
Net Gain/Loss	+ 90	- 380	- 290	- 538	- 828
Estimated for June '72	3130	3093	6223	6426	12649