

STATUS OF WOMEN AND MINORITIES AT LBL - 1975

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STATUS OF WOMEN AND MINORITIES AT LBL - 1975

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In November 1969, and again in November 1971, an analysis was made of the status of women at LBL. At the request of the LBL Women's Association this analysis has again been made, based on personnel data of June 1975, except for Tables XIII and XIV which are based on personnel data of May 1975. As much as possible, the same criteria were used this time as were used in the earlier reports. In some cases this was not possible since job classifications have changed and the method of paying a large group has changed from monthly to hourly pay rates.

For most of the statistics presented, Graduate Student Research Assistants (GSRA), crafts, and two classifications containing people on temporary or part-time employment are excluded. The GSRA were excluded because their income is based on a special combination of full time and part time employment, paid in twelve equal installments throughout the year. The crafts were excluded in some statistics since there are no women in those classifications, and the two helper classifications because they are used for high school students on very limited status, or other temporary, special use purposes.

In some of the tables it was possible to make comparisons for all three years, but for some groups the information was not available, and it would be too time-consuming to attempt to reconstruct what was done in a previous analysis, in order to present the data.

In an attempt to remove possible biases, different groups were analyzed; for some of the statistics the 200 series job classifications (scientific) were omitted because many of the employees in this series are faculty whose salaries are governed by their faculty salaries and for whom different criteria are used in deciding their job classification (P-rating). Also, in 1969 none of the women at LBL were on the faculty, and this still holds true in 1975.

Excluding GSRA, and the two helper classifications, in 1969 the average salary for women was 61.8% of the average salary for men, in 1971 it was 60.3%, and in June 1975 it was 64.3%. This is lower than the figure of 69% reported for women

working in State service in the State of California. This slight increase in women's salaries as a percentage of men's salaries goes counter to the national trend which shows a continuing decline. It is difficult to understand the smallness of the increase since women supposedly are moving into the higher paid "men's" jobs. Along with the low percentage shown for women's salaries when compared with men's salaries, goes the ever widening dollar gap--the result of the percentage method of giving salary increases. For example, the woman at her average salary of \$957 who receives a 5% salary increase will receive \$48, while the man at his average salary of \$1469 will receive \$73. Under these circumstances there is no way for the woman to catch up.

The lower average salaries for women translates into retirement benefits equally low, since one's retirement income is a percentage of average highest salary with the actual percentage based on age, years of service, and under PERS, sex. For the woman who spends her entire work life at LBL, retirement can mean either living on a minimum income, or trying to find ways of supplementing that income at a time when she should be able to relax and not worry about such things.

The 1975 statistics are presented in five different modes in order to look for possible biases. This was made possible by use of the computers, while in previous years the statistics were done almost entirely by hand. However, no matter what combination of job classes were included, or omitted, it did not change the fact that the larger percentage of women showed up below the salary averages used, whether it was the average salary for the Laboratory as a whole, or the average salary for a particular group of women.

Tables I, II, and III and Fig. 1 analyze the composition of the Laboratory work force and the changes since 1969. Since 1969 there has been an 18.6% decline in the number of Laboratory employees. The figure for women is slightly higher than that for men; 18.2% as against 17.8% for men.

Table IV compares percentages of employees in three salary groupings: below \$750, \$750 to \$1000, and over \$1000. In 1969, 39.6% of the employees were in the middle range, while in 1965 21.5% are in that \$750 to \$1000 area.

The table shows a large decrease (59.8%) in the number below \$750 and a very large increase (285.9%) in those above \$1000. This table does not include those in the 200 series. Although this table shows that the percentage of women in the over \$1000 has increased greatly, it is only a third of that for men; 27.8% of women as compared to 78.8% of men. (See Fig. 2)

When we consider a group of employees with only the GSRA and General Helpers excluded (Table V. B.) we find that 34.7% of the women and 82.9% of the men are now in the over \$1000 category, with 72.5% the figure for the combined group (F & M). In this group there is also a smaller percentage of employees in the \$750 to \$1000 salary range; 16.8% as opposed to 19.9% when the 200 series is deleted. (See Figs. 3 & 4)

Perhaps a fairer way of comparing salaries would be to take salary averages using the Federal Occupation Codes (FOC) which group similar job classifications together. Again we delete GSRA, Helpers, and work with the remaining 2094 employees (450 female, 1664 male), see Table VI. These groupings which supposedly group similar types of work together, and therefore should have the least biases, indicate that in all cases women are receiving average salaries lower than the men, and that in each case average salaries for men are more than 100% of the group average, while in only one group, Office & Clerical, does the average for women come close to the group average. Based on the averages for all included employees, the average for women of \$957 is only 65.1% of the average for men of \$1469. (See Figs. 5&6)

Table VII compares salary averages for 1969, 1971, and 1975 with GSRA, Crafts, and Helpers omitted. For all included employees there has been a 34.9% increase in the average salary, which when broken down shows a 34.3% increase for the men and a 39.7% increase for women. When in addition, you delete the 200 series classifications (Table VIII) the increases in average salaries are slightly larger with 35.4% for men and 35.6% for women. (See Figs. 7 & 8)

Table IX compares the percentage of employees below, or at, the average salary for the particular group. In all cases, the larger percentage of women are below the average, whether it be the group average, the average for men, or the average for women. (See Fig. 9)

Section A of Table IX shows a steady increase in the average for all employees from 1969 to 1975. In dollars it is \$355 for all employees, \$382 for men, and

\$273 for women.

Section B of Table IX, which deletes the scientific classifications, shows this same increase but on a smaller scale; \$297 for all employees, \$325 for men, and \$237 for women.

Table X is a comparison of salary medians for 1975 using the lower, middle, and upper third medians, as well as the total average. These medians are compared in the five modes used throughout this analysis. They are:

1. All employees, no one deleted
2. GSRA and Helpers deleted
3. GSRA, Helpers and 200 series (scientific) deleted
4. GSRA, Crafts, and Helpers deleted
5. GSRA, Crafts, Helpers, and 200 series deleted.

When we look at the lower third, we find that the median for women as a percentage of the median for men ranges from 75.1% to 87.6%. When we consider the middle third, the median for women as a percentage of the median for men ranges from 64.9% to 70.1%; and when we look at the upper third, the median for women as a percentage of the median for men ranges from 51.2% to 56.6%. When we look at the total average, the percentages range from 64.3% to 72.8%.

Table XI looks at salary averages by job series (Appendix A classifications). Except for the 400 and 500 series (clerical and related classifications) the average salaries for men are more than 100% of the combined average, while for women only in those two series are they 100% of the combined average. (See Fig. 10)

Table XII looks at salary averages by Federal Occupation Codes (FOC) and shows the same results for men, but for women in none of the FOC's are their salaries equal to 100% of the average.

Table XIII compares employees by years of service and average salaries based on years of service. This table shows an increase in the percentage of employees at LBL for 5 years or more, and 10 years or more since 1969, but a decrease from 1971. Average salaries for all employees for 1969 are not available, so the comparison could not be made, but a comparison is made without the 200 series for which average salaries are available. (See Figs. 11 and 12)

Table XIV analyzes women's average salaries as a percentage of those for men, by years of service without the 200 series classifications. This shows an increase over 1969 for up to 20 years of employment, with a drop in the 20 to 25 year period, and an increase in the 25 to 30 year period. The 20 to 25 year period shows a 2% decrease, while the 25 to 30 year period shows a 7.1% increase in women's salaries as a percentage of those for men.

Tables XVII and XVIII give detailed information on the 200 series (scientific) by years of service and job classifications. On an over all basis, women are earning only 71.1% of the average salaries for men in these classifications. However, as Table XVIII shows, there are a few specific classifications where the average for women is higher than that for men.

Except in isolated instances it would appear that women are gaining steadily, but are still far behind the men in the area that counts most--their salaries. This appears to be true despite the fact that women are beginning to move into previously all-male areas. Evidently they have not yet been there long enough, nor in sufficient numbers, to affect the statistics.

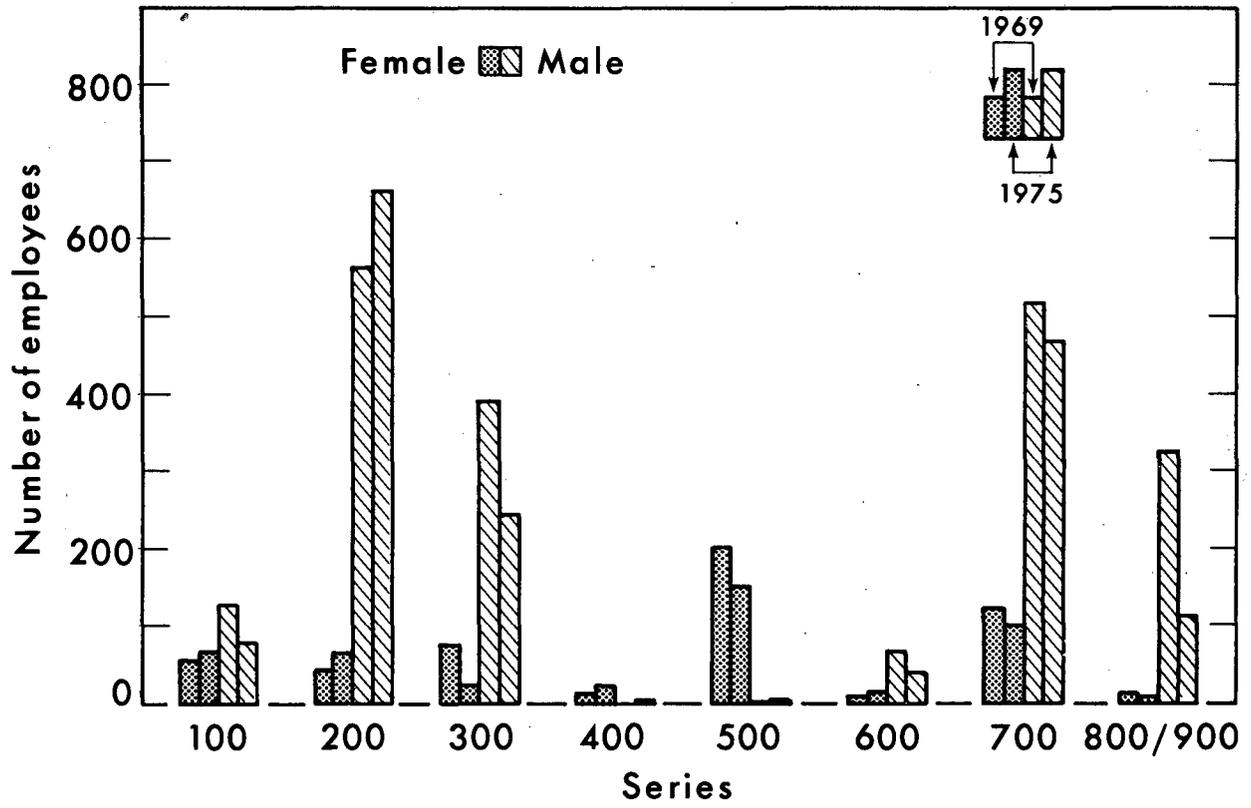
In 1969 and 1971 data were not available by ethnic groups, so it is not possible to determine progress since those dates. All information in this report for minorities is based on 1975 statistics, and is presented in order to establish a base for future reports, as well as to examine their present status.

In most cases it was not possible to show statistics for individual ethnic groups, because of the small numbers in each group. Minorities as a group are shown separately in all tables and Tables XV and XVI, and Figure 13 do show average salaries and numbers of employees by the various ethnic groups. In each case Caucasian men have the highest average salaries for men, and Caucasian women the highest average salaries for women, with Black men and women showing the lowest average salaries for their sex.

Except in Mode 1 (see definition of modes on page 4) the ranking by salary averages is all groups of men, except Black men, Caucasian women, Black men, other minority women, with Black women at the bottom. In dollars, the average for Black women is from \$21 to \$42 below the highest average salary for other minority women, and from \$145 to \$257 below the highest average for Caucasian women. The actual amount depends on the mode used and is shown in Table XV.

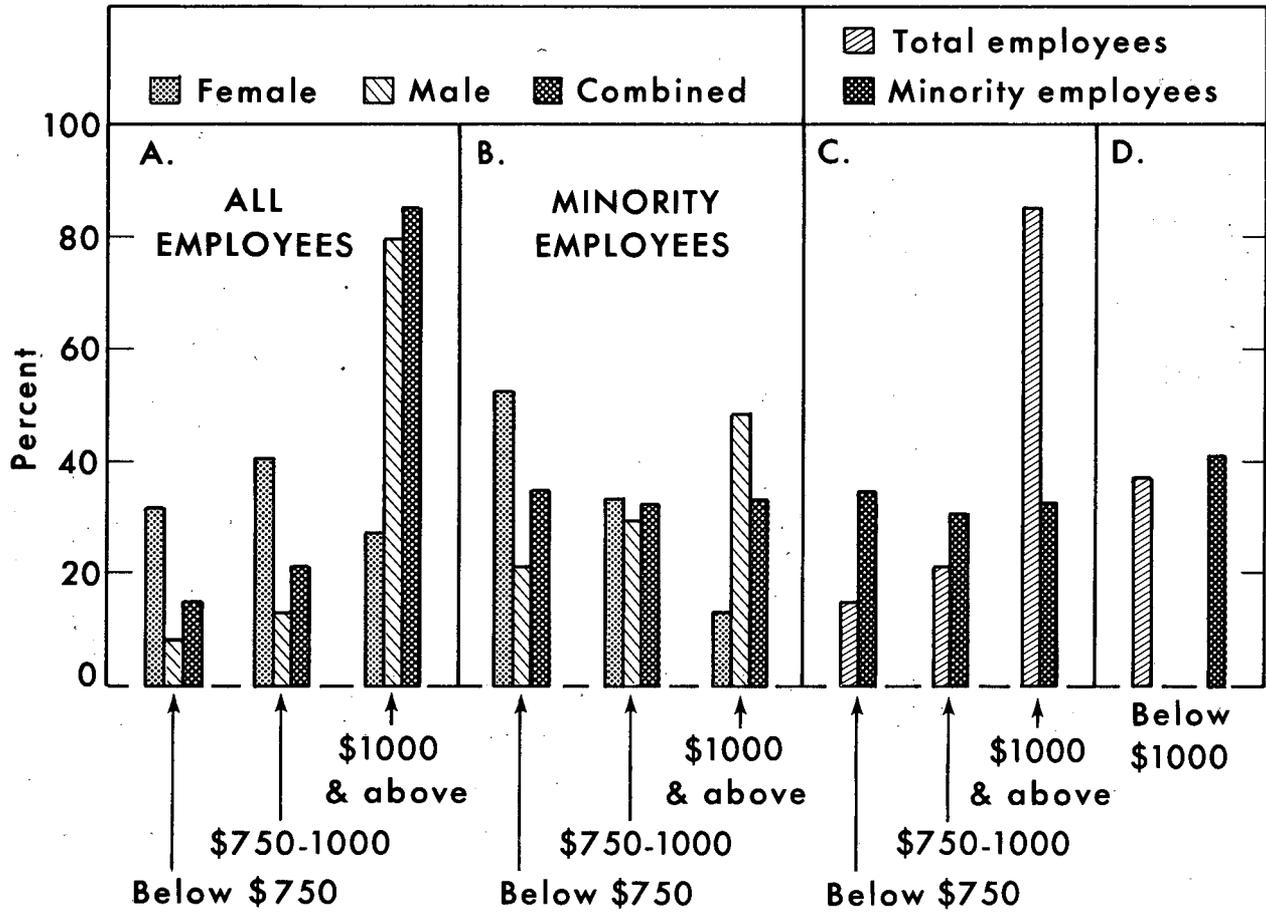
In percentages, minority women are earning 71.4% of the average salary for minority men. Laboratory-wide women are earning 65.1% of the average salary for all men (see Table VI).

I would like to express my thanks and appreciation for the very vital assistance provided by Eddie Reed and Dan Kane in writing the computer programs and providing the basic data which made this report possible; and to Ruth Mary Larimer and Mary Wildensten for their assistance in preparing the graphs.



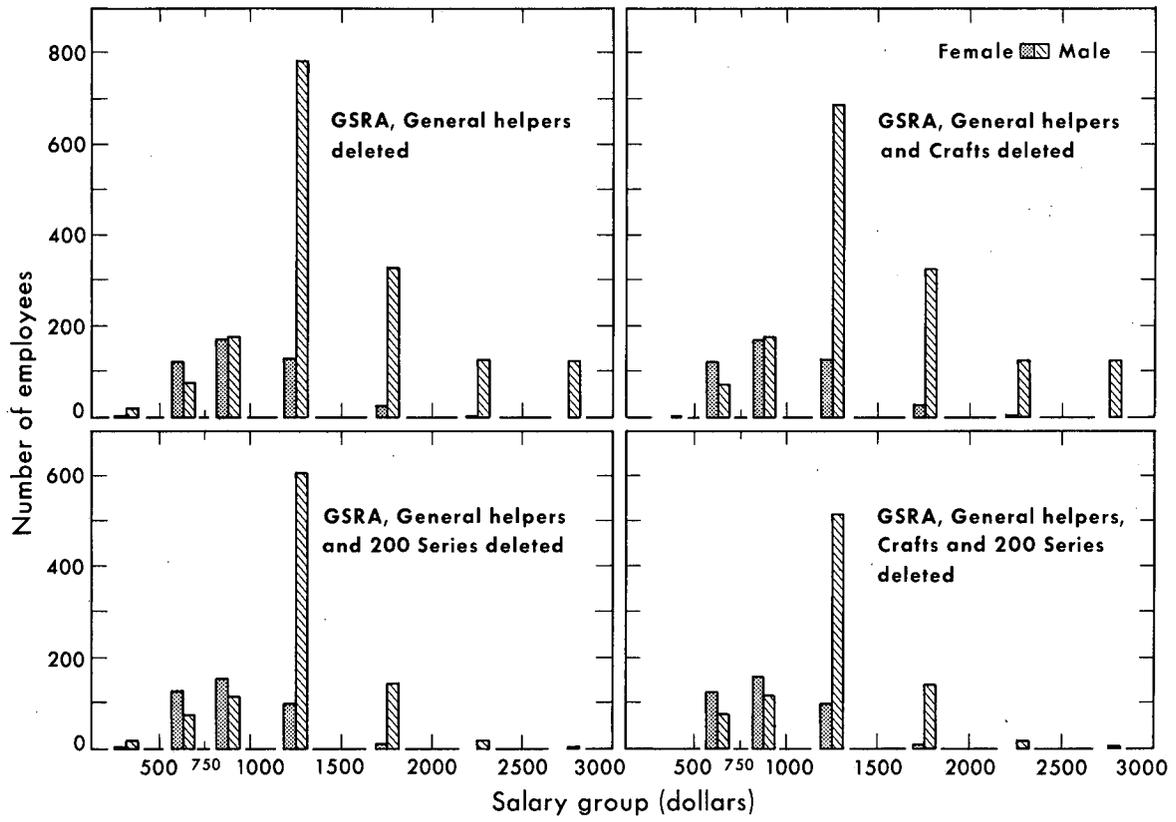
XBL 759-4053

Figure 1. Laboratory Employees by Job Classification Series, 1969 and 1975 (GSRA deleted). Based on Table III.



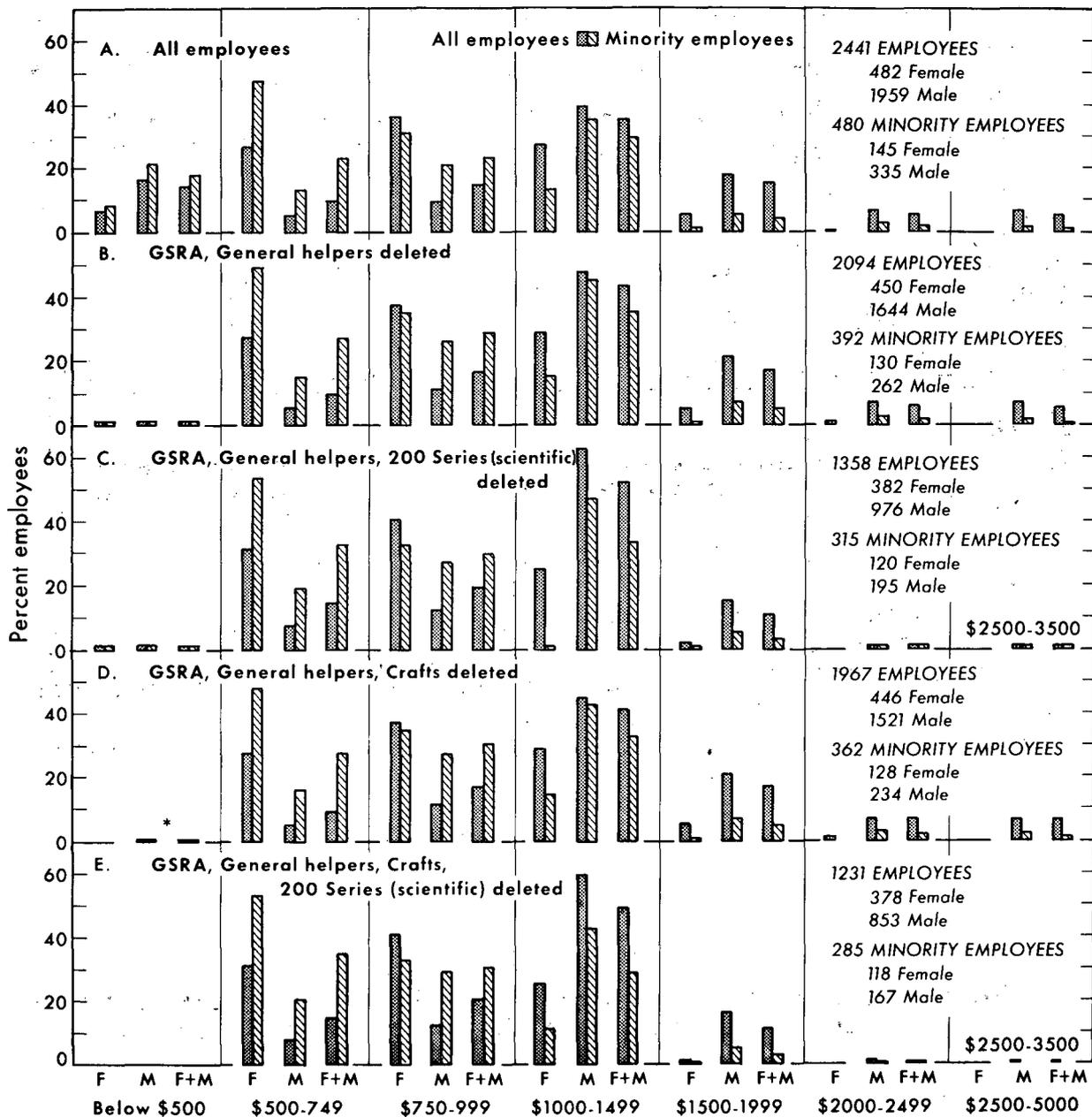
XBL 759-4046

Figure 2. Percentage of Employees by Salary Groupings, 1975 (GSRA, Crafts, 200 series deleted). Minorities shown separately. *Based on Table IV.*



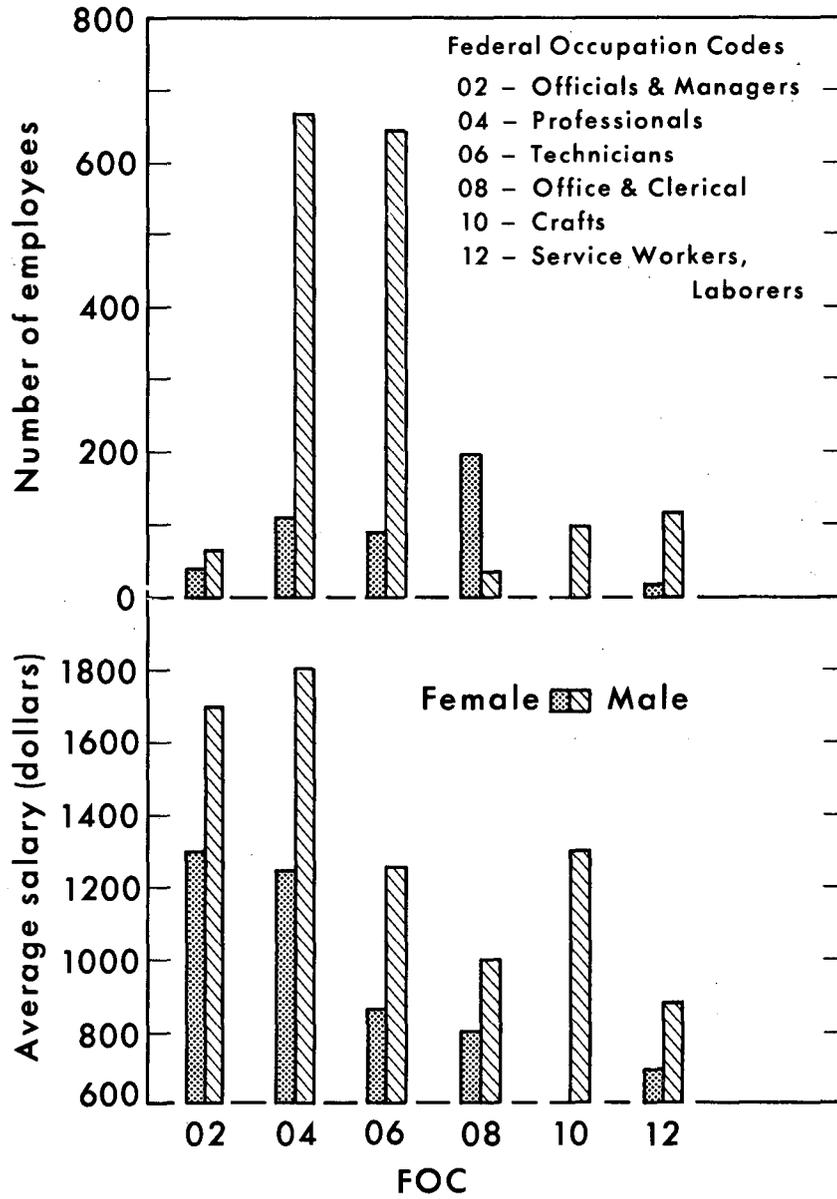
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Figure 3. Employees by Salary Groups, 1975. Number of Employees in the Indicated Salary Ranges. Based on Table V.



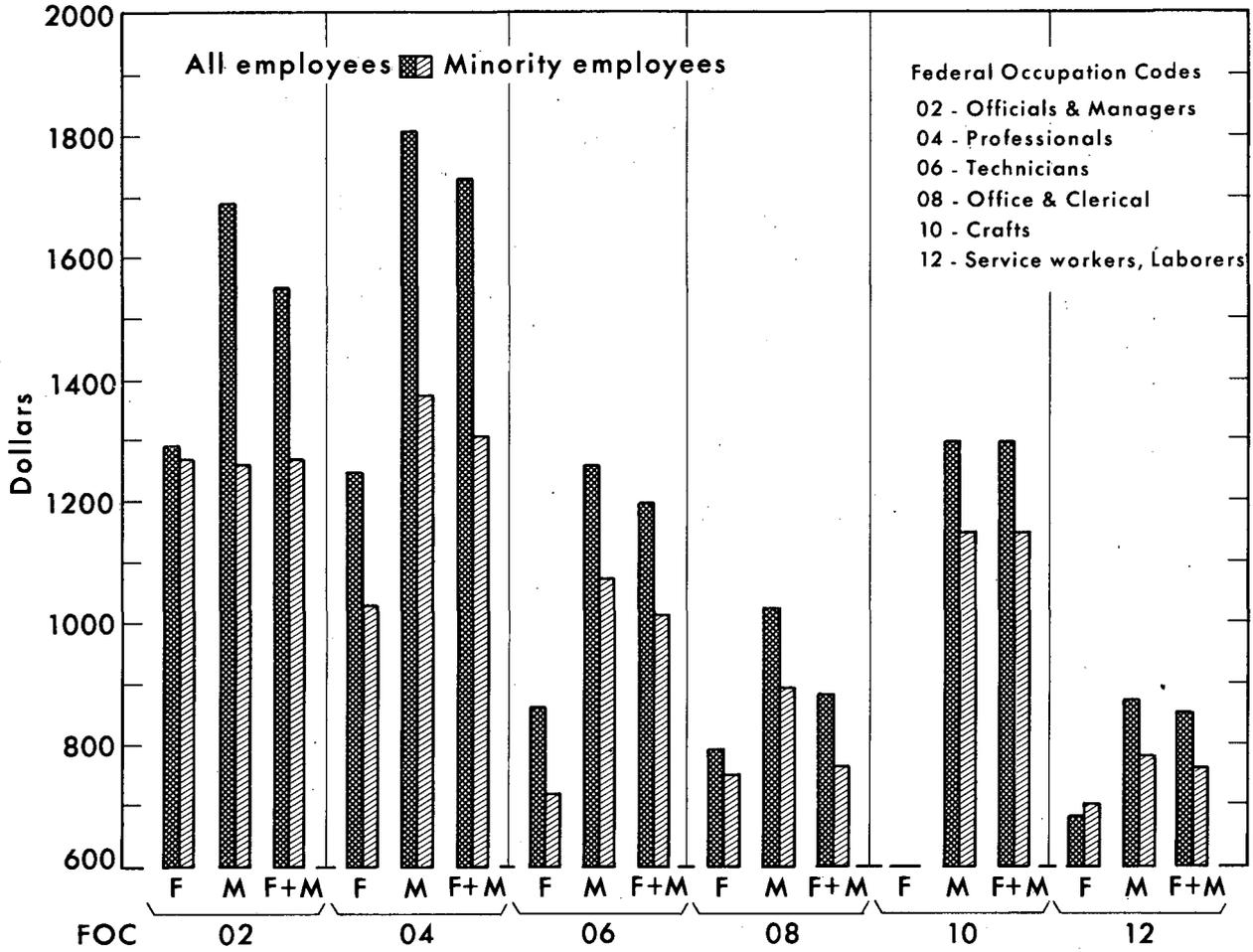
* There are three part-time employees in the 200 Series that show on the computer tape at part-time salary

Figure 4. Employees by Salary Groupings, 1975. Minorities shown separately.
 Based on Table V.



XBL 759-4057

Figure 5. Number of Employees and Salary Averages by Federal Occupation Codes (FOC), 1975. Based on Table VI.



XBL 759-4049

Figure 6. Salary Averages by Federal Occupation Codes (FOC) (GSRA, General Helpers deleted). Minorities shown separately. Based on Table VI.

Fig. 7

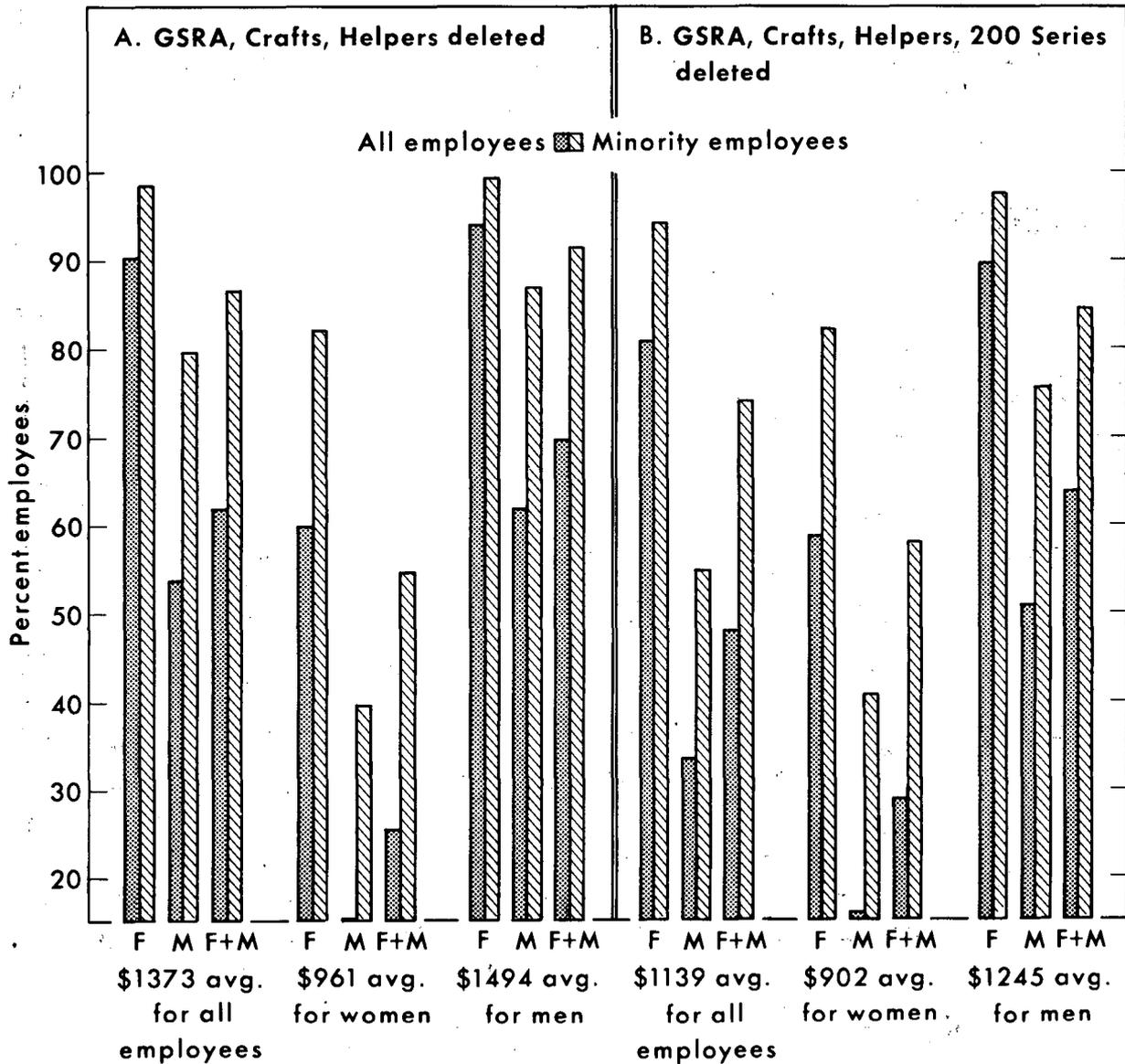
Fig. 8



XBL 759-4050

Figure 7. Salary Averages, 1975 (Crafts, GSRA, Helpers deleted). Minorities shown separately.
Based on Table VII.

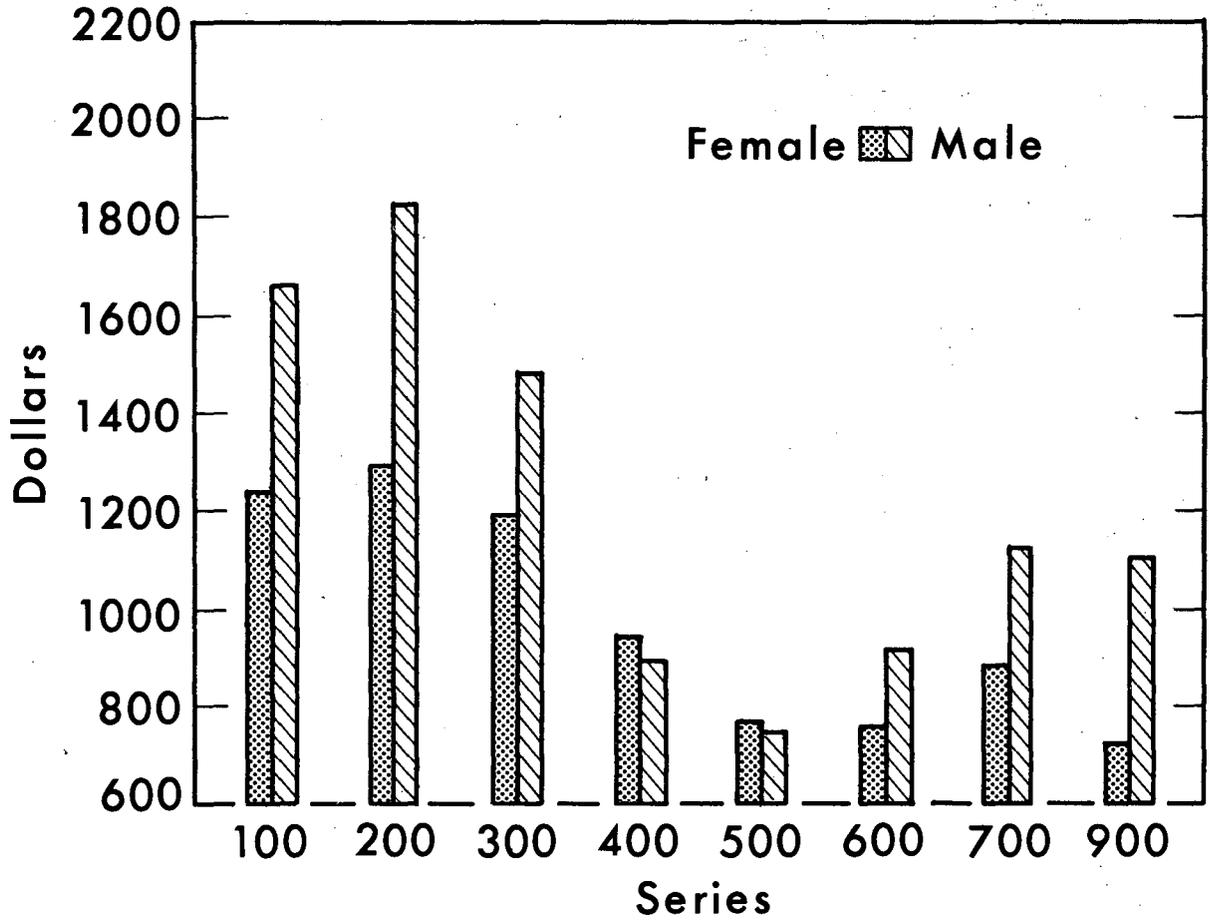
Figure 8. Salary Averages, 1975 (GSRA, Crafts, Helpers, 200 series deleted).
Based on Table VIII.



XBL 759 4051

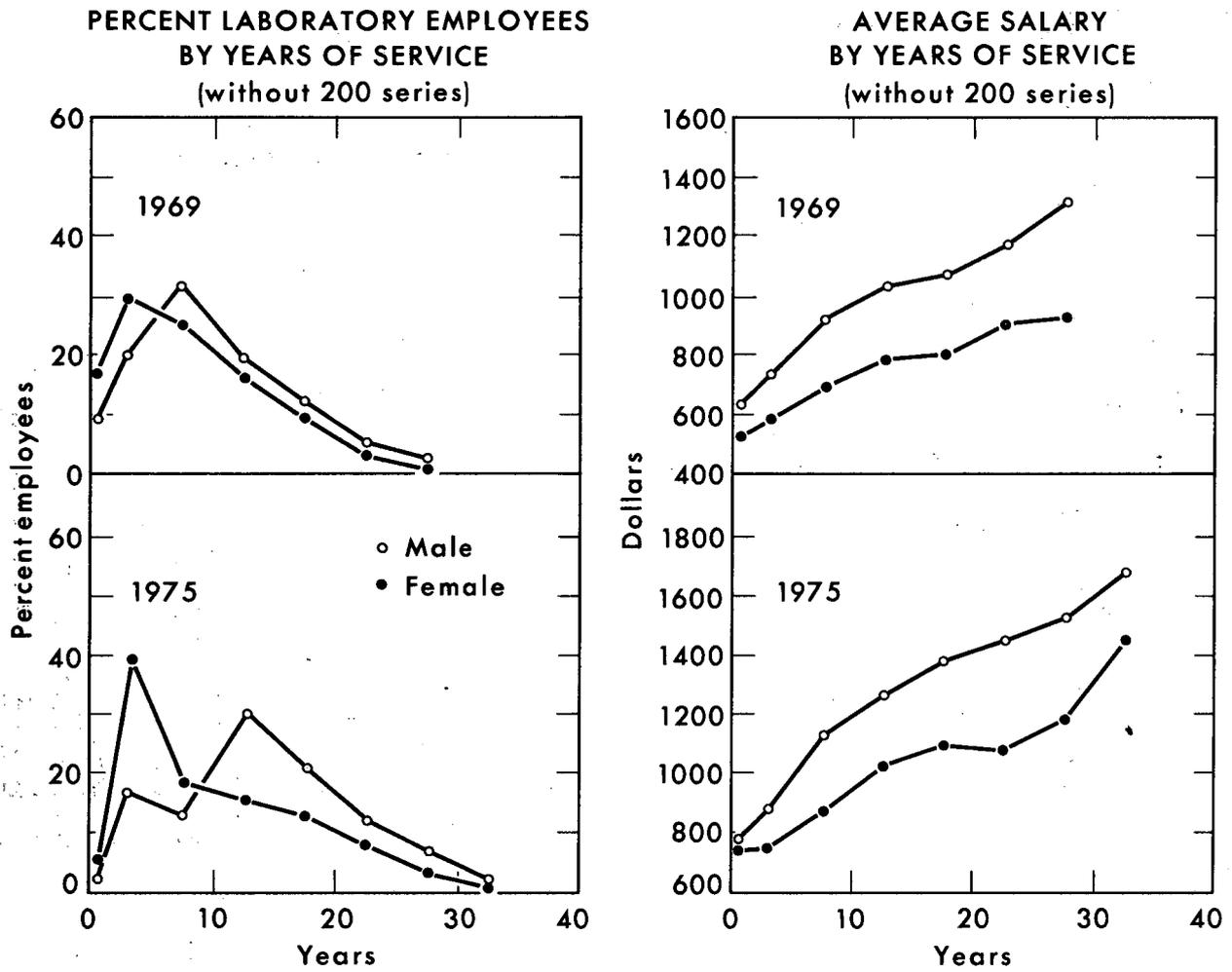
Figure 9. Percentage of Employees at or below 1975 Average Salaries. Minorities shown separately.

Based on Table IX.



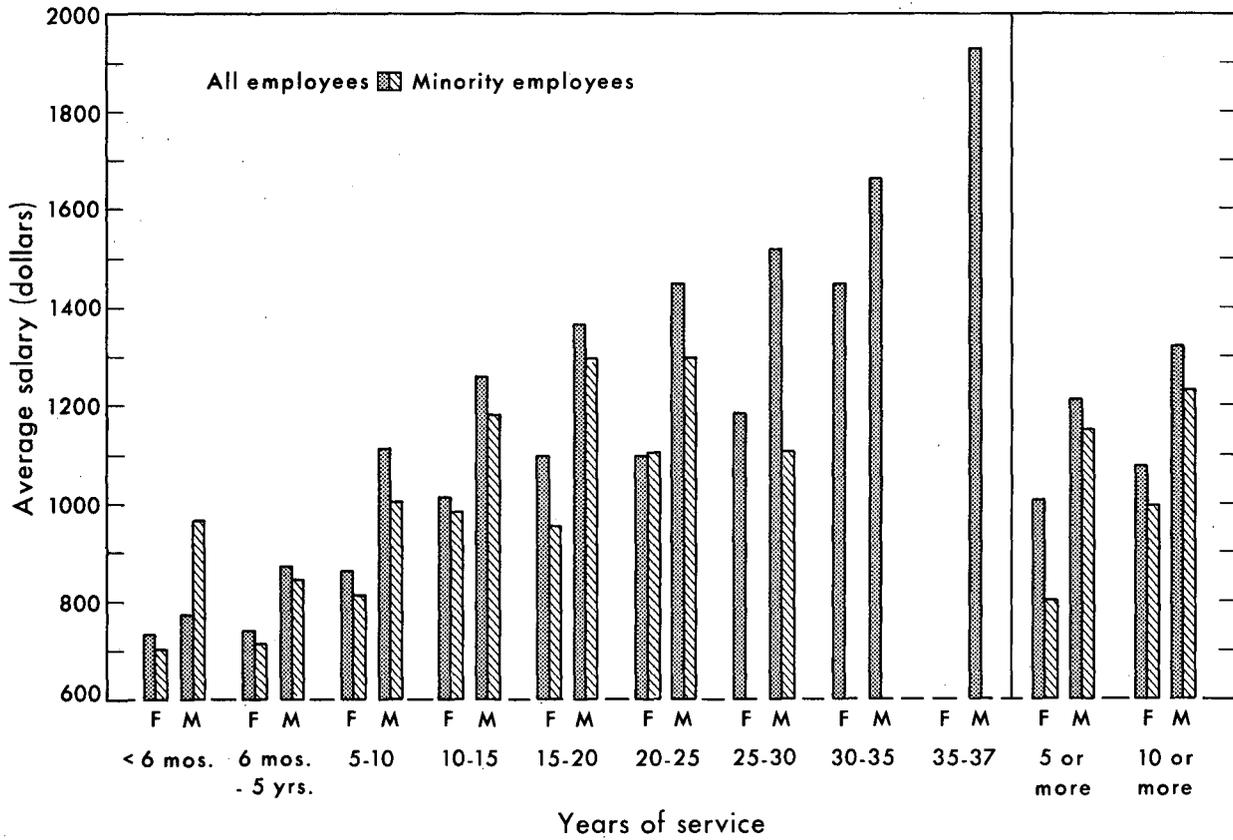
XBL 759-4061

Figure 10. Salary Averages by Job Series (GSRA, General Helpers deleted).
Based on Table XI.B.



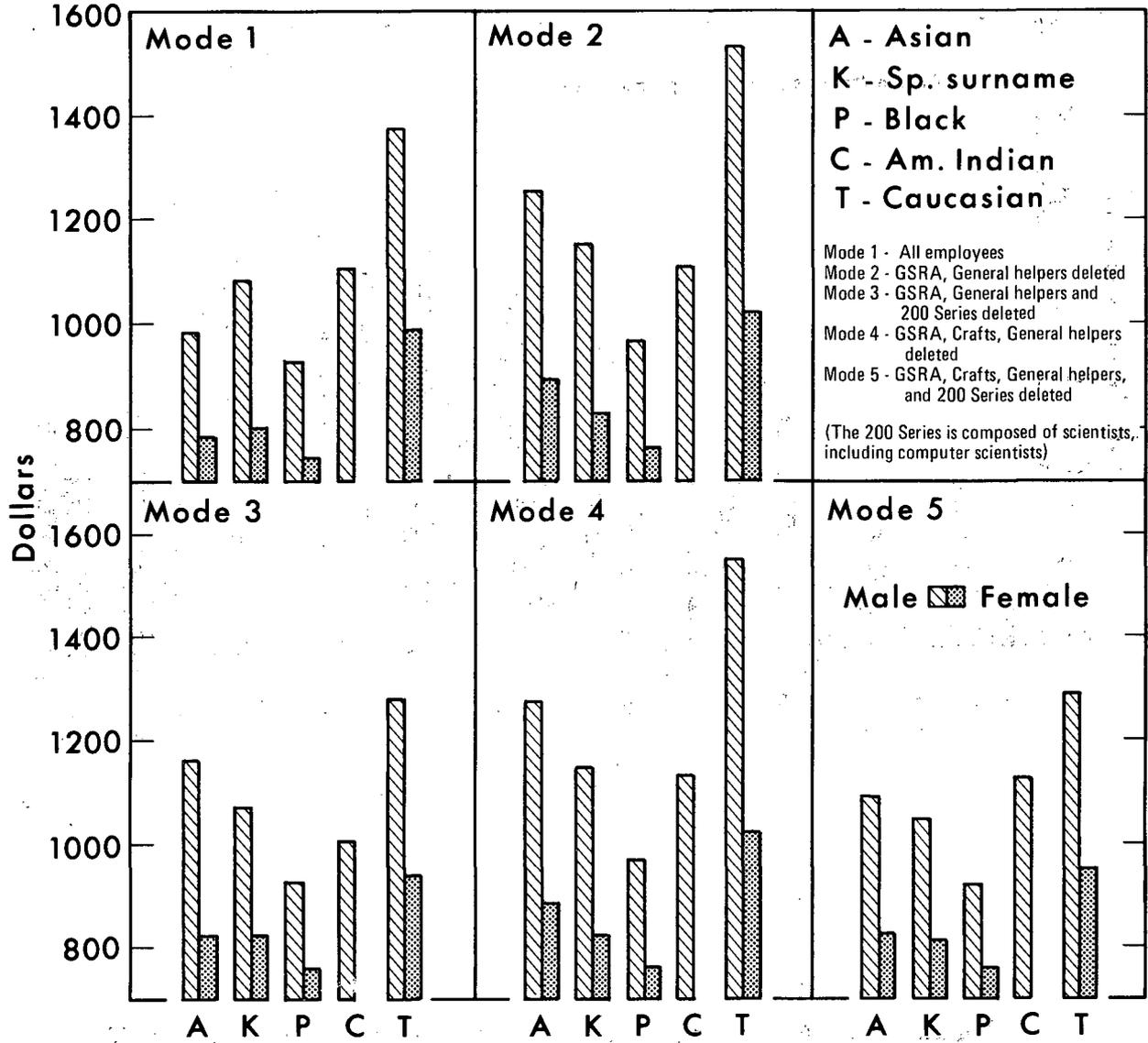
XBL 759-4062

Figure 11. Laboratory Employees by Years of Service (in percentages) and Average Salaries for 1969 and 1975. Based on Table XIII.



XBL 759-4052

Figure 12. 1975 Average Salaries by Length of Service (GSRA, Helpers, Crafts, 200 series deleted). Minorities shown separately. *Based on Table XIII.*



XBL 759-4047

Figure 13. Average Salaries by Ethnic Background.
 Based on Table XV.

TABLE I. WOMEN AS A PERCENTAGE OF THE LABORATORY POPULATION

	1969	1971	1975	
			All Women	Minority Women
1. All employees, no one excluded.	24.3	17.0	19.7	0.1
2. Without Graduate Students	21.3	18.8	21.5	6.2
3. Without GSRA, Crafts, & general helpers	23.4	22.1	22.7	6.5
4. Without the above, plus 200 series (scientists) excluded.	30.2	29.0	30.7	9.6

TABLE II. LABORATORY POPULATION, IN NUMBERS

	November 1969			November 1971			June 1975					
							All Employees			Minority		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
1. All Employees, no exclusions	569	2341	2910	425	2081	2506	482	1960	2442	145	335	480
2. Graduate Student Res. Assts.	19	317	336	14	300	314	28	310	338	11	68	79
3. W/o GSRA, Crafts & Gen. Helpers	542	1724	2266	406	1434	1840	446	1521	1967	128	234	362
4. W/o " " & 200 series (scientists)	500	1158	1658	370	906	1276	378	853	1231	118	167	285

TABLE III. Number of Employees by Job Class* (w/o GSRA)

Job Class	F				M				Total			
	1969	Nov. 1971	June 1975	% Change	1969	Nov. 1971	June 1975	% Change	1969	Nov. 1971	June 1975	% Change 1969-1975
100	56	46	62	+ 10.7	128	79	75	- 41.4	184	125	137	- 25.5
200	42	36	68	+ 61.9	566	528	668	+ 18.0	608	564	736	+ 21.1
300	77	62	22	- 71.0	395	320	252	- 36.2	472	382	274	- 41.9
400	18	15	21	+ 16.7	1	2	3	+200.0	19	17	24	+ 26.3
500	208	150	153	- 26.4	4	5	5	+ 25.0	212	155	158	- 25.5
600	12	6	16	+ 33.3	71	44	47	- 33.8	83	50	63	- 24.1
700	128	81	101	- 21.1	523	456	475	- 9.2	651	537	576	- 11.5
800**	9	15		- 22.2	336	347		- 64.6	344	362		- 63.4
900**			7				119				126	
Total	550	411	450	- 18.2	2024	1781	1664	- 17.8	2574	2192	2094	- 18.6

Minority Employees by Job Class (w/o GSRA) 1975

Job Class	F	M	Total
100	12	11	23
200	10	67	77
300	3	28	31
400	3	3	6
500	59	4	63
600	9	18	27
700	29	98	127
800	--	--	--
900	5	33	38
Total	130	262	392

*Appendix A classifications

- 100 - Administrative and Executive
- 200 - Professional (Scientific)
- 300 - Other Professional
- 400 - General Office Assistance
- 500 - General Office Assistance
- 600 - General Services
- 700 - Technical Assistance
- 800 - Building Trades
- 900 - Mechanical Shops, Custodial, Physical Plant Work, Protective Services, etc.

**Individual figures are not available for 1969 and 1971.

TABLE IV. Percentage of Employees by Salary Groupings
(GSRA, Crafts, 200 series, excluded)

Year	Below \$750			\$750 - \$1000			\$1000 and above			Below \$1000		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
1969	73.0	23.4	38.3	21.8	47.1	39.6	5.2	29.5	22.1	94.8	70.5	77.9
1971	63.2	14.5	28.7	28.1	34.8	32.8	8.7	50.7	38.5	91.3	49.3	61.5
1975	31.7	8.1	15.4	40.5	13.1	21.5	27.8	78.8	85.3	72.2	21.2	36.9
% change												
1969-												
1975	-56.5	-65.4	-59.8	+85.8	-72.2	-45.7	+434.6	+167.1	+285.9	-23.8	-69.9	-52.6

Minority Employees By Salary Groupings (%)
(GSRA, Crafts, 200 Series excluded)

	F	M	Total
Below \$750	53.4	21.6	34.7
\$750 - \$1000	33.9	29.9	31.6
\$1000 and above	12.7	48.5	33.7
Below \$1000	87.3	51.5	41.4

TABLE V. EMPLOYEES BY SALARY GROUPS - 1975

A. All Employees	F		M		Total		Minority Employees					
	#	%	#	%	#	%	F		M		Total	
Salary Range	#	%	#	%	#	%	#	%	#	%	#	%
Below \$500	30	6.2	318	16.2	348	14.3	12	8.3	73	21.8	85	17.7
\$500 - \$749	126	26.1	96	4.9	222	9.1	68	46.9	44	13.1	112	23.3
\$750 - \$999	170	35.2	183	9.3	353	14.5	45	31.0	68	20.3	113	23.5
\$1000 - \$1499	128	26.5	783	39.9	911	37.3	19	13.1	119	35.5	138	28.8
\$1500 - \$1999	25	5.2	331	16.9	356	14.6	1	0.7	18	5.4	19	4.0
\$2000 - \$2499	3	0.6	126	6.4	129	5.3	0	0.0	8	2.4	8	1.7
\$2500 - \$5000	0	0.0	123	6.3	123	5.0	0	0.0	5	1.5	5	1.0
Totals	482	19.7	1960	80.3	2441		145	30.2	335	69.8	480	
Below \$1000	326	67.6	597	30.5	923	37.8	125	86.2	185	55.2	310	64.6
B. GSRA, General Helpers deleted												
Below \$500	3	0.7	21	1.3	24	1.1	1	0.8	4	1.5	5	1.3
\$500 - \$749	122	27.1	77	4.7	199	9.5	64	49.2	40	15.3	104	26.5
\$750 - \$999	169	37.5	183	11.1	352	16.8	45	34.6	68	26.0	113	28.8
\$1000 - \$1499	128	28.4	783	47.6	911	43.5	19	14.6	119	45.4	138	35.2
\$1500 - \$1999	25	5.5	331	20.1	356	17.0	1	0.8	18	6.9	19	4.8
\$2000 - \$2499	3	0.7	126	7.7	129	6.2	0	0.0	8	3.1	8	2.0
\$2500 - \$5000	0	0.0	123	7.5	123	5.9	0	0.0	5	1.9	5	1.3
Totals	450	21.5	1644	78.5	2094		130	33.2	262	66.8	392	
Below \$1000	294	65.3	281	17.1	575	27.5	110	84.6	112	42.7	222	56.6
C. GSRA, General Helpers, and 200 series (scientific) deleted												
Below \$500	3	0.8	17	1.7	20	1.5	1	0.8	3	1.5	4	1.3
\$500 - \$749	121	31.7	74	7.6	195	14.3	64	53.3	38	19.5	102	32.4
\$750 - \$999	153	40.1	117	12.0	270	19.9	40	33.3	54	27.7	94	29.8
\$1000 - \$1499	98	25.6	608	62.3	706	52.0	14	11.7	90	46.2	104	33.0
\$1500 - \$1999	7	1.8	143	14.6	150	11.0	1	0.8	9	4.6	10	3.2
\$2000 - \$2499	0	0.0	14	1.4	14	1.0	0	0.0	1	0.5	1	0.3
\$2500 - \$3550	0	0.0	3	0.3	3	0.2	0	0.0	0	0.0	0	0.0
Totals	382	28.1	976	71.9	1358		120	38.1	195	61.9	315	
Below \$1000	277	72.5	208	21.3	485	35.7	105	87.5	95	48.7	200	63.5
D. GSRA, Crafts, and General Helpers deleted												
Below \$500	0	0.0	4	0.3	4	0.2	0	0.0	1	0.4	1	0.3
\$500 - \$749	121	27.1	72	4.7	193	9.8	63	49.2	38	16.2	101	27.9
\$750 - \$999	169	37.9	178	11.7	347	17.6	45	35.2	64	27.4	109	30.1
\$1000 - \$1499	128	28.7	690	45.4	818	41.6	19	14.6	100	42.7	119	32.9
\$1500 - \$1999	25	5.6	328	21.6	353	17.9	1	0.8	18	7.7	19	5.2
\$2000 - \$2499	3	0.7	125	8.2	128	6.5	0	0.0	8	3.4	8	2.2
\$2500 - \$5000	0	0.0	124	8.1	124	6.3	0	0.0	5	2.1	5	1.4
Totals	446	22.7	1521	77.3	1967		128	35.4	234	64.6	362	
Below \$1000	290	65.0	254	16.7	544	27.6	108	84.4	103	44.0	211	58.3
E. GSRA, Crafts, General Helpers and 200 Series (scientific) deleted												
Below \$500	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
\$500 - \$749	120	31.7	69	8.1	189	15.4	63	53.4	36	21.6	99	34.7
\$750 - \$999	153	40.5	112	13.1	265	21.5	40	33.9	50	29.9	90	31.6
\$1000 - \$1499	98	25.9	515	60.4	613	49.8	14	11.9	71	42.5	85	29.8
\$1500 - \$1999	7	1.9	140	16.4	147	11.9	1	0.8	9	5.4	10	3.5
\$2000 - \$2499	-	0.0	14	1.6	14	1.1	0	0.0	1	0.6	1	0.4
\$2500 - \$3550	-	0.0	3	0.4	3	0.2	0	0.0	0	0.0	0	0.0
Totals	378	30.7	853	69.3	1231		118	41.4	167	58.6	285	
Below \$1000	273	72.2	181	21.2	454	36.9	103	87.3	86	51.5	189	66.3

TABLE VI. Salary Averages by Federal Occupation Codes (FOC) - 1975
(without GSRA, General Helpers)

FOC	# of Employees			FOC Salary Averages			% of Total Avg.		Women's Avg. as % of Men's Average
	F	M	Total	F	M (\$)	Total	F	M	
02 Officials & Managers	37	65	102	\$1297	\$1690	\$1547	83.8	109.2	76.7
04 Professionals	111	676	787	1244	1807	1728	72.0	104.6	68.6
06 Technicians	90	644	734	860	1255	1206	71.3	104.1	68.5
08 Office & Clerical	196	36	232	797	1029	833	95.7	123.5	77.5
10 Crafts	-	102	102	-	1300	1300	-	100.0	-
12 Service Workers, Skilled & Unskilled Laborers	16	121	137	688	876	854	80.6	102.6	78.5
Total Avgs.	450	1664	2094	\$ 957	\$1469	\$1359	70.4	108.1	65.1

Minority Employees

02 Officials & Managers	7	14	21	\$1272	\$1261	\$1265	100.6	99.7	100.9
04 Professionals	16	68	84	1041	1376	1312	79.3	104.9	75.7
06 Technicians	25	110	135	720	1077	1011	71.2	106.5	66.9
08 Office & Clerical	71	12	83	747	893	768	97.3	116.3	83.7
10 Crafts	-	24	24	-	1152	1152	-	100.0	-
12 Service Workers, Skilled & Unskilled Laborers	11	34	45	704	786	766	91.9	102.6	89.6
Totals	130	262	392	\$803	\$1125	\$1018	78.9	110.5	71.4

Minority averages as % of averages for all employees

83.9% 76.6% 74.9%

TABLE VII. Salary Averages w/o GSRA, Crafts, and Helpers

	1969	1971	1975	\$ change from 1969	% change 1969-1975
Average salaries for all included					
Employees	\$1018	\$1148	\$1373	\$355	+34.9
Average salaries for men	1112	1258	1494	382	+34.3
Average salaries for women	688	759	961	273	+39.7
Average salaries for all included					
Minority Employees			\$1017		
Average salaries for minority men			1133		
Average salaries for minority women			807		

TABLE VIII. Salary Averages w/o GSRA, 200 Series, Crafts and Helpers

	1969	1971	1975	\$ change from 1969	% change 1969-1975
Average salaries for all included					
Employees	\$ 842	\$ 947	\$1139	\$ 297	+35.3
Average salaries for men	919	1037	1245	325	+35.4
Average salaries for women	665	728	902	237	+35.6
Average salaries for all included					
Minority Employees			\$ 932		
Average salaries for minority men			1034		
Average salaries for minority women			788		

TABLE IX. Percentage of Employees at or Below Average Salaries

		F & M	F	M	Minorities		
					F & M	F	M
A. GSRA, CRAFTS & General Helpers deleted.							
Average Salaries for All Employees							
1969	\$1018	62.7	92.8	54.3			
1971	\$1148	79.5	95.1	73.2			
1975	\$1373	61.9	90.1	53.6	86.5	98.4	79.9
Average Salaries for Women							
1969	\$ 688	21.5	58.4	11.2			
1971	\$ 759	28.9	63.2	15.0			
1975	\$ 961	25.2	59.9	15.1	54.7	82.0	39.7
Average Salaries for Men							
1969	\$1112	69.4	94.8	62.2			
1971	\$1258	85.3	96.2	80.9			
1975	\$1494	69.1	93.7	61.9	91.2	99.2	86.8
B. Same as A above, but with the 200 series also deleted.							
Average Salaries for all Employees							
1969	\$ 842	48.4	81.0	34.2			
1971	\$ 947	48.2	84.1	33.6			
1975	\$1139	47.8	80.9	33.2	74.0	94.1	59.9
Average Salaries for Women							
1969	\$ 665	-	61.4	-			
1971	\$ 728	27.2	61.4	13.2			
1975	\$ 902	28.9	58.2	15.9	57.9	82.2	40.7
Average Salaries for Men							
1969	\$ 919	-	-	51.4			
1971	\$1037	65.5	92.2	54.6			
1975	\$1245	63.6	89.9	50.8	84.6	97.5	75.4

With, or without, the 200 series, the greater percentage of women continued to earn salaries below the Laboratory average and below their own average.

TABLE X. 1975 Salary Medians (Lower, Middle, Upper Thirds)

CODE: A. All Employees, B. GSRA & General Helpers deleted, C. All scientific (200 series) + B deleted. D. GSRA, Crafts, Gen. Helpers deleted, E. D + all scientific (200 series) deleted.

	Lower Third (\$)			Middle Third (\$)			Upper Third (\$)			Total Averages (\$)		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
A.	489	588	517	870	1241	1142	1673	3213	3182	924	1306	1230
B.	645	750	694	899	1362	1258	1681	3263	3213	957	1469	1359
C.	625	819	733	856	1244	1130	1383	2445	2415	898	1234	1140
D.	657	750	691	899	1334	1267	1681	3285	3226	961	1494	1373
E.	637	848	740	859	1240	1117	1383	2441	2408	902	1245	1139
<u>Minority Employees</u>												
A.	493	496	479	745	944	854	1279	2051	1980	767	982	917
B.	598	687	626	755	1069	962	1280	2082	2039	803	1125	1018
C.	597	684	619	752	1031	896	1280	1671	1603	784	1038	941
D.	610	680	626	755	1061	951	1280	2084	2027	807	1133	1017
E.	609	711	627	753	1022	867	1280	1671	1578	788	1034	932

Salary Medians for Men and Women as a percentage of Total Median, and Medians for Women as a Percentage of Medians for Men.

	Lower Third (\$)			% of Total Median		Median for F as % of Median for M		Middle Third (\$)			% of Total Median		Medians for F as % of Median for M	
	F	M	Total	F	M	F	M	F	M	Total	F	M	F	M
A.	489	588	517	94.6	113.7	83.2	870	1241	1142	76.2	108.7	70.1		
B.	645	750	694	92.9	108.1	86.0	899	1362	1258	71.5	108.3	66.0		
C.	625	819	733	85.3	111.7	76.3	856	1244	1130	75.7	110.1	68.8		
D.	657	750	691	95.1	108.5	87.6	899	1384	1267	70.9	109.2	64.9		
E.	637	848	740	86.1	114.6	75.1	859	1240	1117	76.9	111.0	69.3		
<u>Upper Third (\$)</u>													<u>Total Mean (\$)</u>	
A.	1637	3213	3182	52.6	104.2	52.1	924	1306	1230	75.1	106.2	70.7		
B.	1681	3263	3213	52.3	101.5	51.5	957	1469	1359	70.4	108.1	65.1		
C.	1383	2445	2415	57.3	101.2	56.6	898	1234	1140	78.8	108.2	72.8		
D.	1681	3285	3226	52.1	101.8	51.2	961	1494	1373	70.0	108.8	64.3		
E.	1383	2441	2408	57.4	101.4	56.6	902	1245	1139	79.2	109.3	72.4		

TABLE XI. 1975 Salary Averages by Job Series

Job Series	# of Employees			1. Total Laboratory Series Average (\$)			% of Total Average		F Average as % of M Average
	F	M	Total	F	M	F & M	F	M	
A. All Employees									
100	62	75	137	\$1241	\$1656	\$1468	84.5	112.8	74.9
200	96	978	1074	1050	1383	1353	77.6	102.2	75.9
300	22	252	274	1178	1478	1454	81.0	101.6	79.7
400	21	3	24	937	892	932	100.5	95.7	105.0
500	153	5	158	758	744	757	100.1	98.3	101.9
600	16	47	63	747	913	871	85.8	104.8	81.8
700	101	475	576	868	1113	1070	81.1	104.0	78.0
800	0	0	0	0	0	0	0.0	0.0	0.0
900	<u>11</u>	<u>125</u>	<u>136</u>	<u>577</u>	<u>1059</u>	<u>1020</u>	<u>56.6</u>	<u>103.8</u>	<u>54.5</u>
Totals	482	1960	2442	924	1306	1230	75.1	106.2	70.7
B. GSRA and General Helpers deleted.									
100	62	75	137	1241	1656	1468	84.5	112.8	74.9
200	68	668	736	1290	1812	1763	73.2	102.8	71.2
300	22	252	274	1178	1478	1454	81.0	101.6	79.7
400	21	3	24	937	892	932	100.5	95.7	105.0
500	153	5	158	758	744	757	100.1	98.3	101.9
600	16	47	63	747	913	871	85.8	104.8	81.8
700	101	475	576	868	1113	1070	81.1	104.0	78.0
800	-	-	-	-	-	-	-	-	-
900	<u>7</u>	<u>119</u>	<u>126</u>	<u>708</u>	<u>1094</u>	<u>1073</u>	<u>66.0</u>	<u>101.9</u>	<u>64.7</u>
Totals	450	1644	2094	957	1419	1359	70.4	108.1	65.1
C. GSRA, General Helpers and 200 series (scientific) deleted									
100	62	75	137	1241	1656	1468	84.5	112.8	74.9
200	-	-	-	-	-	-	-	-	-
300	22	252	274	1178	1478	1454	81.0	101.6	79.7
400	21	3	24	937	892	932	100.5	95.7	105.0
500	153	5	158	758	744	757	100.1	98.3	101.9
600	16	47	63	747	913	871	85.8	104.8	81.8
700	101	475	576	868	1113	1070	81.1	104.0	78.0
800	-	-	-	-	-	-	-	-	-
900	<u>7</u>	<u>119</u>	<u>126</u>	<u>708</u>	<u>1094</u>	<u>1073</u>	<u>66.0</u>	<u>102.0</u>	<u>64.7</u>
Totals	382	976	1358	898	1234	1140	78.8	108.2	72.8
D. GSRA, General Helpers, and Crafts deleted									
100	62	74	136	1241	1660	1469	84.5	113.0	174.7
200	68	668	736	1290	1812	1763	73.2	102.8	71.2
300	22	252	274	1178	1478	1454	81.0	101.6	79.7
400	21	3	24	937	892	932	100.5	95.7	105.0
500	153	5	158	758	744	757	100.1	98.3	101.9
600	16	44	60	747	896	857	83.4	104.5	83.4
700	97	393	490	882	1112	1066	82.7	104.3	79.3
800	-	-	-	-	-	-	-	-	-
900	<u>7</u>	<u>82</u>	<u>89</u>	<u>708</u>	<u>1018</u>	<u>994</u>	<u>71.2</u>	<u>102.4</u>	<u>69.5</u>
Totals	446	1521	1967	961	1494	1383	70.0	108.8	64.3
E. GSRA, General Helpers, Crafts, and 200 series (scientific) deleted									
100	62	74	136	1241	1660	1469	84.5	113.0	74.7
200	-	-	-	-	-	-	-	-	-
300	22	252	274	1178	1478	1454	81.0	101.6	79.7
400	21	3	24	937	892	932	100.5	95.7	105.0
500	153	5	158	758	744	757	100.1	98.3	101.9
600	16	44	60	747	896	857	87.2	104.5	83.4
700	97	393	490	882	1112	1066	82.7	104.3	79.3
800	-	-	-	-	-	-	-	-	-
900	<u>7</u>	<u>82</u>	<u>89</u>	<u>708</u>	<u>1018</u>	<u>994</u>	<u>71.2</u>	<u>102.4</u>	<u>69.5</u>
Totals	378	853	1231	902	1245	1139	79.2	109.3	72.4

TABLE XI (cont'd)

2. Minority Employees

Job Series	# of Employees			Series Average (\$)			% of Total Average		F Average as % of M Average
	F	M	Total	F	M	F & M	F	M	
A. All Minority Employees									
100	12	11	23	\$1162	\$1362	\$1258	92.4	108.3	85.3
200	21	135	156	752	926	902	83.4	102.7	81.2
300	3	28	31	1159	1397	1374	84.4	101.7	83.0
400	3	3	6	946	892	919	102.9	97.1	106.1
500	59	4	63	720	742	721	99.9	102.9	97.0
600	9	16	27	737	884	835	88.3	105.9	83.4
700	29	98	127	730	980	923	79.1	106.2	74.5
800	-	-	-	-	-	-	-	-	-
900	9	38	47	549	855	796	69.0	107.4	64.2
Totals	145	335	480	767	982	917	83.6	107.1	78.1
B. GSRA and General Helpers deleted.									
100	12	11	23	1162	1362	1258	92.4	108.3	85.3
200	10	67	77	1028	1379	1333	77.1	103.5	74.5
300	3	28	31	1159	1397	1374	84.4	101.7	83.0
400	3	3	6	946	892	919	102.9	97.1	106.1
500	59	4	63	720	742	721	99.9	102.9	97.0
600	9	18	27	737	884	835	88.3	105.9	83.4
700	29	98	127	730	980	923	79.1	106.2	74.5
800	-	-	-	-	-	-	-	-	-
900	5	33	38	710	929	901	78.8	103.1	76.4
Totals	130	262	392	803	1125	1018	78.9	110.5	71.4
C. GSRA, General Helpers and 200 series (scientists) deleted									
100	12	11	23	1162	1362	1258	92.4	108.3	85.3
200	-	-	-	-	-	-	-	-	-
300	3	28	31	1159	1397	1374	84.4	101.7	83.0
400	3	3	6	946	892	919	102.9	97.1	106.1
500	59	4	63	720	742	721	99.9	102.9	97.0
600	9	18	27	737	884	835	88.3	105.9	83.4
700	29	98	127	730	980	923	79.1	106.2	74.5
800	-	-	-	-	-	-	-	-	-
900	5	33	38	710	929	901	78.8	103.1	76.4
Totals	120	195	315	784	1038	941	83.3	110.3	75.5
D. GSRA, General Helpers and Crafts deleted									
100	12	11	23	1162	1362	1258	92.4	108.3	85.3
200	10	67	77	1028	1379	1333	77.1	103.5	74.5
300	3	28	31	1159	1397	1374	84.4	101.7	83.0
400	3	3	6	946	892	919	102.9	97.1	106.1
500	59	4	63	720	742	721	99.9	102.9	97.0
600	9	16	25	737	849	808	91.2	105.1	86.8
700	27	83	110	744	970	914	81.4	106.1	76.7
800	-	-	-	-	-	-	-	-	-
900	5	22	27	710	857	830	85.5	103.3	82.8
Totals	128	234	362	807	1133	1017	79.4	111.4	71.2
E. GSRA, General Helpers, Crafts, and 200 series (scientists) deleted									
100	12	11	23	1162	1362	1258	92.4	108.3	85.3
200	-	-	-	-	-	-	-	-	-
300	3	28	31	1159	1397	1374	84.4	101.7	83.0
400	3	3	6	946	892	919	102.9	97.1	106.1
500	59	4	63	720	742	721	99.9	102.9	97.0
600	9	16	25	737	849	808	91.2	105.1	86.8
700	27	83	110	744	970	914	81.4	106.1	76.7
800	-	-	-	-	-	-	-	-	-
900	5	22	27	710	857	830	85.5	103.3	82.8
Totals	118	167	285	788	1034	932	84.5	110.9	76.2

TABLE XII. 1975 Salary Averages by Federal Occupation Codes (FOC)

CODE: 02 - Officials and Managers
 04 - Professional
 06 - Technicians

08 - Office & Clerical
 10 - Crafts
 12 - Service Workers, Skilled & Unskilled Laborers

1. Total Laboratory									
	# of Employees			FOC Salary Averages (\$)			% of Total		F Average as % of M Average
	F	M	Total	F	M	F & M	Average F	M	
A. All Employees									
02	37	65	102	1297	1690	1547	83.8	109.2	76.7
04	139	986	1125	1087	1383	1347	80.7	102.7	78.6
06	90	644	734	860	1255	1206	71.3	104.1	68.5
08	196	36	232	797	1029	833	95.7	123.5	77.4
10	-	102	102	-	1300	1300	-	100.0	-
12	<u>20</u>	<u>127</u>	<u>147</u>	<u>620</u>	<u>852</u>	<u>820</u>	<u>75.6</u>	<u>103.0</u>	<u>72.8</u>
Totals	482	1960	2442	924	1306	1230	75.1	106.2	70.7
B. GSRA and General Helpers deleted									
02	37	65	102	1297	1690	1547	83.8	109.2	76.7
04	111	676	787	1244	1807	1728	72.0	104.6	68.8
06	90	644	734	860	1255	1206	71.3	104.1	68.5
08	196	36	232	797	1029	833	95.7	95.7	77.4
10	-	102	102	-	1300	1300	-	100.0	-
12	<u>16</u>	<u>121</u>	<u>137</u>	<u>688</u>	<u>876</u>	<u>854</u>	<u>80.6</u>	<u>102.6</u>	<u>78.5</u>
Totals	450	1644	2094	957	1469	1359	70.4	108.1	65.1
C. GSRA, General Helpers and Scientists (200 series) deleted									
02	37	65	102	1297	1690	1547	83.8	109.2	76.7
04	43	8	51	1171	1426	1211	96.7	117.7	82.1
06	90	644	734	860	1255	1206	71.3	104.1	68.5
08	196	36	232	797	1029	833	95.7	123.5	77.4
10	-	102	102	-	1300	1300	-	100.0	-
12	<u>16</u>	<u>121</u>	<u>137</u>	<u>688</u>	<u>876</u>	<u>854</u>	<u>80.6</u>	<u>102.6</u>	<u>78.5</u>
Totals	382	976	1358	898	1234	1140	78.8	108.2	72.8
D. GSRA, General Helpers, Research Helpers, and Crafts deleted									
02	37	65	102	1297	1690	1547	83.8	109.2	76.7
04	111	676	787	1244	1807	1728	72.0	104.6	68.8
06	90	644	734	860	1255	1206	71.3	104.1	68.5
08	196	35	232	797	1029	833	95.7	123.5	77.4
10	-	-	-	-	-	-	-	-	-
12	<u>12</u>	<u>100</u>	<u>112</u>	<u>743</u>	<u>954</u>	<u>931</u>	<u>79.8</u>	<u>102.5</u>	<u>77.9</u>
Totals	446	1521	1967	961	1494	1373	70.0	108.8	64.3
E. GSRA, General Helpers, Res. Helpers, and Crafts and 200 series (scientific) deleted									
02	37	65	102	1297	1690	1547	83.8	109.2	76.7
04	43	8	51	1171	1426	1211	96.7	117.7	82.1
06	90	644	734	860	1255	1206	71.3	104.1	68.5
08	196	36	232	797	1029	833	95.7	123.5	77.4
10	-	-	-	-	-	-	-	-	-
12	<u>12</u>	<u>100</u>	<u>112</u>	<u>743</u>	<u>954</u>	<u>931</u>	<u>79.8</u>	<u>102.5</u>	<u>77.7</u>
Totals	378	853	1231	902	1245	1139	79.2	109.3	72.4

TABLE XII (cont'd).

2. Minority Employees

	# of Minority Employees			FOC Salary Average (\$)			% of Total Average		F Average as % of M Average
	F	M	Total	F	M	F & M	F	M	
A. All Employees									
02	7	14	21	1272	1261	1265	100.6	99.7	100.9
04	27	136	163	821	927	910	90.2	101.9	88.6
06	25	110	135	720	1077	1011	71.2	106.5	66.9
08	71	12	83	747	893	768	97.3	116.3	83.7
10	-	24	24	-	1152	1152	-	100.0	-
12	<u>15</u>	<u>39</u>	<u>54</u>	<u>609</u>	<u>731</u>	<u>697</u>	<u>87.4</u>	<u>104.9</u>	<u>83.3</u>
Totals	145	335	480	767	982	917	83.6	107.1	78.1
B. GSRA and General Helpers deleted									
02	7	14	21	1272	1261	1265	100.6	99.7	100.9
04	16	68	84	1041	1376	1312	79.3	104.9	75.7
06	25	110	135	720	1077	1011	71.2	106.5	66.9
08	71	12	83	747	893	768	97.3	116.3	83.7
10	-	24	24	-	1152	1152	-	100.0	-
12	<u>11</u>	<u>34</u>	<u>45</u>	<u>704</u>	<u>786</u>	<u>766</u>	<u>91.9</u>	<u>102.6</u>	<u>89.6</u>
Totals	130	262	392	803	1125	1018	78.9	110.5	71.4
C. GSRA, General Helpers and Scientists (200 series) deleted									
02	7	14	21	1272	1261	1265	100.6	99.7	100.9
04	6	1	7	1061	1166	1076	98.6	108.4	91.0
06	25	110	135	720	1077	1011	71.2	106.5	66.9
08	71	12	83	747	893	768	97.3	116.3	83.7
10	-	24	24	-	1152	1152	-	100.0	-
12	<u>11</u>	<u>34</u>	<u>45</u>	<u>704</u>	<u>786</u>	<u>766</u>	<u>91.9</u>	<u>102.6</u>	<u>89.6</u>
Totals	120	195	315	784	1038	941	83.3	110.3	75.5
D. GSRA, General Helpers, Research Helpers, and Crafts deleted									
02	7	14	21	1272	1261	1265	100.6	99.7	100.9
04	16	68	84	1041	1376	1312	79.3	104.9	75.7
06	25	110	135	720	1077	1011	71.2	106.5	66.9
08	71	12	83	747	893	768	97.3	116.3	83.7
10	-	-	-	-	-	-	-	-	-
12	<u>9</u>	<u>30</u>	<u>39</u>	<u>738</u>	<u>823</u>	<u>803</u>	<u>91.9</u>	<u>102.5</u>	<u>89.7</u>
Totals	128	234	362	807	1133	1017	79.4	111.4	71.2
E. GSRA, General Helpers, Res. Helpers, Crafts and 200 series (scientific) deleted									
02	7	14	21	1272	1261	1265	100.6	99.7	100.9
04	6	1	7	1061	1166	1076	98.6	108.4	91.0
06	25	110	135	720	1077	1011	71.2	106.5	66.9
08	71	12	83	747	893	768	97.3	116.3	83.7
10	-	-	-	-	-	-	-	-	-
12	<u>9</u>	<u>30</u>	<u>39</u>	<u>738</u>	<u>823</u>	<u>803</u>	<u>91.9</u>	<u>102.5</u>	<u>89.7</u>
Totals	118	167	285	788	1034	932	84.5	110.9	76.2

Table XIII. Laboratory Employees by Years of Service
 (*w/o Research & General Helpers, and Crafts)

Years of service	1969								1971								
	All employees (%)*				w/o 200 series classifications				All employees (%)*				w/o 200 series classifications				
	M & F	M	F	M & F	M	F	Average Salary		M & F	M	F	M & F	M	F	Average Salary		
0 - 1	13.1	11.7	17.5	11.8	9.6	17.0	\$627	\$519	0 - 1	5.2	4.7	7.1	4.3	3.0	7.6	\$690	\$559
1 - 5	19.4	16.9	27.7	22.8	19.9	29.6	\$732	\$581	1 - 5	14.6	12.3	22.7	15.8	12.6	23.7	\$731	\$563
5 - 10	27.6	28.8	23.8	29.4	31.6	24.4	\$921	\$693	5 - 10	21.5	20.0	26.8	23.4	21.5	28.1	\$937	\$721
10 - 15	18.7	18.7	16.6	18.4	19.3	16.0	\$1033	\$787	10 - 15	27.3	29.4	20.0	29.3	33.3	19.5	\$1079	\$825
15 - 20	12.7	13.7	9.8	11.3	12.1	9.4	\$1063	\$806	15 - 20	14.5	14.5	14.3	13.2	13.0	13.7	\$1183	\$882
20 - 25	5.8	6.5	3.9	4.3	5.0	2.8	\$1174	\$900	20 - 25	10.7	12.1	5.9	9.0	10.6	5.2	\$1204	\$890
25 - 30	2.6	3.4	0.7	1.9	2.4	.8	\$1317	\$934	25 - 30	5.2	5.7	3.2	3.8	4.4	2.2	\$1265	\$973
30 - 35	0.1	0.3	0.0	0.1	0.1	0.0	\$1241	-	30 - 35	1.0	1.3	0.0	1.1	1.6	0.0	\$1641	-
5 or more	67.5	71.4	54.8	65.4	70.4	53.4			5 or more	80.2	83.0	70.2	79.9	84.4	68.6	\$1094	\$803
10 or more	39.9	42.6	31.0	36.0	38.3	29.0			10 or more	58.7	63.0	43.4	56.4	62.9	40.5	\$1149	\$860

1975

Years of Service	All Employees (%)*				Without 200 Classifications			
	All Employees (%)*			M & F (%)	Average Salary (\$)			
	M & F	M	F		M & F (%)	M	F	
Less than 6 months	3.2	2.7	4.7	2.6	1.6	4.8	\$ 773	\$ 734
6 months to 5 years	25.7	21.9	38.5	23.2	16.3	38.9	875	740
5 to 10 years	14.4	13.5	17.7	14.2	12.5	18.0	1117	868
10 to 15 years	21.3	23.6	13.7	24.9	29.3	15.1	1262	1023
15 to 20 years	17.1	18.1	13.4	18.2	20.8	12.4	1376	1093
20 to 25 years	11.3	12.1	8.3	10.4	11.6	7.7	1451	1083
25 to 30 years	5.4	6.0	3.4	5.3	6.3	2.9	1524	1186
30 to 35 years	1.5	1.8	0.2	1.0	1.4	0.3	1676	1453
35 to 37 years	0.1	0.1	0.0	0.2	0.2	0.0	1925	-
5 years or more	71.1	75.3	56.7	74.2	82.1	56.4	1216	1007
10 years or more	56.7	61.8	39.0	60.0	69.6	38.4	1320	1073
Minority Employees								
Less than 6 months	5.5	5.1	6.3	3.9	2.4	5.9	\$ 965	\$ 701
6 months to 5 years	47.0	43.2	53.9	47.0	41.3	55.1	847	727
5 to 10 years	19.1	16.7	23.4	18.6	15.0	23.7	1009	812
10 to 15 years	13.8	17.9	6.3	15.4	22.2	5.9	1182	983
15 to 20 years	8.6	10.3	5.5	9.1	11.4	5.9	1302	959
20 to 25 years	5.0	5.6	3.9	5.3	6.6	3.4	1308	1110
25 to 30 years	1.2	1.3	0.8	0.7	1.2	-	1122	-
5 years or more	47.5	51.7	39.8	49.1	56.3	39.0	1150	799
10 years or more	28.5	35.0	16.4	30.5	41.3	15.3	1237	1002

TABLE XIV. Women's Average Salaries as % of Men's Average Salaries, by Years of Service (w/o 200 series classifications).

Years of Service	1969	1971	1975
0 - 1	82.8	81.0	94.9
1 - 5	79.4	77.0	84.6
5 - 10	75.2	76.9	77.7
10 - 15	76.2	76.4	81.1
15 - 20	75.8	74.5	79.4
20 - 25	76.7	73.9	74.6
25 - 30	70.9	76.9	77.8
30 - 35	-	-	86.7
5 or more		73.4	82.3
10 or more		74.8	81.3

Average salaries for Minority Women as a % of the Average for all Women (1975), and as a % of the average for Minority Men; and average salaries for Minority Men as a % of average salaries for all men, by years of service.

Years of Service	Average Salaries for Minority Women as % of all women	Average Salaries for Minority Women as % of Minority Men	Average Salaries for Minority Men as % of all men's salaries
0 - 1	95.5	72.6	124.8
1 - 5	98.2	85.8	96.8
5 - 10	93.5	80.5	90.3
10 - 15	96.1	83.2	93.7
15 - 20	87.7	73.7	94.6
20 - 25	102.5	84.9	90.1
25 - 30	-	-	73.6

TABLE XV. Average Salaries by Ethnic Background (\$)

Mode*	Women				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<u>Ethnic Group</u>					
Asian	\$785	\$ 894	\$828	\$ 894	\$828
Sp. Surname	807	826	822	826	822
Black	746	761	761	766	766
Am. Indian	-	-	-	-	-
Caucasian	991	1020	950	1023	954
Average for all Minority Women	\$767	\$ 803	\$784	\$ 807	\$788
% of Caucasian Women	77.4	78.7	82.5	78.9	82.6
	Men				
Asian	\$ 965	\$1255	\$1162	\$1271	\$1185
Sp. Surname	1094	1150	1079	1144	1047
Black	928	965	925	966	923
Am. Indian	1107	1107	1107	1134	1134
Caucasian	1372	1534	1284	1559	1296
Average for Minority Men	\$ 982	\$1125	\$1038	\$1133	\$1034
% of Caucasian Men	71.6	73.3	80.8	72.7	79.3

Table XVI. Number of Employees by Ethnic Background

Mode*	Women					Men				
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
Asian	40	29	20	29	20	163	102	52	97	47
Sp. Surname	26	25	24	25	24	66	61	54	47	40
Black	79	76	76	74	74	99	92	82	84	74
Am. Indian	0	0	0	0	0	7	7	7	6	6
Caucasian	<u>337</u>	<u>320</u>	<u>262</u>	<u>318</u>	<u>260</u>	<u>1625</u>	<u>1382</u>	<u>781</u>	<u>1287</u>	<u>686</u>
Totals	482	450	382	446	378	1960	1644	976	1521	853

Modes*: 1 - All employees
 2 - GSRA and General Helpers deleted
 3 - GSRA, General Helpers and 200 series deleted
 4 - GSRA, Crafts, General Helpers deleted
 5 - GSRA, Crafts, General Helpers and 200 series deleted

TABLE XVII. Salary Averages by Length of Service for 200 Series (Scientists)

Length of Service	All Employees				Minority Employees			
	No. of Employees		Salary Averages		# of Employees		Salary Averages	
	F	M	F	M	F	M	F	M
Under 6 months	2	25	\$1000	\$1180	1	8	-	\$876
6 mos - 5 year	21	196	1069	1284	4	32	\$817	1219
5 to 10 years	11	101	1178	1666	2	14	1125	1525
10 to 15 years	5	109	1528	1937	1	5	**	1442
15 to 20 years	13	97	1518	2176	0	5	-	2046
20 to 25 years	8	91	1494	2372	1	2	**	2558
25 to 30 years	5	33	1506	2490	1	1	**	**
30 to 35 years	0	15	-	3062	0	0	-	-
Totals	65	667	\$1296	\$1822	10	67	\$1029	\$1386
F as % of M				71.1%				74.2%

*The start dates on the Personnel tape do not distinguish between a start as a Graduate Student Research Assistant (GSRA) and the date on which the individual received his/her degree and was reclassified to a P-rating (professional). This tends to lower average salaries in terms of years of service, since there can be four or five years as a GSRA before reclassification, but the start date shown is the date on which the individual started at LBL as a GSRA. The data given above are based on a May 1975 computer run.

**Salaries are omitted when there is only one person in the group.

TABLE XVIII. Salary Averages by Job Class for 200 Series (Scientists)*

Job Classifications		No. of Employees			Salary Averages (\$)			Minority Employees					
								No. of Employees			Salary Averages (\$)		
		F	M	Total	F	M	Total	F	M	Total	F	M	Total
Biochemists	221.3-5	6	10	16	1110	1088	1095	0	2	2	-	1135	1135
Biologists	228.3-4	7	1	8	864	**	866	3	1	4	910	**	903
Biophysicists	235.3-5	0	9	9	-	1273	1273	0	1	1	-	**	**
Biophysicists	235.6-9	1	12	13	**	1966	1959	0	1	1	-	**	**
Chemists	242.3-5	13	46	59	1075	1067	1088	2	7	9	1062	1156	1135
Chemists	242.6-8	4	51	55	1559	2015	1982	1	3	4	**	1896	1744
Chemists	242.9-10	0	31	31	-	3433	3433	0	0	0	-	-	-
Engineers	249.3-5	1	43	44	**	1369	1356	1	11	12	**	1239	1213
Engineers	249.6-8	0	107	107	-	1955	1955	0	7	7	-	1999	1999
Engineers	249.9-10	0	12	12	-	2906	2906	0	1	1	-	**	**
Mathematicians	256.3-5	0	5	5	-	981	981	0	2	2	-	965	965
Mathematicians	256.6-9	0	9	9	-	2071	2071	0	0	0	-	-	-
M. D.	263.3-5	0	0	0	-	-	-	0	0	0	-	-	-
M. D.	263.6-9	1	10	11	**	2165	2182	0	1	1	-	**	**
Metallurgists	265.3-5	1	10	11	**	911	917	0	2	2	-	965	965
Metallurgists	265.6-8	0	4	4	-	1798	1798	0	0	0	-	-	-
Metallurgists	265.9-10	0	4	4	-	3258	3258	0	1	1	-	**	**
Physicists	270.3-5	6	82	88	1141	1173	1175	1	9	10	**	1123	1090
Physicists	270.6-8	3	83	86	2018	2110	2107	0	3	3	-	2299	2299
Physicists	270.9-10	-	32	32	-	3100	3100	0	1	1	-	**	**
Physiologists	277.3-5	2	0	2	1380	-	1380	0	0	0	-	-	-
Physiologists	277.6-8	1	4	5	**	2262	2179	0	0	0	-	-	-
Physiologists	277.9-10	0	1	1	-	**	**	0	0	0	-	-	-
Patent Specialists	280.2-3	0	2	2	-	1668	1668	0	0	0	-	-	-
Computer Scientists	285.1-3	19	51	70	1293	1226	1244	2	11	13	1172	1091	1104
Computer Scientists	285.4-6	3	29	32	1677	1847	1831	0	1	1	-	**	**
Totals		68	648	716	1267	1823	1813	10	65	75	\$1020	\$1416	\$1364

*Based on January 1975 figures

**Where there is only one person in a group, the salary is not shown.

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