

League of Women Voters of Texas
Revenue Sharing Monitoring Project
326 East Mulberry
San Antonio, Texas 78212

MAR 25 1974

March 13, 1974

Mrs. Barney Clickman
[REDACTED]

Dear Barbara,

I believe it is time to give you the "benefit" of some of my thoughts on State Finance. I am really thrilled with the RS Project for the insight it has given me into Texas' baroque system of state finance. It's very exciting that the RSP came along at the same time as your study.

There are a couple of things I'd like to discuss with you. First, let me say I think it very wise you decided to divide the project into parts. It will be much more meaningful to do it this way. I'm not quite sure what phase of the study you will go into after the section on Constitutional Revision is finished. I would strongly recommend that we re-open the question of HOW the budget is drawn up. I believe the League position on this is that the governor should make the budget. After reading the Texas Research League study, Better Budgeting and Money Management, I feel we should re-examine that conclusion. I am certainly convinced that anything would be better than the current system. There is so little accountability. This becomes most obvious as one questions the various officials about the allocation of RS funds. They all "pass the buck"--and can do it legally, since authority is so divided.

Secondly, we should look at opportunities for citizen participation in the budgetary process. While the opportunity is there, citizen participation is admittedly not encouraged.

Thirdly, it becomes painfully evident that the legislature has little notion of what goes on in budget-making. As one noted, "In the last three weeks before adjournment, they pass out a batch of papers several inches thick and expect us to pass on it." There must be a better way.

To be helpful, I would suggest the following contacts. You may have talked to a number of them, but I realize it's hard for you to get to Austin. I've found them most helpful. (List Enclosed).

Carmen is adding a few more entries to our Bibliography. Once she finishes we will send it on to you. It is a rough draft at this point. We'll put it into shape a little better at the close of the project. I will star those documents I feel you would find useful.

®

Glickman

-2-

March 13, 1974

I would very much like to discuss all this with you. If you are in Austin at all, why don't we plan to meet. I think it would be most useful.

Let me know how things are going for you.

Sincerely,

Linda Avena

LA/oh

CC:

Petty Anderson
State Office

P.S. Who belongs ~~in~~ your carbon routine?

®

State Pres - Texas

memorandum

League of Women Voters Education Fund

TO: National Revenue Sharing Monitoring Project Coordinators

FROM: Eugene Rodriguez - National Urban Coalition
 Woodrow Ginsburg - Center for Community Change
 Linda Brown - League of Women Voters Education Fund

RE: Review of Submitted Interviews

Recently staff from the four organizations sponsoring the monitoring project got together to talk about the quality of data that has been sent in so far. Because the bulk of the final project analysis will come primarily from the interviews and since interviews will be conducted throughout the next few months, we decided that some specific comments on this aspect of monitoring would be most helpful to you now.

Generally, the quality of the interviews being turned in is good. However, certain deficiencies, if corrected now, will make that quality even better.

1. Completeness - Be sure your final write up on the interview is complete. Include as much as possible of what the interviewee said. Of course if an individual tends to ramble or elaborate extensively you will have to select the most permaine point. If you did not ask a certain question or changed the wording of a question, write in "Did not ask" or the wording of the question as it was asked. There should be no blanks on the interview forms you send in. Do not use abbreviations unless they are first explained or are absolutely obvious. If the interviewee refers to something that is clear to you, but might not be clear to us, attach your own explanatory comment, indicating of course that this is a note from you and not something the interviewee said.

2. Probing - You must probe for more information. Did the response to the question really address the question asked and in sufficient detail? Often it does not. Ask for more detail. Ask for a clarification. Ask the question again or with the wording slightly changed. Follow up on interesting leads to interesting information. Some good probing phrases you might want to use are:

- a. "Hmmm, that's very interesting. Could you tell me a little more about that."
- b. "Could you expand on that briefly."
- c. "I really don't understand what you said about (such and such). Would you go over it again for me." (or refer specifically to what part you want clarification on.)
- d. "That's very interesting. Why do you suppose that happened."
 or "How do you explain that."

Contributions to the Fund are deductible for income tax purposes

e. If someone tells you something you are quite sure is incorrect or contradicts information from another interview, but you are either unsure or don't want to embarrass the interviewee, try a statement like ... "It was my understanding that...(example:)" ... "the Council on the Aging actually did submit a proposal for the use of revenue sharing funds."

This is also a way of spreading some information that you have from reading other interviews that you feel others should know about. Be sure to write in the probing questions you asked on the final copy of the interview that you turn in.

3. Turning in Interviews - Each interviewer should turn in his/her first one or two interviews to the coordinator who in turn should send them to us so that you can get some feedback before you have completed all of your interviews. You need to know whether or not you are on the right track so that you can either continue as you are or change your interviewing and final write-up style and techniques if they are inadequate, before doing more interviews.

4. Key Interviews - Leave the most important interviews (mayor, governor, key legislators or councilors) until the end. This is for two major reasons. 1) By then you will have a great deal of information about revenue sharing and the interviewer will have a better, more in depth, informed interview. 2) The interviewer will have become much more experienced from so much previous interviewing. Be sure to send your two best interviewers, those with some real experience on these interviews. You may want to do this one or these few key interviews yourself. Be sure that the interviewer has read all the data gathered and the interviews turned in up to this point so as to be well informed. Also, be sure the interviewers who do key interviews are experienced and know what they are doing.

5. Role of the C-ordinator - The coordinator should really act as a coordinator and do interviewing only in crucial situations or when there is not a top-notch interviewer to do a key interview. You are really too busy to do a lot of interviewing. The coordinator should read everything before it is sent in to us. Does it make sense to you; is the quality acceptable to you; are there errors you should fill in before sending the material to us? If material is not typed, is it readable? If it is not, get it typed or copied neatly so that we can read it easily. As a coordinator, you want to leave a legacy of skills and knowledge in the hands and minds of the members of your organization and community who are working on this project. The objective is much more than sending mountains of data in to us for analysis. It is just as important that individuals learn something useful from this experience that can have an effect in their community.

The coordinator should also be sure that each interviewer knows the general revenue sharing allocations for the jurisdiction. It is useful to know how the past allocations have been spent. In other words, have some familiarity with the Actual Use Reports already filed. Similarly, knowledge of the contents of the Planned Use Reports can assist the interviewer. We have noted that in some instances the response of a city

official or department head was somewhat contradictory to the actual allocation of general revenue sharing to the community. Had the interviewer been alert to the facts, some further questioning and comments could well have elicited some additional useful information.

6. Coalition Building - If possible, involve and coordinate your efforts with individuals from other organizations. This type of coalition building can be valuable in regard to revenue sharing, but also in working toward other common goals.

7. Advisory Boards - Many governmental agencies or programs within a department have citizen advisory boards or councils. When interviewing individuals from these boards or councils, be sure to use questionnaire Q7 - Citizen and Community Action Groups and not Q4 - Agency or Department Heads. The questions differ greatly. If you have already made this error, find out if there are members of this board or council that were not interviewed and interview them now using the right form. You cannot really go back and interview someone over again that has already been interviewed.

8. Interviewing Two People in One Interview - Interviewing two individuals during the same interview and with the same questionnaire is not a good idea. The presence of a second person from the same office or group at the time of the interview usually alters the responses you will get. However, if you cannot avoid such a situation please be certain that you indicate who said what when you do the final write up of the interview.

9. Questionnaire Q9 - The questionnaire Q9 for United States Congressman has been developed and will be sent to you in the next week. Hopefully Congressmen will be available for an interview during the Congressional Easter recess in April.

10. Examples - Attached to this memo are some examples taken from interviews that have been sent in. In the comment to these examples we have tried to indicate where further probing or clarification is needed. Some good examples have been included to give you an idea of what we feel to be in depth, thorough interviewing.

We realize how difficult interviewing can be, especially for anyone who has not done it before. However, it is a valuable skill for any organization or individual who wants to have an effect or who wants information. It can also be exciting and fun and lets people know that there are citizens in the community interested enough in what is happening to ask for information. We hope that the above suggestions will be helpful to you on this as well as other projects and activities involving interviewing.

LB:mrg/EF

3/11/74

INTERVIEWING EXAMPLES

1. Q 8 - Local; Labor and Business
(Q 8-4; 3(a))

- Q. *To the best of your knowledge, were there points in the budget process where citizens or community groups were able to present their comments, suggestions, or criticisms regarding the use of general revenue sharing funds?*
- A. *A minimal number of opportunities existed. Although a council was formed, it was hand selected with little opportunity for volunteers to become involved.*

COMMENTS:

This hand selected council is referred to several times in the interview, but nowhere do we find out who did the hand selecting and who (or what group representatives) was hand selected.

Further probing:

"Who hand selected the members for this council?"

"Who was selected for participation on this council and what groups or constituencies do they represent?"

2. Q 8 - Local; Labor and Business
(Q 8-10; 7(a)(b))

- Q. (a) *Do you believe that the revenue sharing approach is a satisfactory substitute for federal categorical grant programs?*
(b) *Why or why not?*

- A. *Favors program of revenue sharing going directly to political subdivision rather than thru state-local governments. Know their own problems better than state level people.*

COMMENTS:

The meaning of this answer is not really clear. What is a "Political subdivision" if it is not a state or local government? A neighborhood? A district? Even with this clarified, the question as asked is not answered. What does the interviewee prefer between revenue sharing and federal categorical grants?

Further probing:

"What do you mean by a political sub-division?"

"Can you give me an example?"

3. Q 8 - Local; Labor and Business
(Q 8-8; 18(a))

- Q. *Has your organization considered filing a complaint against any local government agency receiving a portion of general revenue sharing funds?*
- A. *Not specifically on revenue sharing funds, but "yes" in relation to the general fund.*

COMMENTS:

This question, if pursued further, could yield some interesting information.

Further probing:

"Could you tell me briefly a little more about that?"

"What is the nature of the complaint?"

4. Q 4 - Local; Agency or Department Heads
(Q 4-1; 1)

Q. What procedures are you expected to use in preparing your annual budget?
(Helpful probes: Is there any particular process you follow? forms you are supposed to use? who has responsibility for preparation?)

A. The commissioner is responsible for preparation. Being the first year on the job, I relied heavily on the head clerk. Budget Estimate sheets are completed.

COMMENTS:

This response tells us little about the procedures for budget preparation. Some helpful probes might be: What kinds of information are needed for the budget sheets and where is it obtained?

5. Q 8 - Local; Labor and Business
(Q 8-6; 12)

Q. How does your organization regard citizen participation with respect to the revenue sharing allocation process?

A. Technically we like it. Actually we find it hard to recruit qualified representatives.

COMMENTS:

The interviewee seems to have an interesting attitude toward citizen participation. After all, what qualifies one to speak as a citizen other than a citizen with a need or opinion that he/she is willing to express.

Further probing:

"What do you feel these qualifications might be?"

6. Q 8 - Local; Labor and Business
(Q 8-1; 2(a) and Q 8-2; 2(b))

Q. (a) What in your opinion are the overriding considerations that seem to be taken into account in preparing the annual budget?

A. Protection of administration and bureau structure that the political officials want.

Q. (b) Do these change from time to time?

A. There haven't been any significant changes. Pueblo is an exception ...real citizen activity has brought political change.

COMMENTS:

The reference to "Pueblo" is totally unclear and not explained further by either the interviewee who was not asked to elaborate, or the interviewer who may have understood the reference but did not pass that understanding on to a non-local person who may be reading or analyzing the interview. Is Pueblo a person; a city; an area within Denver, outside of Denver and therefore unrelated to this study of what happened in Denver; or a ship? A brief note of explanation would be very helpful or a further probe such as:

"What happened in Pueblo?"

"Could you tell me more about that."

7. Q 2 - State; Legislator (House)
(Q 2-2; 5)

Q. Do you think that the members of the legislature should have more or less influence in the annual budget process? Why?

A. Yes. More. Should have more influence than presently getting from the Bureau of the Budget. Bureau tends to confuse bills. Written to hide things. For instance, use dollar amounts, rather than itemizing line by line, which the legislature would prefer.

COMMENTS:

It is not clear what the difference is between using "dollar amounts" and "itemizing line by line." If this difference was clear to the interviewer a note from her would have been helpful to those of us reading and analyzing the interview. If it was not clear the interviewer could have asked "What exactly is the difference between the two?" If the difference is between an over-all category dollar amount and an itemized dollar amount the write-up should say so.

Further probing:

The interviewer could have asked if there have been any efforts to have the Bureau change this so as to accommodate the legislators.

8. Q 4 - Local; Agency or Department Heads
(Q 4-5; 4a to Q 4-5, 4b)

Q. Has the general revenue sharing budget experience produced or led to any proposed changes in the regular budget process?

A. Yes.

Q. If so, please describe.

A. The general revenue sharing budget experience has produced a more orderly budget process.

COMMENTS:

The final answer to this series of questions begins to reveal some interesting information, however, a further probe is needed to really get at it.

Further probing:

"In what way has it lead to a more orderly budget process?"

9. Q 4 - Local; Agency or Department Heads
(Q 4-3; 8a,b,9a)

Q. *What particular activities in your agency or department are likely to receive less in federal support this year and next year?*

A. *None.*

Q. *What groups or constituencies are most likely to be hurt by these reductions?*

A. *(no response)*

Q. *Have you asked that general revenue sharing funds be used to substitute for federal funds that are being cut back?*

A. *Yes.*

COMMENTS:

It is unclear from this exchange whether or not this department has had any cuts in federal funds. It is also unclear whether the second question was asked since nothing was written in the space. The interviewer should have written "Did not ask" or "Asked the question, no reply." If someone says "I don't know", write that in. The confusion about the federal funding cut is crucial and must be resolved. If the loss of federal funds referred to in the first question does not refer to the period of time during which the federal funds were cut, get a clarification. This seeming contradiction is obvious and perhaps the interviewer did not capture the essence of what was actually said, or the interviewee did not make sense to start with. If the latter situation occurs you could say:

"I don't understand. Could you clarify that for me? Has your department suffered any cuts in federal funds in this past year or so?"

10. Q 1 - Mayor's Office
(Q 1-8; 18)

Q. *Do you foresee any changes in the role of citizen groups in the general revenue sharing budgetary process?*

A. *There will be about the same amount of citizen input.*

COMMENTS:

Interviewer should have asked about extent of citizen participation in the past so the answer would have some more significance.

The following examples indicate that good interviewing techniques were used.

11. Q 4 - Agency or Department Heads (Chief of Police)
(Q 4-5; 2)

Q. *Who was primarily responsible for formulating plans for the use of general revenue sharing funds?*

A. I don't know. Council instructed each department to draw up a proposed budget covering a five-year period, to be submitted to the council. The city was trying to formulate its budget for the five-year period, probably in anticipation of the new revenue sharing funds.

COMMENTS:

The answer to this question was obviously probed for. It provides information which will be useful to interviews with other agency heads.

12. Q 1 - Mayor's Office
(Q 1-4; 2 reworded question)

Q. Has the city considered using revenue sharing funds to reduce the tax rate?

A. We have talked about this possibility, but we can't lower the tax rate without reducing our share of the revenue sharing funds.

COMMENTS:

Instead of simply a yes or no response, the interviewer elicited an important comment from the Mayor regarding the reasons for the city action.

13. Q 7 - Citizens and Community Action Groups
(Q 7-12; 8)

Q. Is there anything about revenue sharing which we haven't discussed that you would like to mention?

A. No. Subject has been covered very well.

Interviewer Comments:

The Director is not a well-informed person on GRS and on how to get some of these funds, etc.

The Director knows (or feels, based on local government record of doing little to help poor people) that there is less of a chance of getting funds locally than formerly from federal agencies (Q 7-11, 4b). However, he is not knowledgeable at all of where all of first GRS funds were spent and the new City approach to install proposal system (with guidelines and need-measuring ranking for priority determination) to handle citizen, agency, etc., requests for consideration in annual budget section for spending GRS funds.

This is an excellent example of poor social service agencies who are ill-equipped to compete for GRS funds surely needed to assist their poor clients.

COMMENTS:

This is a good example of an interviewer going beyond the work required of the study. It indicates that some real thought went into the final work-up of the interview and that the information gained will be of real use to the local monitoring group as well as in the final project analysis.

FEB 28 1974

League of Women Voters of Texas



DICKINSON PLAZA SHOPPING CENTER • DICKINSON, TEXAS 77539 • PH. 713-337-1722

MRS. DARVIN M. WINICK, PRESIDENT

February 19, 1974

To: Linda Avena copies to: NO, SO, Anderson, file

From: Carol Jochim

Re: LWV-US Ed Fund; National Revenue Sharing Project

BUDGET ANALYSIS: Dec. 17, 1973--Feb. 15, 1974

INCOME	BUDGETED	ACTUAL	VARIANCE
A.1. LWV-US Ed Fund	\$6,000.00	\$4,000.00	\$2,000.00
2. Project Co-ordinator (In-kind)	<u>550.00</u>	<u>220.00</u>	<u>330.00</u>
Total Income	6,550.00	4,220.00	2,330.00
EXPENDITURES			
A. Personnel			
1. Co-ordinator	1,200.00	454.87	745.13
2. Secretary/Bookkeeper	1,000.00	365.80	634.20
3. Payroll Taxes	165.00	-0-	165.00
B. Monitor Training			
1. Austin to San Antonio (travel)	90.00	14.40	75.60
2. College Station to San Antonio (travel)	90.00	33.30	56.70
3. Houston to San Antonio (travel)	180.00	36.00	144.00
4. Babysitting	300.00	47.10	252.90
5. Lunches	300.00	71.66	228.34
6. Meals while traveling	150.00	10.29	139.71
C. Interviews & Research			
1. Travel			
a. San Antonio to Austin	540.00	82.80	457.20
b. College Station to Austin	180.00	21.24	158.76
c. Houston to Austin	360.00	-0-	360.00
2. Meals			
a. San Antonio Participants	75.00	16.60	58.40
b. College Station "	25.00	-0-	25.00
c. Houston "	65.00	-0-	65.00
d. Austin "	25.00	-0-	25.00
3. Babysitting	240.00	12.50	227.50
D. Phone Costs			
1. Installation	13.00	-0-	13.00
2. Monthly Charge	36.00	-0-	36.00
3. Long Distance	757.80	11.69	746.11
E. Office Supplies & Misc.			
1. Reproduction	45.00	3.45	41.55
2. General Supplies	38.20	37.09	1.11
3. Postage	100.00	12.00	88.00
4. Misc.	25.00	5.90	19.10
F. In-kind from Project Co-ordinator			
1. Office Space	250.00	100.00	150.00
2. Typewriter	175.00	70.00	105.00
3. Adding Machine	<u>125.00</u>	<u>50.00</u>	<u>75.00</u>
Total Expenditures	6,550.00	1,456.69	5,093.31

file
Rev. Sharing

February 25, 1974

To: Jochim cc: Avena
From: State Office
Re: Revenue Sharing Grant

500 sheets letterhead paper	\$ 7.33
500 envelopes	6.40
Postage to send to Avena	<u>1.45</u>
	\$ 15.18



FEB 6 1974

League of Women Voters of Texas



DICKINSON PLAZA SHOPPING CENTER • DICKINSON, TEXAS 77539 • PH. 713-337-1722

Revenue Sharing Monitoring Project

326 East Mulberry
San Antonio, Texas

78212

MRS. DARVIN M. WINICK, PRESIDENT

January 29, 1974

League of Women Voters of Texas
Dickinson Plaza Shopping Center
Dickinson, Texas 77539

ATTN: Ann Gallagher

Dear Ann:

Would it be convenient for you to mail a copy of Financing State Government Leader's Guide to each of our RSP participants (revised list enclosed)? *wasnt enclosed*

I would prefer that you do mailing directly from your office and bill our project for postage, etc. You may leave out sending a copy to Kathy Leabo.

Thank you for your assistance and cooperation in this matter.

Yours truly,

Linda Avena (Mrs)
RSP Director

LA/ch
ENC

P.S. ANN: WOULD YOU SEND ONE COPY DIRECTLY TO ALICE KINKAD D.C. LWV OFFICE WITH A NOTE THAT I REQUESTED IT BE INCLUDED IN OUR TX BACKGROUND MATERIAL!

Also, Please send more stationery (letterhead + envelopes) Please instruct Carol Joshi to submit from our acct. Thanks
Linda

9. The monitoring project, and the findings it produces, should encourage private sector organizations to undertake national studies of other federal programs that require scrutiny and evaluation.

The project should have an important impact on the course of revenue sharing at both the national and local levels.

The sponsors have already worked successfully with the Office of Revenue Sharing to strengthen the regulations on civil rights and public information requirements. As the Office of Revenue Sharing begins to establish guidelines and mechanisms for assuring compliance, the sponsors, through the data they collect and experiences they share, will be able to assist in improving federal administrative standards and enforcement procedures.

The project's findings will have a direct bearing on some of the judgments that Congress will have to make in deciding whether to modify the General Revenue Sharing Act and whether to extend it beyond 1976. Research on the distribution formula, civil rights compliance mechanisms, the expenditure of funds, the extent of citizen participation and other considerations will help Congressmen better understand the operation of the program and its implications for both their constituencies and the country as a whole. In addition, the information gleaned about general revenue sharing will prove valuable to the Congress as it considers the special revenue sharing measures that have been proposed.

Whatever alterations are made in our federal system, the declared objective of general revenue sharing--to bring State and local government closer to the people and make them more accountable--will remain an issue of central importance. The project's monitoring efforts will provide citizens and community groups with the data and tools they need to play a more meaningful part in the way in which local budget and governmental decisions are made. The result of this activity at the State and local level should be a more rational and responsible allocation of government resources. To the extent that community groups and citizens participate more actively and constructively in the affairs of government, the project will not only have introduced a beneficial element of participatory democracy but will also have served to make government more effective and accountable to the community at large. The contribution that the project can make in this direction is therefore particularly significant.

10/31/73

file
H.R.
January 1974 State Board Report
Linda Avena (Mrs. J. R.) 326 E. Mulberry, San Antonio, Tx. 78212

REVENUE SHARING MONITORING

The League of Women Voters of Texas is participating in a national project, funded by the Clark Foundation, to monitor and evaluate general revenue sharing.

Other groups participating in the project, which will study government expenditures in some 50 localities and six states, are the National Urban Coalition, the Center for Community Change and the Center for National Policy Review.

The National Revenue Sharing Monitoring Project will study the relationship of general revenue sharing to state and local government decision-making and budgetary processes.

Using a survey instrument designed by the Harvard MIT Joint Center for Urban studies in conjunction with the four participating organizations, local affiliates will be gathering background data on local government organization, examining media coverage of the revenue sharing program and conducting interviews with local officials and citizen leaders.

Texas LWV monitoring effort will center on an evaluation of the revenue sharing expenditure process at the state level. More than 15 League members will be involved with the project as interviewers or researchers. In addition, students from the Trinity University Urban Studies Program will assist in the work.

Leagues represented include Houston LWV, San Antonio LWV, Brazos County LWV, and Austin LWV. These four Leagues were chosen on the basis of their proximity to Austin or their previously expressed interest in revenue sharing.

By the time the project is completed in May, we will have a substantial body of information on state revenue sharing which we hope to share with all local Leagues.

If your League is interested in monitoring revenue sharing locally, you may wish to order the survey handbook and instrument for revenue sharing monitoring. Order from: Ms. Alice Kinkead or Ms. Linda Brown, National Project Co-ordinators, 1730 M Street, N. W., Washington, D. C. 20036.

January 1974 State Board Report
Barbara B. Glickman (Mrs. B.) 1613 Beverly Dr., Wichita Falls, Tx. 76309

FINANCING STATE GOVERNMENT

Now that the material on the constitutional aspect of financing state government is in your hands, we can get down to the numbers portion of our study, income and expenses.

To look only at the income (revenue) side of the picture will give a very erroneous impression. The state is not in the business of producing revenue, it only does so to support the services it must provide. Thus if we consider the present income without considering the present demands for services we may miss the whole point to the study.

On the other hand, the program development discussion at convention directed as follows: "An in depth study of property tax inequities and alternate proposals. Review of current status with review of comparison of revenue sharing returns. Explore state income tax as an additional revenue possibility. Glean ideas from other state Leagues' studies and make comparisons. Reach consensus on areas pertinent to the constitution before the vote on the revised constitution so the League can support or oppose the finance section."

We are about to reach consensus on the constitutional portion of this study (April 1974) and it is time to start on the other items. An F & I giving an overview of our present tax structure will be ready by Council (I hope). I will be looking for advice, complaints, etc. at council. Please look for me and let's talk. . . Also, I would hope each of you will be ready to decide on some priorities. It doesn't seem feasible to do all these things at the same time.

NATIONAL REVENUE SHARING PROJECT

LEAGUE OF WOMEN VOTERS OF TEXAS

326 E. Mulberry Ave.
San Antonio, Texas, 78212

B U D G E T

PERSONNEL:

Co-ordinator		
\$2.50 p/hr x 25 hrs/we x 5 mos.	\$ 1,200.00	
Secretary/bookkeeper		
\$2.50 p/hr x 20 hrs/wk x 5 mos.	1,000.00	
Payroll deductions, 7.5% of total salaries	<u>165.00</u>	\$ 2365.00

MONITOR TRAINING EXPENSES:

Travel to San Antonio from Austin, Tx.		
100 mi x 2 x \$.09 p/mi.	18.00	
Travel to San Antonio from College Sta.		
100 mi. x 2 x \$.09 p/mi.	18.00	
Travel to San Antonio from Houston, Tx.		
200 mi. x 2 x \$.09 p/mi.	<u>36.00</u>	
	72.00	
Babysitting for four participants		
4 x 10 hrs. x \$1.50 p/hr.	60.00	
Lunch for 15 training participants		
15 x \$4.00	60.00	
Meals for out-of-town participants		
when travelling	<u>30.00</u>	
Cost per conference:	222.00	
5 Conferences @ \$222.00		1,110.00

ANSWERS TO QUESTIONS ON DEMOGRAPHIC ANALYSIS 1.

(I-A-2)

FORMS ATTACHED

Prepared by: Gena Ragsdale Taylor



I. GROWTH & CHANGE

- 1) The number of municipalities has grown by 97, from 892 to 989, an increase of 10.87%

A major increase in the number of municipalities of:

50,000 to 100,000	- from 10 to 17	- 70% growth
10,000 to 25,000	- from 62 to 80	- 29% growth
200 to 500	- from 128 to 159	24% growth

The number of municipalities with 100,000 plus population declined from 11 to 10 - a 9% decrease.

- 2) The rural population has declined by 4.87%, while the urban population has increased by 24%.

The proportion of the population which is rural has decreased by 4.65% while the urban proportion has increased by 4.64%.

The overall population has increased by 16.88%.

- 3) The percentage of people moving declined by 4.81%, the only positive percentage change was .59% - people who had moved to another country.
- 4) Not discernible from data.
- 5) Since I don't know enough about inflation, these figures are relatively meaningless for me. Though it appears from the table that earnings are up, this does not necessarily hold true when compared to the lessening value of the dollar.
- 6) The percentage of change in the proportion of persons of spanish language in the population has increased by 2.9%, the actual increase in population overall is 39.78%.

The percentage of change in the proportion of Blacks in the population is an increase of .13%, while the actual population of Blacks increased by 18.01%.

The percentage of persons of Mexican American birth decreased in the population by .38%, with an actual numerical decrease of 4.29%.

The proportional percentage of total foreign born in the population decreased by .35%, while the actual number (population) increased by 3.68%.

The major increase of foreign born was in the category "Other Countries" which increased by .15% of the total population, but 6.44% of total foreign born, or a numerical (population) increase of 67.99%.

A good deal of these people are coming from the countries of Asia.

II. THE ECONOMY

1)	Percentage Changes	Population Changes
Agriculture	decrease of 4.09%	decrease of 33.32%
Construction	increase of .08%	increase of 26.12%
Manufacturing	increase of 2.19%	increase of 41.65%
Wholesale Trade	increase of .53%	increase of 40.25%
Other Retail Trade	increase of 8.95%	increase of 156.97%
Hospitals	increase of 1.67%	increase of 80.94%
Other Health Services		
Education	increase of 2.43%	increase of 80.08%
Public Administration	increase of .54%	increase of 38.59%
Other	decrease of 12.29%	decrease of 12.75%

2) The present median income is \$8,514.

13.1% of families have incomes of less than \$3,000, 12.48% have incomes of \$3,000 - \$4,909; 13.76% have \$5,000 - \$6,999; 20.71% have \$7,000 - \$9,999; 23.45% have from \$10,000 - \$14,999; 12.74% have \$15,000 - \$24,999; and 3.75% have \$25,000 - up

3) Currently, 41.14% of the employed are in white collar professions.
 30.27% of people are in blue-collar professions
 7.8% are in sales
 4.43% are in service areas
 8.83% are employed in private households
 7.53% are unaccounted for.

In terms of population, or actual figures, the overall increase in employment is 24.8%.

The increase in people working in white collar occupations is 34.49%.

The increase in persons in professional and kindred occupations is 67.05%

There is a decrease of 16.9% of persons employed in managerial & administrative occupations.

3) Con'td

There is an increase of 62.07% of people employed in clerical and kindred occupations.

There is an increase of 33.7% of people employed in sales and an increase of 33.15% of people employed in service and private households.

There is an increase of 36.25% of people employed as craftsmen, foremen and kindred.

There is a decrease of 8.3% of operative and a decrease of 31.51% of people employed as laborers.

There is a decrease of 1.82% of people employed in the entire blue collar classification.

These figures should be taken in line with the fact that there has been a total population increase of 16.9%

- 4) The unemployment rate has declined by .63% for whites, and has declined by .19% for Blacks.

The current rates are:

Whites - 2.82%

Blacks - .66%

Spanish - .77%

These are %'s of the labor force

1970 The unemployment rate per race:

<u>Total</u>	<u>Unemployed</u>	<u>% Total Population</u>	<u>% of race</u>
White	125,809 *	1.12 %	1.68%
Black	29,795	.27 %	2.13%
Spanish	34,539	.31 %	1.74%

1960

White	124,317	1.297	1.86
Black	30,696	.032	2.59
Spanish	Not given		

- * If this figure for White includes Spanish, and, comparing it to 1960 figures, I believe that it does, then the following figures are correct:

White	91,270	.82%	1.21%
-------	--------	------	-------

Thus being an even more glaring indication of different rates of unemployment by race.

4) Con'td Age & Race Breakdown

18-24 year olds (Since the proportion of 18-24 year olds is 12.32% of the total population, one can roughly grasp the racial breakdown within the age groups). The total population of 18-24 is 1,379,891 and includes all minorities.

	<u>Total Population</u>	<u>Unemployed</u>	<u>% Unemployed by Race</u>
White	922,531	42,337	4.59
Black	172,365	11,705	6.79
Spanish	244,165	12,098	4.95
White **		30,239	3.28

	<u>% of Total Population</u>	<u>% Unemployed by Total Population</u>	<u>% of Labor Force Unemployed</u>
White	8.24%	.38%	.95%
Black	1.54%	.10%	.26%
Spanish	2.18%	.11%	.27%
White **	8.24%	.27%	.67%

25-44 years (Since the proportion of persons in this age group is 23.98%, again, one can roughly grasp the racial breakdown within the age group).

	<u>Total Population</u>	<u>Unemployed</u>	<u>% by Race & Age</u>	<u>% of total Pop.</u>
White	1,795,640	37,821	2.11	16.04
Black	335,496	9,714	2.9	2.996 (3%)
Spanish	475,250	11,815	2.49	4.24
White **	1,795,640	26,006	1.45	16.04

	<u>% Unemployed by Total Population</u>	<u>% Unemployed by Labor Force</u>
White	.34	.85
Black	.09	.22
Spanish	.11	.26
White **	.23	.58

5. What Changes have taken place in the number of persons receiving Welfare?

The number of public assistance cases is up by 12.55%. The percentage including Latin, Indian & Other fell by 17.93% with a correspondent 17.95% increase in Negro recipients.

AFDC families increased by 13%, with a 40% increase in the number of AFDC children. The steep rise in number of AFDC children can probably be credited to a number of court decisions which increased eligibility.

Figures for those receiving food stamps are not totally reflective of the current situation. Texas adopted a statewide foodstamp system in 1973. Foodstamps are now available in all counties of the state and the number of recipients is rising more rapidly than indicated.

III. Housing

- 1) The percentages of owned and rented homes has remained roughly the same (within .01%)
- 2) We were unable to find 1960 values
- 3) We were unable to find 1960 values



STATE GOVERNMENT

DEMOGRAPHIC ANALYSIS

I-A-a(3)

ANSWER TO QUESTION IV:

What are the most important kinds of information not mentioned above which are relevant for your municipality?

For purposes of the Revenue Sharing Project, perhaps the most important oversight of census data concerns the undercount of persons of Spanish speaking background. The United State Commission on Civil Rights has just released a report highly critical of data availability for Mexican Americans, Puerto Ricans, Cubans and other persons of Spanish speaking background.¹

The Cabinet Committee on Opportunities for Spanish speaking people estimates that the Census Bureau's estimate of 9 million persons of Spanish speaking background may be more than 30 percent under the true figure, which is estimated by the Cabinet Committee to be 12 million.² Since revenue sharing allocations are based in part on population totals, states like Texas with high percentages of Mexican-Americans have no doubt suffered substantial underallotment under the revenue sharing plan. The problem is further compounded by the revenue sharing formula's income levels. Since the incidence of poverty among Mexican-Americans is high and since Mexican-Americans are undercounted, chances are good that census totals of low income persons suffer from the same inaccuracies. In Texas and other states with large numbers of Mexican-Americans, the number of low income persons is probably far higher than census estimates disclose.

This question of undercount is further aggravated by Texas' close proximity to the Mexican border. The Immigration Service states that it has no way of accurately estimating the number of illegal aliens in Texas and other states. Yet, these individuals while uncouned utilize many of the services offered to citizens of the state.

Answer to Question IV.
State Government, Demographic Analysis

Allotments through federal programs like revenue sharing which depend primarily on population statistics are therefore not serving the needs of citizens in states whose true population characteristics are not reflected in census data.

1. United States Commission on Civil Rights, Counting the Forgotten, a Report, April, 1974.
2. IBID, p. 22.



JUL 15 1974

A. Forms for Demographic Analysis

I-A-a(1)

State Government

On the following tables a series of statistics are to be collected covering key background information on the community. Such information covers the important economic and social indicators of population, employment, industry and housing.

Most of the information for 1970 can be obtained from 1970 Census reports. To help understand the trends of these indicators comparable information for 1960 is requested and that should be available either in the 1970 or 1960 Census reports.

The reports containing the information are the following 1970 Census Data for States:

1. "Number of Inhabitants" has total population for SMSA's*, cities, counties, urbanized areas, and the totals within the state.
2. "General Population Characteristics" has data on age, race, sex, household, family, marital status.
3. "General Social and Economic Characteristics" has data on income, occupation, education, poverty status, social characteristics of the Negro population, Spanish-speaking population, industry of employed persons, economic characteristics for the rural non-farm population, for SMSA's and urbanized areas.
4. "Detailed Characteristics" has same information as above on a more detailed statistical basis.

The series of questions preceding the tables are each linked directly by number to the information requested. The questions indicate the purpose and scope for which the data are being collected.

- * SMSA is defined by the Census as the standard metropolitan statistical area and means an urban area that includes a city and surrounding suburban counties.

REVENUE SHARING MONITORING PROJECT

I-A-a(2)

State Government

Questions to be answered for Background Data on Forms for Demographic Analysis
(Forms Attached)

I. GROWTH and CHANGE

How stable is the population?

1. Has the number of counties or municipalities changed?
2. Is there a general rise or decline in the population of urban versus rural areas?
3. Are there long-time residents moving out at a higher rate than before?
Where are they going (suburbs or other SMSA's)?
4. Are any age groups moving out at a higher rate than before: young adult residents (17-25) who would provide the base of skills for the future: Experienced residents (26-45) who may have children living with them and those (46-65) who probably don't have children living with them.
5. How stable are the high, middle and bottom income classes?
6. What is the ethnic makeup of the population and how has it changed?

II. THE ECONOMY

What is the economic condition of the state?

1. What is the present composition of industries? What's increasing and what's decreasing?
2. What is the present income structure of the state?
3. What is the present skill class structure of the state?
4. Has the unemployment rate changed?
5. What changes have taken place in the number of persons receiving welfare?

III. HOUSING

What's the condition of the housing stock?

1. Has there been a change in home ownership? In rentals?
2. Are there more vacancies than before?
3. Have housing values changed?
4. Is there a change in the number of substandard housing units?

IV. What are the most important kinds of information not mentioned above which are relevant for your municipality?

For example, is the age breakdown for a particular minority group (Blacks, for instance) of importance?

Is there an important minority group (American Indians, for example) about whom it would be useful to have detailed information?

REVENUE SHARING MONITORING PROJECT - STATE GOVERNMENT

A. Forms for Demographic AnalysisCensus Category

I. GROWTH and CHANGE

1. a. Number of Countiesb. Number of Municipalities:
(referred to as "Places"
in Census data)

100,000 or more

50,000 to 100,000

25,000 to 50,000

10,000 to 25,000

5,000 to 10,000

2,500 to 5,000

2,000 to 2,500

1,500 to 2,000

1,000 to 1,500

500 to 1,000

200 to 500

Less than 200

Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970
254	100%	254	100%	
892	100%	989	100%	+ 10.87
11	1.23%	10	1.01%	- .22%
10	1.12%	17	1.72%	+ .6%
19	2.13%	19	1.92%	- .21%
62	6.95%	80	8.08%	+ 1.13%
81	9.08%	95	9.61%	+ .53%
137	15.36%	152	15.37%	+ .01%
60	6.72%	62	6.27%	- .45%
77	8.63%	78	7.88%	- .75%
129	14.46%	127	12.84%	- 1.62%
147	16.48%	143	14.46%	- 1.72%
128	14.35%	159	16.07%	+ 1.72%
31	3.48%	47	4.75%	+ 1.27%
99.99%		99.98%		

REVENUE CHANGING MONITORING PROJECT - State Government

A. Forms for Demographic Analysis

Census Category

3. ResidenceSame House as Prev.
Census (1965)Different House in U.S.
from (1965)Same County
Different County4. Population by Age:

Under 18

18-24

25-44

45-64

65&over

5. a. Family Income:

Median Family Income

Number of Families
with Income:

Less than \$3,000

\$3,000 - 4,999

5,000 - 6,999

7,000 - 9,999

10,000 - 14,999

15,000 - 24,999

25,000 and up

b. Per Capita Income of
Persons

Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970
3,761,151	46.05	4,846,313	50.86	+ 4.81
4,405,992	53.95	4,682,202	49.14	- 4.81
2,661,893	32.59	2,591,159	27.19	- 5.40
1,744,099	21.36	2,091,043	21.95	+ .59
3,640,277	38%	3,999,836	35.7	- 2.3
908,837	9.5	1,379,891	12.32	+ 2.82
2,500,585	26.1	2,684,681	23.98	- 2.12
1,801,945	18.81	2,140,263	19.12	+ .31
728,033	7.6	992,059	8.9	+ 1.3
\$ 4884		\$8514		
457,965	21.17	369,268	13.10	*
539,540	24.95	351,837	12.48	
490,065	22.66	387,803	13.76	
391,998	18.13	583,550	20.71	
191,913	8.87	660,775	23.45	
91,092	4.21	359,092	12.74	
		105,798	3.75	

2,818,123 99.99%

* SEE ATTACHED COMMENTARY FOR QUESTION A-5

Census Category	Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970	
6. Foreign Born: Total Foreign Born	298,791	3.12%	309,772	total for eign Born 2.77%		
United Kingdom	12,630	4.23	12,486	4.03	.11	- .2
Ireland (Erie)	2,228	.75	1,798	.5	.01	- .25
Sweden	1,625	.54	1,105	.35	.009	- .19
Germany	19,506	6.53	19,386	6.26	.17	- .27
Poland	3,725	1.25	2,802	.9	.025	- .35
Czechoslovakia	5,054	1.69	3,568	1.15	.03	- .54
Austria	2,752	.92	2,122	.69	.019	- .23
Hungary	1,238	.41	1,172	.38	.097	- .03
U.S.S.R.	3,472	1.16	2,678	.86	.023	- .3
Italy	4,568	1.53	3,696	1.19	.033	- .34
Canada	7,960	2.66	8,859	2.86	.079	+ .2
Mexico	202,315	67.71	193,639	62.51	1.73	-5.2
Cuba	653	.22	5,378	1.74	.048	+1.52
Other Major Country.....	31,065	10.4	52,188	16.84	.47	+6.44
7. Other Ethnic:					of total	% of overall growth in category
Persons of Spanish Language	1,417,810	14.8	1,981,861	17.70	+ 2.9	+ 39.78 %
Persons of Puerto Rican Birth			8,144	.07		
Persons of Mexican-Amer. Birth	202,315	2.11	193,639	1.73	- .38	- 4.29
Black	1,185,476	12.37	1,399,065	12.5	+ .13	+ 18.01
Native Americans (Indians)			17,957	.16		

* Census Category

II. THE ECONOMY.

1. Industry:

Total Employed

Agriculture

Construction

Manufacturing

Wholesale Trade

Other Retail Trade

Hospitals

Health Services, except
hospitalsElementary, Secondary
Schools & Colleges

Public Administration

2. Source of/Other
Family Income:

Private Sector Workers

Government Workers

Federal Government

State Government

Local Government

Self-Employed

Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970
3,318,507		4,141,529		
291,899	8.79	194,635	4.70	- 4.09
251,938	7.59	317,758	7.67	+ .08
540,161	16.28	765,119	18.47	+ 2.19
141,509	4.26	198,467	4.79	+ .53
280,264	8.44	720,206	17.39	+ 8.95
		126,878	3.06	
111,738	3.37	82,014	1.98	+ 1.67
182,456	5.5	328,564	7.93	+ 2.43
162,922	4.91	225,800	5.45	+ .54
1,355,620	40.85	1,182,820	28.56	-12.29
		3,694,110	71.57	
		893,509	17.31	
		573,764	11.12	
		5,161,383		

* Information found in Table 180 of Industry Report

Census Category *	Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970	
Families with Income Less than Poverty:						
Number	687,965	28.8	412,598	14.6		
Percent of all families	28.8	-	14.6	-		
Family Head 65 years and over						
Number			96,984	3.4		
Percent			23.5	-		
Black						
Number			100,165	3.6		
Percent			32.7			
Spanish-speaking						
Number			133,095	4.7		
Percent			31.4		% Change	% of change within Category
Occupation:						
Total Employment	3,318,507	100%	4,141,529	100%		+ 24.80 %
White Collar:	1,266,924	38.18	1,703,836	41.14	+ 2.96 %	+ 34.49
Professional & Kindred	356,884	10.75	596,171	14.39	+ 3.64	+ 67.05
Managerial & Admin.	465,061	14.01	386,470	9.33	- 4.68	- 16.9
Clerical & Kindred	444,979	13.41	721,195	17.41	+ 4.0	+ 62.07
Sales	241,786	7.29	323,281	7.8	+ .51	+ 33.70
Service (except private)			183,532	4.43	+ .83	
Private Household	412,505	12.43	365,713	8.83		+ 33.15
Both Categories						
Blue Collar:						
Craftsmen, Foremen & Kindred	433,457	13.06	590,600	14.26	+ 1.2	+ 36.25
Operatives (except transport)	502,739	15.15	460,989	11.13	- 4.02	- 8.30
Laborers (except farm)	295,276	8.9	202,238	4.88	- 4.02	- 31.51
Total Blue Collar	1,231,472	37.11	1,253,827	30.27	- 6.84	- 1.82

* Gen. Soc. & Eco. Char.

See Attached Correspondence from OEO

Category	Status 1960	Total % by Sex % of Total		Status 1970	Total % Male % of Total		Percent Change 1960 - 1970		% by Total Sex
4. Employment Status:									
Male, 16 yrs. and over	3,049,457	48.8	100%	3,663,340	48.05	100%		-.75%	
Labor Force	2,501,932	40.04	82.05	2,853,736	37.42	77.9		-2.62	-4.15
Percent of Total	82.05			77.9					
Civilian Labor Force	2,343,297	37.5	76.84	2,692,016	35.37	73.48		-2.19	-3.36
Employed	2,242,739	35.89	73.55	2,611,119	34.25	71.28	% Female 96.99%	-1.64	-2.27
Unemployed	90,558	1.45	2.97	80,897	1.06	2.20	3.00%	-.39	-.27
Percent of C.L.F.	3.9%			3%					
Female, 16 yrs. and over	3,198,809	51.2	100	3,961,142	51.95	100		+ .75	
Labor Force	1,097,088	17.56	34.29	1,610,881	21.12	40.67		+3.57	+6.38
Percent of Total	34.29%			40.7%					
Civilian Labor Force	1,093,439	17.5	34.2	1,605,770	21.06	40.53		+3.5	+6.33
Employed	1,043,103	16.69	32.61	1,530,410	20.07	38.64	95.31	+3.38	+6.03
Unemployed	50,336	.81	.16	75,360	.98	1.90	4.69	+ .17	+ .3
Percent of C.L.F.	4.6%			4.7%					
Total 16+				7,624,482					
Unemployment Rate:									
White	124,317	3.45		125,809	2.82			-.63	
Black	30,696	.85		29,795	.66			-.19	
Spanish-speaking				34,539	.77				
Other minorities									
18-24 years				30,239	.67				
White				42,337	.94				
Black				11,705	.26				
Spanish-speaking				12,098	.27				
Other minorities									
25-44 years				26,006	.58				
White				37,821	.84				
Black				9,714	.21				
Spanish-speaking				11,815	.26				
Other minorities									

* Total Labor Force
Found in Tables 164 - 166

4,464,617

Category	Status 1960	% of Total	Status 1970	% of Total	Percent Change 1960 - 1970
5. Receiving Welfare Assistance *	255,295	100%	328,530	100%	+ 12.55%
White (includes latin, Indian & other)	225,536	88.34%	231,333	70.14%	- 17.93%
Non-White (Negro only)	29,759	11.65%	97,197	29.6%	+ 17.95%
AFDC Families	19,662	7.7%	67,970	20.7%	+ 13.00%
AFDC Children	62,512	24.5%	213,621	65.02%	+ 40.52%
Receiving commodity food * *	895,267	100%	1,525,985	100%	+ 26.05%
Receiving food stamps	-	-	173,193	100%	-
III. HOUSING					
1. Total Housing Units	3,153,127		3,829,502		
Percent Owner Occupied	64.8		64.7		
Percent Renter Occupied	35.2		35.3		
2. Total Vacancies * * *			374,410		
Percent Vacant of total units	.		.097		
Percent Vacant for sale	1.3		1.9		
Percent Vacant for rent	3.9		11.1		
Percent Vacant - Other			17 %		
3. Value of owner occupied housing units TOTAL			1,912,053	100%	
Less than \$5,000			245,731	12.85%	
\$ 5,000 - 7,499			238,871	12.49%	
7,500 - 9,999			256,960	13.44%	
10,000 -14,999			461,013	24.27%	
15,000 -19,999			294,890	15.42%	
20,000 -24,000			168,599	8.82%	
25,000 -34,999			144,089	7.54%	
35,000 -49,999			64,352	3.36%	
50,000 +			34,548	1.8%	
Median Value			\$12,000	99.99%	

* * Includes schools, welfare institutions, summer camps, child care centers & supplemental food programs

* ATTACHMENT is being added with a more complete breakdown of those receiving Assistance.

* * * This data is questionable and should be rechecked.

ATTACHMENT I

SUMMARY OF FINDINGS

REVENUE SHARING AND EMPLOYMENT DISCRIMINATION IN

TEXAS AGENCIES

While State officials gave careful consideration to the provisions of the Revenue Sharing Act, they also gave due regard to fulfilling anti-discrimination provisions. Programs funded by

revenue sharing are expressly prohibited from establishing hiring practices or provision of services.¹ The hiring practices of many

Texas agencies have left a legacy of discrimination, the depth of which is only now being measured. A study of State employment is

ATTACHMENT I:

SUMMARY OF FINDINGS

REVENUE SHARING AND EMPLOYMENT DISCRIMINATION IN

TEXAS AGENCIES

Legislature. The Governor's Equal Employment Opportunity

(EEO) has been entrusted with gathering information to meet require-

ments of recent amendments to the federal Equal Employment Opportunities

Act. By disseminating data to meet those requirements, the Governor's EEO

has developed a statistical breakdown of Texas employment by agency,

salary, ethnic group, job category and sex. Xeroxed copies of computer print-

outs developed by the Governor's EEO for all Texas agencies, except

educational institutions, are attached in Appendix One.

¹ See Article 122, Regulation 12.01 of the State and Local Fiscal Assistance Act.

ATTACHMENT I

SUMMARY OF FINDINGS

REVENUE SHARING AND EMPLOYMENT DISCRIMINATION IN TEXAS AGENCIES

While State officials gave careful consideration to other provisions of the Revenue Sharing Act, they were far less cautious in fulfilling anti-discrimination provisions. Programs funded by revenue sharing are expressly prohibited from discriminatory hiring practices or provision of services.¹ The hiring practices of many Texas agencies have left a legacy of discrimination, the depth of which is only now being uncovered. A study of State employment is now being prepared by the Governor's Office of Equal Employment Opportunity, an agency created by legislative mandate during the 63rd Legislature. The Governor's Office of Equal Employment Opportunity (EEO) has been entrusted with gathering information to meet requirements of recent amendments to the federal Equal Employment Opportunities Act. By aggregating data to meet these requirements, the Governor's EEO has developed a statistical breakdown of Texas employment by agency, salary, ethnic group, job category and sex. Xeroxed copies of computer printouts developed by the Governor's EEO for all Texas agencies, except educational institutions, are attached in Appendix One.

¹See Section 122, Regulation 51.32 of the State and Local Fiscal Assistance Act.

ATTACHMENT I (continued)

Project monitors analyzed the data with the help of staff of the Trinity University Department of Computing and Information Sciences. Our findings are divided into two parts: employment patterns of all Texas agencies, except educational institutions, and employment patterns of the revenue sharing agencies.

EMPLOYMENT PATTERNS OF ALL TEXAS AGENCIES EXCEPT EDUCATIONAL INSTITUTIONS

Our study clearly indicated that ethnic minorities and women are under-represented and underutilized in Texas State employment. Two patterns of underutilization of the groups were found. First, minorities and women have not been hired in numbers commensurate with their incidence in the population. Blacks, both male and female, held only 7.7% of the 70,976 jobs included in the Governor's EEO study, while they number 12.67% of the total state population according to the 1970 Census. Spanish American individuals amounted to 18.39% of the population,² yet they held only 11.1% of the State jobs.

The second measurement, a comparison of salary levels among the various categories shows even more marked evidence of the underutilization of minorities and women. Employment incidence among minorities and women is positively skewed in the direction of low-paying, low-skilled jobs. For example, 71.2% of the blacks employed by the State earned \$5,999 or less. As salary levels increase, minority percentages at each

²⁴Office of the Governor, Office of Information Services, Summary: Selected Demographic Characteristics from Census Data, Fourth Count, August, 1972, p. 2.

ATTACHMENT I (continued)

higher level decrease. For example, in the \$16,000 to \$24,999 bracket, white non-Spanish surnamed persons hold 96.4% of the jobs as compared to 2.5% for Spanish surnamed persons and .4% for Blacks. The top salary level (\$25,000 and up) is the one exception to this rule. In this category Blacks and Spanish surnames amounted to 11.4% of the employees. The significance of this percentage is somewhat questionable when one translates the percentage into actual numbers of employees. The 11.4% earning \$25,000 or more amounted to only 28 individuals. Thus, the data indicate a heavy concentration of minorities in low-paying jobs with a very small number of minorities employed at higher salary levels.

Women did not fare much better. While they number 41.3% of the State employees, they do not hold the high-paying jobs. 57.4% of the women employees earned less than \$6,000, and women held only 10.6% of the jobs paying \$16,000 or more.

THE REVENUE SHARING FUNDED AGENCIES

We next turned our attention to those agencies which were awarded revenue sharing monies during the 63rd Legislative Session. Appendix Two exhibits these allocations by agency and amount and contains copies of computer printouts from the Governor's EEO for the revenue sharing funded agencies. Since data was not available for educational agencies at the time we did out research, we were not able to analyze employment records of the colleges and universities which received revenue sharing.

ATTACHMENT I (continued)

Statisticians of the Trinity University Department of Computing and Information Sciences aggregated data for the balance of the revenue sharing funded agencies--42 agencies, commissions and courts. Totals for this group by salary level, ethnic group and sex can be seen in the computer printout--Appendix Three.

Our analysis indicated that employment records of the revenue sharing funded agencies closely parallel employment records for the State as a whole. As agencies were selected to receive revenue sharing funds, no consideration was given to their hiring practices or employment records. In the agencies analyzed, 79.9% of the Blacks, 68.2% of the Spanish surnamed and 59.8% of the female employees earned \$6,000 or less. Of those earning \$16,000 or more, only 5.1% were Spanish surnamed, .8% were Black and 12% were women.

The data were given further statistical analysis through the use of t-tests and F-tests. (Please see Appendix Four for more detailed consideration of these findings.) Through this analysis, the following conclusions were reached. A policy exists in the revenue sharing funded agencies, which can be validated at the 99% confidence level, which has caused them to hire white, non-Spanish surnamed employees preferentially to Black and Spanish Surnamed employees. In terms of numbers of employees hired, there is no statistically verifiable policy in these agencies to hire men over women. However, men hired by the agencies have been

ATTACHMENT I (continued)

or are being placed in jobs receiving higher salaries. The average salary of men in these agencies is \$8,759 versus \$6,255 for women. It can be demonstrated at the 99% confidence level that this difference does not result from chance variations.

Similarly, it was found that White non-Spanish surnamed employees were placed in jobs drawing higher salaries. The average salaries of the three population groups studies were: \$7,797 for Whites, \$5,585 for Blacks, and \$6,294 for Spanish surnames. It can again be shown at the 99% confidence level that the variations did not result from chance.

Based on our analysis of the Governor's Equal Employment Opportunity statistical compilations, we make the following conclusions:

1. ETHNIC MINORITIES AND WOMEN ARE UNDER-REPRESENTED AND UNDER-UTILIZED IN TEXAS STATE EMPLOYMENT. THIS SITUATION PROBABLY RESULTS FROM DISCRIMINATORY HIRING PRACTICES AND PROMOTIONAL PATTERNS AND SHOULD BE INVESTIGATED.
2. AGENCIES WHICH RECEIVED REVENUE SHARING MONIES EXHIBIT SIMILAR EMPLOYMENT PATTERNS. IT IS EXTREMELY DOUBTFUL THAT ANY CONSIDERATION WAS GIVEN TO PROVISIONS WITHIN THE REVENUE SHARING ACT WHICH PROHIBIT DISCRIMINATION BY RECIPIENT AGENCIES.
3. SINCE NO ATTENTION WAS PAID TO THESE PROVISIONS, IT IS PROBABLE THAT THE DISTRIBUTION OF REVENUE SHARING MONIES MAY HAVE INDEED REINFORCED EXISTING DISCRIMINATORY HIRING PATTERNS AMONG FUNDED AGENCIES.

ATTACHMENT I

APPENDIX 1

REPRINTS OF COMPUTER PRINTOUTS

OF THE

GOVERNOR'S OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

(ALL TEXAS AGENCIES EXCEPT EDUCATIONAL INSTITUTIONS)



REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/14/74

STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: TEXAS (ALL AGENCIES)

ANNUAL SALARY RANGE	ALL GROUPS			BOTH	WHITE		SPANISH-SURNAMED			BOTH	BLACK		BOTH	OTHER	
	TOTAL	MALE	FEMALE		MALE	FEMALE	BOTH	MALE	FEMALE		MALE	FEMALE		MALE	FEMALE
LESS THAN \$ 4,000	186	89	97	117	59	58	41	22	19	27	8	19	1		1
PERCENT OF ROW	100.0	47.8	52.2	62.9	31.7	31.2	22.0	11.8	10.2	14.5	4.3	10.2	.5		.5
PERCENT OF COLUMN	.3	.2	.3	.2	.2	.3	.5	.5	.6	.5	.4	.5	.4		.7
\$ 4,000-\$ 5,999	24598	7861	16737	16705	5227	11478	3881	1501	2380	3879	1099	2780	133	34	99
PERCENT OF ROW	100.0	32.0	68.0	67.9	21.2	46.7	15.8	6.1	9.7	15.8	4.5	11.3	.5	.1	.4
PERCENT OF COLUMN	34.7	18.9	57.1	29.1	15.0	51.2	49.5	32.7	73.2	70.7	54.3	80.3	48.4	27.4	65.6
\$ 6,000-\$ 7,999	19521	11820	7701	15877	9317	6560	2492	1850	642	1119	643	476	33	10	23
PERCENT OF ROW	100.0	60.6	39.4	81.3	47.7	33.6	12.8	9.5	3.3	5.7	3.3	2.4	.2	.1	.1
PERCENT OF COLUMN	27.5	28.4	26.3	27.7	26.7	29.2	31.8	40.3	19.7	20.4	31.8	13.7	12.0	8.1	15.2
\$ 8,000-\$ 9,999	11041	8923	2118	10033	8119	1914	759	652	107	232	146	86	17	6	11
PERCENT OF ROW	100.0	80.8	19.2	90.9	73.5	17.3	6.9	5.9	1.0	2.1	1.3	.8	.2	.1	.1
PERCENT OF COLUMN	15.6	21.4	7.2	17.5	23.2	8.5	9.7	14.2	3.3	4.2	7.2	2.5	6.2	4.8	7.3
\$10,000-\$12,999	10362	8150	2212	9617	7603	2014	496	400	96	198	106	92	51	41	10
PERCENT OF ROW	100.0	78.7	21.3	92.8	73.4	19.4	4.8	3.9	.9	1.9	1.0	.9	.5	.4	.1
PERCENT OF COLUMN	14.6	19.6	7.6	16.8	21.8	9.0	6.3	8.7	3.0	3.6	5.2	2.7	18.5	33.1	6.6
\$13,000-\$15,999	2892	2603	289	2758	2482	276	95	90	5	21	16	5	18	15	3
PERCENT OF ROW	100.0	90.0	10.0	95.4	85.8	9.5	3.3	3.1	.2	.7	.6	.2	.6	.5	.1
PERCENT OF COLUMN	4.1	6.2	1.0	4.8	7.1	1.2	1.2	2.0	.2	.4	.8	.1	6.5	12.1	2.0
\$16,000-\$24,999	2131	2000	131	2054	1932	122	53	50	3	9	5	4	15	13	2
PERCENT OF ROW	100.0	93.9	6.1	96.4	90.7	5.7	2.5	2.3	.1	.4	.2	.2	.7	.6	.1
PERCENT OF COLUMN	3.0	4.8	.4	3.6	5.5	.5	.7	1.1	.1	.2	.2	.1	5.5	10.5	1.3
\$25,000 AND OVER	245	234	11	210	202	8	26	26		2	1	1	7	5	2
PERCENT OF ROW	100.0	95.5	4.5	85.7	82.4	3.3	10.6	10.6		.8	.4	.4	2.9	2.0	.8
PERCENT OF COLUMN	.3	.6		.4	.6		.3	.6					2.5	4.0	1.3
TOTAL	70976	41680	29296	57371	34941	22430	7843	4591	3252	5487	2024	3463	275	124	151
PERCENT OF ROW	100.0	58.7	41.3	80.8	49.2	31.6	11.1	6.5	4.6	7.7	2.9	4.9	.4	.2	.2
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

ATTACHMENT II:

RULING OF THE ATTORNEY GENERAL OF TEXAS

RE: AFFIRMATIVE ACTION PLANS

(OPINION NO. H-351)





THE ATTORNEY GENERAL
OF TEXAS

AUSTIN, TEXAS 78711

JOHN L. HILL
ATTORNEY GENERAL

July 19, 1974

The Honorable James D. Cole
House Administrator
House of Representatives
Austin, Texas

Opinion No. H- 351

Re: Validity of rider to
Appropriations Act (H. B.
139, 63rd Leg.) regarding
equal employment opportunity.

Dear Representative Cole:

Your letter on behalf of the House of Representatives Committee on House Administration raises one of the most frequent questions of statutory interpretation to come before the Attorney General and one of the most troublesome.

You have asked our opinion of the constitutionality of a provision of the Appropriations Act for fiscal 1974 and 1975 (Laws 1973, 63rd Leg., ch. 659, p. 1986) found as a rider to the appropriation to the office of the Governor at pages 1967-68:

As a limitation on the expenditure of funds appropriated in this Act and to insure that funds appropriated for salaries of classified positions are spent in accordance with Legislative intent and the laws of the State, each agency and department of the State of Texas shall prepare and maintain a written plan to assure implementation of a program of equal employment opportunity whereby all personnel transactions are made without regard to race, religion, national origin, or sex (except where sex constitutes a bona fide occupational qualification). The plans shall contain a comprehensive analysis of all employees by race, sex,

and class of position and shall include plans for recruitment, selection, appointment, training, promotion, and other personnel practices. The plans shall also include objectives and goals, timetables for the accomplishment and assignments of responsibility for their completion.

The plans shall be filed with the Office of the Governor within ninety days after the enactment of this Bill covering the period September 1, 1973, through August 31, 1974, and shall be updated on an annual basis. Progress reports shall be submitted within thirty days of September 1 and March 1 of each year. The Office of the Governor shall cooperate with agencies to provide technical assistance to agencies and departments in the preparation of these plans.

Article 3, Section 35 of the Texas Constitution provides:

. . . No bill, (except general appropriation bills, which may embrace the various subjects and accounts, for and on account of which moneys are appropriated) shall contain more than one subject, which shall be expressed in its title. But if any subject shall be embraced in an act, which shall not be expressed in the title, such act shall be void only as to so much thereof, as shall not be so expressed.

The courts in a few instances and Attorneys General in many have construed this section as it applies to riders to Appropriation Acts. Perhaps the most definitive analysis is that contained in Attorney General Opinion V-1254 (1951) by then Attorney General Price Daniel, as follows:

With special regard to what incidental provisions may be included within a general appropriation bill, our Texas courts have not stated a general rule. However, from statements as to what may not be included and from numerous opinions of the Attorney General, we believe the rule may be stated generally as follows: In addition to appropriating money and stipulating the amount, manner, and purpose of the various items of expenditure, a general appropriation bill may contain any provisions or riders which detail, limit, or restrict the use of the funds or otherwise insure that the money is spent for the required activity for which it is therein appropriated, if the provisions or riders are necessarily connected with an incidental to the appropriation and use of the funds, and provided they do not conflict with general legislation. (Opinion V-1254, *supra*, p. 8).

As long as a general appropriation bill includes only subjects of appropriating money and limiting the use thereof in harmony with general legislation, it may relate to any number of different 'subjects and accounts.' In such instances all of the subjects are under the one general object and purpose of appropriating funds from the treasury. The obvious purpose of this limited exception was to make certain that appropriations to more than one department in the same bill would not be prohibited. In all other respects general appropriation bills are subject to the same prohibition as all other bills against containing more than one subject. The result is that general legislation cannot be

embodied within a general appropriation bill.
Moore v. Sheppard, supra. [192 S.W. 2d 559
(Tex. 1946)].

A general appropriation bill may be defined as a single bill which appropriates funds for two or more departments, subjects, accounts, or purposes. It has the one general purpose or subject matter of appropriating money.

General legislation does more than appropriate money and limit its expenditure. As said by a former Attorney General in Opinion No. 2965 (1935),

' . . . if the Bill does more than set aside a sum of money, provide the means of its distribution, and to whom it shall be distributed, then it is a general law . . . '

Thus, the distinction between general appropriation bills and general legislation has been recognized in this State in the simple fact that the former merely sets apart sums of money for specific objects and uses while the latter does more than merely appropriate and limit the use of funds. General legislation constitutes a separate subject and cannot be included within a general appropriation bill. Moore v. Sheppard, supra; Attorney General Opinion No. 2965, supra. (Opinion V-1254, supra, pp. 6-7).

The difficulty lies in applying these rules to a particular enactment or rider. Opinion V-1254, supra, was a general discussion of riders. It did not involve a particular rider. Attorney General Opinion V-1253 (1951),

issued the day before Opinion V-1254, involved riders (1) prohibiting the purchase of any passenger motor vehicle with appropriated funds and (2) ordering that all state-owned passenger motor vehicles be sold not later than October 1, 1951. The first provision was held to be valid as a "mere" limitation and restriction on the use of the money. The second was held invalid as general legislation. For other examples, we would call to your attention Attorney General Opinion M-1199 (1972), a detailed study of riders in the 1971 Appropriations Act as well as those cited in Opinion V-1254, *supra*.

With these rules in mind, it is apparent to us that the rider in question while, of course, laudable in its purpose does more than merely limit or restrict the expenditure of appropriated funds. In our opinion, it is general legislation affirmatively decreeing that all agencies and departments of the state are to take certain action. And, as laudable as the required action may be, we are legally bound to hold that forced compliance will require further legislative action.

As in Opinion V-1253, *supra*, our reasoning, perhaps, may be made clearer by contrasting the rider with another. The same Appropriation Act, in its General Provisions, Article V, at page 2217, contains Sec. 55 as follows:

Sec. 55. DISCRIMINATORY PRACTICES. None of the funds appropriated in this Act shall be expended by agencies which practice discrimination based on race, creed, sex or national origin. The State Attorney General shall be specifically responsible for the enforcement thereof upon the request of the Governor.

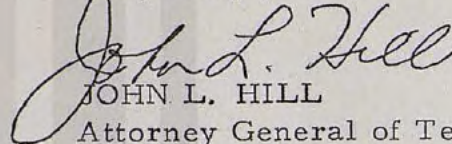
Sec. 55 is "merely" a limitation or restriction on the expenditure of appropriated funds and is a valid rider. The rider requiring an affirmative plan containing an analysis of employees by race, sex and class of position and containing a plan for recruitment and other matters, is general legislation, and therefore invalid.

This opinion in no way affects or lessens the effect of Subsection 55 supra. Nor does it lessen the requirement that states and their political subdivisions abide by the federal laws prohibiting discrimination in employment, e.g. 42 U.S.C. § 2000e-2, 29 C.F.R. Sec. 160 et seq., or that they take affirmative action required under the federal law. 42 U.S.C. § 2000e-5(g).

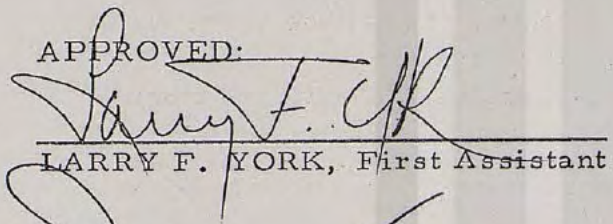
SUMMARY

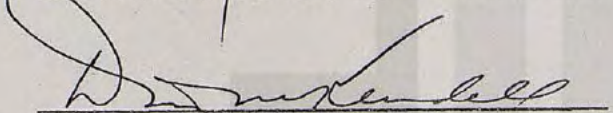
While Sec. 55 of Article V of the Appropriation Act for 1974 and 1975 mandates that no appropriated funds be expended by agencies that practice discrimination based on race, creed, sex or national origin, the rider to the Act requiring affirmative action plans to provide equal employment opportunity is invalid as general legislation. Requirements of the Federal laws prohibiting discrimination in employment or requiring affirmative action are unaffected by this opinion.

Very truly yours,


JOHN L. HILL
Attorney General of Texas

APPROVED:


LARRY F. YORK, First Assistant


DAVID M. KENDALL, Chairman
Opinion Committee

lg

ATTACHMENT 1

APPENDIX 3:

" EMPLOYMENT BY SALARY LEVEL, ETHNIC GROUP, AND SEX
FOR
REVENUE SHARING FUNDED AGENCIES



EQUAL OPPORTUNITY REPORT - TEXAS

AGENCY: TOTALS FOR AGENCIES RECEIVING REVENUE SHARING FUNDS

ANNUAL SALARY RANGE	ALL GROUPS			BOTH	WHITE		BOTH	SPANISH-SURNAMED		BOTH	BLACK		BOTH	OTHER	
	TOTAL	MALE	FEMALE		MALE	FEMALE		MALE	FEMALE		MALE	FEMALE		MALE	FEMALE
LESS THAN \$ 4,000	77	24	53	35	10	25	22	11	11	19	3	16	1		1
PERCENT OF ROW	100.0	31.2	68.8	45.5	13.0	32.5	28.6	14.3	14.3	24.7	3.9	20.8	1.3		1.3
PERCENT OF COLUMN	0.3	0.2	0.3	0.2	0.1	0.2	0.9	1.0	0.7	0.5	0.3	0.6	0.7		1.0
\$ 4,000-\$ 5,999	13564	3529	10035	8875	2240	6635	1738	560	1178	2853	706	2147	98	23	75
PERCENT OF ROW	100.0	26.0	74.0	65.4	16.5	48.9	12.8	4.1	8.7	21.0	5.2	15.8	0.7	0.2	0.6
PERCENT OF COLUMN	49.4	29.0	65.7	42.0	22.4	59.6	67.3	53.0	77.3	79.4	65.7	85.2	65.8	50.0	72.8
\$ 6,000-\$ 7,999	6964	3721	3243	5873	3154	2719	517	277	240	555	285	270	19	5	14
PERCENT OF ROW	100.0	53.4	46.6	84.3	45.3	39.0	7.4	4.0	3.4	8.0	4.1	3.9	0.3	0.1	0.2
PERCENT OF COLUMN	25.4	30.6	21.2	27.8	31.6	24.4	20.0	26.2	15.7	15.4	26.5	10.7	12.8	10.9	13.6
\$ 8,000-\$ 9,999	2239	1602	637	2045	1477	568	116	88	28	75	37	38	3		3
PERCENT OF ROW	100.0	71.5	28.5	91.3	66.0	25.4	5.2	3.9	1.3	3.3	1.7	1.7	0.1		0.1
PERCENT OF COLUMN	8.2	13.2	4.2	9.7	14.8	5.1	4.5	8.3	1.8	2.1	3.4	1.5	2.0		2.9
\$10,000-\$12,999	2754	1749	1005	2558	1658	900	111	51	60	74	34	40	11	6	5
PERCENT OF ROW	100.0	63.5	36.5	92.9	60.2	32.7	4.0	1.9	2.2	2.7	1.2	1.5	0.4	0.2	0.2
PERCENT OF COLUMN	10.0	14.4	6.6	12.1	16.6	8.1	4.3	4.8	3.9	2.1	3.2	1.6	7.4	13.0	4.9
\$13,000-\$15,999	890	698	192	846	665	181	28	24	4	11	6	5	5	3	2
PERCENT OF ROW	100.0	78.4	21.6	95.1	74.7	20.3	3.1	2.7	0.4	1.2	0.7	0.6	0.6	0.3	0.2
PERCENT OF COLUMN	3.2	5.7	1.3	4.0	6.7	1.6	1.1	2.3	0.3	0.3	0.6	0.2	3.4	6.5	1.9
\$16,000-\$24,999	765	661	104	729	632	97	23	20	3	7	4	3	6	5	1
PERCENT OF ROW	100.0	86.4	13.6	95.3	82.6	12.7	3.0	2.6	0.4	0.9	0.5	0.4	0.8	0.7	0.1
PERCENT OF COLUMN	2.8	5.4	0.7	3.5	6.3	0.9	0.9	1.9	0.2	0.2	0.4	0.1	4.0	10.9	1.0
\$25,000 AND UP	194	183	11	161	153	8	26	26		1		1	6	4	2
PERCENT OF ROW	100.0	94.3	5.7	83.0	78.9	4.1	13.4	13.4		0.5		0.5	3.1	2.1	1.0
PERCENT OF COLUMN	0.7	1.5	0.1	0.8	1.5	0.1	1.0	2.5		0.1		0.1	4.0	8.7	1.9
TOTAL	27447	12167	15280	21122	9989	11133	2581	1057	1524	3595	1075	2520	149	46	103
PERCENT OF ROW	100.0	44.3	55.7	77.0	36.4	40.6	9.4	3.9	5.6	13.1	3.9	9.2	0.5	0.2	0.4
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERCENT OF GROUP EARN- ING LESS THAN \$6,000	49.7	29.2	66.0	42.2	22.5	59.8	68.2	54.0	78.0	79.9	66.0	85.8	66.5	50.0	73.8
PERCENT OF TOTAL EARN- ING \$16,000 OR MORE	100.0	88.0	12.0	92.8	81.9	10.9	5.1	4.8	.3	.8	.4	.4	1.3	.9	.3

ATTACHMENT 1

APPENDIX 4:

STATISTICAL ANALYSIS OF EMPLOYMENT IN TEXAS AGENCIES WHICH
RECEIVED REVENUE SHARING ALLOCATIONS



APPENDIX FOUR

STATISTICAL ANALYSIS OF EMPLOYMENT IN TEXAS AGENCIES WHICH RECEIVED REVENUE SHARING ALLOCATIONS

Prepared by Dr. Aaron Konstan,
Trinity University Department of Computing and Information Sciences

I. DISTRIBUTION OF MINORITY GROUPS AND WOMEN EMPLOYED BY REVENUE SHARING FUNDED AGENCIES.

A. Whites vs. Blacks

In order to compare the ratio of blacks to whites hired by these agencies, it was necessary to compensate for the differences between the numbers of Blacks and Whites that live in Texas. Whites represent 68.925% of the Texas population and blacks 12.679%.¹ This compensation was effected by dividing the number of Whites working in each agency by .68925 and the number of Blacks by .12679. These weighted values for numbers of employees were used for further calculation.

In order to test the null hypothesis that there is no difference in the hiring policy of these agencies we used two statistical tests. The t-test was used on the difference between the weighted numbers of White employees and Black employees, using each agency as an independent random sample. The t-value for the difference between

¹Office of the Governor, Office of Information Services,
Summary: Selected Demographic Characteristics from Census Data,
Fourth Count, August 2, 1972, p. 2.

APPENDIX FOUR (continued)

weighted numbers of employees was .3266. As can be seen by referring to Table I, this is well within the limits necessary to confirm the null hypothesis even at the 95% confidence level and 41 degrees of freedom.

TABLE I
SELECTED T-DISTRIBUTION VALUES
(TWO-TAILED)

Degrees of Freedom	Confidence Level		
	90%	95%	99%
40	1.684	2.021	2.704
41	1.683	2.019	2.700
∞	1.645	1.960	2.576

The F-test done on the variances of the White and Black samples likewise confirms the null hypothesis. The F-value obtained was .575, which should be greater than 1.68 at the 95% level to reject the null hypothesis.

TABLE 2
SELECTED F DISTRIBUTION VALUES

Degrees of Freedom	Confidence Level	
	95%	99%
40/40	1.69	2.11
41/41	1.68	2.09
∞	1.00	1.00

APPENDIX FOUR (continued)

Therefore, a preliminary analysis of the data seems to indicate that there is no difference in the hiring policies of the agencies towards Whites and Blacks. However, a closer inspections shows that the distribution of employee differences is distorted by the data for the State Agency for Mental Health and Mental Retardation. This entry of -5673 is nearly six times the standard deviation of the distribution of differences. (Standard deviation of differences is 1082.) If this value is deleted from the analysis and the t- and F-tests reapplied, one gets a t-value of 2.48 and an F-value of 4.1 (40 degrees of freedom). These numbers are large enough to reject the null hypothesis even at the 99% level of confidence.

The conclusion one can then draw is that the hiring policy of these agencies is discriminatory in that the number of Whites hired by the agencies is too high for the disparity between that number and the number of Blacks employed to be attributed to chance. This is true even when one compensates for the different fractions of the total population represented by these two racial groups.

B. Whites vs. Those with Spanish Surname

A similar analysis was done on the difference in the number of Whites employed and those with Spanish Surnames. Spanish-American individuals comprise 18.395% of the State population. Once again,

APPENDIX FOUR (continued)

the figures on the agency for Mental Health and Mental Retardation must be ignored since these figures distort the total picture.

When this is done, the value of t is 2.6048 and that of F is 3.069 (for 40 degrees of freedom). Again, this serves to reject the null hypothesis at the 99% level of confidence.

C. Men vs. Women

This third analysis was a comparison of the number of men versus the number of women employed by these State agencies receiving revenue sharing funds. Here again, the numbers were weighted to compensate for the greater number of men in the Texas population (48.51% men, 51.49% women).² The entry for Mental Health and Mental Retardation was dropped as it had been previously.

The t -value calculated was 1.296 and the F -value calculated was 2.01 (for 40 degrees of freedom). Referring to Tables I and II, we see that the null hypothesis on the means cannot be rejected on the basis of the t -test or the F -test, the value of which falls between the 95% and 99% confidence level. No obvious sex discrimination as far as total workers hired is demonstrated by these results.

II. SALARY DISTRIBUTION OF MINORITY GROUPS AND WOMEN EMPLOYED BY REVENUE SHARING AGENCIES.

The salary distributions were analyzed by splitting the salaries of workers in these agencies into 8 groups:

²U.S., Bureau of the Census, General Population Characteristics, October, 1971.

Table II

Salary Groups for Employees of Texas Agencies

Group Limits	Group Mark
Less than \$4,000	\$4,000
\$4,000-\$5,999	\$5,000
\$6,000-\$7,999	\$7,000
\$8,000-\$9,999	\$9,000
\$10,000-\$12,999	\$11,500
\$13,000-\$15,999	\$14,500
\$16,000-\$24,999	\$20,500
\$25,000 and above	\$25,000

The group marks, which were the values used to represent the salary groups in the analysis, were calculated as the mid-points of the group limits. The exceptions to this rule are the first and last group marks. Less than 1.5% of the total employees fit into these two groups so that the values used for these group marks have little effect on the results obtained from the statistical analysis.

A. Whites vs. Blacks vs. Spanish-Surnamed

The analysis of the salary level distribution of these three groups gave the following results:

Average Salary Whites	\$7,797
Average Salary Blacks	\$5,585
Average Salary of Spanish Surnamed . . .	\$6,294
Standard Deviation Whites	\$3,862
Standard Deviation Blacks	\$1,529
Standard Deviation Spanish-Surnamed . . .	\$2,971

The null hypothesis we want to check is that there is no difference between the distributions of the salaries of the Whites on the one hand and the Blacks and Spanish-Surnamed individuals on the other. Stated differently, the differences between the means and the standard deviations of salaries of the three groups occur by random chance.

Applying a t-test to the difference between the means, we obtain (for essentially infinite degrees of freedom):³

$$\begin{aligned} t(\text{Whites vs. Blacks}) &= 86.68 \\ t(\text{Whites vs. Spanish Surnames}) &= 28.46 \end{aligned}$$

Both of these values, when compared to a value of t of 2.576 for the 99% confidence level, are more than enough to allow us to reject the null hypothesis concerning the means.

The values obtained for F , again for infinite degrees of freedom, were:

$$\begin{aligned} F(\text{Whites vs. Blacks}) &= 2.54 \\ F(\text{Whites vs. Spanish-Surnamed}) &= 1.69 \end{aligned}$$

These values when compared to theoretical value of 1.0 for such large samples allow us to reject the null hypothesis on variances (or standard deviations) of the salary level distributions.

³In these analyses of salary distribution such a large number of employees are involved that the tabulated values of t and F which can be used are those for infinite degrees of freedom.

The data indicates, then, that there is a tendency in these agencies to place Whites preferentially into positions of greater responsibility in which they draw higher salaries.

B. Men vs. Women

A similar analysis was done on the salary distribution of men versus women. The analysis produced the following statistics:

Average Salary Men	\$8,759
Average Salary Women	\$6,255
Standard Deviation of Salary (Men)	\$4,418
Standard Deviation of Salary (Women)	\$2,405
T-value (Men-Women)	128
F-value	3.37

On the basis of these values, the null hypothesis that the distribution of the salaries of men and women are statistically equivalent must be rejected. Once again, there is strong support for the conclusion that women are being placed in positions of lower responsibility with lower salaries.

ATTACHMENT 1

APPENDIX 2

FEDERAL REVENUE SHARING ALLOCATIONS BY CATEGORY

and

REPRINTS OF COMPUTER PRINTOUTS

of the

GOVERNOR'S OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

(REVENUE SHARING FUNDED AGENCIES)



	Appropriations For Fiscal 1974 & 1975	Planned Use Entitlement Period 1-1-73 Thru 6-30-73
1. GENERAL GOVERNMENT:		
Aeronautics Commission	800,000	
Attorney General	4,000,000	
Building Commission	4,816,976	
Comptroller (State Matching)	23,721,589	
Board of Control	6,800,000	
Firemen's Pension	675,312	
Good Neighbor Commission	201,815	
Advisory Comm. Intergov. Relations	55,000	
Board of Private Investigators & Security Agencies	682,694	
Bureau of Labor Statistics	1,000,000	
General Land Office	2,000,000	
Railroad Commission	1,000,000	
Secretary of State	1,000,000	
Securities Board	600,000	
Treasury Department	1,000,000	
Texas Amusement Machine Comm.	980,481	
Water Well Drillers Board	16,540	
TOTAL	49,350,407	7,405,163
2. EDUCATION:		
Texas Schools for the Blind and Deaf	1,658,130	
Public Junior Colleges State Aid	12,000,000	
The University of Texas at Arlington	9,000,000	
The University of Texas at Austin	31,000,000	
The University of Texas at El Paso	7,000,000	
Texas A & M Main University	16,000,000	
Prairie View A & M College	4,000,000	
Tarleton State College	3,000,000	
Texas A & I University at Corpus Christi	3,250,000	
Texas A & I University at Kingsville	6,000,000	
East Texas State University	7,000,000	
University of Houston	16,000,000	
Lamar University	6,000,000	
Midwestern University	4,000,000	
North Texas State University	10,000,000	
Pan American University	4,000,000	
Stephen F. Austin State University	5,000,000	
Texas Southern University	4,000,000	
Texas Tech University	15,000,000	
Texas Tech University School of Medicine at Lubbock	1,999,900	
Texas Women's University	5,000,000	
West Texas State University	4,000,000	
Angelo State University	3,500,000	
Sam Houston State University	5,000,000	
Southwest Texas State University	5,000,000	
Sul Ross State University	2,000,000	
TOTAL	190,403,030	28,571,237



3. HEALTH:		
Cosmetology Commission	280,000	
Governor's Comm. on Physical Fitness	122,550	
Department of Health	6,753,642	
Dept. Mental Health and Retardation	20,594,827*	
TOTAL	27,751,019	4,193,827
4. TRANSPORTATION:		
None		
5. SOCIAL SERVICES:		
Texas Youth Council	2,867,362	
Veteran's Affairs Commission	1,396,784	
TOTAL	4,264,146	639,846
6. HOUSING & COMM. DEVELOPMENT:		
None		
7. ECONOMIC DEVELOPMENT:		
Tourist Development Agency	600,000	90,032
8. ENVIRONMENTAL CONSERVATION:		
Water Rights Commission	2,000,000	300,105
9. PUBLIC SAFETY:		
Dept. of Corrections	16,500,000	
Board of Pardons & Paroles	2,000,000	
TOTAL	18,500,000	2,775,975
10. RECREATION/CULTURE:		
None		
11. JUDICIAL:		
Courts of Civil Appeals:		
First District, Houston	345,322	
Second District, Ft. Worth	308,392	
Third District, Austin	322,212	
Fourth District, San Antonio	334,484	
Fifth District, Dallas	339,292	
Sixth District, Texarkana	321,403	
Seventh District, Amarillo	342,564	
Eighth District, El Paso	331,225	
Ninth District, Beaumont	325,028	
Tenth District, Waco	292,750	
Eleventh District, Eastland	297,865	
Twelfth District, Tyler	325,157	
Thirteenth District, Corpus Christi	340,043	
Fourteenth District, Houston	343,940	
Supreme Court	1,350,950	
Judicial Qualifications Comm.	121,148	
Judicial Section - Comptroller's Department	17,180,430	
TOTAL JUDICIAL	23,222,210*	3,471,052
GRAND TOTAL	316,095,812*	47,447,237

* Totals adjusted to conform with H. B. 139 as passed and signed by Governor after veto.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: AERONAUTIC COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	5	1	4	4		4				1		1			
PERCENT OF ROW	100.0	20.0	80.0	80.0		80.0				20.0		20.0			
PERCENT OF COLUMN	26.3	9.1	50.0	22.2		50.0				100.0		100.0			
\$ 6,000-\$ 7,999	3		3	3		3									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	15.8		37.5	16.7		37.5									
\$ 8,000-\$ 9,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	10.5	18.2		11.1	20.0										
\$10,000-\$12,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	5.3	9.1		5.6	10.0										
\$13,000-\$15,999	5	5		5	5										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	26.3	45.5		27.8	50.0										
\$16,000-\$24,999	3	2	1	3	2	1									
PERCENT OF ROW	100.0	66.7	33.3	100.0	66.7	33.3									
PERCENT OF COLUMN	15.8	18.2	12.5	16.7	20.0	12.5									
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	19	11	8	18	10	8				1		1			
PERCENT OF ROW	100.0	57.9	42.1	94.7	52.6	42.1				5.3		5.3			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0		100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: ATTORNEY GENERAL

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	42	9	33	33	5	28	4	1	3	5	3	2			
PERCENT OF ROW	100.0	21.4	78.6	78.6	11.9	66.7	9.5	2.4	7.1	11.9	7.1	4.8			
PERCENT OF COLUMN	17.9	6.7	33.3	15.5	4.1	30.8	36.4	16.7	60.0	50.0	42.9	66.7			
\$ 6,000-\$ 7,999	55	7	48	53	6	47	2	1	1						
PERCENT OF ROW	100.0	12.7	87.3	96.4	10.9	85.5	3.6	1.8	1.8						
PERCENT OF COLUMN	23.5	5.2	48.5	24.9	4.9	51.6	18.2	16.7	20.0						
\$ 8,000-\$ 9,999	10	3	7	7	1	6	2	1	1	1	1				
PERCENT OF ROW	100.0	30.0	70.0	70.0	10.0	60.0	20.0	10.0	10.0	10.0	10.0				
PERCENT OF COLUMN	4.3	2.2	7.1	3.3	.8	6.6	18.2	16.7	20.0	10.0	14.3				
\$10,000-\$12,999	25	22	3	24	21	3				1	1				
PERCENT OF ROW	100.0	88.0	12.0	96.0	84.0	12.0				4.0	4.0				
PERCENT OF COLUMN	10.7	16.3	3.0	11.3	17.2	3.3				10.0	14.3				
\$13,000-\$15,999	16	14	2	15	13	2				1	1				
PERCENT OF ROW	100.0	87.5	12.5	93.8	81.3	12.5				6.3	6.3				
PERCENT OF COLUMN	6.8	10.4	2.0	7.0	10.7	2.2				10.0	14.3				
\$16,000-\$24,999	62	56	6	57	52	5	3	3		2	1	1			
PERCENT OF ROW	100.0	90.3	9.7	91.9	83.9	8.1	4.8	4.8		3.2	1.6	1.6			
PERCENT OF COLUMN	26.5	41.5	6.1	26.8	42.6	5.5	27.3	50.0		20.0	14.3	33.3			
\$25,000 AND OVER	24	24		24	24										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	10.3	17.8		11.3	19.7										
TOTAL	234	135	99	213	122	91	11	6	5	10	7	3			
PERCENT OF ROW	100.0	57.7	42.3	91.0	52.1	38.9	4.7	2.6	2.1	4.3	3.0	1.3			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: BUILDING COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	4	2	2	3	1	2				1	1				
PERCENT OF ROW	100.0	50.0	50.0	75.0	25.0	50.0				25.0	25.0				
PERCENT OF COLUMN	9.5	6.5	18.2	7.5	3.4	18.2				50.0	50.0				
\$ 6,000-\$ 7,999	6	1	5	5		5				1	1				
PERCENT OF ROW	100.0	16.7	83.3	83.3		83.3				16.7	16.7				
PERCENT OF COLUMN	14.3	3.2	45.5	12.5		45.5				50.0	50.0				
\$ 8,000-\$ 9,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	2.4		9.1	2.5		9.1									
\$10,000-\$12,999	6	3	3	6	3	3									
PERCENT OF ROW	100.0	50.0	50.0	100.0	50.0	50.0									
PERCENT OF COLUMN	14.3	9.7	27.3	15.0	10.3	27.3									
\$13,000-\$15,999	13	13		13	13										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	31.0	41.9		32.5	44.8										
\$16,000-\$24,999	12	12		12	12										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	28.6	38.7		30.0	41.4										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	42	31	11	40	29	11				2	2				
PERCENT OF ROW	100.0	73.8	26.2	95.2	69.0	26.2				4.8	4.8				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0	100.0				

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COMPTROLLER OF PUBLIC ACCOUNTS

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	BOTH	OTHER MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	214	13	201	189	6	183	15		15	10	7	3			
PERCENT OF ROW	100.0	6.1	93.9	88.3	2.8	85.5	7.0		7.0	4.7	3.3	1.4			
PERCENT OF COLUMN	18.8	1.8	49.0	17.6	.9	47.3	29.4		83.3	58.8	53.8	75.0			
\$ 6,000-\$ 7,999	162	7	155	157	6	151	3		3	1	1		1		1
PERCENT OF ROW	100.0	4.3	95.7	96.9	3.7	93.2	1.9		1.9	.6	.6		.6		.6
PERCENT OF COLUMN	14.2	1.0	37.8	14.7	.9	39.0	5.9		16.7	5.9	7.7		50.0		100.0
\$ 8,000-\$ 9,999	410	372	38	380	343	37	24	24		6	5	1			
PERCENT OF ROW	100.0	90.7	9.3	92.7	83.7	9.0	5.9	5.9		1.5	1.2	.2			
PERCENT OF COLUMN	35.9	50.9	9.3	35.5	50.1	9.6	47.1	72.7		35.3	38.5	25.0			
\$10,000-\$12,999	259	251	8	250	242	8	8	8					1	1	
PERCENT OF ROW	100.0	96.9	3.1	96.5	93.4	3.1	3.1	3.1					.4	.4	
PERCENT OF COLUMN	22.7	34.3	2.0	23.3	35.4	2.1	15.7	24.2					50.0	100.0	
\$13,000-\$15,999	49	46	3	49	46	3									
PERCENT OF ROW	100.0	93.9	6.1	100.0	93.9	6.1									
PERCENT OF COLUMN	4.3	6.3	.7	4.6	6.7	.8									
\$16,000-\$24,999	47	42	5	46	41	5	1	1							
PERCENT OF ROW	100.0	89.4	10.6	97.9	87.2	10.6	2.1	2.1							
PERCENT OF COLUMN	4.1	5.7	1.2	4.3	6.0	1.3	2.0	3.0							
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	1141	731	410	1071	684	387	51	33	18	17	13	4	2	1	1
PERCENT OF ROW	100.0	64.1	35.9	93.9	59.9	33.9	4.5	2.9	1.6	1.5	1.1	.4	.2	.1	.1
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: CONTROL, BOARD OF

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	WHITE BOTH	MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BLACK BOTH	MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000 PERCENT OF ROW PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	235	144	91	131	67	64	32	25	7	72	52	20			
PERCENT OF ROW	100.0	61.3	38.7	55.7	28.5	27.2	13.6	10.6	3.0	30.6	22.1	8.5			
PERCENT OF COLUMN	43.6	38.1	56.5	32.8	25.0	48.5	66.7	62.5	87.5	79.1	74.3	95.2			
\$ 6,000-\$ 7,999	171	115	56	141	86	55	13	12	1	17	17				
PERCENT OF ROW	100.0	67.3	32.7	82.5	50.3	32.2	7.6	7.0	.6	9.9	9.9				
PERCENT OF COLUMN	31.7	30.4	34.8	35.3	32.1	41.7	27.1	30.0	12.5	18.7	24.3				
\$ 8,000-\$ 9,999	59	50	9	57	48	9	1	1		1	1				
PERCENT OF ROW	100.0	84.7	15.3	96.6	81.4	15.3	1.7	1.7		1.7	1.7				
PERCENT OF COLUMN	10.9	13.2	5.6	14.3	17.9	6.8	2.1	2.5		1.1	1.4				
\$10,000-\$12,999	44	42	2	41	40	1	2	2		1		1			
PERCENT OF ROW	100.0	95.5	4.5	93.2	90.9	2.3	4.5	4.5		2.3		2.3			
PERCENT OF COLUMN	8.2	11.1	1.2	10.3	14.9	.8	4.2	5.0		1.1		4.8			
\$13,000-\$15,999	15	12	3	15	12	3									
PERCENT OF ROW	100.0	80.0	20.0	100.0	80.0	20.0									
PERCENT OF COLUMN	2.8	3.2	1.9	3.8	4.5	2.3									
\$16,000-\$24,999	14	14		14	14										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	2.6	3.7		3.5	5.2										
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	.2	.3		.3	.4										
TOTAL	539	378	161	400	268	132	48	40	8	91	70	21			
PERCENT OF ROW	100.0	70.1	29.9	74.2	49.7	24.5	8.9	7.4	1.5	16.9	13.0	3.9			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: FIREMEN'S PENSION COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS		WHITE		SPANISH-SURNAMED		BLACK		OTHER	
	TOTAL	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE
LESS THAN \$ 4,000										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 4,000-\$ 5,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 6,000-\$ 7,999	2	2	2	2						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	100.0	100.0	100.0	100.0						
\$ 8,000-\$ 9,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$10,000-\$12,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$13,000-\$15,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$16,000-\$24,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$25,000 AND OVER										
PERCENT OF ROW										
PERCENT OF COLUMN										
TOTAL	2	2	2	2						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	100.0	100.0	100.0	100.0						

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: GOOD NEIGHBOR COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS		WHITE		SPANISH-SURNAMED		BLACK		OTHER	
	TOTAL	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE
LESS THAN \$ 4,000 PERCENT OF ROW PERCENT OF COLUMN										
\$ 4,000-\$ 5,999	1	1			1	1				
PERCENT OF ROW	100.0	100.0			100.0	100.0				
PERCENT OF COLUMN	14.3	25.0			25.0	50.0				
\$ 6,000-\$ 7,999	2	2	1	1	1	1				
PERCENT OF ROW	100.0	100.0	50.0	50.0	50.0	50.0				
PERCENT OF COLUMN	28.6	50.0	33.3	50.0	25.0	50.0				
\$ 8,000-\$ 9,999	1	1	1	1						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	14.3	25.0	33.3	50.0						
\$10,000-\$12,999	1	1			1	1				
PERCENT OF ROW	100.0	100.0			100.0	100.0				
PERCENT OF COLUMN	14.3	33.3			25.0	50.0				
\$13,000-\$15,999	1	1	1	1						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	14.3	33.3	33.3	100.0						
\$16,000-\$24,999	1	1			1	1				
PERCENT OF ROW	100.0	100.0			100.0	100.0				
PERCENT OF COLUMN	14.3	33.3			25.0	50.0				
\$25,000 AND OVER PERCENT OF ROW PERCENT OF COLUMN										
TOTAL	7	3 4	3	1 2	4	2 2				
PERCENT OF ROW	100.0	42.9 57.1	42.9	14.3 28.6	57.1	28.6 28.6				
PERCENT OF COLUMN	100.0	100.0 100.0	100.0	100.0 100.0	100.0	100.0 100.0				

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: INTERGOVERNMENTAL RELATIONS, ADVISORY COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	2		2	2		2									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	15.4		22.2	16.7		25.0									
\$ 6,000-\$ 7,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	7.7		11.1	8.3		12.5									
\$ 8,000-\$ 9,999	6	1	5	6	1	5									
PERCENT OF ROW	100.0	16.7	83.3	100.0	16.7	83.3									
PERCENT OF COLUMN	46.2	25.0	55.6	50.0	25.0	62.5									
\$10,000-\$12,999	2	1	1	1	1					1		1			
PERCENT OF ROW	100.0	50.0	50.0	50.0	50.0					50.0		50.0			
PERCENT OF COLUMN	15.4	25.0	11.1	8.3	25.0					100.0		100.0			
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	15.4	50.0		16.7	50.0										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	13	4	9	12	4	8				1		1			
PERCENT OF ROW	100.0	30.8	69.2	92.3	30.8	61.5				7.7		7.7			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0		100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: PRIVATE DETECTIVES, INVESTIGATORS, PATROLMEN, GUARDS, MANAGERS, BD OF

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	8		8	7		7				1		1			
PERCENT OF ROW	100.0		100.0	87.5		87.5				12.5		12.5			
PERCENT OF COLUMN	50.0		80.0	46.7		77.8				100.0		100.0			
\$ 6,000-\$ 7,999	3	1	2	3	1	2									
PERCENT OF ROW	100.0	33.3	66.7	100.0	33.3	66.7									
PERCENT OF COLUMN	18.8	16.7	20.0	20.0	16.7	22.2									
\$ 8,000-\$ 9,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$10,000-\$12,999	4	4		4	4										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	25.0	66.7		26.7	66.7										
\$13,000-\$15,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	6.3	16.7		6.7	16.7										
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	16	6	10	15	6	9				1		1			
PERCENT OF ROW	100.0	37.5	62.5	93.8	37.5	56.3				6.3		6.3			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0		100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: LABOR STATISTICS, BUREAU OF

ANNUAL SALARY RANGE	ALL GROUPS			BOTH	WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE		MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	1.0		2.9	1.1		3.3									
\$ 4,000-\$ 5,999	17		17	14		14	3		3						
PERCENT OF ROW	100.0		100.0	82.4		82.4	17.6		17.6						
PERCENT OF COLUMN	17.2		50.0	15.6		46.7	33.3		75.0						
\$ 6,000-\$ 7,999	13	1	12	12	1	11	1		1						
PERCENT OF ROW	100.0	7.7	92.3	92.3	7.7	84.6	7.7		7.7						
PERCENT OF COLUMN	13.1	1.5	35.3	13.3	1.7	36.7	11.1		25.0						
\$ 8,000-\$ 9,999	44	42	2	40	38	2	4	4							
PERCENT OF ROW	100.0	95.5	4.5	90.9	86.4	4.5	9.1	9.1							
PERCENT OF COLUMN	44.4	64.6	5.9	44.4	63.3	6.7	44.4	80.0							
\$10,000-\$12,999	17	15	2	17	15	2									
PERCENT OF ROW	100.0	88.2	11.8	100.0	88.2	11.8									
PERCENT OF COLUMN	17.2	23.1	5.9	18.9	25.0	6.7									
\$13,000-\$15,999	6	6		5	5		1	1							
PERCENT OF ROW	100.0	100.0		83.3	83.3		16.7	16.7							
PERCENT OF COLUMN	6.1	9.2		5.6	8.3		11.1	20.0							
\$16,000-\$24,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	1.0	1.5		1.1	1.7										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	99	65	34	90	60	30	9	5	4						
PERCENT OF ROW	100.0	65.7	34.3	90.9	60.6	30.3	9.1	5.1	4.0						
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0						

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: LAND OFFICE, GENERAL

ANNUAL SALARY RANGE	ALL GROUPS			BOTH	WHITE		SPANISH-SURNAMED			BOTH	BLACK		OTHER		
	TOTAL	MALE	FEMALE		MALE	FEMALE	BOTH	MALE	FEMALE		MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000 PERCENT OF ROW PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	61	2	59	47	2	45	9		9	5		5			
PERCENT OF ROW	100.0	3.3	96.7	77.0	3.3	73.8	14.8		14.8	8.2		8.2			
PERCENT OF COLUMN	27.0	1.7	56.2	22.9	1.7	50.6	69.2		90.0	62.5		83.3			
\$ 6,000-\$ 7,999	33	9	24	29	7	22	3	2	1	1		1			
PERCENT OF ROW	100.0	27.3	72.7	87.9	21.2	66.7	9.1	6.1	3.0	3.0		3.0			
PERCENT OF COLUMN	14.6	7.4	22.9	14.1	6.0	24.7	23.1	66.7	10.0	12.5		16.7			
\$ 8,000-\$ 9,999	36	27	9	34	25	9				2	2				
PERCENT OF ROW	100.0	75.0	25.0	94.4	69.4	25.0				5.6	5.6				
PERCENT OF COLUMN	15.9	22.3	8.6	16.6	21.6	10.1				25.0	100.0				
\$10,000-\$12,999	58	46	12	57	45	12	1	1							
PERCENT OF ROW	100.0	79.3	20.7	98.3	77.6	20.7	1.7	1.7							
PERCENT OF COLUMN	25.7	38.0	11.4	27.8	38.8	13.5	7.7	33.3							
\$13,000-\$15,999	22	21	1	22	21	1									
PERCENT OF ROW	100.0	95.5	4.5	100.0	95.5	4.5									
PERCENT OF COLUMN	9.7	17.4	1.0	10.7	18.1	1.1									
\$16,000-\$24,999	15	15		15	15										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	6.6	12.4		7.3	12.9										
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	.4	.8		.5	.9										
TOTAL	226	121	105	205	116	89	13	3	10	8	2	6			
PERCENT OF ROW	100.0	53.5	46.5	90.7	51.3	39.4	5.8	1.3	4.4	3.5	.9	2.7			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

12

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: RAILROAD COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	WHITE BOTH	MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BLACK BOTH	MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	138	5	133	128	2	126	6		6	3		3	1		1
PERCENT OF ROW	100.0	3.6	96.4	92.8	1.4	91.3	4.3		4.3	2.2		2.2	.7		.7
PERCENT OF COLUMN	29.9	2.0	64.6	28.7	.8	64.0	66.7		75.0	60.0		60.0	100.0		100.0
\$ 6,000-\$ 7,999	69	7	62	65	5	60	2		2	2		2			
PERCENT OF ROW	100.0	10.1	89.9	94.2	7.2	87.0	2.9		2.9	2.9		2.9			
PERCENT OF COLUMN	15.0	2.7	30.1	14.6	2.0	30.5	22.2		25.0	40.0		40.0			
\$ 8,000-\$ 9,999	80	73	7	80	73	7									
PERCENT OF ROW	100.0	91.3	8.8	100.0	91.3	8.8									
PERCENT OF COLUMN	17.4	28.6	3.4	17.9	29.3	3.6									
\$10,000-\$12,999	97	93	4	96	92	4	1	1							
PERCENT OF ROW	100.0	95.9	4.1	99.0	94.8	4.1	1.0	1.0							
PERCENT OF COLUMN	21.0	36.5	1.9	21.5	36.9	2.0	11.1	100.0							
\$13,000-\$15,999	26	26		26	26										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	5.6	10.2		5.8	10.4										
\$16,000-\$24,999	51	51		51	51										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	11.1	20.0		11.4	20.5										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	461	255	206	446	249	197	9	1	8	5	5		1		1
PERCENT OF ROW	100.0	55.3	44.7	96.7	54.0	42.7	2.0	.2	1.7	1.1	1.1		.2		.2
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0		100.0

* EDUCATIONAL AGENCIES AND INSTITUTION A.

13

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: SECRETARY OF STATE

ANNUAL SALARY RANGE	ALL GROUPS			WHITE		SPANISH-SURNAMED			BLACK		OTHER	
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000												
PERCENT OF ROW												
PERCENT OF COLUMN												
\$ 4,000-\$ 5,999	41	3	38	29	1	28	9		9	3	2	1
PERCENT OF ROW	100.0	7.3	92.7	70.7	2.4	68.3	22.0		22.0	7.3	4.9	2.4
PERCENT OF COLUMN	48.8	20.0	55.1	41.4	7.7	49.1	81.8		81.8	100.0	100.0	100.0
\$ 6,000-\$ 7,999	21	1	20	19	1	18	2		2			
PERCENT OF ROW	100.0	4.8	95.2	90.5	4.8	85.7	9.5		9.5			
PERCENT OF COLUMN	25.0	6.7	29.0	27.1	7.7	31.6	18.2		18.2			
\$ 8,000-\$ 9,999	5	1	4	5	1	4						
PERCENT OF ROW	100.0	20.0	80.0	100.0	20.0	80.0						
PERCENT OF COLUMN	6.0	6.7	5.8	7.1	7.7	7.0						
\$10,000-\$12,999	7	2	5	7	2	5						
PERCENT OF ROW	100.0	28.6	71.4	100.0	28.6	71.4						
PERCENT OF COLUMN	8.3	13.3	7.2	10.0	15.4	8.8						
\$13,000-\$15,999	5	5		5	5							
PERCENT OF ROW	100.0	100.0		100.0	100.0							
PERCENT OF COLUMN	6.0	33.3		7.1	38.5							
\$16,000-\$24,999	5	3	2	5	3	2						
PERCENT OF ROW	100.0	60.0	40.0	100.0	60.0	40.0						
PERCENT OF COLUMN	6.0	20.0	2.9	7.1	23.1	3.5						
\$25,000 AND OVER												
PERCENT OF ROW												
PERCENT OF COLUMN												
TOTAL	84	15	69	70	13	57	11		11	3	2	1
PERCENT OF ROW	100.0	17.9	82.1	83.3	15.5	67.9	13.1		13.1	3.6	2.4	1.2
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0

* EDUCATIONAL AGENCIES AND INSTITUTIONS

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: SECURITIES BOARD

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	WHITE BOTH	MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BLACK BOTH	MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	15		15	12		12	2		2	1		1			
PERCENT OF ROW	100.0		100.0	80.0		80.0	13.3		13.3	6.7		6.7			
PERCENT OF COLUMN	30.6		55.6	26.1		50.0	100.0		100.0	100.0		100.0			
\$ 6,000-\$ 7,999	4		4	4		4									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	8.2		14.8	8.7		16.7									
\$ 8,000-\$ 9,999	4		4	4		4									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	8.2		14.8	8.7		16.7									
\$10,000-\$12,999	16	12	4	16	12	4									
PERCENT OF ROW	100.0	75.0	25.0	100.0	75.0	25.0									
PERCENT OF COLUMN	32.7	54.5	14.8	34.8	54.5	16.7									
\$13,000-\$15,999	5	5		5	5										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	10.2	22.7		10.9	22.7										
\$16,000-\$24,999	5	5		5	5										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	10.2	22.7		10.9	22.7										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	49	22	27	46	22	24	2		2	1		1			
PERCENT OF ROW	100.0	44.9	55.1	93.9	44.9	49.0	4.1		4.1	2.0		2.0			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0		100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: TREASURER

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	40	11	29	32	8	24	3	1	2	5	2	3			
PERCENT OF ROW	100.0	27.5	72.5	80.0	20.0	60.0	7.5	2.5	5.0	12.5	5.0	7.5			
PERCENT OF COLUMN	40.8	22.0	60.4	36.4	17.8	55.8	75.0	50.0	100.0	83.3	66.7	100.0			
\$ 6,000-\$ 7,999	24	13	11	23	12	11	1	1							
PERCENT OF ROW	100.0	54.2	45.8	95.8	50.0	45.8	4.2	4.2							
PERCENT OF COLUMN	24.5	26.0	22.9	26.1	26.7	25.6	25.0	50.0							
\$ 8,000-\$ 9,999	10	6	4	9	5	4				1	1				
PERCENT OF ROW	100.0	60.0	40.0	90.0	50.0	40.0				10.0	10.0				
PERCENT OF COLUMN	10.2	12.0	8.3	10.2	11.1	9.3				16.7	33.3				
\$10,000-\$12,999	10	6	4	10	6	4									
PERCENT OF ROW	100.0	60.0	40.0	100.0	60.0	40.0									
PERCENT OF COLUMN	10.2	12.0	8.3	11.4	13.3	9.3									
\$13,000-\$15,999	7	7		7	7										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	7.1	14.0		8.0	15.6										
\$16,000-\$24,999	6	6		6	6										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	6.1	12.0		6.8	13.3										
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	1.0	2.0		1.1	2.2										
TOTAL	98	50	48	88	45	43	4	2	2	6	3	3			
PERCENT OF ROW	100.0	51.0	49.0	89.8	45.9	43.9	4.1	2.0	2.0	6.1	3.1	3.1			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: AMUSEMENT MACHINE COMMISSION, TEXAS

ANNUAL SALARY RANGE	ALL GROUPS			BOTH	WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE		MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000 PERCENT OF ROW PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	3		3	3		3									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	10.0		37.5	11.1		37.5									
\$ 6,000-\$ 7,999	3		3	3		3									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	10.0		37.5	11.1		37.5									
\$ 8,000-\$ 9,999	16	14	2	14	12	2	2	2							
PERCENT OF ROW	100.0	87.5	12.5	87.5	75.0	12.5	12.5	12.5							
PERCENT OF COLUMN	53.3	63.6	25.0	51.9	63.2	25.0	66.7	66.7							
\$10,000-\$12,999	6	6		5	5		1	1							
PERCENT OF ROW	100.0	100.0		83.3	83.3		16.7	16.7							
PERCENT OF COLUMN	20.0	27.3		18.5	26.3		33.3	33.3							
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	3.3	4.5		3.7	5.3										
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	3.3	4.5		3.7	5.3										
TOTAL	30	22	8	27	19	8	3	3							
PERCENT OF ROW	100.0	73.3	26.7	90.0	63.3	26.7	10.0	10.0							
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0							

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COSMETOLOGY COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	25	2	23	21		21	2	1	1	2	1	1			
PERCENT OF ROW	100.0	8.0	92.0	84.0		84.0	8.0	4.0	4.0	8.0	4.0	4.0			
PERCENT OF COLUMN	22.9	4.2	37.7	21.2		38.2	50.0	33.3	100.0	33.3	100.0	20.0			
\$ 6,000-\$ 7,999	33	4	29	32	4	28				1		1			
PERCENT OF ROW	100.0	12.1	87.9	97.0	12.1	84.8				3.0		3.0			
PERCENT OF COLUMN	30.3	8.3	47.5	32.3	9.1	50.9				16.7		20.0			
\$ 8,000-\$ 9,999	31	26	5	28	25	3	1	1		2		2			
PERCENT OF ROW	100.0	83.9	16.1	90.3	80.6	9.7	3.2	3.2		6.5		6.5			
PERCENT OF COLUMN	28.4	54.2	8.2	28.3	56.8	5.5	25.0	33.3		33.3		40.0			
\$10,000-\$12,999	20	16	4	18	15	3	1	1		1		1			
PERCENT OF ROW	100.0	80.0	20.0	90.0	75.0	15.0	5.0	5.0		5.0		5.0			
PERCENT OF COLUMN	18.3	33.3	6.6	18.2	34.1	5.5	25.0	33.3		16.7		20.0			
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	109	48	61	99	44	55	4	3	1	6	1	5			
PERCENT OF ROW	100.0	44.0	56.0	90.8	40.4	50.5	3.7	2.8	.9	5.5	.9	4.6			
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: PHYSICAL FITNESS, COMMISSION OF

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	33.3		50.0	33.3		50.0									
\$ 6,000-\$ 7,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	33.3		50.0	33.3		50.0									
\$ 8,000-\$ 9,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	33.3	100.0		33.3	100.0										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	3	1	2	3	1	2									
PERCENT OF ROW	100.0	33.3	66.7	100.0	33.3	66.7									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: HEALTH, DEPARTMENT OF

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000	45	17	28	11	3	8	22	11	11	12	3	9			
PERCENT OF ROW	100.0	37.8	62.2	24.4	6.7	17.8	48.9	24.4	24.4	26.7	6.7	20.0			
PERCENT OF COLUMN	1.2	1.0	1.4	.4	.2	.5	3.7	4.7	3.1	4.7	3.8	5.1			
\$ 4,000-\$ 5,999	1142	256	886	648	107	541	315	100	215	177	49	128	2		2
PERCENT OF ROW	100.0	22.4	77.6	56.7	9.4	47.4	27.6	8.8	18.8	15.5	4.3	11.2	.2		.2
PERCENT OF COLUMN	30.8	15.3	43.5	22.7	7.9	36.1	53.4	42.7	60.4	68.9	62.0	71.9	50.0		100.0
\$ 6,000-\$ 7,999	790	299	491	621	232	389	135	56	79	34	11	23			
PERCENT OF ROW	100.0	37.8	62.2	78.6	29.4	49.2	17.1	7.1	10.0	4.3	1.4	2.9			
PERCENT OF COLUMN	21.3	17.9	24.1	21.7	17.1	25.9	22.9	23.9	22.2	13.2	13.9	12.9			
\$ 8,000-\$ 9,999	480	325	155	417	280	137	53	39	14	10	6	4			
PERCENT OF ROW	100.0	67.7	32.3	86.9	58.3	28.5	11.0	8.1	2.9	2.1	1.3	.8			
PERCENT OF COLUMN	12.9	19.4	7.6	14.6	20.6	9.1	9.0	16.7	3.9	3.9	7.6	2.2			
\$10,000-\$12,999	729	362	367	667	345	322	46	12	34	16	5	11			
PERCENT OF ROW	100.0	49.7	50.3	91.5	47.3	44.2	6.3	1.6	4.7	2.2	.7	1.5			
PERCENT OF COLUMN	19.7	21.6	18.0	23.3	25.4	21.5	7.8	5.1	9.6	6.2	6.3	6.2			
\$13,000-\$15,999	288	235	53	270	219	51	14	13	1	4	3	1			
PERCENT OF ROW	100.0	81.6	18.4	93.8	76.0	17.7	4.9	4.5	.3	1.4	1.0	.3			
PERCENT OF COLUMN	7.8	14.0	2.6	9.4	16.1	3.4	2.4	5.6	.3	1.6	3.8	.6			
\$16,000-\$24,999	198	144	54	191	141	50	3	1	2	4	2	2			
PERCENT OF ROW	100.0	72.7	27.3	96.5	71.2	25.3	1.5	.5	1.0	2.0	1.0	1.0			
PERCENT OF COLUMN	5.3	8.6	2.7	6.7	10.4	3.3	.5	.4	.6	1.6	2.5	1.1			
\$25,000 AND OVER	37	35	2	33	31	2	2	2					2	2	
PERCENT OF ROW	100.0	94.6	5.4	89.2	83.8	5.4	5.4	5.4					5.4	5.4	
PERCENT OF COLUMN	1.0	2.1	.1	1.2	2.3	.1	.3	.9					50.0	100.0	
TOTAL	3709	1673	2036	2858	1358	1500	590	234	356	257	79	178	4	2	2
PERCENT OF ROW	100.0	45.1	54.9	77.1	36.6	40.4	15.9	6.3	9.6	6.9	2.1	4.8	.1	.1	.1
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

20

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: MENTAL HEALTH AND MENTAL RETARDATION, (STATE SCHOOLS)

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	BOTH	OTHER MALE	FEMALE
LESS THAN \$ 4,000	29	5	24	21	5	16				7		7	1		1
PERCENT OF ROW	100.0	17.2	82.8	72.4	17.2	55.2				24.1		24.1	3.4		3.4
PERCENT OF COLUMN	.2	.1	.2	.2	.1	.2				.2		.3	.8		1.0
\$ 4,000-\$ 5,999	10696	2822	7874	6811	1827	4984	1293	415	878	2499	558	1941	93	22	71
PERCENT OF ROW	100.0	26.4	73.6	63.7	17.1	46.6	12.1	3.9	8.2	23.4	5.2	18.1	.9	.2	.7
PERCENT OF COLUMN	67.7	55.3	73.5	60.8	48.0	67.4	78.1	68.3	83.8	88.7	85.6	89.6	71.0	62.9	74.0
\$ 6,000-\$ 7,999	2944	1091	1853	2422	888	1534	258	124	134	249	75	174	15	4	11
PERCENT OF ROW	100.0	37.1	62.9	82.3	30.2	52.1	8.8	4.2	4.6	8.5	2.5	5.9	.5	.1	.4
PERCENT OF COLUMN	18.6	21.4	17.3	21.6	23.3	20.7	15.6	20.4	12.8	8.8	11.5	8.0	11.5	11.4	11.5
\$ 8,000-\$ 9,999	493	229	264	445	211	234	18	9	9	27	9	18	3		3
PERCENT OF ROW	100.0	46.5	53.5	90.3	42.8	47.5	3.7	1.8	1.8	5.5	1.8	3.7	.6		.6
PERCENT OF COLUMN	3.1	4.5	2.5	4.0	5.5	3.2	1.1	1.5	.9	1.0	1.4	.8	2.3		3.1
\$10,000-\$12,999	920	392	528	845	367	478	39	15	24	29	8	21	7	2	5
PERCENT OF ROW	100.0	42.6	57.4	91.8	39.9	52.0	4.2	1.6	2.6	3.2	.9	2.3	.8	.2	.5
PERCENT OF COLUMN	5.8	7.7	4.9	7.5	9.6	6.5	2.4	2.5	2.3	1.0	1.2	1.0	5.3	5.7	5.2
\$13,000-\$15,999	318	200	118	299	189	110	9	7	2	6	2	4	4	2	2
PERCENT OF ROW	100.0	62.9	37.1	94.0	59.4	34.6	2.8	2.2	.6	1.9	.6	1.3	1.3	.6	.6
PERCENT OF COLUMN	2.0	3.9	1.1	2.7	5.0	1.5	.5	1.2	.2	.2	.3	.2	3.1	5.7	2.1
\$16,000-\$24,999	280	244	36	261	227	34	15	14	1				4	3	1
PERCENT OF ROW	100.0	87.1	12.9	93.2	81.1	12.1	5.4	5.0	.4				1.4	1.1	.4
PERCENT OF COLUMN	1.8	4.8	.3	2.3	6.0	.5	.9	2.3	.1				3.1	8.6	1.0
\$25,000 AND OVER	127	118	9	98	92	6	24	24		1		1	4	2	2
PERCENT OF ROW	100.0	92.9	7.1	77.2	72.4	4.7	18.9	18.9		.8		.8	3.1	1.6	1.6
PERCENT OF COLUMN	.8	2.3	.1	.9	2.4	.1	1.4	3.9					3.1	5.7	2.1
TOTAL	15807	5101	10706	11202	3806	7396	1656	608	1048	2818	652	2166	131	35	96
PERCENT OF ROW	100.0	32.3	67.7	70.9	24.1	46.8	10.5	3.8	6.6	17.9	4.1	13.7	0.8	0.2	0.6

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: YOUTH COUNCIL

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	588	178	410	518	151	367	26	14	12	44	13	31			
PERCENT OF ROW	100.0	30.3	69.7	88.1	25.7	62.4	4.4	2.4	2.0	7.5	2.2	5.3			
PERCENT OF COLUMN	32.3	18.5	47.5	33.8	18.7	50.6	35.1	31.8	40.0	20.6	11.9	29.5			
\$ 6,000-\$ 7,999	847	529	318	673	428	245	36	24	12	136	77	59	2		2
PERCENT OF ROW	100.0	62.5	37.5	79.5	50.5	28.9	4.3	2.8	1.4	16.1	9.1	7.0	.2		.2
PERCENT OF COLUMN	46.5	55.1	36.8	43.9	53.0	33.7	48.6	54.5	40.0	63.6	70.6	56.2	100.0		100.0
\$ 8,000-\$ 9,999	205	112	93	175	98	77	6	3	3	24	11	13			
PERCENT OF ROW	100.0	54.6	45.4	85.4	47.8	37.6	2.9	1.5	1.5	11.7	5.4	6.3			
PERCENT OF COLUMN	11.2	11.7	10.8	11.4	12.1	10.6	8.1	6.8	10.0	11.2	10.1	12.4			
\$10,000-\$12,999	129	93	36	117	85	32	3	1	2	9	7	2			
PERCENT OF ROW	100.0	72.1	27.9	90.7	65.9	24.8	2.3	.8	1.6	7.0	5.4	1.6			
PERCENT OF COLUMN	7.1	9.7	4.2	7.6	10.5	4.4	4.1	2.3	6.7	4.2	6.4	1.9			
\$13,000-\$15,999	33	27	6	30	25	5	3	2	1						
PERCENT OF ROW	100.0	81.8	18.2	90.9	75.8	15.2	9.1	6.1	3.0						
PERCENT OF COLUMN	1.8	2.8	.7	2.0	3.1	.7	4.1	4.5	3.3						
\$16,000-\$24,999	20	20		19	19					1	1				
PERCENT OF ROW	100.0	100.0		95.0	95.0					5.0	5.0				
PERCENT OF COLUMN	1.1	2.1		1.2	2.4					.5	.9				
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	.1	.1		.1	.1										
TOTAL	1823	560	863	1533	807	726	74	44	30	214	109	105	2		2
PERCENT OF ROW	100.0	52.7	47.3	84.1	44.3	39.8	4.1	2.4	1.6	11.7	6.0	5.8	.1		.1
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

22

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: VETERANS AFFAIRS COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BLACK BOTH	MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	27		27	23		23	4		4						
PERCENT OF ROW	100.0		100.0	85.2		85.2	14.8		14.8						
PERCENT OF COLUMN	40.3		81.8	36.5		79.3	100.0		100.0						
\$ 6,000-\$ 7,999	3		3	3		3									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	4.5		9.1	4.8		10.3									
\$ 8,000-\$ 9,999	26	24	2	26	24	2									
PERCENT OF ROW	100.0	92.3	7.7	100.0	92.3	7.7									
PERCENT OF COLUMN	38.8	70.6	6.1	41.3	70.6	6.9									
\$10,000-\$12,999	8	7	1	8	7	1									
PERCENT OF ROW	100.0	87.5	12.5	100.0	87.5	12.5									
PERCENT OF COLUMN	11.9	20.6	3.0	12.7	20.6	3.4									
\$13,000-\$15,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	3.0	5.9		3.2	5.9										
\$16,000-\$24,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	1.5	2.9		1.6	2.9										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	67	34	33	63	34	29	4		4						
PERCENT OF ROW	100.0	50.7	49.3	94.0	50.7	43.3	6.0		6.0						
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0						

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: TOURIST DEVELOPMENT AGENCY, TEXAS

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	2		2	2		2									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	22.2		50.0	22.2		50.0									
\$ 6,000-\$ 7,999	2		2	2		2									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	22.2		50.0	22.2		50.0									
\$ 8,000-\$ 9,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$10,000-\$12,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	11.1	20.0		11.1	20.0										
\$13,000-\$15,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	22.2	40.0		22.2	40.0										
\$16,000-\$24,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	22.2	40.0		22.2	40.0										
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	9	5	4	9	5	4									
PERCENT OF ROW	100.0	55.6	44.4	100.0	55.6	44.4									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: WATER RIGHTS COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	BOTH	OTHER MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	28	5	23	23	5	18	4		4	1		1			
PERCENT OF ROW	100.0	17.9	82.1	82.1	17.9	64.3	14.3		14.3	3.6		3.6			
PERCENT OF COLUMN	19.4	5.2	48.9	17.8	5.6	46.2	44.4		57.1	100.0		100.0			
\$ 6,000-\$ 7,999	25	7	18	23	7	16	2		2						
PERCENT OF ROW	100.0	28.0	72.0	92.0	28.0	64.0	8.0		8.0						
PERCENT OF COLUMN	17.4	7.2	38.3	17.8	7.8	41.0	22.2		28.6						
\$ 8,000-\$ 9,999	10	6	4	9	6	3	1		1						
PERCENT OF ROW	100.0	60.0	40.0	90.0	60.0	30.0	10.0		10.0						
PERCENT OF COLUMN	6.9	6.2	8.5	7.0	6.7	7.7	11.1		14.3						
\$10,000-\$12,999	42	40	2	38	36	2	2	2					2	2	
PERCENT OF ROW	100.0	95.2	4.8	90.5	85.7	4.8	4.8	4.8					4.8	4.8	
PERCENT OF COLUMN	29.2	41.2	4.3	29.5	40.0	5.1	22.2	100.0					40.0	40.0	
\$13,000-\$15,999	19	19		18	18								1	1	
PERCENT OF ROW	100.0	100.0		94.7	94.7								5.3	5.3	
PERCENT OF COLUMN	13.2	19.6		14.0	20.0								20.0	20.0	
\$16,000-\$24,999	20	20		18	18								2	2	
PERCENT OF ROW	100.0	100.0		90.0	90.0								10.0	10.0	
PERCENT OF COLUMN	13.9	20.6		14.0	20.0								40.0	40.0	
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	144	97	47	129	90	39	9	2	7	1		1	5	5	
PERCENT OF ROW	100.0	67.4	32.6	89.6	62.5	27.1	6.3	1.4	4.9	.7		.7	3.5	3.5	
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: CORRECTION, DEPARTMENT OF

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	.1	.1		.1	.1										
\$ 4,000-\$ 5,999	154	66	88	141	56	85	3	3		8	6	2	2	1	1
PERCENT OF ROW	100.0	42.9	57.1	91.6	36.4	55.2	1.9	1.9		5.2	3.9	1.3	1.3	.6	.6
PERCENT OF COLUMN	6.3	2.9	49.2	6.3	2.7	52.1	4.4	4.5		6.4	5.4	14.3	66.7	50.0	100.0
\$ 6,000-\$ 7,999	1699	1627	72	1527	1468	59	58	57	1	113	101	12	1	1	
PERCENT OF ROW	100.0	95.8	4.2	89.9	86.4	3.5	3.4	3.4	.1	6.7	5.9	.7	.1	.1	
PERCENT OF COLUMN	69.9	72.3	40.2	68.4	70.9	36.2	85.3	85.1	100.0	90.4	91.0	85.7	33.3	50.0	
\$ 8,000-\$ 9,999	282	268	14	277	263	14	4	4		1	1				
PERCENT OF ROW	100.0	95.0	5.0	98.2	93.3	5.0	1.4	1.4		.4	.4				
PERCENT OF COLUMN	11.6	11.9	7.8	12.4	12.7	8.6	5.9	6.0		.8	.9				
\$10,000-\$12,999	234	229	5	229	224	5	2	2		3	3				
PERCENT OF ROW	100.0	97.9	2.1	97.9	95.7	2.1	.9	.9		1.3	1.3				
PERCENT OF COLUMN	9.6	10.2	2.8	10.3	10.8	3.1	2.9	3.0		2.4	2.7				
\$13,000-\$15,999	41	41		40	40		1	1							
PERCENT OF ROW	100.0	100.0		97.6	97.6		2.4	2.4							
PERCENT OF COLUMN	1.7	1.8		1.8	1.9		1.5	1.5							
\$16,000-\$24,999	16	16		16	16										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	.7	.7		.7	.8										
\$25,000 AND OVER	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN															
TOTAL	2429	2250	179	2233	2070	163	68	67	1	125	111	14	3	2	1
PERCENT OF ROW	100.0	92.6	7.4	91.9	85.2	6.7	2.8	2.8		5.1	4.6	.6	.1	.1	
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/77

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: PAROLENS AND PAROLES, BOARD OF

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BLACK BOTH	MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000 PERCENT OF ROW PERCENT OF COLUMN															
\$ 4,000-\$ 5,999 PERCENT OF ROW PERCENT OF COLUMN	64 100.0 31.4	1 1.6 .9	63 98.4 68.5	49 76.6 28.7		49 76.6 65.3	7 10.9 63.6		7 10.9 100.0	8 12.5 38.1	1 1.6 9.1	7 10.9 70.0			
\$ 6,000-\$ 7,999 PERCENT OF ROW PERCENT OF COLUMN	15 100.0 7.4		15 100.0 16.3	15 100.0 8.8		15 100.0 20.0									
\$ 8,000-\$ 9,999 PERCENT OF ROW PERCENT OF COLUMN															
\$10,000-\$12,999 PERCENT OF ROW PERCENT OF COLUMN	117 100.0 57.4	104 88.9 92.9	13 11.1 14.1	99 84.6 57.9	89 76.1 92.7	10 8.5 13.3	4 3.4 36.4	4 3.4 100.0		13 11.1 61.9	10 8.5 90.9	3 2.6 30.0	1 .9 100.0	1 .9 100.0	
\$13,000-\$15,999 PERCENT OF ROW PERCENT OF COLUMN	6 100.0 2.9	5 83.3 4.5	1 16.7 1.1	6 100.0 3.5	5 83.3 5.2	1 16.7 1.3									
\$16,000-\$24,999 PERCENT OF ROW PERCENT OF COLUMN	2 100.0 1.0	2 100.0 1.8		2 100.0 1.2	2 100.0 2.1										
\$25,000 AND OVER PERCENT OF ROW PERCENT OF COLUMN															
TOTAL PERCENT OF ROW PERCENT OF COLUMN	204 100.0 100.0	112 54.9 100.0	92 45.1 100.0	171 83.8 100.0	96 47.1 100.0	75 36.8 100.0	11 5.4 100.0	4 2.0 100.0	7 3.4 100.0	21 10.3 100.0	11 5.4 100.0	10 4.9 100.0	1 .5 100.0	1 .5 100.0	

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-FIRST DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS		WHITE		SPANISH-SURNAMED		BLACK		OTHER	
	TOTAL	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE	BOTH	MALE FEMALE
LESS THAN \$ 4,000										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 4,000-\$ 5,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 6,000-\$ 7,999	2		2		2		2			
PERCENT OF ROW	100.0		100.0		100.0		100.0			
PERCENT OF COLUMN	40.0		66.7		40.0		66.7			
\$ 8,000-\$ 9,999	2	2	2	2						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	40.0	100.0		40.0	100.0					
\$10,000-\$12,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$13,000-\$15,999	1	1	1	1						
PERCENT OF ROW	100.0	100.0	100.0	100.0						
PERCENT OF COLUMN	20.0	33.3	20.0	33.3						
\$16,000-\$24,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$25,000 AND OVER										
PERCENT OF ROW										
PERCENT OF COLUMN										
TOTAL	5	2	3	5	2	3				
PERCENT OF ROW	100.0	40.0	60.0	100.0	40.0	60.0				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				

* ADDITIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-SECOND DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 6,000-\$ 7,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 8,000-\$ 9,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	100.0		100.0	100.0		100.0									
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	100.0		100.0	100.0		100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

29

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-THIRD DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	1	1								1	1				
PERCENT OF ROW	100.0	100.0								100.0	100.0				
PERCENT OF COLUMN	33.3	50.0								100.0	100.0				
\$ 6,000-\$ 7,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 8,000-\$ 9,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	33.3	50.0		50.0	100.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	33.3		100.0	50.0		100.0									
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	3	2	1	2	1	1				1	1				
PERCENT OF ROW	100.0	66.7	33.3	66.7	33.3	33.3				33.3	33.3				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0	100.0				

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-FOURTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	16.7		25.0	16.7		25.0									
\$ 6,000-\$ 7,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	16.7		25.0	16.7		25.0									
\$ 8,000-\$ 9,999	3	1	2	3	1	2									
PERCENT OF ROW	100.0	33.3	66.7	100.0	33.3	66.7									
PERCENT OF COLUMN	50.0	50.0	50.0	50.0	50.0	50.0									
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	16.7	50.0		16.7	50.0										
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	6	2	4	6	2	4									
PERCENT OF ROW	100.0	33.3	66.7	100.0	33.3	66.7									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* ED: REGIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-FIFTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS TOTAL	MALE	FEMALE	BOTH	WHITE MALE	FEMALE	SPANISH-SURNAMED BOTH	MALE	FEMALE	BOTH	BLACK MALE	FEMALE	OTHER BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	1		1							1		1			
PERCENT OF ROW	100.0	100.0								100.0	100.0				
PERCENT OF COLUMN	20.0	50.0								100.0	100.0				
\$ 6,000-\$ 7,999	2		2	2		2									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	40.0		66.7	50.0		66.7									
\$ 8,000-\$ 9,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	20.0	50.0		25.0	100.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	20.0		33.3	25.0		33.3									
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	5	2	3	4	1	3				1		1			
PERCENT OF ROW	100.0	40.0	60.0	80.0	20.0	60.0				20.0	20.0				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0	100.0				

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

32

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-SIXTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$ 4,000-\$ 5,999	1	1							1	1				
PERCENT OF ROW	100.0	100.0							100.0	100.0				
PERCENT OF COLUMN	33.3	100.0							100.0	100.0				
\$ 6,000-\$ 7,999	2		2	2				2						
PERCENT OF ROW	100.0		100.0	100.0				100.0						
PERCENT OF COLUMN	66.7		100.0	100.0				100.0						
\$ 8,000-\$ 9,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$10,000-\$12,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$13,000-\$15,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$16,000-\$24,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$25,000 AND OVER														
PERCENT OF ROW														
PERCENT OF COLUMN														
TOTAL	3	1	2	2				2	1	1				
PERCENT OF ROW	100.0	33.3	66.7	66.7				66.7	33.3	33.3				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0				100.0	100.0	100.0				

FINAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

33

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-SEVENTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 6,000-\$ 7,999	1		1	1					1						
PERCENT OF ROW	100.0		100.0	100.0					100.0						
PERCENT OF COLUMN	33.3		100.0	33.3					100.0						
\$ 8,000-\$ 9,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	66.7	100.0		66.7	100.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	3	2	1	3	2	1									
PERCENT OF ROW	100.0	66.7	33.3	100.0	66.7	33.3									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-EIGHTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$ 4,000-\$ 5,999	1		1	1				1						
PERCENT OF ROW	100.0		100.0	100.0				100.0						
PERCENT OF COLUMN	20.0		33.3	20.0				33.3						
\$ 6,000-\$ 7,999	2		2	2				2						
PERCENT OF ROW	100.0		100.0	100.0				100.0						
PERCENT OF COLUMN	40.0		66.7	40.0				66.7						
\$ 8,000-\$ 9,999	1	1		1	1									
PERCENT OF ROW	100.0	100.0		100.0	100.0									
PERCENT OF COLUMN	20.0	50.0		20.0	50.0									
\$10,000-\$12,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$13,000-\$15,999	1	1		1	1									
PERCENT OF ROW	100.0	100.0		100.0	100.0									
PERCENT OF COLUMN	20.0	50.0		20.0	50.0									
\$16,000-\$24,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$25,000 AND OVER														
PERCENT OF ROW														
PERCENT OF COLUMN														
TOTAL	5	2	3	5	2	3								
PERCENT OF ROW	100.0	40.0	60.0	100.0	40.0	60.0								
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0								

TOTAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-NINTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS		WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	
LESS THAN \$ 4,000													
PERCENT OF ROW													
PERCENT OF COLUMN													
\$ 4,000-\$ 5,999	1	1					1	1					
PERCENT OF ROW	100.0	100.0					100.0	100.0					
PERCENT OF COLUMN	20.0	100.0					100.0	100.0					
\$ 6,000-\$ 7,999													
PERCENT OF ROW													
PERCENT OF COLUMN													
\$ 8,000-\$ 9,999	3		3	3		3							
PERCENT OF ROW	100.0		100.0	100.0		100.0							
PERCENT OF COLUMN	60.0		75.0	75.0		75.0							
\$10,000-\$12,999	1		1	1		1							
PERCENT OF ROW	100.0		100.0	100.0		100.0							
PERCENT OF COLUMN	20.0		25.0	25.0		25.0							
\$13,000-\$15,999													
PERCENT OF ROW													
PERCENT OF COLUMN													
\$16,000-\$24,999													
PERCENT OF ROW													
PERCENT OF COLUMN													
\$25,000 AND OVER													
PERCENT OF ROW													
PERCENT OF COLUMN													
TOTAL	5	1	4	4		4	1	1					
PERCENT OF ROW	100.0	20.0	80.0	80.0		80.0	20.0	20.0					
PERCENT OF COLUMN	100.0	100.0	100.0	100.0		100.0	100.0	100.0					

ALL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

36

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-TENTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS		BOTH	WHITE		SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE FEMALE		MALE FEMALE	BOTH MALE FEMALE	BOTH MALE FEMALE	BOTH MALE FEMALE	BOTH MALE FEMALE						
LESS THAN \$ 4,000														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$ 4,000-\$ 5,999	1	1	1	1										
PERCENT OF ROW	100.0	100.0	100.0	100.0										
PERCENT OF COLUMN	33.3	100.0	33.3	100.0										
\$ 6,000-\$ 7,999	2	2	2		2									
PERCENT OF ROW	100.0	100.0	100.0		100.0									
PERCENT OF COLUMN	66.7	100.0	66.7		100.0									
\$ 8,000-\$ 9,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$10,000-\$12,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$13,000-\$15,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$16,000-\$24,999														
PERCENT OF ROW														
PERCENT OF COLUMN														
\$25,000 AND OVER														
PERCENT OF ROW														
PERCENT OF COLUMN														
TOTAL	3	1 2	3	1 2										
PERCENT OF ROW	100.0	33.3 66.7	100.0	33.3 66.7										
PERCENT OF COLUMN	100.0	100.0 100.0	100.0	100.0 100.0										

* FINAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

38

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-TWELFTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 6,000-\$ 7,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	33.3		100.0	33.3		100.0									
\$ 8,000-\$ 9,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	66.7	100.0		66.7	100.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	3	2	1	3	2	1									
PERCENT OF ROW	100.0	66.7	33.3	100.0	66.7	33.3									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-THIRTEENTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 6,000-\$ 7,999	3		3	3		3									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	75.0		100.0	75.0		100.0									
\$ 8,000-\$ 9,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	1	1		1	1										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	25.0	100.0		25.0	100.0										
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	4	1	3	4	1	3									
PERCENT OF ROW	100.0	25.0	75.0	100.0	25.0	75.0									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

40

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: COURT OF CIVIL APPEALS-FOURTEENTH DISTRICT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 6,000-\$ 7,999	2		2	2		2									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	40.0		66.7	40.0		66.7									
\$ 8,000-\$ 9,999	2	2		2	2										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	40.0	100.0		40.0	100.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	1		1	1		1									
PERCENT OF ROW	100.0		100.0	100.0		100.0									
PERCENT OF COLUMN	20.0		33.3	20.0		33.3									
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	5	2	3	5	2	3									
PERCENT OF ROW	100.0	40.0	60.0	100.0	40.0	60.0									
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0									

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

41
 FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: SUPREME COURT

ANNUAL SALARY RANGE	ALL GROUPS			WHITE			SPANISH-SURNAMED			BLACK			OTHER		
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE
LESS THAN \$ 4,000															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$ 4,000-\$ 5,999	3	3								3	3				
PERCENT OF ROW	100.0	100.0								100.0	100.0				
PERCENT OF COLUMN	11.1	20.0								100.0	100.0				
\$ 6,000-\$ 7,999	13	2	11	13	2	11									
PERCENT OF ROW	100.0	15.4	84.6	100.0	15.4	84.6									
PERCENT OF COLUMN	48.1	13.3	91.7	54.2	16.7	91.7									
\$ 8,000-\$ 9,999	9	9		9	9										
PERCENT OF ROW	100.0	100.0		100.0	100.0										
PERCENT OF COLUMN	33.3	60.0		37.5	75.0										
\$10,000-\$12,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$13,000-\$15,999	2	1	1	2	1	1									
PERCENT OF ROW	100.0	50.0	50.0	100.0	50.0	50.0									
PERCENT OF COLUMN	7.4	6.7	8.3	8.3	8.3	8.3									
\$16,000-\$24,999															
PERCENT OF ROW															
PERCENT OF COLUMN															
\$25,000 AND OVER															
PERCENT OF ROW															
PERCENT OF COLUMN															
TOTAL	27	15	12	24	12	12				3	3				
PERCENT OF ROW	100.0	55.6	44.4	88.9	44.4	44.4				11.1	11.1				
PERCENT OF COLUMN	100.0	100.0	100.0	100.0	100.0	100.0				100.0	100.0				

* EDUCATIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED.

42

REPORT BY OFFICE OF THE GOVERNOR, OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY
 BASED ON DATA COLLECTED ON FORM EEO-4 FOR AUGUST 31, 1973 *

05/20/74

FULL TIME STATE EMPLOYEES BY AGENCY, SALARY, ETHNIC GROUP AND SEX

AGENCY: JUDICIAL QUALIFICATIONS COMMISSION

ANNUAL SALARY RANGE	ALL GROUPS		WHITE		SPANISH-SURNAMED		BLACK		OTHER	
	TOTAL	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH	MALE	FEMALE	BOTH
LESS THAN \$ 4,000										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 4,000-\$ 5,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 6,000-\$ 7,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$ 8,000-\$ 9,999	1		1	1		1				
PERCENT OF ROW	100.0		100.0	100.0		100.0				
PERCENT OF COLUMN	100.0		100.0	100.0		100.0				
\$10,000-\$12,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$13,000-\$15,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$16,000-\$24,999										
PERCENT OF ROW										
PERCENT OF COLUMN										
\$25,000 AND OVER										
PERCENT OF ROW										
PERCENT OF COLUMN										
TOTAL	1		1	1		1				
PERCENT OF ROW	100.0		100.0	100.0		100.0				
PERCENT OF COLUMN	100.0		100.0	100.0		100.0				

ADDITIONAL AGENCIES AND INSTITUTIONS ARE NOT INCLUDED

State Pres - Texas

memorandum

League of Women Voters Education Fund

FEB 25 1974

February 20, 1974

TO: All Revenue Sharing Project Coordinators

FROM: Susan Coughlin, Project Assistant

General Revenue Sharing regulations state that "each recipient government... shall advise the news media, including minority and bilingual news media, within its geographic area of the publication of its [planned and actual use] reports, and shall provide copies of such reports to the news media on request." [SS15.13 (b)] This is in addition to the requirement that planned and actual use reports be published in a newspaper of general circulation.

I've compiled for each of you a listing of minority media in your area from the U.S. Department of Commerce's directory. We would like you to contact all of the listed media to find out if they have been advised of the publication of the planned and actual use reports. Please write us a brief memo specifying a) the type of media, e.g. black readership publication, spanish language broadcasting, etc.; b) the person you spoke with; and c) whether or not they have been notified about the planned and actual use reports. Although there is no deadline, we look forward to receiving this information at your earliest convenience.

The enclosed list may also be of use to you in fleshing out your listing of media representatives (Part I, Section C) and scheduling your media interviews. At least one media interview should be with an individual representing the minority media.

If you have any questions, please contact either me or Linda Brown, Project Administrator.

cc: Local League Presidents of participating Leagues

Contributions to the Fund are deductible for income tax purposes

FEB 25 1974

326 East Mulberry
San Antonio, Texas 78212

February 6, 1974

Mrs. T. A. Kissinger
913 Green River Trail
Fort Worth, Texas 76103

Dear Marty,

I decided to use all of my lines for revenue sharing. Does that mess up your plans? There are 43 lines in the copy as is. The following paragraph might be added at the very beginning of the article, should you wish to expand it a bit. Or you may ignore it. Up to you:

The State and Local Fiscal Assistance Act of 1972 authorizes the distribution of \$30.2 billion over a five-year period extending through 1976. Texas state government received \$316,095,812 which has been disbursed to numerous departments during the 1974-75 biennium.

Hope this meets with your approval. Are you feeling better?

Sincerely,

Linda Avena

CC: LWV/Texas, Anderson, Leabo
ENC, 2

®

WONDER WHERE THE MONEY WENT?

League of Women Voters of Texas is participating in a national project to monitor and evaluate the expenditure of general revenue sharing money. Other groups participating in the project, which will study government expenditures in some 50 localities and six states, are the National Urban Coalition, the Center for Community Change and the Center for National Policy Review.

Using a survey instrument designed in conjunction with the Harvard MIT Joint Center for Urban Studies, monitors are gathering background data on government organization and budgetary patterns, examining media coverage of revenue sharing and interviewing state officials and citizen leaders.

Texas League's effort will be centered on evaluating expenditures at the state level. Under project director, Linda Avena, more than 15 League members are participating as interviewers and researchers.



Leagues represented include Houston, San Antonio, Brazos County and Austin. These four Leagues were chosen on the basis of their proximity to Austin and their previous interest in revenue sharing.

The project will be closely coordinated with the League's on-going study of State Finance under the direction of Barbara Glickman. When the revenue sharing project is completed in May, we will give a substantial body of information that will afford the League and other interested organizations a clearer understanding of revenue sharing.

FEB 25 1974

Date: Feb. 18, 1974
To: Avena, SO
From: Kissinger
Re: March 1974 Texas VOTER article

Linda, thanks millions for the revenue sharing article. Some other info that I had planned for has been cancelled, so I've included your "extra" first paragraph. Please read what I've typed and make sure my editorial changes haven't make any changes in subject matter. Since I know absolutely nothing about your project, I may have inadvertently tampered with something without meaning to. Sometimes just moving a comma can wreak havoc on an article. Please read and call me right away if anything needs changing for any reason.

Is there any hope you could still send me Action Options information? I love that title you thought up, and would love to have such info for my beautiful March VOTER. Let me know about this, too, so I'll know whether to hold room or fill it with something else.

Best wishes on the project.



FEB 25 1974

Revenue Sharing Monitoring Project
326 East Mulberry
San Antonio, Texas 78212

February 21, 1974

Mrs. Barbara Glickman
1613 Beverly Drive
Wichita Falls, Texas 76309

Dear Barbara,

From time to time I will send you copies of the RSP background data and other material that I feel will be useful to you. You may find that some of the outside reports, etc., are missing from the packets I send. This is due to the fact that I often receive limited copies of some of the material.

There are a couple of reports I believe you will want to obtain if you have not already.

Do you have the Texas Research League report Better Budgeting and Money Management for Texas - very good discussion of present inadequacies.

The Legislative Budget Board publishes Fiscal Size Up Texas State Services 1974-75. Good charts, graphs, etc. Mr. Thomas Keel, Director of LBB has been very helpful - spoke to our workshop two weeks ago. Have you contacted him? Incidentally, he has a totally different view from Texas Research League on budget making.

I will be in Austin February 26th and will bring the first packet of stuff I have for you. I hope we will have time to talk in the morning since I will be busy interviewing in the p.m. If you aren't there I'll mail the packet later.

Sincerely,

Linda Avena

LA/ch
CC: State office ✓
Barbara Anderson



Revenue Shaving

JAN 21 1974

1-16-74 *League of Women Voters of Texas*

Linda-- DICKINSON PLAZA SHOPPING CENTER * DICKINSON, TEXAS 77539 * PH. 713-237-1723

Received your card today. Checks were mailed 1/14/74 via air mail, special delivery covering 1 month's wages for you and Carmen (less payroll deductions) -- probably crossed your card in the mails. Will continue sending them to arrive by the 15th of each month.

Have asked S.O. to send you 50 -- 75 long vouchers. Have ordered 200 more checks from the bank and will pick them up tomorrow or Friday and send some on to you.

Am ~~also~~ enclosing the 1st month's budget analysis (note I have credited and charged 1 month's worth of your in-kind services) and have sent copies also to Betty Anderson, National Office, State Office and kept a copy for myself.

Please send bills on to me for payment as you receive them. Also, send vouchers you pay once a week or so. Will need them ex especially by the 15th of each month so the budget analysis will be accurate.

A. Personnel			
1. Co-ordinator	204.87		995.13
2. Secretary/Bookkeeper	1,000.00	165.80	834.20
3. Payroll Taxes	165.00	-0-	165.00
4. Training			
5. Austin to San Antonio (Travel)	90.00	-0-	90.00
6. College Station to S.A. (")	90.00	-0-	90.00
7. Houston to San Antonio (")	180.00	-0-	180.00
8. Babysitting	300.00	-0-	300.00
9. Lunches	300.00	-0-	300.00
10. Meals while traveling	150.00	-0-	150.00
C. Interviews & Research			
1. Travel			
a. San Antonio to Austin	540.00	36.00	504.00
b. College Station to Austin	180.00	-0-	180.00
c. Houston to Austin	360.00	-0-	360.00
2. Meals			
a. San Antonio Participants	75.00	-0-	75.00
b. College Station "	25.00	-0-	25.00
c. Houston "	65.00	-0-	65.00
d. Austin "	25.00	-0-	25.00
3. Babysitting	240.00	-0-	240.00
D. Phone Costs			
1. Installation	13.00	-0-	13.00
2. Monthly Charge	36.00	-0-	36.00
3. Long Distance	757.80	11.69	746.11
E. Office Supplies & Misc.			
1. Reproduction	45.00	-0-	45.00
2. General Supplies	38.20	-0-	38.20
3. Postage	100.00	-0-	100.00
4. Misc.	25.00	-0-	25.00
F. In-kind from Project Co-ordinator			
1. Office Space	250.00	50.00	200.00
2. Typewriter	175.00	35.00	140.00
3. Adding Machine	125.00	25.00	100.00
Total Expenditures	\$6,550.00	\$ 528.36	\$6,021.64

Good seeing you in Austin--

Carol

cc: SO, file

HB
Rush

SVCD AY 11-06-73

235

386



Telegram

DA088 DDF111(1125)(1-0079320310016)PD 11/06/73 1120

ICS IPMWAWC WSH

;3030 RBWASHINGTON DC 24 11-06 1056AEST

PMS LWV OF TEXAS

MRS DARVIN M WINICK PRESIDENT

DICKINSON PLAZA CENTER DICKINSON TEX 77539

ON REVENUE SHARING STUDY PRESS RELEASE IN PARAGRAPH 5

ELIMINATE STATE OF NORTH CAROLINA AND CHANGE ST. LOUIS

MO TO ST LOUIS COUNTY MO.

ALICE KINKEAD

NNNN

1973 NOV 7 1120 AM 10:37
ATTEMPT TO DELIVER FROM

DALLAS UNSUCCESSFUL

ref Mail

1973

INF

ask wing ay 705p
323-4650
7/5
ref ay 701p

Mr.	Mr.	Mr.
Mr.	Mr.	To Be
S	S	S

11-6684148