

MINNESOTA WOMEN:

CITY & COUNTY

EMPLOYMENT

COUNCIL ON THE ECONOMIC STATUS OF WOMEN

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Council on the Economic Status of Women
400 SW, State Office Building, St. Paul MN 55155

April 1980

Government is a major employer of women, accounting for more than one of five jobs held by women in the United States in 1977. Government jobs often provide a greater degree of job security and more comprehensive fringe benefits than private sector jobs, factors which are important to women as an economically disadvantaged group.

The democratic ideal of government by representation implies a commitment to equal opportunity on the part of government employers. In addition, government has a major role in regulating private sector activities. For these reasons, government is expected to serve as a model employer, basing personnel decisions on the best interests of the citizens who support the system. Does the public sector provide leadership in the employment of women?

Government jobs range from very specialized work in large bureaucracies to generalist positions in small one-person offices. A "public employee" in Minnesota may work for the federal government, for the State of Minnesota, or for one of several other jurisdictions: a county, city, school district, or township.

This report examines the status of women employed by counties and municipalities in Minnesota. These jurisdictions are often called "local government," a term which excludes school districts and townships for the purposes of this report.

Minnesota has 87 counties, each governed by an elected board of commissioners and administrative officers. In 1980, there are 18 women among the state's 441 county commissioners, accounting for four percent of all county commissioners. Counties have authority for planning and zoning, to establish housing and redevelopment authorities and to direct property assessment in addition to administering state programs: welfare, elections, vital statistics, tax levies, and highways. A new law passed in 1978, the Community Social Services Act, significantly expanded county responsibility for social services.

The state has 855 cities, governed in most cases by a mayor and city council. The number of mayors who are women has more than doubled in the last five years, increasing from 22 to 54, but it remains at only six percent of all mayors in Minnesota. More dramatic change has occurred on city councils, where the representation of women has increased from five percent in 1975 to 29 percent in 1979. Cities provide police and fire protection, street maintenance, sewer and water services, parks and recreation. In addition, cities may choose to provide utilities, sell liquor, operate a hospital, maintain an airport, and provide ambulance services, among other options.

Two previous reports from the Council on the Economic Status of Women described the status of women employed in state-level government jobs. These reports showed that the great majority of women employed by the State of Minnesota continue to be concentrated in "women's work" which is lower-paid than "men's jobs." In January 1979, average salaries for state government workers were \$16,266 for men and \$11,648 for women, or 72 cents for every dollar earned by state-employed men.

In 1975, median earnings for full-time year-round workers in the general Minnesota labor force, both public and private sector employment, were \$12,693 for men and \$7,397 for women. This represents a ratio of 58 cents earned by women for every dollar earned by men.

Is the status of women employed by cities and counties significantly different? Do women in local government have equal access to employment and equal opportunities for advancement, in all jobs? Has the "earnings gap" between men and women been eliminated in Minnesota's local government employment?

In November 1978, a letter was sent to each city and county in Minnesota, requesting that they send copies of their completed EEO-4 forms for 1977 and for 1978 to the Council on the Economic Status of Women. The EEO-4 form is required of state and local governments by the federal Equal Employment Opportunity Commission (EEOC) and lists public employees by job category, salary, race, and sex. These listings are compiled separately according to governmental function: financial administration, streets and highways, public welfare, and so forth.

Responses were received from 33 counties and 36 cities for a total of 25,052 employees in fiscal year 1978 and 23,176 employees in fiscal year 1977. Not all jurisdictions sent forms for both years, so no direct comparisons of numbers of employees should be made. Both jurisdictions were well represented in the sample, with data returned for 22,534 city employees and 25,694 county employees. The seven-county Twin Cities area accounted for 35,227 employees in the sample, while the rest of the state reported on 13,001 employees.

Definitions used by the EEOC and a complete listing of cities and counties included in the sample are shown in the appendix. Data is based on full-time employees only. The Twin Cities metropolitan area as referred to in this report is comprised of the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington.



REPRESENTATION: BY OCCUPATIONAL GROUP

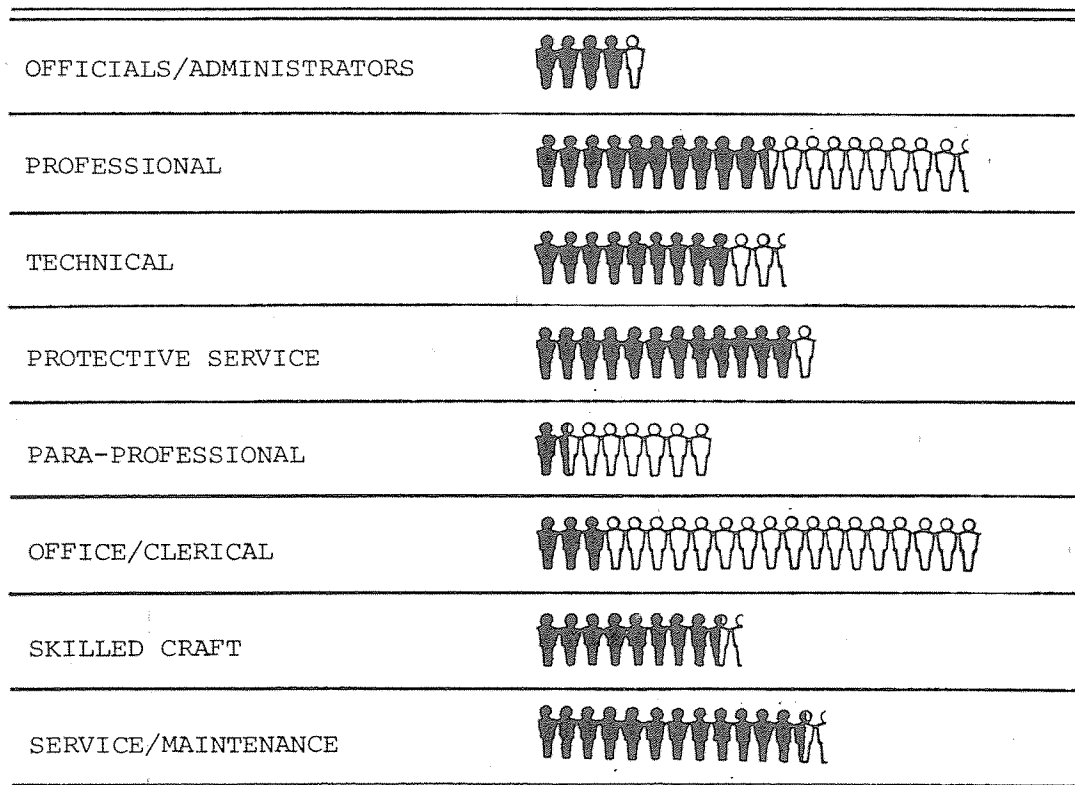
Women are not only concentrated in particular functional areas -- they are also clustered in a few occupational groups, according to survey responses.

Clerical work has been the dominant occupation for women in the general labor force for more than 25 years, accounting for more than one-third of all employed women in the country in 1977. In Minnesota local government, women are even more likely to be clerical workers. This occupational group accounts for almost half of all female employees reported in this survey.

Almost four of five para-professional employees are women. Para-professional jobs "may fall within an identified pattern of staff development and promotion," and may therefore lead to professional positions for some employees. However, at the time of this survey the numbers of women in professional jobs were disproportionately small in comparison with their numbers in these para-professional jobs.

Occupations in which women are least likely to be employed are service/maintenance -- jobs such as truck driver, laundry operator, custodian, or construction worker -- and protective service, primarily police and fire fighters.

 MEN &  WOMEN IN CITY AND COUNTY JOBS



Each figure represents 1% of full-time city and county employees, Minnesota 1978

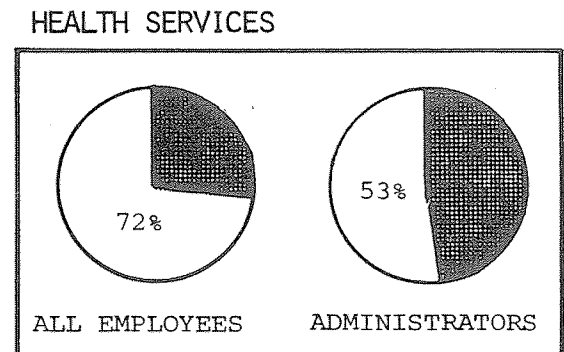
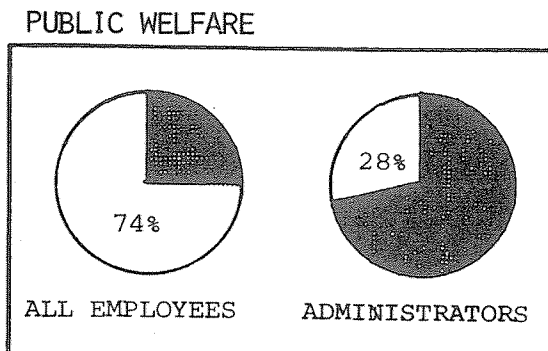
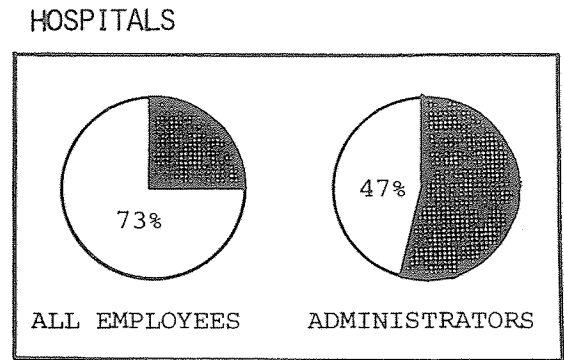
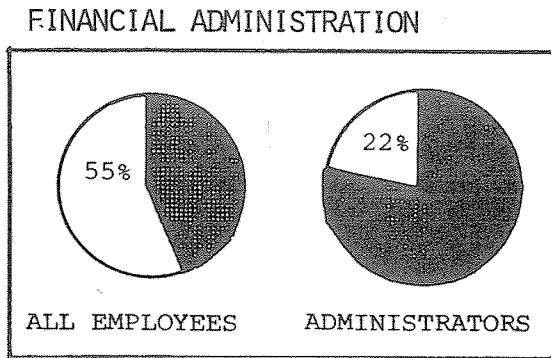
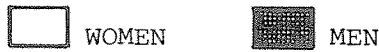
Women are unlikely to hold high-level jobs in local government. Even in functional areas where women represent the majority of all employees, the number of female officials/administrators is disproportionately low.

In financial administration, women represent more than half of all employees but less than one-fourth of all officials/administrators. Health and hospital work are female-intensive fields in which three of four employees are women. However, women represent only about half of all top-level employees in these functional areas.

This pattern is most striking in public welfare programs. Men are only 27 percent of all employees in this functional area, but they account for almost three of four administrators.

In each of the other nine functional areas, women represent the minority of all employees and an even smaller proportion of officials/administrators.

WOMEN UNDER-REPRESENTED AT TOP LEVELS OF "WOMEN'S WORK"

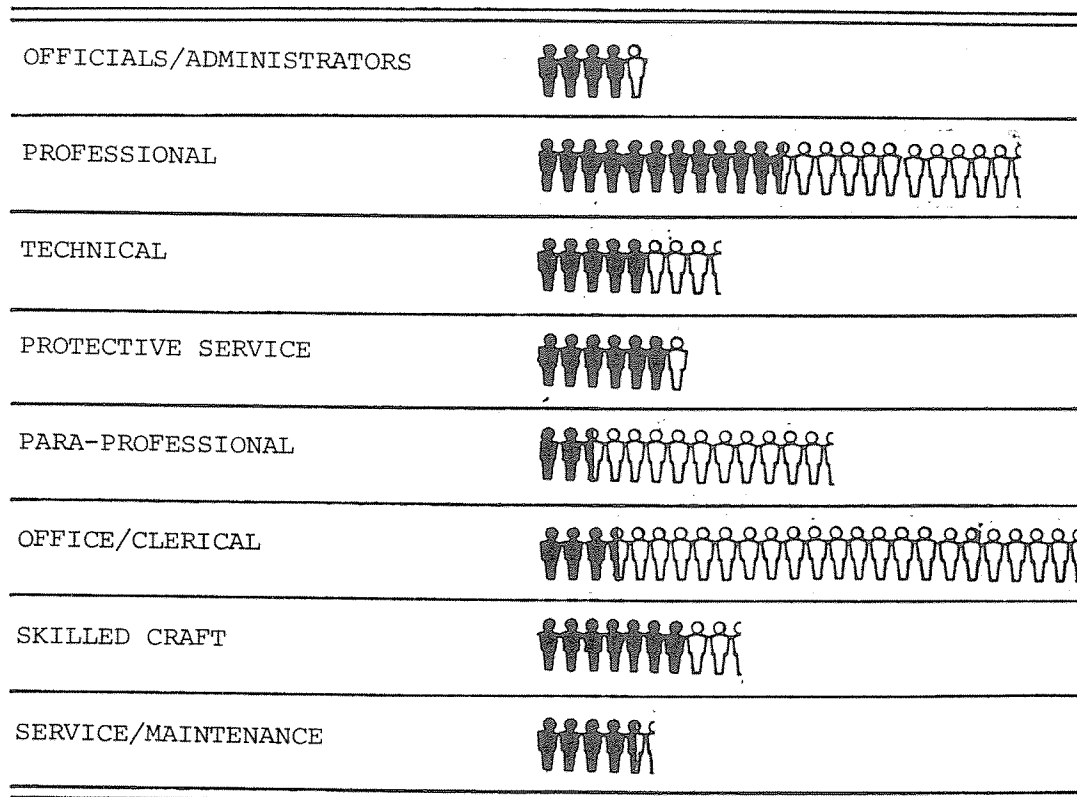


Women represent slightly more than one-third of all local government employees reported in this survey, but there are substantial differences between cities and counties. More than half of county employees are women, while only one-fifth of city employees are women.

The concentration of women in county governments is largely explained by this jurisdiction's responsibility for basic human services. About two-thirds of all county employees work in hospitals or in public welfare jobs. Both of these functions are "women's work," by traditional definition and because the large majority of employees in these areas are women.

Women are somewhat more evenly distributed among occupational groups at the county level than in local government as a whole. Fifty-seven percent of professional county employees are women. Nevertheless, women continue to be concentrated in office/clerical and para-professional jobs, and to be under-represented among officials and administrators.

 MEN &  WOMEN EMPLOYED IN COUNTY JOBS



Each figure represents 1% of full-time county employees, 1978

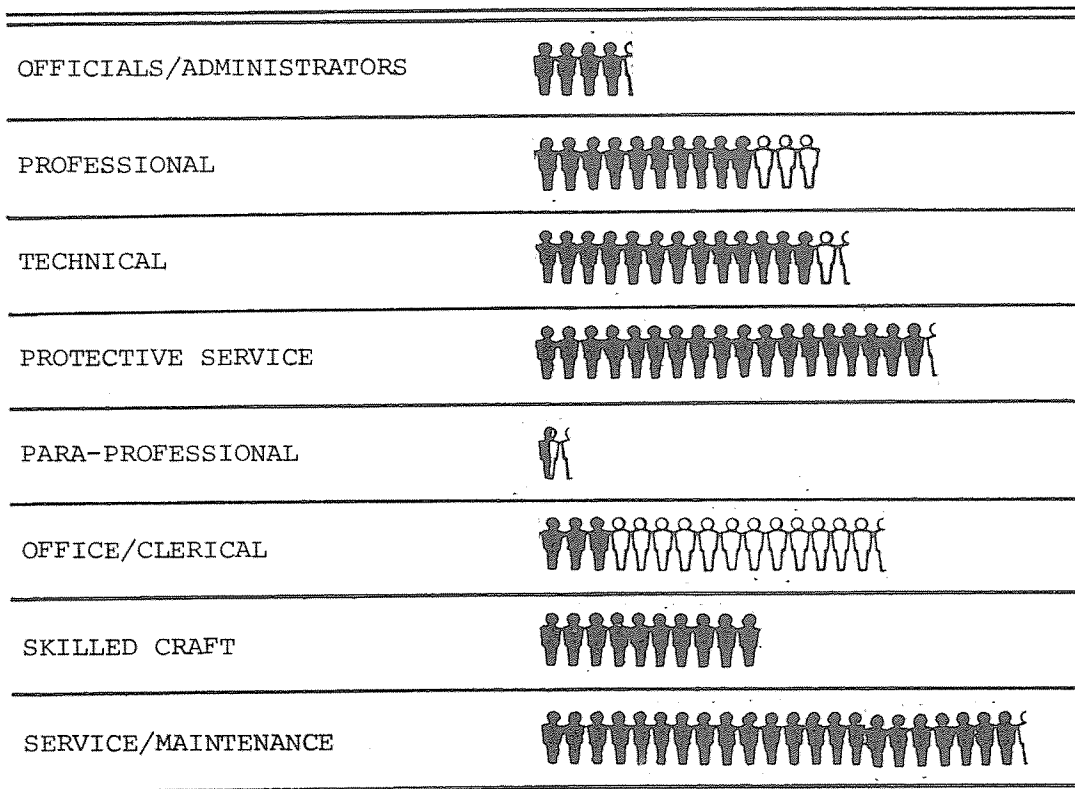
REPRESENTATION: CITY EMPLOYMENT

About two-thirds of all city employees reported in this survey have jobs in police, fire, highway, or parks/recreation functions -- all traditional "men's work." Not surprisingly, very few women are employed at this level of government, accounting for only one of five municipal employees.

Female employees at the city level are heavily concentrated in clerical jobs. Women account for the majority of city para-professional workers reported in the survey, but this group is quite small at the municipal level. In every other occupational group of city employment, women are significantly under-represented.

Women are less than five percent of city employees in protective services, skilled crafts, and service/maintenance jobs. Less than one-fourth of professional workers and only one-tenth of officials/administrators at this level are women.

MEN & WOMEN EMPLOYED IN CITY JOBS



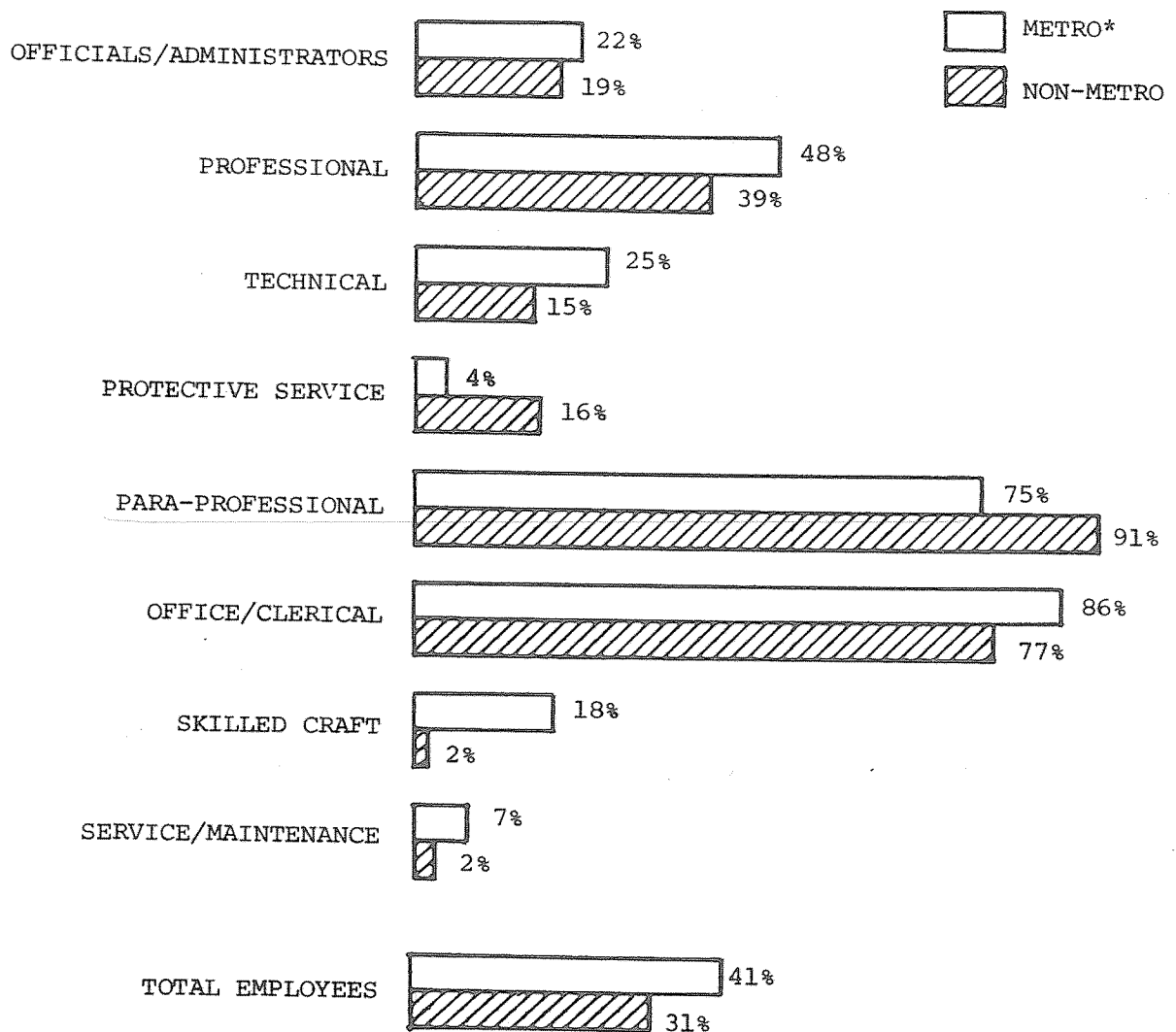
Each figure represents 1% of full-time city employees, 1978

Women in the seven-county Twin Cities area are slightly more likely than women in the rest of the state to work outside the home. This tendency is more pronounced in local government, according to survey data -- women account for 41 percent of city and county workers in the Twin Cities, and for 31 percent of city and county workers in the rest of the state.

The pattern of women's employment does not differ significantly by geographic area. In the Twin Cities and in the balance of the state, female employees are concentrated in traditional functional areas and in office/clerical occupations.

FEWER WOMEN IN NON-METRO PUBLIC EMPLOYMENT

WOMEN AS PERCENT OF LOCAL EMPLOYEES, BY OCCUPATION AND LOCALITY



*The seven-county Twin Cities area

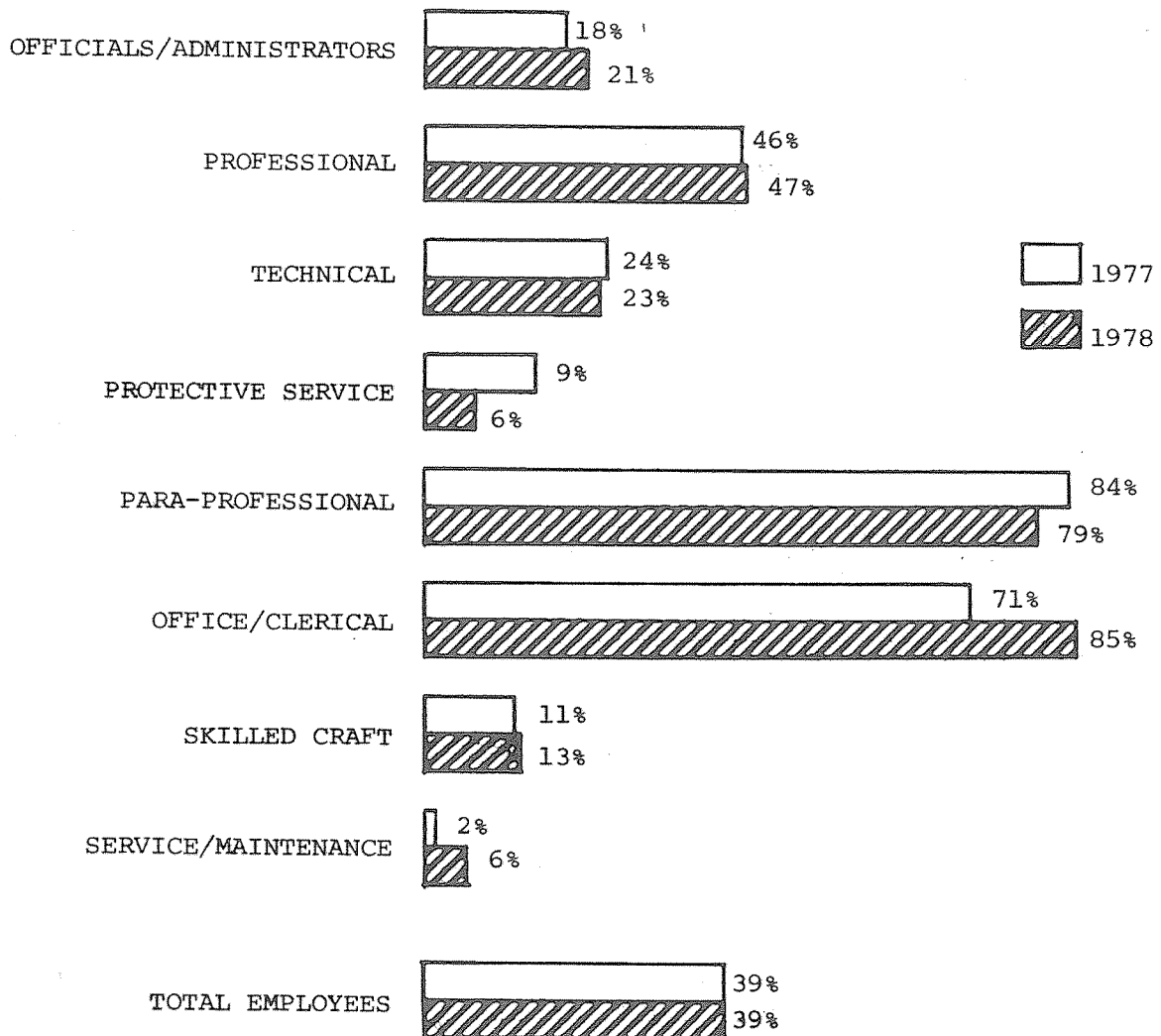
There were relatively few changes in the position of female government employees in the one-year period from 1977 to 1978. In both years, well over half of women employed by counties and cities were either clerical or para-professional workers.

Slight improvement occurred in this period in the proportion of officials/administrators who are women, according to survey data, increasing from 18 percent in 1977 to 21 percent in 1978. At this rate of change, women would represent half of top-level local government employees in the year 1989.

Women were also more likely in 1978 than in 1977 to be employed in service/maintenance jobs and skilled craft jobs. They were less likely in 1978 to be technical, protective service, or para-professional workers.

PATTERNS REMAIN SAME, 1977 TO 1978

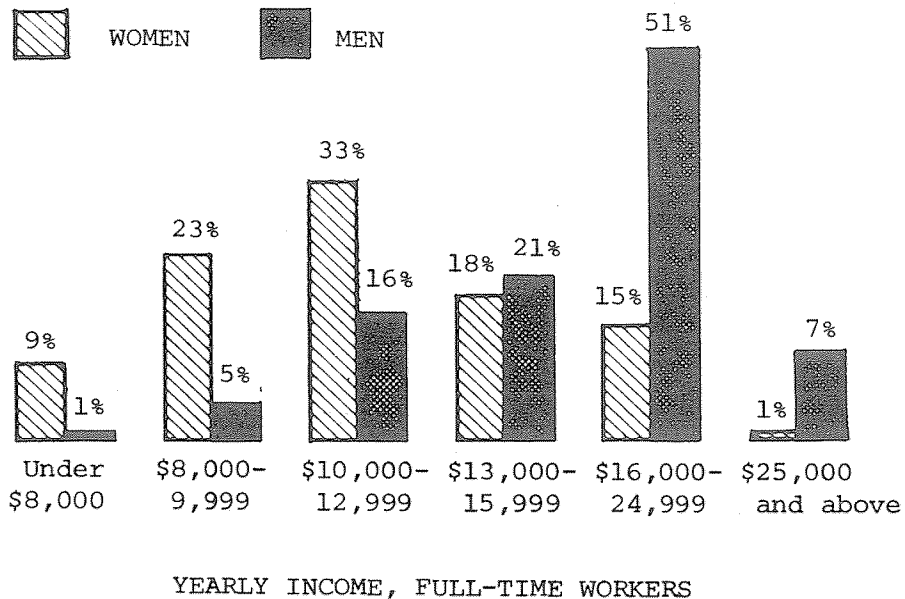
WOMEN AS PERCENT OF LOCAL EMPLOYEES, BY OCCUPATION AND YEAR



In most ways, local government employment in Minnesota closely resembles the general labor market in the employment patterns of women. These patterns also hold true for salary levels. Women earn less than men regardless of functional area, occupational group, jurisdiction, or geographic location.

Two-thirds of women employed by Minnesota cities and counties included in the survey earn less than \$13,000 yearly. Only about one of five men earn this little. Substantially more than half of male employees earn \$16,000 or more, a salary level reached by only 16 percent of female employees.

WOMEN AT LOWER SALARY LEVELS
IN CITY & COUNTY EMPLOYMENT IN 1978

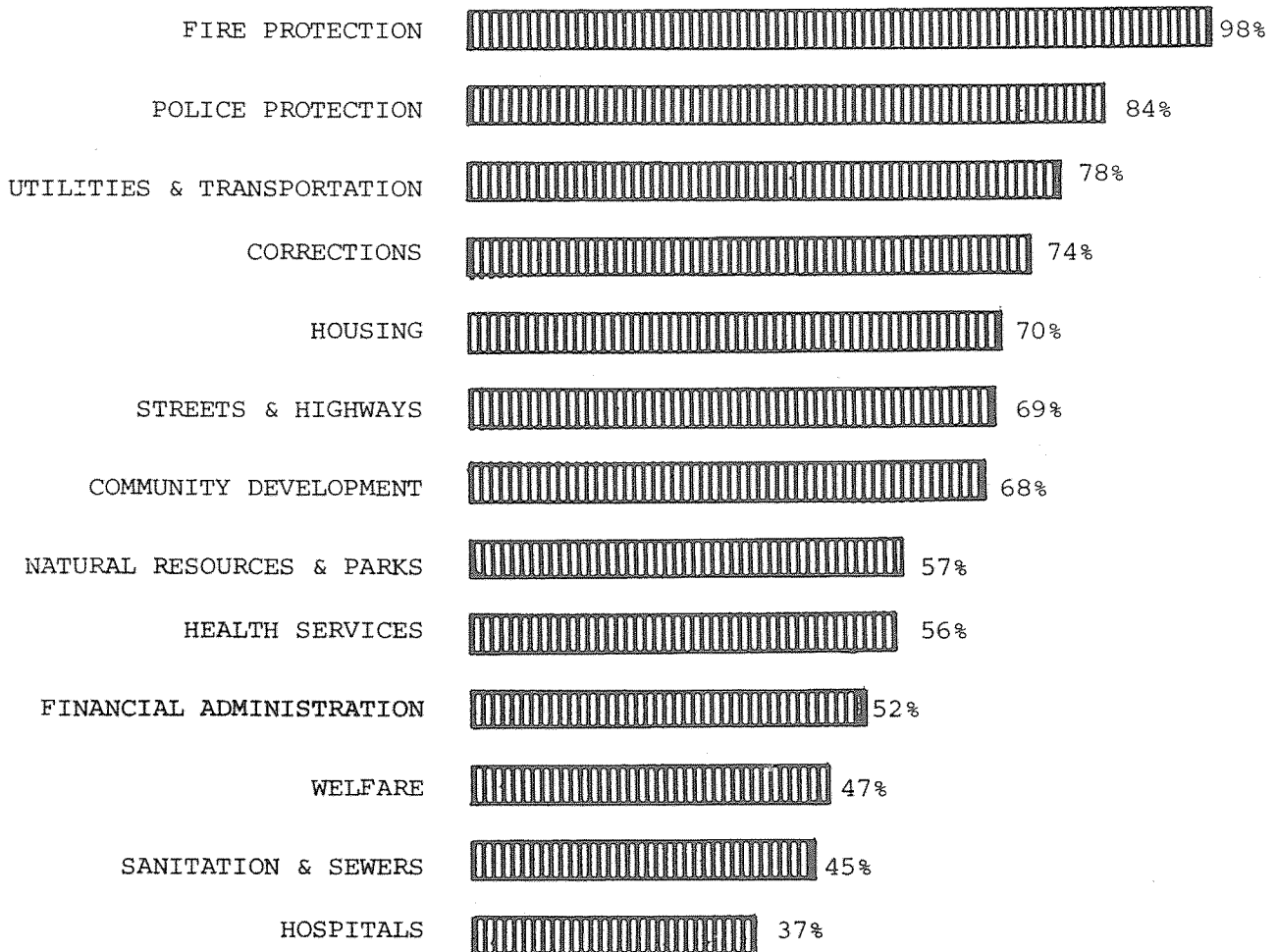


In the labor market generally, "women's work" is characterized by low pay, while "men's work" is highly rewarded in financial terms. This tendency is also apparent in local government employment, according to survey returns.

For example, more than three-fourths of employees in male-intensive jobs such as fire, police, utilities and transportation earn at least \$13,000 annually. However, workers in female-intensive jobs -- health, welfare, and hospital functions -- are less likely to earn this much.

"WOMEN'S WORK" PAYS LESS

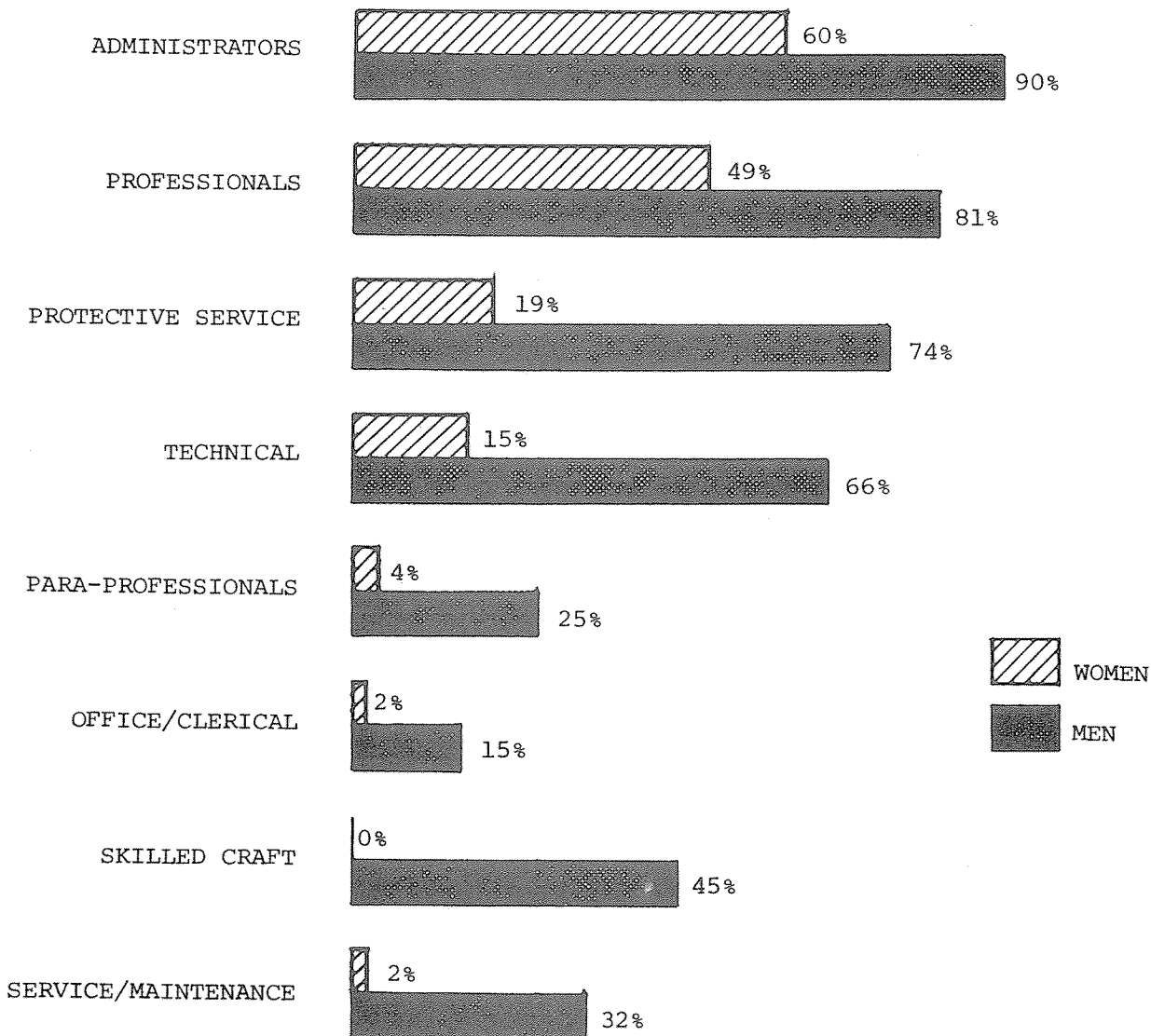
PERCENT OF LOCAL EMPLOYEES WITH SALARY ABOVE \$13,000 PER YEAR,
BY FUNCTIONAL AREA, 1978



In each occupational group, men are significantly more likely than women to earn high salaries. Even the few women in occupational groups which are predominantly male earn less than men in those groups. Nine of ten male administrators earn more than \$16,000 yearly, while only 60 percent of all women employed in this category earn this much.

FEWER WOMEN WITH HIGH EARNINGS IN EVERY OCCUPATION

PERCENT OF LOCAL EMPLOYEES WITH SALARY ABOVE \$16,000 PER YEAR, BY OCCUPATIONAL GROUP, 1978

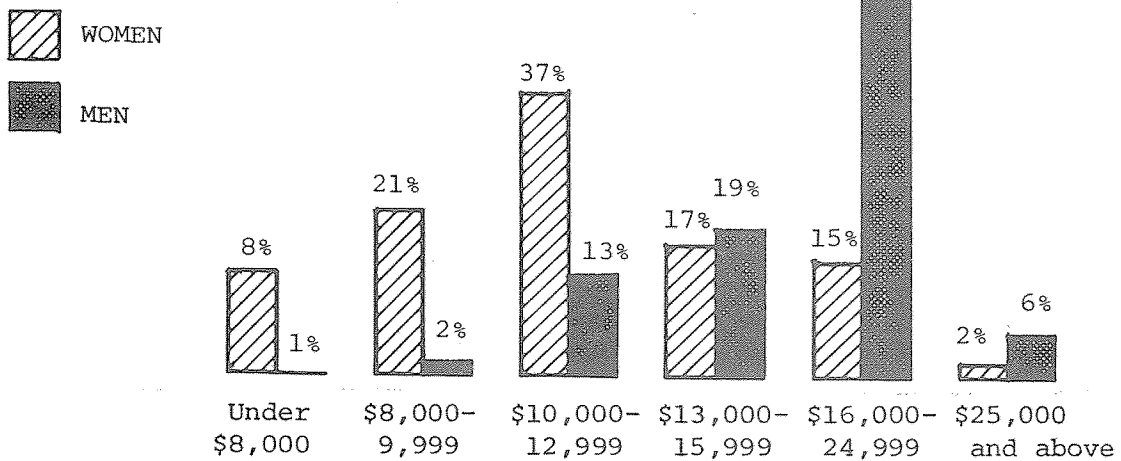


Among local government employees, city workers are more likely to do "men's work" and to earn relatively high salaries than county workers. Median salaries were \$14,160 for all city employees and \$12,384 for all county employees in October 1977.

A familiar pattern is evident in the distribution of salaries for city workers, based on survey returns. Two-thirds of male employees earn \$16,000 or more yearly, while two-thirds of female employees earn less than \$13,000 yearly.

DISTRIBUTION BY SALARY LEVEL

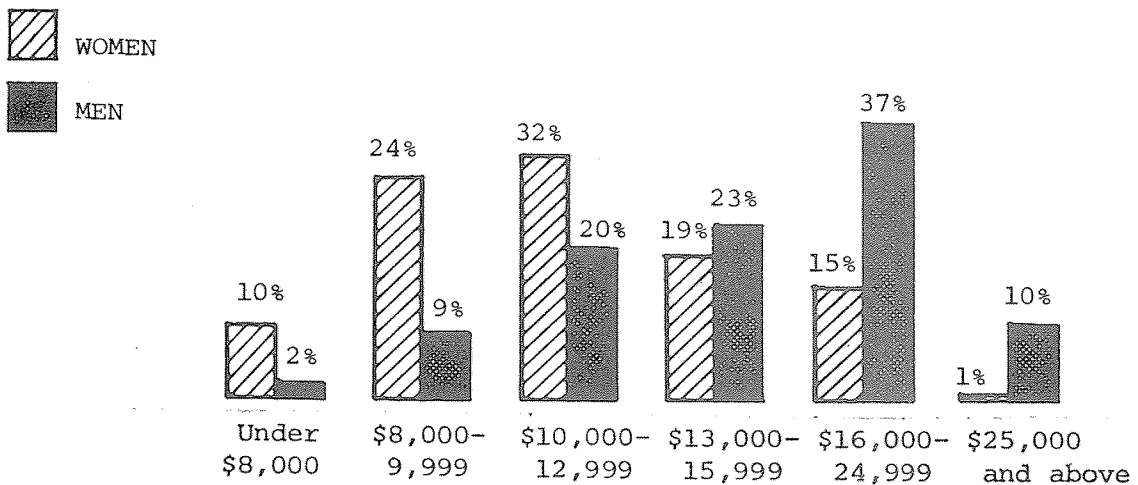
FOR CITY EMPLOYEES, 1978



At the county level, the majority of female employees earn less than \$13,000 while the majority of male employees earn this much or more. In the predominantly female county work force, salaries are generally lower than those in the predominantly male city work force.

DISTRIBUTION BY SALARY LEVEL

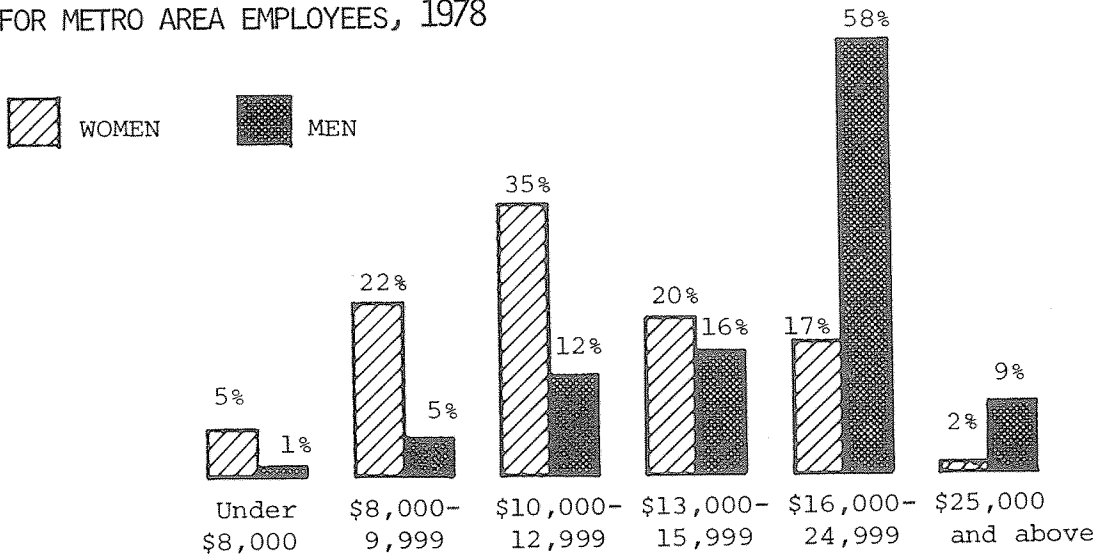
FOR COUNTY EMPLOYEES, 1978



Local government salaries tend to be higher in the Twin Cities than in the rest of the state, according to survey returns. Regardless of geographical area, however, women are more likely than men to be concentrated at the lower end of the salary range.

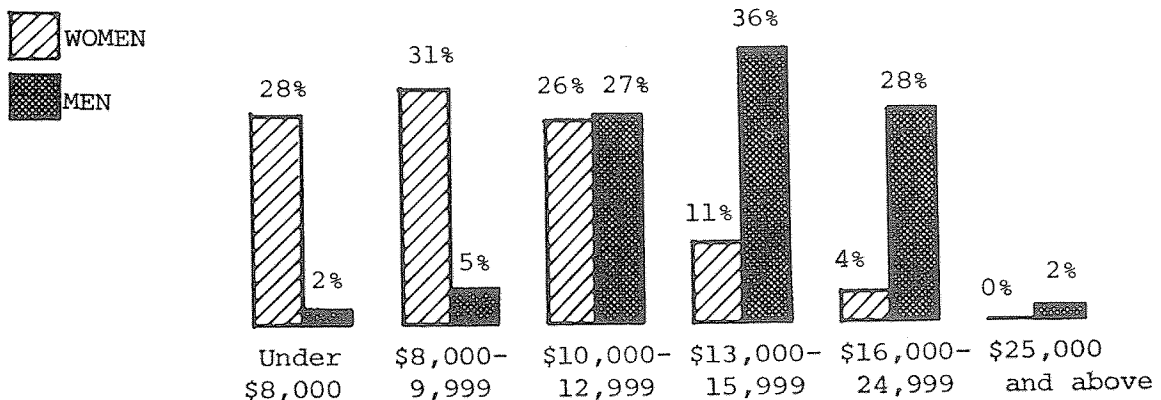
In the Twin Cities, almost two-thirds of female employees earn less than \$13,000 while two-thirds of male employees earn \$16,000 or more. Women are five times as likely as men to earn under \$8,000.

DISTRIBUTION BY SALARY LEVEL
FOR METRO AREA EMPLOYEES, 1978



Outside the Twin Cities area, salaries are generally lower for all employees but the "earnings gap" between men and women persists. More than one of four female employees earn less than \$8,000 and 59 percent of female employees earn less than \$10,000 yearly.

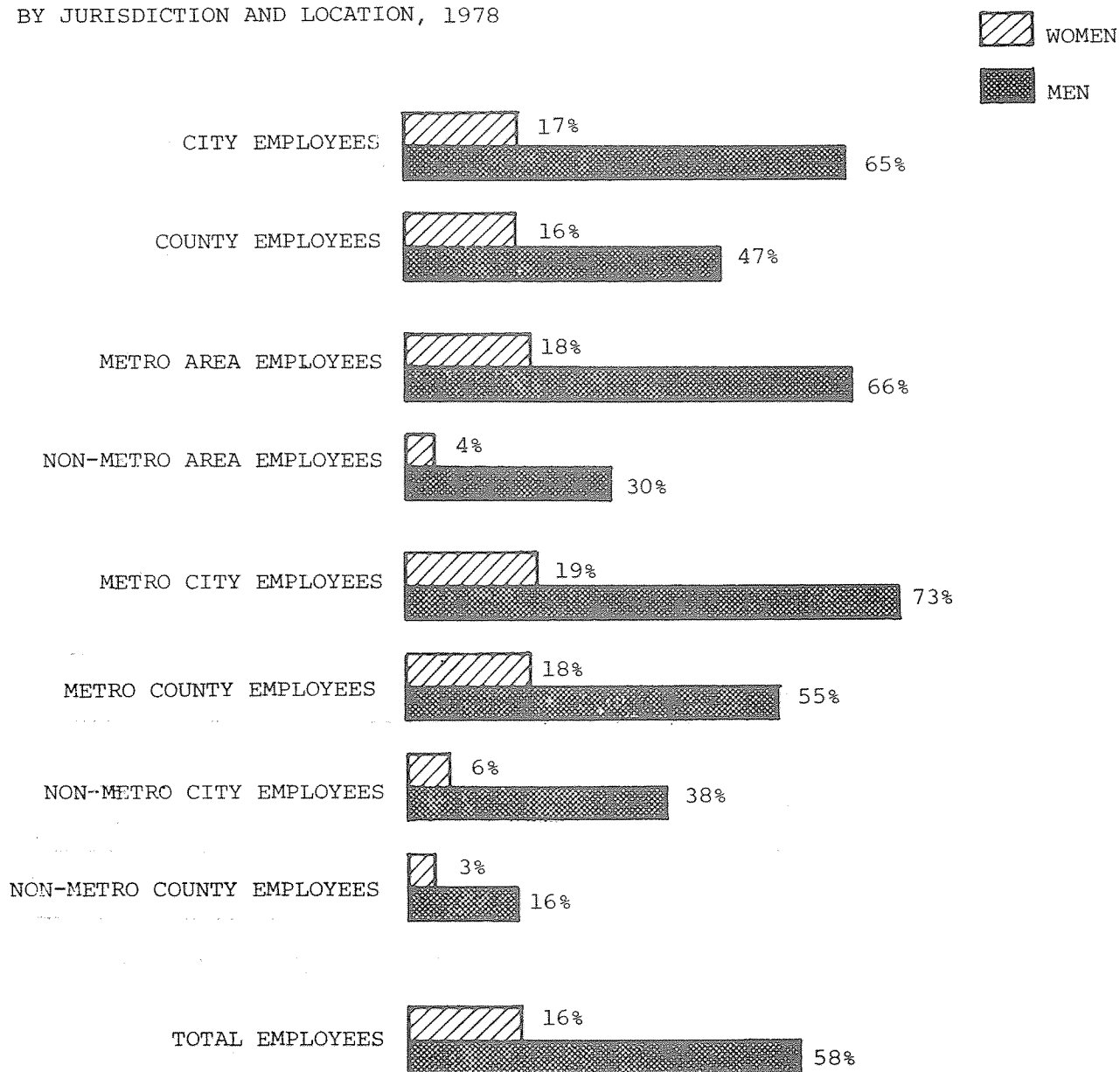
DISTRIBUTION BY SALARY LEVEL
FOR NON-METRO AREA EMPLOYEES, 1978



For both male and female local government employees, salaries are highest in municipal jobs in the Twin Cities area and lowest in county jobs outside the Twin Cities area. Jurisdiction and geographic location, however, are much more significant factors for male than for female employees.

FEW WOMEN HAVE HIGH EARNINGS

PERCENT OF LOCAL EMPLOYEES WITH SALARY ABOVE \$16,000 PER YEAR, BY JURISDICTION AND LOCATION, 1978



Women employed by Minnesota cities and counties are concentrated in traditional fields such as health and welfare and in clerical jobs. Survey data from local governments show that:

● Men outnumber women by nine to one in jobs related to streets and highways, utilities and transportation. Less than one of six employees in fire protection, police protection, or corrections is a woman.

● Women represent the majority of employees only in public welfare, health and hospital jobs, all traditional "women's work." Financial administration, where 55 percent of employees are women, is the only one of 13 local government functions with approximately equal numbers of men and women.

● Almost half of female city and county workers have office/clerical positions. Women are also likely to be para-professional or professional employees. However, women account for only one of five officials/administrators, and for fewer than one of eight protective service, skilled craft, and service/maintenance workers.

● Men represent only one-fourth of all employees in public welfare, hospitals, and health services, but they are one-half to three-fourths of officials/administrators in these female-intensive functions.

● More than half of county employees are women, while only one-fifth of city employees are women. The concentration of women in county government jobs is largely explained by this jurisdiction's responsibility for social services. Women account for a higher proportion of professionals and administrators at the county level, but in both jurisdictions they are most likely to be office/clerical workers.

● Local governments in the Twin Cities area have a somewhat larger proportion of female employees than those in other parts of the state. Women in the metropolitan area are slightly more likely to be officials/administrators and considerably more likely to be professional workers than their outstate counterparts.

● From 1977 to 1978, there was a slight improvement in the representation of women among local government administrators, skilled craft and service/maintenance workers.

Salaries of women employed by local governments in Minnesota reflect the pattern of lower earnings for women in the labor market as a whole. This pattern persists regardless of functional

area, occupational group, jurisdiction, or geographic location. According to data in this sample:

● Two-thirds of female employees earn less than \$13,000 yearly, while only one of five male employees earn this little. Substantially more than half of male employees earn \$16,000 or more, a salary level reached by only 16 percent of the women.

● Local government workers in male-intensive jobs -- fire, police, utilities and transportation -- are considerably more likely to have relatively high salaries than workers in female-intensive jobs such as health, welfare, and hospitals.

● Even the few women in occupational groups which are predominantly male earn less than their male counterparts. Nine of ten male officials/administrators earn more than \$16,000 annually, while only 60 percent of female officials/administrators earn this much.

● City employees are more likely to do "men's work" and to have high salaries than county employees. Among employees of municipalities responding to the sample, two-thirds of the men earn \$16,000 or more, while two-thirds of the women earn less than \$13,000. The same pattern is apparent at the county level, although salaries are generally lower in this predominantly female work force.

● Local government salaries tend to be higher in the Twin Cities than in other parts of the state. Only five percent of female employees in the Twin Cities earn less than \$8,000 per year, while 28 percent of female employees in the balance of the state have earnings this low. Jurisdiction and geographic location are generally more significant factors for male employees than for female employees.

THE "EARNINGS GAP" IN PUBLIC EMPLOYMENT, BY STATE, 1975

18

STATE	MEDIAN SALARY, LOCAL GOVERNMENT EMPLOYEES*		WOMEN'S SALARY	RANK
	MEN	WOMEN	AS % OF MEN'S	
Mississippi	\$ 6,395	\$ 5,676	88.8 %	1
Kentucky	7,757	6,763	87.2 %	2
Louisiana	7,658	6,627	86.5 %	3
North Carolina	8,848	7,531	85.1 %	4
Arkansas	7,874	6,697	85.1 %	4
Oklahoma	7,740	6,473	83.6 %	6
Georgia	8,555	7,121	83.2 %	7
Vermont	9,292	7,685	82.7 %	8
South Carolina	8,286	6,841	82.6 %	9
Alabama	8,389	6,877	82.0 %	10
West Virginia	7,258	5,941	81.9 %	11
New Mexico	8,126	6,617	81.4 %	12
Tennessee	8,204	6,590	80.3 %	13
New Hampshire	8,967	7,203	80.3 %	13
Rhode Island	9,476	7,564	79.8 %	15
Maryland	11,443	9,129	79.8 %	15
Virginia	9,615	7,522	78.2 %	17
Maine	9,141	7,149	78.2 %	17
Florida	9,735	7,519	77.2 %	19
Pennsylvania	11,539	8,718	75.5 %	20
Delaware	10,192	7,618	74.7 %	21
Texas	9,612	7,173	74.6 %	22
Indiana	9,536	7,087	74.3 %	23
Connecticut	10,651	7,876	74.0 %	24
Michigan	13,274	9,732	73.3 %	25
Nevada	12,783	9,370	73.3 %	25
Missouri	9,794	7,094	72.4 %	27
Wisconsin	11,885	8,565	72.1 %	28
Ohio	10,903	7,852	72.0 %	29
Kansas	8,807	6,330	71.9 %	30
Massachusetts	11,424	8,142	71.3 %	31
North Dakota	9,710	6,871	70.8 %	32
Iowa	10,228	7,236	70.8 %	32
New Jersey	11,621	8,165	70.3 %	34
New York	13,383	9,292	69.4 %	35
Montana	11,139	7,730	69.4 %	35
Arizona	11,178	7,734	69.2 %	37
Washington	12,964	8,905	68.7 %	38
Colorado	11,382	7,795	68.5 %	39
Idaho	10,518	7,193	68.4 %	40
Wyoming	10,192	6,898	67.7 %	41
California	14,518	9,707	66.9 %	42
Minnesota	12,488	8,349	66.9 %	42
Oregon	12,515	8,255	66.0 %	44
South Dakota	10,040	6,547	65.2 %	45
Alaska	19,575	12,564	64.2 %	46
Nebraska	10,706	6,837	63.9 %	47
Utah	10,953	6,975	63.7 %	48
Illinois	14,075	8,820	62.7 %	49

*Full-time employees of states, cities, and counties with 15 or more employees.
Source: Equal Employment Opportunity Commission

The following definitions are used by the federal Equal Employment Opportunity Commission for the purposes of collecting government employment data on EEO-4 forms:

Financial Administration and General Control. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees.

Streets and Highways. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

Public Welfare. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums are reported separately; see below.)

Police Protection. Duties of a police department, sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

Fire Protection. Duties of the uniformed fire force and clerical employees. (Forest fire protection activities are reported under Natural Resources.)

Natural Resources. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and parks and recreation -- provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.

Hospitals and Sanatoriums. Operation and maintenance of institutions for in-patient medical care.

Health. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, etc.

Housing. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

Community Development. Planning, zoning, land development, open space, beautification, preservation.

Corrections. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities.

Utilities and Transportation. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

Sanitation and Sewage. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

Occupational groups referred to in this report are defined by the Equal Employment Opportunity Commission as follows:

Officials and Administrators. Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, unit supervisors, sheriffs, police and fire chiefs and inspectors and kindred workers.

Professionals. Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants and kindred workers.

Technicians. Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

Protective Service Workers. Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

Paraprofessionals. Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker's aides, home health aides, and kindred workers.

Office and Clerical. Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

(continued on next page)

Skilled Craft Workers. Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repair workers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors, typesetters, and kindred workers.

Service/Maintenance. Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Includes: chauffeurs, laundry and dry cleaning operators, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundkeepers, refuse collectors, construction laborers.

The following cities and counties comprise the sample used in this study:

<u>CITY</u>	<u>COUNTY</u>
Albert Lea	Anoka
Anoka	Becker
Austin	Blue Earth
Bemidji	Carlton
Bloomington	Carver
Brooklyn Center	Chippewa
Brooklyn Park	Clay
Burnsville	Clearwater
Chisholm	Dodge
Cloquet	Douglas
Coon Rapids	Freeborn
Duluth	Goodhue
Eden Prairie	Grant
Edina	Hennepin
Faribault	Hubbard
Fridley	Itasca
Hastings	Jackson
Hutchinson	Kanabec
Litchfield	Kandiyohi
Mankato	Kittson
Minneapolis	Le Sueur
Moorhead	Lyon
New Brighton	Martin
New Ulm	Meeker
Plymouth	Morrison
Red Wing	Mower
Richfield	Nicollet
Rochester	Nobles
Roseville	Norman
South St. Paul	Polk
St. Louis Park	Ramsey
St. Paul	Redwood
Waseca	Washington
West St. Paul	
Willmar	
Worthington	

FUNCTION	TOTAL	DISTRIBUTION OF EMPLOYEES WITH YEARLY SALARIES OF:						
		UNDER \$6,000	\$6,000- \$7,999	\$8,000- \$9,999	\$10,000- \$12,999	\$13,000- \$15,999	\$16,000- \$24,999	\$25,000 AND OVER
FINANCIAL ADMINISTRATION:								
MEN	100.0%	0.6%	0.8%	4.1%	15.2%	17.3%	39.7%	22.4%
WOMEN	100.0%	1.0%	10.8%	24.6%	34.5%	17.6%	10.1%	1.4%
STREETS & HIGHWAYS:								
MEN	100.0%	0.1%	0.4%	1.6%	24.3%	24.8%	44.1%	4.8%
WOMEN	100.0%	0.3%	7.5%	27.5%	43.0%	15.5%	6.3%	0.0%
PUBLIC WELFARE:								
MEN	100.0%	0.0%	0.9%	8.4%	17.2%	12.8%	43.0%	17.7%
WOMEN	100.0%	1.0%	6.7%	23.2%	32.4%	14.8%	20.7%	1.3%
POLICE PROTECTION:								
MEN	100.0%	0.1%	0.2%	1.2%	4.6%	16.8%	74.6%	2.5%
WOMEN	100.0%	0.4%	5.2%	28.0%	41.4%	15.6%	9.3%	0.0%
FIRE PROTECTION:								
MEN	100.0%	0.0%	0.1%	0.3%	0.6%	9.4%	86.2%	3.5%
WOMEN	100.0%	0.0%	3.7%	40.7%	22.2%	22.2%	11.1%	0.0%
NATURAL RESOURCES/PARKS:								
MEN	100.0%	0.5%	2.4%	12.5%	19.5%	29.4%	33.1%	2.6%
WOMEN	100.0%	1.5%	7.4%	17.4%	35.8%	15.5%	18.8%	3.6%
HOSPITALS & SANATORIUMS:								
MEN	100.0%	0.1%	3.8%	25.5%	30.4%	20.0%	14.9%	5.2%
WOMEN	100.0%	0.6%	5.7%	25.7%	32.2%	24.0%	11.4%	0.4%
HEALTH:								
MEN	100.0%	0.7%	0.3%	7.0%	12.9%	24.5%	40.1%	14.6%
WOMEN	100.0%	2.0%	9.7%	12.6%	28.5%	17.8%	26.4%	2.9%
HOUSING:								
MEN	100.0%	0.0%	0.0%	5.5%	6.8%	8.5%	69.4%	9.8%
WOMEN	100.0%	0.0%	16.1%	22.2%	44.4%	11.1%	6.2%	0.0%
COMMUNITY DEVELOPMENT:								
MEN	100.0%	0.4%	0.0%	3.9%	8.1%	22.7%	48.7%	16.2%
WOMEN	100.0%	1.3%	9.0%	25.2%	25.8%	22.6%	14.8%	1.3%
CORRECTIONS:								
MEN	100.0%	0.2%	0.8%	0.6%	9.3%	22.7%	55.9%	10.5%
WOMEN	100.0%	0.4%	5.0%	13.9%	35.0%	16.9%	26.9%	1.9%
UTILITIES & TRANSPORTATION:								
MEN	100.0%	0.0%	0.0%	2.1%	13.0%	26.9%	54.2%	3.8%
WOMEN	100.0%	0.0%	4.3%	35.0%	42.9%	13.6%	4.3%	0.0%
SANITATION & SEWAGE:								
MEN	100.0%	0.0%	0.0%	1.6%	52.4%	36.5%	9.5%	0.0%
WOMEN	100.0%	0.0%	20.0%	40.0%	20.0%	20.0%	0.0%	0.0%
OTHER:								
MEN	100.0%	1.3%	5.3%	8.6%	40.3%	20.4%	20.2%	4.0%
WOMEN	100.0%	4.3%	13.5%	24.4%	24.8%	23.3%	8.1%	1.6%
ALL FUNCTIONS:								
MEN	100.0%	0.2%	0.9%	4.8%	15.6%	20.5%	50.9%	7.1%
WOMEN	100.0%	1.1%	7.9%	23.3%	33.3%	18.4%	14.8%	1.3%

NOTE: All data is for fiscal year 1978. Percentages do not always add to totals due to rounding.

OCCUPATIONAL GROUP		TOTAL	DISTRIBUTION OF EMPLOYEES WITH YEARLY SALARIES OF:						\$25,000 AND OVER
			UNDER \$6,000	\$6,000- \$7,999	\$8,000- \$9,999	\$10,000- \$12,999	\$13,000- \$15,999	\$16,000- \$24,999	
OFFICIALS/ADMINISTRATORS:									
	MEN	100.0%	0.4%	0.3%	1.1%	2.2%	6.4%	44.5%	45.1%
	WOMEN	100.0%	3.8%	1.2%	5.4%	8.1%	21.5%	46.7%	13.4%
PROFESSIONALS:									
	MEN	100.0%	0.5%	0.3%	0.6%	5.4%	12.0%	60.0%	21.3%
	WOMEN	100.0%	0.1%	0.6%	0.7%	14.0%	36.0%	45.2%	3.5%
TECHNICIANS:									
	MEN	100.0%	0.1%	0.1%	2.4%	12.4%	19.5%	63.5%	2.0%
	WOMEN	100.0%	0.7%	2.5%	18.3%	43.2%	20.3%	14.2%	0.9%
PROTECTIVE SERVICE WORKERS:									
	MEN	100.0%	0.2%	0.2%	0.6%	4.5%	21.0%	73.6%	0.0%
	WOMEN	100.0%	5.5%	30.2%	6.0%	19.1%	20.1%	19.1%	0.0%
PARA-PROFESSIONALS:									
	MEN	100.0%	0.3%	3.4%	21.3%	29.7%	21.3%	23.8%	0.3%
	WOMEN	100.0%	3.5%	14.6%	42.6%	22.6%	13.2%	3.6%	0.0%
OFFICE/CLERICAL WORKERS:									
	MEN	100.0%	0.8%	5.0%	16.6%	42.0%	20.7%	14.8%	0.1%
	WOMEN	100.0%	0.4%	9.6%	28.3%	47.8%	12.0%	1.9%	0.0%
SKILLED CRAFT WORKERS:									
	MEN	100.0%	0.0%	1.2%	8.5%	16.5%	28.5%	44.7%	0.5%
	WOMEN	100.0%	1.3%	8.7%	53.4%	34.6%	1.9%	0.0%	0.0%
SERVICE/MAINTENANCE WORKERS:									
	MEN	100.0%	0.1%	1.2%	7.6%	32.4%	26.6%	32.0%	0.1%
	WOMEN	100.0%	1.0%	7.3%	38.9%	45.6%	5.2%	2.1%	0.0%
ALL OCCUPATIONAL GROUPS:									
	MEN	100.0%	0.2%	0.9%	4.8%	15.6%	20.5%	50.9%	7.1%
	WOMEN	100.0%	1.1%	7.9%	23.3%	33.3%	18.4%	14.8%	1.3%

EMPLOYEE GROUP		TOTAL	DISTRIBUTION OF EMPLOYEES WITH YEARLY SALARIES OF:						\$25,000 AND OVER
			UNDER \$6,000	\$6,000- \$7,999	\$8,000- \$9,999	\$10,000- \$12,999	\$13,000- \$15,999	\$16,000- \$24,999	
ALL EMPLOYEES:									
	MALE	100.0%	0.2%	0.9%	4.8%	15.6%	20.5%	50.9%	7.1%
	FEMALE	100.0%	1.1%	7.9%	23.3%	33.3%	18.4%	14.8%	1.3%
CITY EMPLOYEES:									
	MALE	100.0%	0.1%	0.5%	2.1%	13.2%	19.1%	59.5%	5.5%
	FEMALE	100.0%	0.5%	7.0%	21.4%	37.1%	17.2%	14.8%	1.8%
COUNTY EMPLOYEES:									
	MALE	100.0%	0.4%	1.5%	9.1%	19.7%	22.7%	36.9%	9.7%
	FEMALE	100.0%	1.3%	8.2%	23.9%	32.0%	18.8%	14.7%	1.1%
METRO EMPLOYEES:									
	MALE	100.0%	0.1%	0.7%	4.9%	12.4%	15.9%	57.5%	8.5%
	FEMALE	100.0%	0.2%	5.1%	21.8%	34.6%	19.9%	16.9%	1.5%
NON-METRO EMPLOYEES:									
	MALE	100.0%	0.7%	1.4%	4.5%	26.9%	36.2%	28.2%	2.1%
	FEMALE	100.0%	5.6%	22.3%	31.2%	26.5%	10.6%	3.7%	0.1%
METRO CITY:									
	MALE	100.0%	0.1%	0.5%	1.9%	10.2%	14.1%	66.8%	6.4%
	FEMALE	100.0%	0.3%	5.8%	16.8%	39.4%	18.5%	16.9%	2.2%
NON-METRO CITY:									
	MALE	100.0%	0.3%	0.5%	2.7%	23.0%	35.6%	35.4%	2.5%
	FEMALE	100.0%	1.4%	12.3%	41.9%	26.9%	11.6%	5.7%	0.2%
METRO COUNTY:									
	MALE	100.0%	0.0%	1.1%	9.5%	15.9%	18.9%	42.7%	11.9%
	FEMALE	100.0%	0.2%	4.9%	23.4%	33.1%	20.4%	16.9%	1.2%
NON-METRO COUNTY:									
	MALE	100.0%	1.6%	3.0%	7.7%	34.1%	37.2%	15.2%	1.2%
	FEMALE	100.0%	7.3%	26.2%	27.0%	26.3%	10.2%	2.9%	0.1%

DISTRIBUTION OF EMPLOYEES BY SEX:

FUNCTION	TOTAL	ALL EMPLOYEES		CITY		COUNTY		METRO		NON-METRO	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Financial Administration	100.0%	45.1%	54.9%	45.5%	54.5%	44.9%	55.1%	47.6%	52.4%	36.1%	63.9%
Streets & Highways	100.0%	91.0%	9.0%	94.1%	5.9%	86.0%	14.0%	89.8%	10.2%	94.9%	5.1%
Public Welfare	100.0%	26.5%	73.5%	---	---	26.5%	73.5%	26.7%	73.3%	25.5%	74.5%
Police Protection	100.0%	86.1%	13.9%	88.0%	12.0%	80.9%	19.1%	86.9%	13.1%	83.1%	16.9%
Fire Protection	100.0%	98.1%	1.9%	98.1%	1.9%	---	---	97.7%	2.3%	99.1%	0.9%
Natural Resources/ Parks & Recreation	100.0%	81.4%	28.6%	69.3%	30.7%	85.8%	14.2%	70.4%	29.6%	80.8%	19.2%
Hospitals & Sanitoriums	100.0%	26.6%	73.4%	---	---	26.6%	73.4%	27.0%	73.0%	14.9%	85.1%
Health	100.0%	27.6%	72.4%	25.5%	74.5%	28.7%	71.3%	30.0%	70.0%	10.0%	90.0%
Housing	100.0%	74.4%	25.6%	74.5%	25.5%	66.7%	33.3%	73.0%	27.0%	82.6%	17.4%
Community Development	100.0%	60.2%	39.8%	60.4%	39.6%	59.2%	40.8%	60.3%	39.7%	59.7%	40.3%
Corrections	100.0%	65.5%	34.5%	---	---	65.5%	34.5%	65.7%	34.3%	63.2%	36.8%
Utilities & Transportation	100.0%	89.0%	11.0%	89.0%	11.0%	---	---	86.8%	13.2%	92.0%	8.0%
Sanitation & Sewage	100.0%	96.2%	3.8%	96.1%	3.9%	100.0%	0.0%	100.0%	0.0%	96.1%	3.9%
Other	100.0%	47.3%	52.7%	63.8%	36.2%	27.6%	72.4%	32.4%	67.6%	61.2%	38.8%
Total	100.0%	60.9%	39.1%	79.7%	20.3%	44.0%	56.0%	59.0%	41.0%	68.6%	31.4%

OCCUPATIONAL GROUP

Officials & Administrators	100.0%	79.3%	20.7%	89.4%	10.6%	72.6%	27.4%	78.3%	21.7%	81.3%	18.7%
Professionals	100.0%	53.3%	46.7%	75.3%	24.7%	43.4%	56.6%	52.3%	47.7%	60.8%	39.2%
Technicians	100.0%	77.5%	22.5%	89.4%	10.6%	59.5%	40.5%	75.2%	24.8%	85.2%	14.8%
Protective Service Workers	100.0%	93.6%	6.4%	97.6%	2.4%	84.2%	15.8%	96.4%	3.6%	84.4%	15.6%
Paraprofessionals	100.0%	20.6%	79.4%	45.2%	54.8%	17.9%	82.1%	25.1%	74.9%	9.1%	90.9%
Office and Clerical Workers	100.0%	14.9%	85.1%	15.9%	84.1%	14.3%	85.7%	13.7%	86.3%	22.6%	77.4%
Skilled Craft Workers	100.0%	87.4%	12.6%	99.7%	0.3%	75.3%	24.7%	82.5%	17.5%	98.3%	1.7%
Service/Maintenance Workers	100.0%	94.3%	5.7%	97.6%	2.4%	82.1%	17.9%	93.4%	6.6%	97.8%	2.2%
Total	100.0%	60.9%	39.1%	79.7%	20.3%	44.0%	56.0%	59.0%	41.0%	68.6%	31.4%

DISTRIBUTION OF EMPLOYEES BY SEX:

FUNCTION	TOTAL	METRO CITY		NON-METRO CITY		METRO COUNTY		NON-METRO COUNTY	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Financial Administration	100.0%	46.2%	53.8%	42.7%	57.3%	48.3%	51.7%	33.7%	66.3%
Streets & Highways	100.0%	94.1%	5.9%	94.2%	5.8%	79.8%	20.2%	95.3%	4.7%
Public Welfare	100.0%	---	---	---	---	26.7%	73.3%	25.5%	74.5%
Police Protection	100.0%	88.4%	11.6%	86.2%	13.8%	82.4%	17.6%	77.3%	22.7%
Fire Protection	100.0%	97.7%	2.3%	99.1%	0.9%	---	---	---	---
Natural Resources/ Parks & Recreation	100.0%	67.7%	32.3%	86.2%	13.8%	91.9%	9.1%	63.3%	36.7%
Hospitals & Sanitoriums	100.0%	---	---	---	---	27.0%	73.0%	14.9%	85.1%
Health	100.0%	25.3%	74.7%	40.0%	60.0%	32.9%	67.1%	8.8%	91.2%
Housing	100.0%	73.0%	27.0%	85.0%	15.0%	---	---	66.7%	33.3%
Community Development	100.0%	58.5%	41.5%	73.2%	26.8%	72.5%	27.5%	44.4%	55.6%
Corrections	100.0%	---	---	---	---	65.7%	34.3%	63.2%	36.8%
Utilities & Transportation	100.0%	86.8%	13.2%	92.0%	8.0%	---	---	---	---
Sanitation & Sewage	100.0%	100.0%	0.0%	96.0%	4.0%	---	---	100.0%	0.0%
Other	100.0%	65.3%	34.7%	63.5%	36.5%	25.0%	75.0%	44.2%	55.8%
Total	100.0%	78.7%	21.3%	83.4%	16.6%	42.3%	57.7%	51.9%	48.1%

OCCUPATIONAL GROUP

Officials & Administrators	100.0%	88.8%	11.2%	90.1%	9.9%	72.9%	27.1%	71.8%	28.2%
Professionals	100.0%	73.4%	26.6%	84.3%	15.7%	43.7%	56.3%	41.0%	59.0%
Technicians	100.0%	87.9%	12.1%	94.4%	5.6%	56.5%	43.5%	70.3%	29.7%
Protective Service Workers	100.0%	98.1%	1.9%	95.7%	4.3%	91.7%	8.3%	66.1%	33.9%
Paraprofessionals	100.0%	52.9%	47.1%	16.7%	83.3%	21.7%	78.3%	8.5%	91.5%
Office and Clerical Workers	100.0%	16.9%	83.1%	11.2%	88.8%	12.0%	88.0%	33.5%	66.5%
Skilled Craft Workers	100.0%	99.5%	0.5%	100.0%	0.0%	67.3%	32.7%	96.2%	3.8%
Service/Maintenance Workers	100.0%	97.3%	2.7%	98.7%	1.3%	80.2%	19.8%	93.3%	6.7%
Total	100.0%	78.7%	21.3%	83.4%	16.6%	42.3%	57.7%	51.9%	48.1%

