

Urban area	Average hourly wage	Corrected average hourly wage
Washington, DC-MD-VA-WV .....	20.9642	21.0413
Wichita Falls, TX .....	14.6944	14.8144

10. On pages 45892 through 45893, in Table 4E—Average Hourly Wage for Rural Areas, the average hourly wage is corrected as follows:

Urban area	Average hourly wage	Corrected average hourly wage
North Carolina .....	15.1058	15.1415
Texas .....	13.8226	13.8482

(Catalog of Federal Domestic Assistance Program No. 93.778, Medical Assistance Program; No. 93.773 Medicare—Hospital Insurance; and No. 93.774, Medicare—Supplementary Medical Insurance)  
 Dated: December 7, 1995.  
 Michael Carleton,  
*Acting Deputy Assistant Secretary for Information Resource Management.*  
 [FR Doc. 96-1532 Filed 1-26-96; 8:45 am]  
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**FEDERAL COMMUNICATIONS COMMISSION**

**47 CFR Part 0**  
**[DA 95-2199]**

**Reorganization Action Necessary To Create the Office of Workplace Diversity**

**AGENCY:** Federal Communications Commission.  
**ACTION:** Final rule.

**SUMMARY:** This amendment to the Commission's Rules establishes the Office of Workplace Diversity to administer the Commission's Internal Equal Opportunity Program, formerly administered by the Office of the Managing Director, Associate Managing Director for Human Resources Management. This action is taken to streamline operations and improve efficiency.

**FOR FURTHER INFORMATION CONTACT:** Harvey Lee at (202) 776-1887.  
**EFFECTIVE DATE:** January 29, 1996.

**SUPPLEMENTARY INFORMATION:** Order

Adopted: December 13, 1995  
 Released: January 18, 1996

By the Managing Director:  
 1. On October 16, 1994, the Commission adopted a proposed reorganization the purpose of which was to establish the Office of Workplace

Diversity to administer the Commission's internal Equal Opportunity Program. This program was previously administered by the Office of the Managing Director, Associate Managing for Human Resources Management. The implementation of the proposed reorganization requires amendment to Part 0 of the Commission's Rules and Regulations. In accordance with the Commission's action, this Order makes necessary revisions in Part 0 of the Commission's Rules.

2. The amendments adopted herein pertain to agency organization. Therefore, the notice and comment and effective date provisions of Section 4 of the Administrative Procedure Act, 5 U.S.C. § 553, are inapplicable. Authority for the amendments is contained in Sections 4(i) and 5(b) of the Communications Act of 1934, as amended.

4. Accordingly, it is ordered, pursuant to the authority delegated under 47 C.F.R. § 0.231(d) and effective upon publication in the Federal Register, that Part 0 of the Rules and Regulations be amended as set forth below.

List of Subjects in 47 CFR Part 0

Authority delegated, organization and functions (Government agencies).  
 Federal Communications Commission.  
 Andrew S. Fishel,  
*Managing Director.*

Final Rules

Part 0 of Chapter I of Title 47 of the Code of Federal Regulations is amended as follows:

**PART 0—COMMISSION ORGANIZATION**

1. The authority citation for Part 0 continues to read as follows:

Authority: Section 5, 48 Stat. 1068, as amended; 47 U.S.C. 155.

2. A new centered heading and a new Section 0.81 is added to Subpart A to read as follows:

Office of Workplace Diversity

**§ 0.81 Functions of the Office.**

(a) The Office of Workplace Diversity (OWD), as a staff office to the Commission, shall develop, coordinate, evaluate, and recommend to the Commission policies, programs, and practices that foster a diverse workforce and promote and ensure equal opportunity for all employees and applicants for employment. A principal function of the Office is to lead, advise, and assist the Commission, including all of its component Bureau/Office managers, supervisors, and staff, at all levels, on ways to promote inclusion and full participation of all employees in pursuit of the Commission's mission. In accordance with this function, the Office shall:

(1) Conduct independent analyses of the Commission's policies and practices to ensure that those policies and practices foster diversity in the workplace and ensure equal opportunity and equal treatment for employees and applicants; and

(2) Advise the Commission, Bureaus, and Offices of their responsibilities under Title VII of the Civil Rights Act of 1964, as amended; Section 501 of the Rehabilitation Act of 1973, as amended; Age Discrimination in Employment Act of 1967, as amended; Executive Order 11478; and all other statutes, Executive Orders, and regulatory provisions relating to workplace diversity, equal employment opportunity, nondiscrimination, and civil rights.

(b) The Office has the following duties and responsibilities:

(1) Through its Director, serves as the principal advisor to the Chairman and Commission officials on all aspects of workplace diversity, affirmative recruitment, equal employment

opportunity, non-discrimination, and civil rights;

(2) Provides leadership and guidance to create a work environment that values and encourages diversity in the workplace;

(3) Is responsible for developing, implementing, and evaluating programs and policies to foster a workplace whose diversity reflects the diverse makeup of the Nation, enhances the mission of the Commission, and demonstrates the value and effectiveness of a diverse workforce;

(4) Is responsible for developing, implementing, and evaluating programs and policies that promote understanding among members of the Commission's workforce of their differences and the value of those differences and provide a channel for communication among diverse members of the workforce at all levels;

(5) Develops, implements, and evaluates programs and policies to ensure that all members of the Commission's workforce and candidates for employment have equal access to opportunities for employment, career growth, training, and development and are protected from discrimination and harassment;

(6) Develops and recommends Commission-wide workforce diversity goals and reports on achievements;

(7) Is responsible for developing, implementing, and evaluating programs and policies to enable all Bureaus and Offices to manage a diverse workforce effectively and in compliance with all equal employment opportunity and civil rights requirements;

(8) Works closely with the Associate Managing Director—Human Resources Management to ensure compliance with Federal and Commission recruitment and staffing requirements;

(9) Manages the Commission's equal employment opportunity compliance program. Responsibilities in this area include processing complaints alleging discrimination, recommending to the Chairman final decisions on EEO complaints within the Commission, and providing counseling services to employees and applicants on EEO matters;

(10) Develops and administers the Commission's program of accessibility and accommodation for disabled persons in accordance with applicable regulations;

(11) Represents the Commission at meeting with other public and private groups and organizations on matters counseling workplace diversity and equal employment opportunity and workplace diversity issues;

(12) Maintains liaison with and solicits views of organizations within and outside the Commission on matters relating to equal opportunity and workplace diversity.

3. A new centered heading and a new Section 0.391 is added to Subpart B to read as follows:

Office of Workplace Diversity

**§ 0.391 Authority delegated.**

The Director, Office of Workplace Diversity, or his/her designee, is hereby delegated authority to:

(a) Manage the Commission's internal EEO compliance program pursuant to Title VII of the Civil Rights Act of 1964, as amended, the Rehabilitation Act of 1973, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Equal Pay Act, and other applicable laws, rules, regulations, and Executive Orders, with authority that includes appointing EEO counselors, investigators, and mediators; investigating complaints of employment discrimination, and recommending to the Chairman final agency decisions on EEO complaints;

(b) Mediate EEO complaints;

(c) Develop the Commission's affirmative action goals and objectives;

(d) Collect and analyze data on the Commission's affirmative action and EEO activities and accomplishments;

(e) Prepare and release reports on EEO, affirmative action, workplace diversity, and related subjects;

(f) Review personnel activities, including hiring, promotions, discipline, training, awards, and performance recognition for conformance with EEO and workplace diversity goals, objectives and requirements;

(g) Conduct studies and collect data on workplace diversity issues and problems;

(h) Assume representational role on behalf of the Commission at conferences, meetings, and negotiations on EEO and workplace diversity issues;

(i) Develop programs and strategies designed to foster and encourage fairness, equality, and inclusion of all employees in the workforce.

[FR Doc. 96-1419 Filed 1-26-96; 8:45 am]

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**DEPARTMENT OF COMMERCE**

**National Oceanic and Atmospheric Administration**

**50 CFR Part 642**

[Docket No. 950725189-5260-02; I.D. 012396A]

**Coastal Migratory Pelagic Resources of the Gulf of Mexico and South Atlantic; Trip Limit Reduction**

**AGENCY:** National Marine Fisheries Service (NMFS), National Oceanic and Atmospheric Administration (NOAA), Commerce.

**ACTION:** Trip limit reduction.

**SUMMARY:** NMFS reduces the commercial trip limit in the hook-and-line fishery for king mackerel in the Florida west coast sub-zone to 50 king mackerel per day in or from the exclusive economic zone (EEZ). This trip limit reduction is necessary to protect the overfished Gulf king mackerel resource.

**EFFECTIVE DATE:** The 50-fish commercial trip limit is effective 12:01 a.m., local time, January 24, 1996, and remains in effect through June 30, 1996, unless changed by further notification in the Federal Register.

**FOR FURTHER INFORMATION CONTACT:** Mark F. Godcharles, 813-570-5305.

**SUPPLEMENTARY INFORMATION:** The fishery for coastal migratory pelagic fish (king mackerel, Spanish mackerel, cero, cobia, little tunny, dolphin, and, in the Gulf of Mexico only, bluefish) is managed under the Fishery Management Plan for the Coastal Migratory Pelagic Resources of the Gulf of Mexico and South Atlantic (FMP). The FMP was prepared by the Gulf of Mexico and South Atlantic Fishery Management Councils (Councils) and is implemented by regulations at 50 CFR part 642 under the authority of the Magnuson Fishery Conservation and Management Act.

Based on the Councils' recommended total allowable catch and the allocation ratios in the FMP, NMFS implemented a commercial quota for the Gulf migratory group of king mackerel in the Florida west coast sub-zone at 865,000 lb (392,357 kg). That quota was further divided into two equal quotas of 432,500 lb (196,179 kg) for vessels in each of two groups by gear types—vessels fishing with run-around gillnets and vessels using hook- and line gear.

In accordance with 50 CFR 642.28(b)(2)(ii), from the date that 75 percent of the sub-zone's commercial quota has been harvested until a closure of the Florida west coast sub-zone has