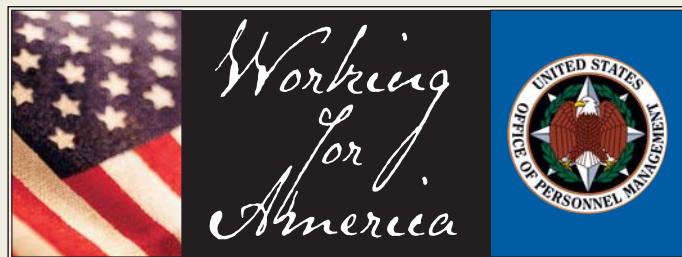




**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

*PAY STRUCTURE OF THE
FEDERAL CIVIL SERVICE
AS OF MARCH 31, 2004*

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



May 2005

Federal Civilian Workforce Statistics

Pay Structure of the Federal Civil Service

As of March 31, 2004

United States Office of Personnel Management
Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-6000

FOREWORD

This report presents salary and wage information on full-time non-postal Federal civilian employees. The U.S. Postal Service stopped reporting data for this report after 1982.

This publication is now available to the public in electronic format. You may obtain copies of this publication via OPM's World Wide Web Site at: <http://www.opm.gov/feddata/html/paystr.htm>

The paper and electronic versions of this publication are produced in Adobe Acrobat's Portable Document Format (pdf). The electronic version requires the Acrobat Reader for viewing and printing. You may obtain copies of the Acrobat Reader, at no cost, from [Adobe Systems Incorporated World Wide Site at: http://www.adobe.com/proindex/acrobat/readstep.htm](http://www.adobe.com/proindex/acrobat/readstep.htm)

Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document. You are welcome to copy or print the statistical tables and charts for use in your own reports and presentations. Feel free to make copies of this publication for distribution purposes.

CONTENTS

	Page
Survey Analysis	2
Appendix A - Statistical Figures	4
Distributions of employment and salaries by geographic area and pay system are displayed. Also presented is a chart showing the composition of full-time employment under the pay system category "Other Acts and Administrative Determination."	
Appendix B - Statistical Tables	10
Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: pay system, geographic area, and agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, DC-MD-VA-WV, Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).	
Appendix C - Pay Systems, Data Sources, Population Coverage, Salary Schedules, and Locality Pay Extensions.....	44
Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey, upon which adjustments for locality and law enforcement officers were added where applicable. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13332 on January 1, 2004. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.	
Acknowledgments	60

Survey Analysis (See Appendix A for Graphic Presentations)

The survey population studied in this publication includes all full-time non-postal Federal employees. We have provided analysis of the survey data in the form of tables and graphic representations according to the following groupings: Pay Plan, Major Geographic Area, Average Salary, the General Schedule, Foreign Service and the Department of Veterans Affairs Pay Systems, Executive Schedule and Senior Executive Service, Other Pay Plans, and Special Salary Rates.

Pay Plan

As of March 31, 2004, total employment was 1,744,758 down 9,845 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,244,413 or 71.3 percent; Federal Wage System -- 184,087 or 10.6 percent; and pay systems under Other Acts and Administrative Determination -- 316,258 or 18.1 percent.

Major Geographic Areas

Figure 2 shows that most (96.9 percent) of the Federal civilian workforce covered by this survey was employed in the United States. The remainder worked in U.S. territories (12,608 or 0.7 percent) or foreign countries (41,616 or 2.4 percent).

Table 15 shows that among States, the District of Columbia had the largest number of full-time Federal civilian employees (150,631 or 8.9 percent), while Delaware had the smallest Federal civilian employment population (2,583 or 0.1 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.6 percent (1,475,740) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 279,682 or 16.0 percent.

There are 19 Metropolitan Statistical Areas defined as Consolidated Metropolitan Statistical Areas (CMSA's); Washington-Baltimore, DC-MD-VA-WV CMSA had the largest full-time Federal workforce (313,455) with an average adjusted basic salary of \$77,057. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (63,180) with an average adjusted basic salary of \$64,275. **Table 16** illustrates additional CMSA and MSA salary data.

Average Salaries

Population salaries used in this publication are "adjusted basic salaries" which is an individual's annualized base pay plus any locality pay adjustment.

Overall, the average salary for full-time employees was \$60,517. Average (mean) salaries by major geographic areas were: United States -- \$60,772; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$78,593; Foreign Countries -- \$54,926; and U.S. Territories -- \$44,832. Average salaries by major pay system were: General Schedule -- \$59,593. Federal Wage System -- \$42,096; and Other Acts and Administratively Determined Pay Systems -- \$74,876. **Figures 3 and 4, along with Table 2**, show more extensive average salary data.

General Schedule

General Schedule (GS and GM) employment (1,244,413) increased by 1,771 workers or 0.1 percent since March 31, 2003. Nine grades (GS-7 through GS-9, and GS-12 through GS-15) had a combined increase of 10,106 workers, while six grades (GS-1 through GS-6, and GS-10 through GS-11) had a combined loss of 8,335. Most of the decline in employees was concentrated in GS-1 through GS-6 (staffed mostly by technical and clerical workers) while the remaining employees was at the GS-9 grade (primarily staffed with administrative and professional workers). **Figure 5** provides a chart and table reflecting these changes.

Foreign Service and Department of Veterans Affairs Pay Systems

Table 8 shows that there were 3,832 Foreign Service Officers with an average salary of \$93,594, and 9,367 Foreign Service Personnel with an average salary of \$62,333 as of March 31, 2004.

Department of Veterans Affairs pay systems listed below had the following employment and average salaries:

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under section 7431 of Title 38, United States Code (U.S.C.) This special pay is not part of their basic pay and is

	Employment	Average Salary
Physicians & Dentists (VM)	8,205	\$112,792
Nurses (VN)	33,019	\$66,774
Podiatrists & Optometrists (VP)	393	\$102,743
Physicians Assistants (VN)	1,342	\$77,493

(See Table 9)

not included in the average pay calculation shown above. The Nurses pay system (VN) was changed from a nationwide to a locality based system in 1991, and the average salaries above reflect that locality pay.

Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 470 with an average salary of \$141,820 as of March 31, 2004.

Employment in the Senior Executive Service (SES) totaled 7,038 with an average salary of \$141,554.

Other Pay Plans

In **Tables 13 and 14**, we refer to some senior pay level pay plans. These pay plans include ST (authorized under section 3104 of Title 5, U.S.C. for specially qualified scientific and professional personnel) and SR (statutory rates not elsewhere classified). The AD pay plan discussed later under Federal Pay Systems in Appendix C also contains some highly paid employees. Information on other senior pay plans, such as AL, CA, ES, EX, FA, FE, and SL, is presented in Appendix C.

Special Salary Rates

The Office of Personnel Management has the authority to establish special rates of pay under section 5305 of Title 5, U.S.C., and has oversight authority for certain special rates authorized under Title 38 U.S.C. for GS and GM employees. Special salary rates can be set for white-collar positions where Federal agencies have difficulty recruiting and/or retaining qualified personnel in certain occupations, grades, and locations. Under Title 5, U.S.C. minimum special rate salaries may be no more than 30 percent above the General Schedule step 10 salary for each particular grade.

As of March 2004, there were 194,844 white-collar workers being paid special rate salaries (170,807 Title 5 and 24,037 Title 38). The white-collar special pay rate workforce was distributed as follows:

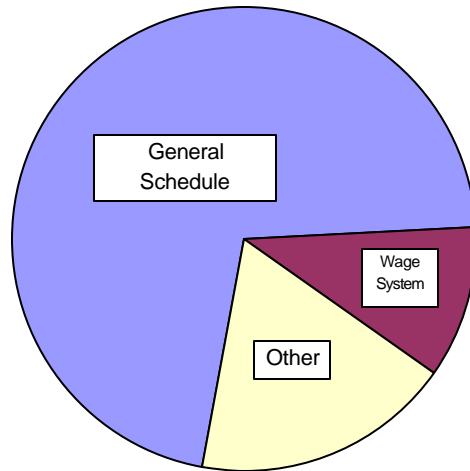
Professional (28.3 percent), **Administrative** (33.2), **Technical** (16.9 percent), **Clerical** (8.8 percent), and **Other** (12.7 percent).

APPENDIX A - STATISTICAL FIGURES

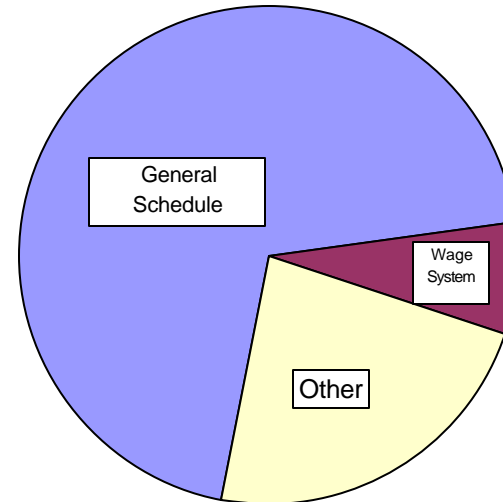
Figure 1.	Distribution of full-time employment and aggregate adjusted basic salaries by major pay systems as of March 31, 2004	5
Figure 2.	Distribution of non-postal full-time employment by geographic area as of March 31, 2004	6
Figure 3.	Average annual adjusted basic salaries by geographic area and pay category as of March 31, 2004.....	7
Figure 4.	Distribution of full-time employment by selected pay plans and agencies within the “Other Acts and Administrative Determination” category as of March 31, 2004.....	8
Figure 5.	Distribution of General Schedule employment, all areas, as of March 31, 2003 and 2004	9

Figure 1
DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 2004

Full-Time Employment



Aggregate Adjusted Basic Salaries



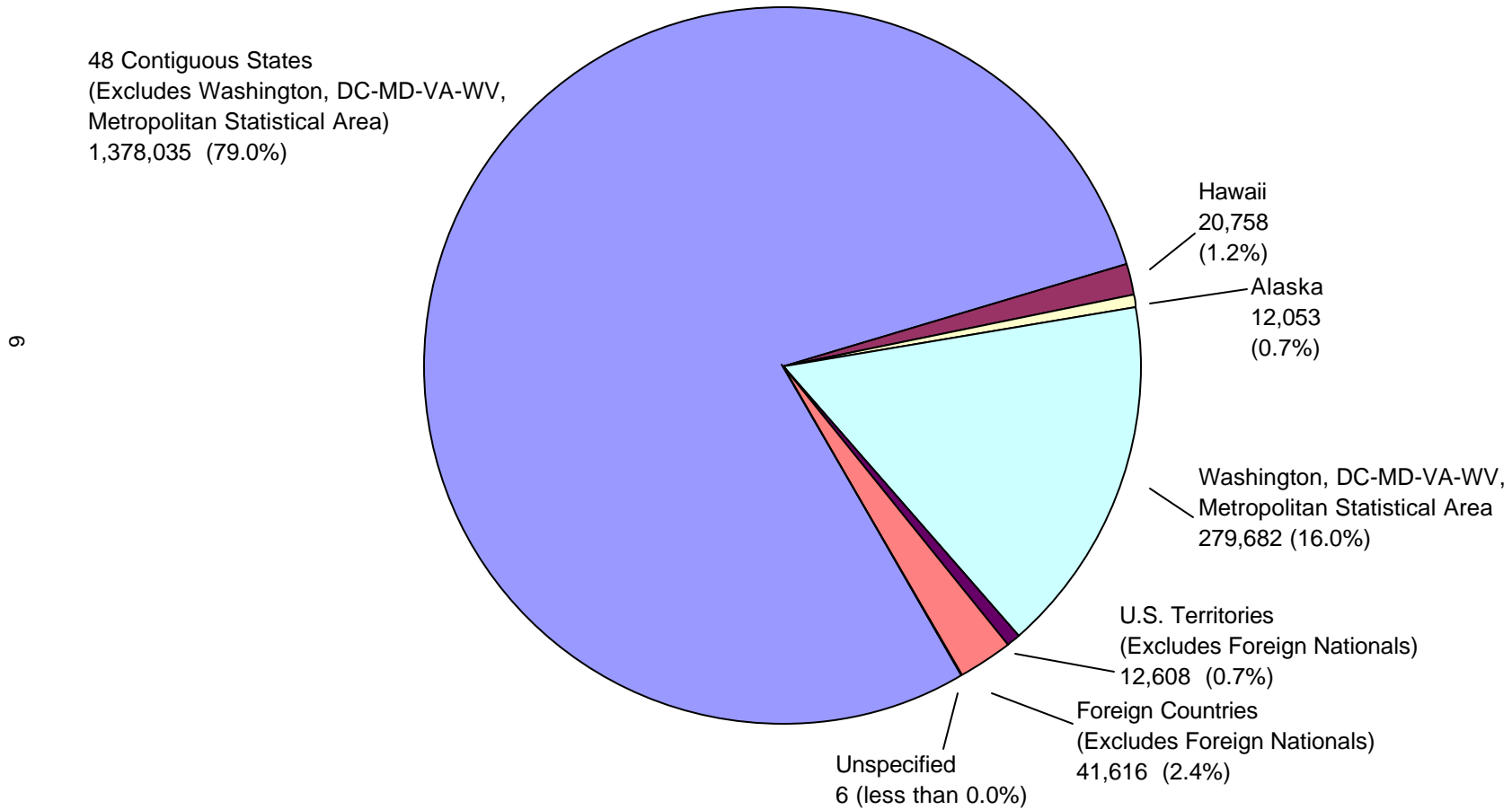
5

Full-Time (000) and Aggregate Adjusted Basic Salaries (\$ millions) by Pay Category

Pay System	2004	2003	2004	2003	2004	2003	2004	2003
General Schedule	1,244.4	1,242.6	71.3 %	70.8 %	\$ 74,158.0	\$70,674.0	70.2 %	70.1 %
Wage System	184.1	187.1	10.6	10.7	7,749.3	7,718.7	7.3	7.7
Other	316.3	324.9	18.1	18.5	23,680.2	22,461.6	22.4	22.3
Total	1,744.8	1,754.6	100.0	100.0	105,588.1	100,854.3	100.0	100.0

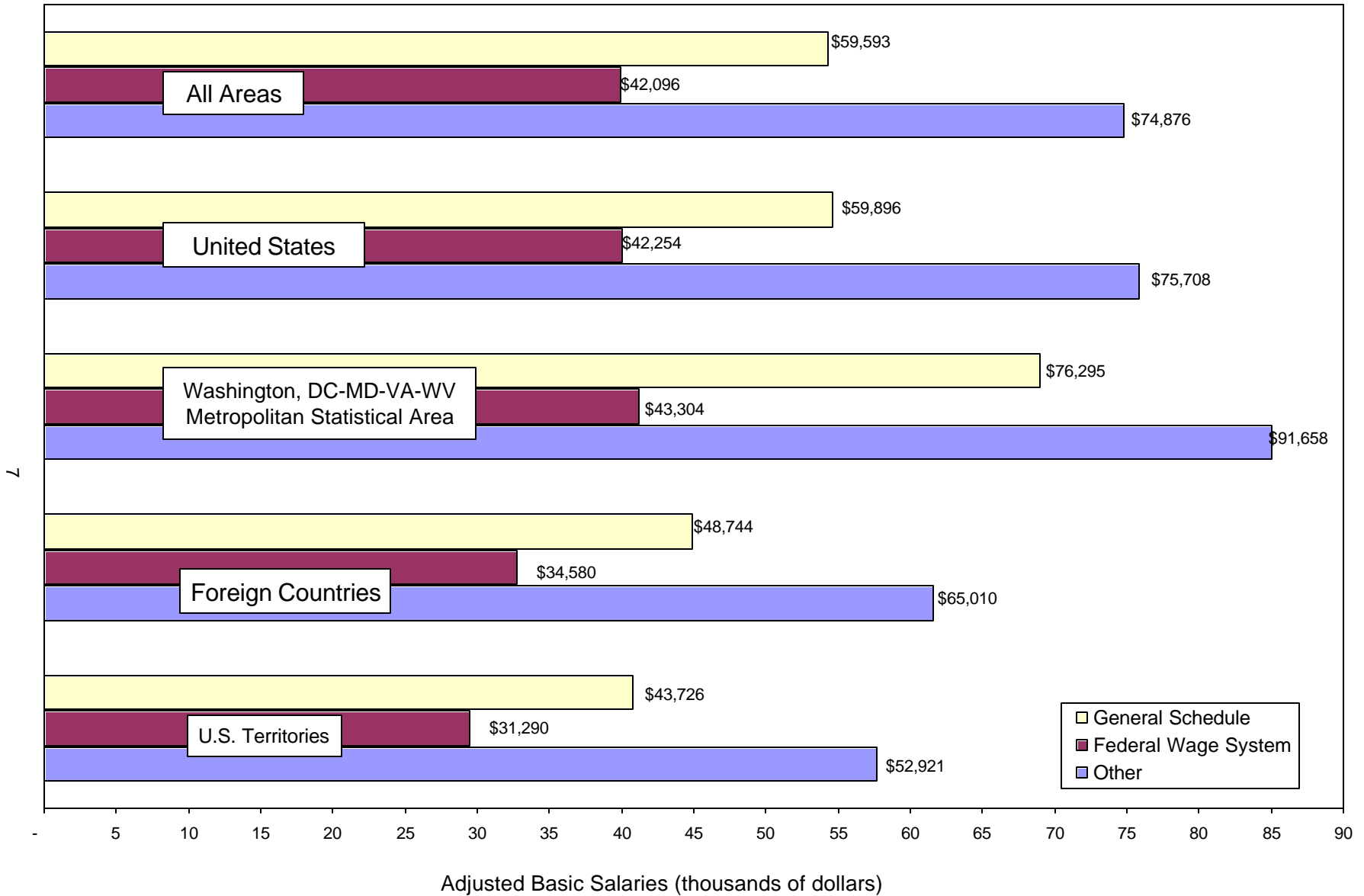
Figure 2
DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT
BY GEOGRAPHIC AREA AS OF MARCH 31, 2004

Total Full-Time Employment: 1,744,758



Source: U.S. Office of Personnel Management, Salary and Wage Survey: March 31, 2004.

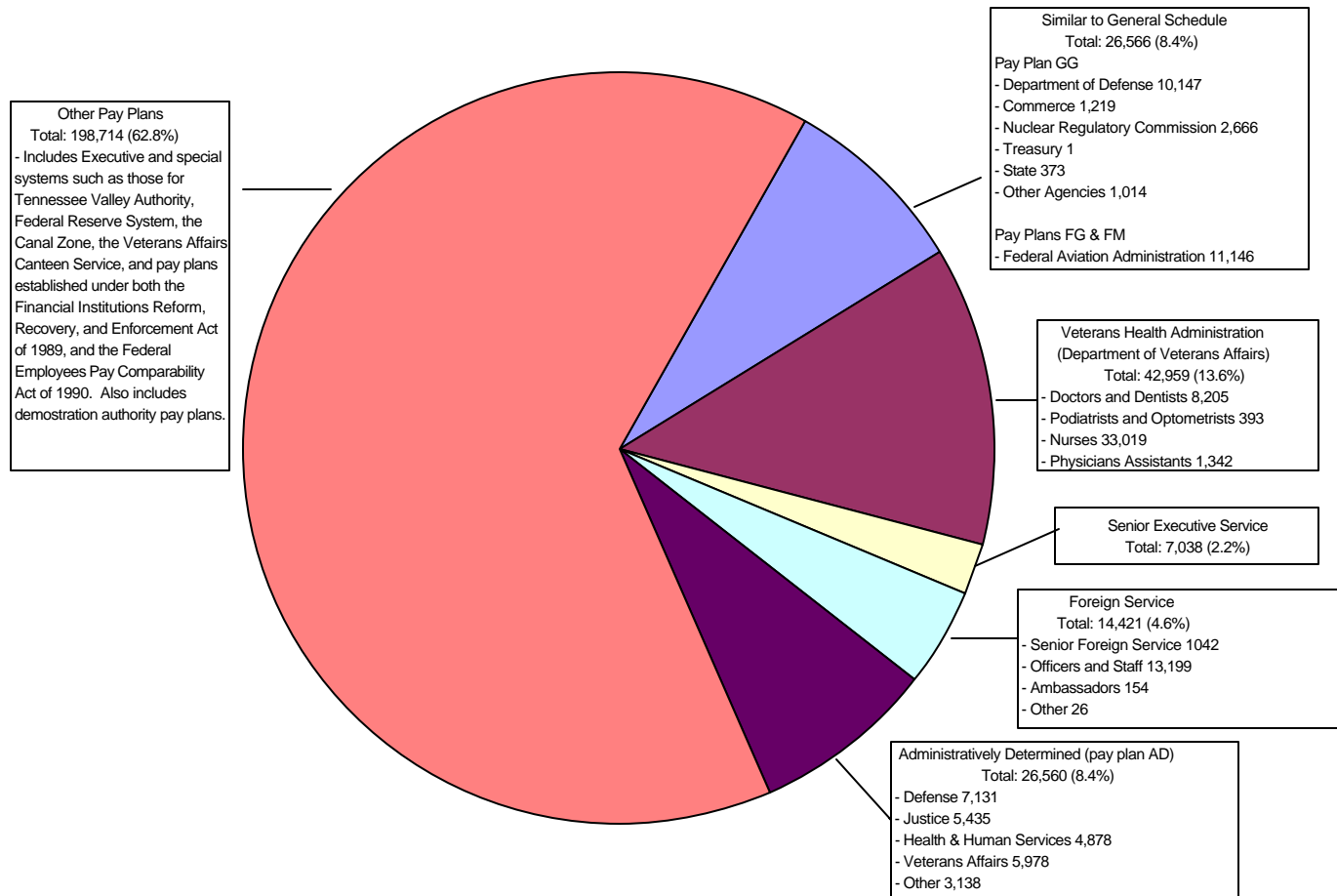
Figure 3
AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC
AREA AND PAY CATEGORY AS OF MARCH 31, 2004



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2004

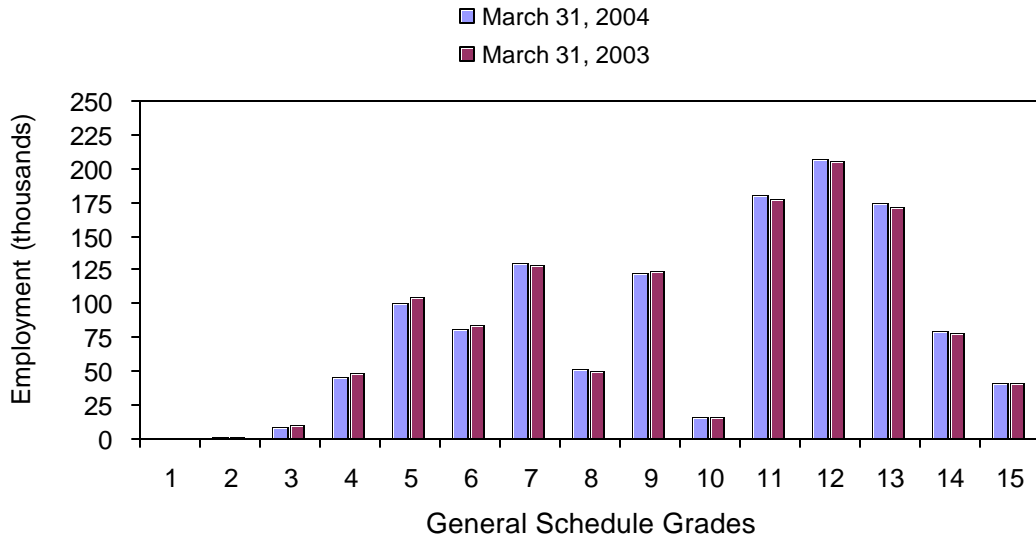
Figure 4
DISTRIBUTION OF FULL-TIME EMPLOYMENT BY SELECTED PAY PLANS AND
AGENCIES WITHIN THE "OTHER ACTS AND ADMINISTRATIVE DETERMINATION"
CATEGORY AS OF MARCH 31, 2004

Total Full-Time Employment: 316,258



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2004

Figure 5
Distribution of General Schedule Employment 1/
 All Areas -- as of March 31, 2004 and March 31, 2003



Grade	2004	2003	Net Change	Percent Change
1	270	320	-50	-15.63
2	955	1,242	-287	-23.11
3	8,445	10,018	-1,573	-15.70
4	45,327	48,668	-3,341	-6.86
5	100,984	105,267	-4,283	-4.07
6	81,255	83,727	-2,472	-2.95
7	130,828	128,510	2,318	1.80
8	51,413	50,448	965	1.91
9	123,437	123,577	-140	-0.11
10	16,975	16,289	686	4.21
11	180,333	177,348	2,985	1.68
12	207,566	205,733	1,833	0.89
13	174,575	172,268	2,307	1.34
14	80,205	78,290	1,915	2.45
15	41,845	40,937	908	2.22
Total	1,244,413	1,242,642	1,771	0.14

Governmentwide average grade under the General Schedule (GS) as of March 31, 2004 was 9.89.

The Governmentwide average grade 1981 through 2003 was 8.24, 8.26, 8.34, 8.38, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, 9.49, 9.45, 9.51, 9.57, 9.66, 9.71, 9.75, and 9.82 respectively (Note: all average grades from 1979 through 1990 were based on GS grade

1/ Includes employees in General Schedule (GS) and employees covered by the former Performance Management and Recognition System (GM) pay plans.

APPENDIX B - STATISTICAL TABLES

	Page
Table 1. Full-time employment by Federal agency and pay system, all areas, as of March 31, 2004	11
Table 2. Aggregate and average adjusted basic salary of full-time employment by pay system and area, as of March 31, 2004	14
Table 3. Grade distribution of full-time General Schedule employment by agency, all areas, as of March 31, 2004	15
Table 4. Grade and step distribution and adjusted basic salary statistics of full-time General Schedule employment, all areas, as of March 31, 2004	19
Table 5. Grade and step distribution and adjusted basic salary statistics of full-time General Schedule employment, total United States, as of March 31, 2004	20
Table 6. Grade and step distribution and adjusted basic salary statistics of full-time General Schedule employment, Wash., DC-MD-VA-WV, Metropolitan Statistical Area, as of March 31, 2004	21
Table 7. Grade and step percent distribution of full-time General Schedule employment by selected area, as of March 31, 2004	22
Table 8. Grade and step distribution of full-time employment in Foreign Service pay systems, all areas, as of March 31, 2004	23
Table 9. Grade and step distribution of full-time employment in the Veterans Health Administration, all areas, as of March 31, 2004	24
Table 10. Distribution of full-time employment by adjusted basic salary interval and pay system, all areas, as of March 31, 2004	25
Table 11. Distribution of full-time employment by adjusted basic salary interval and pay system, total United States, as of March 31, 2004	26
Table 12. Distribution of full-time employment by adjusted basic salary interval and pay system, Washington, DC-MD-VA-WV, Metropolitan Statistical Area, as of March 31, 2004	27
Table 13. Full-time employment in selected senior pay levels pay plans by major geographic area, as of March 31, 2004	28
Table 14. Senior pay levels employment by Federal agency and pay system, all areas, as of March 31, 2004	29
Table 15. Average adjusted basic salaries of full-time employment by pay system for States, as of March 31, 2004	31
Table 16. Average adjusted basic salaries of full-time employment by pay system for Metropolitan Statistical Areas, as of March 31, 2004	33
Table 17. Distribution of full-time General Schedule employment in the contiguous United States by locality pay area, as of March 31, 2004	43

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
ALL AGENCIES, TOTAL	1,744,758	1,244,413	184,087	316,258
LEGISLATIVE BRANCH, TOTAL	9,288	4,546	1,473	3,269
ARCHITECT OF THE CAPITOL	2,085	504	1,338	243
BOTANIC GARDEN	52	16	36	...
COMMISSION ON OCEAN POLICY	12	...	...	12
GOVERNMENT PRINTING OFFICE	2,621	...	15	2,606
LIBRARY OF CONGRESS	4,193	3,821	82	290
MEDICARE PAYMENT ADVISORY COMMISSION	28	...	...	28
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	44	...	...	44
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	14	...	...	14
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	19	...	...	19
U.S. TAX COURT	220	205	2	13
EXECUTIVE BRANCH, TOTAL	1,735,470	1,239,867	182,614	312,989
EXECUTIVE OFFICE OF THE PRESIDENT				
COUNCIL OF ECONOMIC ADVISERS	29	8	...	21
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	21	11	...	10
NATIONAL SECURITY COUNCIL	54	45	...	9
OFFICE OF ADMINISTRATION	209	194	10	5
OFFICE OF MANAGEMENT AND BUDGET	475	395	...	80
OFFICE OF NATIONAL DRUG CONTROL POLICY	101	81	...	20
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	28	21	...	7
OFFICE OF THE U.S. TRADE REPRESENTATIVE	197	156	...	41
EXECUTIVE DEPARTMENTS				
DEPARTMENT OF AGRICULTURE	91,525	88,057	1,962	1,506
DEPARTMENT OF COMMERCE	31,316	22,001	468	8,847
DEPARTMENT OF DEFENSE, TOTAL	628,897	421,530	134,649	72,718
DEFENSE LOGISTICS AGENCY	21,565	15,628	5,512	425
DEPARTMENT OF THE AIR FORCE	149,013	95,161	44,986	8,866
DEPARTMENT OF THE ARMY	217,454	155,926	43,271	18,257
DEPARTMENT OF THE NAVY	177,608	106,663	37,481	33,464
OFFICE OF THE SECRETARY OF DEFENSE	1,397	827	5	565
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	185	181	1	3
DEPARTMENT OF DEFENSE	61,675	47,144	3,393	11,138
DEPARTMENT OF EDUCATION	4,284	4,077	6	201
DEPARTMENT OF ENERGY	14,794	12,337	466	1,991
DEPARTMENT OF HEALTH AND HUMAN SERVICES	57,821	50,212	2,036	5,573
DEPARTMENT OF HOMELAND SECURITY	135,971	78,694	2,300	54,977
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,195	9,850	4	341
DEPARTMENT OF THE INTERIOR	66,047	53,257	6,563	6,227
DEPARTMENT OF JUSTICE	100,234	88,805	4,787	6,642
DEPARTMENT OF LABOR	15,389	15,143	...	246
DEPARTMENT OF STATE	19,908	7,351	54	12,503
DEPARTMENT OF TRANSPORTATION	56,914	8,558	325	48,031
DEPARTMENT OF THE TREASURY	118,682	109,103	1,430	8,149
DEPARTMENT OF VETERANS AFFAIRS	209,280	133,764	25,129	50,387

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	35	...	...	35
AFRICAN DEVELOPMENT FOUNDATION	23	22	...	1
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,143	945	...	1,198
AMERICAN BATTLE MONUMENTS COMMISSION	46	44	...	2
APPALACHIAN REGIONAL COMMISSION	10	8	...	2
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	26	25	...	1
ARCTIC RESEARCH COMMISSION	3	2	...	1
ARMED FORCES RETIREMENT HOME	510	377	119	14
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	36	30	...	6
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	26	25	...	1
COMMISSION OF FINE ARTS	8	7	...	1
COMMISSION ON CIVIL RIGHTS	62	60	...	2
COMMODITY FUTURES TRADING COMMISSION	508	...	...	508
CONSUMER PRODUCT SAFETY COMMISSION	451	437	...	14
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	563	93	...	470
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1,031	1,019	...	12
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	98	30	...	68
ELECTION ASSISTANCE COMMISSION	4	...	...	4
ENVIRONMENTAL PROTECTION AGENCY	16,906	16,566	5	335
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,457	2,418	...	39
EXPORT-IMPORT BANK OF THE UNITED STATES	391	341	...	50
FARM CREDIT ADMINISTRATION	283	...	...	283
FARM CREDIT SYSTEM INSURANCE CORPORATION	9	...	...	9
FEDERAL MEDIATION AND CONCILIATION SERVICE	274	270	...	4
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	38	22	...	16
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	93	85	...	8
FEDERAL COMMUNICATIONS COMMISSION	1,929	1,855	8	66
FEDERAL DEPOSIT INSURANCE CORPORATION	5,150	...	21	5,129
FEDERAL ELECTION COMMISSION	367	352	...	15
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	106	...	...	106
FEDERAL LABOR RELATIONS AUTHORITY	182	160	...	22
FEDERAL MARITIME COMMISSION	128	113	...	15
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,645	...	...	1,645
FEDERAL TRADE COMMISSION	1,021	975	5	41
GENERAL SERVICES ADMINISTRATION	12,373	11,416	817	140
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	2	...	1
INTER-AMERICAN FOUNDATION	42	40	...	2
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	253	...	101	152
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	5	1	1	3

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	16	...	...	16
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	2	...	1
MARINE MAMMAL COMMISSION	10	9	...	1
MERIT SYSTEMS PROTECTION BOARD	223	208	...	15
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	25	...	...	25
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,731	18,029	41	661
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,559	2,522	14	23
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	...	...	5
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	359	328	...	31
NATIONAL CAPITAL PLANNING COMMISSION	50	47	...	3
NATIONAL COUNCIL ON DISABILITY	12	11	...	1
NATIONAL CREDIT UNION ADMINISTRATION	860	...	...	860
NATIONAL LABOR RELATIONS BOARD	1,852	1,733	5	114
NATIONAL MEDIATION BOARD	46	41	...	5
NATIONAL SCIENCE FOUNDATION	1,215	710	...	505
NATIONAL TRANSPORTATION SAFETY BOARD	411	388	...	23
NUCLEAR REGULATORY COMMISSION	2,927	...	4	2,923
NUCLEAR WASTE TECHNICAL REVIEW BOARD	13	4	...	9
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	57	40	...	17
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	55	45	8	2
OFFICE OF GOVERNMENT ETHICS	73	68	...	5
OFFICE OF SPECIAL COUNSEL	95	89	...	6
OVERSEAS PRIVATE INVESTMENT CORPORATION	198	176	...	22
PEACE CORPS	872	...	...	872
PENSION BENEFIT GUARANTY CORPORATION	759	731	...	28
PRESIDIO TRUST	310	...	...	310
RAILROAD RETIREMENT BOARD	1,087	1,071	2	14
SECURITIES AND EXCHANGE COMMISSION	3,408	1	...	3,407
SELECTIVE SERVICE SYSTEM	155	152	1	2
SMALL BUSINESS ADMINISTRATION	3,191	3,083	5	103
SMITHSONIAN INSTITUTION	4,837	3,924	774	139
SOCIAL SECURITY ADMINISTRATION	62,114	60,584	328	1,202
TENNESSEE VALLEY AUTHORITY	12,263	...	...	12,263
TRADE AND DEVELOPMENT AGENCY	42	37	...	5
U.S. HOLOCAUST MEMORIAL MUSEUM	224	202	16	6
VIETNAM EDUCATION FOUNDATION	2	...	...	2
BROADCASTING BOARD OF GOVERNORS	1,825	1,465	133	227
U.S. INSTITUTE OF PEACE	75	...	...	75
U.S. INTERNATIONAL TRADE COMMISSION	353	335	...	18
OFFICE OF PERSONNEL MANAGEMENT	2,505	2,425	17	63
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	11	...	...
VALLES CALDERA TRUST	18	...	...	18
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	12	12	...	...
OFFICE OF PERSONNEL MANAGEMENT	2,550	2,478	27	45
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	11	...	...

TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 2004

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
ALL AREAS								
TOTAL	1,744,758	100.0	\$105,588,104,720	100.0	\$60,517	\$54,212	\$29.00	\$25.98
GENERAL SCHEDULE	1,244,413	71.3	\$74,158,585,584	70.2	\$59,593	\$55,243	\$28.55	\$26.47
FEDERAL WAGE SYSTEMS	184,087	10.6	\$7,749,325,663	7.3	\$42,096	\$42,072	\$20.17	\$20.16
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	316,258	18.1	\$23,680,193,473	22.4	\$74,876	\$70,375	\$35.88	\$33.72
TOTAL UNITED STATES								
TOTAL	1,690,528	100.0	\$102,736,799,829	100.0	\$60,772	\$54,316	\$29.12	\$26.03
GENERAL SCHEDULE	1,214,178	71.8	\$72,724,321,861	70.8	\$59,896	\$55,389	\$28.70	\$26.54
FEDERAL WAGE SYSTEMS	180,877	10.7	\$7,642,822,034	7.4	\$42,254	\$42,133	\$20.25	\$20.19
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	295,473	17.5	\$22,369,655,934	21.8	\$75,708	\$72,255	\$36.28	\$34.62
WASHINGTON, D.C. METROPOLITAN AREA								
TOTAL	279,682	100.0	\$21,981,073,104	100.0	\$78,593	\$77,020	\$37.66	\$36.90
GENERAL SCHEDULE	207,012	74.0	\$15,794,017,046	71.9	\$76,295	\$76,285	\$36.56	\$36.55
FEDERAL WAGE SYSTEMS	9,797	3.5	\$424,248,651	1.9	\$43,304	\$44,180	\$20.75	\$21.17
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	62,873	22.5	\$5,762,807,407	26.2	\$91,658	\$80,450	\$43.92	\$38.55
FOREIGN COUNTRIES								
TOTAL	41,616	100.0	\$2,285,809,429	100.0	\$54,926	\$53,017	\$26.32	\$25.40
GENERAL SCHEDULE	22,362	53.7	\$1,090,010,138	47.7	\$48,744	\$47,311	\$23.36	\$22.67
FEDERAL WAGE SYSTEMS	1,837	4.4	\$63,523,753	2.8	\$34,580	\$31,275	\$16.57	\$14.99
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	17,417	41.9	\$1,132,275,538	49.5	\$65,010	\$59,486	\$31.15	\$28.50
U.S. TERRITORIES								
TOTAL	12,608	100.0	\$565,242,345	100.0	\$44,832	\$40,262	\$21.48	\$19.29
GENERAL SCHEDULE	7,873	62.4	\$344,253,585	60.9	\$43,726	\$39,489	\$20.95	\$18.92
FEDERAL WAGE SYSTEMS	1,368	10.9	\$42,804,714	7.6	\$31,290	\$29,276	\$14.99	\$14.03
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	3,367	26.7	\$178,184,046	31.5	\$52,921	\$48,099	\$25.36	\$23.05
UNSPECIFIED GEOGRAPHIC AREA								
TOTAL	6	100.0	\$253,117	100.0	\$42,186	\$31,500	\$20.21	\$15.09
GENERAL SCHEDULE	6	...	...	...	...	...	...	...
FEDERAL WAGE SYSTEMS	5	83.3	\$175,162	69.2	\$35,032	\$31,250	\$16.79	\$14.97
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	1	16.7	\$77,955	30.8	\$77,955	\$77,250	\$37.35	\$37.01

NOTE - PERCENTAGES ARE ROUNDED INDEPENDENTLY AND ARE NOT FORCED TO ADD TO TOTALS.

- PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE GENERAL SCHEDULE FIGURES.

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL EMPLOYEES	GENERAL SCHEDULE GRADE						
		1	2	3	4	5	6	7
ALL AGENCIES, TOTAL	1,244,413	270	955	8,445	45,327	100,984	81,255	130,828
LEGISLATIVE BRANCH, TOTAL	4,546	36	4	15	63	164	224	325
ARCHITECT OF THE CAPITOL	504	...	...	3	11	19	14	56
BOTANIC GARDEN	16	...	...	...	1	1	...	2
LIBRARY OF CONGRESS	3,821	36	4	12	47	137	196	245
U.S. TAX COURT	205	...	...	...	4	7	14	22
EXECUTIVE BRANCH, TOTAL	1,239,867	234	951	8,430	45,264	100,820	81,031	130,503
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	8	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	11	...	...	...	...	...	2	...
NATIONAL SECURITY COUNCIL	45	...	...	...	...	...	1	1
OFFICE OF ADMINISTRATION	194	...	...	...	1	2	4	13
OFFICE OF MANAGEMENT AND BUDGET	395	...	...	...	...	1	...	6
OFFICE OF NATIONAL DRUG CONTROL POLICY	81	...	...	...	...	...	2	5
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	21	...	...	...	1	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	156	...	...	...	...	1	...	1
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	88,057	40	132	559	1,974	5,706	4,988	14,335
DEPARTMENT OF COMMERCE	22,001	9	11	34	268	599	481	1,842
DEPARTMENT OF DEFENSE, TOTAL	421,530	68	312	2,652	17,056	37,944	28,078	41,386
DEFENSE LOGISTICS AGENCY	15,628	...	1	33	281	820	924	1,527
DEPARTMENT OF THE AIR FORCE	95,161	27	86	655	2,710	8,564	6,160	9,603
DEPARTMENT OF THE ARMY	155,926	16	129	812	8,795	15,756	10,350	17,205
DEPARTMENT OF THE NAVY	106,663	23	79	573	3,626	8,748	6,806	8,851
OFFICE OF THE SECRETARY OF DEFENSE	827	...	...	...	...	1	1	21
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	181	...	...	...	...	...	...	4
DEPARTMENT OF DEFENSE	47,144	2	17	579	1,644	4,055	3,837	4,175
DEPARTMENT OF EDUCATION	4,077	...	3	7	22	35	55	212
DEPARTMENT OF ENERGY	12,337	...	5	5	30	80	180	420
DEPARTMENT OF HEALTH AND HUMAN SERVICES	50,212	7	88	454	1,607	2,528	1,915	3,412
DEPARTMENT OF HOMELAND SECURITY	78,694	11	37	102	469	5,597	1,631	12,337
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,850	...	8	24	84	94	126	813
DEPARTMENT OF THE INTERIOR	53,257	10	39	244	1,362	3,942	2,733	5,273
DEPARTMENT OF JUSTICE	88,805	2	32	55	244	1,978	3,280	13,474
DEPARTMENT OF LABOR	15,143	...	8	27	128	357	641	987
DEPARTMENT OF STATE	7,351	2	7	41	86	143	165	571
DEPARTMENT OF TRANSPORTATION	8,558	...	3	15	56	139	170	493
DEPARTMENT OF THE TREASURY	109,103	3	76	2,473	11,970	9,186	7,227	13,405
DEPARTMENT OF VETERANS AFFAIRS	133,764	72	141	1,298	8,160	26,292	25,257	12,401
INDEPENDENT AGENCIES								
AFRICAN DEVELOPMENT FOUNDATION	22	...	...	...	...	...	...	2
AGENCY FOR INTERNATIONAL DEVELOPMENT	945	...	1	1	...	3	13	37
AMERICAN BATTLE MONUMENTS COMMISSION	44	...	...	...	...	...	1	1
APPALACHIAN REGIONAL COMMISSION	8	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	25	...	...	...	...	...	1	1
ARCTIC RESEARCH COMMISSION	2	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	377	...	...	...	2	182	26	40
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	30	...	...	...	...	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	25	...	...	...	...	...	1	...
COMMISSION OF FINE ARTS	7	...	...	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	60	...	...	...	...	5	1	8
CONSUMER PRODUCT SAFETY COMMISSION	437	...	...	1	...	5	3	21
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	93	...	...	...	1	1	2	7
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1,019	...	1	1	6	41	19	168
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	30	...	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	16,566	6	3	23	85	126	100	618
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,418	...	...	1	5	131	78	173
EXPORT-IMPORT BANK OF THE UNITED STATES	341	...	...	...	...	2	5	7
FEDERAL MEDIATION AND CONCILIATION SERVICE	270	...	...	...	...	2	8	7

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
INDEPENDENT AGENCIES (CONTINUED)								
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	22	...	...	...	...	...	1	...
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	85	...	...	...	2	...	2	3
FEDERAL COMMUNICATIONS COMMISSION	1,855	...	...	2	25	21	15	38
FEDERAL ELECTION COMMISSION	352	...	...	1	...	14	10	37
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	160	...	...	...	...	...	2	9
FEDERAL MARITIME COMMISSION	113	...	...	...	...	3	1	10
FEDERAL TRADE COMMISSION	975	...	...	2	1	5	23	68
GENERAL SERVICES ADMINISTRATION	11,416	...	2	14	63	179	216	684
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	2	...	...	...	...	...	...	...
INTER-AMERICAN FOUNDATION	40	...	...	...	1	2	1	4
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	1	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	2	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	9	...	...	...	...	...	...	1
MERIT SYSTEMS PROTECTION BOARD	208	...	...	...	...	2	4	13
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,029	...	3	7	37	97	365	573
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,522	3	16	236	261	304	238	192
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	328	...	...	...	2	...	4	32
NATIONAL CAPITAL PLANNING COMMISSION	47	...	...	...	...	2	3	3
NATIONAL COUNCIL ON DISABILITY	11	...	...	...	...	1	...	...
NATIONAL LABOR RELATIONS BOARD	1,733	...	...	1	4	99	101	192
NATIONAL MEDIATION BOARD	41	...	...	...	...	...	...	3
NATIONAL SCIENCE FOUNDATION	710	...	...	...	...	6	16	131
NATIONAL TRANSPORTATION SAFETY BOARD	388	...	...	...	1	8	3	20
NUCLEAR WASTE TECHNICAL REVIEW BOARD	4	...	...	...	...	1	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	40	...	...	...	...	2	1	1
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	45	...	...	...	...	3	...	9
OFFICE OF GOVERNMENT ETHICS	68	...	...	...	...	2	...	8
OFFICE OF SPECIAL COUNSEL	89	...	...	...	2	2	1	2
OVERSEAS PRIVATE INVESTMENT CORPORATION	176	...	...	...	...	1	1	4
PENSION BENEFIT GUARANTY CORPORATION	731	...	...	2	5	12	7	58
RAILROAD RETIREMENT BOARD	1,071	...	...	3	14	26	22	41
SECURITIES AND EXCHANGE COMMISSION	1	...	...	...	...	...	...	...
SELECTIVE SERVICE SYSTEM	152	...	...	...	3	3	28	14
SMALL BUSINESS ADMINISTRATION	3,083	...	...	9	21	97	102	329
SMITHSONIAN INSTITUTION	3,924	...	...	15	39	792	230	412
SOCIAL SECURITY ADMINISTRATION	60,584	...	16	77	1,066	3,840	2,321	4,794
TRADE AND DEVELOPMENT AGENCY	37	...	...	...	...	1	2	1
U.S. HOLOCAUST MEMORIAL MUSEUM	202	...	...	...	...	14	8	15
BROADCASTING BOARD OF GOVERNORS	1,465	...	...	2	2	9	13	22
U.S. INTERNATIONAL TRADE COMMISSION	335	...	...	...	...	...	2	23
OFFICE OF PERSONNEL MANAGEMENT	2,425	1	7	42	98	150	92	278
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2004

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
51,413	123,437	16,975	180,333	207,566	174,575	80,205	41,845	1,244,413	ALL AGENCIES, TOTAL
340	486	37	484	779	694	521	374	4,546	LEGISLATIVE BRANCH, TOTAL
26	29	13	42	85	112	68	26	504	ARCHITECT OF THE CAPITOL
1	2	...	4	1	3	...	1	16	BOTANIC GARDEN
308	421	10	399	676	548	445	337	3,821	LIBRARY OF CONGRESS
5	34	14	39	17	31	8	10	205	U.S. TAX COURT
51,073	122,951	16,938	179,849	206,787	173,881	79,684	41,471	1,239,867	EXECUTIVE BRANCH, TOTAL
...	1	1	...	4	2	...	...	8	EXECUTIVE OFFICE OF THE PRESIDENT
...	1	...	1	1	1	1	4	11	COUNCIL OF ECONOMIC ADVISERS
6	2	15	1	2	5	7	5	45	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
13	17	1	9	28	30	41	35	194	NATIONAL SECURITY COUNCIL
17	28	13	34	37	56	73	130	395	OFFICE OF ADMINISTRATION
...	4	5	4	7	6	26	22	81	OFFICE OF MANAGEMENT AND BUDGET
...	1	3	2	2	...	4	8	21	OFFICE OF NATIONAL DRUG CONTROL POLICY
3	21	7	2	5	11	19	86	156	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
									OFFICE OF THE U.S. TRADE REPRESENTATIVE
									EXECUTIVE DEPARTMENTS
3,978	13,148	779	13,243	14,613	8,800	3,645	2,117	88,057	DEPARTMENT OF AGRICULTURE
414	1,415	198	2,388	4,181	4,896	3,641	1,624	22,001	DEPARTMENT OF COMMERCE
6,929	47,789	4,491	71,570	86,326	51,809	17,314	7,806	421,530	DEPARTMENT OF DEFENSE, TOTAL
125	2,284	22	3,481	3,562	1,657	620	291	15,628	DEFENSE LOGISTICS AGENCY
1,211	14,770	938	17,743	17,944	10,484	3,178	1,088	95,161	DEPARTMENT OF THE AIR FORCE
2,988	17,811	2,132	24,441	28,532	18,857	6,068	2,034	155,926	DEPARTMENT OF THE ARMY
1,765	10,393	1,231	18,399	24,879	14,175	4,679	2,436	106,663	DEPARTMENT OF THE NAVY
54	43	1	36	60	47	65	498	827	OFFICE OF THE SECRETARY OF DEFENSE
15	11	...	16	34	36	25	40	181	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
771	2,477	167	7,454	11,315	6,553	2,679	1,419	47,144	DEPARTMENT OF DEFENSE
61	168	10	264	839	1,065	804	532	4,077	DEPARTMENT OF EDUCATION
329	550	97	859	1,681	3,360	2,745	1,996	12,337	DEPARTMENT OF ENERGY
1,555	4,376	745	4,879	7,810	10,617	6,495	3,724	50,212	DEPARTMENT OF HEALTH AND HUMAN SERVICES
1,578	7,753	313	19,216	12,499	10,275	5,063	1,813	78,694	DEPARTMENT OF HOMELAND SECURITY
135	429	59	469	2,468	2,836	1,366	939	9,850	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
1,337	7,142	299	9,371	9,963	6,759	3,292	1,491	53,257	DEPARTMENT OF THE INTERIOR
9,587	8,144	2,737	10,011	10,837	17,069	6,672	4,683	88,805	DEPARTMENT OF JUSTICE
202	761	23	1,316	5,501	2,874	1,507	811	15,143	DEPARTMENT OF LABOR
319	648	39	947	1,117	1,636	971	659	7,351	DEPARTMENT OF STATE
182	503	38	541	1,836	2,079	1,575	928	8,558	DEPARTMENT OF TRANSPORTATION
9,691	8,642	1,017	9,220	11,347	16,324	6,833	1,689	109,103	DEPARTMENT OF THE TREASURY
4,511	11,568	5,115	15,020	11,924	8,392	2,772	841	133,764	DEPARTMENT OF VETERANS AFFAIRS
									INDEPENDENT AGENCIES
...	...	...	2	1	5	6	6	22	AFRICAN DEVELOPMENT FOUNDATION
45	69	14	76	127	201	223	135	945	AGENCY FOR INTERNATIONAL DEVELOPMENT
1	6	...	7	16	6	2	4	44	AMERICAN BATTLE MONUMENTS COMMISSION
1	...	...	1	...	3	1	2	8	APPALACHIAN REGIONAL COMMISSION
...	1	...	...	2	9	8	3	25	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
...	...	...	...	...	1	...	1	2	ARCTIC RESEARCH COMMISSION
6	16	24	32	29	12	7	1	377	ARMED FORCES RETIREMENT HOME
...	2	...	1	1	5	15	5	30	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
1	1	...	3	5	8	3	3	25	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
1	1	...	1	...	3	...	1	7	COMMISSION OF FINE ARTS
1	1	...	3	5	24	6	6	60	COMMISSION ON CIVIL RIGHTS
14	22	2	27	106	123	56	57	437	CONSUMER PRODUCT SAFETY COMMISSION
1	1	...	1	39	29	8	3	93	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
34	63	3	98	379	116	64	26	1,019	COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA
1	3	3	5	4	4	4	6	30	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
304	719	125	782	2,384	6,407	2,808	2,076	16,566	ENVIRONMENTAL PROTECTION AGENCY
38	76	1	157	770	383	503	102	2,418	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
27	31	31	18	31	95	67	27	341	EXPORT-IMPORT BANK OF THE UNITED STATES
20	5	...	5	15	17	166	25	270	FEDERAL MEDIATION AND CONCILIATION SERVICE

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15 EMPLOYEES		
INDEPENDENT AGENCIES (CONTINUED)									
8	1	1	3	2	3	...	3	22	FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION
11	5	2	4	13	21	12	10	85	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
60	66	5	133	209	257	348	676	1,855	FEDERAL COMMUNICATIONS COMMISSION
7	31	...	51	26	80	65	30	352	FEDERAL ELECTION COMMISSION
...	...	...	1	1	2	1	1	6	FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
3	17	...	21	7	36	42	23	160	FEDERAL LABOR RELATIONS AUTHORITY
3	6	...	3	28	20	23	16	113	FEDERAL MARITIME COMMISSION
37	50	10	58	78	144	142	357	975	FEDERAL TRADE COMMISSION
96	958	1	1,221	3,046	2,764	1,507	665	11,416	GENERAL SERVICES ADMINISTRATION
...	...	...	1	1	...	...	...	2	HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
1	2	...	2	7	9	7	4	40	INTER-AMERICAN FOUNDATION
...	...	...	...	...	...	...	...	1	INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA
...	1	...	...	...	...	1	...	2	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	1	...	1	3	...	...	3	9	MARINE MAMMAL COMMISSION
3	14	...	18	13	16	47	78	208	MERIT SYSTEMS PROTECTION BOARD
280	505	100	1,506	1,924	5,265	4,157	3,210	18,029	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
46	194	2	229	308	303	129	61	2,522	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
10	33	...	30	44	84	40	49	328	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	2	...	...	11	16	4	6	47	NATIONAL CAPITAL PLANNING COMMISSION
...	1	...	1	1	1	5	1	11	NATIONAL COUNCIL ON DISABILITY
66	81	1	91	93	326	462	216	1,733	NATIONAL LABOR RELATIONS BOARD
1	1	5	2	7	1	13	8	41	NATIONAL MEDIATION BOARD
66	78	10	48	96	107	83	69	710	NATIONAL SCIENCE FOUNDATION
6	26	...	19	17	53	150	85	388	NATIONAL TRANSPORTATION SAFETY BOARD
1	1	...	...	1	...	...	...	4	NUCLEAR WASTE TECHNICAL REVIEW BOARD
2	5	1	6	2	4	11	5	40	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
2	6	2	9	7	1	3	3	45	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
1	2	...	1	3	26	12	13	68	OFFICE OF GOVERNMENT ETHICS
...	7	...	2	3	37	16	17	89	OFFICE OF SPECIAL COUNSEL
11	16	1	11	12	21	52	46	176	OVERSEAS PRIVATE INVESTMENT CORPORATION
8	19	...	71	135	173	156	85	731	PENSION BENEFIT GUARANTY CORPORATION
50	199	123	118	277	107	58	33	1,071	RAILROAD RETIREMENT BOARD
...	...	...	...	1	...	...	...	1	SECURITIES AND EXCHANGE COMMISSION
9	10	3	16	24	19	14	9	152	SELECTIVE SERVICE SYSTEM
24	112	1	256	939	634	357	202	3,083	SMALL BUSINESS ADMINISTRATION
100	408	12	541	485	408	267	215	3,924	SMITHSONIAN INSTITUTION
8,720	5,633	435	14,313	11,092	5,596	2,135	546	60,584	SOCIAL SECURITY ADMINISTRATION
...	4	1	5	6	8	4	5	37	TRADE AND DEVELOPMENT AGENCY
11	26	...	30	29	27	28	14	202	U.S. HOLOCAUST MEMORIAL MUSEUM
23	63	8	145	526	392	171	89	1,465	BROADCASTING BOARD OF GOVERNORS
15	21	2	17	30	93	65	67	335	U.S. INTERNATIONAL TRADE COMMISSION
50	217	4	278	337	470	283	118	2,425	OFFICE OF PERSONNEL MANAGEMENT
...	1	...	1	1	4	1	1	11	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION

TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPYMENT, ALL AREAS, AS OF MARCH 31, 2004

	TOTALS		STEPS										NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10				
TOTALS	1,244,413	100	194,842	95,432	86,065	134,739	114,076	110,270	136,396	108,341	84,221	180,031	...	5.5	\$74,158,586	\$59,593
PERCENTS	100	...	16	8	7	11	9	9	11	9	7	15	...	...	...	...
GRADE																
1	270	0.0	237	11	2	3	3	2	4	1	1	6	...	1.5	4,881	18,081
2	955	0.1	657	55	32	37	21	20	16	23	14	80	...	2.6	20,020	20,963
3	8,445	0.7	4,147	824	433	468	334	228	336	326	294	1,055	...	3.6	202,343	23,960
4	45,327	3.6	15,249	4,942	3,291	3,526	2,149	1,746	2,475	2,924	2,269	6,756	...	4.4	1,238,098	27,315
5	100,984	8.1	25,788	9,061	6,614	7,841	5,887	5,339	8,031	8,872	6,780	16,771	...	5.1	3,172,121	31,412
6	81,255	6.5	12,323	6,152	4,758	6,920	5,306	6,988	9,784	9,944	6,669	12,411	...	5.7	2,898,071	35,666
7	130,828	10.5	27,311	7,811	7,913	11,344	10,480	9,859	15,797	13,277	9,353	17,683	...	5.4	5,145,040	39,327
8	51,413	4.1	3,429	2,408	2,612	5,109	4,523	5,063	6,922	5,786	5,403	10,158	...	6.5	2,301,832	44,771
9	123,437	9.9	25,973	8,957	9,413	13,168	11,014	9,424	11,783	9,007	7,986	16,712	...	5.1	5,875,683	47,601
10	16,975	1.4	2,214	1,688	944	1,608	1,198	1,198	1,664	1,576	1,745	3,140	...	5.9	908,051	53,493
11	180,333	14.5	25,719	19,562	14,307	21,287	18,113	14,354	17,275	13,561	11,339	24,816	...	5.3	10,379,129	57,555
12	207,566	16.7	18,893	17,318	15,961	26,182	20,737	20,534	24,683	18,766	14,403	30,089	...	5.7	14,457,985	69,655
13	174,575	14.0	17,465	10,530	12,631	22,383	19,956	19,608	22,422	14,964	11,340	23,276	...	5.7	14,607,043	83,672
14	80,205	6.4	9,178	4,351	4,962	10,452	10,348	10,864	10,126	6,095	4,260	9,569	...	5.6	7,963,117	99,285
15	41,845	3.4	6,259	1,762	2,192	4,411	4,007	5,043	5,078	3,219	2,365	7,509	...	5.8	4,985,166	119,134

AVERAGE GRADE 9.8870
 MEDIAN GRADE 11

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 5 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPYMENT, TOTAL UNITED STATES, AS OF MARCH 31, 2004

	TOTALS		STEPS										NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10				
TOTALS	1,214,178	100.0	187,874	91,759	83,324	130,991	111,403	107,993	133,989	106,677	83,020	177,148	...	5.5	\$72,724,322	\$59,896
PERCENTS	100.0	...	15.5	7.6	6.9	10.8	9.2	8.9	11.0	8.8	6.8	14.6	...	...	...	...
GRADE																
1	269	0.0	236	11	2	3	3	2	4	1	1	6	...	1.5	4,866	18,090
2	908	0.1	622	51	28	36	20	20	16	23	14	78	...	2.6	19,176	21,119
3	7,993	0.7	3,892	753	414	446	312	218	319	319	289	1,031	...	3.6	193,173	24,168
4	43,609	3.6	14,437	4,653	3,174	3,392	2,069	1,703	2,407	2,880	2,238	6,656	...	4.4	1,198,563	27,484
5	97,215	8.0	24,511	8,463	6,287	7,459	5,651	5,153	7,842	8,695	6,687	16,467	...	5.1	3,072,828	31,609
6	79,253	6.5	11,810	5,896	4,589	6,714	5,172	6,846	9,621	9,791	6,583	12,231	...	5.8	2,838,036	35,810
7	128,162	10.6	26,503	7,519	7,706	11,067	10,221	9,683	15,556	13,135	9,268	17,504	...	5.4	5,056,159	39,451
8	50,730	4.2	3,279	2,370	2,571	5,046	4,463	4,996	6,852	5,724	5,351	10,078	...	6.5	2,275,965	44,864
9	120,021	9.9	25,047	8,508	9,076	12,721	10,735	9,219	11,588	8,853	7,861	16,413	...	5.1	5,734,556	47,780
10	16,687	1.4	2,182	1,655	915	1,565	1,173	1,175	1,636	1,557	1,725	3,104	...	5.9	894,834	53,625
11	175,398	14.4	24,803	18,829	13,792	20,554	17,597	14,044	16,955	13,335	11,132	24,357	...	5.3	10,129,898	57,754
12	201,875	16.6	18,188	16,733	15,421	25,378	20,214	19,976	24,124	18,394	14,127	29,320	...	5.7	14,105,849	69,874
13	171,293	14.1	17,086	10,295	12,315	21,918	19,579	19,225	22,015	14,743	11,168	22,949	...	5.7	14,368,015	83,880
14	79,261	6.5	9,058	4,281	4,880	10,316	10,220	10,726	10,020	6,042	4,224	9,494	...	5.6	7,882,254	99,447
15	41,504	3.4	6,220	1,742	2,154	4,376	3,974	5,007	5,034	3,185	2,352	7,460	...	5.8	4,950,142	119,269

AVERAGE GRADE 9.9022

MEDIAN GRADE 11

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

**TABLE 6 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, WASHINGTON, D.C.
METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2004**

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	207,012	100.0	32,461	15,452	14,420	24,364	20,360	19,325	21,745	16,021	13,038	29,826	...	5.4	\$15,794,017	\$76,295	
PERCENTS	100.0	...	15.7	7.5	7.0	11.8	9.8	9.3	10.5	7.7	6.3	14.4	...	...	...	...
GRADE																	
1	87	0.0	85	...	...	...	...	...	...	...	...	2	...	1.2	1567	18,014
2	168	0.1	141	4	1	6	1	4	2	4	...	5	...	1.8	3,590	21,374	
3	569	0.3	354	31	17	25	12	13	27	25	14	51	...	3.0	13,762	24,188	
4	1,858	0.9	782	146	122	152	76	63	69	109	70	269	...	4.0	50,966	27,431	
5	5,569	2.7	1,437	628	407	418	264	211	384	414	377	1,029	...	5.0	178,610	32,072	
6	5,688	2.7	622	497	414	582	312	349	552	635	554	1,171	...	6.1	207,735	36,522	
7	13,796	6.7	2,321	664	642	1,115	955	939	1,566	1,492	1,307	2,795	...	6.0	557,806	40,433	
8	6,894	3.3	230	175	213	482	418	545	902	858	1,159	1,912	...	7.4	318,779	46,240	
9	14,110	6.8	3,158	775	868	1,271	1,178	1,159	1,482	1,065	1,172	1,982	...	5.3	683,584	48,447	
10	1,928	0.9	376	128	57	131	125	131	193	196	225	366	...	5.9	104,407	54,153	
11	17,066	8.2	4,092	1,654	1,338	2,222	1,782	1,217	1,501	1,038	750	1,472	...	4.5	973,141	57,022	
12	30,038	14.5	4,662	3,471	2,875	4,205	3,096	2,441	2,832	2,118	1,412	2,926	...	4.9	2,061,366	68,625	
13	46,005	22.2	5,489	3,734	3,691	6,333	5,384	4,887	4,889	3,412	2,543	5,643	...	5.4	3,828,810	83,226	
14	37,590	18.2	4,728	2,409	2,466	4,890	4,496	4,544	4,365	2,770	1,964	4,958	...	5.5	3,736,582	99,404	
15	25,646	12.4	3,984	1,136	1,309	2,532	2,261	2,822	2,981	1,885	1,491	5,245	...	5.9	3,073,303	119,836	

AVERAGE GRADE 11.7226
MEDIAN GRADE 13

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 7 -- GRADE AND STEP PERCENT DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY SELECTED AREA, AS OF MARCH 31, 2004

GENERAL SCHEDULE GRADE	STEPS											
	TOTAL	1	2	3	4	5	6	7	8	9	10	NO STEP
ALL AREAS												
TOTAL, ALL GRADES	100.0	15.7	7.7	6.9	10.8	9.2	8.9	11.0	8.7	6.8	14.5	...
1	100.0	87.8	4.1	0.7	1.1	1.1	0.7	1.5	0.4	0.4	2.2	...
2	100.0	68.8	5.8	3.4	3.9	2.2	2.1	1.7	2.4	1.5	8.4	...
3	100.0	49.1	9.8	5.1	5.5	4.0	2.7	4.0	3.9	3.5	12.5	...
4	100.0	33.6	10.9	7.3	7.8	4.7	3.9	5.5	6.5	5.0	14.9	...
5	100.0	25.5	9.0	6.5	7.8	5.8	5.3	8.0	8.8	6.7	16.6	...
6	100.0	15.2	7.6	5.9	8.5	6.5	8.6	12.0	12.2	8.2	15.3	...
7	100.0	20.9	6.0	6.0	8.7	8.0	7.5	12.1	10.1	7.1	13.5	...
8	100.0	6.7	4.7	5.1	9.9	8.8	9.8	13.5	11.3	10.5	19.8	...
9	100.0	21.0	7.3	7.6	10.7	8.9	7.6	9.5	7.3	6.5	13.5	...
10	100.0	13.0	9.9	5.6	9.5	7.1	7.1	9.8	9.3	10.3	18.5	...
11	100.0	14.3	10.8	7.9	11.8	10.0	8.0	9.6	7.5	6.3	13.8	...
12	100.0	9.1	8.3	7.7	12.6	10.0	9.9	11.9	9.0	6.9	14.5	...
13	100.0	10.0	6.0	7.2	12.8	11.4	11.2	12.8	8.6	6.5	13.3	...
14	100.0	11.4	5.4	6.2	13.0	12.9	13.5	12.6	7.6	5.3	11.9	...
15	100.0	15.0	4.2	5.2	10.5	9.6	12.1	12.1	7.7	5.7	17.9	...
WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA												
TOTAL, ALL GRADES	100.0	15.7	7.5	7.0	11.8	9.8	9.3	10.5	7.7	6.3	14.4	...
	100.0	97.7	...	...	...	...	...	...	...	...	2.3	...
	100.0	83.9	2.4	0.6	3.6	0.6	2.4	1.2	2.4	...	3.0	...
	100.0	62.2	5.4	3.0	4.4	2.1	2.3	4.7	4.4	2.5	9.0	...
	100.0	42.1	7.9	6.6	8.2	4.1	3.4	3.7	5.9	3.8	14.5	...
	100.0	25.8	11.3	7.3	7.5	4.7	3.8	6.9	7.4	6.8	18.5	...
	100.0	10.9	8.7	7.3	10.2	5.5	6.1	9.7	11.2	9.7	20.6	...
	100.0	16.8	4.8	4.7	8.1	6.9	6.8	11.4	10.8	9.5	20.3	...
	100.0	3.3	2.5	3.1	7.0	6.1	7.9	13.1	12.4	16.8	27.7	...
	100.0	22.4	5.5	6.2	9.0	8.3	8.2	10.5	7.5	8.3	14.0	...
	100.0	19.5	6.6	3.0	6.8	6.5	6.8	10.0	10.2	11.7	19.0	...
	100.0	24.0	9.7	7.8	13.0	10.4	7.1	8.8	6.1	4.4	8.6	...
	100.0	15.5	11.6	9.6	14.0	10.3	8.1	9.4	7.1	4.7	9.7	...
	100.0	11.9	8.1	8.0	13.8	11.7	10.6	10.6	7.4	5.5	12.3	...
	100.0	12.6	6.4	6.6	13.0	12.0	12.1	11.6	7.4	5.2	13.2	...
	100.0	15.5	4.4	5.1	9.9	8.8	11.0	11.6	7.4	5.8	20.5	...

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE TOTALS AND IN THE NO STEP TOTALS.

TABLE 8 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN FOREIGN SERVICE PAY SYSTEMS, ALL AREAS, AS OF MARCH 31, 2004

ADJUSTED BASIC		FOREIGN SERVICE STAFF AND OFFICERS BY GRADE AND STEP (PAY PLAN FO)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$93,594	3,832	159	220	271	272	283	283	338	339	289	486	352	219	137	184
1	\$114,106	1,263	16	37	26	38	85	111	120	127	128	211	147	112	45	60
2	\$92,407	1,637	65	88	84	106	120	112	130	155	113	206	177	94	79	108
3	\$69,221	839	74	95	139	109	69	52	76	55	42	63	26	12	13	14
4	\$55,787	93	4	...	22	19	9	8	12	2	6	6	2	1	...	2
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$62,333	9,367	821	621	642	550	655	655	589	573	742	919	528	363	496	1213
1	\$112,924	472	14	11	22	20	24	49	35	39	41	65	42	32	25	53
2	\$92,874	1,024	36	49	45	53	64	69	92	107	111	144	84	51	43	76
3	\$71,647	1,610	168	141	140	120	117	117	105	101	120	148	105	60	50	118
4	\$59,497	2,903	163	208	235	184	207	181	157	138	251	297	149	87	92	554
5	\$50,347	1,582	79	44	56	65	129	147	117	118	138	141	73	70	191	214
6	\$43,518	887	77	49	68	59	62	48	53	39	59	81	55	44	72	121
7	\$35,579	513	131	72	42	37	30	24	16	23	15	23	15	16	12	57
8	\$29,807	245	84	41	26	9	12	18	12	6	3	13	3	2	7	9
9	\$28,063	118	61	6	7	3	6	2	2	2	4	7	2	1	4	11
AA	\$22,730	10	5	...	1	...	4	...	...	...	...	...	...	...	...	...
BB	\$19,168	3	3	...	...	...	...	...	...	...	...	...	...	...	...	...
CC	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
DD	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EE	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

**TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION,
ALL AREAS, AS OF MARCH 31, 2004**

PHYSICIAN AND DENTIST EMPLOYMENT BY GRADE AND STEP												
GRADE	ADJUSTED BASIC AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10
TOTAL	\$112,792	8,205	12	26	43	74	137	214	226	336	326	6,811
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	...	...	...	...	...	...	...	...	...	...	...	...
INTERMEDIATE	\$72,604	8	1	2	...	...	1	1	...	...	1	2
SENIOR	\$94,366	209	2	1	...	4	9	9	11	14	12	147
CHIEF	\$113,097	7,792	9	23	43	70	127	203	214	319	290	6,494
EXECUTIVE	\$121,201	170	...	...	...	...	...	1	...	1	...	168
DIRECTOR	\$126,843	26	...	...	...	...	...	...	1	2	23	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$102,743	393	...	1	3	9	19	42	44	30	29	216
ASSOCIATE	\$64,426	3	...	...	...	...	...	...	...	...	...	3
FULL	\$75,731	41	...	...	...	...	...	...	4	...	5	32
INTERMEDIATE	\$87,376	117	...	...	1	3	7	19	18	18	7	44
SENIOR	\$102,932	103	...	...	2	4	8	15	14	6	9	45
CHIEF	\$126,007	129	...	1	...	2	4	8	8	6	8	92

NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$66,774	33,019
NURSE - I	\$49,923	4,366
NURSE - II	\$63,526	18,158
NURSE - III	\$77,636	9,618
NURSE - IV	\$93,441	672
NURSE - V	\$116,344	205
NURSE - UNSPECIFIED	...	...

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$77,493	1,342
DIRECTOR	...	...
ASST DIRECTOR	\$107,934	1
CHIEF	\$87,753	488
SENIOR	\$75,917	628
INTERMEDIATE	\$63,301	123
FULL	\$57,062	79
ASSOCIATE	\$48,786	21
JUNIOR	\$34,901	2

TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,744,758	100.0	1,244,413	100.0	184,087	100.0	316,258	100.0
AVERAGE SALARY								
MEAN	\$60,517	...	\$59,593	...	42,096	...	74,876	...
MEDIAN	\$54,212	...	\$55,243	...	42,072	...	70,375	...
LESS THAN \$18,000	2,084	0.1	258	0.0	1,115	0.6	711	0.2
18,000 - 18,999	1,387	0.1	32	0.0	699	0.4	656	0.2
19,000 - 19,999	2,097	0.1	725	0.1	823	0.4	549	0.2
20,000 - 20,999	1,612	0.1	204	0.0	1,018	0.6	390	0.1
21,000 - 21,999	5,873	0.3	4,055	0.3	1,471	0.8	347	0.1
22,000 - 22,999	3,403	0.2	1,529	0.1	1,617	0.9	257	0.1
23,000 - 23,999	10,021	0.6	8,167	0.7	1,440	0.8	414	0.1
24,000 - 24,999	13,085	0.7	10,601	0.9	1,980	1.1	504	0.2
25,000 - 25,999	9,405	0.5	5,295	0.4	2,126	1.2	1,984	0.6
26,000 - 26,999	20,574	1.2	16,831	1.4	2,738	1.5	1,005	0.3
27,000 - 27,999	29,139	1.7	15,001	1.2	2,420	1.3	11,718	3.7
28,000 - 28,999	22,250	1.3	11,727	0.9	3,161	1.7	7,362	2.3
29,000 - 29,999	30,231	1.7	17,577	1.4	3,137	1.7	9,517	3.0
30,000 - 30,999	22,578	1.3	14,836	1.2	3,710	2.0	4,032	1.3
31,000 - 31,999	21,900	1.3	16,730	1.3	2,938	1.6	2,232	0.7
32,000 - 32,999	26,463	1.5	20,877	1.7	4,264	2.3	1,322	0.4
33,000 - 33,999	32,040	1.8	26,122	2.1	4,389	2.4	1,529	0.5
34,000 - 34,999	36,606	2.1	29,718	2.4	5,235	2.8	1,653	0.5
35,000 - 35,999	28,801	1.7	21,767	1.7	4,962	2.7	2,072	0.7
36,000 - 36,999	31,460	1.8	22,592	1.8	5,678	3.1	3,190	1.0
37,000 - 37,999	31,090	1.8	22,576	1.8	5,886	3.2	2,628	0.8
38,000 - 38,999	30,657	1.8	21,872	1.8	6,256	3.4	2,529	0.8
39,000 - 39,999	30,386	1.7	20,351	1.6	7,899	4.3	2,136	0.7
40,000 - 40,999	37,068	2.1	27,840	2.2	6,568	3.6	2,660	0.8
41,000 - 41,999	40,304	2.3	28,447	2.3	9,359	5.1	2,498	0.8
42,000 - 42,999	32,115	1.8	20,837	1.7	7,971	4.3	3,307	1.0
43,000 - 43,999	31,527	1.8	20,353	1.6	8,466	4.6	2,708	0.9
44,000 - 44,999	31,230	1.8	21,194	1.7	6,891	3.7	3,145	1.0
45,000 - 45,999	28,458	1.6	17,962	1.4	8,190	4.4	2,306	0.7
46,000 - 46,999	22,583	1.3	11,787	0.9	8,030	4.4	2,766	0.9
47,000 - 47,999	29,467	1.7	20,377	1.6	6,511	3.5	2,579	0.8
48,000 - 48,999	32,436	1.9	23,286	1.9	6,375	3.5	2,775	0.9
49,000 - 49,999	22,215	1.3	15,135	1.2	4,394	2.4	2,686	0.8
50,000 - 50,999	33,400	1.9	25,107	2.0	5,271	2.9	3,022	1.0
51,000 - 51,999	18,179	1.0	12,662	1.0	2,694	1.5	2,823	0.9
52,000 - 52,999	37,734	2.2	28,583	2.3	5,317	2.9	3,834	1.2
53,000 - 53,999	24,273	1.4	18,266	1.5	2,439	1.3	3,568	1.1
54,000 - 54,999	19,498	1.1	12,727	1.0	2,448	1.3	4,323	1.4
55,000 - 55,999	21,869	1.3	16,893	1.4	1,859	1.0	3,117	1.0
56,000 - 56,999	12,733	0.7	8,157	0.7	1,688	0.9	2,888	0.9
57,000 - 57,999	22,711	1.3	16,426	1.3	2,444	1.3	3,841	1.2
58,000 - 58,999	25,018	1.4	20,066	1.6	1,314	0.7	3,638	1.2
59,000 - 59,999	14,123	0.8	9,535	0.8	1,135	0.6	3,453	1.1
60,000 - 60,999	30,803	1.8	25,141	2.0	1,534	0.8	4,128	1.3
61,000 - 61,999	18,081	1.0	13,503	1.1	1,150	0.6	3,428	1.1
62,000 - 62,999	21,927	1.3	16,675	1.3	1,263	0.7	3,989	1.3
63,000 - 63,999	24,606	1.4	19,746	1.6	901	0.5	3,959	1.3
64,000 - 64,999	25,922	1.5	20,604	1.7	632	0.3	4,686	1.5
65,000 - 65,999	14,757	0.8	11,081	0.9	662	0.4	3,014	1.0
66,000 - 66,999	22,672	1.3	19,011	1.5	531	0.3	3,130	1.0
67,000 - 67,999	13,392	0.8	10,167	0.8	427	0.2	2,798	0.9
68,000 - 68,999	21,647	1.2	17,837	1.4	565	0.3	3,245	1.0
69,000 - 69,999	12,876	0.7	9,882	0.8	178	0.1	2,816	0.9
70,000 - 70,999	20,080	1.2	16,701	1.3	361	0.2	3,018	1.0
71,000 - 71,999	10,680	0.6	7,851	0.6	157	0.1	2,672	0.8
72,000 - 72,999	25,087	1.4	21,268	1.7	164	0.1	3,655	1.2
73,000 - 73,999	10,115	0.6	7,121	0.6	235	0.1	2,759	0.9
74,000 - 74,999	23,593	1.4	19,919	1.6	211	0.1	3,463	1.1
75,000 - 75,999	12,379	0.7	8,816	0.7	248	0.1	3,315	1.0
76,000 - 76,999	32,014	1.8	27,687	2.2	129	0.1	4,198	1.3
77,000 - 77,999	12,762	0.7	9,413	0.8	47	0.0	3,302	1.0
78,000 - 78,999	11,068	0.6	7,806	0.6	79	0.0	3,183	1.0
79,000 - 79,999	25,021	1.4	21,570	1.7	41	0.0	3,410	1.1
80,000 - 89,999	122,319	7.0	94,475	7.6	211	0.1	27,633	8.7
90,000 - 99,999	98,788	5.7	74,559	6.0	33	0.0	24,196	7.7
100,000 - 109,999	49,427	2.8	33,412	2.7	1	0.0	16,014	5.1
110,000 - 119,999	42,596	2.4	23,201	1.9	1	0.0	19,394	6.1
120,000 - 129,999	26,742	1.5	13,451	1.1	...	...	13,291	4.2
130,000 - 139,999	21,299	1.2	8,433	0.7	...	...	12,866	4.1
140,000 - 149,999	11,149	0.6	...	...	...	...	11,149	3.5
150,000 AND OVER	2,873	0.2	...	...	...	...	2,873	0.9

NOTE: 0.0 PERCENTAGE INDICATES THE ACTUAL PERCENTAGE IS LESS THAN 0.05%. ALSO, PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE GENERAL SCHEDULE.

TABLE 11 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, TOTAL UNITED STATES AS OF MARCH 31, 2004

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,690,528	100.0	1,214,178	100.0	180,877	100.0	295,473	100.0
AVERAGE SALARY MEAN	\$60,772	...	\$59,896	...	\$42,254	...	\$75,708	...
MEDIAN	\$54,316	...	\$55,389	...	\$42,133	...	\$72,255	...
LESS THAN \$18,000	1,851	0.1	218	0.0	969	0.5	664	0.2
18,000 - 18,999	1,361	0.1	28	0.0	681	0.4	652	0.2
19,000 - 19,999	1,706	0.1	401	0.0	761	0.4	544	0.2
20,000 - 20,999	1,562	0.1	185	0.0	988	0.5	389	0.1
21,000 - 21,999	4,951	0.3	3,217	0.3	1,405	0.8	329	0.1
22,000 - 22,999	2,909	0.2	1,112	0.1	1,543	0.9	254	0.1
23,000 - 23,999	9,700	0.6	8,008	0.7	1,285	0.7	407	0.1
24,000 - 24,999	10,879	0.6	8,657	0.7	1,823	1.0	399	0.1
25,000 - 25,999	8,301	0.5	4,857	0.4	2,036	1.1	1,408	0.5
26,000 - 26,999	19,464	1.2	15,905	1.3	2,655	1.5	904	0.3
27,000 - 27,999	28,305	1.7	14,379	1.2	2,267	1.3	11,659	3.9
28,000 - 28,999	21,563	1.3	11,184	0.9	3,053	1.7	7,326	2.5
29,000 - 29,999	28,708	1.7	16,440	1.4	2,835	1.6	9,433	3.2
30,000 - 30,999	21,734	1.3	14,326	1.2	3,505	1.9	3,903	1.3
31,000 - 31,999	20,938	1.2	16,081	1.3	2,786	1.5	2,071	0.7
32,000 - 32,999	25,674	1.5	20,449	1.7	4,136	2.3	1,089	0.4
33,000 - 33,999	31,083	1.8	25,481	2.1	4,339	2.4	1,263	0.4
34,000 - 34,999	35,982	2.1	29,331	2.4	5,080	2.8	1,571	0.5
35,000 - 35,999	28,267	1.7	21,487	1.8	4,913	2.7	1,867	0.6
36,000 - 36,999	30,124	1.8	21,621	1.8	5,599	3.1	2,904	1.0
37,000 - 37,999	30,074	1.8	21,978	1.8	5,821	3.2	2,275	0.8
38,000 - 38,999	29,694	1.8	21,268	1.8	6,185	3.4	2,241	0.8
39,000 - 39,999	30,082	1.8	20,260	1.7	7,868	4.3	1,954	0.7
40,000 - 40,999	36,246	2.1	27,320	2.3	6,516	3.6	2,410	0.8
41,000 - 41,999	39,667	2.3	28,091	2.3	9,301	5.1	2,275	0.8
42,000 - 42,999	31,457	1.9	20,520	1.7	7,868	4.3	3,069	1.0
43,000 - 43,999	30,863	1.8	20,156	1.7	8,360	4.6	2,347	0.8
44,000 - 44,999	30,023	1.8	20,303	1.7	6,867	3.8	2,853	1.0
45,000 - 45,999	27,320	1.6	17,259	1.4	8,089	4.5	1,972	0.7
46,000 - 46,999	21,963	1.3	11,638	1.0	8,017	4.4	2,308	0.8
47,000 - 47,999	28,155	1.7	19,580	1.6	6,467	3.6	2,108	0.7
48,000 - 48,999	31,501	1.9	22,584	1.9	6,341	3.5	2,576	0.9
49,000 - 49,999	21,574	1.3	15,063	1.2	4,374	2.4	2,137	0.7
50,000 - 50,999	32,453	1.9	24,595	2.0	5,243	2.9	2,615	0.9
51,000 - 51,999	17,575	1.0	12,276	1.0	2,687	1.5	2,612	0.9
52,000 - 52,999	36,296	2.1	27,712	2.3	5,298	2.9	3,286	1.1
53,000 - 53,999	23,704	1.4	18,175	1.5	2,429	1.3	3,100	1.0
54,000 - 54,999	18,300	1.1	12,005	1.0	2,413	1.3	3,882	1.3
55,000 - 55,999	21,165	1.3	16,632	1.4	1,850	1.0	2,683	0.9
56,000 - 56,999	11,935	0.7	7,619	0.6	1,654	0.9	2,662	0.9
57,000 - 57,999	21,614	1.3	15,994	1.3	2,440	1.3	3,180	1.1
58,000 - 58,999	23,766	1.4	19,287	1.6	1,300	0.7	3,179	1.1
59,000 - 59,999	13,134	0.8	9,076	0.7	1,133	0.6	2,925	1.0
60,000 - 60,999	29,945	1.8	25,016	2.1	1,523	0.8	3,406	1.2
61,000 - 61,999	17,498	1.0	12,984	1.1	1,149	0.6	3,365	1.1
62,000 - 62,999	20,789	1.2	16,322	1.3	1,252	0.7	3,215	1.1
63,000 - 63,999	23,616	1.4	19,249	1.6	895	0.5	3,472	1.2
64,000 - 64,999	24,886	1.5	20,453	1.7	630	0.3	3,803	1.3
65,000 - 65,999	13,950	0.8	10,421	0.9	651	0.4	2,878	1.0
66,000 - 66,999	22,444	1.3	19,002	1.6	527	0.3	2,915	1.0
67,000 - 67,999	12,542	0.7	9,486	0.8	423	0.2	2,633	0.9
68,000 - 68,999	20,412	1.2	17,247	1.4	560	0.3	2,605	0.9
69,000 - 69,999	12,236	0.7	9,338	0.8	176	0.1	2,722	0.9
70,000 - 70,999	19,692	1.2	16,526	1.4	361	0.2	2,805	0.9
71,000 - 71,999	10,057	0.6	7,409	0.6	154	0.1	2,494	0.8
72,000 - 72,999	24,825	1.5	21,250	1.8	163	0.1	3,412	1.2
73,000 - 73,999	9,592	0.6	6,686	0.6	235	0.1	2,671	0.9
74,000 - 74,999	23,316	1.4	19,817	1.6	211	0.1	3,288	1.1
75,000 - 75,999	11,736	0.7	8,326	0.7	247	0.1	3,163	1.1
76,000 - 76,999	31,874	1.9	27,607	2.3	129	0.1	4,138	1.4
77,000 - 77,999	12,288	0.7	9,187	0.8	47	0.0	3,054	1.0
78,000 - 78,999	11,029	0.7	7,796	0.6	79	0.0	3,154	1.1
79,000 - 79,999	24,528	1.5	21,295	1.8	40	0.0	3,193	1.1
80,000 - 89,999	120,263	7.1	93,521	7.7	210	0.1	26,532	9.0
90,000 - 99,999	97,598	5.8	74,205	6.1	33	0.0	23,360	7.9
100,000 - 109,999	48,700	2.9	33,276	2.7	1	0.0	15,423	5.2
110,000 - 119,999	41,766	2.5	23,120	1.9	1	0.0	18,645	6.3
120,000 - 129,999	26,696	1.6	13,448	1.1	...	...	13,248	4.5
130,000 - 139,999	20,995	1.2	8,433	0.7	...	...	12,562	4.3
140,000 - 149,999	10,761	0.6	...	...	...	...	10,761	3.6
150,000 AND OVER	2,871	0.2	...	...	...	...	2,871	1.0

NOTE: 0.0 PERCENTAGE INDICATES THE ACTUAL PERCENTAGE IS LESS THAN 0.05%. ALSO, PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE GENERAL SCHEDULE.

TABLE 12 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, WASHINGTON, D.C., METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2004

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	279,682	100.0	207,012	100.0	9,797	100.0	62,873	100.0
AVERAGE SALARY MEAN	\$78,593	...	\$76,295	...	\$43,304	...	\$91,658	...
MEDIAN	\$77,020	...	\$76,285	...	\$44,180	...	\$80,450	...
LESS THAN \$18,000	98	0.0	85	0.0	4	0.0	9	0.0
18,000 - 18,999	6	0.0	...	...	3	0.0	3	0.0
19,000 - 19,999	22	0.0	...	...	8	0.1	14	0.0
20,000 - 20,999	115	0.0	55	0.0	49	0.5	11	0.0
21,000 - 21,999	361	0.1	212	0.1	99	1.0	50	0.1
22,000 - 22,999	127	0.0	24	0.0	78	0.8	25	0.0
23,000 - 23,999	361	0.1	253	0.1	90	0.9	18	0.0
24,000 - 24,999	1,018	0.4	789	0.4	171	1.7	58	0.1
25,000 - 25,999	432	0.2	161	0.1	202	2.1	69	0.1
26,000 - 26,999	315	0.1	156	0.1	109	1.1	50	0.1
27,000 - 27,999	1,842	0.7	1,356	0.7	365	3.7	121	0.2
28,000 - 28,999	1,727	0.6	724	0.3	270	2.8	733	1.2
29,000 - 29,999	604	0.2	464	0.2	68	0.7	72	0.1
30,000 - 30,999	1,356	0.5	1,010	0.5	266	2.7	80	0.1
31,000 - 31,999	1,044	0.4	776	0.4	176	1.8	92	0.1
32,000 - 32,999	1,105	0.4	878	0.4	94	1.0	133	0.2
33,000 - 33,999	1,394	0.5	1,045	0.5	206	2.1	143	0.2
34,000 - 34,999	3,341	1.2	2,991	1.4	96	1.0	254	0.4
35,000 - 35,999	2,484	0.9	1,948	0.9	302	3.1	234	0.4
36,000 - 36,999	1,691	0.6	1,172	0.6	255	2.6	264	0.4
37,000 - 37,999	2,537	0.9	1,983	1.0	138	1.4	416	0.7
38,000 - 38,999	2,327	0.8	1,647	0.8	380	3.9	300	0.5
39,000 - 39,999	2,862	1.0	2,298	1.1	296	3.0	268	0.4
40,000 - 40,999	1,455	0.5	449	0.2	199	2.0	807	1.3
41,000 - 41,999	5,786	2.1	4,735	2.3	333	3.4	718	1.1
42,000 - 42,999	2,665	1.0	1,959	0.9	363	3.7	343	0.5
43,000 - 43,999	2,766	1.0	2,125	1.0	105	1.1	536	0.9
44,000 - 44,999	5,264	1.9	4,027	1.9	482	4.9	755	1.2
45,000 - 45,999	2,669	1.0	2,133	1.0	261	2.7	275	0.4
46,000 - 46,999	1,709	0.6	969	0.5	205	2.1	535	0.9
47,000 - 47,999	4,242	1.5	2,976	1.4	873	8.9	393	0.6
48,000 - 48,999	2,123	0.8	1,193	0.6	171	1.7	759	1.2
49,000 - 49,999	3,481	1.2	2,219	1.1	820	8.4	442	0.7
50,000 - 50,999	5,916	2.1	5,108	2.5	337	3.4	471	0.7
51,000 - 51,999	1,695	0.6	1,096	0.5	65	0.7	534	0.8
52,000 - 52,999	4,198	1.5	3,118	1.5	459	4.7	621	1.0
53,000 - 53,999	1,925	0.7	1,386	0.7	75	0.8	464	0.7
54,000 - 54,999	2,914	1.0	2,191	1.1	115	1.2	608	1.0
55,000 - 55,999	2,797	1.0	2,109	1.0	161	1.6	527	0.8
56,000 - 56,999	944	0.3	423	0.2	27	0.3	494	0.8
57,000 - 57,999	2,206	0.8	1,680	0.8	170	1.7	356	0.6
58,000 - 58,999	1,270	0.5	735	0.4	19	0.2	516	0.8
59,000 - 59,999	2,109	0.8	1,432	0.7	97	1.0	580	0.9
60,000 - 60,999	6,927	2.5	6,028	2.9	98	1.0	801	1.3
61,000 - 61,999	1,121	0.4	458	0.2	24	0.2	639	1.0
62,000 - 62,999	5,101	1.8	4,192	2.0	139	1.4	770	1.2
63,000 - 63,999	778	0.3	232	0.1	52	0.5	494	0.8
64,000 - 64,999	4,326	1.5	3,595	1.7	116	1.2	615	1.0
65,000 - 65,999	2,075	0.7	1,431	0.7	19	0.2	625	1.0
66,000 - 66,999	4,893	1.7	4,306	2.1	31	0.3	556	0.9
67,000 - 67,999	766	0.3	202	0.1	13	0.1	551	0.9
68,000 - 68,999	3,585	1.3	3,050	1.5	13	0.1	522	0.8
69,000 - 69,999	556	0.2	25	0.0	22	0.2	509	0.8
70,000 - 70,999	3,080	1.1	2,488	1.2	20	0.2	572	0.9
71,000 - 71,999	529	0.2	11	0.0	5	0.1	513	0.8
72,000 - 72,999	7,552	2.7	6,859	3.3	8	0.1	685	1.1
73,000 - 73,999	541	0.2	14	0.0	64	0.7	463	0.7
74,000 - 74,999	6,037	2.2	5,296	2.6	4	0.0	737	1.2
75,000 - 75,999	957	0.3	391	0.2	42	0.4	524	0.8
76,000 - 76,999	5,674	2.0	4,979	2.4	37	0.4	658	1.0
77,000 - 77,999	1,014	0.4	278	0.1	3	0.0	733	1.2
78,000 - 78,999	3,513	1.3	2,667	1.3	9	0.1	837	1.3
79,000 - 79,999	7,403	2.6	6,721	3.2	...	...	682	1.1
80,000 - 89,999	29,557	10.6	24,207	11.7	14	0.1	5,336	8.5
90,000 - 99,999	31,176	11.1	25,417	12.3	2	0.0	5,757	9.2
100,000 - 109,999	18,702	6.7	14,133	6.8	...	...	4,569	7.3
110,000 - 119,999	17,452	6.2	13,351	6.4	...	...	4,101	6.5
120,000 - 129,999	11,930	4.3	8,240	4.0	...	...	3,690	5.9
130,000 - 139,999	11,251	4.0	6,351	3.1	...	...	4,900	7.8
140,000 - 149,999	6,260	2.2	...	...	...	...	6,260	10.0
150,000 AND OVER	1,623	0.6	...	...	...	...	1,623	2.6

NOTE: 0.0 PERCENTAGE INDICATES THE ACTUAL PERCENTAGE IS LESS THAN 0.05%. ALSO, PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE GENERAL SCHEDULE.

**TABLE 13 -- FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA
AS OF MARCH 31, 2004**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, D.C. METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
EXECUTIVE SCHEDULE (EX)					
LEVEL V	21	21	21	...	...
LEVEL IV	289	289	285	...	...
LEVEL III	107	106	104	1	...
LEVEL II	35	35	35	...	...
LEVEL I	18	18	18	...	...
TOTALS	470	469	463	1	...
SENIOR LEVEL (SL)					
SL	578	571	469	9	...
ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)					
AL - 3	1,248	1,242	153	6	...
AL - 2	37	37	18	...	...
AL - 1	5	5	5	...	...
TOTALS	1,290	1,284	176	6	...
CA - 1	7	7	7	...	...
CA - 2	7	7	7	...	...
CA - 3	40	40	40	...	...
TOTALS	54	54	54	...	...
SENIOR EXECUTIVE SERVICE (ES)					
ES - 1	7,029	6,996	5,041	113	...
ES - 2	2	2	1	...	...
ES - 3	4	4	4	...	...
ES - 4	2	2	2	...	...
ES - 5	1	1	1	...	...
ES - 6	...	...	...	...	...
TOTALS	7,038	7,005	5,049	113	...
MEDICAL (VM) AND NON-MEDICAL (AD & SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS					
VM - DIRECTOR	26	25	...	1	...
AD - DIRECTOR	1	1	...	...	...
SR - DIRECTOR	60	60	41	...	...
TOTALS	87	86	41	1	...
SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)					
FE - CAREER MINISTER	32	27	26	5	...
FE - MINISTER COUNSELOR	375	210	189	165	...
FE - COUNSELOR	635	298	283	337	...
TOTALS	1,042	535	498	507	...
FA - 4	...	...	...	...	...
FA - 3	97	...	...	97	...
FA - 2	57	1	1	56	...
FA - 1	...	...	...	...	...
TOTALS	154	1	1	153	...
SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)					
ST	335	335	142	...	...
OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE					
	7,435	7,351	3,188	84	...
TOTALS FOR SELECTED PAY SYSTEMS	18,483	17,691	10,081	874	...

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
ALL AGENCIES, TOTAL	18,483	5,863	7,038	474	578	88	335	4,107
LEGISLATIVE BRANCH, TOTAL	203	42	...	6	104	23	3	25
ARCHITECT OF THE CAPITOL	23	...	...	...	...	23	...	...
COMMISSION ON OCEAN POLICY	4	4	...	...	...	...	...	...
GOVERNMENT PRINTING OFFICE	27	...	...	2	...	...	...	25
LIBRARY OF CONGRESS	107	...	...	4	100	...	3	...
MEDICARE PAYMENT ADVISORY COMMISSION	8	8	...	...	...	...	...	...
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	16	16	...	...	...	...	...	...
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	3	3	...	...	...	...	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	2	2	...	...	...	...	...	...
U.S. TAX COURT	13	9	...	...	4	...	...	...
EXECUTIVE BRANCH, TOTAL	18,280	5,821	7,038	468	474	65	332	4,082
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	5	1	1	3	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	3	2	...	1	...	...	...	...
NATIONAL SECURITY COUNCIL	9	...	...	...	9	...	...	...
OFFICE OF ADMINISTRATION	5	5	...	...	...	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	80	2	72	5	1	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	20	...	15	5	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	7	...	4	3	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	31	8	18	5	...	...	...	...
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	445	...	334	14	21	...	37	39
DEPARTMENT OF COMMERCE	550	76	361	18	13	...	45	37
DEPARTMENT OF DEFENSE, TOTAL	2,049	586	1,181	39	32	5	114	92
DEFENSE LOGISTICS AGENCY	51	27	24	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	265	26	165	7	16	...	34	17
DEPARTMENT OF THE ARMY	506	171	251	5	...	...	34	45
DEPARTMENT OF THE NAVY	664	312	283	6	5	...	33	25
OFFICE OF THE SECRETARY OF DEFENSE	289	...	260	19	5	...	1	4
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	271	50	195	2	6	5	12	1
DEPARTMENT OF EDUCATION	144	47	81	14	1	...	...	1
DEPARTMENT OF ENERGY	569	2	446	19	11	...	3	88
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,002	1,364	370	10	6	...	8	244
DEPARTMENT OF HOMELAND SECURITY	458	8	280	17	...	...	6	147
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	121	...	100	12	1	...	...	8
DEPARTMENT OF THE INTERIOR	350	9	253	16	30	...	30	12
DEPARTMENT OF JUSTICE	4,155	3,230	606	29	62	...	...	228
DEPARTMENT OF LABOR	246	...	170	16	13	...	...	47
DEPARTMENT OF STATE	1,187	12	163	34	3	...	...	975
DEPARTMENT OF TRANSPORTATION	468	26	218	18	6	...	...	200
DEPARTMENT OF THE TREASURY	559	27	427	13	20	...	...	72
DEPARTMENT OF VETERANS AFFAIRS	465	20	281	10	1	60	...	93
INDEPENDENT AGENCIES								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	...	1	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	1	...	...	1	...	...	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT	189	19	25	11	...	...	...	134
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	2	...	...	2	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	1	...	1	...	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	5	5	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	6	...	2	4	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	2	...	2	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	32	...	...	3	...	...	...	29
CONSUMER PRODUCT SAFETY COMMISSION	14	...	11	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	13	...	1	3	...	...	...	9
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	12	...	...	1	11	...	...	...
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	40	...	10	4	...	...	...	26
ELECTION ASSISTANCE COMMISSION	4	...	...	4	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	311	...	273	7	18	...	8	5

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2004

AGENCY	TOTAL	PAY SYSTEM						OTHER
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (ES)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	
INDEPENDENT AGENCIES (CONTINUED)								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	39	...	33	6	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	31	8	...	3	20	...	...	...
FARM CREDIT ADMINISTRATION	19	...	...	3	...	...	...	16
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	...	3	1	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	...	2	5	...	...	...	9
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	8	...	7	1	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	66	...	46	5	13	...	...	2
FEDERAL DEPOSIT INSURANCE CORPORATION	181	...	...	4	...	...	...	177
FEDERAL ELECTION COMMISSION	15	...	...	8	7	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...
FEDERAL HOUSING FINANCE BOARD	15	...	...	4	...	...	...	11
FEDERAL LABOR RELATIONS AUTHORITY	22	...	13	4	...	...	...	5
FEDERAL MARITIME COMMISSION	15	...	7	5	...	...	...	3
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	7	...	...	...	...	...	...	7
FEDERAL TRADE COMMISSION	41	...	34	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	113	...	103	2	1	...	...	7
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	2	...	...	1	1	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION:	4	4	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION:	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	2	2	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	15	...	13	2	...	...	...	...
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	3	3	...	...	...	...	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	567	47	422	2	14	...	81	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	22	...	13	1	8	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	1	...	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	25	3	18	3	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	3	...	3	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	41	...	...	3	...	...	...	38
NATIONAL LABOR RELATIONS BOARD	114	...	57	6	...	...	...	51
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	320	237	82	1	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	23	...	11	5	3	...	...	4
NUCLEAR REGULATORY COMMISSION	233	...	152	4	...	...	...	77
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	17	...	3	3	...	...	...	11
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	5	...	5	...	...	...	...	...
OFFICE OF SPECIAL COUNSEL	6	...	5	1	...	...	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	20	14	...	2	4	...	...	...
PEACE CORPS	17	...	...	2	17	...	...	15
PENSION BENEFIT GUARANTY CORPORATION	28	...	...	...	28	...	...	...
PRESIDIO TRUST	16	16	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD	14	...	10	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	93	...	...	5	...	...	...	88
SELECTIVE SERVICE SYSTEM	2	...	2	...	...	...	...	...
SMALL BUSINESS ADMINISTRATION	67	9	53	4	...	...	...	1
SMITHSONIAN INSTITUTION	111	...	...	...	108	...	...	3
SOCIAL SECURITY ADMINISTRATION	1,197	1	136	2	...	...	...	1,058
TENNESSEE VALLEY AUTHORITY	3	...	...	3	...	...	...	...
TRADE AND DEVELOPMENT AGENCY	4	1	2	1	...	...	...	...
U.S. HOLOCAUST MEMORIAL MUSEUM	4	...	...	...	4	...	...	...
VIETNAM EDUCATION FOUNDATION	1	1	...	...	...	...	...	...
BROADCASTING BOARD OF GOVERNORS	22	...	18	1	...	...	...	3
U.S. INSTITUTE OF PEACE	13	13	...	...	...	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	18	...	8	6	...	...	...	4
OFFICE OF PERSONNEL MANAGEMENT	63	...	58	3	2	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	17	...	9	5	...	...	...	3
AGENCY FOR INTERNATIONAL DEVELOPMENT	178	13	25	12	...	...	...	128
OFFICE OF PERSONNEL MANAGEMENT	44	...	39	3	2	...	...	...

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA	35,695	\$60,364	23,704	\$59,905	4,224	\$36,886	7,767	\$74,530
ALASKA	12,053	\$53,499	7,878	\$50,137	1,888	\$55,043	2,287	\$63,802
ARIZONA	32,822	\$51,372	23,942	\$51,497	3,981	\$41,424	4,899	\$58,848
ARKANSAS	11,791	\$50,972	8,422	\$50,874	1,881	\$36,466	1,488	\$69,863
CALIFORNIA	143,772	\$60,904	99,160	\$58,498	15,025	\$43,274	29,587	\$77,920
COLORADO	33,627	\$62,289	26,835	\$61,604	2,033	\$40,273	4,759	\$75,556
CONNECTICUT	6,970	\$61,242	4,962	\$60,946	757	\$39,873	1,251	\$75,350
DELAWARE	2,583	\$53,017	1,765	\$51,110	590	\$47,207	228	\$82,812
DISTRICT OF COLUMBIA	150,631	\$79,680	114,977	\$77,539	5,131	\$41,683	30,523	\$94,135
FLORIDA	70,684	\$56,151	48,101	\$55,509	7,205	\$38,695	15,378	\$66,336
GEORGIA	64,282	\$57,216	48,017	\$57,276	8,855	\$41,212	7,410	\$75,946
HAWAII	20,758	\$52,057	13,052	\$50,667	5,269	\$53,747	2,437	\$55,848
IDAHO	8,056	\$54,292	6,425	\$54,583	885	\$42,650	746	\$65,601
ILLINOIS	42,809	\$62,388	30,730	\$61,289	3,479	\$43,332	8,600	\$74,021
INDIANA	18,595	\$56,381	11,964	\$53,700	2,199	\$43,713	4,432	\$69,903
IOWA	7,268	\$52,354	5,170	\$51,677	1,053	\$41,704	1,045	\$66,434
KANSAS	15,410	\$54,104	11,331	\$50,530	1,899	\$45,071	2,180	\$80,550
KENTUCKY	20,783	\$49,526	15,189	\$47,785	2,018	\$40,016	3,576	\$62,285
LOUISIANA	19,931	\$53,285	14,993	\$53,246	2,476	\$41,050	2,462	\$65,832
MAINE	9,083	\$53,208	5,728	\$57,097	2,713	\$41,450	642	\$68,204
MARYLAND	104,087	\$72,636	78,207	\$70,691	5,400	\$44,740	20,480	\$87,419
MASSACHUSETTS	25,118	\$61,351	18,992	\$60,672	2,058	\$41,037	4,068	\$74,795
MICHIGAN	23,582	\$60,536	17,462	\$59,453	1,897	\$47,217	4,223	\$70,998
MINNESOTA	14,313	\$58,304	9,887	\$54,850	1,472	\$44,419	2,954	\$76,786
MISSISSIPPI	16,734	\$53,242	11,541	\$52,753	2,560	\$38,043	2,633	\$70,162
MISSOURI	32,792	\$53,083	26,857	\$51,453	2,448	\$41,567	3,487	\$73,719
MONTANA	8,971	\$52,261	7,388	\$52,083	906	\$45,144	677	\$63,733
NEBRASKA	8,624	\$53,537	6,671	\$54,110	924	\$37,493	1,029	\$64,231
NEVADA	9,048	\$55,901	6,025	\$55,507	627	\$45,823	2,396	\$59,527
NEW HAMPSHIRE	3,224	\$70,174	1,962	\$60,722	204	\$38,971	1,058	\$93,718
NEW JERSEY	27,223	\$66,118	18,900	\$65,189	2,548	\$44,911	5,775	\$78,514
NEW MEXICO	21,700	\$54,650	16,023	\$54,170	1,815	\$39,189	3,862	\$63,910

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
NEW YORK	58,958	\$59,700	41,572	\$57,437	5,538	\$39,832	11,848	\$76,928
NORTH CAROLINA	32,406	\$52,523	21,755	\$52,674	5,902	\$41,209	4,749	\$65,890
NORTH DAKOTA	5,517	\$50,482	3,944	\$50,592	879	\$42,418	694	\$60,072
OHIO	41,791	\$62,683	31,728	\$60,423	2,759	\$43,730	7,304	\$79,659
OKLAHOMA	33,421	\$52,855	19,089	\$54,372	9,678	\$42,201	4,654	\$68,792
OREGON	18,440	\$56,305	13,937	\$56,530	2,153	\$47,302	2,350	\$63,214
PENNSYLVANIA	62,821	\$54,754	47,035	\$55,613	9,644	\$39,929	6,142	\$71,453
RHODE ISLAND	6,120	\$66,594	2,982	\$57,809	492	\$37,035	2,646	\$81,992
SOUTH CAROLINA	16,249	\$53,680	11,164	\$52,343	2,016	\$38,960	3,069	\$68,213
SOUTH DAKOTA	7,059	\$49,605	4,917	\$50,171	932	\$39,159	1,210	\$55,352
TENNESSEE	33,143	\$55,661	18,030	\$49,630	2,339	\$37,625	12,774	\$67,476
TEXAS	108,071	\$55,726	78,797	\$54,821	12,648	\$39,146	16,626	\$72,631
UTAH	27,018	\$50,538	18,996	\$51,142	5,907	\$43,395	2,115	\$65,064
VERMONT	3,696	\$51,723	3,018	\$50,666	311	\$38,891	367	\$71,287
VIRGINIA	119,184	\$67,482	83,960	\$67,846	10,253	\$40,316	24,971	\$77,414
WASHINGTON	45,538	\$58,124	30,077	\$58,183	9,384	\$49,670	6,077	\$70,889
WEST VIRGINIA	12,605	\$55,544	10,088	\$55,041	1,213	\$40,076	1,304	\$73,821
WISCONSIN	11,637	\$53,348	8,426	\$52,609	1,451	\$41,179	1,760	\$66,919
WYOMING	4,870	\$51,079	3,726	\$50,746	752	\$43,123	392	\$69,505
UNSPECIFIED 1/	18,965	\$65,339	18,677	\$65,200	206	\$46,837	82	...
TOTALS	1,690,528	\$60,772	1,214,178	\$59,896	180,877	\$42,254	295,473	\$75,708

1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	28,559	\$62,268	20,466	\$62,139	3,508	\$40,678	4,585	\$79,362
BOSTON, MA-NH	16,556	\$67,308	12,323	\$67,400	890	\$38,875	3,343	\$74,540
BROCKTON, MA	1,012	\$52,667	639	\$50,070	179	\$32,600	194	\$79,736
FITCHBURG-MINSTER, MA	323	\$31,331	321	\$31,195	...	...	2	\$53,219
LAWRENCE, MA-NH	2,389	\$41,564	2,323	\$40,580	22	\$39,596	44	\$94,489
LOWELL, MA-NH	959	\$55,064	902	\$54,785	38	\$39,713	19	\$99,027
MANCHESTER, NH	1,028	\$56,102	602	\$57,566	81	\$34,850	345	\$58,536
NASHUA, NH	732	...	144	\$69,510	...	...	588	...
NEW BEDFORD, MA	106	\$67,235	97	\$64,909	...	...	9	\$92,306
PORTSMOUTH-ROCHESTER, NH-ME	5,144	\$55,547	2,842	\$66,040	2,286	\$42,267	16	\$89,183
WORCESTER, MA-CT	310	\$63,012	273	\$61,681	12	\$36,528	25	\$90,263
CHICAGO-GARY-KENOSHA, IL-IN-WI	27,744	\$65,426	19,039	\$64,122	1,512	\$39,764	7,193	\$74,272
CHICAGO, IL	27,122	\$65,463	18,584	\$64,247	1,467	\$39,632	7,071	\$74,018
GARY, IN	492	\$63,115	398	\$59,604	39	\$43,594	55	...
KANKAKEE, IL	96	\$70,631	32	\$55,549	...	...	64	\$78,172
KENOSHA, WI	34	\$54,415	25	\$53,714	6	\$47,086	3	\$74,916
CINCINNATI-HAMILTON, OH-KY-IN	10,305	\$51,844	8,847	\$49,909	269	\$37,888	1,189	\$69,398
CINCINNATI, OH-KY-IN	10,255	\$51,832	8,797	\$49,884	269	\$37,888	1,189	\$69,398
HAMILTON-MIDDLETOWN, OH	50	\$54,329	50	\$54,329	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	10,975	\$66,178	7,889	\$62,925	503	\$40,267	2,583	\$81,161
AKRON, OH	505	\$58,608	286	\$59,484	76	\$47,973	143	\$62,508
CLEVELAND-LORAIN-ELYRIA, OH	10,470	\$66,543	7,603	\$63,054	427	\$38,896	2,440	\$82,255
DALLAS-FORT WORTH, TX	24,135	\$64,225	16,238	\$61,104	1,066	\$41,373	6,831	\$75,209
DALLAS, TX	14,383	\$62,800	11,193	\$60,548	511	\$35,600	2,679	\$77,396
FORT WORTH-ARLINGTON, TX	9,752	\$66,327	5,045	\$62,339	555	\$46,688	4,152	\$73,798
DENVER-BOULDER-GREELEY, CO	20,766	\$67,496	16,197	\$66,568	914	\$42,417	3,655	\$77,880
BOULDER-LONGMONT, CO	1,596	\$87,705	333	\$63,353	43	\$43,808	1,220	\$95,899
DENVER, CO	18,934	\$65,970	15,677	\$66,802	827	\$41,866	2,430	\$68,806
GREELEY, CO	236	\$53,247	187	\$52,661	44	\$51,405	5	\$91,383
DETROIT-ANN ARBOR-FLINT, MI	15,539	\$63,677	11,608	\$62,540	968	\$50,554	2,963	\$72,417
ANN ARBOR, MI	2,149	\$61,560	1,558	\$60,397	222	\$48,648	369	\$74,239
DETROIT, MI	13,120	\$63,976	9,873	\$62,901	738	\$51,141	2,509	\$71,984
FLINT, MI	270	\$65,986	177	\$61,302	8	\$49,306	85	\$77,309
HOUSTON-GALVESTON-BRAZORIA, TX	14,459	\$70,776	10,214	\$70,817	628	\$39,061	3,617	\$76,164
BRAZORIA, TX	93	\$55,930	77	\$58,063	16	\$45,666	...	...
GALVESTON-TEXAS CITY, TX	448	\$67,335	409	\$67,977	11	\$45,963	28	\$66,358
HOUSTON, TX	13,918	\$70,985	9,728	\$71,038	601	\$38,758	3,589	\$76,241

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	45,807	\$61,410	31,719	\$59,922	3,830	\$42,317	10,258	\$73,139
LOS ANGELES-LONG BEACH, CA	24,308	\$62,324	16,628	\$60,273	1,133	\$36,643	6,547	\$71,975
ORANGE COUNTY, CA	4,829	\$61,434	4,026	\$62,716	305	\$45,147	498	\$61,044
RIVERSIDE-SAN BERNARDINO, CA	10,676	\$54,117	6,712	\$53,510	2,011	\$43,921	1,953	\$66,701
VENTURA, CA	5,994	\$70,673	4,353	\$65,881	381	\$48,460	1,260	\$93,945
MIAMI-FORT LAUDERDALE, FL	15,603	\$58,551	10,079	\$57,138	732	\$37,183	4,792	\$64,788
FORT LAUDERDALE, FL	2,925	\$58,684	1,904	\$60,813	3	\$43,987	1,018	\$54,744
MIAMI, FL	12,678	\$58,521	8,175	\$56,282	729	\$37,155	3,774	\$67,498
MILWAUKEE-RACINE, WI	4,677	\$55,607	3,327	\$54,549	444	\$40,834	906	\$66,729
MILWAUKEE-WAUKESHA, WI	4,621	\$55,585	3,275	\$54,518	444	\$40,834	902	\$66,720
RACINE, WI	56	\$57,390	52	\$56,525	...	...	4	\$68,626
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	63,180	\$64,275	45,488	\$62,509	4,441	\$39,952	13,251	\$78,490
BERGEN-PASSAIC, NJ	607	\$70,825	490	\$68,010	7	\$45,932	110	\$84,948
BRIDGEPORT, CT	462	\$70,504	344	\$68,760	11	\$41,418	107	\$79,101
DANBURY, CT	289	\$56,988	244	\$57,897	45	\$52,056	...	...
DUTCHESS COUNTY, NY	592	\$55,155	435	\$50,482	50	\$31,247	107	\$85,322
JERSEY CITY, NJ	259	\$62,593	218	\$64,370	39	\$51,029	2	\$94,501
MIDDLESEX-SOMERSET-HUNTERDON, NJ	1,842	\$63,223	1,277	\$62,433	254	\$37,347	311	\$87,604
MONMOUTH-OCEAN, NJ	7,305	\$73,152	5,923	\$71,928	459	\$46,381	923	\$94,321
NASSAU-SUFFOLK, NY	8,431	\$62,514	6,078	\$52,427	549	\$41,344	1,804	...
NEW HAVEN-MERIDEN, CT	1,977	\$60,287	1,281	\$56,497	222	\$34,408	474	\$82,651
NEW YORK, NY	27,654	\$64,323	19,696	\$63,143	1,361	\$39,602	6,597	\$72,945
NEWARK, NJ	9,698	\$64,342	6,852	\$64,801	408	\$41,300	2,438	\$66,909
NEWBURGH, NY-PA	3,172	\$50,270	1,892	\$53,136	971	\$37,022	309	\$74,355
STAMFORD-NORWALK, CT	143	\$73,791	137	\$72,965	1	\$41,490	5	...
TRENTON, NJ	676	\$67,349	556	\$67,025	61	\$45,593	59	\$92,892
WATERBURY, CT	73	\$63,280	65	\$62,230	3	\$41,330	5	\$90,103
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	38,503	\$58,112	29,765	\$56,375	3,710	\$44,034	5,028	\$78,787
ATLANTIC-CAPE MAY, NJ	2,368	\$76,075	362	\$58,271	190	\$46,846	1,816	\$82,682
PHILADELPHIA, PA-NJ	33,165	\$57,184	27,435	\$56,647	2,988	\$44,487	2,742	\$76,399
VINELAND-MILLVILLE-BRIDGETON, NJ	443	\$56,219	340	\$54,089	57	\$53,790	46	\$74,967
WILMINGTON-NEWARK, DE-MD	2,527	\$53,789	1,628	\$51,844	475	\$38,884	424	\$77,958
PORTLAND-SALEM, OR-WA	12,482	\$61,119	9,320	\$62,235	1,054	\$46,786	2,108	\$63,353
PORTLAND-VANCOUVER, OR-WA	11,711	\$61,708	8,781	\$62,615	1,009	\$46,850	1,921	\$65,363
SALEM, OR	771	\$52,179	539	\$56,034	45	\$45,362	187	\$42,707
SACRAMENTO-YOLO, CA	6,849	\$64,172	5,417	\$61,177	197	\$44,832	1,235	\$80,396
SACRAMENTO, CA	6,471	\$63,999	5,050	\$60,764	191	\$44,807	1,230	\$80,265
YOLO, CA	378	\$67,131	367	\$66,861	6	\$45,633	5	...

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,360	\$70,439	20,806	\$68,655	1,905	\$48,250	4,649	\$87,516
OAKLAND, CA	7,729	\$67,031	6,007	\$62,795	242	\$47,918	1,480	\$87,349
SAN FRANCISCO, CA	11,391	\$73,193	8,877	\$71,089	672	\$42,885	1,842	\$94,388
SAN JOSE, CA	5,535	\$74,851	4,030	\$76,204	328	\$45,987	1,177	\$78,264
SANTA CRUZ-WATSONVILLE, CA	110	\$69,368	64	\$70,870	...	...	46	\$67,278
SANTA ROSA, CA	322	\$63,068	228	\$58,975	24	\$48,524	70	\$81,385
VALLEJO-FAIRFIELD-NAPA, CA	2,273	\$58,581	1,600	\$59,430	639	\$55,168	34	\$82,804
SAN JUAN-CAGUAS-ARECIBO, PR	8,716	\$44,882	5,504	\$43,625	851	\$27,847	2,361	\$53,950
ARECIBO, PR	61	\$50,667	57	\$48,849	...	...	4	\$76,567
CAGUAS, PR	76	\$48,788	69	\$50,771	7	\$29,242	...	...
SAN JUAN-BAYAMON, PR	8,579	\$44,806	5,378	\$43,478	844	\$27,836	2,357	\$53,912
SEATTLE-TACOMA-BREMERTON, WA	34,306	\$58,639	21,534	\$58,919	8,328	\$50,113	4,444	\$73,259
BREMERTON, WA	13,390	\$57,904	6,702	\$63,348	6,370	\$50,788	318	\$85,691
OLYMPIA, WA	479	\$63,005	425	\$62,700	5	\$46,465	49	\$67,343
SEATTLE-BELLEVUE-EVERETT, WA	14,285	\$63,076	9,943	\$60,437	486	\$44,755	3,856	\$72,189
TACOMA, WA	6,152	\$49,597	4,464	\$48,527	1,467	\$48,970	221	\$75,366
WASHINGTON-BALTIMORE, DC-MD-VA-WV	313,455	\$77,057	234,388	\$74,855	12,035	\$43,436	67,032	\$90,792
BALTIMORE, MD	33,549	\$64,418	27,224	\$64,015	2,196	\$44,078	4,129	\$77,895
HAGERSTOWN, MD	224	\$51,796	152	\$54,935	42	\$40,559	30	\$51,617
WASHINGTON, DC-MD-VA-WV	279,682	\$78,593	207,012	\$76,295	9,797	\$43,304	62,873	\$91,658
ABILENE, TX	497	\$47,600	365	\$46,624	71	\$36,329	61	\$66,560
AGUADILLA, PR	242	\$46,306	105	\$41,032	44	\$33,220	93	\$58,451
ALBANY, GA	2,027	\$50,288	1,051	\$54,846	812	\$41,255	164	\$65,801
ALBANY-SCHENECTADY-TROY, NY	3,831	\$57,868	2,438	\$57,563	677	\$43,513	716	\$72,476
ALBUQUERQUE, NM	9,865	\$60,262	7,079	\$57,088	549	\$39,401	2,237	\$75,427
ALEXANDRIA, LA	1,727	\$49,408	1,092	\$47,985	362	\$40,900	273	\$66,380
ALLENTOWN-BETHLEHEM-EASTON, PA	637	\$46,778	464	\$39,885	18	\$39,494	155	\$68,259
ALTOONA, PA	565	\$49,994	332	\$44,752	64	\$34,776	169	\$66,056
AMARILLO, TX	1,248	\$53,451	818	\$50,029	94	\$29,184	336	\$68,571
ANCHORAGE, AK	7,024	\$55,864	4,623	\$52,270	1,012	\$53,959	1,389	\$69,212
ANNISTON, AL	3,855	\$41,931	1,212	\$50,696	2,588	\$37,126	55	\$74,902
APPLETON-OSHKOSH-NEENAH, WI	225	\$56,221	148	\$55,635	7	\$46,963	70	\$58,385
ASHEVILLE, NC	1,853	\$53,519	1,162	\$48,305	147	\$28,287	544	\$71,476
ATHENS, GA	918	\$61,148	870	\$61,444	32	\$40,301	16	\$86,730
ATLANTA, GA	31,180	\$63,659	24,795	\$60,937	852	\$43,982	5,533	\$78,890
AUBURN-OPELIKA, AL	172	\$57,399	162	\$58,207	8	\$35,625	2	\$79,019
AUGUSTA-AIKEN, GA-SC	5,110	\$51,142	4,046	\$50,058	431	\$31,865	633	\$71,198
AUSTIN-SAN MARCOS, TX	7,064	\$48,781	6,241	\$47,623	277	\$39,476	546	\$66,747
BAKERSFIELD, CA	7,468	\$68,449	1,792	\$60,441	852	\$48,766	4,824	\$74,899
BANGOR, ME	680	\$55,481	395	\$55,895	109	\$41,762	176	\$63,047

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BARNSTABLE-YARMOUTH, MA	81	\$57,217	51	\$60,080	5	\$40,638	25	\$54,692
BATON ROUGE, LA	846	\$61,244	596	\$60,114	44	\$36,757	206	\$69,741
BEAUMONT-PORT ARTHUR, TX	1,324	\$51,757	1,078	\$49,913	173	\$50,027	73	\$83,087
BELLINGHAM, WA	781	\$49,646	747	\$49,883	4	\$48,152	30	\$43,946
BENTON HARBOR, MI	69	\$53,932	65	\$52,933	2	\$39,851	2	...
BILLINGS, MT	1,210	\$59,799	1,033	\$59,224	20	\$42,405	157	\$65,795
BILOXI-GULFPORT-PASCAGOULA, MS	6,706	\$53,122	4,911	\$54,189	1,002	\$37,182	793	\$66,653
BINGHAMTON, NY	273	\$61,005	203	\$63,803	18	\$45,537	52	\$55,434
BIRMINGHAM, AL	4,985	\$52,953	4,077	\$51,807	279	\$34,918	629	\$68,381
BISMARCK, ND	779	\$57,825	633	\$58,157	66	\$46,859	80	\$64,244
BLOOMINGTON, IN	64	\$54,882	54	\$56,472	9	\$45,253	1	\$55,700
BLOOMINGTON-NORMAL, IL	228	\$39,485	167	\$39,822	13	\$30,782	48	\$40,673
BOISE CITY, ID	3,894	\$55,972	2,824	\$56,962	588	\$42,254	482	\$66,902
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,958	\$50,736	1,772	\$50,851	76	\$46,505	110	\$51,805
BRYAN-COLLEGE STATION, TX	524	\$57,566	474	\$58,462	24	\$41,174	26	\$56,350
BUFFALO-NIAGARA FALLS, NY	5,393	\$53,950	4,287	\$52,672	365	\$44,500	741	\$66,002
BURLINGTON, VT	2,314	\$51,073	1,924	\$50,677	210	\$41,218	180	\$66,799
CANTON-MASSILLON, OH	166	\$56,001	131	\$51,817	10	\$46,189	25	\$81,852
CASPER, WY	482	\$61,014	348	\$58,941	22	\$57,820	112	\$68,083
CEDAR RAPIDS, IA	335	\$61,808	184	\$60,967	7	\$43,243	144	\$63,785
CHAMPAIGN-URBANA, IL	580	\$66,231	302	\$56,448	7	\$42,810	271	\$77,737
CHARLESTON-NORTH CHARLESTON, SC	6,569	\$55,832	4,024	\$52,850	679	\$39,062	1,866	\$68,362
CHARLESTON, WV	910	\$59,612	598	\$58,519	130	\$42,994	182	\$75,071
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	3,370	\$55,145	1,897	\$52,686	353	\$34,373	1,120	\$65,857
CHARLOTTESVILLE, VA	785	\$69,258	170	\$59,456	14	\$39,456	601	\$72,724
CHATTANOOGA, TN-GA	4,499	\$67,404	358	\$53,743	55	\$39,809	4,086	\$68,973
CHEYENNE, WY	1,727	\$52,284	1,281	\$52,040	337	\$44,015	109	\$80,719
CHICO-PARADISE, CA	187	\$48,961	164	\$47,520	9	\$43,006	14	\$69,678
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,762	\$45,321	1,875	\$45,108	293	\$37,767	594	\$49,721
COLORADO SPRINGS, CO	6,557	\$53,369	5,315	\$53,603	670	\$34,843	572	\$72,894
COLUMBIA, MO	1,334	\$54,760	897	\$52,268	107	\$31,776	330	\$68,986
COLUMBIA, SC	5,026	\$51,081	3,628	\$50,076	736	\$37,644	662	\$71,525
COLUMBUS, GA-AL	2,947	\$44,612	2,309	\$44,020	287	\$31,565	351	\$59,171
COLUMBUS, OH	8,347	\$57,310	7,367	\$57,228	439	\$44,295	541	\$68,984
CORPUS CHRISTI, TX	4,758	\$50,117	2,065	\$53,171	2,501	\$45,568	192	\$76,532
CORVALLIS, OR	430	\$63,041	400	\$63,834	23	\$38,101	7	\$99,714
CUMBERLAND, MD-WV	384	\$51,409	319	\$51,360	57	\$47,552	8	\$80,841
DANVILLE, VA	39	\$53,369	36	\$53,316	2	\$40,425	1	\$81,167

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,288	\$60,193	4,299	\$61,776	749	\$46,872	240	\$73,413
DAYTON-SPRINGFIELD, OH	13,536	\$65,632	9,499	\$62,410	915	\$45,065	3,122	\$81,463
DAYTONA BEACH, FL	418	\$64,785	206	\$50,345	2	\$35,907	210	\$79,226
DECATUR, AL	1,048	\$67,873	75	\$52,721	2	\$38,317	971	\$69,104
DECATUR, IL	74	\$54,413	58	\$53,837	10	\$45,559	6	\$74,740
DES MOINES, IA	2,291	\$55,154	1,575	\$54,162	324	\$42,469	392	\$69,624
DOTHAN, AL	2,063	\$53,932	1,759	\$54,579	141	\$38,427	163	\$60,356
DOVER, DE	1,121	\$48,966	749	\$48,633	371	\$49,586	1	\$68,520
DUBUQUE, IA	55	\$47,329	31	\$48,131	13	\$46,158	11	\$46,455
DULUTH-SUPERIOR, MN-WI	913	\$55,877	641	\$56,167	197	\$50,683	75	\$67,050
EAU CLAIRE, WI	153	\$61,617	109	\$59,597	16	\$40,343	28	\$81,641
EL PASO, TX	6,439	\$50,180	5,596	\$49,675	325	\$36,192	518	\$64,417
ELKHART-GOSHEN, IN	40	\$51,571	33	\$52,759	7	\$45,971	...	...
ELMIRA, NY	83	\$58,289	41	\$62,355	...	...	42	\$54,320
ENID, OK	180	\$46,180	169	\$46,587	10	\$39,622	1	\$42,950
ERIE, PA	616	\$51,940	366	\$48,442	66	\$37,256	184	\$64,166
EUGENE-SPRINGFIELD, OR	914	\$56,040	702	\$53,209	60	\$50,137	152	\$71,446
EVANSVILLE-HENDERSON, IN-KY	407	\$53,860	228	\$49,955	56	\$43,100	123	\$65,998
FARGO-MOORHEAD, ND-MN	1,386	\$54,207	847	\$52,251	255	\$41,674	284	\$71,293
FAYETTEVILLE, NC	6,591	\$47,085	4,979	\$46,066	714	\$35,634	898	\$61,843
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	995	\$50,272	660	\$47,373	82	\$32,770	253	\$63,507
FLAGSTAFF, AZ-UT	2,260	\$48,398	1,628	\$50,454	276	\$40,674	356	\$44,987
FLORENCE, AL	1,319	\$57,740	96	\$52,934	40	\$39,322	1,183	\$58,753
FLORENCE, SC	210	\$53,738	154	\$51,974	14	\$32,999	42	\$67,121
FORT COLLINS-LOVELAND, CO	1,605	\$64,620	1,456	\$64,062	57	\$49,297	92	\$82,949
FORT MYERS-CAPE CORAL, FL	726	\$49,950	356	\$51,994	16	\$32,015	354	\$48,706
FORT PIERCE-PORT ST. LUCIE, FL	269	\$54,835	236	\$52,125	10	\$36,984	23	\$90,398
FORT SMITH, AR-OK	735	\$54,059	386	\$55,008	251	\$42,409	98	\$80,160
FORT WALTON BEACH, FL	4,685	\$57,334	3,606	\$57,727	743	\$47,454	336	\$74,969
FORT WAYNE, IN	934	\$54,051	487	\$52,531	210	\$46,206	237	\$64,126
FRESNO, CA	8,160	\$42,022	7,322	\$39,893	369	\$39,233	469	\$77,454
GADSDEN, AL	105	\$50,323	91	\$49,546	8	\$39,040	6	\$77,149
GAINESVILLE, FL	2,399	\$52,228	1,568	\$48,003	177	\$29,010	654	\$68,641
GLENS FALLS, NY	58	\$56,599	53	\$57,103	4	\$42,549	1	\$86,134
GOLDSBORO, NC	732	\$47,206	546	\$49,346	185	\$41,021	1	\$22,968
GRAND FORKS, ND-MN	729	\$51,084	512	\$50,653	132	\$41,424	85	\$68,680
GRAND JUNCTION, CO	807	\$53,386	608	\$51,561	50	\$36,024	149	\$66,659
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	1,085	\$60,703	715	\$58,451	20	\$45,291	350	\$66,185
GREAT FALLS, MT	1,018	\$50,981	627	\$50,513	300	\$47,506	91	\$65,658
GREEN BAY, WI	330	\$59,839	166	\$56,965	13	\$44,689	151	\$64,303

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
GREENSBORO--WINSTON-SALEM--HIGH POINT, N	1,616	\$59,854	1,273	\$58,075	21	\$37,878	322	\$68,321
GREENVILLE, NC	130	\$57,401	106	\$57,559	17	\$52,221	7	\$67,589
GREENVILLE-SPARTANBURG-ANDERSON, SC	836	\$57,295	581	\$54,919	45	\$38,818	210	\$67,825
HARRISBURG-LEBANON-CARLISLE, PA	7,760	\$56,273	6,089	\$58,293	1,180	\$38,564	491	\$73,783
HARTFORD, CT	2,462	\$62,371	1,642	\$64,140	253	\$42,090	567	\$66,299
HATTIESBURG, MS	385	\$48,025	193	\$51,964	184	\$40,771	8	...
HICKORY-MORGANTON-LENOIR, NC	82	\$53,514	69	\$54,236	10	\$39,793	3	\$82,634
HONOLULU, HI	19,256	\$52,621	12,233	\$50,899	5,060	\$54,097	1,963	\$59,548
HOUMA, LA	131	\$52,732	123	\$54,053	8	\$32,424	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,931	\$53,866	1,487	\$52,359	180	\$42,977	264	\$69,780
HUNTSVILLE, AL	12,670	\$75,310	9,240	\$71,483	76	\$39,617	3,354	\$86,661
INDIANAPOLIS, IN	8,252	\$59,713	6,260	\$54,447	376	\$44,207	1,616	\$83,719
IOWA CITY, IA	1,032	\$49,182	709	\$46,161	94	\$36,205	229	\$63,863
JACKSON, MI	48	\$54,933	40	\$50,683	...	...	8	\$76,178
JACKSON, MS	3,589	\$54,135	2,569	\$52,027	349	\$36,334	671	\$71,461
JACKSON, TN	239	\$59,609	117	\$56,342	36	\$41,157	86	\$71,779
JACKSONVILLE, FL	11,662	\$54,317	7,821	\$55,263	2,894	\$40,557	947	\$88,557
JACKSONVILLE, NC	2,706	\$44,894	1,547	\$43,967	775	\$42,881	384	\$52,692
JAMESTOWN, NY	55	\$53,211	41	\$56,877	5	\$49,074	9	\$38,806
JANESVILLE-BELOIT, WI	33	\$56,149	33	\$56,149	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	1,998	\$50,043	1,095	\$47,012	248	\$28,320	655	\$63,334
JOHNSTOWN, PA	829	\$56,535	634	\$57,631	139	\$48,657	56	\$63,681
JONESBORO, AR	173	\$59,250	100	\$56,461	30	\$46,527	43	\$74,612
JOPLIN, MO	122	\$52,407	100	\$51,307	5	\$35,804	17	\$63,764
KALAMAZOO-BATTLE CREEK, MI	2,950	\$54,369	2,273	\$54,470	350	\$40,244	327	\$68,782
KANSAS CITY, MO-KS	20,065	\$56,633	16,931	\$52,520	728	\$44,677	2,406	\$89,191
KILLEEN-TEMPLE, TX	5,905	\$46,575	4,193	\$45,967	1,109	\$33,949	603	\$74,023
KNOXVILLE, TN	3,572	\$64,442	1,558	\$64,333	273	\$41,460	1,741	\$68,143
KOKOMO, IN	24	\$57,164	23	\$56,002	...	...	1	\$83,896
LA CROSSE, WI-MN	212	\$58,689	179	\$60,366	15	\$45,779	18	\$52,772
LAFAYETTE, LA	479	\$60,253	384	\$57,528	15	\$44,790	80	\$76,230
LAFAYETTE, IN	175	\$58,698	151	\$57,749	6	\$48,046	18	\$70,216
LAKE CHARLES, LA	192	\$57,076	125	\$58,344	29	\$41,928	38	\$64,466
LAKELAND-WINTER HAVEN, FL	284	\$50,323	249	\$51,185	27	\$37,069	8	\$68,216
LANCASTER, PA	146	\$51,872	133	\$52,388	5	\$38,155	8	\$51,858
LANSING-EAST LANSING, MI	1,039	\$57,391	696	\$55,751	178	\$51,538	165	\$70,621
LAREDO, TX	1,940	\$50,051	1,861	\$49,858	43	\$37,718	36	\$74,753
LAS CRUCES, NM	2,725	\$60,983	2,296	\$60,435	213	\$41,050	216	\$86,463
LAS VEGAS, NV-AZ	5,921	\$56,800	3,750	\$56,725	346	\$50,037	1,825	\$58,235
LAWRENCE, KS	355	\$48,622	176	\$52,960	19	\$42,097	160	\$44,624

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
LAWTON, OK	2,378	\$44,958	2,057	\$45,053	225	\$36,273	96	\$63,269
LEWISTON-AUBURN, ME	70	\$52,883	68	\$53,264	2	\$39,925	...	...
LEXINGTON, KY	3,042	\$52,003	2,060	\$51,958	547	\$35,668	435	\$72,758
LIMA, OH	97	\$60,200	90	\$61,445	7	\$44,197	...	...
LINCOLN, NE	1,848	\$53,359	1,495	\$53,553	210	\$40,290	143	\$70,532
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,770	\$52,126	4,061	\$51,322	697	\$32,636	1,012	\$68,777
LONGVIEW-MARSHALL, TX	140	\$60,943	72	\$53,584	4	\$41,860	64	\$70,415
LOUISVILLE, KY-IN	4,787	\$54,037	2,675	\$55,281	357	\$42,056	1,755	\$54,579
LUBBOCK, TX	581	\$57,573	372	\$56,048	26	\$31,270	183	\$64,409
LYNCHBURG, VA	112	\$51,238	76	\$56,042	11	\$41,596	25	\$40,877
MACON, GA	12,651	\$52,255	7,899	\$57,643	4,571	\$41,804	181	\$81,058
MADISON, WI	2,346	\$55,684	1,663	\$54,917	317	\$39,975	366	\$72,776
MANSFIELD, OH	217	\$54,673	128	\$53,819	63	\$45,453	26	\$81,218
MAYAGUEZ, PR	373	\$47,847	282	\$45,322	17	\$26,517	74	\$62,369
MCALLEN-EDINBURG-MISSION, TX	1,782	\$51,024	1,595	\$51,016	121	\$42,965	66	\$66,008
MEDFORD-ASHLAND, OR	1,109	\$51,736	887	\$51,509	122	\$41,756	100	\$65,920
MELBOURNE-TITUSVILLE-PALM BAY, FL	4,272	\$67,792	3,588	\$69,097	303	\$45,144	381	\$73,522
MEMPHIS, TN-AR-MS	10,365	\$51,076	7,759	\$45,159	666	\$38,345	1,940	\$79,114
MERCED, CA	527	\$46,509	474	\$46,780	48	\$41,519	5	\$68,744
MINNEAPOLIS-ST. PAUL, MN-WI	9,245	\$62,525	5,990	\$57,969	631	\$41,967	2,624	\$77,870
MISSOULA, MT	995	\$57,990	911	\$58,914	23	\$40,155	61	\$50,912
MOBILE, AL	1,442	\$61,017	1,186	\$59,854	59	\$47,271	197	\$72,133
MODESTO, CA	213	\$52,641	187	\$51,901	6	\$45,371	20	\$61,743
MONROE, LA	200	\$54,695	108	\$55,256	24	\$40,880	68	\$58,679
MONTGOMERY, AL	4,273	\$54,687	3,455	\$54,320	414	\$36,523	404	\$76,437
MUNCIE, IN	38	\$52,130	38	\$52,130	...	...	...	...
MYRTLE BEACH, SC	180	\$54,623	67	\$53,953	...	...	113	\$55,020
NAPLES, FL	194	\$48,542	159	\$49,196	26	\$37,897	9	\$67,734
NASHVILLE, TN	6,815	\$54,231	4,518	\$52,596	608	\$36,757	1,689	\$64,896
NEW LONDON-NORWICH, CT-RI	1,530	\$57,510	1,216	\$58,405	221	\$40,282	93	\$86,737
NEW ORLEANS, LA	10,503	\$55,035	8,369	\$55,642	870	\$37,508	1,264	\$63,082
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-	38,802	\$54,741	24,900	\$59,594	7,027	\$39,331	6,875	\$52,915
OCALA, FL	148	\$53,739	139	\$51,729	1	\$34,582	8	\$91,067
ODESSA-MIDLAND, TX	203	\$59,311	98	\$60,487	4	\$30,695	101	\$59,302
OKLAHOMA CITY, OK	22,042	\$55,213	11,280	\$57,264	7,007	\$43,485	3,755	\$70,936
OMAHA, NE-IA	4,992	\$54,723	3,688	\$56,134	554	\$35,569	750	\$61,931
ORLANDO, FL	5,373	\$55,677	3,283	\$58,522	111	\$29,416	1,979	\$52,430
OWENSBORO, KY	58	\$54,706	53	\$54,501	...	...	5	\$56,883
PANAMA CITY, FL	2,246	\$61,618	1,207	\$52,812	159	\$41,333	880	\$77,362
PARKERSBURG-MARIETTA, WV-OH	1,867	\$53,314	1,746	\$53,711	98	\$41,678	23	\$72,703

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
PENSACOLA, FL	4,082	\$52,791	3,479	\$51,843	274	\$38,910	329	\$74,379
PEORIA-PEKIN, IL	1,171	\$57,543	835	\$56,316	208	\$51,275	128	\$75,736
PHOENIX-MESA, AZ	11,244	\$54,611	7,811	\$54,115	1,180	\$41,437	2,253	\$63,231
PINE BLUFF, AR	1,607	\$49,626	1,034	\$54,165	529	\$36,285	44	...
PITTSBURGH, PA	8,972	\$56,240	5,996	\$55,842	1,106	\$41,772	1,870	\$66,074
PITTSFIELD, MA	91	\$62,678	84	\$63,112	4	\$38,281	3	\$83,048
POCATELLO, ID	164	\$55,915	136	\$55,545	9	\$44,049	19	\$64,180
PONCE, PR	316	\$44,551	234	\$42,156	41	\$28,589	41	\$74,176
PORTLAND, ME	589	\$60,812	357	\$59,402	31	\$39,940	201	\$66,533
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,355	\$57,537	1,532	\$58,401	249	\$35,846	574	\$64,640
PROVO-OREM, UT	328	\$52,882	302	\$53,907	25	\$40,495	1	\$52,829
PUEBLO, CO	550	\$51,402	415	\$50,989	45	\$34,823	90	\$61,598
PUNTA GORDA, FL	26	\$59,634	20	\$49,544	...	...	6	\$93,266
RALEIGH-DURHAM-CHAPEL HILL, NC	5,866	\$62,982	4,302	\$62,674	302	\$33,235	1,262	\$71,151
RAPID CITY, SD	1,105	\$49,850	851	\$50,502	201	\$41,816	53	\$69,863
READING, PA	200	\$57,079	154	\$55,717	14	\$39,847	32	\$71,172
REDDING, CA	843	\$51,149	684	\$49,203	64	\$46,734	95	\$68,139
RENO, NV	1,903	\$55,885	1,143	\$55,101	200	\$40,272	560	\$63,063
RICHLAND-KENNEWICK-PASCO, WA	886	\$73,237	622	\$74,992	96	\$55,595	168	\$76,819
RICHMOND-PETERSBURG, VA	9,832	\$55,462	8,062	\$55,662	945	\$40,041	825	\$71,166
ROANOKE, VA	2,102	\$51,174	1,421	\$47,313	208	\$29,927	473	\$72,117
ROCHESTER, MN	544	\$55,673	442	\$54,450	41	\$56,484	61	\$63,986
ROCHESTER, NY	1,752	\$51,654	1,161	\$49,360	297	\$35,715	294	\$76,816
ROCKFORD, IL	200	\$64,528	133	\$55,300	7	\$44,223	60	\$87,354
ROCKY MOUNT, NC	54	\$54,609	53	\$55,045	...	...	1	\$31,508
SAGINAW-BAY CITY-MIDLAND, MI	724	\$53,022	446	\$47,012	73	\$44,431	205	\$69,157
ST. CLOUD, MN	961	\$47,157	659	\$43,807	149	\$36,949	153	\$71,529
ST. JOSEPH, MO	225	\$55,524	147	\$56,355	76	\$53,353	2	\$76,930
ST. LOUIS, MO-IL	14,620	\$54,276	11,819	\$53,247	1,123	\$44,250	1,678	\$68,237
SALINAS, CA	3,974	\$64,413	2,202	\$56,844	277	\$42,952	1,495	\$79,539
SALT LAKE CITY-OGDEN, UT	22,700	\$50,731	15,526	\$51,195	5,219	\$43,530	1,955	\$66,265
SAN ANGELO, TX	761	\$50,622	567	\$51,943	112	\$36,218	82	\$61,159
SAN ANTONIO, TX	19,870	\$51,485	14,693	\$51,529	2,648	\$36,909	2,529	\$66,493
SAN DIEGO, CA	28,861	\$60,026	18,211	\$57,151	4,472	\$42,569	6,178	\$81,135
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES,	227	\$49,421	165	\$49,130	28	\$39,696	34	\$58,845
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,303	\$57,097	1,880	\$57,459	288	\$48,813	135	\$69,733
SANTA FE, NM	1,050	\$55,610	843	\$55,455	117	\$36,659	90	\$81,700
SARASOTA-BRADENTON, FL	437	\$53,158	263	\$54,502	23	\$28,738	151	\$54,536
SAVANNAH, GA	1,661	\$55,582	1,333	\$55,591	140	\$42,802	188	\$65,040
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,635	\$46,761	2,090	\$43,412	220	\$35,338	325	\$76,033

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SHARON, PA	42	\$50,332	37	\$49,612	4	\$47,944	1	\$86,538
SHEBOYGAN, WI	16	\$54,748	16	\$54,748	...	...	...	...
SHERMAN-DENISON, TX	69	\$56,156	55	\$53,191	10	\$49,706	4	...
SHREVEPORT-BOSSIER CITY, LA	2,619	\$50,595	1,551	\$47,932	599	\$42,047	469	\$70,318
SIOUX CITY, IA-NE	468	\$50,979	280	\$51,949	123	\$42,724	65	\$62,422
SIOUX FALLS, SD	1,367	\$53,915	827	\$53,001	226	\$37,836	314	\$67,894
SOUTH BEND, IN	296	\$59,152	149	\$58,423	9	\$45,286	138	\$60,843
SPOKANE, WA	2,423	\$54,386	1,597	\$53,523	298	\$41,285	528	\$64,390
SPRINGFIELD, IL	1,053	\$56,462	717	\$56,459	217	\$45,117	119	\$77,169
SPRINGFIELD, MO	1,240	\$55,447	928	\$54,723	152	\$42,967	160	\$71,497
SPRINGFIELD, MA	2,111	\$51,485	1,428	\$52,018	516	\$41,402	167	\$78,089
STATE COLLEGE, PA	203	\$58,979	167	\$61,642	3	\$42,464	33	\$47,008
STEUBENVILLE-WEIRTON, OH-WV	39	\$50,852	22	\$51,621	16	\$45,545	1	...
STOCKTON-LODI, CA	2,192	\$44,668	883	\$49,780	1,267	\$39,821	42	\$83,433
SUMTER, SC	528	\$46,357	425	\$47,538	97	\$40,148	6	\$63,035
SYRACUSE, NY	2,317	\$55,376	1,404	\$53,607	305	\$41,557	608	\$66,393
TALLAHASSEE, FL	969	\$58,039	761	\$56,588	63	\$46,826	145	\$70,526
TAMPA-ST. PETERSBURG-CLEARWATER, FL	10,529	\$54,005	6,750	\$52,296	787	\$28,821	2,992	\$64,487
TERRE HAUTE, IN	841	\$56,092	528	\$53,957	236	\$54,262	77	\$76,347
TEXARKANA, TX-TEXARKANA, AR	3,083	\$43,264	1,400	\$48,986	1,653	\$37,983	30	\$67,250
TOLEDO, OH	692	\$56,406	380	\$56,613	173	\$53,302	139	\$59,701
TOPEKA, KS	2,060	\$49,526	1,457	\$48,356	370	\$40,976	233	\$70,417
TUCSON, AZ	6,781	\$51,075	4,317	\$51,234	1,548	\$43,311	916	\$63,442
TULSA, OK	2,123	\$59,237	1,531	\$59,192	235	\$46,662	357	\$67,706
TUSCALOOSA, AL	1,052	\$45,942	685	\$45,244	197	\$31,463	170	\$65,534
TYLER, TX	158	\$65,468	127	\$60,730	...	...	31	\$84,880
UTICA-ROME, NY	1,230	\$59,670	781	\$47,988	85	\$45,398	364	\$88,066
VICTORIA, TX	55	\$54,104	47	\$53,259	...	...	8	\$59,071
VISALIA-TULARE-PORTERVILLE, CA	737	\$39,876	656	\$40,111	78	\$37,794	3	\$42,607
WACO, TX	1,358	\$49,002	976	\$48,330	175	\$27,730	207	\$70,156
WATERLOO-CEDAR FALLS, IA	162	\$51,766	92	\$48,883	33	\$47,826	37	\$62,451
WAUSAU, WI	96	\$48,139	50	\$58,231	6	\$42,877	40	\$36,312
WEST PALM BEACH-BOCA RATON, FL	2,591	\$53,316	1,535	\$49,579	255	\$28,915	801	\$68,246
WHEELING, WV-OH	299	\$65,520	242	\$66,368	43	\$44,532	14	...
WICHITA, KS	2,498	\$55,232	1,501	\$52,077	437	\$49,309	560	\$68,312
WICHITA FALLS, TX	1,415	\$44,743	1,234	\$45,321	156	\$40,563	25	\$42,300
WILLIAMSPORT, PA	196	\$60,680	113	\$54,281	16	\$44,942	67	\$75,231
WILMINGTON, NC	752	\$54,670	547	\$54,727	129	\$48,552	76	\$64,645
YAKIMA, WA	841	\$48,118	639	\$48,560	89	\$47,219	113	\$46,333
YORK, PA	2,772	\$42,039	1,258	\$54,042	1,502	\$31,538	12	\$98,056

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2004

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
YOUNGSTOWN-WARREN, OH	930	\$52,714	754	\$49,977	110	\$53,480	66	\$82,709
YUBA CITY, CA	798	\$47,197	505	\$48,355	286	\$45,099	7	\$49,375
YUMA, AZ	2,133	\$51,055	1,841	\$51,809	214	\$43,563	78	\$53,806
TOTALS	1,475,740	\$61,980	1,051,113	\$60,941	147,984	\$42,259	276,643	\$76,478

**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES
BY LOCALITY PAY AREA AS OF MARCH 31, 2004**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	2004 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	24,795	12.61	\$60,936
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	23,496	16.99	\$61,589
CHICAGO-GARY-KENOSHA, IL-IN-WI	19,039	18.26	\$64,121
CINCINNATI-HAMILTON, OH-KY-IN	8,847	15.07	\$49,909
CLEVELAND-AKRON, OH	7,889	13.14	\$62,924
COLUMBUS, OH	7,367	13.14	\$57,227
DALLAS-FORT WORTH, TX	16,238	13.85	\$61,104
DAYTON-SPRINGFIELD, OH	9,499	12.03	\$62,409
DENVER-BOULDER-GREELEY, CO	16,197	16.66	\$66,568
DETROIT-ANN ARBOR-FLINT, MI	11,608	18.32	\$62,540
HARTFORD, CT	2,857	17.87	\$61,710
HOUSTON-GALVESTON-BRAZORIA, TX	10,214	23.14	\$70,817
HUNTSVILLE, AL	9,240	11.49	\$71,483
INDIANAPOLIS, IN	6,260	11.11	\$54,447
KANSAS CITY, MO-KS	16,931	11.54	\$52,520
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	34,416	20.05	\$60,077
MILWAUKEE-RACINE, WI	3,327	12.64	\$54,549
MINNEAPOLIS-ST. PAUL, MN-WI	5,990	14.75	\$57,968
MIAMI-FORT LAUDERDALE, FL	10,079	15.54	\$57,137
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	45,488	19.29	\$62,508
ORLANDO, FL	3,283	10.93	\$58,521
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	29,765	15.32	\$56,374
PITTSBURGH, PA	5,996	11.92	\$55,842
PORTLAND-SALEM, OR-WA	9,320	14.69	\$62,234
RICHMOND-PETERSBURG, VA	8,062	12.13	\$55,662
SACRAMENTO-YOLO, CA	5,417	15.18	\$61,176
ST. LOUIS, MO-IL	11,819	11.27	\$53,247
SAN DIEGO, CA	18,211	16.16	\$57,151
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	23,008	24.21	\$67,524
SEATTLE-TACOMA-BREMERTON, WA	21,534	15.12	\$58,918
WASHINGTON-BALTIMORE, DC-MD-VA-WV	241,024	14.63	\$74,902
REST OF THE CONTIGUOUS UNITED STATES	526,032	16.66	\$52,893
TOTALS	1,193,248		\$60,061

1/ - INCLUDES EMPLOYEES IN THE FEDERAL BUREAU OF INVESTIGATION WORKING IN THE UNITED STATES OUTSIDE OF WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA.

**APPENDIX C - PAY SYSTEMS, DATA SOURCES, POPULATION
COVERAGE, SALARY SCHEDULES, AND LOCALITY PAY EXTENSIONS**

	Page
Federal Pay Systems	45
Federal Employees Pay Comparability Act of 1990	46
Data Source, Population, Coverage and Quality	47
The General Schedule	48
Senior Executive Service	48
The Executive Schedule	48
Administrative Law Judges/Members, Boards of Contract Appeals/Senior Level.....	48
Schedule 2 - Foreign Service Schedule	49
Schedule 3 - Veterans Health Administration Schedules, Department of Veterans Affairs .	50
Table 18 - Chronology of General Schedule Pay Legislation.....	51
Locality Pay Extensions	54

Federal Pay Systems

The Constitution of the United States assigns fiscal control to the Congress. This control is exercised through appropriation acts and, in the case of Federal salaries, by enacting laws, policies, principles, and procedures to establish pay rates for Federal employees. Federal employees are covered by a number of different pay systems, some established by individual laws, some by administrative determination.

Statutory Pay Systems

The three **statutory pay systems** for Federal white-collar employees are the **General Schedule**, the **Foreign Service**, and certain employees in the **Veterans Health Administration** in the Department of Veterans Affairs. Salaries under these systems are established by subchapter I of chapter 53 of Title 5, United States Code.

According to subchapter III of chapter 53 of Title 5, United States Code, the **General Schedule** pay system covers, with specific exemptions, most "white-collar" positions in the executive branch and certain legislative branch agencies. The General Schedule consists of 15 grades, each broadly defined in law in terms of work difficulty, responsibility, and the qualifications required for performance. A salary range of 10 steps is provided for each grade.

Within-grade advancement is scheduled after each 52 weeks of service in the first three steps in a grade, after 104 weeks in steps 4, 5, and 6, and after 156 weeks in steps 7, 8, and 9. To qualify for advancement to the next higher step, an employee must demonstrate work at an acceptable level of competence. Employees demonstrating "high quality performance" may advance more rapidly through the rate range for their grades by being granted additional step increases, called "quality step increases (QSI)." An employee may receive only one QSI during any 52-week period.

Foreign Service pay plans and salary schedules for Officers (pay plan FO) and Personnel (FP) were established under the Foreign Service Act of 1980. Other Foreign Service pay plans which are linked to Federal pay schedules are Ambassadors (FA), linked to the Executive Schedule, and Senior Foreign Service (FE), linked to the Senior Executive Service.

The **Veterans Health Administration** in the Department of Veterans Affairs provides unique pay plans for their physicians and dentists (VM), and podiatrists and optometrists (VP).

Other Major Pay Systems

The **Wage System** category presented in this report covers employees in pay plans covered only by the **Federal Wage System (FWS)**. The FWS covers trade, craft, and labor occupations ("blue-collar occupations") in the Federal Government. Subchapter IV, chapter 53 of Title 5, United States Code, defines how pay is determined for these employees.

Employees in other blue-collar pay plans are placed in the **Other Acts and Administratively Determined** category.

The **Executive Schedule** was established by Congress to cover top officials in the executive branch. As mandated in subchapter II of chapter 53 of Title 5, United States Code, this schedule has five levels, each with a single rate. In 1989, the Ethics Reform Act linked Executive Schedule increases to increases in the Employment Cost Index (ECI).

Congress authorizes agency heads to set salaries for those in **Administratively Determined** pay systems. These salaries may apply to the entire agency or to particular groups of positions without regard to the General Schedule. Some agencies under this pay system establish their own schedules of rates (the AD pay plan is an example of this); others use the generic General Schedule grade and step structure (pay plan GG is an example of this). Separate provisions are also made for stipend payments to certain student employees training in Government hospitals, clinics, or laboratories and for payments to member residents who work at Federal institutions, such as the Armed Forces Retirement Home. Nurses employed by the Department of Veterans Affairs' Veterans Health Administration also have a unique, locality-based pay plan (VN).

The **Senior Executive Service (SES)** covers most managerial, supervisory, and policy positions in the executive branch which are classified above GS-15 and do not require Senate confirmation. There are currently six salary levels in the SES. They are set by the President at the same time as the annual increases are authorized for the General Schedule.

The **Performance Management and Recognition System** (“Merit Pay”) was abolished under Public Law 103-89, (The Performance Management and Recognition System Termination Act of 1993). The

Termination Act called for a gradual transition from the GM to the GS pay plan. For this survey, GM employees are included in the General Schedule pay category.

Federal Employees Pay Comparability Act of 1990

In response to the growing need for pay reform in the Federal Government, Congress enacted the Federal Employees Pay Comparability Act of 1990 (FEPCA). FEPCA provides guidelines to achieve pay comparability between Federal and non-Federal jobs. The most far-reaching provisions of the Act were to change the way pay is set for General Schedule (GS) and to maintain comparability by locality. It also calls for establishment of the following special pay plans: Senior Level (SL) employees (non-supervisory and non-managerial employees classified above grade 15 of the General Schedule), administrative law judges (AL), members of the Boards of Contract Appeals (CA), certain law enforcement officers, employees in the Senior Biomedical Service, and police of the Bureau of Engraving and Printing and the United States Mint. FEPCA also authorizes recruitment and relocation bonuses and retention allowances in special situations as well. A major feature of the Act, locality pay, is discussed below.

Locality Pay

FEPCA provides for a two-part annual pay adjustment for General Schedule workers: an across-the-board pay adjustment and a locality pay adjustment that varies by pay locality. Locality pay may be extended to other plans. See page 57 for more information regarding locality pay extensions. Employees receiving special rates for hard-to-fill positions receive the higher of their special salary rate or locality pay.

For 2004, the nationwide adjustment was 2.7 percent. Locality adjustments were granted in 31 Metropolitan Statistical Areas (MSA) and the "Rest of U.S." pay area, which includes employees in the 48 contiguous states not covered in one of the other 31 specified locality pay areas.

Table 17 shows that the locality rates ranged from 10.60 percent to 24.21 percent; on the average, locality rates increased by 1.69 percentage points in 2004 to 13.81 percent.

In 2004, the locality pay rate in the Boston locality pay area exceeded the 16 percent special geographic pay adjustment that had been in effect for the law enforcement officers (LEO) and the LEO adjustment was discontinued.

See **Table 17** for employment, 2004 local comparability rate and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

Data Source, Population, Coverage and Quality

Data Source

Most data for this survey are obtained from the Central Personnel Data File (CPDF), the automated personnel data system maintained by the U.S. Office of Personnel Management. Agencies not covered in the CPDF and not responding to this survey include:

- a. Members and employees of Congress
- b. Congressional Budget Office
- c. General Accounting Office
- d. U.S. Postal Service
- e. Postal Rate Commission
- f. Foreign Nationals (non-U.S. Citizens employed overseas)

Also excluded from this survey are agencies exempt by law from personnel reporting including:

- a. Defense Intelligence Agency
- b. Central Intelligence Agency
- c. National Security Agency
- d. Defense National Imagery and Mapping Agency

Non-CPDF agencies responding to this survey are:

- a. Federal Reserve System - Board of Governors
- b. Library of Congress
- c. Botanic Gardens
- d. John C. Stennis Center for Public Service
- e. Architect of the Capitol
- f. Tennessee Valley Authority

Population

Table 2 presents employment and salary data by geographic area for five specific geographic categories: (1) "All Areas" worldwide summary; (2) the total United States (all 50 States and the District of Columbia); (3) the Washington, DC-MD-VA-WV, Metropolitan Statistical Area including the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties, Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George Loudon, Prince William, Spotsylvania and Stafford Counties, and the Cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park in Virginia; and Berkeley and Jefferson Counties in West Virginia; (4) U.S. Territories (American Samoa, Guam, Johnston Atoll, Northern Mariana Islands, Marshall Islands, Puerto Rico, Virgin Islands of the United States, Wake Island, Midway Island, Navassa Islands, and miscellaneous Pacific Islands

such as Baker, Jarvis, Howland Islands, Kingman Reef, and Palmyra Atoll); and (5) foreign countries.

Data Coverage

This survey covers full-time non-postal civilian employees in the Federal workforce. Full-time employees are those people who work a regularly scheduled number of hours, usually 40 hours per week. Critical elements for this survey include pay plan, grade, step, salary, and geographic area. The pay plans are also grouped into three major pay system categories: **General Schedule, Federal Wage Systems, and Other Acts and Administrative Determination.**

Salaries are reported on an annualized basis. They are gross rate salaries including monies paid as locality adjustments and law enforcement officer (LEO) adjustments authorized under the Federal Employees Pay Comparability Act of 1990. Salaries do not take into account deductions such as: group life insurance; health benefits; Medicare; Federal Insurance Contribution Act (i.e., social security); retirement; Federal, State, and local taxes; charitable contributions; membership dues for employee organizations; United States savings bonds; etc. Excluded from salary data are premium pay for overtime, Sunday, holidays, or nightwork; expense payment for employees on travel status; extra pay for hazardous working conditions or post differentials to certain employees; awards; cost-of-living allowances; uniform expenses; and severance pay. Some of these pay categories are reported separately in Office of Personnel Management's annual Work Years and Personnel Costs survey.

Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.74 million full-time active employee records available for this survey, 1,939 or 0.001 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**2004 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES
(EXCLUDING LOCALITY PAY)**

GENERAL SCHEDULE

As adjusted by Executive Order 13332, March 3, 2004

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
2	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
3	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
4	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
5	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
6	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
7	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
8	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
9	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
10	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
11	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
12	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
13	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
14	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
15	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

48

SENIOR EXECUTIVE SERVICE (ES)	
With Certified SES Performance Appraisal System	
Minimum	104,927
Maximum	158,100
Without Certified SES Performance Appraisal System	
Minimum	104,927
Maximum	145,600

EXECUTIVE SCHEDULE (EX)	
Level I	\$175,700
Level II	158,100
Level III	145,600
Level IV	136,900
Level V	128,200

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$91,200
AL-3/B	98,100
AL-3/C	105,200
AL-3/D	112,200
AL-3/E	119,200
AL-3/F	126,100
AL-2	133,300
AL-1	136,900

SENIOR LEVEL (SL & ST)	
Minimum	\$104,927
Maximum	136,900

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$136,900
Vice Chair	132,793
Others	128,686

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
	\$87,439	\$70,851	\$57,410	\$46,519	\$37,694	\$33,697	\$30,124	\$26,930	\$24,075
	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
	92,764	75,166	60,906	49,352	39,990	35,749	31,959	28,570	25,541
	95,547	77,421	62,733	50,833	41,189	36,822	32,917	29,427	26,307
	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
	101,366	82,136	66,554	53,928	43,698	39,064	34,922	31,219	27,910
	104,407	84,600	68,551	55,546	45,009	40,236	35,970	32,156	28,747
	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
	110,765	89,752	72,725	58,929	47,750	42,686	38,160	34,114	30,497
	113,674	92,444	74,907	60,697	49,182	43,967	39,305	35,138	31,412
	113,674	95,218	77,154	62,518	50,658	45,286	40,484	36,192	32,355
	113,674	98,074	79,469	64,393	52,177	46,645	41,699	37,277	33,325
	113,674	101,017	81,853	66,325	53,743	48,044	42,950	38,396	34,325
	113,674	104,047	84,309	68,315	55,355	49,485	44,238	39,548	35,355

**SCHEDULE 3 -- VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS**

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2004)

Schedule for the Office of the Under Secretary for Health (38 U.S.C. 7306) *

Deputy Under Secretary for Health	\$148,495	**
Associate Deputy Under Secretary for Health	142,230	***
Assistant Under Secretaries for Health	138,037	***

	Maximum	Minimum
Medical Directors	\$117,774	\$133,481***
Service Directors	102,853	127,359
Director, National Center for Preventive Health	87,439	127,359

Physician and Dentist Schedule

Director Grade	\$102,549	\$127,359
Executive Grade	94,694	120,684
Chief Grade	87,439	113,674
Senior Grade	74,335	96,637
Intermediate Grade	62,905	81,778
Full Grade	52,899	68,766
Associate Grade	44,136	57,375

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$87,439	\$113,674
Senior Grade	74,335	96,637
Intermediate Grade	62,905	81,778
Full Grade	52,899	68,766
Associate Grade	44,136	57,375

**Physician Assistant and Expanded-Function
Dental Auxiliary Schedule ******

Director Grade	\$87,439	\$113,674
Assistant Director Grade	74,335	96,637
Chief Grade	62,905	81,778
Senior Grade	52,899	68,766
Intermediate Grade	44,136	57,375
Full Grade	36,478	47,422
Associate Grade	31,390	40,804
Junior Grade	26,836	34,891

* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.

** Pursuant to section 7404 (d) (1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$136,900.

*** Pursuant to section 7404 (d) (2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$128,200.

**** Pursuant to section 301 (a) of Public Law 102-40, states that these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107 (b) as in effect on August 14, 1990, with subsequent adjustments.

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
July 1, 1945	15.9	20 percent, for all employees on 1st \$1,200; 10 percent on next \$3,400; 5 percent on remainder, subject to ceiling of \$10,000	79-106, June 30, 1945
July 1, 1946	14.0	14 percent for all employees, subject to minimum increase of \$250 and ceiling of \$10,000	79-390, May 24, 1946
June 30, 1948	11.0	\$330 for all employees, subject to ceiling of \$10,300	80-900, July 3, 1948
October 28, 1949	4.0	\$140 for all employees, subject to ceiling of \$14,800	81-429, October 28, 1949
June 30, 1951	10.0	10 percent for all employees, subject to minimum increase of \$300; maximum increase of \$800, and ceiling of \$14,800	82-201, October 24, 1951
February 28, 1955	7.5	7.5 percent for all employees, subject to ceiling of \$14,800	84-94, June 28, 1955
June 30, 1956	None	Ceiling increased to \$16,000	84-854, July 31, 1956
January 1, 1958	10.0	10 percent for all employees, subject to ceiling of \$17,500	85-462, June 20, 1958
July 1, 1960	7.5	7.5 percent for all employees	85-568, July 1, 1960
October 11, 1962	5.5	5.5 percent for all employees plus additional step for 1st three grades	87-793, October 11, 1962
January 1, 1964	3.9	3.9 percent for all employees	87-793, October 11, 1962
July 1, 1964	4.2	4.2 percent for all employees	88-426, August 14, 1964
October 1, 1965	3.6	3.6 percent for all employees	89-301, October 29, 1965
July 1, 1966	2.9	2.9 percent for all employees	89-504, July 18, 1966
October 1, 1967	4.5	4.5 percent for all employees	90-206, December 16, 1967
July 1, 1968	4.9	3 percent minimum, or ½ comparability. Ranged from 3 percent to 10.8 percent	90-206, Executive Order 11413, June 11, 1968
July 1, 1969	9.1	Full comparability	90-206, Executive Order 11474, June 16, 1969
December 27, 1969	6.0	6 percent for all employees	91-231, Executive Order 11524, April 15, 1970
January 1, 1971	6.0	6 percent for all employees	Executive Order 11576, January 8, 1971
January 1, 1972	5.5	5.5 percent for all employees	Executive Order 11637, December 22, 1971
October 1, 1972	5.1	5.1 percent for all employees	Executive Order 11691, December 15, 1972 as amended by Executive Order 11777, April 12, 1974
October 1, 1973	4.8	Increase ranged from 4.6 percent to 5.2 percent	Executive Order 11739, October 3, 1973

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
October 4, 1974	5.5	5.5 percent for all employees	Executive Order 11811, October 7, 1974
October 1, 1975	5.0	5.0 percent for all employees	Executive Order 11883, October 6, 1975
October 1, 1976	5.2	Increase ranged from 4.2 percent to 6.9 percent	Executive Order 11941, October 1, 1976
October 1, 1977	7.0	7.0 percent for all employees	Executive Order 12010, October 1, 1977
October 1, 1978	5.5	5.5 percent for all employees	Executive Order 12087, October 1, 1978
October 1, 1979	7.0	7.0 percent for all employees	Executive Order 12165, October 1, 1979
October 1, 1980	9.1	9.1 percent for all employees	Executive Order 12248, October 1, 1980
October 1, 1981	4.8	4.8 percent for all employees	Executive Order 12330, October 15, 1981
October 1, 1982	4.0	4.0 percent for all employees	Executive Order 12387, October 8, 1982
January 1, 1984	4.0	4.0 percent for all employees	Executive Order 12456, December 30, 1983, as amended by Executive Order 12477, May 23, 1984
January 1, 1985	3.5	3.5 percent for all employees	Executive Order 12496, December 24, 1984
January 1, 1986	None		
January 1, 1987	3.0	3.0 percent for all employees	Executive Order 12496, December 24, 1986
January 1, 1988	2.0	2.0 percent for all employees	Executive Order 12622, December 31, 1987
January 1, 1989	4.1	4.1 percent for all employees	Executive Order 12663, January 6, 1989
January 1, 1990	3.6	3.6 percent for all employees	Executive Order 12698, December 23, 1989
January 1, 1991	4.1	4.1 percent for all employees	Executive Order 12736, December 12, 1990
January 1, 1992	4.2	4.2 percent for all employees	Executive Order 12786, December 26, 1991
January 1, 1993	3.7	3.7 percent for all employees	Executive Order 12826, December 30, 1992
January 1, 1994	None	Locality Payments of 3.09 to 6.52 percent with an average total increase of 2.2 percent.	The Federal Employee Pay Comparability Act of 1990 and Presidential memorandum of December 1, 1993
January 1, 1995	2.0	Locality Payments of 3.74 to 8.53 percent with an average total increase of 2.6 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12944 December 28, 1994

Table 18 – Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 percent with an average total increase of 2.4 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12984 December 28, 1995
January 1, 1997	2.3	Locality Payments of 4.81 to 11.52 percent with an average total increase of 2.4 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13033 December 27, 1996
January 1, 1998	2.3	Locality Payments of 5.42 to 12.06 percent with an average total increase of 2.8 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13071 December 29, 1997
January 1, 1999	3.1	Locality Payments of 5.87 to 13.06 percent with an average total increase of 3.6 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13106 December 7, 1998
January 1, 2000	3.8	Locality Payments of 6.78 to 15.01 percent with an average total increase of 4.8 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13144 December 21, 1999
January 1, 2001	2.7	Locality Payments of 7.68 to 16.98 percent with an average total increase of 3.7 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13182 December 23, 2000
January 1, 2002	3.6	Locality Payments of 8.64 to 19.04 percent with an average total increase of 4.6 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13249 December 28, 2001
January 1, 2003	3.1	Locality Payment of 9.62 to 21.08 percent with an average total increase of 4.1 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13282 December 31, 2002, as amended by Executive Order 13291 March 21, 2003
January 1, 2004	2.7	Locality Payment of 10.90 to 24.21 percent with an average total increase of 4.1 percent.	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13322 December 30, 2003, as amended by Executive Order 13332 March 3, 2004

**LOCALITY PAY EXTENSIONS
GOVERNMENTWIDE CATEGORIES
OF NON-GENERAL SCHEDULE EMPLOYEES**

-
1. Employees in Senior Executive Service (SES) positions paid under 5 U.S.C. 5382
 2. Administrative law judges (ALJs) paid under 5 U.S.C. 5372
 3. Members of Boards of Contract Appeals (BCA) paid under 5 U.S.C. 5372a
 4. Senior-level (SL) and scientific or professional (ST) positions paid under 5 U.S.C. 5376
 5. Members of the Foreign Service (FS) paid under 22 U.S.C. 3963
 6. Members of the Senior Foreign Service (SFS) paid under 22 U.S.C. 3962
-

**LOCALITY PAY EXTENSIONS
SINGLE-AGENCY CATEGORIES OF NON-GENERAL SCHEDULE EMPLOYEES**

Agency	Pay Authority [pay plan code]	Types of Employees [number of employees] ⁽¹⁾	Original Approval Date
Agency for International Development	22 U.S.C. 2385 [AD]	Miscellaneous types of positions [66]	Jan. 7, 1994
	22 U.S.C. 2386 [EE, EG]	Experts and consultants under the Foreign Assistance Act [15]	Jan. 7, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [15]	Jan. 7, 1994
Agriculture	5 CFR 213.3102(l) [EG]	Temporary, intermittent, and seasonal employees [1]	Feb. 9, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [3]	Feb. 9, 1994
American Battle Monuments Commission	36 U.S.C. 2101 [AD]	Secretary of the American Battle Monuments Commission [1]	Nov. 25, 1996
Commerce	35 U.S.C. 3(c) [AD]	Examiners-in-chief on the Board of Patent Appeals and Interferences [8]	Jan. 4, 1994
	35 U.S.C. 3(e) [AD]	Attorney examiners (trademark) on the Trademark Trial & Appeal Board [48]	Jan. 4, 1994

Corporation for National Service	42 U.S.C. 12651f(b)(1) [NX]	Senior level equivalent employees in pay band NX-2 of CNS' alternative personnel system [9]	June 15, 1995
Defense	10 U.S.C. 1595 [AD]	National Defense University Directors, Deans, and Professors [72]	Jan. 3, 1997
	10 U.S.C. 4021 [AD]	United States Army Command and General Staff College Civilian Staff and Faculty [5]	Jan. 3, 1997
	10 U.S.C. 4331 and 4338 [AD]	United States Army Military Academy Civilian Staff and Faculty [97]	Jan. 3, 1997
	10 U.S.C. 6952 [AD]	United States Naval Academy Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7043 [AD]	Naval Postgraduate School Academic Dean [1]	Jan. 3, 1997
	10 U.S.C. 7044 [AD]	Naval Postgraduate School Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	Naval War College Faculty [52]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	United States Marine Corps Command and Staff College Civilian Faculty [14]	Jan. 3, 1997
	10 U.S.C. 9021 [AD]	Air University Civilian Faculty [30]	Jan. 3, 1997
	10 U.S.C. 9314 [AD]	Air Force Institute of Technology Civilian Faculty [114]	Jan. 3, 1997
	10 U.S.C. 9338 [AD]	United States Air Force Academy Civilian Faculty [77]	Jan. 3, 1997
	10 U.S.C. 1746 [AD]	Defense Acquisition University Faculty [305]	April 12, 2000
	Sec. 1101 of PL 105-261 [AD]	Defense Advanced Research Projects Agency (DARPA) Experimental Personnel Management Program [20]	July 28, 2000

Defense Nuclear Facilities Safety Board	Section 161d of the Atomic Energy Act of 1954 (Public Law 101-510) [DN]	Professional scientific and technical personnel [59]	Dec. 30, 1996
Energy	42 U.S.C. 7231(d) [EJ] P.L. 103-337 [EK] P.L. 92-463 [EI] 5 U.S.C. 3109 & 42 U.S.C. 7233 [ED, EF] Section 3241 of P.L. 106-65 [EN]	Scientific, engineering, professional, and administrative employees [200] Scientific, engineering, and technical employees [200] Miscellaneous types of positions [14] Experts and consultants [105] Scientific, engineering, and technical positions in the National Nuclear Security Administration [300]	Dec. 30, 1994 Dec. 30, 1994 Dec. 30, 1994 Dec. 30, 1994 Jan. 13, 2003
Education	20 U.S.C. 9011 [AD]	Executive Director of the National Assessment Governing Board [1]	June 26, 2002
Environmental Protection Agency	P.L. 95-190 [AD]	Miscellaneous types of positions [19]	Jan. 4, 1994
Export-Import Bank	P.L. 102-583 [AD]	Miscellaneous types of positions [35]	Jan. 24, 1994
General Services Administration	5 U.S.C. 3109 [ED, EF]	Experts and consultants [10]	June 7, 1999
Homeland Security	P. L. 105-261 [AD] Title 14, Section 186 [AD]	Scientists and engineers at the Homeland Security Advanced Research Projects Agency (HSARPA) [as of approval date, but HSARPA was new and in the process of adding positions and recruiting – limited to 20 under Section 1101 of P. L. 105-261] Civilian faculty members at the U.S. Coast Guard Academy [68]	Oct. 3, 2003 Oct. 31, 2003

Interior	Title 4 of D.C. Code [SP]	United States Park Police [620] (Note: Under section 4416(c)(3) of the D.C. Code, United States Park Police are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative action. See P. L. 108-7 February 20, 2003, and section 902(b) of Public Law 106-554, Dec. 21, 2000.)	Aug. 10, 1998
Justice	Section 371(a) of Public Law 104-208 and 8 U.S.C. 1101(b)(4) [IJ]	Immigration judges [200] (Note: Immigration judges are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative action. See section 371(c)(2)(B) of Public Law 104-208, September 30, 1996.)	Dec. 29, 1996
National Archives	44 U.S.C. 2102 Note [AD]	Director of the Center for Legislative Archives [1]	July 15, 1994
	44 U.S.C. 2503(a) [AD]	Executive Director, National Historical Publications and Records Commission [1]	July 15, 1994
National Science Foundation	42 U.S.C. 1873(a)(1) [AD, EE, EG]	Professional and technical employees, experts and consultants [264]	Jan. 4, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [1]	Mar. 22, 1994
Nuclear Regulatory Commission	Atomic Energy Act of 1954 & Energy Reorganization Act of 1974 [SN, AJ]	Senior Level employees [41] and Administrative Judges [12]	Jan. 4, 1994
Office of Personnel Management	5 U.S.C. 3109 [EF, ED, EH]	Experts and consultants [2]	Jan. 7, 1994
Overseas Private Investment Corporation	Section 233(d) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [20]	Jan. 31, 1996
Peace Corps	22 U.S.C. 2506(a)(2) [AD]	Miscellaneous types of positions [83]	Jan. 7, 1994
	5 U.S.C. 3109 [EE]	Experts and consultants [34]	Jan. 7, 1994
Securities and Exchange Commission	Section 203 of the Securities Litigation Uniform Standards Act of 1998 [EZ]	Economists [15]	Dec. 23, 1998

Small Business Administration	P.L. 94-305 [AD]	Miscellaneous types of positions [34]	Jan. 4, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [1]	Dec. 30, 1994
Smithsonian	5 U.S.C. 5375	Members of the police force of the National Zoological Park [13]	Jan. 7, 1994
State	22 U.S.C. 1474 (1) [GG] 22 U.S.C. 4024 [GG]	Non-U.S. citizen employees [307] Employees at the National Foreign Affairs Training Center [350]	Jan. 4, 1994 Jan. 7, 1994
	22 U.S.C. 287 [GG]	Employees at the U.S. Mission to the United Nations [58]	Jan. 7, 1994
	22 U.S.C. 287 [AD]	Miscellaneous types of positions whose pay is linked to Foreign Service Officer under 22 U.S.C. 3963	Jan. 7, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [50]	Jan. 7, 1994
Treasury	5 U.S.C. 5378 [TR]	Members of the police forces in the Bureau of Engraving and Printing and Bureau of the Mint [377]	Jan. 31, 1994
	Title 4 of the D.C. code [LE]	Uniformed Division of the U.S. Secret Service [1095] (Note: Under Section 4-416(c)(3) of the D.C. Code, United States Secret Service Uniformed Division officers are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative action. See P.L. 108-7, February 20, 2003, and section 902(b) of Public Law 106-554, Dec. 21, 2000.)	Jan. 31, 1994
U.S. Trade and Development Agency	Section 661(c) (2) (C) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [2]	Dec. 9, 1998

- ACKNOWLEDGMENTS -

This report was prepared under the direction of Gary A. Lukowski, Ph.D., Manager for Workforce Information and Planning Group. The project manager for this report was British Morrison. We gratefully acknowledge the contributions of Ralph Nenni, Zoraida Arledge, Shonda Adams-Akere, Randall Matke of the Personnel Systems Group, Carol Goodroe, and Mark Adams. Additional information and a complementary copy of the report may be obtained from the U.S. Office of Personnel Management, Room 7439, Theodore Roosevelt Building, 1900 E Street, NW., Washington, DC 20415-6000; Phone: 202-606-1350; Fax: 202-606-1719; email: Fedstats@opm.gov.