

# Federal Civilian Workforce Statistics



## Pay Structure of the Federal Civil Service

As of March 31, 2000



United States Office of  
Personnel Management

Theodore Roosevelt Building  
1900 E Street, NW.  
Washington, DC 20415-6000

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## FOREWORD

This report is the fifty-fifth edition of an annual series published by the Office of Personnel Management (OPM). Similar reports have been published since 1946. 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.



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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: by pay system, by geographic area, and by 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).</p>	
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<p>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. 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 13144 on December 21, 1999. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.</p>	
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## 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 forms 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 Sale Salary Rates.

### Pay Plan

As of March 31, 2000, total employment was 1,671,438, down 13,561 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,216,096 or 72.8 percent; Federal Wage System -- 205,215 or 12.3 percent; and pay systems under Other Acts and Administrative Determination -- 250,127 or 15.0 percent.

### Major Geographic Areas

**Figure 2** shows that most (96.8 percent) of the Federal civilian workforce covered by this survey was employed in the United States. The remainder worked in U.S. territories (12,605 or 0.8 percent) or foreign countries (40,444 or 2.4 percent).

**Table 15** shows that among States, the District of Columbia had the largest number of full-time Federal civilian employees (143,751 or 8.6 percent), while Delaware had the smallest Federal civilian employment population (2,478 or 0.1 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.6 percent (1,414,560) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 267,959 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 (301,456) with an Average Adjusted Basic Salary of \$62,742. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (61,693) with an average adjusted basic salary of \$52,955. **Table 16** illustrates additional CMSA and MSA salary data.

### Average Salaries

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

Overall, the average salary for full-time employees was \$50,429. Average (mean) salaries by major geographic areas were: United States -- \$50,616; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$63,969; Foreign Countries -- \$46,452; and U.S. territories -- \$39,359. Average salaries by major pay system were: General Schedule -- \$49,428. Federal Wage System -- \$37,082; and Other Acts and Administratively Determined Pay Systems -- \$66,248. **Figures 3 and 4, along with Table 2,** show more extensive average salary data.

### General Schedule

General Schedule (GS and GM) employment (1,216,096) declined by 18,284 workers or 1.5 percent since March 31, 1999. Four grades (GS-10, and GS-13 through GS-15) had a combined increase of 5,411 workers; while eleven grades (GS-1 through GS-9 and GS-11 and GS-12) had a combined loss of 23,695 workers. About 74.9 percent of the 23,695 employee decline was concentrated in the GS-1 through GS-7 (primarily staffed with clerical and technical workers), while the remaining 25.1 percent of the total decline was at the GS-8, GS-9, GS-11, and GS-12 grades (staffed mostly by 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 4,224 Foreign Service Officers with an average salary of \$80,789, and 7,235 Foreign Service Personnel with an average salary of \$53,868 as of March 31, 2000.

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

	Employment	Average Salary
Physicians & Dentists (VM)	7,174	\$100,304
Nurses (VN)	30,563	\$54,739
Podiatrists & Optometrists (VP)	236	\$89,795
Physicians Assistants (VN)	1,141	\$65,689

**(See Table 9)**

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under section 7431 of title 38, United States Code. This special pay is not part of their basic pay and is 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 447 with an average salary of \$126,765 as of March 31, 2000.

Employment in the Senior Executive Service (SES) totaled 7,044 with an average salary of \$126,994.

## 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, United States Code, 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, United States Code, and has oversight authority for certain special rates authorized under title 38 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, 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 2000, there were 138,455 white-collar workers being paid special rate salaries (117,940 title 5 and 20,515 title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (35.6 percent), **Administrative** (6.5), **Technical** (24.2 percent), **Clerical** (18.0 percent), and **Other** (15.7 percent).

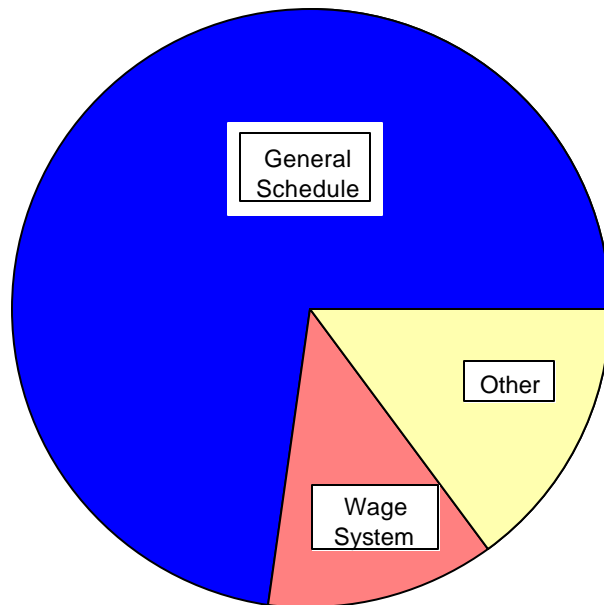
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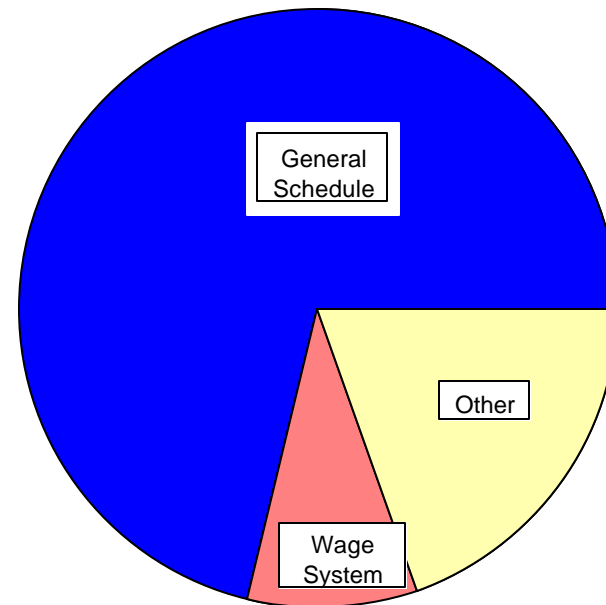
**Figure 1**

**DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 2000**

Full-Time Employment



Aggregate Adjusted Basic Salaries



5

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

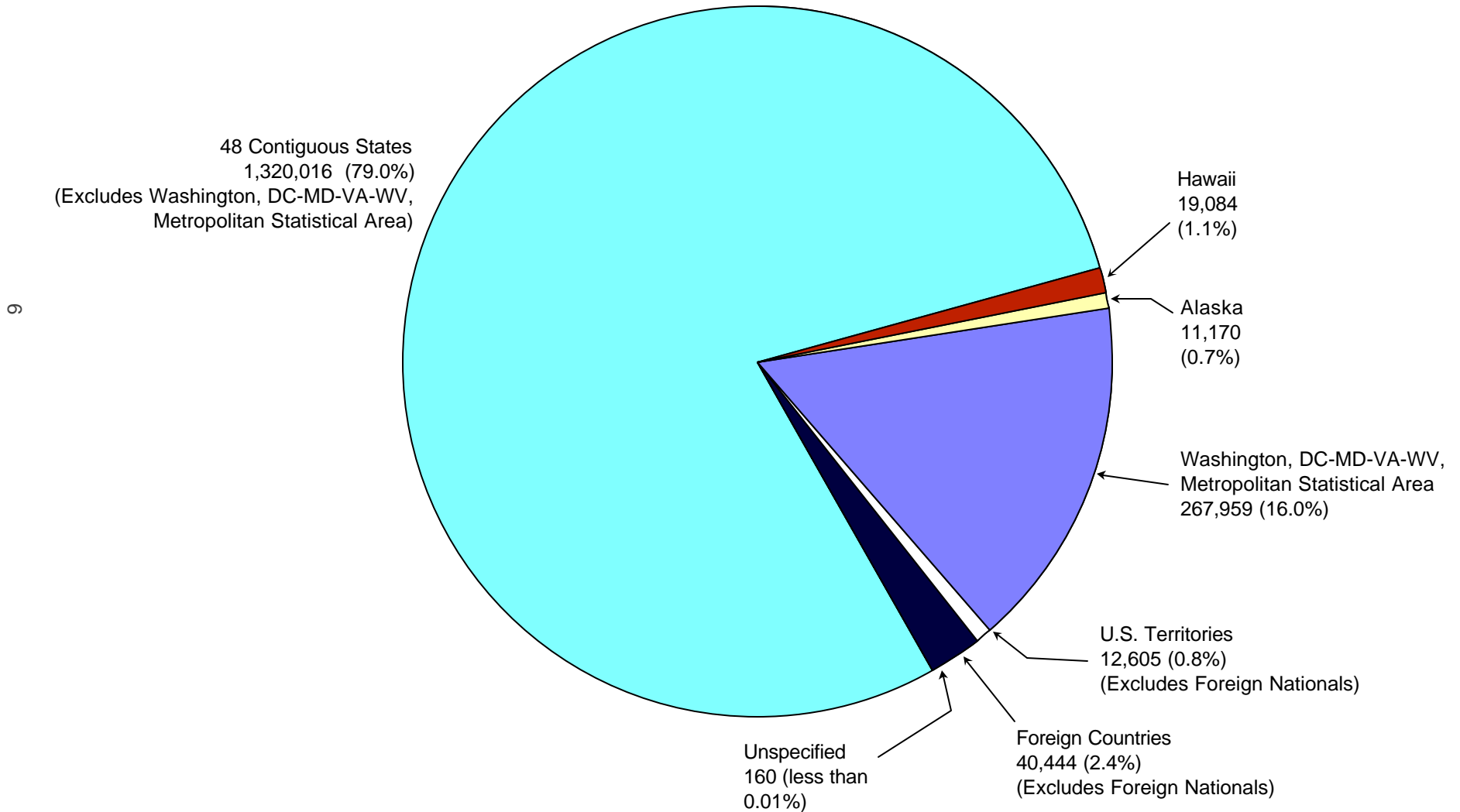
Pay System	2000	1999	2000	1999	2000	1999	2000	1999
General Schedule	1,216.1	1,234.4	72.8%	73.3%	\$60,109.6	57,699.4	71.3%	72.0%
Wage System	205.2	213.8	12.3	12.7	7,609.8	7,645.8	9.0	9.5
Other	250.1	236.9	15.0	14.1	16,570.4	14,807.8	19.7	18.5
Total	1,671.4	1,685.0	100.0	100.0	84,289.7	80,153.0	100.0	100.0



**Figure 2**

# DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT BY GEOGRAPHIC AREA AS OF MARCH 31, 2000

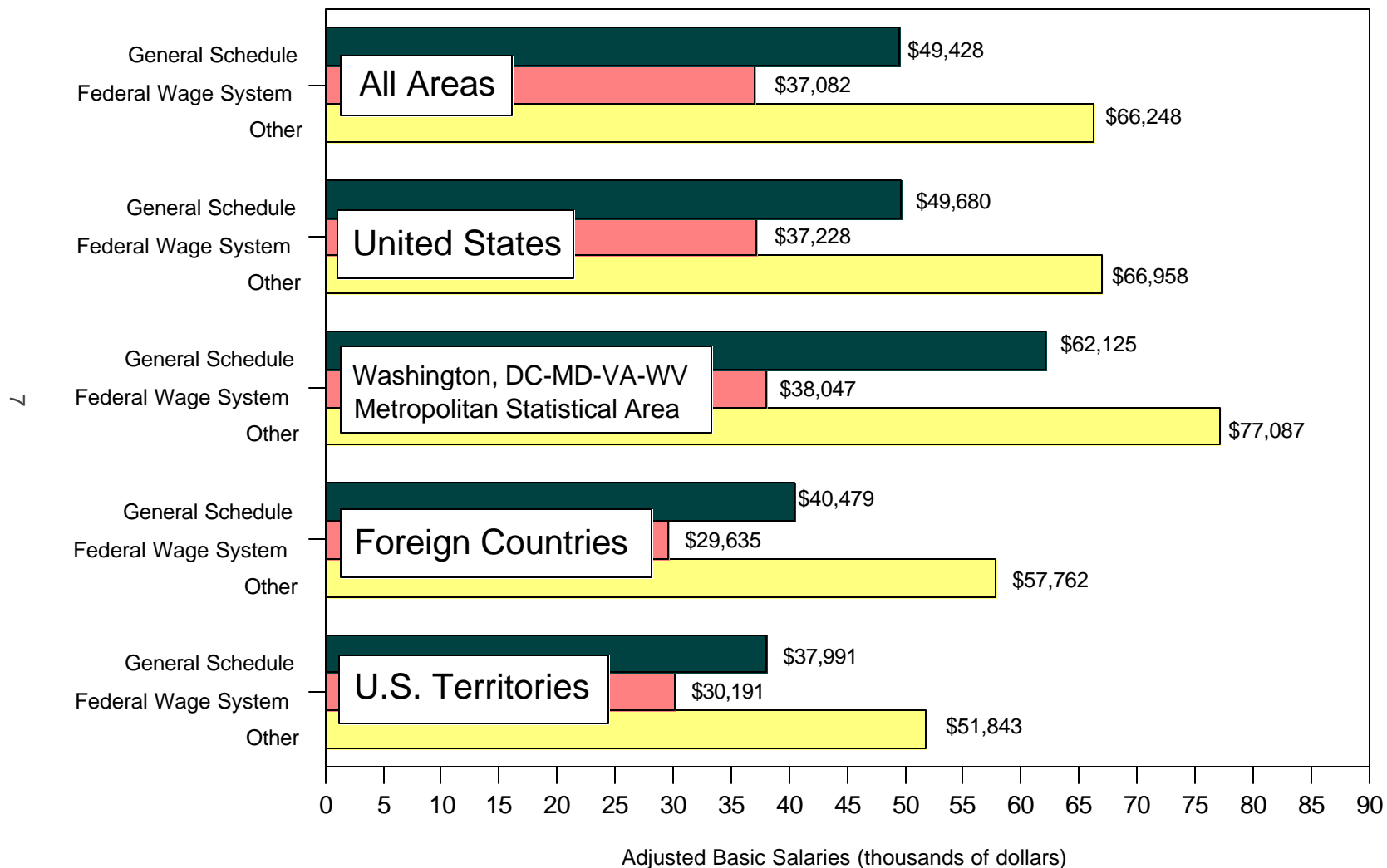
**Total Full-Time Employment: 1,671,438**



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2000.

**Figure 3**

**AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 2000**



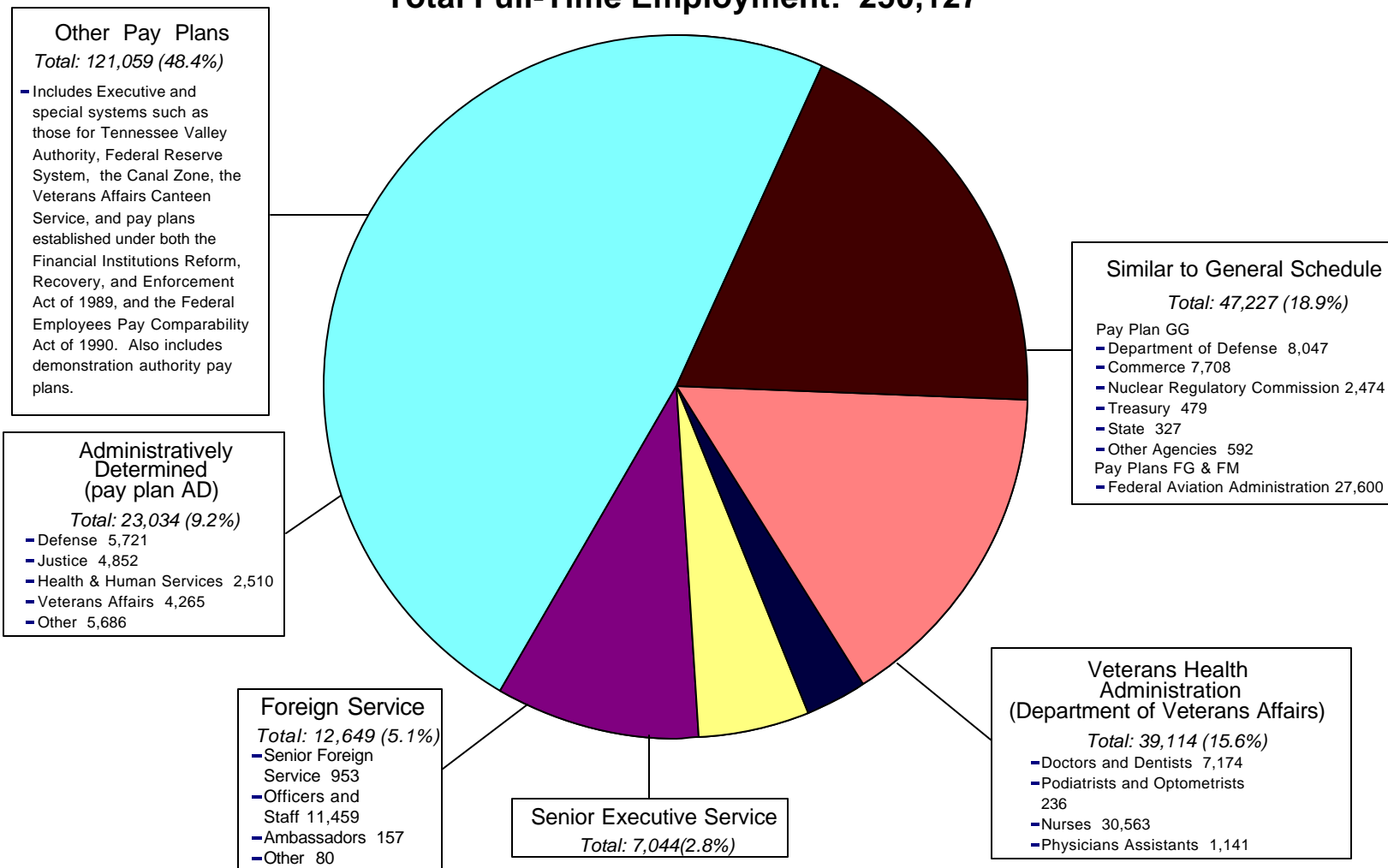
Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2000

**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, 2000**

**Total Full-Time Employment: 250,127**

8



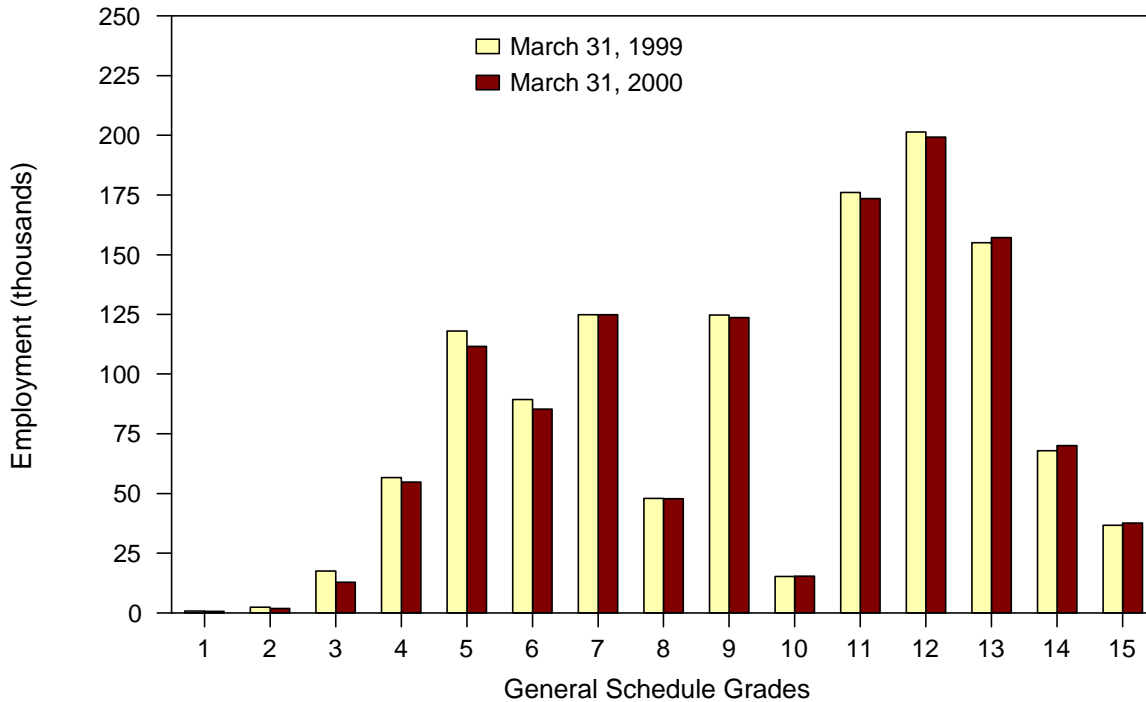
Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2000.

**Figure 5**

1/

**DISTRIBUTION OF GENERAL SCHEDULE EMPLOYMENT**

ALL AREAS -- as of March 31, 1999 and 2000



Grade	March 31, 2000	March 31, 1999	Net Change	Percent Change
1	589	754	-165	-21.9
2	1,864	2,333	-469	-20.1
3	12,753	17,488	-4,735	-27.1
4	54,789	56,636	-1,847	-3.3
5	111,546	118,004	-6,458	-5.5
6	85,289	89,348	-4,059	-4.5
7	124,811	124,822	-11	0.0
8	47,830	47,901	-71	-0.1
9	123,621	124,774	-1,153	-0.9
10	15,367	15,256	111	0.7
11	173,576	176,084	-2,508	-1.4
12	199,230	201,449	-2,219	-1.1
13	157,095	155,026	2,069	1.3
14	70,063	67,843	2,220	3.3
15	37,673	36,662	1,011	2.8
<b>Total</b>	<b>1,216,096</b>	<b>1,234,380</b>	<b>-18,284</b>	<b>-1.5</b>

Governmentwide average grade under the General Schedule (GS) as of March 31, 2000, was 9.66.

The Governmentwide average grade through 1979 through 1999 was: 8.20, 8.16, 8.24, 8.26, 8.34, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, 9.49, 9.51 and 9.57 respectively (Note: all average grades from 1979 through 1990 were based on GS grades 1 to 18).

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

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**TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000**

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>ALL AGENCIES, TOTAL</b>	1,671,438	1,216,096	205,215	250,127
<b>LEGISLATIVE BRANCH, TOTAL</b>	8,990	4,226	1,214	3,550
ARCHITECT OF THE CAPITOL	1,374	272	1,075	27
BOTANIC GARDEN	24	3	21	...
GOVERNMENT PRINTING OFFICE	3,168	...	26	3,142
LIBRARY OF CONGRESS	4,142	3,732	92	318
MEDICARE PAYMENT ADVISORY COMMISSION	32	...	...	32
TRADE DEFICIT REVIEW COMMISSION	1	...	...	1
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	15	...	...	15
U.S. TAX COURT	234	219	...	15
<b>EXECUTIVE BRANCH, TOTAL</b>	1,662,448	1,211,870	204,001	246,577
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>				
COUNCIL OF ECONOMIC ADVISERS	28	10	...	18
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	19	13	...	6
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	89	...	32	57
NATIONAL SECURITY COUNCIL	39	32	...	7
OFFICE OF ADMINISTRATION	186	167	9	10
OFFICE OF MANAGEMENT AND BUDGET	485	411	...	74
OFFICE OF NATIONAL DRUG CONTROL POLICY	112	98	...	14
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	30	20	...	10
OFFICE OF THE U.S. TRADE REPRESENTATIVE	164	122	1	41
<b>EXECUTIVE DEPARTMENTS</b>				
DEPARTMENT OF AGRICULTURE	86,232	82,735	2,020	1,477
DEPARTMENT OF COMMERCE	41,056	23,057	737	17,262
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	647,287	434,654	151,624	61,009
DEFENSE LOGISTICS AGENCY	37,242	29,349	7,790	103
DEPARTMENT OF THE AIR FORCE	152,389	95,036	49,495	7,858
DEPARTMENT OF THE ARMY	216,972	156,013	48,520	12,439
DEPARTMENT OF THE NAVY	181,248	109,817	40,849	30,582
OFFICE OF THE SECRETARY OF DEFENSE	1,347	1,056	6	285
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	192	188	1	3
DEPARTMENT OF DEFENSE	57,897	43,195	4,963	9,739
DEPARTMENT OF EDUCATION	4,542	4,375	7	160
DEPARTMENT OF ENERGY	15,316	13,283	494	1,539
DEPARTMENT OF HEALTH AND HUMAN SERVICES	54,027	47,596	2,457	3,974
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,056	9,770	8	278
DEPARTMENT OF THE INTERIOR	62,959	50,059	7,231	5,669
DEPARTMENT OF JUSTICE	121,422	110,288	5,320	5,814
DEPARTMENT OF LABOR	15,150	14,906	...	244
DEPARTMENT OF STATE	17,118	6,372	52	10,694
DEPARTMENT OF TRANSPORTATION	62,459	11,987	1,767	48,705
DEPARTMENT OF THE TREASURY	150,625	139,754	2,192	8,679
DEPARTMENT OF VETERANS AFFAIRS	191,958	121,563	25,702	44,693

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES</b>				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	33	...	...	33
AFRICAN DEVELOPMENT FOUNDATION	24	22	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	53	51	...	2
APPALACHIAN REGIONAL COMMISSION	10	9	...	1
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	27	27	...	...
ARCTIC RESEARCH COMMISSION	2	1	...	1
ARMED FORCES RETIREMENT HOME	755	478	233	44
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	26	21	...	5
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	20	19	...	1
COMMISSION OF FINE ARTS	7	6	...	1
COMMISSION ON CIVIL RIGHTS	68	66	...	2
COMMODITY FUTURES TRADING COMMISSION	522	493	...	29
CONSUMER PRODUCT SAFETY COMMISSION	455	440	...	15
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	608	151	...	457
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	92	30	...	62
ENVIRONMENTAL PROTECTION AGENCY	17,171	16,822	5	344
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,844	2,800	...	44
EXPORT-IMPORT BANK OF THE UNITED STATES	386	337	1	48
FARM CREDIT ADMINISTRATION	284	...	...	284
FARM CREDIT SYSTEM INSURANCE CORPORATION	9	...	...	9
FEDERAL MEDIATION AND CONCILIATION SERVICE	286	282	...	4
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	42	26	...	16
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	85	78	...	7
FEDERAL COMMUNICATIONS COMMISSION	1,897	1,826	10	61
FEDERAL DEPOSIT INSURANCE CORPORATION	6,976	...	34	6,942
FEDERAL ELECTION COMMISSION	332	319	...	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,357	2,828	156	373
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	97	...	...	97
FEDERAL LABOR RELATIONS AUTHORITY	204	180	...	24
FEDERAL MARITIME COMMISSION	126	112	...	14
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,496	...	91	1,405
FEDERAL TRADE COMMISSION	927	872	14	41
GENERAL SERVICES ADMINISTRATION	13,940	11,930	1,892	118
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	3	...	1
INTER-AMERICAN FOUNDATION	54	53	...	1
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	259	...	104	155
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	4	...	...	4

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES (CONTINUED)</b>				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	15	1	...	14
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	9	8	...	1
MERIT SYSTEMS PROTECTION BOARD	223	206	...	17
	235	218	...	17
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	16	...	...	16
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,062	17,311	266	485
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,276	2,234	24	18
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	7	1	...	6
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	356	331	...	25
NATIONAL CAPITAL PLANNING COMMISSION	51	48	...	3
NATIONAL COUNCIL ON DISABILITY	10	9	...	1
NATIONAL CREDIT UNION ADMINISTRATION	943	...	...	943
NATIONAL EDUCATION GOALS PANEL	7	5	...	2
NATIONAL LABOR RELATIONS BOARD	1,806	1,678	5	123
NATIONAL MEDIATION BOARD	43	38	...	5
NATIONAL SCIENCE FOUNDATION	893	607	...	286
NATIONAL TRANSPORTATION SAFETY BOARD	406	384	...	22
NUCLEAR REGULATORY COMMISSION	2,692	...	...	2,692
NUCLEAR WASTE TECHNICAL REVIEW BOARD	10	2	...	8
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	61	42	...	19
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	65	55	8	2
OFFICE OF GOVERNMENT ETHICS	79	74	...	5
OFFICE OF SPECIAL COUNSEL	90	84	...	6
OVERSEAS PRIVATE INVESTMENT COMMISSION	184	166	1	17
PANAMA CANAL COMMISSION	7	...	...	7
PEACE CORPS	792	...	...	792
PENSION BENEFIT GUARANTY CORPORATION	706	681	...	25
PRESIDIO TRUST	363	...	...	363
RAILROAD RETIREMENT BOARD	1,157	1,131	11	15
SECURITIES AND EXCHANGE COMMISSION	2,749	2,650	15	84
SELECTIVE SERVICE SYSTEM	151	147	1	3
SMALL BUSINESS ADMINISTRATION	4,138	4,043	3	92
SMITHSONIAN INSTITUTION	4,893	3,858	904	131
SOCIAL SECURITY ADMINISTRATION	60,441	58,867	389	1,185
TENNESSEE VALLEY AUTHORITY	16,473	...	...	16,473
TRADE AND DEVELOPMENT AGENCY	38	35	...	3
U.S. HOLOCAUST MEMORIAL COUNCIL	218	198	17	3
U.S. INFORMATION AGENCY	1,892	1,488	133	271
U.S. INSTITUTE OF PEACE	61	...	...	61
U.S. INTERNATIONAL TRADE COMMISSION	395	377	...	18
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	2,157	980	...	1,177
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,640	2,555	31	54
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	13	13	...	...



**TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 2000**

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
<b>ALL AREAS</b>								
TOTAL	1,671,438	100.0	\$84,289,746,857	100.0	\$50,429	\$45,243	\$24.16	\$21.68
GENERAL SCHEDULE	1,216,096	72.8	\$60,109,573,794	71.3	\$49,428	\$46,020	\$23.68	\$22.05
FEDERAL WAGE SYSTEMS	205,215	12.3	\$7,609,783,818	9.0	\$37,082	\$36,450	\$17.77	\$17.47
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	250,127	15.0	\$16,570,389,245	19.7	\$66,248	\$61,481	\$31.74	\$29.46
<b>TOTAL UNITED STATES</b>								
TOTAL	1,618,229	100.0	\$81,907,966,816	100.0	\$50,616	\$45,324	\$24.25	\$21.72
GENERAL SCHEDULE	1,184,962	73.2	\$58,869,384,076	71.9	\$49,680	\$46,144	\$23.80	\$22.11
FEDERAL WAGE SYSTEMS	200,879	12.4	\$7,478,409,637	9.1	\$37,228	\$37,012	\$17.84	\$17.73
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	232,388	14.4	\$15,560,173,103	19.0	\$66,958	\$62,497	\$32.08	\$29.95
<b>WASHINGTON, D.C. METROPOLITAN AREA</b>								
TOTAL	267,959	100.0	\$17,141,187,651	100.0	\$63,969	\$62,017	\$30.65	\$29.72
GENERAL SCHEDULE	204,971	76.5	\$12,733,730,072	74.3	\$62,125	\$61,355	\$29.77	\$29.40
FEDERAL WAGE SYSTEMS	11,478	4.3	\$436,701,487	2.5	\$38,047	\$38,282	\$18.23	\$18.34
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	51,510	19.2	\$3,970,756,092	23.2	\$77,087	\$72,216	\$36.94	\$34.60
<b>FOREIGN COUNTRIES</b>								
TOTAL	40,444	100.0	\$1,878,711,745	100.0	\$46,452	\$44,149	\$22.26	\$21.15
GENERAL SCHEDULE	23,066	57.0	\$933,680,766	49.7	\$40,479	\$38,240	\$19.40	\$18.32
FEDERAL WAGE SYSTEMS	2,089	5.2	\$61,907,172	3.3	\$29,635	\$27,213	\$14.20	\$13.04
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	15,289	37.8	\$883,123,807	47.0	\$57,762	\$52,281	\$27.68	\$25.05
<b>U.S. TERRITORIES</b>								
TOTAL	12,605	100.0	\$496,122,848	100.0	\$39,359	\$36,119	\$18.86	\$17.31
GENERAL SCHEDULE	8,068	64.0	\$306,508,952	61.8	\$37,991	\$34,348	\$18.20	\$16.46
FEDERAL WAGE SYSTEMS	2,106	16.7	\$63,583,251	12.8	\$30,191	\$32,148	\$14.47	\$15.40
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	2,431	19.3	\$126,030,645	25.4	\$51,843	\$48,193	\$24.84	\$23.09
<b>UNSPECIFIED GEOGRAPHIC AREA</b>								
TOTAL	160	100.0	\$6,945,448	100.0	\$43,409	\$40,167	\$20.80	\$19.25
GENERAL SCHEDULE	...	...	...	...	...	...	...	...
FEDERAL WAGE SYSTEMS	141	88.1	\$5,883,758	84.7	\$41,729	\$38,292	\$19.99	\$18.35
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	19	11.9	\$1,061,690	15.3	\$55,878	\$53,250	\$26.77	\$25.52

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, 2000

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
<b>ALL AGENCIES, TOTAL</b>	1,216,096	589	1,864	12,753	54,789	111,546	85,289	124,811
<b>LEGISLATIVE BRANCH, TOTAL</b>	4,226	49	6	38	59	211	222	359
ARCHITECT OF THE CAPITOL	272	...	...	...	3	11	10	42
BOTANIC GARDEN	3	...	...	...	...	...	...	...
LIBRARY OF CONGRESS	3,732	49	6	38	55	190	196	293
U.S. TAX COURT	219	...	...	...	1	10	16	24
<b>EXECUTIVE BRANCH, TOTAL</b>	1,211,870	540	1,858	12,715	54,730	111,335	85,067	124,452
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISERS	10	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	13	...	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	32	...	...	...	...	3	...	...
OFFICE OF ADMINISTRATION	167	...	...	...	...	4	9	18
OFFICE OF MANAGEMENT AND BUDGET	411	...	...	...	...	4	...	9
OFFICE OF NATIONAL DRUG CONTROL POLICY	98	...	...	...	...	...	1	6
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	20	...	...	...	...	...	...	2
OFFICE OF THE U.S. TRADE REPRESENTATIVE	122	...	...	...	...	...	1	2
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	82,735	27	84	333	1,765	5,369	4,857	13,505
DEPARTMENT OF COMMERCE	23,057	9	42	112	397	927	772	2,273
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	434,654	93	364	3,779	21,227	45,967	32,450	43,971
DEFENSE LOGISTICS AGENCY	29,349	1	11	83	711	2,127	1,996	2,428
DEPARTMENT OF THE AIR FORCE	95,036	38	92	747	3,454	10,308	7,102	9,990
DEPARTMENT OF THE ARMY	156,013	27	96	947	9,694	17,457	11,042	16,661
DEPARTMENT OF THE NAVY	109,817	23	112	820	4,898	10,684	7,913	10,219
OFFICE OF THE SECRETARY OF DEFENSE	1,056	...	...	...	...	1	4	39
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	188	...	...	...	...	...	...	15
DEPARTMENT OF DEFENSE	43,195	4	53	1,182	2,470	5,390	4,393	4,619
DEPARTMENT OF EDUCATION	4,375	1	6	13	55	63	77	288
DEPARTMENT OF ENERGY	13,283	4	10	33	38	85	325	614
DEPARTMENT OF HEALTH AND HUMAN SERVICES	47,596	10	73	450	1,786	2,779	2,268	3,752
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,770	23	36	31	130	136	108	1,030
DEPARTMENT OF THE INTERIOR	50,059	26	96	352	1,645	4,208	2,953	5,017
DEPARTMENT OF JUSTICE	110,288	39	77	165	649	4,700	5,448	17,251
DEPARTMENT OF LABOR	14,906	6	12	86	194	653	638	1,078
DEPARTMENT OF STATE	6,372	7	32	33	66	230	222	618
DEPARTMENT OF TRANSPORTATION	11,987	20	22	48	101	368	622	1,046
DEPARTMENT OF THE TREASURY	139,754	43	627	4,661	13,503	12,166	7,629	14,583
DEPARTMENT OF VETERANS AFFAIRS	121,563	160	199	1,777	10,466	26,572	21,122	9,715
<b>INDEPENDENT AGENCIES</b>								
AFRICAN DEVELOPMENT FOUNDATION	22	...	...	...	...	...	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	51	...	...	...	...	...	2	3
APPALACHIAN REGIONAL COMMISSION	9	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	27	...	...	...	1	1	...	1
ARCTIC RESEARCH COMMISSION	1	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	478	...	...	...	54	125	67	38
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	21	...	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	19	...	...	...	...	1	...	2
COMMISSION OF FINE ARTS	6	...	...	...	...	1	...	...
COMMISSION ON CIVIL RIGHTS	66	...	...	...	1	3	...	6
COMMODITY FUTURES TRADING COMMISSION	493	...	...	...	1	15	13	36
CONSUMER PRODUCT SAFETY COMMISSION	440	...	...	...	1	9	3	22
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	151	...	...	...	1	2	5	13
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	30	...	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	16,822	17	12	43	112	127	236	741
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,800	1	1	7	17	177	152	322
EXPORT-IMPORT BANK OF THE UNITED STATES	337	...	...	...	...	3	6	18
FEDERAL MEDIATION AND CONCILIATION SERVICE	282	...	...	...	1	4	11	11
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	26	...	...	1	...	1	...	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2000

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
<b>INDEPENDENT AGENCIES (CONTINUED)</b>								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	78	...	...	...	...	1	3	7
FEDERAL COMMUNICATIONS COMMISSION	1,826	...	4	6	3	16	38	81
FEDERAL ELECTION COMMISSION	319	...	...	1	2	21	7	42
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,828	...	4	17	12	42	116	235
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	180	...	...	1	...	1	3	5
FEDERAL MARITIME COMMISSION	112	...	...	...	...	4	3	8
FEDERAL TRADE COMMISSION	872	...	...	5	4	10	26	89
GENERAL SERVICES ADMINISTRATION	11,930	6	13	33	104	244	454	1,097
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	...	...	...	...	...	...	1
INTER-AMERICAN FOUNDATION	53	...	...	...	1	3	3	5
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	8	...	...	...	...	...	1	...
MERIT SYSTEMS PROTECTION BOARD	206	...	...	...	...	5	7	14
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,311	...	4	21	76	173	486	597
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,234	3	40	252	218	303	195	169
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	1	...	...	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	331	...	...	...	5	1	9	39
NATIONAL CAPITAL PLANNING COMMISSION	48	...	...	1	...	2	1	1
NATIONAL COUNCIL ON DISABILITY	9	...	...	...	...	...	...	1
NATIONAL EDUCATION GOALS PANEL	5	...	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	1,678	...	...	2	6	106	108	186
NATIONAL MEDIATION BOARD	38	...	...	...	...	1	...	2
NATIONAL SCIENCE FOUNDATION	607	...	...	...	...	5	17	103
NATIONAL TRANSPORTATION SAFETY BOARD	384	...	...	1	2	5	3	22
NUCLEAR WASTE TECHNICAL REVIEW BOARD	2	...	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	42	...	...	...	...	...	...	2
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	55	...	...	...	...	4	...	11
OFFICE OF GOVERNMENT ETHICS	74	...	...	1	1	1	2	7
OFFICE OF SPECIAL COUNSEL	84	...	...	...	2	1	4	2
OVERSEAS PRIVATE INVESTMENT CORPORATION	166	...	...	...	...	1	1	6
PENSION BENEFIT GUARANTY CORPORATION	681	...	...	4	5	13	25	44
RAILROAD RETIREMENT BOARD	1,131	...	...	7	25	41	29	56
SECURITIES AND EXCHANGE COMMISSION	2,650	...	1	8	25	51	63	243
SELECTIVE SERVICE SYSTEM	147	...	...	2	3	11	20	19
SMALL BUSINESS ADMINISTRATION	4,043	3	5	43	106	205	134	434
SMITHSONIAN INSTITUTION	3,858	...	2	7	135	664	249	424
SOCIAL SECURITY ADMINISTRATION	58,867	17	70	309	1,639	4,477	2,909	4,022
TRADE AND DEVELOPMENT AGENCY	35	...	...	...	...	...	4	...
U.S. HOLOCAUST MEMORIAL COUNCIL	198	...	...	...	2	15	15	27
U.S. INFORMATION AGENCY	1,488	...	1	5	6	10	18	41
U.S. INTERNATIONAL TRADE COMMISSION	377	...	...	...	...	3	2	34
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	980	...	1	1	1	5	18	79
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,555	25	20	64	136	187	96	302
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	13	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2000

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
47,830	123,621	15,367	173,576	199,230	157,095	70,063	37,673	1,216,096	<b>ALL AGENCIES, TOTAL</b>
382	314	36	455	868	526	363	338	4,226	<b>LEGISLATIVE BRANCH, TOTAL</b>
12	15	11	24	51	49	29	15	272	ARCHITECT OF THE CAPITOL
...	...	...	...	3	...	...	...	3	BOTANIC GARDEN
364	259	12	391	791	450	326	312	3,732	LIBRARY OF CONGRESS
6	40	13	40	23	27	8	11	219	U.S. TAX COURT
47,448	123,307	15,331	173,121	198,362	156,569	69,700	37,335	1,211,870	<b>EXECUTIVE BRANCH, TOTAL</b>
...	2	1	...	3	2	2	...	10	<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>
...	...	...	...	...	...	...	...	...	COUNCIL OF ECONOMIC ADVISERS
2	...	1	...	2	1	1	6	13	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
4	1	8	3	2	7	1	3	32	NATIONAL SECURITY COUNCIL
9	13	...	16	23	27	27	21	167	OFFICE OF ADMINISTRATION
22	37	17	47	41	44	59	131	411	OFFICE OF MANAGEMENT AND BUDGET
2	12	3	5	4	11	32	22	98	OFFICE OF NATIONAL DRUG CONTROL POLICY
1	...	4	2	2	1	4	4	20	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
10	21	5	5	4	5	18	51	122	OFFICE OF THE U.S. TRADE REPRESENTATIVE
3,504	13,004	851	13,110	13,143	7,948	3,356	1,879	82,735	<b>EXECUTIVE DEPARTMENTS</b>
458	1,901	207	2,881	4,071	4,370	3,098	1,539	23,057	DEPARTMENT OF AGRICULTURE
7,492	46,949	4,262	70,982	87,178	47,585	15,172	7,183	434,654	<b>DEPARTMENT OF DEFENSE, TOTAL</b>
197	2,989	29	7,933	6,809	2,763	953	319	29,349	DEFENSE LOGISTICS AGENCY
1,391	14,360	964	16,165	17,443	9,474	2,579	929	95,036	DEPARTMENT OF THE AIR FORCE
2,970	16,608	1,849	24,473	28,629	17,870	5,605	2,085	156,013	DEPARTMENT OF THE ARMY
1,735	10,718	1,161	18,602	24,889	12,328	3,756	1,959	109,817	DEPARTMENT OF THE NAVY
101	58	10	40	58	32	96	617	1,056	OFFICE OF THE SECRETARY OF DEFENSE
17	14	1	19	30	37	24	31	188	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
1,081	2,202	248	3,750	9,320	5,081	2,159	1,243	43,195	DEPARTMENT OF DEFENSE
65	267	8	302	933	1,070	769	458	4,375	DEPARTMENT OF EDUCATION
307	581	143	803	1,940	3,685	2,739	1,976	13,283	DEPARTMENT OF ENERGY
1,622	4,372	651	4,451	7,095	9,483	5,482	3,322	47,596	DEPARTMENT OF HEALTH AND HUMAN SERVICES
116	389	56	453	2,802	2,204	1,268	988	9,770	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
1,171	6,605	454	8,716	8,827	5,886	2,819	1,284	50,059	DEPARTMENT OF THE INTERIOR
9,058	14,391	2,356	14,850	15,943	14,603	6,434	4,324	110,288	DEPARTMENT OF JUSTICE
211	914	13	1,685	4,724	2,673	1,366	653	14,906	DEPARTMENT OF LABOR
366	677	50	706	885	1,170	716	594	6,372	DEPARTMENT OF STATE
343	713	90	1,083	2,460	2,647	1,531	893	11,987	DEPARTMENT OF TRANSPORTATION
8,980	12,084	929	14,943	16,792	21,399	8,494	2,921	139,754	DEPARTMENT OF THE TREASURY
3,827	10,830	3,860	13,982	9,276	6,975	2,087	715	121,563	DEPARTMENT OF VETERANS AFFAIRS
...	...	...	4	1	3	7	5	22	<b>INDEPENDENT AGENCIES</b>
5	7	2	17	5	7	1	2	51	AFRICAN DEVELOPMENT FOUNDATION
...	...	...	2	1	1	2	3	9	AMERICAN BATTLE MONUMENTS COMMISSION
...	1	...	3	6	3	7	4	27	APPALACHIAN REGIONAL COMMISSION
...	...	...	...	...	1	...	...	1	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
16	53	15	46	28	21	12	3	478	ARCTIC RESEARCH COMMISSION
...	2	...	1	2	...	10	6	21	ARMED FORCES RETIREMENT HOME
...	3	...	2	2	5	1	3	19	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
...	...	...	1	1	2	...	1	6	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
2	4	...	7	6	23	3	11	66	COMMISSION OF FINE ARTS
20	29	3	32	82	126	78	58	493	COMMISSION ON CIVIL RIGHTS
17	14	3	69	93	99	62	48	440	COMMODITY FUTURES TRADING COMMISSION
1	3	...	8	53	46	12	7	151	CONSUMER PRODUCT SAFETY COMMISSION
1	6	1	5	3	5	2	7	30	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
364	807	113	968	2,699	6,059	2,817	1,707	16,822	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
41	183	...	154	763	461	404	117	2,800	ENVIRONMENTAL PROTECTION AGENCY
31	26	30	18	32	84	55	34	337	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
15	8	...	4	28	14	157	29	282	EXPORT-IMPORT BANK OF THE UNITED STATES
8	3	1	2	2	1	1	5	26	FEDERAL MEDIATION AND CONCILIATION SERVICE
...	...	...	...	...	...	...	...	...	FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2000

GENERAL SCHEDULE GRADE								TOTAL	AGENCY	
8	9	10	11	12	13	14	15	EMPLOYEES		
<b>INDEPENDENT AGENCIES (CONTINUED)</b>										
									78	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
83	73	3	164	196	295	374	490	1,826		FEDERAL COMMUNICATIONS COMMISSION
4	35	...	43	28	54	56	26	319		FEDERAL ELECTION COMMISSION
45	231	1	378	791	453	308	195	2,828		FEDERAL EMERGENCY MANAGEMENT AGENCY
...	...	...	1	1	...	2	2	6		FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
7	24	1	15	24	39	36	24	180		FEDERAL LABOR RELATIONS AUTHORITY
6	6	1	7	19	25	20	13	112		FEDERAL MARITIME COMMISSION
41	35	14	37	77	131	125	278	872		FEDERAL TRADE COMMISSION
269	959	63	1,193	3,097	2,564	1,250	584	11,930		GENERAL SERVICES ADMINISTRATION
...	1	...	...	...	1	...	...	3		HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	3	...	5	6	15	7	5	53		INTER-AMERICAN FOUNDATION
...	...	...	...	...	1	...	...	1		INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA
...	...	1	...	...	...	2	...	3		JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	1	...	1	1	...	...	4	8		MARINE MAMMAL COMMISSION
5	4	...	16	7	15	48	85	206		MERIT SYSTEMS PROTECTION BOARD
287	490	251	1,239	1,808	5,866	3,624	2,389	17,311		NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
39	180	2	182	267	246	86	52	2,234		NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
...	...	...	...	1	...	...	...	1		NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
10	29	2	25	51	81	37	42	331		NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	9	1	1	15	11	2	4	48		NATIONAL CAPITAL PLANNING COMMISSION
...	...	1	...	1	4	1	1	9		NATIONAL COUNCIL ON DISABILITY
...	1	...	...	1	...	1	2	5		NATIONAL EDUCATION GOALS PANEL
66	65	1	91	78	304	460	205	1,678		NATIONAL LABOR RELATIONS BOARD
2	5	2	1	7	...	11	7	38		NATIONAL MEDIATION BOARD
86	52	10	50	89	56	67	72	607		NATIONAL SCIENCE FOUNDATION
11	26	2	25	22	75	117	73	384		NATIONAL TRANSPORTATION SAFETY BOARD
...	1	...	1	...	...	...	...	2		NUCLEAR WASTE TECHNICAL REVIEW BOARD
6	3	1	6	3	1	16	4	42		OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
1	11	3	8	6	3	5	3	55		OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
2	5	...	4	5	24	9	13	74		OFFICE OF GOVERNMENT ETHICS
1	2	...	6	8	37	10	11	84		OFFICE OF SPECIAL COUNSEL
13	13	3	11	19	22	42	35	166		OVERSEAS PRIVATE INVESTMENT CORPORATION
6	21	...	68	137	159	126	73	681		PENSION BENEFIT GUARANTY CORPORATION
45	184	138	140	283	102	47	34	1,131		RAILROAD RETIREMENT BOARD
53	136	9	211	223	482	815	330	2,650		SECURITIES AND EXCHANGE COMMISSION
6	11	2	20	18	18	9	8	147		SELECTIVE SERVICE SYSTEM
25	239	...	468	1,131	700	350	200	4,043		SMALL BUSINESS ADMINISTRATION
92	439	15	514	492	401	232	192	3,858		SMITHSONIAN INSTITUTION
7,994	4,686	637	17,221	8,371	4,438	1,612	465	58,867		SOCIAL SECURITY ADMINISTRATION
...	4	...	7	5	4	4	7	35		TRADE AND DEVELOPMENT AGENCY
5	24	3	28	24	22	22	11	198		U.S. HOLOCAUST MEMORIAL COUNCIL
37	69	5	169	537	348	155	87	1,488		U.S. INFORMATION AGENCY
10	23	2	24	47	106	71	55	377		U.S. INTERNATIONAL TRADE COMMISSION
54	66	11	75	160	192	206	111	980		U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
37	220	6	292	336	501	221	112	2,555		U.S. OFFICE OF PERSONNEL MANAGEMENT
...	2	...	1	6	...	1	1	13		UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION



**TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, ALL AREAS, AS OF MARCH 31, 2000**

TOTALS		PERCENTS	STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
			1	2	3	4	5	6	7	8	9	10					
<b>TOTALS</b>	1,216,096	100.0	193,810	78,322	76,226	130,060	122,606	124,068	146,711	107,851	76,859	159,583	...	5.5	\$60,109,574	\$49,428	
<b>PERCENTS</b>	100.0	...	15.9	6.4	6.3	10.7	10.1	10.2	12.1	8.9	6.3	13.1	...	...	...	...	
<b>GRADE</b>																	
1	589	0.0	503	27	9	4	7	1	4	3	1	30	...	1.7	9,120	15,485	
2	1,864	0.2	1422	84	48	45	32	24	35	21	21	132	...	2.2	33,358	17,896	
3	12,753	1.0	6,589	920	471	549	591	488	683	534	444	1,484	...	3.6	260,926	20,460	
4	54,789	4.5	17,778	3,798	2,487	3,783	3,459	3,548	5,089	4,186	2,735	7,926	...	4.7	1,296,239	23,659	
5	111,546	9.2	22,986	6,882	4,895	7,969	9,525	9,811	12,619	11,433	8,004	17,422	...	5.5	3,019,098	27,066	
6	85,289	7.0	9,422	4,516	4,026	7,631	7,763	10,487	12,065	10,835	6,848	11,696	...	6.0	2,602,562	30,515	
7	124,811	10.3	18,782	6,435	7,019	12,075	12,882	12,646	18,275	13,232	8,442	15,023	...	5.6	4,192,419	33,590	
8	47,830	3.9	2,163	1,696	2,172	5,486	5,239	6,172	7,126	5,119	5,145	7,512	...	6.5	1,813,061	37,906	
9	123,621	10.2	20,436	10,289	10,338	14,055	12,937	10,635	12,947	9,466	7,523	14,995	...	5.2	4,988,104	40,350	
10	15,367	1.3	1,468	1,213	849	1,504	1,431	1,439	1,842	1,552	1,667	2,402	...	6.0	703,780	45,798	
11	173,576	14.3	22,184	12,850	12,347	19,741	19,535	17,478	20,912	14,658	10,387	23,484	...	5.5	8,536,638	49,181	
12	199,230	16.4	17,537	15,246	13,713	23,929	21,537	22,850	26,925	19,143	12,960	25,390	...	5.7	11,774,104	59,098	
13	157,095	12.9	24,724	8,965	11,973	21,202	16,718	16,666	17,788	11,530	8,397	19,132	...	5.3	11,147,187	70,958	
14	70,063	5.8	16,109	3,880	4,184	8,580	7,676	7,768	6,910	4,076	2,919	7,961	...	4.9	5,916,635	84,447	
15	37,673	3.1	11,707	1,521	1,695	3,507	3,274	4,055	3,491	2,063	1366	4,994	...	4.7	3,816,334	101,302	

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AVERAGE GRADE 9.6556

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 EMPLOYMENT, TOTAL UNITED STATES, AS OF MARCH 31, 2000

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
<b>TOTALS</b>	1,184,962	100.0	185,887	74,854	73,458	126,373	119,817	121,550	144,313	106,168	75,706	156,836	...	5.5	\$58,869,384	\$49,680	
<b>PERCENTS</b>	100.0	...	15.7	6.3	6.2	10.7	10.1	10.3	12.2	9.0	6.4	13.2	...	...	...	...	
<b>GRADE</b>																	
1	568	0.0	491	22	9	2	7	1	3	3	1	29	...	1.7	8,818	15,525	
2	1,797	0.2	1384	79	39	41	32	22	35	20	18	127	...	2.2	32,261	17,953	
3	12,156	1.0	6,247	831	436	520	562	477	673	530	431	1,449	...	3.6	250,189	20,582	
4	52,256	4.4	16,602	3,408	2,275	3,550	3,324	3,471	5,024	4,119	2,697	7,786	...	4.8	1,244,520	23,816	
5	107,262	9.1	21,374	6,252	4,533	7,592	9,253	9,582	12,401	11,257	7,887	17,131	...	5.6	2,919,264	27,216	
6	83,053	7.0	8,928	4,260	3,839	7,361	7,562	10,263	11,872	10,659	6,759	11,550	...	6.1	2,542,815	30,617	
7	121,981	10.3	18,001	6,133	6,744	11,743	12,592	12,436	18,021	13,078	8,382	14,851	...	5.7	4,108,869	33,685	
8	47,174	4.0	2,086	1,649	2,134	5,409	5,165	6,082	7,035	5,062	5,099	7,453	...	6.5	1,790,796	37,962	
9	119,807	10.1	19,391	9,813	9,922	13,581	12,604	10,397	12,714	9,287	7,399	14,699	...	5.2	4,850,971	40,490	
10	15,065	1.3	1,419	1,184	825	1,470	1,396	1,414	1,812	1,531	1,645	2,369	...	6.0	691,436	45,897	
11	168,914	14.3	21,228	12,296	11,932	19,213	19,044	17,091	20,526	14,384	10,182	23,018	...	5.5	8,328,719	49,307	
12	193,832	16.4	16,868	14,765	13,272	23,220	21,021	22,261	26,380	18,750	12,653	24,642	...	5.7	11,479,297	59,223	
13	154,395	13.0	24,295	8,814	11,693	20,730	16,420	16,363	17,502	11,394	8,298	18,886	...	5.3	10,972,493	71,068	
14	69,331	5.9	15,937	3,844	4,125	8,466	7,591	7,674	6,858	4,045	2,898	7,893	...	4.9	5,860,285	84,526	
15	37,371	3.2	11,636	1,504	1,680	3,475	3,244	4,016	3,457	2,049	1,357	4,953	...	4.7	3,788,645	101,379	

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AVERAGE GRADE 9.6770  
 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, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2000

TOTALS		PERCENTS	STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
			1	2	3	4	5	6	7	8	9	10					
<b>TOTALS</b>	204,971	100.0	40,663	14,348	13,521	21,816	19,740	19,885	22,000	14,794	11,850	26,354	...	5.2	\$12,733,730	\$62,125	
<b>PERCENTS</b>	100.0	...	19.8	7.0	6.6	10.6	9.6	9.7	10.7	7.2	5.8	12.9	...	...	...	...	
<b>GRADE</b>																	
1	171	0.1	154	3	4	...	...	...	...	2	1	7	...	1.6	2628	15,371	
2	292	0.1	222	21	5	6	2	3	6	10	5	12	...	2.1	5,415	18,547	
3	795	0.4	481	88	27	21	22	26	43	26	14	47	...	2.8	16,545	20,812	
4	2,681	1.3	1200	225	110	109	118	121	187	135	106	370	...	4.0	63,376	23,639	
5	6,592	3.2	1,563	541	268	418	515	536	680	579	445	1,047	...	5.3	179,064	27,164	
6	8,032	3.9	731	479	405	769	676	874	1,049	882	744	1,423	...	6.2	247,509	30,815	
7	16,834	8.2	2,059	600	548	1,166	1,497	1,934	2,518	1,855	1,602	3,055	...	6.3	578,287	34,352	
8	7,538	3.7	170	90	155	473	654	774	1,201	963	1,338	1,720	...	7.4	293,503	38,937	
9	14,428	7.0	2,847	856	1,099	1,359	1,409	1,227	1,526	1,131	1,101	1,873	...	5.3	587,121	40,693	
10	1,667	0.8	192	91	62	128	135	145	187	186	220	321	...	6.4	77,213	46,319	
11	17,558	8.6	4,362	1,805	1,335	1,782	2,080	1,475	1,608	986	703	1,422	...	4.4	840,853	47,890	
12	28,952	14.1	4,494	3,163	2,462	3,551	3,106	3,088	3,362	1,932	1,278	2,516	...	4.9	1,678,969	57,991	
13	43,678	21.3	7,553	3,409	3,856	6,116	4,372	4,184	4,456	2,897	1,968	4,867	...	5.0	3,069,143	70,267	
14	33,020	16.1	7,492	2,098	2,164	4,000	3,333	3,276	3,147	1,901	1,431	4,178	...	4.9	2,781,986	84,252	
15	22,733	11.1	7,143	879	1,021	1,918	1,821	2,222	2,030	1,309	894	3,496	...	4.8	2,312,110	101,707	

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AVERAGE GRADE 11.3740  
 MEDIAN GRADE 12

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, 2000**

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
<b>ALL AREAS</b>												
<b>TOTAL, ALL GRADES</b>	100.0	15.9	6.4	6.3	10.7	10.1	10.2	12.1	8.9	6.3	13.1	...
1	100.0	85.4	4.6	1.5	0.7	1.2	0.2	0.7	0.5	0.2	5.1	...
2	100.0	76.3	4.5	2.6	2.4	1.7	1.3	1.9	1.1	1.1	7.1	...
3	100.0	51.7	7.2	3.7	4.3	4.6	3.8	5.4	4.2	3.5	11.6	...
4	100.0	32.4	6.9	4.5	6.9	6.3	6.5	9.3	7.6	5.0	14.5	...
5	100.0	20.6	6.2	4.4	7.1	8.5	8.8	11.3	10.2	7.2	15.6	...
6	100.0	11.0	5.3	4.7	8.9	9.1	12.3	14.1	12.7	8.0	13.7	...
7	100.0	15.0	5.2	5.6	9.7	10.3	10.1	14.6	10.6	6.8	12.0	...
8	100.0	4.5	3.5	4.5	11.5	11.0	12.9	14.9	10.7	10.8	15.7	...
9	100.0	16.5	8.3	8.4	11.4	10.5	8.6	10.5	7.7	6.1	12.1	...
10	100.0	9.6	7.9	5.5	9.8	9.3	9.4	12.0	10.1	10.8	15.6	...
11	100.0	12.8	7.4	7.1	11.4	11.3	10.1	12.0	8.4	6.0	13.5	...
12	100.0	8.8	7.7	6.9	12.0	10.8	11.5	13.5	9.6	6.5	12.7	...
13	100.0	15.7	5.7	7.6	13.5	10.6	10.6	11.3	7.3	5.3	12.2	...
14	100.0	23.0	5.5	6.0	12.2	11.0	11.1	9.9	5.8	4.2	11.4	...
15	100.0	31.1	4.0	4.5	9.3	8.7	10.8	9.3	5.5	3.6	13.3	...
<b>WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA</b>												
<b>TOTAL, ALL GRADES</b>	100.0	19.8	7.0	6.6	10.6	9.6	9.7	10.7	7.2	5.8	12.9	...
1	100.0	90.1	1.8	2.3	...	...	...	...	1.2	0.6	4.1	...
2	100.0	76.0	7.2	1.7	2.1	0.7	1.0	2.1	3.4	1.7	4.1	...
3	100.0	60.5	11.1	3.4	2.6	2.8	3.3	5.4	3.3	1.8	5.9	...
4	100.0	44.8	8.4	4.1	4.1	4.4	4.5	7.0	5.0	4.0	13.8	...
5	100.0	23.7	8.2	4.1	6.3	7.8	8.1	10.3	8.8	6.8	15.9	...
6	100.0	9.1	6.0	5.0	9.6	8.4	10.9	13.1	11.0	9.3	17.7	...
7	100.0	12.2	3.6	3.3	6.9	8.9	11.5	15.0	11.0	9.5	18.1	...
8	100.0	2.3	1.2	2.1	6.3	8.7	10.3	15.9	12.8	17.8	22.8	...
9	100.0	19.7	5.9	7.6	9.4	9.8	8.5	10.6	7.8	7.6	13.0	...
10	100.0	11.5	5.5	3.7	7.7	8.1	8.7	11.2	11.2	13.2	19.3	...
11	100.0	24.8	10.3	7.6	10.1	11.8	8.4	9.2	5.6	4.0	8.1	...
12	100.0	15.5	10.9	8.5	12.3	10.7	10.7	11.6	6.7	4.4	8.7	...
13	100.0	17.3	7.8	8.8	14.0	10.0	9.6	10.2	6.6	4.5	11.1	...
14	100.0	22.7	6.4	6.6	12.1	10.1	9.9	9.5	5.8	4.3	12.7	...
15	100.0	31.4	3.9	4.5	8.4	8.0	9.8	8.9	5.8	3.9	15.4	...

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, 2000

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
<b>TOTAL</b>	\$80,789	4,224	114	176	198	248	317	347	361	368	374	593	414	266	174	274
1	\$99,623	1,280	10	22	32	46	73	95	108	133	127	245	166	88	60	75
2	\$81,652	1,610	27	49	59	75	102	143	157	142	152	218	162	118	67	139
3	\$63,004	1,179	76	104	97	112	122	88	87	78	76	118	79	51	40	51
4	\$51,671	154	1	1	10	15	20	21	9	15	19	11	7	9	7	9
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	34890	1	...	...	...	...	...	...	...	...	...	1	...	...	...	...
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
<b>TOTAL</b>	\$53,868	7,235	802	517	463	419	615	490	497	449	497	634	465	338	345	704
1	\$98,016	446	11	15	17	29	28	22	39	37	45	67	55	23	21	37
2	\$80,488	914	28	40	54	65	72	87	93	69	68	86	71	73	47	61
3	\$63,234	1,244	83	84	87	93	105	106	102	108	109	143	90	40	36	58
4	\$50,221	1,656	194	154	143	132	155	106	105	104	126	122	83	56	49	127
5	\$43,429	1163	53	56	44	33	141	88	86	64	75	93	61	64	100	205
6	\$38,335	850	82	41	71	31	80	40	37	33	42	85	70	59	61	118
7	\$31,297	446	158	51	20	16	15	23	21	19	19	21	15	13	16	39
8	\$28,031	334	102	43	18	12	12	13	10	11	13	17	15	8	12	48
9	\$23,367	172	86	32	7	7	6	5	4	4	...	...	5	2	3	11
AA	\$19,838	8	4	1	1	1	1									
BB	\$17,015	1	1	...	...	...	...									
CC	\$16,544	1	...	...	1	...	...									
DD	...	...	...	...	...	...	...									
EE	...	...	...	...	...	...	...									

**TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION, ALL AREAS, AS OF MARCH 31, 2000**

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	\$100,304	7,174	6	22	37	82	100	197	234	279	334	5,883
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$54,780	1	...	...	...	...	...	1	...	...	...	...
INTERMEDIATE	\$68,864	8	...	...	...	...	2	1	...	1	...	4
SENIOR	\$83,644	210	2	3	1	5	7	11	11	17	15	138
CHIEF	\$100,655	6,778	4	19	36	77	91	184	221	260	300	5,586
EXECUTIVE	\$107,803	159	...	...	...	...	...	...	...	...	4	155
DIRECTOR	\$112,699	18	...	...	...	...	...	...	2	1	15	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$89,795	236	...	1	3	3	16	22	27	21	21	122
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$62,584	21	...	...	...	...	...	1	8	3	3	6
INTERMEDIATE	\$73,416	55	...	...	2	1	9	9	5	7	5	17
SENIOR	\$89,102	71	...	...	...	1	4	8	8	5	7	38
CHIEF	\$106,890	89	...	1	1	1	3	4	6	6	6	61

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NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$54,739	30,563
NURSE - I	\$41,889	3,388
NURSE - II	\$51,916	18,638
NURSE - III	\$64,308	7,723
NURSE - IV	\$76,482	632
NURSE - V	\$101,695	181
NURSE - UNSPECIFIED	\$48,236	1

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$65,689	1,141
DIRECTOR	...	...
ASST DIRECTOR	...	...
CHIEF	\$73,438	373
SENIOR	\$64,715	613
INTERMEDIATE	\$55,060	79
FULL	\$48,657	50
ASSOCIATE	\$43,184	25
JUNIOR	\$26,283	1



**TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000**

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	1,671,438	100.0	1,216,096	100.0	205,215	100.0	250,127	100.0
AVERAGE SALARY								
MEAN	\$50,429	...	\$49,428	...	\$37,082	...	\$66,248	...
MEDIAN	\$45,243	...	\$46,020	...	\$36,450	...	\$61,481	...
LESS THAN \$15,000	1,267	0.1	229	0.0	542	0.3	496	0.2
15,000 - 15,999	956	0.1	342	0.0	384	0.2	230	0.1
16,000 - 16,999	1,569	0.1	713	0.1	574	0.3	282	0.1
17,000 - 17,999	2,444	0.1	1,032	0.1	779	0.4	633	0.3
18,000 - 18,999	7,296	0.4	5,377	0.4	1,038	0.5	881	0.4
19,000 - 19,999	5,008	0.3	3,304	0.3	1,367	0.7	337	0.1
20,000 - 20,999	17,108	1.0	12,573	1.0	1,630	0.8	2905	1.2
21,000 - 21,999	13,529	0.8	9,910	0.8	2,186	1.1	1,433	0.6
22,000 - 22,999	20,020	1.2	15,758	1.3	2,837	1.4	1,425	0.6
23,000 - 23,999	21,627	1.3	18,253	1.5	2,261	1.1	1,113	0.4
24,000 - 24,999	16,868	1.0	13,395	1.1	2,706	1.3	767	0.3
25,000 - 25,999	29,298	1.8	24,424	2.0	4,025	2.0	849	0.3
26,000 - 26,999	28,420	1.7	22,971	1.9	4,357	2.1	1,092	0.4
27,000 - 27,999	30,064	1.8	24,369	2.0	4,350	2.1	1,345	0.5
28,000 - 28,999	44,273	2.6	37,555	3.1	5,144	2.5	1,574	0.6
29,000 - 29,999	40,062	2.4	32,760	2.7	5,579	2.7	1,723	0.7
30,000 - 30,999	34,092	2.0	24,307	2.0	7,377	3.6	2408	1.0
31,000 - 31,999	33,411	2.0	25,242	2.1	6,358	3.1	1,811	0.7
32,000 - 32,999	43,121	2.6	32,228	2.7	8,482	4.1	2,411	1.0
33,000 - 33,999	40,944	2.4	29,197	2.4	9,184	4.5	2,563	1.0
34,000 - 34,999	47,121	2.8	32,401	2.7	12,198	5.9	2,522	1.0
35,000 - 35,999	42,099	2.5	28,740	2.4	10,709	5.2	2650	1.1
36,000 - 36,999	40,930	2.4	28,684	2.4	9,500	4.6	2,746	1.1
37,000 - 37,999	32,103	1.9	19,684	1.6	9,451	4.6	2,968	1.2
38,000 - 38,999	34,172	2.0	21,513	1.8	10,308	5.0	2,351	0.9
39,000 - 39,999	34,116	2.0	19,044	1.6	12,583	6.1	2,489	1.0
40,000 - 40,999	30,289	1.8	19,244	1.6	8,679	4.2	2366	0.9
41,000 - 41,999	35,450	2.1	24,860	2.0	7,693	3.7	2,897	1.2
42,000 - 42,999	34,365	2.1	21,755	1.8	9,289	4.5	3,321	1.3
43,000 - 43,999	28,344	1.7	20,237	1.7	4,845	2.4	3,262	1.3
44,000 - 44,999	35,195	2.1	23,902	2.0	8,169	4.0	3,124	1.2
45,000 - 45,999	20,861	1.2	13,223	1.1	4,264	2.1	3374	1.3
46,000 - 46,999	26,942	1.6	20,155	1.7	3,439	1.7	3,348	1.3
47,000 - 47,999	24,813	1.5	17,388	1.4	2,375	1.2	5,050	2.0
48,000 - 48,999	25,861	1.5	19,107	1.6	3,599	1.8	3,155	1.3
49,000 - 49,999	14,562	0.9	8,987	0.7	2,187	1.1	3,388	1.4
50,000 - 50,999	30,370	1.8	23,564	1.9	2,033	1.0	4773	1.9
51,000 - 51,999	33,744	2.0	27,976	2.3	1,891	0.9	3,877	1.6
52,000 - 52,999	24,483	1.5	18,409	1.5	1516	0.7	4,558	1.8
53,000 - 53,999	19,065	1.1	12,831	1.1	1752	0.9	4,482	1.8
54,000 - 54,999	29,069	1.7	24,311	2.0	1293	0.6	3,465	1.4
55,000 - 55,999	24,301	1.5	18,947	1.6	1,109	0.5	4245	1.7
56,000 - 56,999	26,877	1.6	21,327	1.8	911	0.4	4,639	1.9
57,000 - 57,999	13,233	0.8	9,211	0.8	752	0.4	3,270	1.3
58,000 - 58,999	23,700	1.4	19,394	1.6	566	0.3	3,740	1.5
59,000 - 59,999	16,175	1.0	11,934	1.0	374	0.2	3,867	1.5
60,000 - 60,999	26,043	1.6	20,907	1.7	594	0.3	4542	1.8
61,000 - 61,999	29,031	1.7	24,165	2.0	380	0.2	4,486	1.8
62,000 - 62,999	14,982	0.9	10,749	0.9	474	0.2	3,759	1.5
63,000 - 63,999	21,638	1.3	17,636	1.5	146	0.1	3,856	1.5
64,000 - 64,999	17,190	1.0	12,876	1.1	217	0.1	4,097	1.6
65,000 - 65,999	27,644	1.7	23,282	1.9	100	0.0	4262	1.7
66,000 - 66,999	22,029	1.3	18,149	1.5	111	0.1	3,769	1.5
67,000 - 67,999	14,369	0.9	11,052	0.9	112	0.1	3,205	1.3
68,000 - 68,999	10,233	0.6	7,321	0.6	71	0.0	2,841	1.1
69,000 - 69,999	16,533	1.0	13,701	1.1	96	0.0	2,736	1.1
70,000 - 70,999	8,549	0.5	5,493	0.5	60	0.0	2996	1.2
71,000 - 71,999	19,914	1.2	16,801	1.4	53	0.0	3,060	1.2
72,000 - 72,999	8,757	0.5	5,989	0.5	59	0.0	2,709	1.1
73,000 - 73,999	16,687	1.0	13,452	1.1	8	0.0	3,227	1.3
74,000 - 74,999	9,330	0.6	6,941	0.6	10	0.0	2,379	1.0
75,000 - 75,999	13,383	0.8	10,818	0.9	18	0.0	2547	1.0
76,000 - 76,999	8,968	0.5	6,032	0.5	4	0.0	2,932	1.2
77,000 - 77,999	18,937	1.1	15,000	1.2	12	0.0	3,925	1.6
78,000 - 78,999	5,774	0.3	4,083	0.3	3	0.0	1,688	0.7
79,000 - 79,999	21,252	1.3	17,287	1.4	10	0.0	3,955	1.6
80,000 - 89,999	55,886	3.3	41,224	3.4	31	0.0	14631	5.8
90,000 - 99,999	45,437	2.7	30,490	2.5	1	0.0	14,946	6.0
100,000 - 109,999	29,830	1.8	12,836	1.1	...	...	16,994	6.8
110,000 - 119,999	17,908	1.1	8971	0.7	...	...	8,937	3.6
120,000 - 129,999	5,351	0.3	74	0.0	...	...	5,277	2.1
130,000 AND OVER	6,166	0.4	...	...	...	...	6,166	2.5

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, 2000**

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	1,618,229	100.0	1,184,962	100.0	200,879	100.0	232,388	100.0
AVERAGE SALARY								
MEAN	\$50,616	...	\$49,680	...	\$37,228	...	\$66,958	...
MEDIAN	\$45,324	...	\$46,144	...	\$37,012	...	\$62,497	...
LESS THAN \$15,000	1,139	0.1	212	0.0	470	0.2	457	0.2
15,000 - 15,999	849	0.1	297	0.0	341	0.2	211	0.1
16,000 - 16,999	1,512	0.1	699	0.1	534	0.3	279	0.1
17,000 - 17,999	1,895	0.1	605	0.1	680	0.3	610	0.3
18,000 - 18,999	7,146	0.4	5,312	0.4	955	0.5	879	0.4
19,000 - 19,999	3,221	0.2	1,715	0.1	1,200	0.6	306	0.1
20,000 - 20,999	16,735	1.0	12,347	1.0	1,485	0.7	2903	1.2
21,000 - 21,999	11,246	0.7	7,979	0.7	1,947	1.0	1,320	0.6
22,000 - 22,999	18,703	1.2	14,587	1.2	2,741	1.4	1,375	0.6
23,000 - 23,999	20,421	1.3	17,335	1.5	2,095	1.0	991	0.4
24,000 - 24,999	15,614	1.0	12,473	1.1	2,443	1.2	698	0.3
25,000 - 25,999	28,624	1.8	24,018	2.0	3,797	1.9	809	0.3
26,000 - 26,999	26,615	1.6	21,569	1.8	4,139	2.1	907	0.4
27,000 - 27,999	28,658	1.8	23,428	2.0	4,118	2.0	1,112	0.5
28,000 - 28,999	43,637	2.7	37,076	3.1	5,055	2.5	1,506	0.6
29,000 - 29,999	38,785	2.4	31,946	2.7	5,351	2.7	1,488	0.6
30,000 - 30,999	33,271	2.1	23,806	2.0	7,298	3.6	2167	0.9
31,000 - 31,999	32,792	2.0	24,934	2.1	6,223	3.1	1,635	0.7
32,000 - 32,999	41,507	2.6	31,003	2.6	8,379	4.2	2,125	0.9
33,000 - 33,999	39,892	2.5	28,546	2.4	9,058	4.5	2,288	1.0
34,000 - 34,999	46,034	2.8	31,728	2.7	12,019	6.0	2,287	1.0
35,000 - 35,999	41,170	2.5	28,130	2.4	10,607	5.3	2433	1.0
36,000 - 36,999	40,100	2.5	28,228	2.4	9,283	4.6	2,589	1.1
37,000 - 37,999	31,481	1.9	19,374	1.6	9,397	4.7	2,710	1.2
38,000 - 38,999	33,267	2.1	21,195	1.8	9,953	5.0	2,119	0.9
39,000 - 39,999	32,617	2.0	18,002	1.5	12,488	6.2	2,127	0.9
40,000 - 40,999	29,486	1.8	18,662	1.6	8,642	4.3	2182	0.9
41,000 - 41,999	34,469	2.1	24,303	2.1	7,638	3.8	2,528	1.1
42,000 - 42,999	33,581	2.1	21,419	1.8	9,249	4.6	2,913	1.3
43,000 - 43,999	27,226	1.7	19,684	1.7	4,823	2.4	2,719	1.2
44,000 - 44,999	34,381	2.1	23,407	2.0	8,135	4.0	2,839	1.2
45,000 - 45,999	20,109	1.2	12,812	1.1	4,259	2.1	3038	1.3
46,000 - 46,999	25,815	1.6	19,602	1.7	3,403	1.7	2,810	1.2
47,000 - 47,999	23,917	1.5	17,002	1.4	2,357	1.2	4,558	2.0
48,000 - 48,999	24,709	1.5	18,355	1.5	3,560	1.8	2,794	1.2
49,000 - 49,999	13,683	0.8	8,777	0.7	2,123	1.1	2,783	1.2
50,000 - 50,999	28,894	1.8	22,684	1.9	2,027	1.0	4183	1.8
51,000 - 51,999	32,689	2.0	27,268	2.3	1,872	0.9	3,549	1.5
52,000 - 52,999	23,701	1.5	18,381	1.6	1503	0.7	3,817	1.6
53,000 - 53,999	17,956	1.1	12,300	1.0	1741	0.9	3,915	1.7
54,000 - 54,999	27,853	1.7	23,704	2.0	1268	0.6	2,881	1.2
55,000 - 55,999	23,827	1.5	18,749	1.6	1,103	0.5	3975	1.7
56,000 - 56,999	25,667	1.6	20,753	1.8	902	0.4	4,012	1.7
57,000 - 57,999	12,330	0.8	8,641	0.7	748	0.4	2,941	1.3
58,000 - 58,999	23,506	1.5	19,383	1.6	549	0.3	3,574	1.5
59,000 - 59,999	15,377	1.0	11,349	1.0	372	0.2	3,656	1.6
60,000 - 60,999	25,793	1.6	20,904	1.8	592	0.3	4297	1.8
61,000 - 61,999	27,750	1.7	23,019	1.9	375	0.2	4,356	1.9
62,000 - 62,999	14,606	0.9	10,569	0.9	472	0.2	3,565	1.5
63,000 - 63,999	21,263	1.3	17,310	1.5	145	0.1	3,808	1.6
64,000 - 64,999	16,974	1.0	12,851	1.1	217	0.1	3,906	1.7
65,000 - 65,999	27,181	1.7	22,890	1.9	97	0.0	4194	1.8
66,000 - 66,999	21,767	1.3	18,141	1.5	111	0.1	3,515	1.5
67,000 - 67,999	13,951	0.9	10,699	0.9	112	0.1	3,140	1.4
68,000 - 68,999	9,776	0.6	7,110	0.6	71	0.0	2,595	1.1
69,000 - 69,999	16,507	1.0	13,689	1.2	96	0.0	2,722	1.2
70,000 - 70,999	8,159	0.5	5,309	0.4	60	0.0	2790	1.2
71,000 - 71,999	19,884	1.2	16,788	1.4	53	0.0	3,043	1.3
72,000 - 72,999	8,055	0.5	5,565	0.5	59	0.0	2,431	1.0
73,000 - 73,999	16,665	1.0	13,444	1.1	8	0.0	3,213	1.4
74,000 - 74,999	9,116	0.6	6,848	0.6	10	0.0	2,258	1.0
75,000 - 75,999	13,163	0.8	10,809	0.9	18	0.0	2336	1.0
76,000 - 76,999	8,821	0.5	5,923	0.5	4	0.0	2,894	1.2
77,000 - 77,999	18,753	1.2	14,979	1.3	12	0.0	3,762	1.6
78,000 - 78,999	5,757	0.4	4,077	0.3	3	0.0	1,677	0.7
79,000 - 79,999	20,971	1.3	17,214	1.5	10	0.0	3,747	1.6
80,000 - 89,999	54,587	3.4	40,887	3.5	23	0.0	13677	5.9
90,000 - 99,999	44,748	2.8	30,342	2.6	1	0.0	14,405	6.2
100,000 - 109,999	29,093	1.8	12,774	1.1	...	...	16,319	7.0
110,000 - 119,999	17,641	1.1	8968	0.8	...	...	8,673	3.7
120,000 - 129,999	5,034	0.3	74	0.0	...	...	4,960	2.1
130,000 AND OVER	6,107	0.4	...	...	...	...	6,107	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 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, 2000**

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	267,959	100.0	204,971	100.0	11,478	100.0	51,510	100.0
AVERAGE SALARY								
MEAN	\$63,969	...	\$62,125	...	\$38,047	...	\$77,087	...
MEDIAN	\$62,017	...	\$61,355	...	\$38,282	...	\$72,216	...
LESS THAN \$15,000	1	0.0	...	...	...	...	1	0.0
15,000 - 15,999	166	0.1	157	0.1	4	0.0	5	0.0
16,000 - 16,999	17	0.0	4	0.0	7	0.1	6	0.0
17,000 - 17,999	169	0.1	119	0.1	29	0.3	21	0.0
18,000 - 18,999	245	0.1	197	0.1	17	0.1	31	0.1
19,000 - 19,999	249	0.1	174	0.1	58	0.5	17	0.0
20,000 - 20,999	877	0.3	738	0.4	72	0.6	67	0.1
21,000 - 21,999	994	0.4	863	0.4	77	0.7	54	0.1
22,000 - 22,999	1,032	0.4	400	0.2	593	5.2	39	0.1
23,000 - 23,999	1,573	0.6	1,383	0.7	98	0.9	92	0.2
24,000 - 24,999	1,319	0.5	1,140	0.6	89	0.8	90	0.2
25,000 - 25,999	1,689	0.6	1,119	0.5	502	4.4	68	0.1
26,000 - 26,999	1,315	0.5	1,139	0.6	76	0.7	100	0.2
27,000 - 27,999	2,362	0.9	2,025	1.0	171	1.5	166	0.3
28,000 - 28,999	3,418	1.3	2,747	1.3	463	4.0	208	0.4
29,000 - 29,999	2,286	0.9	1,907	0.9	173	1.5	206	0.4
30,000 - 30,999	3,269	1.2	2,464	1.2	498	4.3	307	0.6
31,000 - 31,999	2,883	1.1	2,417	1.2	219	1.9	247	0.5
32,000 - 32,999	3,711	1.4	3,225	1.6	149	1.3	337	0.7
33,000 - 33,999	4,825	1.8	3,464	1.7	675	5.9	686	1.3
34,000 - 34,999	3,526	1.3	2,849	1.4	133	1.2	544	1.1
35,000 - 35,999	6,068	2.3	4,813	2.3	618	5.4	637	1.2
36,000 - 36,999	4,114	1.5	3,221	1.6	231	2.0	662	1.3
37,000 - 37,999	6,611	2.5	4,937	2.4	720	6.3	954	1.9
38,000 - 38,999	3,226	1.2	2,708	1.3	119	1.0	399	0.8
39,000 - 39,999	2,227	0.8	1,056	0.5	707	6.2	464	0.9
40,000 - 40,999	3,700	1.4	2,957	1.4	239	2.1	504	1.0
41,000 - 41,999	3,743	1.4	3,136	1.5	128	1.1	479	0.9
42,000 - 42,999	8,273	3.1	5,811	2.8	1,758	15.3	704	1.4
43,000 - 43,999	1,728	0.6	1,215	0.6	109	0.9	404	0.8
44,000 - 44,999	4,603	1.7	3,228	1.6	814	7.1	561	1.1
45,000 - 45,999	3,930	1.5	3,281	1.6	84	0.7	565	1.1
46,000 - 46,999	2,918	1.1	1,967	1.0	357	3.1	594	1.2
47,000 - 47,999	943	0.4	412	0.2	78	0.7	453	0.9
48,000 - 48,999	2,772	1.0	2,106	1.0	217	1.9	449	0.9
49,000 - 49,999	2,257	0.8	1,730	0.8	43	0.4	484	0.9
50,000 - 50,999	1,147	0.4	418	0.2	195	1.7	534	1.0
51,000 - 51,999	6,539	2.4	5,905	2.9	29	0.3	605	1.2
52,000 - 52,999	4,955	1.8	4,129	2.0	184	1.6	642	1.2
53,000 - 53,999	848	0.3	144	0.1	22	0.2	682	1.3
54,000 - 54,999	3,982	1.5	3,174	1.5	288	2.5	520	1.0
55,000 - 55,999	2,115	0.8	1,321	0.6	18	0.2	776	1.5
56,000 - 56,999	4,227	1.6	3,635	1.8	75	0.7	517	1.0
57,000 - 57,999	738	0.3	127	0.1	33	0.3	578	1.1
58,000 - 58,999	3,761	1.4	3,089	1.5	30	0.3	642	1.2
59,000 - 59,999	3,613	1.3	3,088	1.5	5	0.0	520	1.0
60,000 - 60,999	4,753	1.8	3,915	1.9	39	0.3	799	1.6
61,000 - 61,999	4,116	1.5	3,425	1.7	64	0.6	627	1.2
62,000 - 62,999	4,258	1.6	3,450	1.7	31	0.3	777	1.5
63,000 - 63,999	2,512	0.9	1,905	0.9	31	0.3	576	1.1
64,000 - 64,999	6,022	2.2	5,135	2.5	44	0.4	843	1.6
65,000 - 65,999	655	0.2	92	0.0	18	0.2	545	1.1
66,000 - 66,999	9,940	3.7	8,583	4.2	12	0.1	1,345	2.6
67,000 - 67,999	443	0.2	84	0.0	6	0.1	353	0.7
68,000 - 68,999	455	0.2	36	0.0	1	0.0	418	0.8
69,000 - 69,999	4,903	1.8	4,418	2.2	5	0.0	480	0.9
70,000 - 70,999	532	0.2	30	0.0	1	0.0	501	1.0
71,000 - 71,999	7,513	2.8	6,817	3.3	12	0.1	684	1.3
72,000 - 72,999	488	0.2	57	0.0	1	0.0	430	0.8
73,000 - 73,999	5,774	2.2	5,112	2.5	2	0.0	660	1.3
74,000 - 74,999	3,009	1.1	2,463	1.2	...	...	546	1.1
75,000 - 75,999	3,735	1.4	3,243	1.6	...	...	492	1.0
76,000 - 76,999	2,966	1.1	2,390	1.2	...	...	576	1.1
77,000 - 77,999	2,799	1.0	2,230	1.1	...	...	569	1.1
78,000 - 78,999	563	0.2	180	0.1	2	0.0	381	0.7
79,000 - 79,999	11,339	4.2	9,836	4.8	4	0.0	1,499	2.9
80,000 - 89,999	19,694	7.3	16,138	7.9	1	0.0	3555	6.9
90,000 - 99,999	19,539	7.3	15,562	7.6	...	...	3,977	7.7
100,000 - 109,999	9,367	3.5	6,828	3.3	...	...	2,539	4.9
110,000 - 119,999	10,251	3.8	6852	3.3	...	...	3,399	6.6
120,000 - 129,999	2,792	1.0	51	0.0	...	...	2,741	5.3
130,000 AND OVER	4,577	1.7	...	...	...	...	4,577	8.9

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 13 -- FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA  
AS OF MARCH 31, 2000**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
<b>EXECUTIVE SCHEDULE (EX)</b>					
LEVEL V	23	23	23	...	...
LEVEL IV	283	283	277	...	...
LEVEL III	91	90	88	1	...
LEVEL II	33	33	33	...	...
LEVEL I	17	17	17	...	...
TOTALS	447	446	438	1	...
<b>SENIOR LEVEL (SL)</b>					
SL	477	472	401	5	...
<b>ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)</b>					
AL - 3	1,242	1,231	123	11	...
AL - 2	31	31	11	...	...
AL - 1	5	5	5	...	...
TOTALS	1,278	1,267	139	11	...
CA - 1	8	8	8	...	...
CA - 2	7	7	7	...	...
CA - 3	44	44	44	...	...
TOTALS	59	59	59	...	...
<b>SENIOR EXECUTIVE SERVICE (ES)</b>					
ES - 1	768	763	514	5	...
ES - 2	850	846	558	4	...
ES - 3	1,012	1,006	677	20	...
ES - 4	2,688	2,676	1,916	56	...
ES - 5	1,167	1,163	877	20	...
ES - 6	559	559	492	2	...
TOTALS	7,044	7,013	5,034	107	...
<b>MEDICAL (VM) AND NON-MEDICAL (AD &amp; SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS</b>					
VM - DIRECTOR	18	18	...	...	...
AD - DIRECTOR	...	...	...	...	...
SR - DIRECTOR	53	53	33	...	...
TOTALS	71	71	33	...	...
<b>SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)</b>					
FE - CAREER MINISTER	30	14	14	16	...
FE - MINISTER COUNSELOR	334	189	170	145	...
FE - COUNSELOR	589	277	260	312	...
TOTALS	953	480	444	473	...
FA - 4	...	...	...	...	...
FA - 3	99	...	...	98	1
FA - 2	58	1	1	57	...
FA - 1	...	...	...	...	...
TOTALS	157	1	1	155	1
<b>SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)</b>					
ST	270	270	104	...	...
<b>OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE</b>					
--	5,841	5,785	1,675	56	...
<b>TOTALS FOR SELECTED PAY SYSTEMS</b>	<b>16,597</b>	<b>15,864</b>	<b>8,328</b>	<b>808</b>	<b>1</b>



**TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000**

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
<b>ALL AGENCIES, TOTAL</b>	16,597	3,877	7,044	452	477	58	270	4,419
<b>LEGISLATIVE BRANCH, TOTAL</b>	156	17	...	5	109	...	5	20
GOVERNMENT PRINTING OFFICE	22	...	...	2	...	...	...	20
LIBRARY OF CONGRESS	113	...	...	3	105	...	5	...
MEDICARE PAYMENT ADVISORY COMMISSION	5	5	...	...	...	...	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	1	1	...	...	...	...	...	...
U.S. TAX COURT	15	11	...	...	4	...	...	...
<b>EXECUTIVE BRANCH, TOTAL</b>	16,441	3,860	7,044	447	368	58	265	4,399
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISERS	5	3	...	2	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	4	4	...	...	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	3	3	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	7	...	...	...	7	...	...	...
OFFICE OF ADMINISTRATION	1	1	...	...	...	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	73	3	65	5	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	14	...	13	1	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	9	...	5	4	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	30	5	21	4	...	...	...	...
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	426	...	339	14	15	...	27	31
DEPARTMENT OF COMMERCE	541	63	371	22	6	...	41	38
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,750	306	1,224	38	25	5	88	64
DEFENSE LOGISTICS AGENCY	43	10	33	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	226	13	158	6	8	...	30	11
DEPARTMENT OF THE ARMY	370	41	250	8	...	...	31	40
DEPARTMENT OF THE NAVY	587	232	319	6	3	...	14	13
OFFICE OF THE SECRETARY OF DEFENSE	282	...	260	18	3	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	239	10	201	...	11	5	12	...
DEPARTMENT OF EDUCATION	119	29	75	13	1	...	...	1
DEPARTMENT OF ENERGY	545	...	442	20	8	...	3	72
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,044	303	474	14	3	...	11	239
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	172	67	84	12	1	...	...	8
DEPARTMENT OF THE INTERIOR	324	7	236	14	27	...	28	12
DEPARTMENT OF JUSTICE	3,656	2,761	606	21	47	...	...	221
DEPARTMENT OF LABOR	239	2	160	13	13	...	...	51
DEPARTMENT OF STATE	1,125	11	173	36	3	...	...	902
DEPARTMENT OF TRANSPORTATION	447	24	201	18	...	...	...	204
DEPARTMENT OF THE TREASURY	685	12	559	18	16	...	...	80
DEPARTMENT OF VETERANS AFFAIRS	345	4	255	9	1	53	...	23
<b>INDEPENDENT AGENCIES</b>								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	2	...	2	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	2	...	...	1	1	...	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	1	...	...	1	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	4	4	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	5	...	1	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	29	...	22	5	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	15	...	12	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	14	...	3	3	...	...	...	8
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	36	...	8	5	...	...	...	23



TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2000

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
<b>INDEPENDENT AGENCIES (CONTINUED)</b>								
ENVIRONMENTAL PROTECTION AGENCY	325	...	284	7	16	...	8	10
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	44	...	39	5	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	32	9	...	4	19	...	...	...
FARM CREDIT ADMINISTRATION	13	...	...	2	...	...	...	11
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	...	4	...	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	...	2	5	...	...	...	9
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7	...	7	...	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	61	...	42	5	12	...	...	2
FEDERAL DEPOSIT INSURANCE CORPORATION	232	...	...	3	...	...	...	229
FEDERAL ELECTION COMMISSION	13	...	...	8	5	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	55	...	48	7	...	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...
FEDERAL HOUSING FINANCE BOARD	16	...	...	2	...	...	...	14
FEDERAL LABOR RELATIONS AUTHORITY	24	...	15	4	...	...	...	5
FEDERAL MARITIME COMMISSION	14	...	7	5	...	...	...	2
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	5	...	...	5	...	...	...	...
FEDERAL TRADE COMMISSION	41	...	34	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	116	...	105	2	1	...	...	8
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	1	...	...	1	...	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1	1	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	1	1	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	17	...	14	2	...	...	...	1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	466	10	391	3	2	...	59	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	17	1	14	1	1	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	2	1	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	18	...	15	2	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	3	...	3	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	38	...	...	3	...	...	...	35
NATIONAL EDUCATION GOALS PANEL	1	1	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	123	...	58	6	...	...	...	59
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	234	155	79	...	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	21	...	11	4	2	...	...	4
NUCLEAR REGULATORY COMMISSION	198	...	137	6	...	...	...	55
NUCLEAR WASTE TECHNICAL REVIEW BOARD	7	7	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	19	...	3	3	...	...	...	13
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	5	...	4	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	6	...	5	1	...	...	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	15	13	...	2	...	...	...	...
PANAMA CANAL COMMISSION	2	2	...	...	...	...	...	...
PEACE CORPS	15	...	...	1	...	...	...	14
PENSION BENEFIT GUARANTY CORPORATION	25	...	...	...	25	...	...	...
PRESIDIO TRUST	11	11	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD	15	...	11	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	78	...	68	5	...	...	...	5
SELECTIVE SERVICE SYSTEM	3	...	2	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	63	10	48	4	...	...	...	1
SMITHSONIAN INSTITUTION	111	...	...	...	106	...	...	5
SOCIAL SECURITY ADMINISTRATION	1,180	1	124	3	...	...	...	1,052
TENNESSEE VALLEY AUTHORITY	748	...	...	3	...	...	...	745
TRADE AND DEVELOPMENT AGENCY	3	...	2	1	...	...	...	...
U.S. HOLOCAUST MEMORIAL COUNCIL	2	...	...	...	2	...	...	...
U.S. INFORMATION AGENCY	19	...	16	...	...	...	...	3
U.S. INSTITUTE OF PEACE	9	9	...	...	...	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	18	...	9	6	...	...	...	3
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	177	11	28	9	...	...	...	129
U.S. OFFICE OF PERSONNEL MANAGEMENT	54	...	50	3	1	...	...	...



**TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2000**

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	36,203	\$50,329	24,869	\$50,249	4,337	\$33,702	6,997	\$60,917
ALASKA	11,170	\$47,316	7,309	\$43,101	2,186	\$51,615	1,675	\$60,096
ARIZONA	28,169	\$44,036	20,748	\$43,884	4,086	\$35,956	3,335	\$54,879
ARKANSAS	10,959	\$42,810	7,894	\$42,886	1,956	\$32,003	1,109	\$61,330
CALIFORNIA	141,377	\$50,639	99,339	\$48,423	18,268	\$38,478	23,770	\$69,243
COLORADO	33,138	\$51,098	26,567	\$50,763	3,104	\$33,954	3,467	\$69,019
CONNECTICUT	7,130	\$51,290	5,014	\$50,056	865	\$33,799	1,251	\$68,328
DELAWARE	2,478	\$45,033	1,609	\$43,476	664	\$41,553	205	\$68,519
DISTRICT OF COLUMBIA	143,751	\$65,176	110,064	\$63,245	5,763	\$36,920	27,924	\$78,618
FLORIDA	60,220	\$48,494	44,385	\$46,584	7,370	\$35,629	8,465	\$69,713
GEORGIA	62,345	\$46,787	46,036	\$46,968	10,793	\$35,281	5,516	\$67,792
HAWAII	19,084	\$45,157	12,483	\$43,030	5,479	\$47,004	1,122	\$59,816
IDAHO	7,336	\$46,236	5,862	\$46,675	933	\$35,528	541	\$59,948
ILLINOIS	40,696	\$52,350	31,004	\$50,574	3,920	\$39,180	5,772	\$70,832
INDIANA	21,884	\$43,145	12,108	\$44,443	2,555	\$38,596	7,221	\$42,578
IOWA	6,950	\$44,449	4,853	\$43,519	1,163	\$37,216	934	\$58,292
KANSAS	14,669	\$45,588	10,893	\$42,829	2,085	\$39,653	1,691	\$70,674
KENTUCKY	19,407	\$41,471	14,052	\$39,761	2,261	\$34,938	3,094	\$54,009
LOUISIANA	19,767	\$44,728	15,167	\$44,415	3,077	\$36,088	1,523	\$65,293
MAINE	7,893	\$45,496	5,010	\$47,761	2,431	\$37,400	452	\$63,920
MARYLAND	101,425	\$58,911	77,072	\$57,727	6,852	\$39,029	17,501	\$71,909
MASSACHUSETTS	24,905	\$50,963	19,365	\$49,844	2,415	\$35,121	3,125	\$70,134
MICHIGAN	21,348	\$51,553	16,652	\$50,525	2,103	\$41,993	2,593	\$65,907
MINNESOTA	12,926	\$49,685	9,274	\$46,165	1,545	\$38,751	2,107	\$73,195
MISSISSIPPI	16,591	\$44,618	11,509	\$43,987	2,730	\$33,305	2,352	\$60,834
MISSOURI	32,295	\$44,478	26,800	\$43,062	2,584	\$37,036	2,911	\$64,111
MONTANA	7,780	\$44,987	6,352	\$44,793	953	\$38,645	475	\$60,311
NEBRASKA	7,515	\$45,942	6,033	\$46,001	755	\$33,599	727	\$58,273
NEVADA	7,234	\$49,514	5,561	\$47,242	667	\$39,886	1,006	\$68,454
NEW HAMPSHIRE	3,094	\$55,698	1,856	\$48,167	355	\$34,156	883	\$80,190
NEW JERSEY	25,782	\$55,478	19,724	\$55,027	2,827	\$39,269	3,231	\$72,411
NEW MEXICO	20,936	\$45,817	15,359	\$45,857	2,377	\$33,684	3,200	\$54,635
NEW YORK	57,456	\$49,330	43,033	\$46,921	6,191	\$35,212	8,232	\$72,543
NORTH CAROLINA	30,294	\$44,344	20,070	\$44,404	6,639	\$36,601	3,585	\$58,346
NORTH DAKOTA	4,970	\$42,719	3,429	\$42,880	935	\$36,630	606	\$51,203

**TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2000**

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
OHIO	42,376	\$51,679	32,896	\$49,673	3,613	\$39,382	5,867	\$70,497
OKLAHOMA	32,212	\$44,482	18,103	\$45,529	10,058	\$36,671	4,051	\$59,194
OREGON	17,044	\$47,906	13,470	\$47,432	2,016	\$41,032	1,558	\$60,896
PENNSYLVANIA	61,448	\$45,927	47,130	\$45,983	9,842	\$36,460	4,476	\$66,160
RHODE ISLAND	5,771	\$53,138	2,968	\$45,235	598	\$33,092	2,205	\$69,213
SOUTH CAROLINA	15,880	\$44,672	10,837	\$43,841	2,543	\$33,945	2,500	\$59,182
SOUTH DAKOTA	6,768	\$41,880	4,594	\$42,416	1,103	\$34,742	1,071	\$46,930
TENNESSEE	35,309	\$48,308	17,617	\$41,183	2,649	\$32,683	15,043	\$59,404
TEXAS	102,361	\$46,714	76,492	\$45,674	13,725	\$33,834	12,144	\$67,824
UTAH	24,166	\$42,710	17,470	\$42,344	5,413	\$38,051	1,283	\$67,355
VERMONT	2,853	\$44,862	2,235	\$44,135	340	\$34,331	278	\$63,586
VIRGINIA	114,436	\$55,322	86,590	\$55,827	11,610	\$35,130	16,236	\$67,071
WASHINGTON	41,775	\$49,125	27,444	\$48,512	10,008	\$43,951	4,323	\$64,993
WEST VIRGINIA	11,755	\$45,770	9,385	\$45,204	1,326	\$35,477	1,044	\$63,930
WISCONSIN	10,967	\$45,252	7,886	\$44,456	1,803	\$36,491	1,278	\$62,525
WYOMING	4,354	\$43,757	3,228	\$43,626	774	\$38,148	352	\$57,286
UNSPECIFIED 1/	19,577	\$52,369	19,262	\$52,239	234	\$37,352	81	...
TOTALS	1,618,229	\$50,616	1,184,962	\$49,680	200,879	\$37,228	232,388	\$66,958

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, 2000**

METROPOLITAN STATISTICAL AREA	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
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,273	\$51,982	20,310	\$50,866	3,464	\$36,694	3,499	\$73,595
BOSTON, MA-NH	16,340	\$56,415	12,649	\$55,229	1,126	\$34,596	2,565	\$71,839
BROCKTON, MA	932	\$45,653	561	\$43,797	183	\$30,642	188	\$65,803
FITCHBURG-MINSTER, MA	294	\$27,369	293	\$27,131	...	...	1	\$97,050
LAWRENCE, MA-NH	2,654	\$33,953	2,623	\$33,828	25	\$34,334	6	\$87,199
LOWELL, MA-NH	700	\$40,521	643	\$40,375	45	\$35,184	12	\$68,375
MANCHESTER, NH	883	\$48,316	581	\$45,769	106	\$29,552	196	\$66,010
NASHUA, NH	615	\$83,083	140	\$56,603	...	...	475	\$90,888
NEW BEDFORD, MA	121	\$53,744	103	\$54,380	1	\$36,147	17	\$50,926
PORTSMOUTH-ROCHESTER, NH-ME	4,417	\$47,617	2,445	\$54,530	1,959	\$38,946	13	\$54,114
WORCESTER, MA-CT	317	\$51,181	272	\$50,857	19	\$33,681	26	\$67,362
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,965	\$54,743	19,575	\$52,121	1,761	\$35,931	4,629	\$72,986
CHICAGO, IL	25,360	\$54,800	19,149	\$52,189	1,704	\$35,890	4,507	\$73,041
GARY, IN	481	\$51,434	374	\$48,980	51	\$36,855	56	\$81,099
KANKAKEE, IL	97	\$58,064	31	\$48,922	...	...	66	\$62,358
KENOSHA, WI	27	\$48,098	21	\$50,522	6	\$39,615	...	...
CINCINNATI-HAMILTON, OH-KY-IN	9,369	\$42,491	8,476	\$40,719	285	\$32,791	608	\$71,745
CINCINNATI, OH-KY-IN	9,323	\$42,466	8,434	\$40,679	285	\$32,791	604	\$71,984
HAMILTON-MIDDLETOWN, OH	46	\$47,517	42	\$48,651	...	...	4	\$35,610
CLEVELAND-AKRON-LORAIN, OH	10,420	\$54,702	7,825	\$51,389	710	\$38,265	1,885	\$74,649
AKRON, OH	424	\$51,454	270	\$51,617	89	\$40,445	65	\$65,852
CLEVELAND-LORAIN-ELYRIA, OH	9,996	\$54,840	7,555	\$51,380	621	\$37,952	1,820	\$74,963
DALLAS-FORT WORTH, TX	22,284	\$54,360	15,738	\$50,602	1,168	\$36,587	5,378	\$69,217
DALLAS, TX	13,824	\$52,650	10,699	\$50,483	571	\$33,010	2,554	\$66,117
FORT WORTH-ARLINGTON, TX	8,460	\$57,154	5,039	\$50,854	597	\$40,009	2,824	\$72,021
DENVER-BOULDER-GREELEY, CO	20,866	\$55,595	16,938	\$54,376	1,200	\$36,072	2,728	\$71,751
BOULDER-LONGMONT, CO	1,670	\$71,513	314	\$53,759	76	\$36,919	1,280	\$77,922
DENVER, CO	18,965	\$54,355	16,441	\$54,517	1,085	\$35,832	1,439	\$66,464
GREELEY, CO	231	\$42,324	183	\$42,732	39	\$41,095	9	\$39,342
DETROIT-ANN ARBOR-FLINT, MI	13,920	\$54,120	11,197	\$53,059	1,056	\$44,154	1,667	\$67,557
ANN ARBOR, MI	2,111	\$50,360	1,523	\$48,704	242	\$42,232	346	\$63,335
DETROIT, MI	11,595	\$54,770	9,517	\$53,785	806	\$44,749	1,272	\$68,490
FLINT, MI	214	\$55,981	157	\$51,323	8	\$42,359	49	\$73,131
HOUSTON-GALVESTON-BRAZORIA, TX	12,374	\$59,872	9,565	\$57,361	711	\$33,472	2,098	\$80,269
BRAZORIA, TX	80	\$48,988	62	\$52,516	17	\$36,671	1	\$39,646
GALVESTON-TEXAS CITY, TX	409	\$55,027	391	\$55,687	11	\$39,156	7	\$43,104
HOUSTON, TX	11,885	\$60,112	9,112	\$57,466	683	\$33,301	2,090	\$80,413
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	42,845	\$51,831	31,255	\$49,852	4,676	\$37,156	6,914	\$70,704
LOS ANGELES-LONG BEACH, CA	22,248	\$53,138	16,741	\$49,986	1,299	\$32,846	4,208	\$71,941

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000**

METROPOLITAN STATISTICAL AREA	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
ORANGE COUNTY, CA	4,421	\$52,030	3,791	\$52,587	434	\$37,340	196	\$73,774
RIVERSIDE-SAN BERNARDINO, CA	9,828	\$45,063	6,115	\$44,379	2,369	\$38,355	1,344	\$59,999
VENTURA, CA	6,348	\$57,591	4,608	\$54,375	574	\$41,827	1,166	\$78,061
MIAMI-FORT LAUDERDALE, FL	12,235	\$51,424	9,261	\$47,287	735	\$33,366	2,239	\$74,460
FORT LAUDERDALE, FL	2,001	\$53,936	1,704	\$50,358	6	\$42,526	291	\$75,121
MIAMI, FL	10,234	\$50,932	7,557	\$46,595	729	\$33,290	1,948	\$74,361
MILWAUKEE-RACINE, WI	4,354	\$47,538	3,165	\$45,939	563	\$38,236	626	\$63,990
MILWAUKEE-WAUKESHA, WI	4,299	\$47,540	3,115	\$45,897	563	\$38,236	621	\$64,214
RACINE, WI	55	\$47,395	50	\$48,514	...	...	5	\$36,210
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	61,693	\$52,955	48,445	\$51,167	5,123	\$35,052	8,125	\$74,906
BERGEN-PASSAIC, NJ	564	\$58,657	433	\$56,543	6	\$38,805	125	\$66,932
BRIDGEPORT, CT	524	\$57,756	414	\$57,329	17	\$35,739	93	\$63,683
DANBURY, CT	306	\$48,354	263	\$49,084	43	\$43,883	...	...
DUTCHESS COUNTY, NY	609	\$43,724	436	\$40,385	67	\$28,057	106	\$67,359
JERSEY CITY, NJ	305	\$50,283	227	\$49,314	45	\$42,435	33	\$67,649
MIDDLESEX-SOMERSET-HUNTERDON, NJ	2,034	\$50,474	1,484	\$50,072	280	\$33,267	270	\$70,530
MONMOUTH-OCEAN, NJ	7,465	\$59,875	6,590	\$60,626	526	\$40,290	349	\$75,223
NASSAU-SUFFOLK, NY	9,145	\$47,760	6,867	\$39,930	575	\$35,653	1,703	\$83,422
NEW HAVEN-MERIDEN, CT	1,864	\$49,112	1,222	\$46,341	219	\$29,699	423	\$67,167
NEW YORK, NY	26,275	\$53,734	20,903	\$51,391	1,497	\$34,586	3,875	\$73,771
NEWARK, NJ	8,209	\$56,576	6,866	\$55,750	523	\$36,854	820	\$76,069
NEWBURGH, NY-PA	3,435	\$40,842	1,943	\$42,802	1,246	\$33,337	246	\$63,374
STAMFORD-NORWALK, CT	147	\$61,016	133	\$61,578	1	\$34,853	13	\$57,282
TRENTON, NJ	726	\$53,832	594	\$54,317	73	\$37,734	59	\$68,867
WATERBURY, CT	85	\$50,412	70	\$51,176	5	\$32,674	10	\$53,932
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	37,410	\$47,941	29,253	\$46,484	4,266	\$38,564	3,891	\$69,176
ATLANTIC-CAPE MAY, NJ	2,012	\$63,985	347	\$47,316	197	\$41,090	1,468	\$70,997
PHILADELPHIA, PA-NJ	32,623	\$47,165	27,148	\$46,665	3,503	\$38,706	1,972	\$69,074
VINELAND-MILLVILLE-BRIDGETON, NJ	461	\$45,919	354	\$43,687	57	\$46,728	50	\$60,801
WILMINGTON-NEWARK, DE-MD	2,314	\$45,333	1,404	\$43,481	509	\$35,693	401	\$64,055
PORTLAND-SALEM, OR-WA	10,847	\$51,487	8,388	\$51,406	1,044	\$40,114	1,415	\$60,358
PORTLAND-VANCOUVER, OR-WA	10,128	\$52,084	7,887	\$51,693	996	\$40,216	1,245	\$64,053
SALEM, OR	719	\$43,086	501	\$46,896	48	\$37,999	170	\$33,294
SACRAMENTO-YOLO, CA	8,494	\$51,286	6,943	\$50,659	879	\$40,458	672	\$71,922
SACRAMENTO, CA	8,157	\$51,038	6,627	\$50,329	871	\$40,452	659	\$72,164
YOLO, CA	337	\$57,278	316	\$57,591	8	\$41,088	13	\$59,617
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,640	\$57,802	21,208	\$55,877	2,418	\$42,155	4,014	\$77,397
OAKLAND, CA	7,510	\$55,817	5,865	\$50,848	398	\$43,268	1,247	\$83,193
SAN FRANCISCO, CA	12,234	\$59,197	9,422	\$58,315	932	\$37,308	1,880	\$74,469
SAN JOSE, CA	5,325	\$61,607	4,181	\$60,376	362	\$41,842	782	\$77,339

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000**

METROPOLITAN STATISTICAL AREA	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
SANTA CRUZ-WATSONVILLE, CA	59	\$58,803	59	\$58,803	...	...	...	...
SANTA ROSA, CA	301	\$52,011	203	\$50,300	27	\$44,277	71	\$59,842
VALLEJO-FAIRFIELD-NAPA, CA	2,211	\$48,421	1,478	\$48,215	699	\$48,064	34	\$64,712
SAN JUAN-CAGUAS-ARECIBO, PR	8,225	\$39,428	5,528	\$37,871	907	\$23,824	1,790	\$52,144
ARECIBO, PR	68	\$42,462	55	\$43,851	...	...	13	\$36,588
CAGUAS, PR	103	\$40,260	87	\$42,106	8	\$24,287	8	\$36,161
SAN JUAN-BAYAMON, PR	8,054	\$39,392	5,386	\$37,742	899	\$23,819	1,769	\$52,330
SEATTLE-TACOMA-BREMERTON, WA	32,009	\$49,579	20,254	\$49,004	8,755	\$44,571	3,000	\$68,080
BREMERTON, WA	12,932	\$49,052	6,263	\$52,605	6,586	\$45,443	83	\$67,365
OLYMPIA, WA	445	\$51,510	392	\$51,586	4	\$39,366	49	\$51,896
SEATTLE-BELLEVUE-EVERETT, WA	12,913	\$53,485	9,666	\$50,116	590	\$40,298	2,657	\$68,671
TACOMA, WA	5,719	\$41,801	3,933	\$40,277	1,575	\$42,541	211	\$64,679
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,456	\$62,742	232,440	\$61,000	14,580	\$38,170	54,436	\$76,766
BALTIMORE, MD	33,302	\$52,976	27,334	\$52,633	3,059	\$38,654	2,909	\$71,258
HAGERSTOWN, MD	195	\$44,576	135	\$46,951	43	\$36,561	17	\$45,982
WASHINGTON, DC-MD-VA-WV	267,959	\$63,969	204,971	\$62,125	11,478	\$38,047	51,510	\$77,087
ABILENE, TX	484	\$40,741	357	\$39,996	77	\$32,973	50	\$58,024
AGUADILLA, PR	226	\$39,783	88	\$35,272	47	\$29,052	91	\$49,689
ALBANY, GA	2,360	\$41,258	1,370	\$43,997	949	\$36,460	41	\$60,820
ALBANY-SCHENECTADY-TROY, NY	3,762	\$48,632	2,547	\$48,754	730	\$38,331	485	\$63,492
ALBUQUERQUE, NM	9,557	\$50,016	6,972	\$47,794	805	\$34,081	1,780	\$65,922
ALEXANDRIA, LA	1,561	\$41,979	998	\$40,407	351	\$35,718	212	\$59,741
ALLEN TOWN-BETHLEHEM-EASTON, PA	581	\$39,514	467	\$34,184	19	\$34,949	95	\$66,627
ALTOONA, PA	494	\$44,519	289	\$39,634	51	\$33,352	154	\$57,386
AMARILLO, TX	1,147	\$46,156	808	\$43,947	86	\$25,147	253	\$60,349
ANCHORAGE, AK	6,708	\$48,727	4,450	\$44,442	1,141	\$51,140	1,117	\$63,333
ANNISTON, AL	3,392	\$37,957	1,227	\$42,551	2,105	\$34,641	60	\$60,339
APPLETON-OSHKOSH-NEENAH, WI	181	\$49,732	137	\$46,805	15	\$41,789	29	\$67,671
ASHEVILLE, NC	1,604	\$45,834	978	\$42,385	157	\$25,615	469	\$59,794
ATHENS, GA	850	\$51,129	804	\$51,608	34	\$33,596	12	\$68,703
ATLANTA, GA	28,779	\$52,176	23,788	\$49,559	1,131	\$39,106	3,860	\$72,137
AUBURN-OPELIKA, AL	159	\$48,363	142	\$50,118	8	\$32,296	9	\$34,957
AUGUSTA-AIKEN, GA-SC	5,012	\$43,331	4,001	\$42,874	495	\$28,589	516	\$61,012
AUSTIN-SAN MARCOS, TX	6,716	\$40,091	6,216	\$39,153	271	\$33,937	229	\$72,811
BAKERSFIELD, CA	7,249	\$57,518	1,476	\$52,548	924	\$42,701	4,849	\$61,855
BANGOR, ME	650	\$46,149	380	\$46,122	159	\$35,176	111	\$61,962
BARNSTABLE-YARMOUTH, MA	59	\$50,055	42	\$50,138	...	...	17	\$49,850
BATON ROUGE, LA	809	\$52,251	601	\$49,821	54	\$32,498	154	\$68,660
BEAUMONT-PORT ARTHUR, TX	1,351	\$42,732	1,103	\$41,346	184	\$41,302	64	\$70,722

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000**

METROPOLITAN STATISTICAL AREA	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
BELLINGHAM, WA	452	\$44,608	428	\$44,583	20	\$43,165	4	\$54,455
BENTON HARBOR, MI	74	\$46,606	68	\$45,621	3	\$36,509	3	\$79,010
BILLINGS, MT	1,036	\$51,182	910	\$49,713	24	\$36,777	102	\$67,674
BILOXI-GULFPORT-PASCAGOULA, MS	6,681	\$44,200	5,003	\$44,701	1,075	\$32,356	603	\$61,164
BINGHAMTON, NY	272	\$52,892	221	\$53,265	23	\$36,960	28	\$63,037
BIRMINGHAM, AL	4,859	\$44,653	4,043	\$43,349	324	\$32,924	492	\$63,089
BISMARCK, ND	706	\$48,485	594	\$48,507	63	\$41,086	49	\$57,742
BLOOMINGTON, IN	68	\$43,476	59	\$44,608	8	\$36,953	1	\$28,901
BLOOMINGTON-NORMAL, IL	212	\$31,025	181	\$31,117	25	\$29,772	6	\$33,479
BOISE CITY, ID	3,376	\$47,389	2,473	\$48,271	588	\$34,764	315	\$64,034
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,793	\$41,898	1,705	\$41,481	63	\$37,628	25	\$81,091
BRYAN-COLLEGE STATION, TX	481	\$48,444	443	\$48,740	23	\$36,221	15	\$58,449
BUFFALO-NIAGARA FALLS, NY	4,904	\$45,989	4,006	\$44,311	407	\$39,477	491	\$65,074
BURLINGTON, VT	1,681	\$45,103	1,327	\$44,714	235	\$36,437	119	\$66,554
CANTON-MASSILLON, OH	169	\$45,890	127	\$43,467	17	\$40,190	25	\$62,077
CASPER, WY	464	\$53,052	340	\$51,853	21	\$51,189	103	\$57,389
CEDAR RAPIDS, IA	279	\$56,054	177	\$52,109	13	\$38,920	89	\$66,405
CHAMPAIGN-URBANA, IL	582	\$55,071	309	\$47,052	6	\$36,394	267	\$64,772
CHARLESTON-NORTH CHARLESTON, SC	6,291	\$46,227	3,965	\$43,645	823	\$35,519	1,503	\$58,900
CHARLESTON, WV	887	\$49,854	589	\$48,248	159	\$38,261	139	\$69,918
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,940	\$46,481	1,789	\$44,038	391	\$29,698	760	\$60,866
CHARLOTTESVILLE, VA	714	\$58,110	176	\$48,517	18	\$35,698	520	\$62,132
CHATTANOOGA, TN-GA	6,360	\$59,645	361	\$43,769	60	\$34,389	5,939	\$60,866
CHEYENNE, WY	1,558	\$43,988	1,113	\$43,645	344	\$39,568	101	\$62,830
CHICO-PARADISE, CA	135	\$44,090	124	\$44,088	8	\$39,510	3	\$56,422
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,894	\$37,649	1,827	\$37,235	450	\$33,672	617	\$41,778
COLORADO SPRINGS, CO	6,557	\$41,598	4,875	\$43,076	1,363	\$30,966	319	\$64,449
COLUMBIA, MO	1,241	\$45,737	816	\$43,956	106	\$28,984	319	\$55,861
COLUMBIA, SC	4,753	\$42,824	3,308	\$42,250	861	\$32,009	584	\$62,019
COLUMBUS, GA-AL	3,694	\$36,916	2,535	\$37,045	795	\$30,488	364	\$50,059
COLUMBUS, OH	8,933	\$47,068	8,096	\$46,573	511	\$39,341	326	\$71,467
CORPUS CHRISTI, TX	4,362	\$42,888	2,011	\$44,100	2,207	\$40,269	144	\$66,100
CORVALLIS, OR	398	\$53,145	372	\$54,163	18	\$36,341	8	\$43,599
CUMBERLAND, MD-WV	372	\$42,437	304	\$42,337	64	\$42,208	4	\$53,729
DANVILLE, VA	41	\$45,876	35	\$46,715	5	\$35,041	1	\$70,673
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,272	\$51,477	4,441	\$52,407	760	\$44,485	71	\$68,162
DAYTON-SPRINGFIELD, OH	14,000	\$54,490	10,036	\$51,987	1,208	\$40,311	2,756	\$69,819
DAYTONA BEACH, FL	301	\$59,749	164	\$44,642	2	\$32,411	135	\$78,507
DECATUR, AL	1,483	\$58,882	73	\$43,217	5	\$31,601	1,405	\$59,793
DECATUR, IL	86	\$46,558	60	\$47,543	22	\$40,446	4	\$65,405

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000

METROPOLITAN STATISTICAL AREA	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
DES MOINES, IA	2,256	\$46,452	1,585	\$44,603	351	\$37,459	320	\$65,472
DOTHAN, AL	2,271	\$43,693	1,815	\$44,848	312	\$32,650	144	\$53,056
DOVER, DE	1,162	\$42,286	739	\$41,795	420	\$43,036	3	\$58,518
DUBUQUE, IA	54	\$43,468	39	\$42,611	12	\$42,775	3	\$57,380
DULUTH-SUPERIOR, MN-WI	885	\$46,450	620	\$46,172	202	\$43,510	63	\$58,614
EAU CLAIRE, WI	162	\$50,895	121	\$49,840	14	\$35,410	27	\$63,652
EL PASO, TX	5,845	\$42,392	4,873	\$42,385	655	\$31,927	317	\$64,113
ELKHART-GOSHEN, IN	34	\$45,525	30	\$46,584	4	\$37,582	...	...
ELMIRA, NY	91	\$51,430	52	\$51,080	3	\$36,244	36	\$53,202
ENID, OK	184	\$37,904	159	\$38,662	18	\$34,847	7	\$28,547
ERIE, PA	697	\$44,476	431	\$41,800	115	\$37,108	151	\$57,727
EUGENE-SPRINGFIELD, OR	870	\$46,989	692	\$44,780	75	\$41,422	103	\$65,883
EVANSVILLE-HENDERSON, IN-KY	358	\$46,318	210	\$41,590	54	\$36,228	94	\$62,677
FARGO-MOORHEAD, ND-MN	1,289	\$45,773	782	\$43,913	257	\$36,144	250	\$61,490
FAYETTEVILLE, NC	6,233	\$38,802	4,410	\$38,493	1,070	\$31,051	753	\$51,630
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	777	\$43,120	547	\$40,010	92	\$30,711	138	\$63,718
FLAGSTAFF, AZ-UT	2,201	\$41,296	1,598	\$42,729	267	\$36,304	336	\$38,447
FLORENCE, AL	1,623	\$50,993	107	\$44,084	45	\$35,047	1,471	\$51,983
FLORENCE, SC	179	\$48,818	123	\$48,406	15	\$28,244	41	\$57,582
40 FORT COLLINS-LOVELAND, CO	1,274	\$55,655	1,131	\$55,522	69	\$44,095	74	\$68,472
FORT MYERS-CAPE CORAL, FL	375	\$50,355	270	\$45,295	15	\$27,227	90	\$69,389
FORT PIERCE-PORT ST. LUCIE, FL	216	\$46,328	178	\$44,136	8	\$31,616	30	\$63,260
FORT SMITH, AR-OK	763	\$44,314	381	\$44,894	301	\$36,023	81	\$72,402
FORT WALTON BEACH, FL	4,360	\$48,642	3,310	\$48,663	825	\$41,913	225	\$72,996
FORT WAYNE, IN	822	\$46,460	447	\$44,035	221	\$40,464	154	\$62,105
FRESNO, CA	7,782	\$35,436	7,015	\$33,822	436	\$35,539	331	\$69,508
GADSDEN, AL	114	\$40,608	84	\$41,551	16	\$35,227	14	\$41,100
GAINESVILLE, FL	1,924	\$45,065	1,237	\$41,312	164	\$26,631	523	\$59,723
GLENS FALLS, NY	71	\$44,154	60	\$45,141	3	\$40,981	8	\$37,943
GOLDSBORO, NC	763	\$39,318	548	\$41,171	214	\$34,561	1	\$41,834
GRAND FORKS, ND-MN	631	\$43,405	429	\$42,672	125	\$36,464	77	\$58,757
GRAND JUNCTION, CO	751	\$44,825	582	\$43,690	59	\$28,904	110	\$59,366
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	895	\$54,615	667	\$50,026	27	\$40,654	201	\$71,721
GREAT FALLS, MT	929	\$43,612	548	\$43,302	305	\$40,331	76	\$59,016
GREEN BAY, WI	277	\$53,367	147	\$48,957	10	\$40,056	120	\$59,878
GREENSBORO-WINSTON-SALEM-HIGH POINT, N	1,474	\$52,101	1,279	\$49,597	22	\$32,578	173	\$73,097
GREENVILLE, NC	129	\$48,743	96	\$50,137	14	\$47,223	19	\$42,819
GREENVILLE-SPARTANBURG-ANDERSON, SC	722	\$49,490	512	\$46,932	67	\$32,499	143	\$66,610
HARRISBURG-LEBANON-CARLISLE, PA	8,534	\$46,655	6,553	\$48,109	1,574	\$35,167	407	\$67,662
HARTFORD, CT	2,583	\$54,781	1,665	\$52,298	280	\$35,131	638	\$69,885



TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000

METROPOLITAN STATISTICAL AREA	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
HATTIESBURG, MS	469	\$39,228	211	\$41,299	251	\$36,006	7	\$92,369
HICKORY-MORGANTON-LENOIR, NC	103	\$43,520	74	\$46,180	14	\$32,043	15	\$41,109
HONOLULU, HI	18,031	\$45,335	11,769	\$43,196	5,246	\$47,221	1,016	\$60,366
HOUMA, LA	126	\$46,729	111	\$48,756	8	\$28,892	7	\$34,965
HUNTINGTON-ASHLAND, WV-KY-OH	1,828	\$45,478	1,406	\$44,245	202	\$36,741	220	\$61,381
HUNTSVILLE, AL	12,450	\$61,163	10,320	\$59,516	108	\$34,429	2,022	\$71,001
INDIANAPOLIS, IN	8,507	\$49,131	6,723	\$44,875	443	\$39,238	1,341	\$73,737
IOWA CITY, IA	938	\$41,061	609	\$38,702	95	\$33,145	234	\$50,415
JACKSON, MI	38	\$46,797	33	\$46,075	...	...	5	\$51,565
JACKSON, MS	3,329	\$45,117	2,467	\$43,089	375	\$31,036	487	\$66,230
JACKSON, TN	254	\$50,748	106	\$46,620	25	\$34,984	123	\$57,509
JACKSONVILLE, FL	10,814	\$46,242	7,345	\$45,858	2,731	\$37,276	738	\$83,239
JACKSONVILLE, NC	2,739	\$38,396	1,520	\$36,801	832	\$39,000	387	\$43,364
JAMESTOWN, NY	43	\$47,681	38	\$47,471	4	\$42,716	1	\$75,540
JANESVILLE-BELOIT, WI	38	\$47,162	38	\$47,162	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	2,016	\$42,402	1,059	\$39,064	279	\$26,722	678	\$54,069
JOHNSTOWN, PA	746	\$47,639	586	\$47,457	122	\$43,137	38	\$64,904
JONESBORO, AR	175	\$49,901	89	\$49,418	34	\$39,994	52	\$57,208
JOPLIN, MO	152	\$43,073	114	\$43,279	21	\$32,390	17	\$54,891
41 KALAMAZOO-BATTLE CREEK, MI	2,988	\$45,789	2,271	\$45,635	413	\$37,146	304	\$58,687
KANSAS CITY, MO-KS	19,708	\$46,800	16,579	\$43,822	783	\$40,173	2,346	\$70,054
KILLEEN-TEMPLE, TX	5,470	\$39,214	3,833	\$39,753	1,219	\$29,823	418	\$61,651
KNOXVILLE, TN	3,961	\$55,940	1,504	\$54,891	295	\$35,011	2,162	\$59,525
KOKOMO, IN	33	\$43,442	22	\$46,416	2	\$39,757	9	\$36,992
LA CROSSE, WI-MN	209	\$47,589	179	\$49,090	18	\$38,428	12	\$38,939
LAFAYETTE, LA	423	\$50,609	349	\$48,695	16	\$36,561	58	\$65,998
LAFAYETTE, IN	136	\$50,702	119	\$50,241	3	\$41,719	14	\$56,548
LAKE CHARLES, LA	190	\$47,713	134	\$47,947	26	\$35,940	30	\$56,868
LAKELAND-WINTER HAVEN, FL	288	\$41,852	241	\$43,087	38	\$33,502	9	\$44,046
LANCASTER, PA	130	\$45,106	123	\$45,228	5	\$38,781	2	\$53,421
LANSING-EAST LANSING, MI	937	\$49,237	624	\$47,186	186	\$45,706	127	\$64,480
LAREDO, TX	1,484	\$42,166	1,420	\$41,847	36	\$33,573	28	\$69,374
LAS CRUCES, NM	2,746	\$51,422	2,227	\$51,642	283	\$35,220	236	\$68,775
LAS VEGAS, NV-AZ	4,445	\$51,468	3,408	\$48,918	358	\$42,579	679	\$68,954
LAWRENCE, KS	346	\$40,784	290	\$41,700	55	\$34,636	1	...
LAWTON, OK	2,368	\$38,156	1,957	\$39,012	385	\$32,102	26	\$63,356
LEWISTON-AUBURN, ME	104	\$43,784	92	\$45,331	11	\$31,681	1	\$34,575
LEXINGTON, KY	2,980	\$43,591	2,035	\$43,110	523	\$31,380	422	\$61,044
LIMA, OH	99	\$50,873	92	\$51,889	7	\$37,509	...	...
LINCOLN, NE	1,559	\$45,944	1,206	\$46,071	228	\$34,732	125	\$65,166

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000

METROPOLITAN STATISTICAL AREA	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
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,451	\$43,079	3,901	\$42,587	765	\$28,859	785	\$59,387
LONGVIEW-MARSHALL, TX	129	\$50,326	64	\$45,978	3	\$32,961	62	\$55,654
LOUISVILLE, KY-IN	7,888	\$34,896	2,621	\$45,407	544	\$33,611	4,723	\$29,210
LUBBOCK, TX	521	\$51,410	366	\$49,226	30	\$26,335	125	\$63,822
LYNCHBURG, VA	98	\$47,952	77	\$49,432	15	\$33,886	6	\$64,123
MACON, GA	12,408	\$43,015	7,175	\$48,107	5,003	\$34,739	230	\$64,212
MADISON, WI	1,975	\$47,846	1,373	\$47,310	326	\$34,721	276	\$66,012
MANSFIELD, OH	267	\$45,675	136	\$46,920	98	\$40,638	33	\$55,498
MAYAGUEZ, PR	320	\$42,177	242	\$39,692	16	\$22,410	62	\$56,978
MCALLEN-EDINBURG-MISSION, TX	1,440	\$43,186	1,264	\$43,147	130	\$35,714	46	\$65,358
MEDFORD-ASHLAND, OR	1,127	\$43,372	927	\$42,688	143	\$37,318	57	\$69,672
MELBOURNE-TITUSVILLE-PALM BAY, FL	3,824	\$57,227	3,288	\$58,300	324	\$38,895	212	\$68,593
MEMPHIS, TN-AR-MS	10,017	\$42,122	7,764	\$37,158	693	\$31,960	1,560	\$71,341
MERCED, CA	176	\$38,719	143	\$40,561	23	\$30,259	10	\$31,846
MINNEAPOLIS-ST PAUL, MN-WI	8,247	\$53,382	5,692	\$48,413	730	\$37,206	1,825	\$75,351
MISSOULA, MT	842	\$49,700	797	\$49,847	24	\$37,690	21	\$57,838
MOBILE, AL	1,305	\$52,797	1,127	\$51,310	71	\$40,038	107	\$76,931
MODESTO, CA	199	\$44,238	178	\$44,056	7	\$37,363	14	\$49,997
MONROE, LA	160	\$47,251	97	\$47,697	21	\$33,746	42	\$52,973
MONTGOMERY, AL	4,545	\$44,232	3,570	\$44,240	630	\$32,782	345	\$65,055
MUNCIE, IN	53	\$45,876	47	\$47,525	...	...	6	\$32,957
MYRTLE BEACH, SC	119	\$51,826	65	\$47,561	...	...	54	\$56,960
NAPLES, FL	170	\$40,520	151	\$41,503	19	\$32,704	...	...
NASHVILLE, TN	6,606	\$46,138	4,418	\$43,628	708	\$32,603	1,480	\$60,104
NEW LONDON-NORWICH, CT-RI	1,591	\$45,790	1,217	\$47,146	300	\$34,009	74	\$71,260
NEW ORLEANS, LA	10,415	\$46,342	8,853	\$46,163	963	\$33,324	599	\$69,909
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-	37,443	\$45,423	24,460	\$48,730	7,466	\$33,955	5,517	\$46,277
OCALA, FL	145	\$44,021	130	\$43,353	...	...	15	\$49,812
ODESSA-MIDLAND, TX	151	\$55,908	100	\$50,671	1	\$31,555	50	\$66,868
OKLAHOMA CITY, OK	21,724	\$45,881	10,646	\$47,618	7,674	\$37,251	3,404	\$59,903
OMAHA, NE-IA	4,239	\$47,318	3,426	\$47,566	362	\$31,916	451	\$57,798
ORLANDO, FL	4,018	\$53,327	3,420	\$51,101	100	\$26,358	498	\$74,025
OWENSBORO, KY	49	\$46,095	47	\$45,803	1	\$40,759	1	\$65,179
PANAMA CITY, FL	2,032	\$51,637	1,124	\$43,394	174	\$37,984	734	\$67,498
PARKERSBURG-MARIETTA, WV-OH	1,764	\$42,661	1,626	\$42,844	121	\$36,858	17	\$66,543
PENSACOLA, FL	4,740	\$44,198	3,832	\$43,456	624	\$38,864	284	\$65,918
PEORIA-PEKIN, IL	1,208	\$48,963	828	\$47,491	277	\$45,758	103	\$69,408
PHOENIX-MESA, AZ	9,393	\$47,165	7,040	\$45,516	1,180	\$35,874	1,173	\$68,421
PINE BLUFF, AR	1,375	\$43,791	890	\$48,521	458	\$32,539	27	\$78,735
PITTSBURGH, PA	8,428	\$47,823	5,927	\$46,475	1,264	\$37,134	1,237	\$65,203

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2000

METROPOLITAN STATISTICAL AREA	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
PITTSFIELD, MA	105	\$52,333	93	\$53,837	4	\$35,161	8	\$43,446
POCATELLO, ID	136	\$49,439	121	\$49,004	7	\$35,506	8	\$68,209
PONCE, PR	279	\$38,509	198	\$37,397	40	\$23,322	41	\$58,695
PORTLAND, ME	485	\$54,597	320	\$50,732	41	\$33,050	124	\$71,696
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,046	\$47,881	1,473	\$46,768	278	\$32,501	295	\$67,932
PROVO-OREM, UT	306	\$44,221	267	\$45,548	33	\$36,007	6	\$30,349
PUEBLO, CO	440	\$43,227	312	\$44,077	38	\$33,137	90	\$44,542
PUNTA GORDA, FL	25	\$45,040	17	\$45,960	...	...	8	\$43,086
RALEIGH-DURHAM-CHAPEL HILL, NC	5,280	\$53,330	4,037	\$52,751	382	\$28,657	861	\$66,992
RAPID CITY, SD	1,127	\$41,940	851	\$42,460	242	\$37,005	34	\$64,053
READING, PA	199	\$48,855	156	\$48,243	13	\$36,921	30	\$57,209
REDDING, CA	744	\$43,700	594	\$42,383	68	\$40,199	82	\$56,143
RENO, NV	1,598	\$49,120	1,039	\$46,257	235	\$36,970	324	\$67,111
RICHLAND-KENNEWICK-PASCO, WA	866	\$63,221	654	\$63,198	80	\$47,906	132	\$72,615
RICHMOND-PETERSBURG, VA	9,904	\$45,974	7,887	\$46,345	1,362	\$35,563	655	\$63,165
ROANOKE, VA	1,949	\$43,677	1,330	\$39,919	220	\$28,274	399	\$64,697
ROCHESTER, MN	531	\$47,444	442	\$45,815	39	\$48,328	50	\$61,158
ROCHESTER, NY	1,767	\$42,889	1,128	\$40,999	345	\$32,975	294	\$61,778
ROCKFORD, IL	212	\$53,033	141	\$48,812	6	\$39,065	65	\$63,480
ROCKY MOUNT, NC	45	\$44,549	43	\$44,618	...	...	2	\$43,066
SAGINAW-BAY CITY-MIDLAND, MI	629	\$45,144	397	\$40,185	84	\$39,482	148	\$61,658
ST. CLOUD, MN	890	\$40,714	593	\$37,758	158	\$34,090	139	\$60,854
ST. JOSEPH, MO	279	\$45,235	151	\$45,404	120	\$45,633	8	\$36,067
ST. LOUIS, MO-IL	14,503	\$45,517	12,128	\$44,363	1,285	\$38,006	1,090	\$67,210
SALINAS, CA	3,820	\$48,091	2,263	\$42,469	409	\$37,596	1,148	\$62,913
SALT LAKE CITY-OGDEN, UT	20,352	\$42,683	14,510	\$41,965	4,705	\$38,184	1,137	\$70,460
SAN ANGELO, TX	780	\$42,433	587	\$43,266	127	\$30,915	66	\$57,182
SAN ANTONIO, TX	22,230	\$43,148	16,722	\$43,522	3,408	\$32,063	2,100	\$58,161
SAN DIEGO, CA	29,610	\$49,179	18,753	\$46,416	5,408	\$38,004	5,449	\$69,780
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES,	229	\$40,748	178	\$40,243	33	\$34,057	18	\$58,007
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,156	\$47,940	1,779	\$47,805	298	\$42,586	79	\$71,189
SANTA FE, NM	973	\$45,225	798	\$47,053	149	\$33,502	26	\$56,297
SARASOTA-BRADENTON, FL	253	\$47,860	203	\$44,806	9	\$32,397	41	\$66,376
SAVANNAH, GA	1,662	\$47,031	1,280	\$47,455	292	\$36,724	90	\$74,436
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,705	\$37,792	2,143	\$34,872	246	\$30,586	316	\$63,199
SHARON, PA	42	\$43,976	37	\$43,498	4	\$40,973	1	\$73,686
SHEBOYGAN, WI	16	\$45,307	16	\$45,307	...	...	...	...
SHERMAN-DENISON, TX	89	\$47,493	60	\$45,447	17	\$43,577	12	\$63,268
SHREVEPORT-BOSSIER CITY, LA	2,483	\$42,359	1,500	\$40,412	633	\$35,230	350	\$63,596
SIoux CITY, IA-NE	464	\$42,877	245	\$43,842	157	\$36,618	62	\$54,911

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METROPOLITAN STATISTICAL AREA	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
SIoux FALLS, SD	1,246	\$45,208	762	\$44,748	237	\$33,386	247	\$57,968
SOUTH BEND, IN	237	\$53,831	154	\$50,600	9	\$38,514	74	\$62,415
SPOKANE, WA	2,116	\$47,032	1,419	\$44,882	362	\$37,737	335	\$66,182
SPRINGFIELD, IL	1,049	\$47,107	686	\$46,694	242	\$40,092	121	\$63,478
SPRINGFIELD, MO	1,191	\$47,410	892	\$46,884	178	\$37,514	121	\$65,844
SPRINGFIELD, MA	2,189	\$42,789	1,430	\$43,091	567	\$35,048	192	\$63,396
STATE COLLEGE, PA	182	\$50,213	154	\$51,593	18	\$39,981	10	\$47,387
STeUBENVILLE-WEIRTON, OH-WV	44	\$41,376	21	\$45,221	17	\$40,641	6	\$30,001
STOCKTON-LODI, CA	2,285	\$38,796	888	\$40,667	1,331	\$36,018	66	\$69,663
SUMTER, SC	563	\$37,771	449	\$38,604	112	\$34,082	2	\$57,204
SYRACUSE, NY	2,149	\$46,452	1,382	\$44,359	313	\$35,915	454	\$60,086
TALLAHASSEE, FL	883	\$49,665	727	\$47,506	70	\$42,769	86	\$73,526
TAMPA-ST. PETERSBURG-CLEARWATER, FL	8,289	\$46,297	5,809	\$43,473	681	\$25,708	1,799	\$63,209
TERRE HAUTE, IN	869	\$46,901	528	\$44,183	249	\$47,734	92	\$60,244
TEXARKANA, TX-TEXARKANA, AR	2,808	\$37,493	1,287	\$42,288	1,507	\$33,140	14	\$65,348
TOLEDO, OH	629	\$49,368	372	\$46,695	179	\$47,906	78	\$65,472
TOPEKA, KS	1,956	\$42,204	1,349	\$40,924	365	\$35,798	242	\$59,003
TUCSON, AZ	5,923	\$43,097	3,679	\$43,301	1,606	\$36,768	638	\$57,857
TULSA, OK	2,053	\$50,252	1,564	\$48,955	257	\$39,131	232	\$71,316
TUSCALOOSA, AL	1,016	\$39,627	635	\$38,419	202	\$29,448	179	\$55,402
TYLER, TX	154	\$56,673	124	\$51,287	2	\$40,050	28	\$81,712
UTICA-ROME, NY	1,411	\$48,129	956	\$39,101	92	\$39,174	363	\$74,172
VICTORIA, TX	56	\$46,813	43	\$47,534	...	...	13	\$44,429
VISALIA-TULARE-PORTERVILLE, CA	672	\$34,239	588	\$34,233	84	\$34,276	...	...
WACO, TX	1,434	\$39,181	1,001	\$38,676	218	\$25,224	215	\$55,681
WATERLOO-CEDAR FALLS, IA	169	\$43,905	94	\$42,715	38	\$41,101	37	\$49,811
WAUSAU, WI	68	\$46,900	59	\$47,850	7	\$36,057	2	\$56,823
WEST PALM BEACH-BOCA RATON, FL	1,976	\$47,095	1,270	\$42,321	211	\$27,586	495	\$67,660
WHEELING, WV-OH	288	\$52,769	229	\$53,161	47	\$37,981	12	...
WICHITA, KS	2,330	\$47,415	1,355	\$44,367	581	\$43,246	394	\$64,042
WICHITA FALLS, TX	1,411	\$38,420	1,252	\$38,919	157	\$34,223	2	\$55,152
WILLIAMSPORT, PA	262	\$50,335	168	\$46,161	30	\$43,527	64	\$64,484
WILMINGTON, NC	688	\$46,619	492	\$46,340	146	\$42,786	50	\$60,559
YAKIMA, WA	909	\$40,779	635	\$41,310	167	\$39,546	107	\$39,554
YORK, PA	1,831	\$40,044	996	\$45,474	818	\$32,977	17	\$62,005
YOUNGSTOWN-WARREN, OH	1,133	\$43,242	793	\$41,853	279	\$43,108	61	\$61,901
YUBA CITY, CA	719	\$40,699	501	\$40,113	212	\$42,030	6	\$42,671
YUMA, AZ	1,870	\$43,925	1,530	\$44,629	234	\$39,172	106	\$44,253
<b>TOTALS</b>	<b>1,414,560</b>	<b>\$51,522</b>	<b>1,034,652</b>	<b>\$50,398</b>	<b>165,716</b>	<b>\$37,190</b>	<b>214,192</b>	<b>\$68,040</b>



**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES BY LOCALITY PAY AREA AS OF MARCH 31, 2000**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	2000 LOCALITY RATES	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	23,788	7.66	\$49,558
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	20,310	10.72	\$50,865
CHICAGO-GARY-KENOSHA, IL-IN-WI	19,575	11.49	\$52,121
CINCINNATI-HAMILTON, OH-KY-IN	8,476	9.52	\$40,718
CLEVELAND-AKRON, OH	7,825	8.05	\$51,388
COLUMBUS, OH	8,096	8.55	\$46,572
DALLAS-FORT WORTH, TX	15,738	8.59	\$50,601
DAYTON-SPRINGFIELD, OH	10,036	7.63	\$51,987
DENVER-Boulder-GREELEY, CO	16,938	10.54	\$54,376
DETROIT-ANN ARBOR-FLINT, MI	11,197	11.64	\$53,059
HARTFORD, CT	2,875	11.25	\$50,121
HOUSTON-GALVESTON-BRAZORIA, TX	9,565	14.79	\$57,360
HUNTSVILLE, AL	10,320	7.22	\$59,515
INDIANAPOLIS, IN	6,723	6.99	\$44,874
KANSAS CITY, MO-KS	16,579	7.42	\$43,822
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA AND THAT PORTION OF EDWARDS AIR FORCE BASE, CA, NOT LOCATED WITHIN THE LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA	33,847	12.76	\$50,003
MIAMI-FORT LAUDERDALE, FL	9,261	9.80	\$47,287
MILWAUKEE-RACINE, WI	3,165	7.83	\$45,938
MINNEAPOLIS-ST. PAUL, MN-WI	5,692	9.11	\$48,412
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	48,445	12.09	\$51,167
ORLANDO, FL	3,420	6.79	\$51,101
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	29,253	9.55	\$46,484
PITTSBURGH, PA	5,927	7.61	\$46,475
PORTLAND-SALEM, OR-WA	8,388	9.06	\$51,406
RICHMOND-PETERSBURG, VA	7,887	7.60	\$46,344
SACRAMENTO-YOLO, CA	6,943	9.50	\$50,659
ST. LOUIS, MO-IL	12,128	7.08	\$44,362
SAN DIEGO, CA	18,753	9.97	\$46,416
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	21,208	15.01	\$55,877
SEATTLE-TACOMA-BREMERTON, WA	20,254	9.20	\$49,003
WASHINGTON-BALTIMORE, DC-MD-VA-WV	238,757	9.05	\$61,038
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	503,801	6.78	\$44,351
<b>TOTALS</b>	<b>1,165,170</b>		<b>\$49,792</b>

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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**

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## 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 (nonsupervisory and nonmanagerial 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 2000, the nationwide adjustment was 3.8 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 6.78 percent to 15.01 percent. On the average, locality rates increased by 1.12 percentage points in 2000 to 8.62 percent.

Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in four MSAs (Boston, Los Angeles, New York, and San Francisco). In 2000, the pay adjustments were 16 percent above the regular scheduled basic pay rate. LEOs receive the higher of (1) any applicable special salary rate, (2) any applicable special pay adjustment, or (3) their locality pay rate.

See **Table 17** for employment, 2000 comparability (locality) adjustment, 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 1.70 million full-time active employee records available for this survey, 802 or 0.05 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**2000 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES  
(EXCLUDING LOCALITY PAY)**

**GENERAL SCHEDULE**

As adjusted by Executive Order 13144, December 21, 1999

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$13,870	\$14,332	\$14,794	\$15,252	\$15,715	\$15,986	\$16,440	\$16,900	\$16,918	\$17,351
<b>2</b>	15,594	15,964	16,481	16,918	17,107	17,610	18,113	18,616	19,119	19,622
<b>3</b>	17,015	17,582	18,149	18,716	19,283	19,850	20,417	20,984	21,551	22,118
<b>4</b>	19,100	19,737	20,374	21,011	21,648	22,285	22,922	23,559	24,196	24,833
<b>5</b>	21,370	22,082	22,794	23,506	24,218	24,930	25,642	26,354	27,066	27,778
<b>6</b>	23,820	24,614	25,408	26,202	26,996	27,790	28,584	29,378	30,172	30,966
<b>7</b>	26,470	27,352	28,234	29,116	29,998	30,880	31,762	32,644	33,526	34,408
<b>8</b>	29,315	30,292	31,269	32,246	33,223	34,200	35,177	36,154	37,131	38,108
<b>9</b>	32,380	33,459	34,538	35,617	36,696	37,775	38,854	39,933	41,012	42,091
<b>10</b>	35,658	36,847	38,036	39,225	40,414	41,603	42,792	43,981	45,170	46,359
<b>11</b>	39,178	40,484	41,790	43,096	44,402	45,708	47,014	48,320	49,626	50,932
<b>12</b>	46,955	48,520	50,085	51,650	53,215	54,780	56,345	57,910	59,475	61,040
<b>13</b>	55,837	57,698	59,559	61,420	63,281	65,142	67,003	68,864	70,725	72,586
<b>14</b>	65,983	68,182	70,381	72,580	74,779	76,978	79,177	81,376	83,575	85,774
<b>15</b>	77,614	80,201	82,788	85,375	87,962	90,549	93,136	95,723	98,310	100,897

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<b>SENIOR EXECUTIVE SERVICE (ES)</b>	
ES-1	\$106,200
ES-2	111,200
ES-3	116,300
ES-4	122,200
ES-5	122,400
ES-6	122,400

<b>EXECUTIVE SCHEDULE (EX)</b>	
Level I	\$157,000
Level II	141,300
Level III	130,200
Level IV	122,400
Level V	114,500

<b>ADMINISTRATIVE LAW JUDGES (AL)</b>	
AL-3/A	\$79,900
AL-3/B	86,000
AL-3/C	92,200
AL-3/D	98,300
AL-3/E	104,500
AL-3/F	110,600
AL-2	116,800
AL-1	122,400

<b>SENIOR LEVEL (SL &amp; ST)</b>	
Minimum	\$93,137
Maximum	122,400

<b>MEMBERS, BOARDS OF CONTRACT APPEALS (CA)</b>	
Chairman	\$122,400
Vice Chair	118,728
Others	115,056

## SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2000)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$77,614	\$62,890	\$50,960	\$41,292	\$33,459	\$29,911	\$26,740	\$23,905	\$21,370
2	79,942	64,777	52,489	42,531	34,463	30,808	27,542	24,622	22,011
3	82,341	66,720	54,063	43,807	35,497	31,733	28,368	25,361	22,671
4	84,811	68,722	55,685	45,121	36,562	32,685	29,220	26,122	23,352
5	87,355	70,783	57,356	46,475	37,658	33,665	30,096	26,905	24,052
6	89,976	72,907	59,077	47,869	38,788	34,675	30,999	27,712	24,774
7	92,675	75,094	60,849	49,305	39,952	35,715	31,929	28,544	25,517
8	95,455	77,347	62,674	50,784	41,150	36,787	32,887	29,400	26,282
9	98,319	79,667	64,555	52,307	42,385	37,890	33,873	30,282	27,071
10	100,897	82,057	66,491	53,877	43,656	39,027	34,890	31,191	27,883
11	100,897	84,519	68,486	55,493	44,966	40,198	35,936	32,126	28,719
12	100,897	87,054	70,541	57,158	46,315	41,404	37,014	33,090	29,581
13	100,897	89,666	72,657	58,873	47,705	42,646	38,125	34,083	30,469
14	100,897	92,356	74,836	60,639	49,136	43,925	39,269	35,105	31,383

**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, 2000)

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

Deputy Under Secretary for Health . . . . .	\$131,811	**
Associate Deputy Under Secretary for Health . . . . .	126,250	***
Assistant Under Secretaries for Health . . . . .	122,529	***

	<b>Minimum</b>	<b>Maximum</b>	
Medical Directors . . . . .	\$104,542	\$118,484	***
Service Directors . . . . .	91,028	113,050	
Director, National Center for Preventive Health . . . . .	77,614	113,050	

**Physician and Dentist Schedule**

Director Grade . . . . .	\$91,028	\$113,050
Executive Grade . . . . .	84,055	107,125
Chief Grade . . . . .	77,614	100,897
Senior Grade . . . . .	65,983	85,774
Intermediate Grade . . . . .	55,837	72,586
Full Grade . . . . .	46,955	61,040
Associate Grade . . . . .	39,178	50,932

**Clinical Podiatrist and Optometrist Schedule**

Chief Grade . . . . .	\$77,614	\$100,897
Senior Grade . . . . .	65,983	85,774
Intermediate Grade . . . . .	55,837	72,586
Full Grade . . . . .	46,955	61,040
Associate Grade . . . . .	39,178	50,932

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

Director Grade . . . . .	\$77,614	\$100,897
Assistant Director Grade . . . . .	65,983	85,774
Chief Grade . . . . .	55,837	72,586
Senior Grade . . . . .	46,955	61,040
Intermediate Grade . . . . .	39,178	50,932
Full Grade . . . . .	32,380	42,091
Associate Grade . . . . .	27,864	36,225
Junior Grade . . . . .	23,820	30,966

- \* 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.
- \*\* Section 7404 (d) (1) of title 38, United States Code, states that the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$122,400.
- \*\*\* Section 7404 (d) (2) of title 38, United States Code, states that the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$114,500.
- \*\*\*\* 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 1, 1973	4.8	Increase ranged from 4.6 percent to 5.2 percent	Executive Order 11739, October 3, 1973
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	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	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12944 December 28, 1994

**Table 18 — Chronology of General Schedule Pay Legislation**

<b>Effective Date</b>	<b>Increase (percent)</b>	<b>Comments</b>	<b>Public Law or Executive Order and Date Approved</b>
January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 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	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	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	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13106 December 7, 1998
January 1, 2000	3.8	Locality Payment of 6.78 to 15.01 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13144 December 21, 1999

**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] <sup>(1)</sup>	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. 121 [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	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
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]	Scientific, engineering, professional, and administrative employees [200]	Dec. 30, 1994
	P.L. 103-337 [EK]	Scientific, engineering, and technical employees [200]	Dec. 30, 1994
	P.L. 92-463 [EI]	Miscellaneous types of positions [14]	Dec. 30, 1994
	5 U.S.C. 3109 & 42 U.S.C. 7233 [ED, EF]	Experts and consultants [105]	Dec. 30, 1994
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
Interior	Title 4 of D.C. Code [SP]	United States Park Police [620]	Aug. 10, 1998
Justice	5 U.S.C. 3151 [ES]	Members of the FBI and DEA SES [232]	Jan. 4, 1994
	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 extension. See section 371(c)(2)(B) of Public Law 104-208, September 30, 1996.)	Dec. 29, 1996
Labor	P.L. 103-227 [AD]	Executive Director and other staff members of the National Skills Standards Board [6]	Apr. 22, 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 Independent Counsel (Arlin M. Adams/ Larry D. Thompson)	28 U.S.C. 594(c) [no OPM pay plan]	Miscellaneous types of positions [28]	Mar. 7, 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]  5 U.S.C. 3109 [EE]	Miscellaneous types of positions [83]  Experts and consultants [34]	Jan. 7, 1994  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. 96-382 [AD]  5 U.S.C. 3109 [ED, EF]	Miscellaneous types of positions [34]  Experts and consultants [1]	Jan. 4, 1994  Dec. 30, 1994
Smithsonian	5 U.S.C. 5375	Members of the police force of the National Zoological Park [13]	Jan. 7, 1994
Social Security Administration	42 U.S.C. 903(i) [AD]	Staff Director of the Social Security Advisory Board [1]	Feb. 20, 1998
State	22 U.S.C. 4204 [GG]  22 U.S.C. 287 [GG]  22 U.S.C. 287 [AD]  5 U.S.C. 3109 [ED, EF]	Employees at the National Foreign Affairs Training Center [350]  Employees at the U.S. Mission to the United Nations [58]  Miscellaneous types of positions [12]  Experts and consultants [50]	Jan. 7, 1994  Jan. 7, 1994  Jan. 7, 1994  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: Uniformed Division officers are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 4-416(c)(3) of the D.C. Code, as amended by section 118 of Public Law 105-61, October 10, 1997.)	Jan. 31, 1994
United States Information Agency	22 U.S.C. 1474(l) [GG]	Non-U.S. citizen employees [307]	Jan. 4, 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
Veterans Affairs	38 U.S.C. 7404(b)(1) [VN]	Physician assistants, optometrists, podiatrists, and expanded-function dental auxiliaries [1,139]	Jan. 4, 1994
	38 U.S.C.7405(b)(2) [AD]	Medical support personnel, trainees, and students [631]	Jan. 4, 1994
	38 U.S.C. 7404(a) [SR]	Non-physician, non-dentist, and non-nurse employees [4]	April 5, 1994
	38 U.S.C. 7101A [AL]	Members of the Board of Veteran's Appeals [53]	Dec. 30, 1994

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