

# Federal Civilian Workforce Statistics

# Pay Structure of the Federal Civil Service

As of March 31, 1998



**United States  
Office of  
Personnel  
Management**

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

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September 1998

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## FOREWORD

This report is the fifty-third edition of an annual series published by the Office of Personnel Management. 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.



Paper copies of recent issues for this publication are available from the [National Technical Information Service \(NTIS\)](#).

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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, upon which adjustments for locality and law enforcement officers were added where applicable. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13071 on December 29, 1997.</p>	
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## Survey Analysis (See Appendix A for Graphic Presentations)

The full-time non-postal Federal civilian employment population included in this survey was 1,698,587, down 42,044 from 1997. **Figure 1** illustrates that 1998 employment was distributed as follows: General Schedule -- 1,257,800 or 74.0 percent; Federal Wage Systems -- 225,497 or 13.3 percent; and pay systems under Other Acts and Administrative Determination -- 215,290 or 12.7 percent.

### Major Geographic Areas

**Figure 2** shows that most (96.9 percent) of the Federal civilian workforce covered by this survey was employed in the United States with the remainder working in U.S. territories (12,318 or 0.7 percent) or foreign countries (40,658 or 2.4 percent). **Table 15** shows that among States, California had the largest number of full-time Federal civilian employees (152,868 or 9.3 percent), while Delaware had the smallest Federal civilian employment population (2,529 or 0.2 percent). Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.5 percent (1,436,152) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 265,833 or 15.7 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 (301,116) with an Average Adjusted Basic Salary of \$56,374. The second CMSA with the largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (64,095) with an average adjusted basic salary of \$47,393. **Table 16** illustrates additional CMSA and MSA salary data.

### Average Salaries

**Figures 3 and 4 along with Table 2** show population salaries used in this publication are "adjusted basic salaries" and include an individual's annualized base pay plus any locality pay comparability adjustment. Overall, the average salary for full-time employees was \$45,546. Average (mean) salaries by major geographic areas were: United States -- \$45,674; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$57,582; Foreign Countries -- \$43,264; and U.S. territories -- \$35,977. Average salaries by major pay system were: General Schedule -- \$44,824. Federal Wage Systems -- \$35,126; and Other Acts and Administratively Determined Pay Systems -- \$60,682.

### General Schedule

Employment (1,257,800) under the General Schedule pay plans (GS and GM) declined by 32,009 workers or 24.8 percent since March 31, 1997. Five grades (GS-1, GS-2, GS-7, GS-13, and GS-15) had a combined increase of 2,235 additional workers; while ten grades (GS-3 through GS-6, GS-8 through GS-12, and GS-14) had a combined loss of 34,244 workers. About 64 percent of the 34,244 employee decline was concentrated in the GS-3 through GS-6 and GS-8 grades (primarily staffed with clerical and technical workers), while the remaining 46 percent of the total decline was at the GS-9 through 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 4,381 Foreign Service Officers with an average salary of \$74,399, and 6,275 Foreign Personnel with an average salary of \$51,951 as of March 31, 1998. Department of Veterans Affairs pay systems listed below had the following employment and average salaries:

	Employment	Average Salary
Physicians & Dentists (VM)	7,262	\$93,622
Nurses (VN)	31,291	\$49,775
Podiatrists & Optometrists (VP)	212	\$82,754
Physicians Assistants (VN)	1,066	\$59,961

(See Table 9)

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under 38 United States Code, section 7431. This special pay is not part of their basic pay and is not included in the above average pay calculation. 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 411 with an average salary of \$122,771 as of March 31, 1998.

Employment in the Senior Executive Service (SES) totaled 6,911 with an average salary of \$119,656.

## Other Pay Plans

In **Tables 13 and 14**, we refer to some senior pay level pay plans. These pay plans include ST (authorized under title 5, United States Code, section 3104 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. Other senior pay plans, such as AL, CA, ES, EX, FA, FE, and SL, are also discussed in Appendix C.

## Special Salary Rates

The Office of Personnel Management has the authority to establish special rates of pay under title 5, United States Code, section 5305, 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 the Federal agencies have difficulty in 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 1998, there were 156,010 white-collar workers being paid special rate salaries (135,247 title 5 and 21,763 title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (36.2 percent), **Administrative** (6.4), **Technical** (23.6 percent), **Clerical** (20.5 percent), and **Other** (13.3 percent).

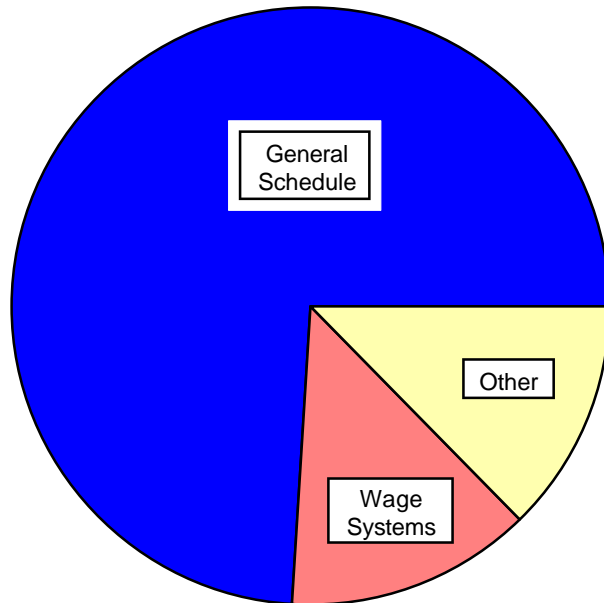
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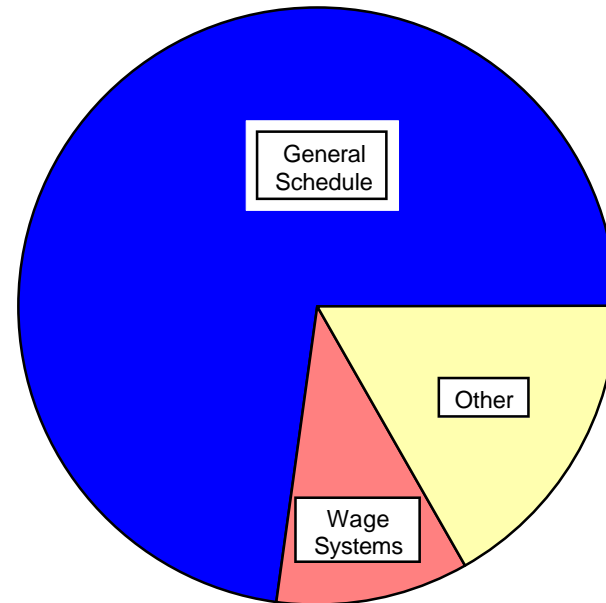
**Figure 1**

**DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 1998**

Full-Time Employment



Aggregate Adjusted Basic Salaries



5

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

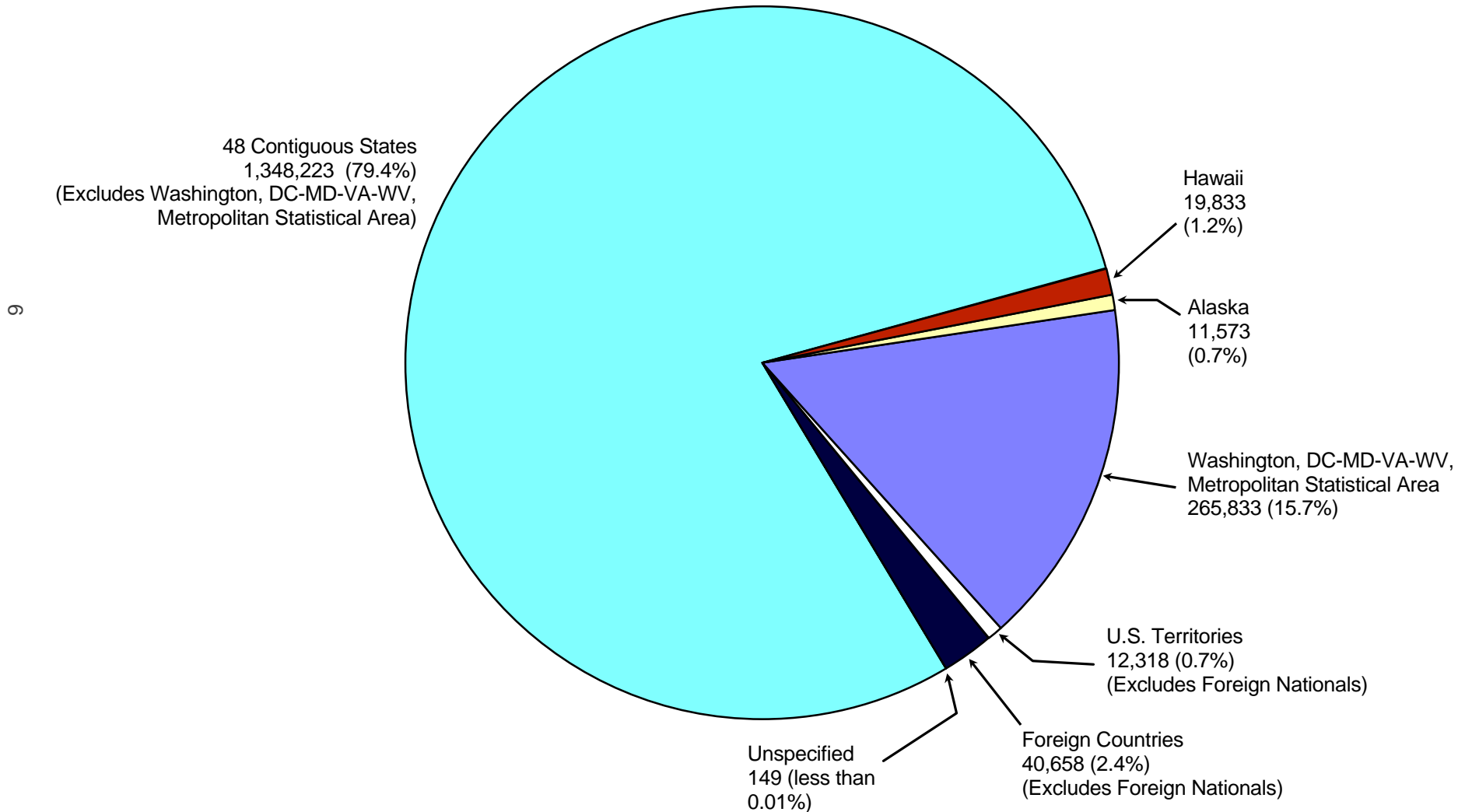
Pay System	1998	1997	1998	1997	1998	1997	1998	1997
General Schedule	1,257.8	1,289.8	74.0%	74.1%	\$56,379.2	\$55,769.8	72.9%	73%
Wage Systems	225.5	236.6	13.3	13.6	7,920.8	8,005.1	10.2	10.5
Other	215.3	214.2	12.7	12.3	13,064.1	12,592.2	16.9	16.5
Total	1,698.6	1,740.6	100.0	100.0	77,364.1	76,367.1	100.0	100.0



**Figure 2**

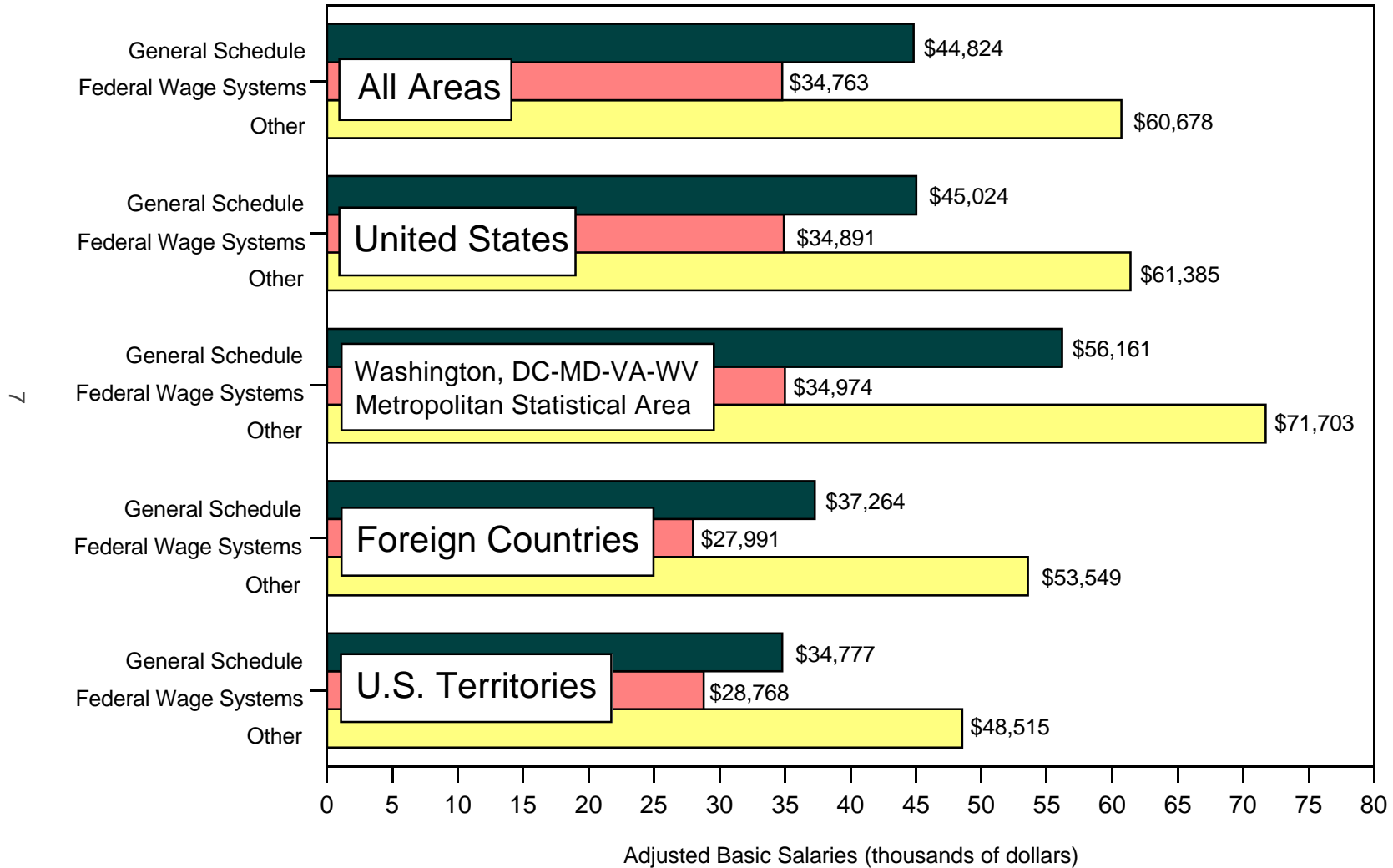
# DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT BY GEOGRAPHIC AREA AS OF MARCH 31, 1998

**Total Full-Time Employment: 1,698,587**



**Figure 3**

**AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 1998**

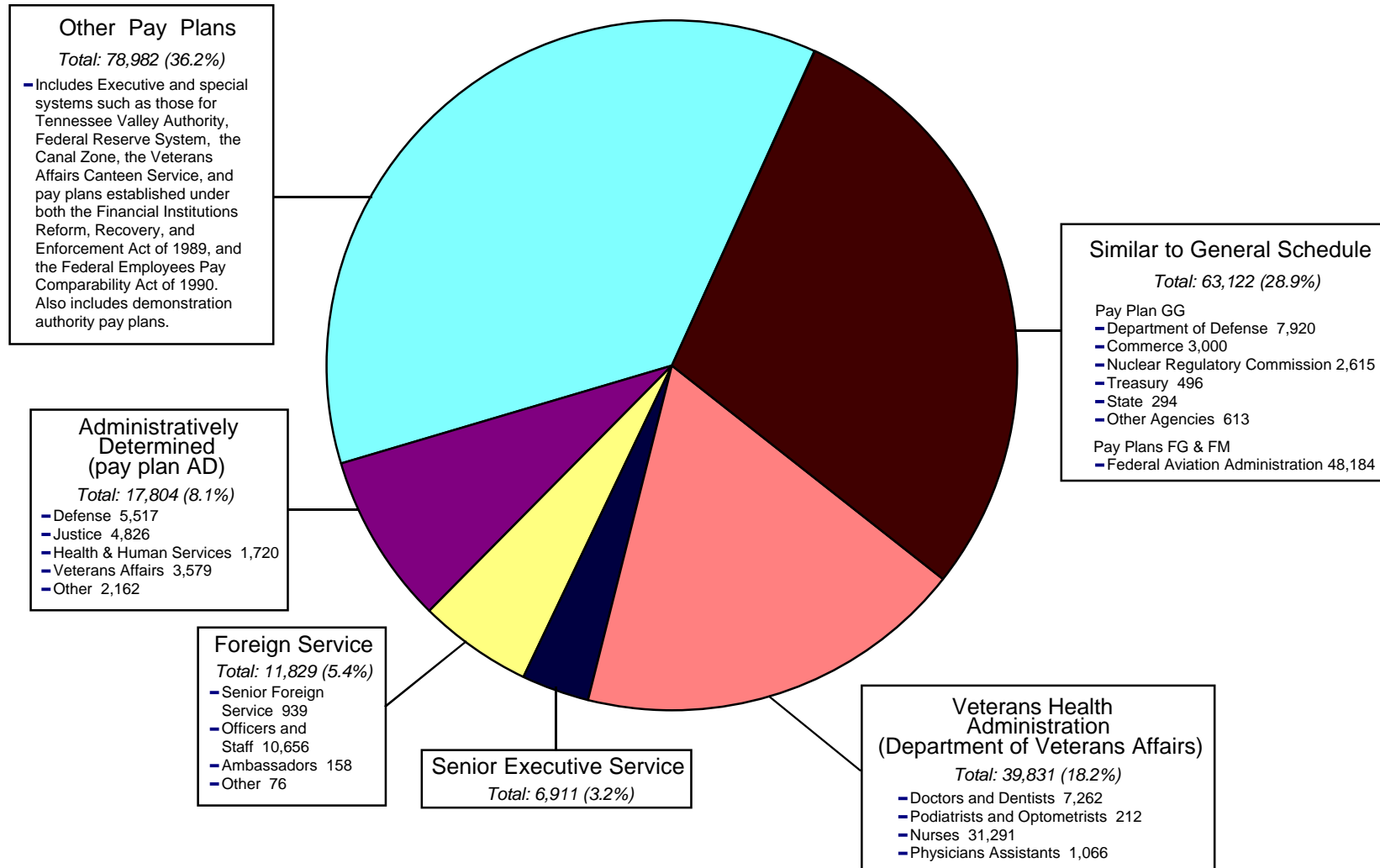


Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1998.

**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, 1998

**Total Full-Time Employment: 218,479**



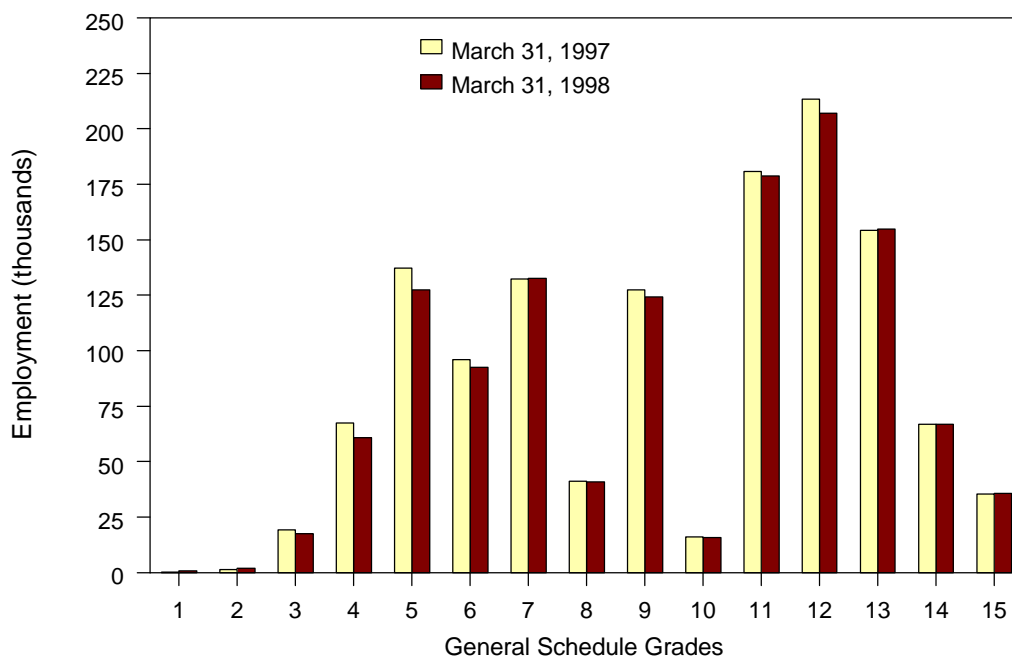
Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1998.

**Figure 5**

1/

**DISTRIBUTION OF GENERAL SCHEDULE EMPLOYMENT**

ALL AREAS -- as of March 31, 1997 and 1998



Grade	March 31, 1998	March 31, 1997	Net Change	Percent Change
1	798	272	526	193.4
2	2,023	1,491	532	35.7
3	17,560	19,383	-1,823	-9.4
4	60,723	67,303	-6,580	-9.8
5	127,384	137,145	-9,761	-7.1
6	92,564	96,115	-3,551	-3.7
7	132,550	132,243	307	0.2
8	40,905	41,251	-346	-0.8
9	124,207	127,489	-3,282	-2.6
10	15,864	16,106	-242	-1.5
11	178,727	180,851	-2,124	-1.2
12	206,931	213,465	-6,534	-3.1
13	154,806	154,152	654	0.4
14	67,013	67,014	-1	0.0
15	35,745	35,529	216	0.6
<b>Total</b>	<b>1,257,800</b>	<b>1,289,809</b>	<b>-32,009</b>	<b>-2.5</b>

Governmentwide average grade under the General Schedule (GS) as of March 31, 1998, was 9.51.

The Governmentwide average grade through 1979 through 1997 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, and 9.45 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, 1998

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>ALL AGENCIES, TOTAL</b>	1,698,587	1,257,800	222,308	218,479
<b>LEGISLATIVE BRANCH, TOTAL</b>	9,702	4,223	1,506	3,973
ARCHITECT OF THE CAPITOL	1,797	298	1,335	164
BOTANIC GARDEN	46	8	38	...
COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT	4	4	...	...
GOVERNMENT PRINTING OFFICE	3,483	...	29	3,454
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	4	...	...	4
LIBRARY OF CONGRESS	4,083	3,683	100	300
MEDICARE PAYMENT ADVISORY COMMISSION	26	...	...	26
NATIONAL GAMBLING IMPACT STUDY COMMISSION	10	...	...	10
U.S. TAX COURT	249	230	4	15
<b>EXECUTIVE BRANCH, TOTAL</b>	1,688,885	1,253,577	220,802	214,506
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>				
COUNCIL OF ECONOMIC ADVISORS	30	11	...	19
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	20	9	...	11
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	83	...	32	51
NATIONAL SECURITY COUNCIL	42	37	...	5
OFFICE OF ADMINISTRATION	169	153	9	7
OFFICE OF MANAGEMENT AND BUDGET	474	398	1	75
OFFICE OF NATIONAL DRUG CONTROL POLICY	107	92	...	15
OFFICE OF POLICY DEVELOPMENT	29	...	...	29
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	33	25	...	8
OFFICE OF THE U.S. TRADE REPRESENTATIVE	153	105	1	47
<b>EXECUTIVE DEPARTMENTS</b>				
DEPARTMENT OF AGRICULTURE	87,161	83,640	2,037	1,484
DEPARTMENT OF COMMERCE	31,126	23,712	652	6,762
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	691,644	482,424	166,300	42,920
DEFENSE LOGISTICS AGENCY	43,318	33,378	9,837	103
DEPARTMENT OF THE AIR FORCE	163,560	103,413	53,868	6,279
DEPARTMENT OF THE ARMY	228,784	169,374	51,825	7,585
DEPARTMENT OF THE NAVY	194,076	129,660	45,580	18,836
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,569	1,273	6	290
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	197	193	1	3
DEPARTMENT OF DEFENSE	60,140	45,133	5,183	9,824
DEPARTMENT OF EDUCATION	4,476	4,327	7	142
DEPARTMENT OF ENERGY	15,972	14,030	497	1,445
DEPARTMENT OF HEALTH AND HUMAN SERVICES	51,023	45,390	2,607	3,026
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,753	9,554	10	189
DEPARTMENT OF THE INTERIOR	61,918	48,828	7,674	5,416
DEPARTMENT OF JUSTICE	115,894	105,123	5,095	5,676
DEPARTMENT OF LABOR	15,072	14,801	29	242
DEPARTMENT OF STATE	13,755	4,777	67	8,911
DEPARTMENT OF TRANSPORTATION	62,822	11,869	1,862	49,091
DEPARTMENT OF THE TREASURY	147,714	137,581	1,835	8,298
DEPARTMENT OF VETERANS AFFAIRS	195,208	123,364	27,067	44,777

**TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1998**

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES</b>				
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS	3	...	...	3
ADVISORY COUNCIL ON HISTORIC PRESERVATION	31	...	...	31
AFRICAN DEVELOPMENT FOUNDATION	26	24	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	52	50	...	2
APPALACHIAN REGIONAL COMMISSION	10	9	...	1
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	28	28	...	...
ARCTIC RESEARCH COMMISSION	2	1	...	1
ARMED FORCES RETIREMENT HOME	821	497	258	66
ASSASSINATIONS RECORDS REVIEW BOARD/JOHN F. KENNEDY ASSASSINATION RECORDS REVIEW BOARD	22	...	...	22
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	7	5	...	2
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
CIVIL LIBERTIES PUBLIC EDUCATION FUND BOARD	3	...	...	3
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	17	16	...	1
COMMISSION OF FINE ARTS	6	5	...	1
COMMISSION ON CIVIL RIGHTS	78	74	...	4
COMMODITY FUTURES TRADING COMMISSION	527	496	4	27
CONSUMER PRODUCT SAFETY COMMISSION	451	435	1	15
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	506	186	...	320
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	99	30	...	69
ENVIRONMENTAL PROTECTION AGENCY	17,093	16,779	7	307
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,524	2,478	1	45
EXPORT-IMPORT BANK OF THE UNITED STATES	391	357	1	33
FARM CREDIT ADMINISTRATION	295	...	...	295
FARM CREDIT SYSTEM INSURANCE CORPORATION	9	...	...	9
FEDERAL MEDIATION AND CONCILIATION SERVICE	279	275	...	4
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	46	29	...	17
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	96	86	...	10
FEDERAL COMMUNICATIONS COMMISSION	1,957	1,883	12	62
FEDERAL DEPOSIT INSURANCE CORPORATION	7,578	...	40	7,538
FEDERAL ELECTION COMMISSION	295	283	...	12
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,406	2,733	170	503
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	118	...	...	118
FEDERAL LABOR RELATIONS AUTHORITY	210	186	...	24
FEDERAL MARITIME COMMISSION	140	126	...	14
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,531	...	124	1,407
FEDERAL TRADE COMMISSION	905	855	16	34
GENERAL SERVICES ADMINISTRATION	14,021	11,606	2,284	131
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	3	...	1
INTER-AMERICAN FOUNDATION	58	55	...	3
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	242	...	99	143
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	5	...	...	5

**TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1998**

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES (CONTINUED)</b>				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	18	1	...	17
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	9	8	...	1
MERIT SYSTEMS PROTECTION BOARD	235	218	...	17
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	3	...	...	3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,971	18,125	383	463
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,187	2,141	29	17
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	3	...	2
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	323	305	1	17
NATIONAL CAPITAL PLANNING COMMISSION	48	46	...	2
NATIONAL COUNCIL ON DISABILITY	7	6	...	1
NATIONAL CREDIT UNION ADMINISTRATION	865	...	...	865
NATIONAL EDUCATION GOALS PANEL	6	3	...	3
NATIONAL LABOR RELATIONS BOARD	1,843	1,713	7	123
NATIONAL MEDIATION BOARD	46	41	...	5
NATIONAL SCIENCE FOUNDATION	1,092	729	...	363
NATIONAL TRANSPORTATION SAFETY BOARD	398	377	...	21
NUCLEAR REGULATORY COMMISSION	2,878	...	11	2,867
NUCLEAR WASTE TECHNICAL REVIEW BOARD	12	4	...	8
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	61	42	1	18
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	75	64	9	2
OFFICE OF GOVERNMENT ETHICS	77	72	...	5
OFFICE OF SPECIAL COUNSEL	85	80	...	5
PANAMA CANAL COMMISSION	568	12	...	556
PEACE CORPS	775	...	...	775
PENSION BENEFIT GUARANTY CORPORATION	703	678	...	25
RAILROAD RETIREMENT BOARD	1,258	1,230	11	17
SECURITIES AND EXCHANGE COMMISSION	2,649	2,542	21	86
SELECTIVE SERVICE SYSTEM	169	166	1	2
SMALL BUSINESS ADMINISTRATION	4,464	4,378	3	83
SMITHSONIAN INSTITUTION	4,799	3,774	896	129
SOCIAL SECURITY ADMINISTRATION	61,706	60,001	426	1,279
TENNESSEE VALLEY AUTHORITY	14,229	...	...	14,229
TRADE AND DEVELOPMENT AGENCY	37	33	...	4
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	203	178	...	25
U.S. ENRICHMENT CORPORATION	20	...	...	20
U.S. HOLOCAUST MEMORIAL COUNCIL	211	190	17	4
U.S. INFORMATION AGENCY	3,760	2,483	150	1,127
U.S. INSTITUTE OF PEACE	53	...	...	53
U.S. INTERNATIONAL TRADE COMMISSION	345	330	2	13
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	2,527	1,255	1	1,271
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,568	2,487	34	47
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, 1998**

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
<b>ALL AREAS</b>								
TOTAL	1,698,587	100.0	\$77,364,131,400	100.0	\$45,546	\$41,145	\$21.82	\$19.71
GENERAL SCHEDULE	1,257,800	74.0	\$56,379,189,722	72.9	\$44,824	\$41,365	\$21.48	\$19.82
FEDERAL WAGE SYSTEMS	222,308	13.1	\$7,728,109,718	10.0	\$34,763	\$34,256	\$16.66	\$16.41
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	218,479	12.9	\$13,256,831,960	17.1	\$60,678	\$55,404	\$29.07	\$26.55
<b>TOTAL UNITED STATES</b>								
TOTAL	1,645,462	100.0	\$75,155,150,890	100.0	\$45,674	\$41,182	\$21.89	\$19.73
GENERAL SCHEDULE	1,227,767	74.6	\$55,279,180,412	73.6	\$45,024	\$41,466	\$21.57	\$19.87
FEDERAL WAGE SYSTEMS	217,567	13.2	\$7,591,173,070	10.1	\$34,891	\$34,309	\$16.72	\$16.44
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	200,128	12.2	\$12,284,797,408	16.3	\$61,385	\$56,399	\$29.41	\$27.02
<b>WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA</b>								
TOTAL	265,833	100.0	\$15,307,189,506	100.0	\$57,582	\$55,145	\$27.59	\$26.42
GENERAL SCHEDULE	211,980	79.7	\$11,905,016,818	77.8	\$56,161	\$55,215	\$26.91	\$26.46
FEDERAL WAGE SYSTEMS	12,504	4.7	\$437,319,079	2.9	\$34,974	\$35,274	\$16.76	\$16.90
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	41,349	15.6	\$2,964,853,609	19.4	\$71,703	\$66,206	\$34.36	\$31.72
<b>FOREIGN COUNTRIES</b>								
TOTAL	40,658	100.0	\$1,759,023,324	100.0	\$43,264	\$41,194	\$20.73	\$19.74
GENERAL SCHEDULE	22,336	54.9	\$832,336,344	47.3	\$37,264	\$34,168	\$17.86	\$16.37
FEDERAL WAGE SYSTEMS	2,130	5.2	\$59,621,653	3.4	\$27,991	\$25,490	\$13.41	\$12.21
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	16,192	39.8	\$867,065,327	49.3	\$53,549	\$49,069	\$25.66	\$23.51
<b>U.S. TERRITORIES</b>								
TOTAL	12,318	100.0	\$443,164,821	100.0	\$35,977	\$33,140	\$17.24	\$15.88
GENERAL SCHEDULE	7,696	62.5	\$267,643,185	60.4	\$34,777	\$31,341	\$16.66	\$15.02
FEDERAL WAGE SYSTEMS	2,467	20.0	\$70,971,438	16.0	\$28,768	\$30,382	\$13.78	\$14.56
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	2,155	17.5	\$104,550,198	23.6	\$48,515	\$44,186	\$23.25	\$21.17
<b>UNSPECIFIED GEOGRAPHIC AREA</b>								
TOTAL	149	100.0	\$6,792,365	100.0	\$45,586	\$40,063	\$21.84	\$19.20
GENERAL SCHEDULE	1	0.7	\$29,781	0.4	\$29,781	\$29,250	\$14.27	\$14.02
FEDERAL WAGE SYSTEMS	144	96.6	\$6,343,557	93.4	\$44,052	\$39,444	\$21.11	\$18.90
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	4	2.7	\$419,027	6.2	\$104,757	\$130,167	\$50.20	\$62.37

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, 1998

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
<b>ALL AGENCIES, TOTAL</b>	1,257,800	798	2,023	17,560	60,723	127,384	92,564	132,550
<b>LEGISLATIVE BRANCH, TOTAL</b>	4,223	1	4	20	62	259	206	420
ARCHITECT OF THE CAPITOL	298	...	...	2	2	22	19	48
BOTANIC GARDEN	8	...	...	...	...	1	...	1
COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT	4	...	...	...	...	...	...	...
LIBRARY OF CONGRESS	3,683	1	4	18	52	230	171	339
U.S. TAX COURT	230	...	...	...	8	6	16	32
<b>EXECUTIVE BRANCH, TOTAL</b>	1,253,577	797	2,019	17,540	60,661	127,125	92,358	132,130
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISORS	11	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	9	...	...	...	...	...	1	1
NATIONAL SECURITY COUNCIL	37	...	...	...	...	1	1	1
OFFICE OF ADMINISTRATION	153	...	...	...	...	5	9	12
OFFICE OF MANAGEMENT AND BUDGET	398	...	...	...	...	1	...	5
OFFICE OF NATIONAL DRUG CONTROL POLICY	92	...	...	...	...	1	...	4
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	25	...	...	...	...	...	...	2
OFFICE OF THE U.S. TRADE REPRESENTATIVE	105	...	...	1	1	...	...	2
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	83,640	47	81	380	2,157	6,140	5,322	13,511
DEPARTMENT OF COMMERCE	23,712	34	19	98	429	1,095	967	2,245
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	482,424	86	381	5,125	26,702	53,794	36,722	46,283
DEFENSE LOGISTICS AGENCY	33,378	5	13	207	1,299	2,984	2,408	2,632
DEPARTMENT OF THE AIR FORCE	103,413	25	49	882	4,774	12,271	7,722	10,272
DEPARTMENT OF THE ARMY	169,374	14	126	1,523	11,604	19,969	12,445	17,206
DEPARTMENT OF THE NAVY	129,660	33	137	1,184	6,208	12,737	9,278	11,319
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,273	...	...	...	...	3	14	81
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	193	...	...	...	...	...	...	31
DEPARTMENT OF DEFENSE	45,133	9	56	1,329	2,817	5,830	4,855	4,742
DEPARTMENT OF EDUCATION	4,327	9	8	17	57	122	115	339
DEPARTMENT OF ENERGY	14,030	6	8	11	27	174	399	760
DEPARTMENT OF HEALTH AND HUMAN SERVICES	45,390	40	155	523	1,689	2,885	2,414	3,870
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,554	28	19	12	37	213	219	1,237
DEPARTMENT OF THE INTERIOR	48,828	21	63	341	1,882	4,180	3,122	4,884
DEPARTMENT OF JUSTICE	105,123	46	71	106	941	7,620	6,591	17,052
DEPARTMENT OF LABOR	14,801	13	26	69	176	830	741	1,346
DEPARTMENT OF STATE	4,777	9	9	36	96	300	170	526
DEPARTMENT OF TRANSPORTATION	11,869	19	25	40	104	419	705	1,023
DEPARTMENT OF THE TREASURY	137,581	52	594	7,243	10,798	11,871	8,385	20,330
DEPARTMENT OF VETERANS AFFAIRS	123,364	245	258	2,121	13,014	28,657	19,776	9,020
<b>INDEPENDENT AGENCIES</b>								
AFRICAN DEVELOPMENT FOUNDATION	24	...	...	...	...	...	...	3
AMERICAN BATTLE MONUMENTS COMMISSION	50	...	...	...	...	1	1	...
APPALACHIAN REGIONAL COMMISSION	9	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	28	...	...	...	1	1	...	2
ARCTIC RESEARCH COMMISSION	1	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	497	...	...	3	71	120	68	36
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	5	...	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	16	...	...	...	...	2	...	1
COMMISSION OF FINE ARTS	5	...	...	...	...	1	...	...
COMMISSION ON CIVIL RIGHTS	74	...	...	...	...	5	5	5
COMMODITY FUTURES TRADING COMMISSION	496	1	...	...	2	13	20	43
CONSUMER PRODUCT SAFETY COMMISSION	435	...	...	...	1	11	8	18
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	186	...	...	...	1	2	7	16
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	30	...	...	...	...	...	1	1
ENVIRONMENTAL PROTECTION AGENCY	16,779	32	32	23	99	234	346	931
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,478	6	2	2	14	228	121	171
EXPORT-IMPORT BANK OF THE UNITED STATES	357	...	...	...	2	4	13	21
FEDERAL MEDIATION AND CONCILIATION SERVICE	275	...	...	...	1	6	10	10
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	29	...	...	1	...	1	1	7

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1998

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
40,905	124,207	15,864	178,727	206,931	154,806	67,013	35,745	1,257,800	<b>ALL AGENCIES, TOTAL</b>
372	332	43	465	895	454	353	337	4,223	<b>LEGISLATIVE BRANCH, TOTAL</b>
14	20	16	30	65	25	22	13	298	ARCHITECT OF THE CAPITOL
...	2	...	...	3	...	1	...	8	BOTANIC GARDEN
1	...	...	1	...	...	...	2	4	COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT
350	273	13	394	804	401	321	312	3,683	LIBRARY OF CONGRESS
7	37	14	40	23	28	9	10	230	U.S. TAX COURT
40,533	123,875	15,821	178,262	206,036	154,352	66,660	35,408	1,253,577	<b>EXECUTIVE BRANCH, TOTAL</b>
...	2	1	4	...	2	2	...	11	<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>
...	...	...	...	2	1	1	3	9	COUNCIL OF ECONOMIC ADVISORS
2	2	7	5	3	9	1	5	37	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
8	12	2	16	26	18	30	15	153	NATIONAL SECURITY COUNCIL
30	46	16	35	46	32	57	130	398	OFFICE OF ADMINISTRATION
8	11	3	4	8	10	21	22	92	OFFICE OF MANAGEMENT AND BUDGET
1	2	4	4	1	...	2	9	25	OFFICE OF NATIONAL DRUG CONTROL POLICY
8	21	4	4	4	4	13	43	105	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
...	...	...	...	...	...	...	...	...	OFFICE OF THE U.S. TRADE REPRESENTATIVE
3,572	13,361	556	13,165	12,842	7,542	3,219	1,745	83,640	<b>EXECUTIVE DEPARTMENTS</b>
472	1,613	206	2,975	4,514	4,386	3,129	1,530	23,712	DEPARTMENT OF AGRICULTURE
8,247	50,434	4,683	77,480	97,503	49,666	17,200	8,118	482,424	DEPARTMENT OF COMMERCE
241	3,248	38	8,809	7,277	2,820	1,064	333	33,378	<b>DEPARTMENT OF DEFENSE, TOTAL</b>
1,490	15,626	1,083	17,264	18,984	9,429	2,615	927	103,413	DEFENSE LOGISTICS AGENCY
3,208	17,490	1,964	26,100	30,901	17,952	6,353	2,519	169,374	DEPARTMENT OF THE AIR FORCE
1,945	11,682	1,317	20,732	30,899	14,750	4,941	2,498	129,660	DEPARTMENT OF THE ARMY
122	78	9	50	69	59	126	662	1,273	DEPARTMENT OF THE NAVY
15	9	1	24	28	37	18	30	193	IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE
1,226	2,301	271	4,501	9,345	4,619	2,083	1,149	45,133	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
64	258	6	286	1,040	1,016	610	380	4,327	DEPARTMENT OF DEFENSE
465	622	80	803	2,204	3,836	2,668	1,967	14,030	DEPARTMENT OF EDUCATION
1,508	4,193	576	4,175	6,959	8,606	4,865	2,932	45,390	DEPARTMENT OF ENERGY
128	370	56	480	3,298	1,942	917	598	9,554	DEPARTMENT OF HEALTH AND HUMAN SERVICES
1,049	6,435	462	8,524	8,646	5,515	2,518	1,186	48,828	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
7,619	12,200	2,874	13,535	11,910	14,765	5,691	4,102	105,123	DEPARTMENT OF THE INTERIOR
203	791	15	1,584	4,528	2,601	1,282	596	14,801	DEPARTMENT OF JUSTICE
306	431	43	503	694	713	516	425	4,777	DEPARTMENT OF LABOR
351	692	77	1,048	2,521	2,537	1,440	868	11,869	DEPARTMENT OF STATE
3,169	10,706	1,402	15,061	17,594	20,534	7,344	2,498	137,581	DEPARTMENT OF TRANSPORTATION
3,660	11,585	3,276	14,000	8,828	6,551	1,793	580	123,364	DEPARTMENT OF THE TREASURY
...	...	...	4	1	3	8	5	24	DEPARTMENT OF VETERANS AFFAIRS
7	11	1	17	4	6	1	1	50	<b>INDEPENDENT AGENCIES</b>
...	...	...	2	1	...	3	3	9	AFRICAN DEVELOPMENT FOUNDATION
...	2	...	4	7	1	6	4	28	AMERICAN BATTLE MONUMENTS COMMISSION
...	...	...	...	...	1	...	...	1	APPALACHIAN REGIONAL COMMISSION
15	46	19	53	29	21	14	2	497	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
...	...	...	1	...	1	...	3	5	ARCTIC RESEARCH COMMISSION
...	1	...	3	4	3	1	1	16	ARMED FORCES RETIREMENT HOME
...	...	...	1	1	1	1	...	5	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
2	3	...	5	8	25	4	12	74	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
15	30	...	23	95	130	69	55	496	COMMISSION OF FINE ARTS
12	24	1	81	94	84	51	50	435	COMMISSION ON CIVIL RIGHTS
2	7	...	10	67	52	14	8	186	COMMODITY FUTURES TRADING COMMISSION
2	5	3	4	3	2	4	5	30	CONSUMER PRODUCT SAFETY COMMISSION
361	906	87	1,036	3,046	5,436	2,681	1,529	16,779	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
47	72	...	118	877	364	346	110	2,478	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
22	29	30	19	29	77	70	41	357	ENVIRONMENTAL PROTECTION AGENCY
14	6	1	5	27	21	146	28	275	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
4	3	1	2	...	2	2	5	29	EXPORT-IMPORT BANK OF THE UNITED STATES
...	...	...	...	...	...	...	...	...	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, 1998

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
<b>INDEPENDENT AGENCIES (CONTINUED)</b>								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	86	...	...	...	...	2	3	4
FEDERAL COMMUNICATIONS COMMISSION	1,883	1	...	3	14	21	61	120
FEDERAL ELECTION COMMISSION	283	...	...	1	1	19	10	37
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,733	5	...	2	29	66	136	225
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	186	...	...	...	...	1	4	8
FEDERAL MARITIME COMMISSION	126	...	...	...	2	6	10	13
FEDERAL TRADE COMMISSION	855	...	1	3	6	27	36	75
GENERAL SERVICES ADMINISTRATION	11,606	13	33	34	91	435	600	1,120
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	...	...	...	...	...	...	...
INTER-AMERICAN FOUNDATION	55	...	...	...	1	3	4	5
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	8	...	...	...	...	...	1	...
MERIT SYSTEMS PROTECTION BOARD	218	...	...	...	...	6	3	17
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,125	...	7	35	77	320	610	688
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,141	34	58	227	166	280	195	161
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	3	...	...	...	...	...	...	1
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	305	...	...	...	4	3	5	37
NATIONAL CAPITAL PLANNING COMMISSION	46	...	...	1	2	1	...	4
NATIONAL COUNCIL ON DISABILITY	6	...	...	...	...	...	...	1
NATIONAL EDUCATION GOALS PANEL	3	...	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	1,713	...	...	3	8	127	139	165
NATIONAL MEDIATION BOARD	41	...	...	...	...	...	...	3
NATIONAL SCIENCE FOUNDATION	729	...	...	1	1	15	87	95
NATIONAL TRANSPORTATION SAFETY BOARD	377	...	...	2	4	5	4	26
NUCLEAR WASTE TECHNICAL REVIEW BOARD	4	...	...	...	...	...	...	1
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	42	...	...	...	...	...	...	3
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	64	...	...	...	...	6	2	7
OFFICE OF GOVERNMENT ETHICS	72	1	...	...	2	...	3	9
OFFICE OF SPECIAL COUNSEL	80	...	...	...	1	2	5	3
PANAMA CANAL COMMISSION	12	...	...	...	...	...	...	1
PENSION BENEFIT GUARANTY CORPORATION	678	1	1	2	7	18	22	44
RAILROAD RETIREMENT BOARD	1,230	...	...	13	28	43	38	68
SECURITIES AND EXCHANGE COMMISSION	2,542	...	...	4	52	50	101	230
SELECTIVE SERVICE SYSTEM	166	...	5	10	6	14	19	17
SMALL BUSINESS ADMINISTRATION	4,378	16	32	67	110	343	163	442
SMITHSONIAN INSTITUTION	3,774	...	1	2	67	805	166	442
SOCIAL SECURITY ADMINISTRATION	60,001	23	93	879	1,548	5,296	3,403	3,692
TRADE AND DEVELOPMENT AGENCY	33	...	...	...	...	...	2	1
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	178	...	...	1	1	1	6	16
U.S. HOLOCAUST MEMORIAL COUNCIL	190	...	...	...	3	25	11	37
U.S. INFORMATION AGENCY	2,483	...	10	17	5	27	78	179
U.S. INTERNATIONAL TRADE COMMISSION	330	...	...	...	...	...	2	35
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	1,255	...	1	1	...	16	46	101
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,487	9	26	80	123	204	122	278
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	13	...	...	...	...	1	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1998

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
<b>INDEPENDENT AGENCIES (CONTINUED)</b>									
								86	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
11	8	2	3	13	18	8	14	1,883	FEDERAL COMMUNICATIONS COMMISSION
71	100	7	187	170	320	398	410	283	FEDERAL ELECTION COMMISSION
5	29	...	38	36	35	46	26	2,733	FEDERAL EMERGENCY MANAGEMENT AGENCY
51	267	6	337	777	409	260	163	6	FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
...	...	...	1	1	...	2	2	186	FEDERAL LABOR RELATIONS AUTHORITY
9	38	...	16	10	41	36	23	126	FEDERAL MARITIME COMMISSION
4	7	2	10	17	20	20	15	855	FEDERAL TRADE COMMISSION
39	26	16	43	76	132	111	264	11,606	GENERAL SERVICES ADMINISTRATION
334	1,034	53	1,023	3,083	2,283	986	484	3	HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	2	...	...	...	1	...	...	55	INTER-AMERICAN FOUNDATION
...	3	...	3	7	14	9	6	1	INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA
...	...	...	...	1	...	...	...	3	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	...	1	...	...	...	2	...	8	MARINE MAMMAL COMMISSION
...	1	...	2	...	1	...	3	218	MERIT SYSTEMS PROTECTION BOARD
9	9	...	18	9	16	52	79	18,125	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
222	476	268	1,302	2,018	6,442	3,451	2,209	2,141	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
36	203	2	172	295	181	77	54	3	NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
...	...	...	1	...	...	...	...	305	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
10	21	...	29	45	76	31	44	46	NATIONAL CAPITAL PLANNING COMMISSION
...	5	1	4	18	3	2	5	6	NATIONAL COUNCIL ON DISABILITY
...	...	1	1	...	2	...	1	3	NATIONAL EDUCATION GOALS PANEL
...	...	...	1	...	...	1	1	1,713	NATIONAL LABOR RELATIONS BOARD
71	47	3	80	98	354	432	186	41	NATIONAL MEDIATION BOARD
2	7	2	2	4	2	12	7	729	NATIONAL SCIENCE FOUNDATION
91	63	10	49	91	63	84	79	377	NATIONAL TRANSPORTATION SAFETY BOARD
9	18	2	33	21	88	100	65	4	NUCLEAR WASTE TECHNICAL REVIEW BOARD
...	2	...	1	...	...	...	...	42	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
9	1	1	6	2	2	14	4	64	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
2	19	3	9	5	3	5	3	72	OFFICE OF GOVERNMENT ETHICS
2	...	...	5	6	23	9	12	80	OFFICE OF SPECIAL COUNSEL
1	3	...	10	8	30	13	4	12	PANAMA CANAL COMMISSION
...	2	...	3	...	4	2	...	678	PENSION BENEFIT GUARANTY CORPORATION
8	28	...	69	150	147	117	64	1,230	RAILROAD RETIREMENT BOARD
53	204	156	159	281	105	47	35	2,542	SECURITIES AND EXCHANGE COMMISSION
45	137	11	184	231	479	740	278	166	SELECTIVE SERVICE SYSTEM
9	13	...	22	14	17	11	9	4,378	SMALL BUSINESS ADMINISTRATION
39	382	1	587	1,009	689	319	179	3,774	SMITHSONIAN INSTITUTION
88	422	14	521	488	368	220	170	60,001	SOCIAL SECURITY ADMINISTRATION
7,711	4,854	728	17,560	8,265	4,085	1,464	400	33	TRADE AND DEVELOPMENT AGENCY
...	2	...	7	6	4	4	7	178	U.S. ARMS CONTROL AND DISARMAMENT AGENCY
4	23	3	8	12	23	44	36	190	U.S. HOLOCAUST MEMORIAL COUNCIL
4	23	2	28	13	18	17	9	2,483	U.S. INFORMATION AGENCY
79	147	12	239	727	573	242	148	330	U.S. INTERNATIONAL TRADE COMMISSION
9	24	2	22	33	91	65	47	1,255	U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
84	82	14	110	176	212	263	149	2,487	U.S. OFFICE OF PERSONNEL MANAGEMENT
39	211	6	276	351	461	203	98	13	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION
...	...	...	2	5	1	1	1		

TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, ALL AREAS, AS OF MARCH 31, 1998

	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>	1,257,800	100.0	207,040	75,183	80,812	147,036	139,205	133,043	152,013	103,953	72,746	146,769	...	5.3	\$56,379,190	\$44,824	
<b>PERCENTS</b>	100.0	...	16.5	6.0	6.4	11.7	11.1	10.6	12.1	8.3	5.8	11.7	...	...	...	...	
<b>GRADE</b>																	
1	798	0.1	713	8	3	16	10	7	6	2	2	31	...	1.6	11,257	14,107	
2	2,023	0.2	1531	63	51	56	53	42	24	34	37	132	...	2.3	33,618	16,618	
3	17,560	1.4	8,460	1,340	899	1,156	965	789	942	629	537	1,843	...	3.6	333,011	18,964	
4	60,723	4.8	14,789	3,576	3,210	5,715	5,392	5,447	6,114	4,706	3,079	8,695	...	5.1	1,345,128	22,152	
5	127,384	10.1	23,241	6,896	6,064	11,823	13,556	12,472	14,813	12,417	8,379	17,723	...	5.5	3,185,054	25,004	
6	92,564	7.4	9,280	4,636	4,763	10,307	10,140	12,218	12,936	10,660	6,523	11,101	...	5.9	2,595,492	28,040	
7	132,550	10.5	18,026	6,328	8,007	15,548	15,545	15,455	19,054	12,686	8,109	13,792	...	5.5	4,092,646	30,876	
8	40,905	3.3	1,407	883	1,769	4,348	5,364	5,281	6,762	4,611	4,213	6,267	...	6.6	1,434,107	35,059	
9	124,207	9.9	19,890	9,536	9,935	15,740	13,849	12,110	13,114	9,168	7,150	13,715	...	5.2	4,624,943	37,236	
10	15,864	1.3	1,691	1,575	809	1,660	1,602	1,537	1,889	1,545	1,485	2,071	...	5.7	666,246	41,997	
11	178,727	14.2	20,996	12,874	13,265	22,768	22,717	18,852	22,198	14,118	10,191	20,748	...	5.4	8,089,651	45,263	
12	206,931	16.5	14,941	14,165	15,464	28,304	25,976	25,202	29,090	18,324	11,768	23,697	...	5.7	11,260,688	54,418	
13	154,806	12.3	33,646	8,968	11,381	19,877	15,463	14,549	16,684	10,085	7,634	16,519	...	4.9	10,122,850	65,391	
14	67,013	5.3	22,916	3,259	3,697	6,604	6,027	6,029	5,831	3,534	2,584	6,532	...	4.3	5,238,001	78,164	
15	35,745	2.8	15,513	1,076	1,495	3,114	2,546	3,053	2,556	1,434	1055	3,903	...	4.0	3,346,491	93,621	

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AVERAGE GRADE 9.5089

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, 1998

	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>	1,227,767	100.0	199,850	71,768	77,938	143,282	136,411	130,654	149,651	102,358	71,688	144,167	...	5.4	\$55,279,180	\$45,024	
<b>PERCENTS</b>	100.0	...	16.3	5.8	6.3	11.7	11.1	10.6	12.2	8.3	5.8	11.7	...	...	...	...	
<b>GRADE</b>																	
1	762	0.1	698	8	2	10	8	3	3	1	2	27	...	1.5	10,744	14,100	
2	1,968	0.2	1490	59	48	56	52	42	23	34	36	128	...	2.3	32,778	16,656	
3	16,837	1.4	8,101	1,227	837	1,085	929	768	933	621	523	1,813	...	3.6	320,793	19,053	
4	58,066	4.7	13,670	3,117	2,952	5,469	5,271	5,349	6,040	4,614	3,044	8,540	...	5.2	1,294,217	22,289	
5	122,960	10.0	21,819	6,274	5,641	11,333	13,197	12,210	14,603	12,223	8,253	17,407	...	5.6	3,087,998	25,114	
6	90,340	7.4	8,821	4,354	4,545	10,019	9,951	12,006	12,746	10,487	6,453	10,958	...	5.9	2,540,060	28,117	
7	129,886	10.6	17,376	6,033	7,733	15,195	15,277	15,250	18,838	12,547	8,020	13,617	...	5.6	4,018,921	30,942	
8	40,278	3.3	1,351	845	1,713	4,250	5,257	5,218	6,689	4,565	4,181	6,209	...	6.6	1,414,153	35,110	
9	120,562	9.8	19,001	9,043	9,538	15,266	13,527	11,867	12,860	9,015	7,024	13,421	...	5.2	4,501,741	37,340	
10	15,555	1.3	1,651	1,547	774	1,610	1,578	1,511	1,859	1,522	1,459	2,044	...	5.7	654,432	42,072	
11	174,311	14.2	20,237	12,439	12,846	22,187	22,186	18,459	21,769	13,877	10,032	20,279	...	5.5	7,904,500	45,347	
12	201,948	16.4	14,446	13,735	15,037	27,652	25,461	24,631	28,524	17,926	11,485	23,051	...	5.7	11,005,512	54,497	
13	152,504	12.4	33,109	8,805	11,155	19,540	15,231	14,331	16,450	9,999	7,563	16,321	...	4.9	9,982,735	65,459	
14	66,315	5.4	22,665	3,216	3,641	6,520	5,961	5,977	5,781	3,506	2,567	6,481	...	4.3	5,187,386	78,223	
15	35,475	2.9	15,415	1,066	1,476	3,090	2,525	3,032	2,533	1,421	1046	3,871	...	4.0	3,323,202	93,677	

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AVERAGE GRADE 9.5297  
 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, 1998**

	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>	211,980	100.0	47,192	12,930	13,235	23,842	22,073	20,941	21,808	14,286	11,293	24,380	...	5.0	\$11,905,017	\$56,161	
<b>PERCENTS</b>	100.0	...	22.3	6.1	6.2	11.2	10.4	9.9	10.3	6.7	5.3	11.5	...	...	...	...	
<b>GRADE</b>																	
1	167	0.1	154	1 ...		1 ...					1	10	...	1.6	2366	14,173	
2	312	0.1	257	9	7	4	3	5	2	4	8	13	...	1.9	5,332	17,090	
3	701	0.3	412	35	20	39	32	33	37	20	12	61	...	3.1	13,788	19,670	
4	3,000	1.4	995	161	137	242	258	234	219	178	130	446	...	4.7	67,782	22,594	
5	8,164	3.9	1,553	500	413	859	909	770	869	614	455	1,222	...	5.4	207,144	25,373	
6	10,128	4.8	760	375	453	1,255	1,331	1,256	1,349	964	847	1,538	...	6.1	287,793	28,416	
7	19,022	9.0	2,062	449	528	1,729	2,126	2,519	2,873	2,061	1,716	2,959	...	6.2	599,648	31,524	
8	7,473	3.5	139	89	183	571	694	823	1,205	991	1,152	1,626	...	7.3	266,883	35,713	
9	14,009	6.6	2,696	912	1,077	1,486	1,427	1,200	1,330	1,107	1,009	1,765	...	5.2	524,523	37,442	
10	1,807	0.9	315	129	65	139	133	161	176	198	194	297	...	5.8	75,930	42,020	
11	17,786	8.4	3,820	1,694	1,416	2,262	2,282	1,666	1,595	960	718	1,373	...	4.6	787,124	44,255	
12	31,932	15.1	3,878	2,991	2,678	4,761	4,254	3,806	3,517	2,055	1,324	2,668	...	5.0	1,709,754	53,544	
13	44,756	21.1	10,258	3,223	3,597	5,823	4,529	4,128	4,482	2,520	1,807	4,389	...	4.7	2,902,009	64,841	
14	31,259	14.7	10,555	1,709	1,807	2,926	2,659	2,642	2,675	1,700	1,225	3,361	...	4.4	2,438,435	78,007	
15	21,464	10.1	9,338	653	854	1,745	1,436	1,698	1,479	914	695	2,652	...	4.1	2,016,498	93,948	

AVERAGE GRADE 11.1983  
 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, 1998

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	16.5	6.0	6.4	11.7	11.1	10.6	12.1	8.3	5.8	11.7	...
1	100.0	89.3	1.0	0.4	2.0	1.3	0.9	0.8	0.3	0.3	3.9	...
2	100.0	75.7	3.1	2.5	2.8	2.6	2.1	1.2	1.7	1.8	6.5	...
3	100.0	48.2	7.6	5.1	6.6	5.5	4.5	5.4	3.6	3.1	10.5	...
4	100.0	24.4	5.9	5.3	9.4	8.9	9.0	10.1	7.7	5.1	14.3	...
5	100.0	18.2	5.4	4.8	9.3	10.6	9.8	11.6	9.7	6.6	13.9	...
6	100.0	10.0	5.0	5.1	11.1	11.0	13.2	14.0	11.5	7.0	12.0	...
7	100.0	13.6	4.8	6.0	11.7	11.7	11.7	14.4	9.6	6.1	10.4	...
8	100.0	3.4	2.2	4.3	10.6	13.1	12.9	16.5	11.3	10.3	15.3	...
9	100.0	16.0	7.7	8.0	12.7	11.1	9.7	10.6	7.4	5.8	11.0	...
10	100.0	10.7	9.9	5.1	10.5	10.1	9.7	11.9	9.7	9.4	13.1	...
11	100.0	11.7	7.2	7.4	12.7	12.7	10.5	12.4	7.9	5.7	11.6	...
12	100.0	7.2	6.8	7.5	13.7	12.6	12.2	14.1	8.9	5.7	11.5	...
13	100.0	21.7	5.8	7.4	12.8	10.0	9.4	10.8	6.5	4.9	10.7	...
14	100.0	34.2	4.9	5.5	9.9	9.0	9.0	8.7	5.3	3.9	9.7	...
15	100.0	43.4	3.0	4.2	8.7	7.1	8.5	7.2	4.0	3.0	10.9	...
<b>WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA</b>												
<b>TOTAL, ALL GRADES</b>	100.0	22.3	6.1	6.2	11.2	10.4	9.9	10.3	6.7	5.3	11.5	...
1	100.0	92.2	0.6	...	0.6	...	...	...	...	0.6	6.0	...
2	100.0	82.4	2.9	2.2	1.3	1.0	1.6	0.6	1.3	2.6	4.2	...
3	100.0	58.8	5.0	2.9	5.6	4.6	4.7	5.3	2.9	1.7	8.7	...
4	100.0	33.2	5.4	4.6	8.1	8.6	7.8	7.3	5.9	4.3	14.9	...
5	100.0	19.0	6.1	5.1	10.5	11.1	9.4	10.6	7.5	5.6	15.0	...
6	100.0	7.5	3.7	4.5	12.4	13.1	12.4	13.3	9.5	8.4	15.2	...
7	100.0	10.8	2.4	2.8	9.1	11.2	13.2	15.1	10.8	9.0	15.6	...
8	100.0	1.9	1.2	2.4	7.6	9.3	11.0	16.1	13.3	15.4	21.8	...
9	100.0	19.2	6.5	7.7	10.6	10.2	8.6	9.5	7.9	7.2	12.6	...
10	100.0	17.4	7.1	3.6	7.7	7.4	8.9	9.7	11.0	10.7	16.4	...
11	100.0	21.5	9.5	8.0	12.7	12.8	9.4	9.0	5.4	4.0	7.7	...
12	100.0	12.1	9.4	8.4	14.9	13.3	11.9	11.0	6.4	4.1	8.4	...
13	100.0	22.9	7.2	8.0	13.0	10.1	9.2	10.0	5.6	4.0	9.8	...
14	100.0	33.8	5.5	5.8	9.4	8.5	8.5	8.6	5.4	3.9	10.8	...
15	100.0	43.5	3.0	4.0	8.1	6.7	7.9	6.9	4.3	3.2	12.4	...

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, 1998

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>	\$74,399	4,381	102	152	214	262	355	386	402	366	377	652	404	257	175	277
1	\$91,995	1,351	15	27	38	48	91	115	131	128	137	250	141	102	63	65
2	\$75,906	1,542	24	39	53	80	129	137	144	133	125	222	150	96	68	142
3	\$59,424	1,171	62	76	93	89	98	95	85	90	93	150	97	53	27	63
4	\$47,393	317	1	10	30	45	37	39	42	15	22	30	16	6	17	7
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>TOTAL</b>	\$51,951	6,275	645	391	373	341	561	474	430	361	437	641	462	371	271	517
1	\$91,239	463	12	20	19	15	31	36	33	34	38	92	42	37	29	25
2	\$74,648	853	39	38	47	55	89	72	60	43	63	106	86	57	35	63
3	\$58,843	1,223	89	76	88	69	108	124	121	94	128	129	71	45	28	53
4	\$47,211	1,471	113	120	132	108	143	128	98	91	96	121	104	78	46	93
5	\$40,130	885	58	40	31	37	99	55	64	49	48	66	51	68	73	146
6	\$36,147	607	61	27	27	21	51	27	24	33	36	70	55	54	38	83
7	\$30,510	441	111	32	16	17	13	21	21	14	18	48	47	27	19	37
8	\$24,860	197	86	22	5	9	18	10	8	3	9	6	4	2	1	14
9	\$21,410	124	71	15	7	9	6	1	1	...	1	3	2	3	2	3
AA	\$18,681	8	4	1	...	1	2									
BB	\$16,897	2	1	...	...	...	1									
CC	\$15,458	1	...	...	1	...	...									
DD	...	...	...	...	...	...	...									
EE	...	...	...	...	...	...	...									



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**TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION, ALL AREAS, AS OF MARCH 31, 1998**

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	\$93,622	7,262	11	29	44	73	108	250	258	320	374	5,795
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$56,955	2	...	...	...	...	...	...	1	...	...	1
INTERMEDIATE	\$59,997	16	...	3	2	2	2	2	1	2	...	2
SENIOR	\$78,020	236	4	1	3	4	9	13	20	22	10	150
CHIEF	\$94,042	6,816	7	25	39	67	97	233	234	294	329	5,491
EXECUTIVE	\$100,474	170	...	...	...	...	...	2	...	2	15	151
DIRECTOR	\$105,494	22	...	...	...	...	...	...	2	...	20	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$82,754	212	1	1	1	14	15	21	16	19	19	105
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$57,767	20	...	...	...	1	...	2	3	6	...	8
INTERMEDIATE	\$68,004	43	...	1	...	2	6	6	5	3	6	14
SENIOR	\$80,545	64	...	...	1	8	7	4	3	6	9	26
CHIEF	\$97,757	85	1	...	...	3	2	9	5	4	4	57

NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$49,775	31,291
NURSE - I	\$39,160	4,662
NURSE - II	\$47,809	18,765
NURSE - III	\$59,164	7,131
NURSE - IV	\$70,541	567
NURSE - V	\$96,150	165
NURSE - UNSPECIFIED	48610	1

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$59,961	1,066
DIRECTOR	...	...
ASSISTANT DIRECTOR	...	...
CHIEF	\$66,636	312
SENIOR	\$59,195	629
INTERMEDIATE	\$50,571	58
FULL	\$45,058	51
ASSOCIATE	\$41,400	16
JUNIOR	...	...



**TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS,  
AS OF MARCH 31, 1998**

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	1,698,587	100.0	1,257,800	100.0	222,308	100.0	218,479	100.0
AVERAGE SALARY MEAN	\$45,546	...	\$44,824	...	\$34,763	...	\$60,678	...
MEDIAN	\$41,145	...	\$41,365	...	\$34,256	...	\$55,404	...
LESS THAN \$15,000	2,478	0.1	780	0.1	764	0.3	934	0.4
15,000 - 15,999	2,743	0.2	1664	0.1	526	0.2	553	0.3
16,000 - 16,999	6,717	0.4	4,893	0.4	925	0.4	899	0.4
17,000 - 17,999	6,278	0.4	4,873	0.4	975	0.4	430	0.2
18,000 - 18,999	11,290	0.7	8,693	0.7	1,512	0.7	1085	0.5
19,000 - 19,999	12,305	0.7	9,684	0.8	1,895	0.9	726	0.3
20,000 - 20,999	13,900	0.8	10,743	0.9	2,567	1.2	590	0.3
21,000 - 21,999	32,620	1.9	28,996	2.3	2,753	1.2	871	0.4
22,000 - 22,999	21,407	1.3	17,016	1.4	3,304	1.5	1,087	0.5
23,000 - 23,999	37,606	2.2	32,828	2.6	3,572	1.6	1,206	0.6
24,000 - 24,999	33,589	2.0	28,833	2.3	3,822	1.7	934	0.4
25,000 - 25,999	43,491	2.6	37,324	3.0	5,099	2.3	1068	0.5
26,000 - 26,999	45,205	2.7	37,068	2.9	6,337	2.9	1,800	0.8
27,000 - 27,999	47,828	2.8	40,103	3.2	5,740	2.6	1,985	0.9
28,000 - 28,999	46,235	2.7	35,904	2.9	8,469	3.8	1,862	0.9
29,000 - 29,999	38,259	2.3	27,956	2.2	8,356	3.8	1,947	0.9
30,000 - 30,999	44,367	2.6	31,903	2.5	10,329	4.6	2135	1.0
31,000 - 31,999	50,829	3.0	35,639	2.8	12,624	5.7	2,566	1.2
32,000 - 32,999	49,095	2.9	32,369	2.6	13,400	6.0	3,326	1.5
33,000 - 33,999	41,903	2.5	27,075	2.2	12,418	5.6	2,410	1.1
34,000 - 34,999	38,293	2.3	24,643	2.0	11,279	5.1	2,371	1.1
35,000 - 35,999	36,099	2.1	22,544	1.8	11,513	5.2	2042	0.9
36,000 - 36,999	41,320	2.4	22,456	1.8	16,462	7.4	2,402	1.1
37,000 - 37,999	31,174	1.8	19,819	1.6	9,139	4.1	2,216	1.0
38,000 - 38,999	40,079	2.4	25,290	2.0	11,935	5.4	2,854	1.3
39,000 - 39,999	37,738	2.2	25,689	2.0	8,978	4.0	3,071	1.4
40,000 - 40,999	26,480	1.6	16,961	1.3	6,609	3.0	2910	1.3
41,000 - 41,999	34,346	2.0	23,502	1.9	7,709	3.5	3,135	1.4
42,000 - 42,999	32,551	1.9	23,897	1.9	4,838	2.2	3,816	1.7
43,000 - 43,999	30,606	1.8	22,658	1.8	4,344	2.0	3,604	1.6
44,000 - 44,999	18,825	1.1	10,863	0.9	2,642	1.2	5,320	2.4
45,000 - 45,999	28,778	1.7	21,201	1.7	3,947	1.8	3630	1.7
46,000 - 46,999	30,859	1.8	23,803	1.9	2,249	1.0	4,807	2.2
47,000 - 47,999	34,403	2.0	27,447	2.2	2,529	1.1	4,427	2.0
48,000 - 48,999	25,474	1.5	19,503	1.6	1,821	0.8	4,150	1.9
49,000 - 49,999	20,372	1.2	14,614	1.2	1,544	0.7	4,214	1.9
50,000 - 50,999	36,671	2.2	29,952	2.4	1,708	0.8	5011	2.3
51,000 - 51,999	25,458	1.5	20,288	1.6	1,337	0.6	3,833	1.8
52,000 - 52,999	27,898	1.6	21,256	1.7	1244	0.6	5,398	2.5
53,000 - 53,999	25,049	1.5	19,900	1.6	1095	0.5	4,054	1.9
54,000 - 54,999	19,831	1.2	15,481	1.2	741	0.3	3,609	1.7
55,000 - 55,999	31,776	1.9	26,196	2.1	684	0.3	4896	2.2
56,000 - 56,999	16,871	1.0	13,145	1.0	355	0.2	3,371	1.5
57,000 - 57,999	26,155	1.5	21,918	1.7	441	0.2	3,796	1.7
58,000 - 58,999	21,385	1.3	17,294	1.4	540	0.2	3,551	1.6
59,000 - 59,999	16,448	1.0	13,600	1.1	150	0.1	2,698	1.2
60,000 - 60,999	26,135	1.5	21,424	1.7	249	0.1	4462	2.0
61,000 - 61,999	22,282	1.3	19,170	1.5	86	0.0	3,026	1.4
62,000 - 62,999	16,324	1.0	13,260	1.1	159	0.1	2,905	1.3
63,000 - 63,999	11,430	0.7	9,068	0.7	114	0.1	2,248	1.0
64,000 - 64,999	12,399	0.7	9,683	0.8	33	0.0	2,683	1.2
65,000 - 65,999	10,821	0.6	8,656	0.7	120	0.1	2045	0.9
66,000 - 66,999	17,917	1.1	14,669	1.2	39	0.0	3,209	1.5
67,000 - 67,999	16,498	1.0	14,066	1.1	39	0.0	2,393	1.1
68,000 - 68,999	11,045	0.7	8,713	0.7	97	0.0	2,235	1.0
69,000 - 69,999	12,609	0.7	10,355	0.8	34	0.0	2,220	1.0
70,000 - 70,999	11,391	0.7	9,357	0.7	10	0.0	2024	0.9
71,000 - 71,999	13,856	0.8	10,512	0.8	29	0.0	3,315	1.5
72,000 - 72,999	17,576	1.0	15,225	1.2	16	0.0	2,335	1.1
73,000 - 73,999	7,230	0.4	4,706	0.4	11	0.0	2,513	1.2
74,000 - 74,999	9,953	0.6	7,618	0.6	11	0.0	2,324	1.1
75,000 - 75,999	4,346	0.3	2,711	0.2	15	0.0	1620	0.7
76,000 - 76,999	4,304	0.3	2,577	0.2	2	0.0	1,725	0.8
77,000 - 77,999	8,587	0.5	6,418	0.5	7	0.0	2,162	1.0
78,000 - 78,999	5,091	0.3	3,326	0.3	...	...	1,765	0.8
79,000 - 79,999	7,807	0.5	5,828	0.5	4	0.0	1,975	0.9
80,000 - 89,999	50,052	2.9	36,525	2.9	13	0.0	13514	6.2
90,000 - 99,999	29,100	1.7	16,162	1.3	...	...	12,938	5.9
100,000 - 109,999	17,627	1.0	9,412	0.7	...	...	8,215	3.8
110,000 - 119,999	5,445	0.3	95	0.0	...	...	5,350	2.4
120,000 - 129,999	5,414	0.3	...	...	...	...	5,414	2.5
130,000 AND OVER	264	0.0	...	...	...	...	264	0.1

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, 1998**

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	1,645,462	100.0	1,227,767	100.0	217,567	100.0	200,128	100.0
AVERAGE SALARY MEAN	\$45,674	...	\$45,024	...	\$34,891	...	\$61,385	...
MEDIAN	\$41,182	...	\$41,466	...	\$34,309	...	\$56,399	...
LESS THAN \$15,000								
15,000 - 15,999	2,119	0.1	710	0.1	676	0.3	733	0.4
16,000 - 16,999	2,155	0.1	1307	0.1	434	0.2	414	0.2
17,000 - 17,999	6,399	0.4	4,712	0.4	823	0.4	864	0.4
18,000 - 18,999	4,939	0.3	3,710	0.3	868	0.4	361	0.2
19,000 - 19,999	10,531	0.6	8,172	0.7	1,294	0.6	1,065	0.5
20,000 - 20,999	10,150	0.6	7,814	0.6	1,747	0.8	589	0.3
21,000 - 21,999	12,806	0.8	9,859	0.8	2,381	1.1	566	0.3
22,000 - 22,999	31,484	1.9	28,009	2.3	2,636	1.2	839	0.4
23,000 - 23,999	20,155	1.2	16,101	1.3	3,125	1.4	929	0.5
24,000 - 24,999	36,151	2.2	31,708	2.6	3,289	1.5	1,154	0.6
25,000 - 25,999	32,069	1.9	27,723	2.3	3,558	1.6	788	0.4
26,000 - 26,999	41,969	2.6	36,164	2.9	4,876	2.2	929	0.5
27,000 - 27,999	44,231	2.7	36,596	3.0	6,059	2.8	1,576	0.8
28,000 - 28,999	46,910	2.9	39,560	3.2	5,555	2.6	1,795	0.9
29,000 - 29,999	45,171	2.7	35,168	2.9	8,360	3.8	1,643	0.8
30,000 - 30,999	37,687	2.3	27,656	2.3	8,217	3.8	1,814	0.9
31,000 - 31,999	42,971	2.6	30,832	2.5	10,214	4.7	1,925	1.0
32,000 - 32,999	49,691	3.0	34,906	2.8	12,448	5.7	2,337	1.2
33,000 - 33,999	47,933	2.9	31,692	2.6	13,214	6.1	3,027	1.5
34,000 - 34,999	40,891	2.5	26,514	2.2	12,184	5.6	2,193	1.1
35,000 - 35,999	37,421	2.3	24,233	2.0	11,032	5.1	2,156	1.1
36,000 - 36,999	35,123	2.1	22,200	1.8	11,137	5.1	1,786	0.9
37,000 - 37,999	40,048	2.4	21,525	1.8	16,410	7.5	2,113	1.1
38,000 - 38,999	30,148	1.8	19,212	1.6	9,047	4.2	1,889	0.9
39,000 - 39,999	39,484	2.4	25,137	2.0	11,843	5.4	2,504	1.3
40,000 - 40,999	36,479	2.2	24,938	2.0	8,932	4.1	2,609	1.3
41,000 - 41,999	25,443	1.5	16,373	1.3	6,575	3.0	2,495	1.2
42,000 - 42,999	33,375	2.0	22,931	1.9	7,670	3.5	2,774	1.4
43,000 - 43,999	31,586	1.9	23,478	1.9	4,818	2.2	3,290	1.6
44,000 - 44,999	29,183	1.8	21,851	1.8	4,297	2.0	3,035	1.5
45,000 - 45,999	18,223	1.1	10,856	0.9	2,611	1.2	4,756	2.4
46,000 - 46,999	27,592	1.7	20,531	1.7	3,932	1.8	3,129	1.6
47,000 - 47,999	29,622	1.8	23,216	1.9	2,168	1.0	4,238	2.1
48,000 - 48,999	33,413	2.0	26,978	2.2	2,523	1.2	3,912	2.0
49,000 - 49,999	24,263	1.5	18,849	1.5	1,802	0.8	3,612	1.8
50,000 - 50,999	19,163	1.2	14,081	1.1	1,525	0.7	3,557	1.8
51,000 - 51,999	35,948	2.2	29,921	2.4	1,701	0.8	4,326	2.2
52,000 - 52,999	24,348	1.5	19,705	1.6	1,314	0.6	3,329	1.7
53,000 - 53,999	26,491	1.6	20,554	1.7	1,230	0.6	4,707	2.4
54,000 - 54,999	24,588	1.5	19,722	1.6	1,092	0.5	3,774	1.9
55,000 - 55,999	19,289	1.2	15,075	1.2	725	0.3	3,489	1.7
56,000 - 56,999	30,930	1.9	25,676	2.1	683	0.3	4,571	2.3
57,000 - 57,999	16,584	1.0	13,136	1.1	353	0.2	3,095	1.5
58,000 - 58,999	25,073	1.5	20,982	1.7	432	0.2	3,659	1.8
59,000 - 59,999	21,005	1.3	17,138	1.4	537	0.2	3,330	1.7
60,000 - 60,999	16,100	1.0	13,322	1.1	147	0.1	2,631	1.3
61,000 - 61,999	25,599	1.6	21,142	1.7	246	0.1	4,211	2.1
62,000 - 62,999	22,174	1.3	19,096	1.6	85	0.0	2,993	1.5
63,000 - 63,999	15,724	1.0	12,954	1.1	159	0.1	2,611	1.3
64,000 - 64,999	11,196	0.7	8,992	0.7	113	0.1	2,091	1.0
65,000 - 65,999	12,149	0.7	9,552	0.8	33	0.0	2,564	1.3
66,000 - 66,999	10,616	0.6	8,573	0.7	118	0.1	1,925	1.0
67,000 - 67,999	17,619	1.1	14,545	1.2	39	0.0	3,035	1.5
68,000 - 68,999	16,011	1.0	13,692	1.1	39	0.0	2,280	1.1
69,000 - 69,999	10,897	0.7	8,705	0.7	97	0.0	2,095	1.0
70,000 - 70,999	12,370	0.8	10,261	0.8	34	0.0	2,075	1.0
71,000 - 71,999	11,180	0.7	9,349	0.8	10	0.0	1,821	0.9
72,000 - 72,999	13,740	0.8	10,440	0.9	29	0.0	3,271	1.6
73,000 - 73,999	17,393	1.1	15,199	1.2	16	0.0	2,178	1.1
74,000 - 74,999	7,089	0.4	4,620	0.4	11	0.0	2,458	1.2
75,000 - 75,999	9,768	0.6	7,598	0.6	11	0.0	2,159	1.1
76,000 - 76,999	4,304	0.3	2,683	0.2	11	0.0	1,610	0.8
77,000 - 77,999	3,957	0.2	2,530	0.2	2	0.0	1,425	0.7
78,000 - 78,999	8,506	0.5	6,386	0.5	7	0.0	2,113	1.1
79,000 - 79,999	4,897	0.3	3,283	0.3	...	...	1,614	0.8
80,000 - 80,999	7,710	0.5	5,792	0.5	4	0.0	1,914	1.0
81,000 - 81,999	49,018	3.0	36,261	3.0	9	0.0	12,748	6.4
82,000 - 82,999	28,150	1.7	16,081	1.3	...	...	12,069	6.0
83,000 - 83,999	17,325	1.1	9,406	0.8	...	...	7,919	4.0
84,000 - 84,999	5,115	0.3	94	0.0	...	...	5,021	2.5
85,000 - 85,999	5,357	0.3	...	...	...	...	5,357	2.7
86,000 - 86,999	264	0.0	...	...	...	...	264	0.1

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, 1998**

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	265,833	100.0	211,980	100.0	12,504	100.0	41,349	100.0
AVERAGE SALARY MEAN	\$57,582	...	\$56,161	...	\$34,974	...	\$71,703	...
MEDIAN	\$55,145	...	\$55,215	...	\$35,274	...	\$66,206	...
LESS THAN \$15,000	167	0.1	154	0.1	4	0.0	9	0.0
15,000 - 15,999	138	0.1	126	0.1	4	0.0	8	0.0
16,000 - 16,999	99	0.0	17	0.0	56	0.4	26	0.1
17,000 - 17,999	349	0.1	287	0.1	18	0.1	44	0.1
18,000 - 18,999	129	0.0	40	0.0	36	0.3	53	0.1
19,000 - 19,999	871	0.3	671	0.3	131	1.0	69	0.2
20,000 - 20,999	999	0.4	769	0.4	137	1.1	93	0.2
21,000 - 21,999	2,115	0.8	1,398	0.7	633	5.1	84	0.2
22,000 - 22,999	1,462	0.5	1,127	0.5	256	2.0	79	0.2
23,000 - 23,999	2,499	0.9	1,931	0.9	472	3.8	96	0.2
24,000 - 24,999	2,052	0.8	1,867	0.9	91	0.7	94	0.2
25,000 - 25,999	2,589	1.0	2,203	1.0	246	2.0	140	0.3
26,000 - 26,999	4,016	1.5	3,259	1.5	482	3.9	275	0.7
27,000 - 27,999	5,268	2.0	4,735	2.2	220	1.8	313	0.8
28,000 - 28,999	2,705	1.0	2,023	1.0	549	4.4	133	0.3
29,000 - 29,999	3,441	1.3	2,901	1.4	269	2.2	271	0.7
30,000 - 30,999	6,862	2.6	5,698	2.7	724	5.8	440	1.1
31,000 - 31,999	5,403	2.0	4,678	2.2	213	1.7	512	1.2
32,000 - 32,999	6,671	2.5	4,990	2.4	642	5.1	1,039	2.5
33,000 - 33,999	4,198	1.6	3,483	1.6	278	2.2	437	1.1
34,000 - 34,999	6,327	2.4	4,982	2.4	655	5.2	690	1.7
35,000 - 35,999	3,615	1.4	2,927	1.4	248	2.0	440	1.1
36,000 - 36,999	3,986	1.5	2,848	1.3	743	5.9	395	1.0
37,000 - 37,999	3,142	1.2	2,447	1.2	364	2.9	331	0.8
38,000 - 38,999	5,491	2.1	3,187	1.5	1,814	14.5	490	1.2
39,000 - 39,999	4,651	1.7	3,948	1.9	189	1.5	514	1.2
40,000 - 40,999	4,083	1.5	2,898	1.4	807	6.5	378	0.9
41,000 - 41,999	3,266	1.2	2,578	1.2	137	1.1	551	1.3
42,000 - 42,999	2,940	1.1	2,044	1.0	455	3.6	441	1.1
43,000 - 43,999	2,875	1.1	2,322	1.1	73	0.6	480	1.2
44,000 - 44,999	3,093	1.2	2,479	1.2	177	1.4	437	1.1
45,000 - 45,999	2,407	0.9	1,905	0.9	76	0.6	426	1.0
46,000 - 46,999	1,191	0.4	400	0.2	246	2.0	545	1.3
47,000 - 47,999	5,978	2.2	5,320	2.5	47	0.4	611	1.5
48,000 - 48,999	4,808	1.8	3,999	1.9	209	1.7	600	1.5
49,000 - 49,999	1,205	0.5	715	0.3	31	0.2	459	1.1
50,000 - 50,999	3,709	1.4	2,746	1.3	297	2.4	666	1.6
51,000 - 51,999	6,835	2.6	6,062	2.9	99	0.8	674	1.6
52,000 - 52,999	708	0.3	198	0.1	14	0.1	496	1.2
53,000 - 53,999	4,759	1.8	4,205	2.0	42	0.3	512	1.2
54,000 - 54,999	4,646	1.7	3,936	1.9	13	0.1	697	1.7
55,000 - 55,999	4,031	1.5	3,460	1.6	59	0.5	512	1.2
56,000 - 56,999	4,011	1.5	3,438	1.6	28	0.2	545	1.3
57,000 - 57,999	3,981	1.5	3,342	1.6	29	0.2	610	1.5
58,000 - 58,999	2,610	1.0	2,086	1.0	55	0.4	469	1.1
59,000 - 59,999	5,581	2.1	4,949	2.3	5	0.0	627	1.5
60,000 - 60,999	524	0.2	33	0.0	84	0.7	407	1.0
61,000 - 61,999	9,544	3.6	8,557	4.0	13	0.1	974	2.4
62,000 - 62,999	264	0.1	68	0.0	3	0.0	193	0.5
63,000 - 63,999	5,707	2.1	5,288	2.5	9	0.1	410	1.0
64,000 - 64,999	284	0.1	57	0.0	1	0.0	226	0.5
65,000 - 65,999	5,276	2.0	4,826	2.3	...	...	450	1.1
66,000 - 66,999	2,632	1.0	2,126	1.0	12	0.1	494	1.2
67,000 - 67,999	6,075	2.3	5,658	2.7	3	0.0	414	1.0
68,000 - 68,999	2,909	1.1	2,437	1.1	...	...	472	1.1
69,000 - 69,999	3,560	1.3	3,306	1.6	...	...	254	0.6
70,000 - 70,999	4,494	1.7	3,955	1.9	...	...	539	1.3
71,000 - 71,999	518	0.2	336	0.2	...	...	182	0.4
72,000 - 72,999	9,455	3.6	8,712	4.1	...	...	743	1.8
73,000 - 73,999	364	0.1	126	0.1	5	0.0	233	0.6
74,000 - 74,999	3,861	1.5	3,301	1.6	...	...	560	1.4
75,000 - 75,999	287	0.1	88	0.0	...	...	199	0.5
76,000 - 76,999	307	0.1	171	0.1	1	0.0	135	0.3
77,000 - 77,999	4,549	1.7	3,894	1.8	...	...	655	1.6
78,000 - 78,999	657	0.2	476	0.2	...	...	181	0.4
79,000 - 79,999	4,463	1.7	3,815	1.8	...	...	648	1.6
80,000 - 89,999	20,384	7.7	17,123	8.1	...	...	3261	7.9
90,000 - 99,999	11,284	4.2	9,049	4.3	...	...	2,235	5.4
100,000 - 109,999	9,467	3.6	6,739	3.2	...	...	2,728	6.6
110,000 - 119,999	2,754	1.0	61	0.0	...	...	2,693	6.5
120,000 - 129,999	4,040	1.5	...	...	...	...	4,040	9.8
130,000 AND OVER	212	0.1	...	...	...	...	212	0.5

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 13 -- FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA  
AS OF MARCH 31, 1998**

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	20	20	20	...	...
LEVEL IV	253	253	247	...	...
LEVEL III	84	83	82	1	...
LEVEL II	37	37	37	...	...
LEVEL I	17	17	17	...	...
TOTALS	411	410	403	1	...
<b>SENIOR LEVEL (SL)</b>					
SL	445	437	369	8	...
<b>ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)</b>					
AL - 3	1,431	1,418	184	13	...
AL - 2	34	34	16	...	...
AL - 1	5	5	5	...	...
TOTALS	1,470	1,457	205	13	...
CA - 1	10	10	10	...	...
CA - 2	9	9	9	...	...
CA - 3	47	47	47	...	...
TOTALS	66	66	66	...	...
<b>SENIOR EXECUTIVE SERVICE (ES)</b>					
ES - 1	716	712	453	4	...
ES - 2	768	764	501	4	...
ES - 3	1,024	1,018	694	11	...
ES - 4	2,629	2,619	1,863	63	...
ES - 5	1,208	1,205	938	18	...
ES - 6	566	566	493	2	...
TOTALS	6,911	6,884	4,942	102	...
<b>MEDICAL (VM) AND NON-MEDICAL (AD &amp; SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS</b>					
VM - DIRECTOR	22	22	...	...	...
AD - DIRECTOR	...	...	...	...	...
SR - DIRECTOR	47	47	21	...	...
TOTALS	69	69	21	...	...
<b>SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)</b>					
FE - CAREER MINISTER	32	22	22	10	...
FE - MINISTER COUNSELOR	298	164	150	134	...
FE - COUNSELOR	609	258	253	351	...
TOTALS	939	444	425	495	...
FA - 4	...	...	...	...	...
FA - 3	103	1	1	101	1
FA - 2	55	...	...	53	2
FA - 1	...	...	...	...	...
TOTALS	158	1	1	154	3
<b>SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)</b>					
ST	259	258	111	1	...
<b>OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE</b>					
--	5,085	5,032	1,335	53	...
<b>TOTALS FOR SELECTED PAY SYSTEMS</b>	<b>15,813</b>	<b>15,058</b>	<b>7,878</b>	<b>827</b>	<b>3</b>

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1998

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>	15,813	3,276	6,911	411	445	66	259	4,445
<b>LEGISLATIVE BRANCH, TOTAL</b>	177	21	...	5	108	13	8	22
ARCHITECT OF THE CAPITOL	13	...	...	...	...	13	...	...
GOVERNMENT PRINTING OFFICE	24	...	...	2	...	...	...	22
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	115	...	...	3	104	...	8	...
MEDICARE PAYMENT ADVISORY COMMISSION	7	7	...	...	...	...	...	...
NATIONAL GAMBLING IMPACT STUDY COMMISSION	2	2	...	...	...	...	...	...
U.S. TAX COURT	15	11	...	...	4	...	...	...
<b>EXECUTIVE BRANCH, TOTAL</b>	15636	3255	6911	406	337	53	251	4423
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISORS	4	2	...	2	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	10	9	...	1	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	2	2	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	5	...	...	...	5	...	...	...
OFFICE OF ADMINISTRATION	1	1	...	...	...	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	75	2	70	3	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	15	...	13	2	...	...	...	...
OFFICE OF POLICY DEVELOPMENT	3	3	...	...	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	8	...	4	4	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	36	6	26	4	...	...	...	...
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	416	...	326	14	14	...	27	35
DEPARTMENT OF COMMERCE	514	51	369	17	5	...	39	33
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,692	286	1,187	30	21	6	94	68
DEFENSE LOGISTICS AGENCY	33	8	25	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	217	16	151	5	7	...	27	11
DEPARTMENT OF THE ARMY	350	25	244	4	...	...	34	43
DEPARTMENT OF THE NAVY	549	174	324	6	5	...	26	14
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	282	3	261	14	2	1	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	258	60	179	1	7	5	6	...
DEPARTMENT OF EDUCATION	107	12	82	12	...	...	...	1
DEPARTMENT OF ENERGY	514	...	428	18	7	...	5	56
DEPARTMENT OF HEALTH AND HUMAN SERVICES	749	59	483	13	4	...	12	178
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	145	32	96	8	1	...	...	8
DEPARTMENT OF THE INTERIOR	298	8	225	14	28	...	13	10
DEPARTMENT OF JUSTICE	3,328	2,481	572	24	40	...	...	211
DEPARTMENT OF LABOR	228	1	151	12	9	...	...	55
DEPARTMENT OF STATE	917	10	131	27	2	...	...	747
DEPARTMENT OF TRANSPORTATION	430	14	206	13	1	...	...	196
DEPARTMENT OF THE TREASURY	627	...	516	18	14	...	...	79
DEPARTMENT OF VETERANS AFFAIRS	412	6	263	6	3	47	...	87
<b>INDEPENDENT AGENCIES</b>								
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS	1	1	...	...	...	...	...	...
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	3	...	...	1	...	...	...
ASSASSINATIONS RECORDS REVIEW BOARD/JOHN F. KENNEDY ASSASSINATION RECORDS REVIEW BOARD	1	1	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	2	...	...	2	...	...	...	...
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	1	...	...	...	...	...	...
CIVIL LIBERTIES PUBLIC EDUCATION FUND BOARD	1	1	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	4	...	4	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	27	...	21	4	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	15	...	12	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	16	...	4	4	...	...	...	8



TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1998

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>								
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	37	...	8	5	...	...	...	24
ENVIRONMENTAL PROTECTION AGENCY	281	...	246	8	11	...	5	11
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	45	...	41	4	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	31	13	...	5	13	...	...	...
FARM CREDIT ADMINISTRATION	14	...	...	3	...	...	...	11
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	...	3	1	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	17	...	2	5	...	...	...	10
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	10	...	10	...	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	62	...	41	5	12	...	...	4
FEDERAL DEPOSIT INSURANCE CORPORATION	244	...	...	3	...	...	...	241
FEDERAL ELECTION COMMISSION	12	...	...	7	5	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	52	...	46	6	...	...	...	...
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	...	8	4	...	...	...	2
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	7	...	...	7	...	...	...	...
FEDERAL TRADE COMMISSION	34	...	27	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	116	...	104	2	1	...	...	9
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	2	...	...	1	1	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1	1	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	1	1	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	17	...	13	3	...	...	...	1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	455	16	379	3	1	...	55	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	17	1	14	1	1	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	14	...	11	2	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	2	...	2	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	40	...	...	3	...	...	...	37
NATIONAL EDUCATION GOALS PANEL	1	1	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	123	...	59	5	...	...	...	59
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	257	165	91	1	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	20	...	10	5	1	...	...	4
NUCLEAR REGULATORY COMMISSION	233	...	180	5	...	...	...	48
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	18	...	3	1	...	...	...	14
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	5	...	4	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	5	...	5	...	...	...	...	...
PANAMA CANAL COMMISSION	6	6	...	...	...	...	...	...
PEACE CORPS	13	...	...	1	...	...	...	12
PENSION BENEFIT GUARANTY CORPORATION	25	...	...	...	25	...	...	...
RAILROAD RETIREMENT BOARD	16	...	13	3	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	83	...	73	5	...	...	...	5
SELECTIVE SERVICE SYSTEM	2	...	1	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	57	6	48	2	...	...	...	1
SMITHSONIAN INSTITUTION	109	...	...	...	103	...	...	6
SOCIAL SECURITY ADMINISTRATION	1278	2	98	2	...	...	...	1176
TENNESSEE VALLEY AUTHORITY	672	...	...	3	...	...	...	669
TRADE AND DEVELOPMENT AGENCY	3	...	2	1	...	...	...	...
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	24	...	21	2	...	...	1	...
U.S. ENRICHMENT CORPORATION	8	8	...	...	...	...	...	...
U.S. HOLOCAUST MEMORIAL COUNCIL	3	1	...	...	2	...	...	...
U.S. INFORMATION AGENCY	175	...	41	4	1	...	...	129
U.S. INSTITUTE OF PEACE	6	5	...	...	1	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	13	...	8	3	...	...	...	2
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	223	26	38	10	...	...	...	149
U.S. OFFICE OF PERSONNEL MANAGEMENT	47	...	44	2	1	...	...	...

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1998

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	38,265	\$45,386	26,766	\$45,199	4,637	\$31,360	6,862	\$55,594
ALASKA	11,573	\$43,535	7,754	\$39,375	2,196	\$50,631	1,623	\$53,805
ARIZONA	27,445	\$40,130	19,930	\$40,057	4,316	\$34,024	3,199	\$48,822
ARKANSAS	10,916	\$38,906	7,772	\$38,855	2,056	\$30,276	1,088	\$55,579
CALIFORNIA	152,868	\$45,463	109,262	\$43,848	22,824	\$36,677	20,782	\$63,603
COLORADO	33,588	\$46,119	27,622	\$45,942	3,063	\$32,417	2,903	\$62,260
CONNECTICUT	7,488	\$46,431	5,239	\$45,224	941	\$31,729	1,308	\$61,840
DELAWARE	2,529	\$41,053	1,634	\$39,275	690	\$38,693	205	\$63,174
DISTRICT OF COLUMBIA	142,734	\$58,622	111,250	\$56,943	6,399	\$33,945	25,085	\$72,364
FLORIDA	61,314	\$43,668	45,528	\$42,207	8,105	\$33,510	7,681	\$63,051
GEORGIA	62,017	\$42,141	45,835	\$42,231	11,009	\$33,497	5,173	\$59,745
HAWAII	19,833	\$41,426	13,080	\$39,047	5,762	\$44,399	991	\$55,542
IDAHO	7,336	\$42,059	5,926	\$42,448	960	\$33,183	450	\$55,863
ILLINOIS	42,709	\$46,735	32,969	\$45,335	4,400	\$36,796	5,340	\$63,564
INDIANA	19,774	\$40,970	13,553	\$41,641	2,560	\$36,252	3,661	\$41,786
IOWA	6,897	\$40,829	4,782	\$39,574	1,193	\$34,797	922	\$55,141
KANSAS	14,806	\$41,351	10,965	\$38,953	2,194	\$36,867	1,647	\$63,294
KENTUCKY	20,259	\$37,208	14,812	\$35,601	2,364	\$32,858	3,083	\$48,264
LOUISIANA	19,923	\$40,662	15,368	\$40,150	3,154	\$34,074	1,401	\$61,120
MAINE	7,470	\$41,421	4,616	\$42,836	2,413	\$35,592	441	\$58,504
MARYLAND	101,099	\$52,860	82,378	\$52,398	7,376	\$35,825	11,345	\$67,295
MASSACHUSETTS	25,367	\$46,082	19,900	\$45,031	2,633	\$32,416	2,834	\$66,162
MICHIGAN	21,459	\$46,463	17,093	\$45,486	2,169	\$38,972	2,197	\$61,459
MINNESOTA	12,945	\$45,052	9,313	\$42,185	1,578	\$36,371	2,054	\$64,721
MISSISSIPPI	16,930	\$40,776	12,942	\$41,237	2,850	\$31,499	1,138	\$58,767
MISSOURI	32,096	\$40,415	26,722	\$39,033	2,637	\$34,693	2,737	\$59,428
MONTANA	7,689	\$40,916	6,258	\$40,612	969	\$36,510	462	\$54,281
NEBRASKA	7,783	\$41,910	6,255	\$41,856	808	\$31,491	720	\$54,066
NEVADA	7,049	\$44,594	5,462	\$42,912	745	\$37,882	842	\$61,441
NEW HAMPSHIRE	3,307	\$49,529	2,177	\$45,532	353	\$31,863	777	\$68,753
NEW JERSEY	27,819	\$49,429	21,834	\$49,298	3,205	\$36,252	2,780	\$65,647
NEW MEXICO	21,569	\$41,935	16,003	\$42,222	2,627	\$31,819	2,939	\$49,416
NEW YORK	58,255	\$44,449	43,625	\$42,349	6,734	\$33,228	7,896	\$65,621
NORTH CAROLINA	30,895	\$40,025	20,521	\$40,211	7,287	\$33,936	3,087	\$53,161
NORTH DAKOTA	4,888	\$39,069	3,387	\$38,835	973	\$34,805	528	\$48,428



**TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1998**

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	43,836	\$46,801	34,252	\$45,218	4,007	\$36,732	5,577	\$63,756
OKLAHOMA	31,036	\$40,899	18,136	\$41,295	8,974	\$34,667	3,926	\$53,316
OREGON	17,586	\$43,221	14,095	\$42,659	2,056	\$38,066	1,435	\$56,136
PENNSYLVANIA	62,585	\$41,564	47,815	\$41,738	10,822	\$33,480	3,948	\$61,619
RHODE ISLAND	5,996	\$47,700	4,999	\$48,582	659	\$30,513	338	\$68,171
SOUTH CAROLINA	15,920	\$40,364	10,810	\$39,609	2,792	\$32,182	2,318	\$53,744
SOUTH DAKOTA	6,624	\$38,160	4,496	\$38,283	1,105	\$32,458	1,023	\$43,782
TENNESSEE	32,648	\$43,435	17,143	\$37,103	2,750	\$30,964	12,755	\$54,633
TEXAS	108,098	\$41,749	79,104	\$41,242	17,154	\$31,643	11,840	\$59,779
UTAH	23,044	\$39,109	16,899	\$38,553	4,891	\$35,915	1,254	\$59,062
VERMONT	2,648	\$41,498	2,038	\$40,643	345	\$33,060	265	\$59,060
VIRGINIA	117,273	\$49,872	91,683	\$50,583	12,815	\$32,868	12,775	\$61,827
WASHINGTON	42,817	\$44,430	28,177	\$43,751	10,747	\$40,478	3,893	\$60,257
WEST VIRGINIA	11,211	\$41,694	8,892	\$41,175	1,362	\$32,975	957	\$58,925
WISCONSIN	11,269	\$40,962	8,167	\$40,081	1,893	\$34,353	1,209	\$57,259
WYOMING	4,380	\$40,087	3,224	\$39,951	797	\$35,340	359	\$51,853
UNSPECIFIED 1/	19,597	\$46,881	19,304	\$46,739	218	\$33,585	75	...
TOTALS	1,645,462	\$45,674	1,227,767	\$45,024	217,567	\$34,891	200,128	\$61,385

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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, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,344	\$47,048	20,622	\$45,902	3,464	\$34,471	3,258	\$67,675
BOSTON, MA-NH	16,608	\$50,921	13,161	\$49,602	1,133	\$31,908	2,314	\$67,735
BROCKTON, MA	1,112	\$40,988	702	\$38,571	205	\$27,806	205	\$62,448
FITCHBURG-MINSTER, MA	294	\$24,578	293	\$24,404	...	...	1	\$75,787
LAWRENCE, MA-NH	2,552	\$31,044	2,520	\$30,970	28	\$31,025	4	\$77,763
LOWELL, MA-NH	607	\$34,702	556	\$34,621	48	\$32,061	3	\$91,875
MANCHESTER, NH	883	\$43,770	561	\$41,285	107	\$27,349	215	\$58,428
NASHUA, NH	637	\$68,075	146	\$51,333	1	\$25,169	490	\$73,151
NEW BEDFORD, MA	103	\$49,535	97	\$48,906	1	\$34,477	5	\$64,741
PORTSMOUTH-ROCHESTER, NH-ME	4,201	\$43,837	2,288	\$49,260	1,908	\$37,239	5	\$79,929
WORCESTER, MA-CT	347	\$47,337	298	\$47,534	33	\$33,621	16	\$71,945
CHICAGO-GARY-KENOSHA, IL-IN-WI	26,847	\$48,576	20,439	\$46,342	1,977	\$34,254	4,431	\$65,271
CHICAGO, IL	26,254	\$48,615	20,012	\$46,402	1,922	\$34,231	4,320	\$65,264
GARY, IN	466	\$45,698	373	\$43,216	49	\$34,606	44	\$79,087
KANKAKEE, IL	99	\$53,366	32	\$46,486	...	...	67	\$56,652
KENOSHA, WI	28	\$42,948	22	\$44,068	6	\$38,843	...	...
CINCINNATI-HAMILTON, OH-KY-IN	9,283	\$37,736	8,426	\$36,241	299	\$31,347	558	\$63,734
CINCINNATI, OH-KY-IN	9,240	\$37,706	8,383	\$36,200	299	\$31,347	558	\$63,734
HAMILTON-MIDDLETOWN, OH	43	\$44,138	43	\$44,138	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	10,534	\$49,033	8,112	\$46,801	726	\$36,201	1,696	\$65,205
AKRON, OH	414	\$47,205	276	\$47,797	83	\$38,962	55	\$56,670
CLEVELAND-LORAIN-ELYRIA, OH	10,120	\$49,108	7,836	\$46,766	643	\$35,844	1,641	\$65,491
DALLAS-FORT WORTH, TX	22,335	\$48,534	15,771	\$45,776	1,191	\$34,085	5,373	\$59,831
DALLAS, TX	13,678	\$47,642	10,521	\$45,849	551	\$31,680	2,606	\$58,256
FORT WORTH-ARLINGTON, TX	8,657	\$49,942	5,250	\$45,629	640	\$36,155	2,767	\$61,315
DENVER-BOULDER-GREELEY, CO	21,409	\$49,944	18,037	\$49,000	1,184	\$35,282	2,188	\$65,659
BOULDER-LONGMONT, CO	1,650	\$62,663	657	\$56,841	92	\$33,751	901	\$69,861
DENVER, CO	19,533	\$48,998	17,203	\$48,801	1,043	\$35,316	1,287	\$62,717
GREELEY, CO	226	\$38,835	177	\$39,220	49	\$37,445	...	...
DETROIT-ANN ARBOR-FLINT, MI	14,227	\$48,473	11,804	\$47,428	1,106	\$40,910	1,317	\$64,190
ANN ARBOR, MI	2,077	\$45,139	1,532	\$43,439	242	\$39,277	303	\$58,415
DETROIT, MI	11,936	\$49,035	10,110	\$48,066	857	\$41,358	969	\$65,928
FLINT, MI	214	\$49,492	162	\$45,308	7	\$42,488	45	\$65,645
HOUSTON-GALVESTON-BRAZORIA, TX	12,297	\$53,760	9,647	\$51,851	688	\$31,588	1,962	\$70,917
BRAZORIA, TX	75	\$43,380	58	\$45,918	17	\$34,718	...	...
GALVESTON-TEXAS CITY, TX	432	\$49,438	420	\$49,688	10	\$36,740	2	\$60,589
HOUSTON, TX	11,790	\$53,984	9,169	\$51,988	661	\$31,430	1,960	\$70,928
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	45,483	\$46,734	33,794	\$45,058	5,307	\$35,293	6,382	\$65,123
LOS ANGELES-LONG BEACH, CA	23,129	\$47,614	17,683	\$44,724	1,445	\$31,163	4,001	\$66,330

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
ORANGE COUNTY, CA	5,381	\$47,584	4,265	\$46,619	605	\$36,652	511	\$68,577
RIVERSIDE-SAN BERNARDINO, CA	9,899	\$40,912	6,625	\$41,565	2,571	\$36,253	703	\$51,796
VENTURA, CA	7,074	\$51,359	5,221	\$49,349	686	\$39,200	1,167	\$67,499
MIAMI-FORT LAUDERDALE, FL	11,659	\$46,583	9,318	\$42,412	321	\$36,387	2,020	\$67,447
FORT LAUDERDALE, FL	1,870	\$47,716	1,622	\$44,405	9	\$33,911	239	\$70,709
MIAMI, FL	9,789	\$46,367	7,696	\$41,992	312	\$36,458	1,781	\$67,009
MILWAUKEE-RACINE, WI	4,421	\$43,227	3,235	\$41,602	588	\$36,556	598	\$58,578
MILWAUKEE-WAUKESHA, WI	4,364	\$43,221	3,178	\$41,565	588	\$36,556	598	\$58,578
RACINE, WI	57	\$43,707	57	\$43,707	...	...	...	...
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	64,095	\$47,393	51,046	\$46,053	5,669	\$32,766	7,380	\$67,898
BERGEN-PASSAIC, NJ	548	\$53,182	439	\$51,654	6	\$37,984	103	\$60,577
BRIDGEPORT, CT	541	\$52,613	453	\$52,144	17	\$33,999	71	\$60,066
DANBURY, CT	350	\$44,816	295	\$45,227	47	\$41,078	8	\$51,622
DUTCHESS COUNTY, NY	728	\$37,662	458	\$35,804	152	\$27,522	118	\$57,933
JERSEY CITY, NJ	918	\$42,553	808	\$41,356	58	\$39,590	52	\$64,463
MIDDLESEX-SOMERSET-HUNTERDON, NJ	2,317	\$44,550	1,663	\$43,896	354	\$30,746	300	\$64,460
MONMOUTH-OCEAN, NJ	8,114	\$53,125	7,450	\$54,246	604	\$36,846	60	\$77,745
NASSAU-SUFFOLK, NY	9,154	\$41,722	6,863	\$36,243	630	\$33,121	1,661	\$67,627
NEW HAVEN-MERIDEN, CT	1,953	\$44,421	1,307	\$41,887	234	\$27,882	412	\$61,855
NEW YORK, NY	26,463	\$48,491	21,265	\$46,087	1,581	\$32,126	3,617	\$69,773
NEWARK, NJ	8,489	\$50,730	7,210	\$50,193	599	\$34,649	680	\$70,589
NEWBURGH, NY-PA	3,466	\$37,263	1,967	\$38,419	1,266	\$31,654	233	\$57,987
STAMFORD-NORWALK, CT	150	\$53,980	146	\$53,953	1	\$32,682	3	\$62,398
TRENTON, NJ	824	\$48,766	650	\$49,291	114	\$36,515	60	\$66,355
WATERBURY, CT	80	\$45,692	72	\$46,482	6	\$31,684	2	\$59,297
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	37,140	\$43,653	29,358	\$42,418	4,365	\$35,996	3,417	\$64,045
ATLANTIC-CAPE MAY, NJ	1,960	\$57,562	318	\$44,599	205	\$37,991	1,437	\$63,222
PHILADELPHIA, PA-NJ	32,422	\$42,964	27,311	\$42,579	3,595	\$36,076	1,516	\$66,240
VINELAND-MILLVILLE-BRIDGETON, NJ	467	\$42,588	356	\$40,372	58	\$42,613	53	\$57,450
WILMINGTON-NEWARK, DE-MD	2,291	\$41,724	1,373	\$39,252	507	\$33,859	411	\$59,680
PORTLAND-SALEM, OR-WA	11,057	\$46,545	8,706	\$46,309	1,074	\$37,457	1,277	\$55,793
PORTLAND-VANCOUVER, OR-WA	10,325	\$47,019	8,187	\$46,557	1,017	\$37,549	1,121	\$58,985
SALEM, OR	732	\$39,859	519	\$42,407	57	\$35,825	156	\$32,857
SACRAMENTO-YOLO, CA	12,896	\$44,930	9,160	\$45,548	3,174	\$39,462	562	\$65,725
SACRAMENTO, CA	12,683	\$44,842	8,955	\$45,434	3,167	\$39,457	561	\$65,789
YOLO, CA	213	\$50,149	205	\$50,543	7	\$41,525	1	\$29,651
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	29,904	\$51,179	23,310	\$49,687	2,913	\$39,874	3,681	\$69,572
OAKLAND, CA	8,509	\$48,496	6,598	\$45,348	518	\$40,800	1,393	\$66,264
SAN FRANCISCO, CA	12,966	\$52,943	10,575	\$51,902	1,002	\$35,376	1,389	\$73,538
SAN JOSE, CA	5,733	\$54,804	4,435	\$53,746	501	\$40,064	797	\$69,955

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SANTA CRUZ-WATSONVILLE, CA	52	\$50,746	51	\$50,892	1	43264	...	...
SANTA ROSA, CA	285	\$46,948	229	\$46,216	23	\$41,646	33	\$55,728
VALLEJO-FAIRFIELD-NAPA, CA	2,359	\$42,874	1,422	\$41,204	868	\$44,352	69	\$58,707
SAN JUAN-CAGUAS-ARECIBO, PR	7,443	\$36,313	4,942	\$34,779	932	\$22,929	1,569	\$49,093
ARECIBO, PR	56	\$39,013	50	\$39,901	1	\$17,593	5	\$34,412
CAGUAS, PR	91	\$37,842	82	\$39,554	9	\$22,250	...	...
SAN JUAN-BAYAMON, PR	7,296	\$36,273	4,810	\$34,645	922	\$22,941	1,564	\$49,140
SEATTLE-TACOMA-BREMERTON, WA	33,043	\$44,669	20,949	\$44,069	9,392	\$40,955	2,702	\$62,226
BREMERTON, WA	13,695	\$44,390	6,569	\$47,446	7,114	\$41,489	12	\$91,732
OLYMPIA, WA	420	\$46,605	392	\$46,239	3	\$37,942	25	\$53,373
SEATTLE-BELLEVUE-EVERETT, WA	12,966	\$47,978	9,873	\$44,978	616	\$38,310	2,477	\$62,338
TACOMA, WA	5,962	\$37,975	4,115	\$36,291	1,659	\$39,652	188	\$60,044
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,116	\$56,374	242,013	\$55,088	15,924	\$35,051	43,179	\$71,443
BALTIMORE, MD	34,618	\$47,289	29,448	\$47,506	3,352	\$35,414	1,818	\$65,669
HAGERSTOWN, MD	665	\$46,398	585	\$48,049	68	\$31,337	12	\$51,273
WASHINGTON, DC-MD-VA-WV	265,833	\$57,582	211,980	\$56,161	12,504	\$34,974	41,349	\$71,703
ABILENE, TX	508	\$37,070	384	\$36,597	83	\$31,105	41	\$53,574
AGUADILLA, PR	204	\$37,352	86	\$33,018	46	\$27,634	72	\$48,737
ALBANY, GA	2,514	\$37,367	1,511	\$39,102	971	\$33,883	32	\$61,179
ALBANY-SCHENECTADY-TROY, NY	4,228	\$43,687	2,789	\$43,895	949	\$36,088	490	\$57,220
ALBUQUERQUE, NM	9,807	\$45,274	7,169	\$43,417	900	\$32,081	1,738	\$59,767
ALEXANDRIA, LA	1,558	\$38,708	983	\$36,537	364	\$33,676	211	\$57,501
ALLENTOWN-BETHLEHEM-EASTON, PA	485	\$38,824	383	\$34,699	19	\$32,099	83	\$59,398
ALTOONA, PA	497	\$41,418	288	\$36,499	54	\$31,534	155	\$54,003
AMARILLO, TX	1,195	\$41,639	847	\$39,684	110	\$26,398	238	\$55,643
ANCHORAGE, AK	6,967	\$44,354	4,765	\$40,253	1,104	\$50,294	1,098	\$56,179
ANNISTON, AL	4,171	\$35,107	1,819	\$37,713	2,252	\$32,335	100	\$50,120
APPLETON-OSHKOSH-NEENAH, WI	177	\$45,279	136	\$42,208	14	\$39,003	27	\$64,001
ASHEVILLE, NC	1,754	\$40,884	1,232	\$38,954	168	\$23,833	354	\$55,692
ATHENS, GA	843	\$46,605	802	\$46,807	34	\$32,413	7	\$23,500
ATLANTA, GA	28,166	\$46,510	23,328	\$44,402	1,286	\$36,889	3,552	\$63,837
AUGUSTA-AIKEN, GA-SC	4,957	\$39,454	3,959	\$39,279	504	\$26,193	494	\$54,381
AUSTIN-SAN MARCOS, TX	6,956	\$35,852	6,445	\$35,002	304	\$32,598	207	\$67,087
BAKERSFIELD, CA	7,837	\$51,519	3,283	\$48,129	1,090	\$39,317	3,464	\$58,572
BANGOR, ME	631	\$42,288	356	\$42,498	170	\$33,041	105	\$56,550
BARNSTABLE-YARMOUTH, MA	50	\$49,135	41	\$48,396	...	...	9	\$52,502
BATON ROUGE, LA	712	\$48,377	531	\$46,504	48	\$30,117	133	\$62,445
BEAUMONT-PORT ARTHUR, TX	1,161	\$39,353	927	\$38,115	184	\$37,826	50	\$67,916
BELLINGHAM, WA	450	\$40,340	427	\$40,039	18	\$39,893	5	\$67,705

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BENTON HARBOR, MI	84	\$41,714	78	\$40,963	3	\$33,928	3	\$69,037
BILLINGS, MT	996	\$46,533	891	\$45,402	18	\$35,601	87	\$60,380
BILOXI-GULFPORT-PASCAGOULA, MS	6,865	\$40,456	5,289	\$41,458	1,166	\$30,570	410	\$55,654
BINGHAMTON, NY	278	\$47,423	226	\$48,444	25	\$34,035	27	\$51,278
BIRMINGHAM, AL	4,937	\$40,291	4,155	\$39,111	332	\$31,502	450	\$57,677
BISMARCK, ND	693	\$43,601	591	\$43,255	56	\$39,658	46	\$52,858
BLOOMINGTON, IN	64	\$41,374	57	\$42,132	6	\$36,735	1	\$25,966
BLOOMINGTON-NORMAL, IL	219	\$29,051	189	\$28,662	23	\$27,436	7	\$44,853
BOISE CITY, ID	3,306	\$43,011	2,410	\$43,718	604	\$32,405	292	\$59,106
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,350	\$38,051	1,278	\$37,433	43	\$34,072	29	\$71,187
BRYAN-COLLEGE STATION, TX	475	\$43,878	449	\$44,307	24	\$33,567	2	\$71,329
BUFFALO-NIAGARA FALLS, NY	4,761	\$42,432	3,829	\$40,799	433	\$36,186	499	\$60,382
BURLINGTON, VT	1,491	\$42,153	1,142	\$41,869	242	\$35,226	107	\$60,850
CANTON-MASSILLON, OH	181	\$41,901	146	\$39,570	19	\$37,961	16	\$67,855
CASPER, WY	444	\$48,738	327	\$47,232	22	\$49,277	95	\$53,797
CEDAR RAPIDS, IA	276	\$52,206	187	\$47,196	15	\$36,708	74	\$68,008
CHAMPAIGN-URBANA, IL	620	\$49,576	550	\$48,743	6	\$33,862	64	\$58,216
CHARLESTON-NORTH CHARLESTON, SC	6,509	\$41,436	4,072	\$39,285	1,026	\$34,184	1,411	\$52,914
CHARLESTON, WV	889	\$46,146	594	\$44,484	165	\$36,759	130	\$65,655
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,827	\$42,309	1,781	\$39,391	391	\$27,397	655	\$59,143
CHARLOTTESVILLE, VA	697	\$52,142	172	\$43,863	39	\$30,095	486	\$56,842
CHATTANOOGA, TN-GA	5,082	\$54,389	361	\$40,729	78	\$30,192	4,643	\$55,857
CHEYENNE, WY	1,582	\$39,994	1,118	\$39,794	375	\$36,142	89	\$58,735
CHICO-PARADISE, CA	154	\$39,880	132	\$40,188	12	\$33,578	10	\$43,374
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,964	\$33,767	1,904	\$33,082	489	\$31,950	571	\$37,606
COLORADO SPRINGS, CO	6,349	\$37,599	4,770	\$38,835	1,319	\$29,177	260	\$57,636
COLUMBIA, MO	1,253	\$41,614	822	\$39,434	110	\$28,412	321	\$51,720
COLUMBIA, SC	4,840	\$38,330	3,366	\$37,581	919	\$30,087	555	\$56,516
COLUMBUS, GA-AL	3,855	\$33,307	2,643	\$33,688	844	\$28,219	368	\$42,242
COLUMBUS, OH	9,750	\$41,738	8,870	\$41,313	590	\$35,800	290	\$66,837
CORPUS CHRISTI, TX	4,488	\$39,244	2,068	\$40,092	2,316	\$37,444	104	\$62,450
CUMBERLAND, MD-WV	374	\$37,770	316	\$37,740	55	\$36,932	3	\$56,318
DANVILLE, VA	43	\$41,434	37	\$42,175	5	\$32,716	1	\$57,621
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,961	\$46,225	4,864	\$47,187	1,031	\$40,816	66	\$59,800
DAYTON-SPRINGFIELD, OH	14,716	\$50,179	10,438	\$48,237	1,469	\$37,655	2,809	\$63,945
DAYTONA BEACH, FL	264	\$50,840	154	\$40,938	3	\$30,442	107	\$65,664
DECATUR, AL	1,385	\$52,580	69	\$40,431	5	\$29,026	1,311	\$53,309
DECATUR, IL	76	\$42,627	53	\$43,463	20	\$37,359	3	\$62,965
DES MOINES, IA	2,224	\$42,599	1,558	\$40,540	347	\$35,231	319	\$60,668
DOTHAN, AL	2,377	\$39,549	1,933	\$41,046	361	\$30,718	83	\$43,081

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
DOVER, DE	1,233	\$38,174	789	\$37,192	443	\$39,888	1	\$53,709
DUBUQUE, IA	54	\$39,881	41	\$39,230	11	\$39,886	2	\$53,194
DULUTH-SUPERIOR, MN-WI	847	\$43,601	589	\$43,768	205	\$40,751	53	\$52,766
EAU CLAIRE, WI	162	\$46,341	118	\$45,742	18	\$33,287	26	\$58,101
EL PASO, TX	5,881	\$38,312	4,868	\$38,465	745	\$30,327	268	\$57,736
ELKHART-GOSHEN, IN	35	\$41,548	30	\$42,609	5	\$35,178	...	...
ELMIRA, NY	86	\$46,519	57	\$45,991	2	\$34,060	27	\$48,557
ENID, OK	171	\$35,425	152	\$35,934	19	\$31,351	...	...
ERIE, PA	687	\$40,661	432	\$37,736	115	\$33,918	140	\$55,225
EUGENE-SPRINGFIELD, OR	923	\$41,831	753	\$39,817	77	\$39,655	93	\$59,941
EVANSVILLE-HENDERSON, IN-KY	351	\$42,209	220	\$37,345	48	\$35,241	83	\$59,132
FARGO-MOORHEAD, ND-MN	1,263	\$42,207	781	\$39,987	257	\$35,058	225	\$58,076
FAYETTEVILLE, NC	6,494	\$35,016	4,543	\$34,753	1,207	\$29,154	744	\$46,134
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	726	\$39,861	504	\$36,904	91	\$28,793	131	\$58,923
FLAGSTAFF, AZ-UT	2,068	\$37,963	1,480	\$38,959	266	\$34,103	322	\$36,574
FLORENCE, AL	1,440	\$47,265	101	\$41,538	41	\$33,066	1,298	\$48,159
FLORENCE, SC	169	\$43,524	125	\$42,966	14	\$28,695	30	\$52,770
FORT COLLINS-LOVELAND, CO	1,227	\$50,343	1,094	\$50,388	62	\$41,984	71	\$56,941
FORT MYERS-CAPE CORAL, FL	340	\$47,219	254	\$42,159	6	\$31,597	80	\$64,456
FORT PIERCE-PORT ST. LUCIE, FL	145	\$44,354	122	\$41,532	4	\$31,420	19	\$65,200
FORT SMITH, AR-OK	761	\$39,370	393	\$39,718	304	\$33,426	64	\$65,466
FORT WALTON BEACH, FL	4,485	\$44,267	3,379	\$44,332	902	\$38,720	204	\$67,718
FORT WAYNE, IN	808	\$42,611	451	\$40,775	223	\$37,716	134	\$56,940
FRESNO, CA	7,324	\$32,880	6,513	\$31,397	484	\$33,321	327	\$61,780
GADSDEN, AL	103	\$38,335	82	\$38,491	16	\$33,160	5	\$52,348
GAINESVILLE, FL	1,886	\$40,798	1,214	\$37,579	177	\$24,778	495	\$54,422
GLENS FALLS, NY	64	\$41,657	58	\$41,905	5	\$36,009	1	\$55,508
GOLDSBORO, NC	793	\$36,040	567	\$37,573	225	\$32,239	1	\$22,456
GRAND FORKS, ND-MN	677	\$38,689	450	\$38,476	160	\$33,624	67	\$52,218
GRAND JUNCTION, CO	754	\$40,536	583	\$39,457	62	\$26,564	109	\$54,254
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	887	\$48,419	676	\$44,165	26	\$36,924	185	\$65,579
GREAT FALLS, MT	933	\$40,050	554	\$39,002	306	\$38,493	73	\$54,532
GREEN BAY, WI	277	\$48,281	151	\$44,284	10	\$38,069	116	\$54,364
GREENSBORO--WINSTON-SALEM--HIGH POINT, NC	1,450	\$46,706	1,269	\$44,644	27	\$30,499	154	\$66,542
GREENVILLE, NC	112	\$44,275	97	\$44,127	13	\$42,816	2	\$60,927
GREENVILLE-SPARTANBURG-ANDERSON, SC	694	\$45,524	501	\$42,673	57	\$30,803	136	\$62,195
HARRISBURG-LEBANON-CARLISLE, PA	9,393	\$41,421	7,078	\$42,791	1,905	\$32,249	410	\$60,380
HARTFORD, CT	2,744	\$49,544	1,698	\$46,934	287	\$33,485	759	\$61,455
HATTIESBURG, MS	461	\$36,880	211	\$37,088	242	\$34,797	8	\$94,393
HICKORY-MORGANTON-LENOIR, NC	98	\$40,345	78	\$41,583	15	\$29,263	5	\$54,274



**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
HONOLULU, HI	18,805	\$41,550	12,372	\$39,151	5,538	\$44,565	895	\$56,064
HOUMA, LA	122	\$42,107	114	\$43,130	8	\$27,533	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,850	\$41,371	1,428	\$40,129	209	\$34,223	213	\$56,712
HUNTSVILLE, AL	13,560	\$54,668	11,182	\$53,242	125	\$33,604	2253	\$62,916
INDIANAPOLIS, IN	8,646	\$43,544	6,921	\$40,559	479	\$36,300	1,246	\$62,910
IOWA CITY, IA	936	\$38,674	590	\$35,830	93	\$31,903	253	\$47,796
JACKSON, MI	44	\$42,486	31	\$44,335	7	\$34,906	6	\$41,775
JACKSON, MS	3,345	\$41,082	2,488	\$38,844	375	\$29,178	482	\$61,893
JACKSON, TN	242	\$47,685	104	\$43,297	25	\$33,267	113	\$54,913
JACKSONVILLE, FL	11,503	\$41,759	7,788	\$41,420	2,985	\$35,546	730	\$70,778
JACKSONVILLE, NC	2,815	\$34,729	1,541	\$33,289	894	\$35,841	380	\$37,955
JAMESTOWN, NY	45	\$43,609	40	\$43,599	4	\$39,283	1	\$61,330
JANESVILLE-BELOIT, WI	36	\$43,808	36	\$43,808	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	2,007	\$38,866	1,095	\$35,245	283	\$25,247	629	\$51,298
JOHNSTOWN, PA	581	\$44,653	425	\$43,985	111	\$40,076	45	\$62,252
JONESBORO, AR	182	\$45,486	97	\$43,706	36	\$37,264	49	\$55,050
JOPLIN, MO	154	\$39,524	121	\$39,625	20	\$30,888	13	\$51,878
KALAMAZOO-BATTLE CREEK, MI	2,957	\$41,604	2,196	\$41,302	445	\$34,522	316	\$53,671
KANSAS CITY, MO-KS	19,735	\$42,224	16,700	\$39,578	835	\$37,636	2,200	\$64,048
KILLEEN-TEMPLE, TX	5,704	\$35,688	4,048	\$35,913	1,248	\$28,581	408	\$55,202
KNOXVILLE, TN	3,727	\$52,018	1,544	\$50,520	270	\$33,589	1,913	\$55,828
KOKOMO, IN	26	\$42,825	22	\$42,805	3	\$38,776	1	\$55,400
LA CROSSE, WI-MN	205	\$42,220	184	\$42,897	18	\$34,994	3	\$44,044
LAFAYETTE, LA	409	\$45,727	345	\$43,830	17	\$34,661	47	\$63,651
LAFAYETTE, IN	143	\$45,514	122	\$45,571	5	\$39,461	16	\$46,970
LAKE CHARLES, LA	192	\$42,484	133	\$43,358	31	\$34,956	28	\$46,665
LAKELAND-WINTER HAVEN, FL	273	\$37,832	236	\$38,593	36	\$31,666	1	\$80,151
LANCASTER, PA	164	\$44,784	149	\$44,416	4	\$37,211	11	\$52,519
LANSING-EAST LANSING, MI	887	\$44,619	603	\$42,681	168	\$42,855	116	\$57,248
LAREDO, TX	1,238	\$37,324	1,193	\$36,874	26	\$32,364	19	\$72,370
LAS CRUCES, NM	3,171	\$46,445	2,771	\$47,730	348	\$33,094	52	\$67,329
LAS VEGAS, NV-AZ	4,181	\$46,414	3,261	\$44,516	405	\$41,049	515	\$62,653
LAWRENCE, KS	330	\$37,744	271	\$38,903	59	\$32,422	...	...
LAWTON, OK	2,548	\$34,595	2,087	\$35,406	437	\$29,692	24	\$53,369
LEWISTON-AUBURN, ME	95	\$39,544	85	\$40,609	10	\$30,495	...	...
LEXINGTON, KY	3,123	\$39,308	2,099	\$38,730	565	\$29,385	459	\$54,166
LIMA, OH	118	\$46,257	111	\$46,968	7	\$34,975	...	...
LINCOLN, NE	1,615	\$41,903	1,210	\$41,805	245	\$31,920	160	\$57,931
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,471	\$39,055	3,862	\$38,520	807	\$27,228	802	\$53,533
LONGVIEW-MARSHALL, TX	124	\$47,205	70	\$44,989	4	\$33,742	50	\$51,385

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
LOUISVILLE, KY-IN	5,555	\$36,568	2,765	\$42,233	454	\$33,528	2,336	\$30,453
LUBBOCK, TX	488	\$47,491	352	\$44,707	25	\$26,378	111	\$61,073
LYNCHBURG, VA	120	\$43,721	97	\$44,788	16	\$31,250	7	\$57,435
MACON, GA	11,851	\$39,936	6,833	\$43,954	4,796	\$33,305	222	\$59,541
MADISON, WI	2,015	\$43,533	1,418	\$43,349	335	\$32,340	262	\$58,841
MANSFIELD, OH	252	\$41,092	128	\$42,843	100	\$37,361	24	\$47,301
MAYAGUEZ, PR	308	\$38,973	251	\$36,899	13	\$21,376	44	\$56,004
MCALLEN-EDINBURG-MISSION, TX	1,360	\$38,953	1,199	\$38,720	125	\$33,678	36	\$65,028
MEDFORD-ASHLAND, OR	1,152	\$39,281	933	\$38,566	148	\$33,766	71	\$60,163
MELBOURNE-TITUSVILLE-PALM BAY, FL	3,938	\$52,333	3,450	\$53,276	326	\$36,326	162	\$64,478
MEMPHIS, TN-AR-MS	9,444	\$37,035	7,197	\$32,646	741	\$30,634	1,506	\$61,159
MERCED, CA	167	\$36,523	144	\$37,621	19	\$28,017	4	\$37,403
MINNEAPOLIS-ST PAUL, MN-WI	8,402	\$47,758	5,857	\$43,830	759	\$34,806	1,786	\$66,143
MOBILE, AL	1,305	\$47,668	1,140	\$46,439	74	\$36,614	91	\$72,047
MODESTO, CA	182	\$40,736	175	\$40,503	5	\$34,619	2	\$76,426
MONROE, LA	159	\$43,670	97	\$43,371	26	\$32,410	36	\$52,609
MONTGOMERY, AL	4,635	\$40,029	3,681	\$40,121	651	\$30,198	303	\$60,037
MUNCIE, IN	49	\$44,065	49	\$44,065	...	...	...	...
MYRTLE BEACH, SC	99	\$46,604	58	\$44,782	...	...	41	\$49,182
NAPLES, FL	134	\$38,687	121	\$39,340	13	\$32,607	...	...
NASHVILLE, TN	6,499	\$41,787	4,461	\$39,439	733	\$30,549	1,305	\$56,127
NEW LONDON-NORWICH, CT-RI	1,638	\$41,306	1,236	\$42,795	349	\$31,492	53	\$71,226
NEW ORLEANS, LA	10,496	\$41,987	8,960	\$41,653	981	\$31,988	555	\$65,052
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	38,483	\$41,436	25,785	\$44,215	8,292	\$32,083	4,406	\$42,773
OCALA, FL	124	\$40,618	123	\$40,461	...	...	1	59967
ODESSA-MIDLAND, TX	151	\$47,993	101	\$45,205	2	\$31,806	48	\$54,535
OKLAHOMA CITY, OK	20,456	\$42,730	10,649	\$43,483	6,444	\$35,823	3,363	\$53,579
OMAHA, NE-IA	4,460	\$43,057	3,654	\$43,200	392	\$30,374	414	\$53,808
ORLANDO, FL	4,154	\$47,620	3,593	\$46,167	136	\$25,935	425	\$66,852
OWENSBORO, KY	50	\$40,981	45	\$41,519	5	\$36,139	...	...
PANAMA CITY, FL	2,072	\$46,877	1,152	\$39,317	185	\$36,725	735	\$61,282
PARKERSBURG-MARIETTA, WV-OH	1,723	\$38,740	1,594	\$38,746	120	\$34,963	9	\$88,107
PENSACOLA, FL	5,092	\$39,909	4,237	\$39,629	718	\$36,256	137	\$67,712
PEORIA-PEKIN, IL	1,209	\$44,418	849	\$42,889	269	\$42,064	91	\$65,635
PHOENIX-MESA, AZ	9,149	\$42,514	6,912	\$41,010	1,285	\$34,466	952	\$64,302
PINE BLUFF, AR	1,387	\$39,415	866	\$43,350	503	\$31,012	18	\$84,945
PITTSBURGH, PA	8,395	\$43,624	5,925	\$42,293	1,286	\$34,602	1,184	\$60,083
PITTSFIELD, MA	125	\$48,673	119	\$48,852	4	\$32,990	2	\$69,351
POCATELLO, ID	140	\$42,638	122	\$43,000	10	\$32,945	8	\$49,231
PONCE, PR	263	\$35,072	184	\$34,799	46	\$21,241	33	\$55,877

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1998**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
PORTLAND, ME	483	\$48,740	332	\$45,264	38	\$31,172	113	\$64,863
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,132	\$42,925	1,559	\$42,033	306	\$29,842	267	\$63,127
PROVO-OREM, UT	281	\$41,907	254	\$42,623	27	\$35,168	...	...
PUEBLO, CO	425	\$38,267	282	\$41,292	60	\$29,428	83	\$34,382
PUNTA GORDA, FL	15	\$41,581	15	\$41,581	...	...	...	...
RALEIGH-DURHAM-CHAPEL HILL, NC	5,146	\$48,005	4,072	\$47,996	401	\$26,976	673	\$60,587
RAPID CITY, SD	1,072	\$38,210	831	\$38,239	215	\$35,331	26	\$61,093
READING, PA	189	\$43,801	148	\$44,109	16	\$32,735	25	\$49,056
REDDING, CA	700	\$41,152	559	\$39,558	64	\$40,318	77	\$53,413
RENO, NV	1,641	\$44,024	1,065	\$41,583	255	\$34,507	321	\$59,683
RICHLAND-KENNEWICK-PASCO, WA	838	\$58,542	642	\$58,603	81	\$44,588	115	\$68,032
RICHMOND-PETERSBURG, VA	10,316	\$41,538	8,167	\$41,911	1,500	\$32,796	649	\$57,048
ROANOKE, VA	2,009	\$39,918	1,359	\$35,988	238	\$26,102	412	\$60,862
ROCHESTER, MN	551	\$42,885	469	\$41,416	41	\$45,454	41	\$57,118
ROCHESTER, NY	1,843	\$38,392	1,191	\$36,361	359	\$31,292	293	\$55,346
ROCKFORD, IL	212	\$48,516	150	\$45,846	6	\$35,977	56	\$57,012
ROCKY MOUNT, NC	53	\$42,813	51	\$42,947	...	...	2	\$39,402
SAGINAW-BAY CITY-MIDLAND, MI	591	\$41,194	380	\$37,121	80	\$35,644	131	\$56,402
ST. CLOUD, MN	903	\$37,800	585	\$34,876	169	\$32,015	149	\$55,842
ST. JOSEPH, MO	268	\$42,308	148	\$42,516	118	\$41,902	2	\$50,881
ST. LOUIS, MO-IL	14,552	\$41,184	12,271	\$40,129	1,217	\$35,219	1,064	\$60,171
SALINAS, CA	4,019	\$43,662	2,519	\$38,854	504	\$37,199	996	\$59,095
SALT LAKE CITY-OGDEN, UT	19,203	\$39,034	13,931	\$38,136	4,168	\$36,055	1,104	\$61,615
SAN ANGELO, TX	798	\$38,722	605	\$39,211	131	\$29,388	62	\$53,667
SAN ANTONIO, TX	27,943	\$38,338	19,405	\$39,453	6,422	\$30,347	2,116	\$52,362
SAN DIEGO, CA	30,768	\$43,718	19,783	\$41,463	5,944	\$35,525	5,041	\$62,227
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES, CA	244	\$36,409	191	\$36,664	32	\$30,763	21	\$42,699
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,305	\$42,800	1,882	\$42,880	351	\$38,479	72	\$61,787
SANTA FE, NM	958	\$41,873	801	\$43,075	139	\$32,450	18	\$61,141
SARASOTA-BRADENTON, FL	219	\$43,715	183	\$42,010	8	\$30,995	28	\$58,487
SAVANNAH, GA	1,757	\$42,612	1,373	\$42,954	312	\$34,809	72	\$69,915
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,718	\$33,981	2,160	\$31,187	251	\$27,786	307	\$58,705
SHARON, PA	42	\$41,697	37	\$41,716	4	\$37,676	1	\$57,100
SHEBOYGAN, WI	15	\$43,777	15	\$43,777	...	...	...	...
SHERMAN-DENISON, TX	86	\$43,955	57	\$41,755	25	\$40,240	4	\$98,515
SHREVEPORT-BOSSIER CITY, LA	2,507	\$38,608	1,533	\$36,455	638	\$32,914	336	\$59,244
SIOUX CITY, IA-NE	456	\$38,908	238	\$39,454	169	\$33,809	49	\$53,838
SIOUX FALLS, SD	1,231	\$40,915	750	\$40,175	238	\$30,661	243	\$53,240
SOUTH BEND, IN	245	\$48,893	164	\$45,929	11	\$36,970	70	\$57,713
SPOKANE, WA	2,092	\$43,106	1,407	\$40,873	360	\$36,120	325	\$60,509

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STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SPRINGFIELD, IL	1,058	\$42,825	684	\$42,479	261	\$37,481	113	\$57,268
SPRINGFIELD, MO	1,201	\$43,397	914	\$42,824	179	\$34,603	108	\$62,820
SPRINGFIELD, MA	2,334	\$38,728	1,450	\$38,988	698	\$32,485	186	\$60,135
STATE COLLEGE, PA	166	\$46,671	148	\$47,640	15	\$36,788	3	\$48,313
STEUBENVILLE-WEIRTON, OH-WV	36	\$41,163	18	\$45,212	18	\$37,114	...	...
STOCKTON-LODI, CA	2,894	\$35,969	1,260	\$37,177	1,574	\$34,164	60	\$57,963
SUMTER, SC	567	\$35,049	443	\$35,719	122	\$32,325	2	\$52,773
SYRACUSE, NY	2,064	\$42,629	1,385	\$40,531	297	\$34,125	382	\$56,847
TALLAHASSEE, FL	861	\$45,525	712	\$43,647	75	\$40,449	74	\$68,744
TAMPA-ST. PETERSBURG-CLEARWATER, FL	8,179	\$41,647	5,678	\$39,305	809	\$25,455	1,692	\$57,246
TERRE HAUTE, IN	873	\$43,006	527	\$40,568	251	\$43,937	95	\$54,073
TEXARKANA, TX-TEXARKANA, AR	2,945	\$34,454	1,331	\$38,233	1,600	\$31,119	14	\$56,422
TOLEDO, OH	627	\$45,037	386	\$42,829	181	\$44,157	60	\$61,895
TOPEKA, KS	1,927	\$39,221	1,312	\$37,569	374	\$33,534	241	\$57,041
TUCSON, AZ	5,720	\$39,542	3,543	\$39,582	1,599	\$34,463	578	\$53,349
TULSA, OK	2,127	\$45,036	1,652	\$44,239	277	\$35,909	198	\$64,454
TUSCALOOSA, AL	1,047	\$35,893	643	\$34,218	217	\$27,351	187	\$51,563
TYLER, TX	145	\$52,425	123	\$46,372	2	\$36,836	20	\$91,208
UTICA-ROME, NY	1,409	\$45,547	914	\$36,737	87	\$37,896	408	\$66,916
VICTORIA, TX	55	\$42,671	50	\$41,272	...	...	5	\$56,664
VISALIA-TULARE-PORTERVILLE, CA	591	\$32,956	514	\$32,931	77	\$33,123	...	...
WACO, TX	1,604	\$35,016	1,105	\$34,276	245	\$24,002	254	\$48,859
WATERLOO-CEDAR FALLS, IA	155	\$40,714	89	\$39,803	41	\$37,673	25	\$48,944
WAUSAU, WI	71	\$41,747	59	\$42,856	10	\$33,377	2	\$50,881
WEST PALM BEACH-BOCA RATON, FL	2,099	\$42,196	1,389	\$38,601	237	\$24,233	473	\$61,756
WHEELING, WV-OH	253	\$47,841	201	\$48,009	42	\$35,389	10	\$96,766
WICHITA, KS	2,353	\$43,298	1,378	\$40,447	599	\$40,154	376	\$58,756
WICHITA FALLS, TX	1,430	\$34,891	1,264	\$35,267	164	\$31,836	2	\$47,796
WILLIAMSPORT, PA	277	\$45,851	177	\$42,436	30	\$40,030	70	\$56,979
WILMINGTON, NC	679	\$42,667	484	\$42,505	152	\$38,893	43	\$57,839
YAKIMA, WA	910	\$37,476	622	\$37,561	239	\$35,661	49	\$45,241
YORK, PA	2,017	\$35,519	1,047	\$39,831	964	\$30,565	6	\$78,973
YOUNGSTOWN-WARREN, OH	1094	\$39,304	766	\$37,938	281	\$40,077	47	\$56,953
YUBA CITY, CA	677	\$38,078	474	\$36,982	198	\$40,645	5	\$40,341
YUMA, AZ	1,825	\$40,260	1,516	\$40,875	258	\$36,205	51	\$42,467
<b>TOTALS</b>	<b>1,436,152</b>	<b>\$46,460</b>	<b>1,070,134</b>	<b>\$45,619</b>	<b>179,696</b>	<b>\$34,903</b>	<b>186,322</b>	<b>\$62,440</b>

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**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES BY LOCALITY PAY AREA AS OF MARCH 31, 1998**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	1998 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	23,328	6.18	\$44,402
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	20,622	8.61	\$45,902
CHICAGO-GARY-KENOSHA, IL-IN-WI	20,439	9.21	\$46,341
CINCINNATI-HAMILTON, OH-KY-IN	8,426	7.71	\$36,240
CLEVELAND-AKRON, OH	8,112	6.35	\$46,800
COLUMBUS, OH	8,870	6.90	\$41,312
DALLAS-FORT WORTH, TX	15,771	6.90	\$45,775
DAYTON-SPRINGFIELD, OH	10,438	6.19	\$48,237
DENVER-BOULDER-GREELEY, CO	18,037	8.46	\$48,999
DETROIT-ANN ARBOR-FLINT, MI	11,804	9.36	\$47,428
HARTFORD, CT (INCLUDING ALL OF NEW LONDON, CT)	2,927	9.13	\$45,181
HOUSTON-GALVESTON-BRAZORIA, TX	9,647	11.96	\$51,851
HUNTSVILLE, AL	11,182	5.84	\$53,242
INDIANAPOLIS, IN	6,921	5.63	\$40,559
KANSAS CITY, MO-KS	16,700	6.06	\$39,578
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA PLUS SANTA BARBARA COUNTY, CA, AND THAT PORTION OF EDWARDS AIR FORCE BASE, CA, NOT LOCATED WITHIN THE LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA	38,319	10.31	\$45,296
MIAMI-FORT LAUDERDALE, FL	9,319	7.86	\$42,407
MILWAUKEE-RACINE, WI	3,235	6.19	\$41,602
MINNEAPOLIS-ST. PAUL, MN-WI	5,857	7.32	\$43,829
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	51,046	9.76	\$46,053
ORLANDO, FL	3,593	5.42	\$46,166
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	29,358	7.67	\$42,418
PITTSBURGH, PA	5,925	6.21	\$42,293
PORTLAND-SALEM, OR-WA	8,706	7.17	\$46,309
RICHMOND-PETERSBURG, VA	8,167	6.12	\$41,911
SACRAMENTO-YOLO, CA	9,160	7.64	\$45,548
ST. LOUIS, MO-IL	12,271	5.71	\$40,128
SAN DIEGO, CA	19,783	7.94	\$41,462
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	23,310	12.06	\$49,687
SEATTLE-TACOMA-BREMERTON, WA	20,949	7.34	\$44,069
WASHINGTON-BALTIMORE, DC-MD-VA-WV, PLUS ST. MARY'S COUNTY, MD	248,414	7.27	\$55,104
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	516,297	5.42	\$40,409
<b>TOTALS</b>	<b>1,206,933</b>		<b>\$45,125</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, AND SALARY SCHEDULES**

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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 enactment into law of policies, principles, and procedures governing the establishment of 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 those for 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.

The **General Schedule** pay system, as set forth in subchapter III of chapter 53 of title 5, United States Code, covers, with specific exemptions, most "white-collar" positions in the executive branch and in certain agencies of the legislative branch of the Federal Government. The General Schedule consists of 15 grades, each broadly defined in law in terms of difficulty and responsibility of the work and the qualifications required for its 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." An employee may receive only one such increase, however, 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 Systems** category, presented in this report, covers employees in pay plans covered only by the **Federal Wage System (FWS)**, the major pay system covering trade, craft, and labor occupations in the Federal Government. The pay for these employees is set in accordance with local prevailing rates under the statutory authority of subchapter IV, chapter 53 of title 5, United States Code. 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. This schedule, which is codified in subchapter II of chapter 53 of title 5, United States Code, 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).

**Administratively Determined** pay systems are those for which Congress has authorized heads of agencies to fix the compensation for the entire agency or for particular groups of positions without regard to the General Schedule. Some of the agencies administratively establish their own schedules of rates (the AD pay plan is an example of this); others use the General Schedule grade and step structure although they are not required by law to do so (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 pay plan (VN) whose pay is locality based.

The **Senior Executive Service (SES)** covers most managerial, supervisory, and policy positions in the executive branch which are classified above GS-15 and which 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 a comprehensive set of pay setting mechanisms designed to achieve pay comparability between Federal and non-Federal jobs. The most far-reaching provisions of the Act are its change to the way pay is set for General Schedule (GS) employees and maintaining comparability by locality. It also calls for establishment of special pay plans for 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. A major feature of the Act, locality pay, is discussed below.

### Locality Pay

Although pay for General Schedule workers has been adjusted annually, the adjustment has been made on a nationwide basis. FEPCA dictates not only an annual General Schedule pay adjustment, but a second adjustment that varies by geographic locality (comparability adjustment). For 1998, the nationwide adjustment was 2.3 percent, and locality adjustments were granted in 31 locality pay areas plus a "Rest of

U.S." locality pay area covering employees in the 48 contiguous United States (Alaska and Hawaii excluded) not in one of the other 31 specified locality areas.

**Table 17** shows that the locality rates ranged from 5.42 percent to 12.06 percent. On the average, locality rates increased by .57 percentage points in 1998. Locality adjustments were applied to the General Schedule rates in effect. The locality pay adjustments were extended to the following pay plans: Administrative Law Judges (AL), Members of Contract Appeals Boards (CA), Scientific and Professional (ST), Senior Level (SL), Senior Foreign Service (FE), the Senior Executive Service (ES), and some other miscellaneous pay plans including Foreign Service (FO & FP) and certain employees of the Department of Veterans Affairs. Employees receiving special rates for hard-to-fill positions received the higher of the authorized special rate salary or the regular rate salary plus locality adjustment. Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in five different Metropolitan Statistical Areas. In 1998, the pay adjustments were either 8 or 16 percent above the regular scheduled rate. The actual pay received by LEOs was the higher of base pay with the LEO adjustment or base pay with the locality adjustment. **Table 17** provides employment, 1998 comparability (locality) adjustment percent, 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 Coverage

This survey covers full-time non-postal civilian employees in the Federal workforce. That is, 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 and prior to any 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](#).

**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.

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
- e. Architect of the Capitol
- f. Tennessee Valley Authority

### 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, 1,994 or 0.12 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**1998 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES  
(EXCLUDING LOCALITY PAY)**

**GENERAL SCHEDULE**

As adjusted by Executive Order 13071, December 29, 1997

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1998)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$12,960	\$13,392	\$13,823	\$14,252	\$14,685	\$14,938	\$15,362	\$15,791	\$15,809	\$16,214
<b>2</b>	14,571	14,918	15,401	15,809	15,985	16,455	16,925	17,395	17,865	18,335
<b>3</b>	15,899	16,429	16,959	17,489	18,019	18,549	19,079	19,609	20,139	20,669
<b>4</b>	17,848	18,443	19,038	19,633	20,228	20,823	21,418	22,013	22,608	23,203
<b>5</b>	19,969	20,635	21,301	21,967	22,633	23,299	23,965	24,631	25,297	25,963
<b>6</b>	22,258	23,000	23,742	24,484	25,226	25,968	26,710	27,452	28,194	28,936
<b>7</b>	24,734	25,558	26,382	27,206	28,030	28,854	29,678	30,502	31,326	32,150
<b>8</b>	27,393	28,306	29,219	30,132	31,045	31,958	32,871	33,784	34,697	35,610
<b>9</b>	30,257	31,266	32,275	33,284	34,293	35,302	36,311	37,320	38,329	39,338
<b>10</b>	33,320	34,431	35,542	36,653	37,764	38,875	39,986	41,097	42,208	43,319
<b>11</b>	36,609	37,829	39,049	40,269	41,489	42,709	43,929	45,149	46,369	47,589
<b>12</b>	43,876	45,339	46,802	48,265	49,728	51,191	52,654	54,117	55,580	57,043
<b>13</b>	52,176	53,915	55,654	57,393	59,132	60,871	62,610	64,349	66,088	67,827
<b>14</b>	61,656	63,711	65,766	67,821	69,876	71,931	73,986	76,041	78,096	80,151
<b>15</b>	72,525	74,943	77,361	79,779	82,197	84,615	87,033	89,451	91,869	94,287

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<b>SENIOR EXECUTIVE SERVICE (ES)</b>	
ES-1	\$99,200
ES-2	103,900
ES-3	108,600
ES-4	114,500
ES-5	118,400
ES-6	118,400

<b>EXECUTIVE SCHEDULE (EX)</b>	
Level I	\$151,800
Level II	136,700
Level III	125,900
Level IV	118,400
Level V	110,700

<b>ADMINISTRATIVE LAW JUDGES (AL)</b>	
AL-3/A	\$76,960
AL-3/B	82,880
AL-3/C	88,800
AL-3/D	94,720
AL-3/E	100,640
AL-3/F	106,560
AL-2	112,480
AL-1	118,400

<b>SENIOR LEVEL (SL &amp; ST)</b>	
Minimum	\$87,030
Maximum	118,400

<b>MEMBERS, BOARDS OF CONTRACT APPEALS (CA)</b>	
Chairman	\$118,400
Vice Chair	114,848
Others	111,296

## SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1998)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$72,525	\$58,767	\$47,619	\$38,586	\$31,266	\$27,951	\$24,987	\$22,338	\$19,969
2	74,701	60,530	49,048	39,744	32,204	28,790	25,737	23,008	20,568
3	76,942	62,346	50,519	40,936	33,170	29,653	26,509	23,698	21,185
4	79,250	64,216	52,035	42,164	34,165	30,543	27,304	24,409	21,821
5	81,628	66,143	53,596	43,429	35,190	31,459	28,123	25,142	22,475
6	84,076	68,127	55,203	44,732	36,246	32,403	28,967	25,896	23,150
7	86,599	70,171	56,860	46,074	37,333	33,375	29,836	26,673	23,844
8	89,197	72,276	58,565	47,456	38,453	34,376	30,731	27,473	24,559
9	91,873	74,444	60,322	48,880	39,607	35,407	31,653	28,297	25,296
10	94,287	76,678	62,132	50,346	40,795	36,470	32,602	29,146	26,055
11	94,287	78,978	63,996	51,856	42,019	37,564	33,580	30,020	26,837
12	94,287	81,347	65,916	53,412	43,279	38,691	34,588	30,921	27,642
13	94,287	83,788	67,893	55,014	44,578	39,851	35,625	31,849	28,471
14	94,287	86,301	69,930	56,665	45,915	41,047	36,694	32,804	29,325

**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, 1998)

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

Deputy Under Secretary for Health . . . . .	\$123,168	**
Associate Deputy Under Secretary for Health . . . . .	117,971	***
Assistant Under Secretaries for Health . . . . .	114,494	***

	<b>Minimum</b>	<b>Maximum</b>	
Medical Directors . . . . .	\$97,687	\$110,714	***
Service Directors . . . . .	85,059	105,636	
Director, National Center for Preventive Health . . . . .	72,525	105,636	

**Physician and Dentist Schedule**

Director Grade . . . . .	\$85,059	\$105,636
Executive Grade . . . . .	78,543	100,100
Chief Grade . . . . .	72,525	94,287
Senior Grade . . . . .	61,656	80,151
Intermediate Grade . . . . .	52,176	67,827
Full Grade . . . . .	43,876	57,043
Associate Grade . . . . .	36,609	47,589

**Clinical Podiatrist and Optometrist Schedule**

Chief Grade . . . . .	\$72,525	\$94,287
Senior Grade . . . . .	61,656	80,151
Intermediate Grade . . . . .	52,176	67,827
Full Grade . . . . .	43,876	57,043
Associate Grade . . . . .	36,609	47,589

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

Director Grade . . . . .	\$72,525	\$94,287
Assistant Director Grade . . . . .	61,656	80,151
Chief Grade . . . . .	52,176	67,827
Senior Grade . . . . .	43,876	57,043
Intermediate Grade . . . . .	36,609	47,589
Full Grade . . . . .	30,257	39,338
Associate Grade . . . . .	26,037	33,849
Junior Grade . . . . .	22,258	28,936

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

\*\* Pursuant to section 7404 (d) (1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$118,400.

\*\*\* Pursuant to section 7404 (d) (2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$110,700.

\*\*\*\* Pursuant to section 301 (a) of Public Law 102-40, 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	9.1 percent for all employees	Executive Order 12165, October 1, 1979
October 1, 1980	9.1	4.8 percent for all employees	Executive Order 12248, October 1, 1980
October 1, 1981	4.8	4.0 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
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

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

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
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

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**- NOTES -**