

Federal Civilian Workforce Statistics



Pay Structure of the Federal Civil Service

As of March 31, 2001



**United States
Office of
Personnel
Management**

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

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FOREWORD

This report is the fifty-six edition of an annual series published by the Office of Personnel Management (OPM). Similar reports have been published since 1946. This report presents salary and wage information on full-time non-postal Federal civilian employees. The U.S. Postal Service stopped reporting data for this report after 1982.



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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: by pay system, by geographic area, and by agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, DC-MD-VA-WV, Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).</p>	
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<p>Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13182 on December 23, 2000. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.</p>	
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Survey Analysis (See Appendix A for Graphic Presentations)

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

Pay Plan

As of March 31, 2001, total employment was 1,660,313, down 11,125 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,219,441 or 73.4 percent; Federal Wage System -- 198,791 or 12.0 percent; and pay systems under Other Acts and Administrative Determination -- 242,081 or 14.6 percent.

Major Geographic Areas

Figure 2 shows that most (96.7 percent) of the Federal civilian workforce covered by this survey was employed in the United States. The remainder worked in U.S. territories (11,903 or 0.7 percent) or foreign countries (40,657 or 2.5 percent).

Table 15 shows that among States, the District of Columbia had the largest number of full-time Federal civilian employees (143,768 or 8.7 percent), while Delaware had the smallest Federal civilian employment population (2,508 or 0.2 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.5 percent (1,403,060) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 267,967 or 16.1 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 (301,303) with an Average Adjusted Basic Salary of \$65,840. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (60,423) with an average adjusted basic salary of \$55,842. **Table 16** illustrates additional CMSA and MSA salary data.

Average Salaries

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

Overall, the average salary for full-time employees was \$52,911. Average (mean) salaries by major geographic areas were: United States -- \$53,115; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$67,063; Foreign Countries -- \$48,297; and U.S. territories -- \$41,211. Average salaries by major pay system were: General Schedule -- \$51,733. Federal Wage System -- \$38,416; and Other Acts and Administratively Determined Pay Systems -- \$70,748. **Figures 3 and 4, along with Table 2,** show more extensive average salary data.

General Schedule

General Schedule (GS and GM) employment (1,219,441) increased by 3,345 workers or 0.3 percent since March 31, 2000. Six grades (GS-8, GS-9, and GS-12 through GS-15) had a combined increase of 12,070 workers; while nine grades (GS-1 through GS-7, and GS-10 and GS-11) had a combined loss of 8,725 workers. About 84.1 percent of the 8,725 employee decline was concentrated in the GS-1 through GS-7 (primarily staffed with clerical and technical workers), while the remaining 15.9 percent of the total decline was at the GS-10, and GS-11 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 3,968 Foreign Service Officers with an average salary of \$83,923, and 7,384 Foreign Service Personnel with an average salary of \$55,843 as of March 31, 2001.

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

	Employment	Average Salary
Physicians & Dentists (VM)	7,340	\$103,012
Nurses (VN)	31,124	\$57,554
Podiatrists & Optometrists (VP)	279	\$91,622
Physicians Assistants (VN)	1,217	\$68,194

(See Table 9)

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under section 7431 of title 38, United States Code. This special pay is not part of their basic pay and is not included in the average pay calculation shown above. The Nurses pay system (VN) was changed from a nationwide to a locality based system in 1991, and the average salaries above reflect that locality pay.

Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 220 with an average salary of \$132,343 as of March 31, 2001.

Employment in the Senior Executive Service (SES) totaled 6,719 with an average salary of \$130,702.

Other Pay Plans

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

Special Salary Rates

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

As of March 2001, there were 184,867 white-collar workers being paid special rate salaries (163,232 title 5 and 20,635 title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (27.5 percent), **Administrative** (29.1), **Technical** (18.5 percent), **Clerical** (12.2 percent), and **Other** (12.7 percent). Over 46,000 employees (mostly Information Technology workers in Administrative occupations) were added to special rate salaries since March 2000.

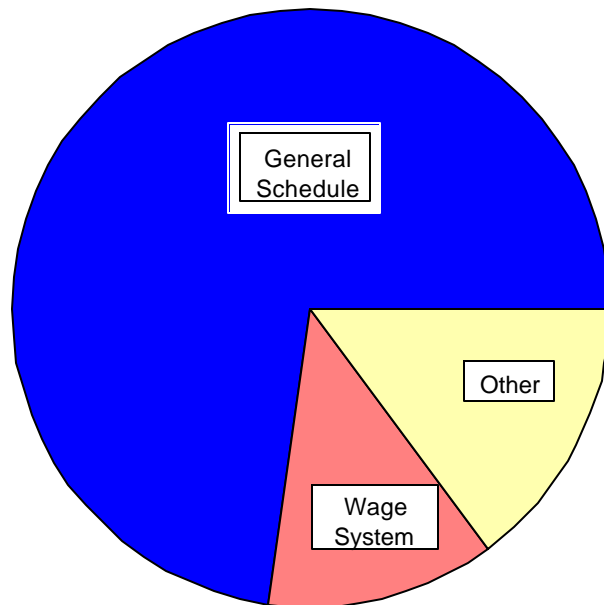
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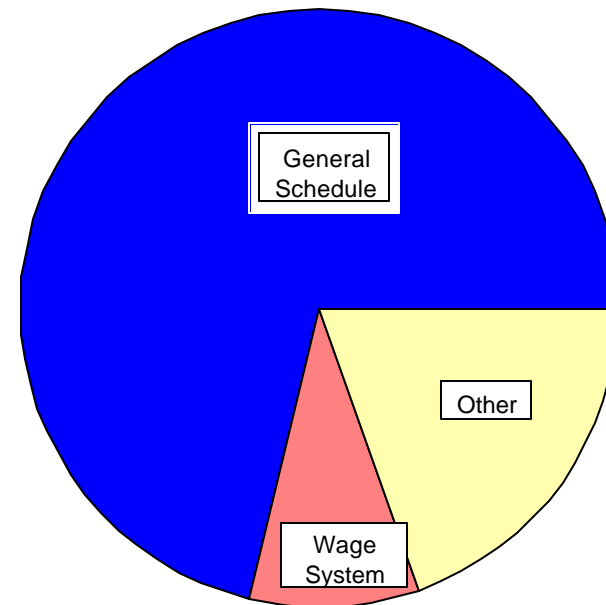
Figure 1

DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 2001

Full-Time Employment



Aggregate Adjusted Basic Salaries



5

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

Pay System	2001	2000	2001	2000	2001	2000	2001	2000
General Schedule	1,219.4	1,216.1	73.4%	72.8%	\$63,085.6	60,109.6	71.8%	71.3%
Wage System	198.8	205.2	12.0	12.3	7,636.7	7,609.8	8.7	9.0
Other	242.1	250.1	14.6	15.0	17,126.7	16,570.4	19.5	19.7
Total	1,660.3	1,671.4	100.0	100.0	87,849.0	84,289.7	100.0	100.0

Figure 2

**DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT
BY GEOGRAPHIC AREA AS OF MARCH 31, 2001**

Total Full-Time Employment: 1,660,313

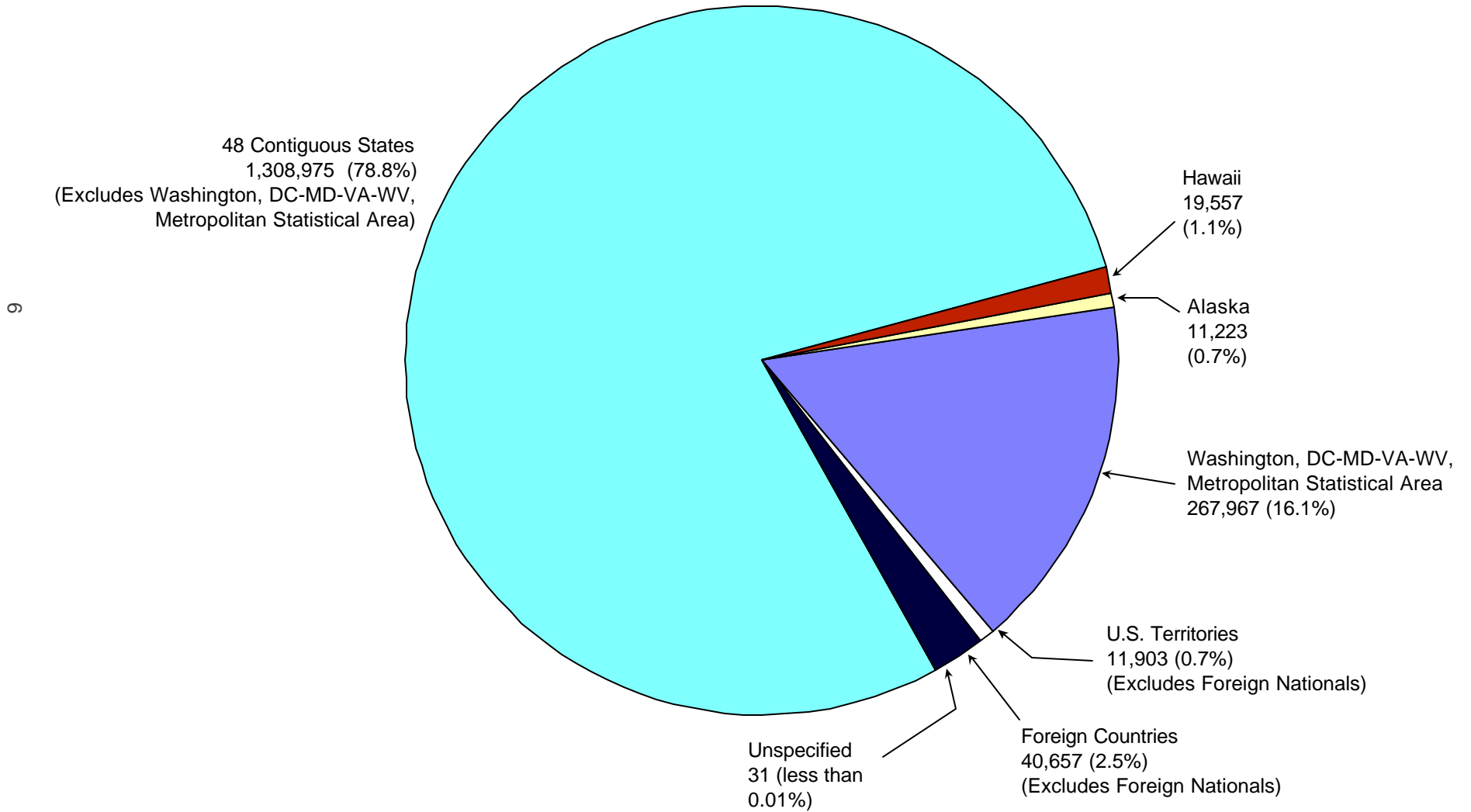
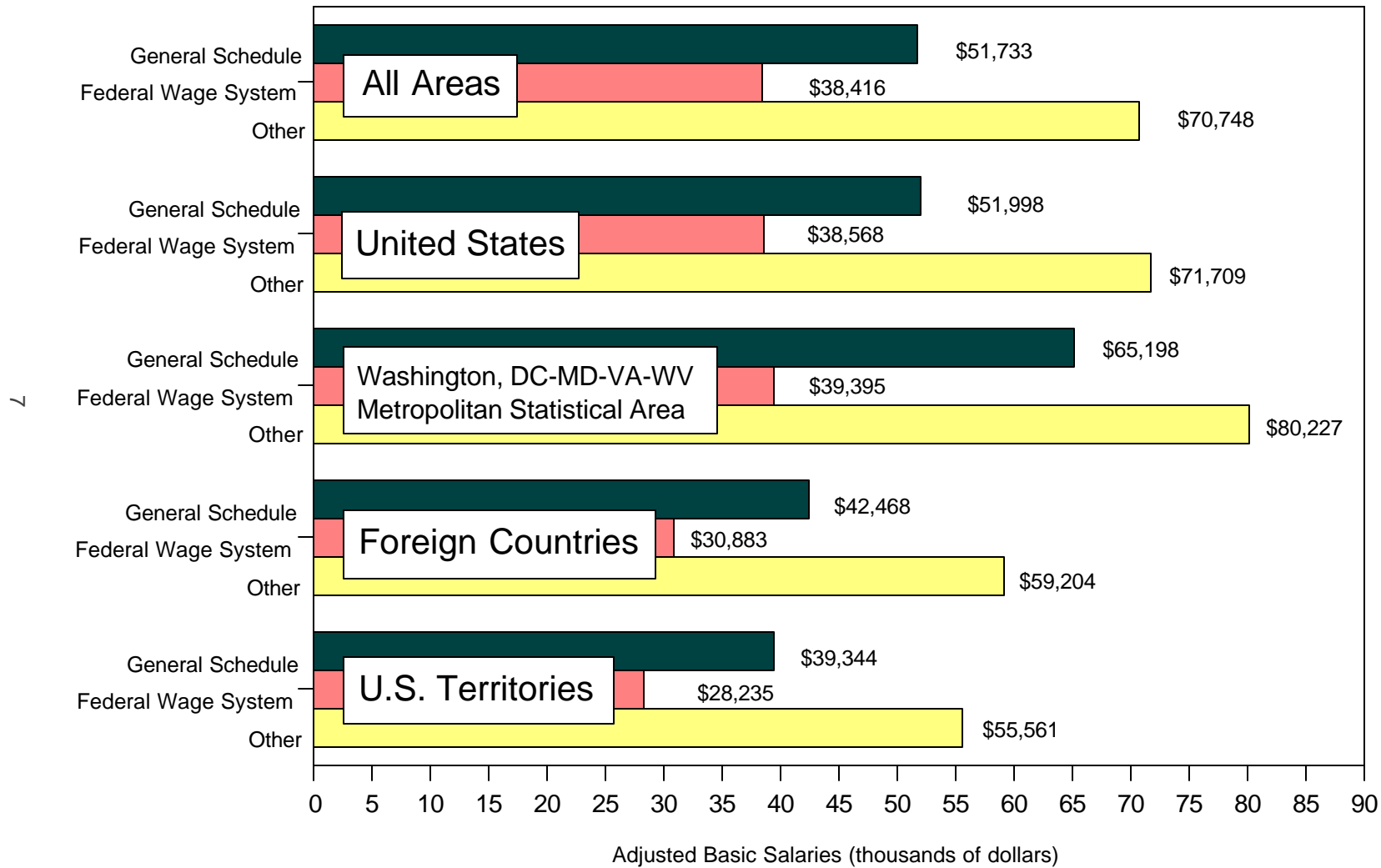


Figure 3

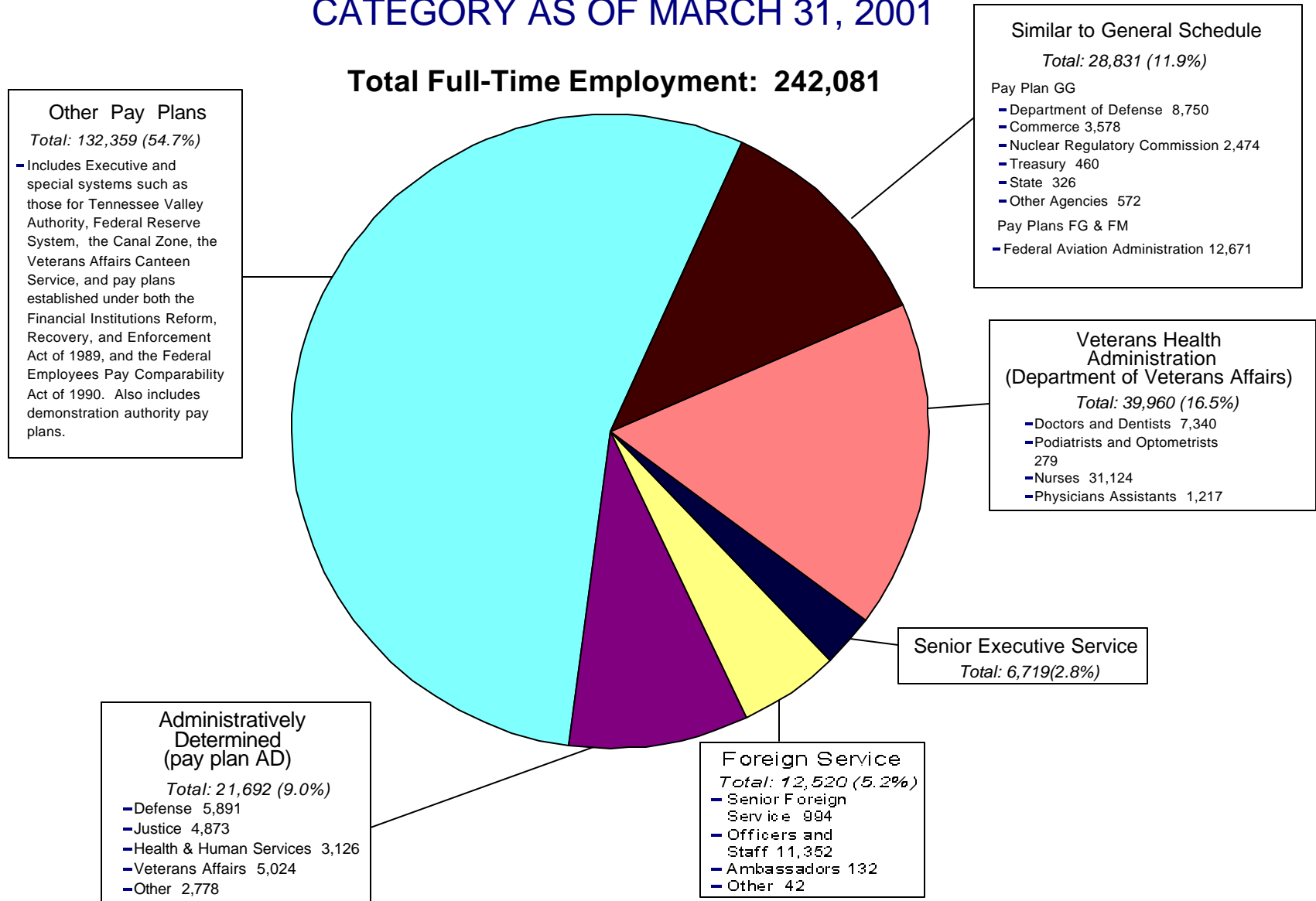
AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 2001



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2001

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, 2001



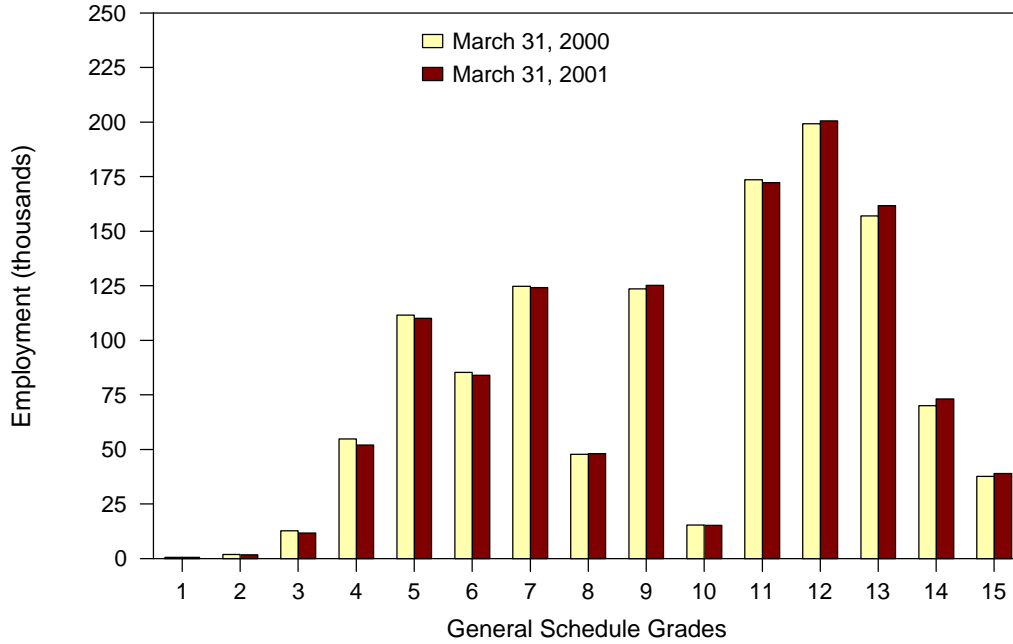
Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2001.

Figure 5

1/

DISTRIBUTION OF GENERAL SCHEDULE EMPLOYMENT

ALL AREAS -- as of March 31, 2000 and 2001



Grade	March 31, 2001	March 31, 2000	Net Change	Percent Change
1	546	589	-43	-7.3
2	1,721	1,864	-143	-7.7
3	11,748	12,753	-1,005	-7.9
4	52,033	54,789	-2,756	-5.0
5	110,075	111,546	-1,471	-1.3
6	83,925	85,289	-1,364	-1.6
7	124,258	124,811	-553	-0.4
8	48,024	47,830	194	0.4
9	125,250	123,621	1,629	1.3
10	15,263	15,367	-104	-0.7
11	172,290	173,576	-1,286	-0.7
12	200,577	199,230	1,347	0.7
13	161,702	157,095	4,607	2.9
14	73,087	70,063	3,024	4.3
15	38,942	37,673	1,269	3.4
Total	1,219,441	1,216,096	3,345	0.3

Governmentwide average grade under the General Schedule (GS) as of March 31, 2001, was 9.71.

The Governmentwide average grade through 1979 through 2000 was: 8.20, 8.16, 8.24, 8.26, 8.34, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, 9.49, 9.51, 9.57, and 9.66 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, 2001

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
ALL AGENCIES, TOTAL	1,660,313	1,219,441	198,791	242,081
LEGISLATIVE BRANCH, TOTAL	9,289	4,227	1,270	3,792
ARCHITECT OF THE CAPITOL	1,842	361	1,128	353
BOTANIC GARDEN	34	8	25	1
COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY	1	...	...	1
GOVERNMENT PRINTING OFFICE	3,076	...	24	3,052
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	8	...	...	8
LIBRARY OF CONGRESS	4,063	3,654	90	319
MEDICARE PAYMENT ADVISORY COMMISSION	24	...	...	24
MILLENNIAL HOUSING COMMISSION	6	5	...	1
UNITED STATES-CHINA SECURITY REVIEW COMMISSION	3	...	...	3
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	15	...	...	15
U.S. TAX COURT	216	199	3	14
WOMENS PROGRESS COMMEMORATION COMMISSION	1	...	...	1
EXECUTIVE BRANCH, TOTAL	1,651,024	1,215,214	197,521	238,289
EXECUTIVE OFFICE OF THE PRESIDENT				
COUNCIL OF ECONOMIC ADVISERS	25	11	...	14
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	10	7	...	3
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	89	...	34	55
NATIONAL SECURITY COUNCIL	43	37	...	6
OFFICE OF ADMINISTRATION	183	172	8	3
OFFICE OF MANAGEMENT AND BUDGET	465	391	...	74
OFFICE OF NATIONAL DRUG CONTROL POLICY	103	92	...	11
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	19	16	...	3
OFFICE OF THE U.S. TRADE REPRESENTATIVE	162	137	...	25
EXECUTIVE DEPARTMENTS				
DEPARTMENT OF AGRICULTURE	87,545	84,010	2,032	1,503
DEPARTMENT OF COMMERCE	32,981	22,688	547	9,746
DEPARTMENT OF DEFENSE, TOTAL	636,389	428,226	145,950	62,213
DEFENSE LOGISTICS AGENCY	23,427	16,671	6,582	174
DEPARTMENT OF THE AIR FORCE	149,570	93,773	47,782	8,015
DEPARTMENT OF THE ARMY	215,708	155,552	47,484	12,672
DEPARTMENT OF THE NAVY	177,793	107,451	39,383	30,959
OFFICE OF THE SECRETARY OF DEFENSE	1,308	781	5	522
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	183	179	1	3
DEPARTMENT OF DEFENSE	68,400	53,819	4,713	9,868
DEPARTMENT OF EDUCATION	4,444	4,285	7	152
DEPARTMENT OF ENERGY	15,336	13,241	486	1,609
DEPARTMENT OF HEALTH AND HUMAN SERVICES	55,590	48,638	2,383	4,569
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,073	9,784	4	285
DEPARTMENT OF THE INTERIOR	63,803	50,841	7,115	5,847
DEPARTMENT OF JUSTICE	122,828	111,677	5,372	5,779
DEPARTMENT OF LABOR	15,374	15,141	16	217
DEPARTMENT OF STATE	17,120	6,449	46	10,625
DEPARTMENT OF TRANSPORTATION	62,828	12,385	1,784	48,659
DEPARTMENT OF THE TREASURY	150,394	139,673	2,164	8,557
DEPARTMENT OF VETERANS AFFAIRS	197,258	125,153	25,692	46,413

TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2001

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	33	...	...	33
AFRICAN DEVELOPMENT FOUNDATION	27	26	...	1
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	723	465	221	37
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	34	30	...	4
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	21	20	...	1
COMMISSION OF FINE ARTS	7	6	...	1
COMMISSION ON CIVIL RIGHTS	72	69	...	3
COMMODITY FUTURES TRADING COMMISSION	514	488	...	26
CONSUMER PRODUCT SAFETY COMMISSION	451	435	...	16
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	594	139	...	455
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	822	808	...	14
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	93	28	...	65
ENVIRONMENTAL PROTECTION AGENCY	17,121	16,801	4	316
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,639	2,596	...	43
EXPORT-IMPORT BANK OF THE UNITED STATES	388	347	...	41
FARM CREDIT ADMINISTRATION	275	...	...	275
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	...	...	10
FEDERAL MEDIATION AND CONCILIATION SERVICE	278	275	...	3
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	39	23	...	16
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	87	80	...	7
FEDERAL COMMUNICATIONS COMMISSION	1,878	1,813	9	56
FEDERAL DEPOSIT INSURANCE CORPORATION	6,215	...	31	6,184
FEDERAL ELECTION COMMISSION	331	318	...	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,495	2,867	153	475
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	100	...	...	100
FEDERAL LABOR RELATIONS AUTHORITY	198	177	...	21
FEDERAL MARITIME COMMISSION	122	107	...	15
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,492	...	...	1,492
FEDERAL TRADE COMMISSION	956	908	9	39
GENERAL SERVICES ADMINISTRATION	13,995	12,120	1,755	120
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	2	...	1
INTER-AMERICAN FOUNDATION	40	39	...	1
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	244	...	96	148
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, 2001

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	17	2	...	15
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	8	7	...	1
MERIT SYSTEMS PROTECTION BOARD	217	200	...	17
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	16	...	...	16
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,551	17,985	73	493
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,424	2,380	24	20
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	7	1	...	6
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	348	326	...	22
NATIONAL CAPITAL PLANNING COMMISSION	52	49	...	3
NATIONAL COUNCIL ON DISABILITY	11	10	...	1
NATIONAL CREDIT UNION ADMINISTRATION	948	...	...	948
NATIONAL EDUCATION GOALS PANEL	6	5	...	1
NATIONAL LABOR RELATIONS BOARD	1,939	1,813	5	121
NATIONAL MEDIATION BOARD	47	42	...	5
NATIONAL SCIENCE FOUNDATION	820	557	...	263
NATIONAL TRANSPORTATION SAFETY BOARD	418	397	...	21
NUCLEAR REGULATORY COMMISSION	2,703	...	...	2,703
NUCLEAR WASTE TECHNICAL REVIEW BOARD	11	2	...	9
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	65	48	...	17
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	60	50	8	2
OFFICE OF GOVERNMENT ETHICS	73	69	...	4
OFFICE OF SPECIAL COUNSEL	104	97	...	7
OVERSEAS PRIVATE INVESTMENT CORPORATION	172	159	1	12
PANAMA CANAL COMMISSION	6	...	...	6
PEACE CORPS	750	...	...	750
PENSION BENEFIT GUARANTY CORPORATION	709	686	...	23
PRESIDENTIAL ADVISORY COMMISSION ON HOLOCAUST ASSETS IN THE UNITED STATES	6	...	...	6
PRESIDIO TRUST	439	...	...	439
RAILROAD RETIREMENT BOARD	1,136	1,113	10	13
SECURITIES AND EXCHANGE COMMISSION	2,834	2,721	14	99
SELECTIVE SERVICE SYSTEM	164	160	1	3
SMALL BUSINESS ADMINISTRATION	3,995	3,916	4	75
SMITHSONIAN INSTITUTION	4,865	3,826	910	129
SOCIAL SECURITY ADMINISTRATION	60,502	58,999	377	1,126
TENNESSEE VALLEY AUTHORITY	13,029	...	...	13,029
TRADE AND DEVELOPMENT AGENCY	33	30	...	3
U.S. HOLOCAUST MEMORIAL MUSEUM	228	205	19	4
BROADCASTING BOARD OF GOVERNORS	1,809	1,448	129	232
U.S. INSTITUTE OF PEACE	62	...	...	62
U.S. INTERNATIONAL TRADE COMMISSION	362	344	...	18
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,036	933	...	1,103
OFFICE OF PERSONNEL MANAGEMENT	2,556	2,485	28	43
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	11	...	...



TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 2001

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
ALL AREAS								
TOTAL	1,660,313	100.0	\$87,848,980,257	100.0	\$52,911	\$47,383	\$25.35	\$22.70
GENERAL SCHEDULE	1,219,441	73.4	\$63,085,558,133	71.8	\$51,733	\$48,043	\$24.79	\$23.02
FEDERAL WAGE SYSTEMS	198,791	12.0	\$7,636,699,617	8.7	\$38,416	\$38,149	\$18.41	\$18.28
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	242,081	14.6	\$17,126,722,507	19.5	\$70,748	\$66,283	\$33.90	\$31.76
TOTAL UNITED STATES								
TOTAL	1,607,722	100.0	\$85,393,616,811	100.0	\$53,115	\$47,436	\$25.45	\$22.73
GENERAL SCHEDULE	1,188,237	73.9	\$61,785,758,214	72.4	\$51,998	\$48,253	\$24.92	\$23.12
FEDERAL WAGE SYSTEMS	195,320	12.1	\$7,533,197,748	8.8	\$38,568	\$38,213	\$18.48	\$18.31
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	224,165	13.9	\$16,074,660,849	18.8	\$71,709	\$67,323	\$34.36	\$32.26
WASHINGTON, D.C. METROPOLITAN AREA								
TOTAL	267,967	100.0	\$17,970,610,100	100.0	\$67,063	\$65,270	\$32.13	\$31.27
GENERAL SCHEDULE	204,869	76.5	\$13,357,005,394	74.3	\$65,198	\$65,164	\$31.24	\$31.22
FEDERAL WAGE SYSTEMS	10,986	4.1	\$432,795,264	2.4	\$39,395	\$39,495	\$18.88	\$18.92
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	52,112	19.4	\$4,180,809,442	23.3	\$80,227	\$75,293	\$38.44	\$36.08
FOREIGN COUNTRIES								
TOTAL	40,657	100.0	\$1,963,626,274	100.0	\$48,297	\$46,292	\$23.14	\$22.18
GENERAL SCHEDULE	23,091	56.8	\$980,623,801	49.9	\$42,468	\$40,323	\$20.35	\$19.32
FEDERAL WAGE SYSTEMS	2,012	4.9	\$62,135,800	3.2	\$30,883	\$28,346	\$14.80	\$13.58
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	15,554	38.3	\$920,866,673	46.9	\$59,204	\$54,012	\$28.37	\$25.88
U.S. TERRITORIES								
TOTAL	11,903	100.0	\$490,535,711	100.0	\$41,211	\$37,291	\$19.75	\$17.87
GENERAL SCHEDULE	8,111	68.1	\$319,116,223	65.1	\$39,344	\$35,478	\$18.85	\$17.00
FEDERAL WAGE SYSTEMS	1,437	12.1	\$40,573,345	8.3	\$28,235	\$25,463	\$13.53	\$12.20
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	2,355	19.8	\$130,846,143	26.7	\$55,561	\$51,171	\$26.62	\$24.52
UNSPECIFIED GEOGRAPHIC AREA								
TOTAL	31	100.0	\$1,201,461	100.0	\$38,757	\$35,250	\$18.57	\$16.89
GENERAL SCHEDULE	2	6.5	\$59,895	5.0	\$29,948	\$28,500	\$14.35	\$13.66
FEDERAL WAGE SYSTEMS	22	71.0	\$792,724	66.0	\$36,033	\$35,500	\$17.27	\$17.01
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	7	22.6	\$348,842	29.0	\$49,835	\$44,250	\$23.88	\$21.20

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, 2001

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
ALL AGENCIES, TOTAL	1,219,441	546	1,721	11,748	52,033	110,075	83,925	124,258
LEGISLATIVE BRANCH, TOTAL	4,227	49	2	19	66	195	205	347
ARCHITECT OF THE CAPITOL	361	...	...	1	4	15	12	52
BOTANIC GARDEN	8	...	...	...	...	...	...	3
LIBRARY OF CONGRESS	3,654	49	2	18	61	170	179	270
MILLENNIAL HOUSING COMMISSION	5	...	...	...	...	...	...	...
U.S. TAX COURT	199	...	...	...	1	10	14	22
EXECUTIVE BRANCH, TOTAL	1,215,214	497	1,719	11,729	51,967	109,880	83,720	123,911
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	11	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	7	...	...	...	...	1	...	...
NATIONAL SECURITY COUNCIL	37	...	...	...	...	1	3	1
OFFICE OF ADMINISTRATION	172	...	...	...	1	2	5	15
OFFICE OF MANAGEMENT AND BUDGET	391	...	...	...	...	2	1	4
OFFICE OF NATIONAL DRUG CONTROL POLICY	92	...	...	...	...	...	...	3
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	16	...	...	...	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	137	...	1	...	1	...	...	4
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	84,010	20	78	364	2,022	5,884	4,795	13,661
DEPARTMENT OF COMMERCE	22,688	4	27	103	385	773	678	2,065
DEPARTMENT OF DEFENSE, TOTAL	428,226	82	371	3,477	19,494	43,421	31,213	43,431
DEFENSE LOGISTICS AGENCY	16,671	...	6	51	487	1,312	1,102	1,887
DEPARTMENT OF THE AIR FORCE	93,773	31	132	827	3,181	9,997	6,855	9,744
DEPARTMENT OF THE ARMY	155,552	19	94	877	9,159	16,746	10,781	16,903
DEPARTMENT OF THE NAVY	107,451	24	94	698	4,459	9,991	7,467	9,825
OFFICE OF THE SECRETARY OF DEFENSE	781	...	...	...	...	1	1	23
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	179	...	...	...	...	...	1	13
DEPARTMENT OF DEFENSE	53,819	8	45	1,024	2,208	5,374	5,006	5,036
DEPARTMENT OF EDUCATION	4,285	1	6	9	35	45	86	280
DEPARTMENT OF ENERGY	13,241	4	8	9	47	83	272	592
DEPARTMENT OF HEALTH AND HUMAN SERVICES	48,638	12	67	443	1,714	2,780	2,181	3,645
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,784	14	9	14	160	112	111	886
DEPARTMENT OF THE INTERIOR	50,841	32	94	317	1,583	4,134	2,961	5,089
DEPARTMENT OF JUSTICE	111,677	21	73	129	599	5,156	5,479	16,342
DEPARTMENT OF LABOR	15,141	2	21	70	186	628	601	1,176
DEPARTMENT OF STATE	6,449	8	32	48	76	173	223	607
DEPARTMENT OF TRANSPORTATION	12,385	7	24	51	109	374	588	1,037
DEPARTMENT OF THE TREASURY	139,673	29	526	4,127	13,310	12,729	7,324	14,475
DEPARTMENT OF VETERANS AFFAIRS	125,153	192	193	1,815	9,687	26,916	22,184	10,831
INDEPENDENT AGENCIES								
AFRICAN DEVELOPMENT FOUNDATION	26	...	...	...	...	...	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	50	...	...	...	...	...	1	...
APPALACHIAN REGIONAL COMMISSION	9	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	28	...	...	...	1	2	...	...
ARCTIC RESEARCH COMMISSION	1	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	465	...	...	...	54	113	64	37
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	30	...	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	20	...	...	...	...	1	...	...
COMMISSION OF FINE ARTS	6	...	...	...	...	1	...	...
COMMISSION ON CIVIL RIGHTS	69	...	...	...	1	4	1	7
COMMODITY FUTURES TRADING COMMISSION	488	...	...	...	...	9	18	32
CONSUMER PRODUCT SAFETY COMMISSION	435	...	...	1	...	5	5	21
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	139	...	...	...	1	2	4	12
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	808	...	...	...	3	14	25	141
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	28	...	...	...	...	...	...	1
ENVIRONMENTAL PROTECTION AGENCY	16,801	9	20	36	97	129	183	719
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,596	...	1	...	16	120	132	172
EXPORT-IMPORT BANK OF THE UNITED STATES	347	...	...	...	...	2	7	15
FEDERAL MEDIATION AND CONCILIATION SERVICE	275	...	...	...	...	3	10	10
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	23	...	...	1	...	...	...	...

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2001

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
INDEPENDENT AGENCIES (CONTINUED)								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	80	...	...	...	...	...	2	3
FEDERAL COMMUNICATIONS COMMISSION	1,813	1	...	3	5	13	23	69
FEDERAL ELECTION COMMISSION	318	...	...	1	1	12	11	39
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,867	...	3	13	21	34	102	232
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	177	...	...	1	1	...	3	6
FEDERAL MARITIME COMMISSION	107	...	...	...	...	3	4	7
FEDERAL TRADE COMMISSION	908	...	2	6	5	15	28	81
GENERAL SERVICES ADMINISTRATION	12,120	6	17	33	130	263	368	1,057
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	2	...	...	...	...	...	...	1
INTER-AMERICAN FOUNDATION	39	...	...	...	1	3	3	2
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	2	...	...	...	...	...	...	1
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	7	...	...	...	...	...	...	1
MERIT SYSTEMS PROTECTION BOARD	200	...	...	...	...	2	5	14
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,985	1	5	20	128	152	431	653
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,380	...	31	268	231	324	189	198
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	1	...	...	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	326	...	...	...	3	1	3	38
NATIONAL CAPITAL PLANNING COMMISSION	49	...	...	1	...	3	...	3
NATIONAL COUNCIL ON DISABILITY	10	...	...	...	...	...	...	1
NATIONAL EDUCATION GOALS PANEL	5	...	...	...	...	...	...	1
NATIONAL LABOR RELATIONS BOARD	1,813	3	...	1	6	114	105	187
NATIONAL MEDIATION BOARD	42	...	...	...	...	...	1	2
NATIONAL SCIENCE FOUNDATION	557	...	...	...	...	...	10	87
NATIONAL TRANSPORTATION SAFETY BOARD	397	...	1	3	7	3	4	14
NUCLEAR WASTE TECHNICAL REVIEW BOARD	2	...	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	48	...	...	...	1	1	...	1
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	50	...	...	...	...	4	...	10
OFFICE OF GOVERNMENT ETHICS	69	1	...	...	1	1	...	6
OFFICE OF SPECIAL COUNSEL	97	...	...	1	2	1	5	1
OVERSEAS PRIVATE INVESTMENT CORPORATION	159	...	...	...	...	2	2	4
PENSION BENEFIT GUARANTY CORPORATION	686	...	...	1	5	16	19	52
RAILROAD RETIREMENT BOARD	1,113	...	...	5	21	40	29	57
SECURITIES AND EXCHANGE COMMISSION	2,721	...	2	4	35	47	58	224
SELECTIVE SERVICE SYSTEM	160	...	...	...	4	12	28	14
SMALL BUSINESS ADMINISTRATION	3,916	1	8	24	94	176	121	399
SMITHSONIAN INSTITUTION	3,826	...	2	7	80	703	201	440
SOCIAL SECURITY ADMINISTRATION	58,999	38	82	254	1,505	4,073	2,646	4,258
TRADE AND DEVELOPMENT AGENCY	30	...	...	...	...	...	2	1
U.S. HOLOCAUST MEMORIAL MUSEUM	205	...	...	...	1	10	17	31
BROADCASTING BOARD OF GOVERNORS	1,448	...	1	3	3	11	14	34
U.S. INTERNATIONAL TRADE COMMISSION	344	...	...	...	...	...	3	30
AGENCY FOR INTERNATIONAL DEVELOPMENT	933	...	1	1	...	5	19	54
OFFICE OF PERSONNEL MANAGEMENT	2,485	9	13	65	94	217	108	284
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2001

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
48,024	125,250	15,263	172,290	200,577	161,702	73,087	38,942	1,219,441	ALL AGENCIES, TOTAL
359	363	35	449	864	545	397	332	4,227	LEGISLATIVE BRANCH, TOTAL
21	27	10	32	68	56	42	21	361	ARCHITECT OF THE CAPITOL
...	2	...	...	3	...	...	...	8	BOTANIC GARDEN
334	291	12	387	772	464	345	300	3,654	LIBRARY OF CONGRESS
...	2	...	...	...	2	...	...	5	MILLENNIAL HOUSING COMMISSION
4	41	13	30	21	23	10	10	199	U.S. TAX COURT
47,665	124,887	15,228	171,841	199,713	161,157	72,690	38,610	1,215,214	EXECUTIVE BRANCH, TOTAL
...	2	1	...	4	2	2	...	11	EXECUTIVE OFFICE OF THE PRESIDENT
1	1	...	...	...	...	...	4	7	COUNCIL OF ECONOMIC ADVISERS
1	3	11	2	1	8	2	4	37	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
12	16	1	16	24	24	29	27	172	NATIONAL SECURITY COUNCIL
19	36	16	41	36	49	51	136	391	OFFICE OF ADMINISTRATION
4	4	6	9	4	8	33	21	92	OFFICE OF MANAGEMENT AND BUDGET
...	...	5	1	1	1	3	5	16	OFFICE OF NATIONAL DRUG CONTROL POLICY
5	23	5	2	3	8	25	60	137	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
									OFFICE OF THE U.S. TRADE REPRESENTATIVE
									EXECUTIVE DEPARTMENTS
3,571	12,977	881	12,789	13,581	8,135	3,386	1,866	84,010	DEPARTMENT OF AGRICULTURE
435	1,736	222	2,832	4,276	4,411	3,170	1,571	22,688	DEPARTMENT OF COMMERCE
7,338	47,106	4,389	69,651	85,895	49,315	15,666	7,377	428,226	DEPARTMENT OF DEFENSE, TOTAL
157	2,511	29	3,368	3,289	1,649	562	261	16,671	DEPARTMENT OF DEFENSE LOGISTICS AGENCY
1,335	14,715	965	15,846	17,068	9,545	2,595	937	93,773	DEPARTMENT OF THE AIR FORCE
2,958	16,669	1,943	24,162	28,690	18,476	5,873	2,202	155,552	DEPARTMENT OF THE ARMY
1,743	10,501	1,190	18,162	24,344	12,944	3,908	2,101	107,451	DEPARTMENT OF THE NAVY
79	47	5	28	50	33	49	465	781	OFFICE OF THE SECRETARY OF DEFENSE
15	15	...	17	29	34	23	32	179	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
1,051	2,648	257	8,068	12,425	6,634	2,656	1,379	53,819	DEPARTMENT OF DEFENSE
73	214	7	336	892	1,063	763	475	4,285	DEPARTMENT OF EDUCATION
349	599	111	829	1,857	3,643	2,830	2,008	13,241	DEPARTMENT OF ENERGY
1,629	4,559	699	4,464	7,283	9,942	5,805	3,415	48,638	DEPARTMENT OF HEALTH AND HUMAN SERVICES
114	478	52	481	2,573	2,573	1,326	881	9,784	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
1,210	6,605	499	8,781	9,237	5,984	3,007	1,308	50,841	DEPARTMENT OF THE INTERIOR
9,559	14,397	2,003	14,709	16,818	15,315	6,648	4,429	111,677	DEPARTMENT OF JUSTICE
216	988	20	1,318	5,082	2,773	1,412	648	15,141	DEPARTMENT OF LABOR
337	678	49	736	899	1,262	749	572	6,449	DEPARTMENT OF STATE
337	832	91	1,106	2,560	2,735	1,610	924	12,385	DEPARTMENT OF TRANSPORTATION
9,003	12,002	969	15,122	16,734	21,223	8,808	3,292	139,673	DEPARTMENT OF THE TREASURY
3,891	11,025	4,011	14,405	9,787	7,186	2,321	709	125,153	DEPARTMENT OF VETERANS AFFAIRS
...	...	...	6	1	2	9	6	26	INDEPENDENT AGENCIES
3	9	2	15	5	7	4	4	50	AFRICAN DEVELOPMENT FOUNDATION
...	...	...	2	...	2	2	3	9	AMERICAN BATTLE MONUMENTS COMMISSION
1	...	...	5	6	3	7	3	28	APPALACHIAN REGIONAL COMMISSION
...	...	...	1	...	...	...	...	1	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
11	53	19	47	32	20	12	3	465	ARCTIC RESEARCH COMMISSION
1	...	...	3	4	2	13	7	30	ARMED FORCES RETIREMENT HOME
1	2	1	1	4	6	1	3	20	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
...	...	...	1	1	2	...	1	6	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
2	4	...	3	12	23	3	9	69	COMMISSION OF FINE ARTS
23	26	3	29	83	120	78	67	488	COMMISSION ON CIVIL RIGHTS
13	22	2	36	113	106	61	50	435	COMMODITY FUTURES TRADING COMMISSION
1	2	...	8	49	44	11	5	139	CONSUMER PRODUCT SAFETY COMMISSION
16	85	3	119	252	85	42	23	808	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
2	2	4	4	3	4	3	5	28	COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA
381	695	119	927	2,615	6,186	2,884	1,801	16,801	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
46	214	...	196	728	418	435	118	2,596	ENVIRONMENTAL PROTECTION AGENCY
29	45	26	16	26	98	56	27	347	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
19	4	...	7	17	26	151	28	275	EXPORT-IMPORT BANK OF THE UNITED STATES
10	2	1	1	1	2	2	3	23	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, 2001

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
INDEPENDENT AGENCIES (CONTINUED)									
13	9	3	2	10	18	8	12	80	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
77	88	3	124	217	287	376	527	1,813	FEDERAL COMMUNICATIONS COMMISSION
6	34	...	43	24	57	62	28	318	FEDERAL ELECTION COMMISSION
31	206	2	393	829	456	343	202	2,867	FEDERAL EMERGENCY MANAGEMENT AGENCY
...	...	...	1	1	...	2	2	6	FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
4	24	...	15	14	39	48	22	177	FEDERAL LABOR RELATIONS AUTHORITY
6	6	1	10	14	20	26	10	107	FEDERAL MARITIME COMMISSION
37	54	12	44	72	132	113	307	908	FEDERAL TRADE COMMISSION
249	1,002	54	1,180	3,082	2,717	1,358	604	12,120	GENERAL SERVICES ADMINISTRATION
...	1	...	...	...	...	...	...	2	HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	1	...	4	3	12	6	4	39	INTER-AMERICAN FOUNDATION
...	...	...	...	...	1	...	...	2	INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA
...	...	1	...	...	...	2	...	3	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	...	...	1	2	...	1	2	7	MARINE MAMMAL COMMISSION
4	7	...	12	11	17	47	81	200	MERIT SYSTEMS PROTECTION BOARD
284	539	226	1,530	1,831	5,761	3,820	2,604	17,985	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
41	182	3	215	271	274	94	59	2,380	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
...	...	...	...	1	...	...	...	1	NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
12	29	2	23	48	87	37	43	326	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	5	1	7	12	10	3	4	49	NATIONAL CAPITAL PLANNING COMMISSION
...	...	1	...	1	3	3	1	10	NATIONAL COUNCIL ON DISABILITY
...	...	...	1	1	...	...	2	5	NATIONAL EDUCATION GOALS PANEL
63	105	1	144	105	314	450	215	1,813	NATIONAL LABOR RELATIONS BOARD
2	4	3	2	6	6	7	9	42	NATIONAL MEDIATION BOARD
75	52	11	40	86	59	63	74	557	NATIONAL SCIENCE FOUNDATION
13	22	...	21	35	68	129	77	397	NATIONAL TRANSPORTATION SAFETY BOARD
...	1	...	1	...	...	...	...	2	NUCLEAR WASTE TECHNICAL REVIEW BOARD
2	7	2	6	5	4	14	5	48	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
1	9	2	9	6	2	4	3	50	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
1	4	...	5	7	22	7	14	69	OFFICE OF GOVERNMENT ETHICS
2	4	...	10	9	37	15	10	97	OFFICE OF SPECIAL COUNSEL
11	17	3	8	10	18	52	32	159	OVERSEAS PRIVATE INVESTMENT CORPORATION
5	19	...	66	124	174	131	74	686	PENSION BENEFIT GUARANTY CORPORATION
41	180	140	134	277	106	48	35	1,113	RAILROAD RETIREMENT BOARD
51	156	8	213	230	466	854	373	2,721	SECURITIES AND EXCHANGE COMMISSION
10	14	3	15	20	19	13	8	160	SELECTIVE SERVICE SYSTEM
33	219	...	453	1,116	708	371	193	3,916	SMALL BUSINESS ADMINISTRATION
93	425	18	538	470	418	239	192	3,826	SMITHSONIAN INSTITUTION
7,710	5,644	473	16,925	8,197	4,875	1,823	496	58,999	SOCIAL SECURITY ADMINISTRATION
...	2	1	2	7	4	4	7	30	TRADE AND DEVELOPMENT AGENCY
5	19	3	32	23	26	23	15	205	U.S. HOLOCAUST MEMORIAL MUSEUM
29	72	5	161	536	339	160	80	1,448	BROADCASTING BOARD OF GOVERNORS
10	22	2	14	38	104	65	56	344	U.S. INTERNATIONAL TRADE COMMISSION
46	73	9	67	137	191	206	124	933	AGENCY FOR INTERNATIONAL DEVELOPMENT
35	183	7	312	321	490	242	105	2,485	OFFICE OF PERSONNEL MANAGEMENT
...	1	...	1	5	...	1	1	11	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION



TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, ALL AREAS, AS OF MARCH 31, 2001

TOTALS		PERCENTS	STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
			1	2	3	4	5	6	7	8	9	10					
TOTALS	1,219,441	100.0	195,332	81,009	79,060	127,148	118,606	119,145	142,885	111,839	79,795	164,622	...	5.5	\$63,085,558	\$51,733	
PERCENTS	100.0	...	16.0	6.6	6.5	10.4	9.7	9.8	11.7	9.2	6.5	13.5	...	...	...	...
GRADE																	
1	546	0.0	481	21	4	7	2	7	1	2	1	20	...	1.6	8,696	15,928	
2	1,721	0.1	1313	72	43	39	27	20	27	31	20	129	...	2.3	32,125	18,667	
3	11,748	1.0	6,303	823	468	466	442	394	599	488	387	1,378	...	3.5	248,097	21,118	
4	52,033	4.3	18,121	4,244	2,437	3,267	2,865	2,766	4,273	3,921	2,604	7,535	...	4.6	1,266,854	24,347	
5	110,075	9.0	25,954	7,152	5,387	7,332	7,925	8,364	11,533	11,029	7,781	17,618	...	5.4	3,081,001	27,990	
6	83,925	6.9	10,687	4,680	3,951	7,043	6,785	9,751	11,542	10,789	6,699	11,998	...	6.0	2,651,887	31,598	
7	124,258	10.2	19,203	6,537	7,121	11,515	12,161	11,943	17,547	13,635	8,625	15,971	...	5.6	4,339,806	34,926	
8	48,024	3.9	2,623	1,770	2,207	4,849	4,783	5,631	7,669	5,364	5,175	7,953	...	6.5	1,889,917	39,354	
9	125,250	10.3	21,002	9,980	11,285	14,274	12,697	10,489	12,556	9,470	8,103	15,394	...	5.2	5,269,815	42,074	
10	15,263	1.3	1,271	1,120	810	1,565	1,376	1,440	1,807	1,531	1,714	2,629	...	6.2	727,084	47,637	
11	172,290	14.1	23,053	13,159	12,270	19,255	18,692	15,830	19,715	15,483	10,886	23,947	...	5.5	8,832,155	51,263	
12	200,577	16.4	18,650	16,365	14,450	23,170	20,589	21,893	25,780	19,672	13,512	26,496	...	5.7	12,345,694	61,551	
13	161,702	13.3	22,673	9,295	12,250	21,660	17,571	17,457	18,538	13,043	9,209	20,006	...	5.4	11,904,911	73,623	
14	73,087	6.0	13,920	4,175	4,543	8,974	8,991	8,596	7,379	4,915	3,413	8,181	...	5.1	6,400,577	87,575	
15	38,942	3.2	10,078	1,616	1,834	3,732	3,700	4,564	3,919	2,466	1,666	5,367	...	5.0	4,086,931	104,949	

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AVERAGE GRADE 9.7149
 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, 2001

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	1,188,237	100.0	187,695	77,237	76,249	123,507	115,929	116,640	140,390	110,150	78,603	161,837	...	5.5	\$61,785,758	\$51,998	
PERCENTS	100.0	...	15.8	6.5	6.4	10.4	9.8	9.8	11.8	9.3	6.6	13.6	...	...	...	...
GRADE																	
1	539	0.0	479	21	4	6	1	7	1	2	1	17	...	1.5	8,582	15,924	
2	1,656	0.1	1275	65	39	37	22	18	27	28	20	125	...	2.3	31,038	18,743	
3	11,196	0.9	5,999	747	428	441	421	376	587	483	373	1,341	...	3.5	237,814	21,241	
4	49,750	4.2	17,076	3,835	2,271	3,088	2,743	2,692	4,208	3,869	2,566	7,402	...	4.6	1,219,031	24,503	
5	105,790	8.9	24,350	6,470	5,028	6,946	7,678	8,139	11,319	10,858	7,676	17,326	...	5.4	2,978,582	28,156	
6	81,695	6.9	10,174	4,426	3,759	6,780	6,607	9,545	11,324	10,633	6,604	11,843	...	6.0	2,590,804	31,713	
7	121,488	10.2	18,494	6,205	6,850	11,196	11,892	11,736	17,308	13,477	8,549	15,781	...	5.7	4,255,309	35,027	
8	47,421	4.0	2,568	1,721	2,164	4,797	4,727	5,546	7,576	5,298	5,129	7,895	...	6.5	1,868,739	39,407	
9	121,360	10.2	19,963	9,419	10,873	13,790	12,378	10,252	12,325	9,314	7,946	15,100	...	5.2	5,124,290	42,224	
10	14,966	1.3	1,235	1,086	775	1,525	1,349	1,418	1,778	1,512	1,690	2,598	...	6.2	714,648	47,751	
11	167,611	14.1	22,079	12,573	11,811	18,716	18,245	15,456	19,326	15,214	10,685	23,506	...	5.5	8,615,781	51,403	
12	195,031	16.4	17,945	15,859	13,960	22,481	20,051	21,328	25,209	19,257	13,222	25,719	...	5.7	12,032,083	61,693	
13	158,795	13.4	22,270	9,095	11,977	21,161	17,256	17,115	18,201	12,871	9,107	19,742	...	5.4	11,712,076	73,756	
14	72,307	6.1	13,777	4,117	4,500	8,841	8,887	8,491	7,317	4,882	3,381	8,114	...	5.1	6,339,097	87,669	
15	38,632	3.3	10,011	1,598	1,810	3,702	3,672	4,521	3,884	2,452	1,654	5,328	...	5.0	4,057,877	105,039	

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AVERAGE GRADE 9.7350
 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, 2001

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	204,869	100.0	38,296	14,909	14,218	22,074	19,614	19,561	21,372	15,691	12,238	26,896	...	5.2	\$13,357,005	\$65,198	
PERCENTS	100.0	...	18.7	7.3	6.9	10.8	9.6	9.5	10.4	7.7	6.0	13.1	...	...	...	...
GRADE																	
1	132	0.1	120	3 ...		1 ...		1	...			7	...	1.6	2105	15,952	
2	294	0.1	224	22	7	2	4	3	5	10	3	14	...	2.1	5,676	19,308	
3	741	0.4	446	75	32	24	15	21	37	26	17	48	...	2.8	15,900	21,458	
4	2,384	1.2	916	305	130	123	96	93	154	129	94	344	...	4.1	58,214	24,419	
5	6,241	3.0	1,507	603	316	360	358	439	583	542	472	1,061	...	5.3	175,977	28,197	
6	7,157	3.5	745	519	384	618	488	649	916	792	681	1,365	...	6.2	228,756	31,963	
7	15,943	7.8	2,143	620	613	1,147	1,193	1,596	2,258	1,816	1,506	3,051	...	6.3	569,097	35,696	
8	7,339	3.6	162	127	162	444	564	755	1,123	977	1,291	1,734	...	7.4	296,715	40,430	
9	14,544	7.1	2,794	853	1,081	1,354	1,423	1,260	1,485	1,193	1,231	1,870	...	5.3	619,202	42,574	
10	1,781	0.9	220	77	58	144	138	186	197	171	220	370	...	6.4	85,652	48,092	
11	17,352	8.5	4,403	1,704	1,463	1,788	1,923	1,381	1,522	1,041	663	1,464	...	4.4	866,420	49,932	
12	29,215	14.3	4,880	3,295	2,681	3,477	2,813	2,909	3,230	2,032	1,302	2,596	...	4.8	1,764,289	60,390	
13	44,276	21.6	7,093	3,509	3,939	6,320	4,648	4,113	4,463	3,153	2,066	4,972	...	5.1	3,226,154	72,865	
14	34,112	16.7	6,488	2,235	2,290	4,212	3,923	3,627	3,158	2,296	1,612	4,271	...	5.1	2,981,951	87,417	
15	23,358	11.4	6,155	962	1,062	2,060	2,028	2,528	2,241	1,513	1,080	3,729	...	5.1	2,460,890	105,355	

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AVERAGE GRADE 11.4738
 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, 2001

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
ALL AREAS												
TOTAL, ALL GRADES	100.0	16.0	6.6	6.5	10.4	9.7	9.8	11.7	9.2	6.5	13.5	...
1	100.0	88.1	3.8	0.7	1.3	0.4	1.3	0.2	0.4	0.2	3.7	...
2	100.0	76.3	4.2	2.5	2.3	1.6	1.2	1.6	1.8	1.2	7.5	...
3	100.0	53.7	7.0	4.0	4.0	3.8	3.4	5.1	4.2	3.3	11.7	...
4	100.0	34.8	8.2	4.7	6.3	5.5	5.3	8.2	7.5	5.0	14.5	...
5	100.0	23.6	6.5	4.9	6.7	7.2	7.6	10.5	10.0	7.1	16.0	...
6	100.0	12.7	5.6	4.7	8.4	8.1	11.6	13.8	12.9	8.0	14.3	...
7	100.0	15.5	5.3	5.7	9.3	9.8	9.6	14.1	11.0	6.9	12.9	...
8	100.0	5.5	3.7	4.6	10.1	10.0	11.7	16.0	11.2	10.8	16.6	...
9	100.0	16.8	8.0	9.0	11.4	10.1	8.4	10.0	7.6	6.5	12.3	...
10	100.0	8.3	7.3	5.3	10.3	9.0	9.4	11.8	10.0	11.2	17.2	...
11	100.0	13.4	7.6	7.1	11.2	10.8	9.2	11.4	9.0	6.3	13.9	...
12	100.0	9.3	8.2	7.2	11.6	10.3	10.9	12.9	9.8	6.7	13.2	...
13	100.0	14.0	5.7	7.6	13.4	10.9	10.8	11.5	8.1	5.7	12.4	...
14	100.0	19.0	5.7	6.2	12.3	12.3	11.8	10.1	6.7	4.7	11.2	...
15	100.0	25.9	4.1	4.7	9.6	9.5	11.7	10.1	6.3	4.3	13.8	...
WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA												
TOTAL, ALL GRADES	100.0	18.7	7.3	6.9	10.8	9.6	9.5	10.4	7.7	6.0	13.1	...
1	100.0	90.9	2.3	...	0.8	...	0.8	...	...	...	5.3	...
2	100.0	76.2	7.5	2.4	0.7	1.4	1.0	1.7	3.4	1.0	4.8	...
3	100.0	60.2	10.1	4.3	3.2	2.0	2.8	5.0	3.5	2.3	6.5	...
4	100.0	38.4	12.8	5.5	5.2	4.0	3.9	6.5	5.4	3.9	14.4	...
5	100.0	24.1	9.7	5.1	5.8	5.7	7.0	9.3	8.7	7.6	17.0	...
6	100.0	10.4	7.3	5.4	8.6	6.8	9.1	12.8	11.1	9.5	19.1	...
7	100.0	13.4	3.9	3.8	7.2	7.5	10.0	14.2	11.4	9.4	19.1	...
8	100.0	2.2	1.7	2.2	6.0	7.7	10.3	15.3	13.3	17.6	23.6	...
9	100.0	19.2	5.9	7.4	9.3	9.8	8.7	10.2	8.2	8.5	12.9	...
10	100.0	12.4	4.3	3.3	8.1	7.7	10.4	11.1	9.6	12.4	20.8	...
11	100.0	25.4	9.8	8.4	10.3	11.1	8.0	8.8	6.0	3.8	8.4	...
12	100.0	16.7	11.3	9.2	11.9	9.6	10.0	11.1	7.0	4.5	8.9	...
13	100.0	16.0	7.9	8.9	14.3	10.5	9.3	10.1	7.1	4.7	11.2	...
14	100.0	19.0	6.6	6.7	12.3	11.5	10.6	9.3	6.7	4.7	12.5	...
15	100.0	26.4	4.1	4.5	8.8	8.7	10.8	9.6	6.5	4.6	16.0	...

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, 2001

ADJUSTED BASIC		FOREIGN SERVICE STAFF AND OFFICERS BY GRADE AND STEP (PAY PLAN FO)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$83,923	3,968	136	148	208	234	310	305	345	311	382	576	375	245	150	243
1	\$102,836	1,225	7	18	32	39	74	94	107	107	145	239	145	89	51	78
2	\$83,717	1,623	56	47	70	74	122	107	161	129	166	226	163	112	68	122
3	\$64,511	1,024	73	80	101	113	103	91	70	64	63	102	63	40	25	36
4	\$53,151	96	...	3	5	8	11	13	7	11	8	9	4	4	6	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
TOTAL	\$55,843	7,384	778	574	490	426	602	589	441	458	546	633	473	357	374	643
1	\$100,654	441	15	18	22	19	34	38	25	39	43	69	43	32	9	35
2	\$83,234	960	29	30	43	64	89	96	79	87	90	91	78	72	47	65
3	\$65,351	1,243	78	78	85	97	103	101	102	98	115	134	96	57	35	64
4	\$51,611	1,877	191	197	177	144	154	159	97	109	164	153	87	56	55	134
5	\$44,742	1,283	63	67	55	41	138	124	73	78	75	99	66	74	135	195
6	\$38,722	598	70	51	43	33	41	28	31	14	16	45	64	38	43	81
7	\$32,763	561	157	59	28	18	25	27	28	28	28	34	22	22	40	45
8	\$27,098	269	119	39	23	6	13	11	3	4	10	6	13	2	5	15
9	\$24,532	149	55	34	13	4	5	5	3	1	5	2	4	4	5	9
AA	\$20,507	2	...	1	1	...	...	...	...	...	...	...	...	...	...	...
BB	\$17,474	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...
CC	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
DD	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EE	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION, ALL AREAS, AS OF MARCH 31, 2001

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	\$103,012	7,340	45	33	38	72	112	184	218	291	327	6,020
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$56,258	1	...	...	...	...	...	1	...	...	...	...
INTERMEDIATE	\$70,092	3	...	...	...	...	...	1	...	1	1	...
SENIOR	\$86,271	188	4	...	1	3	3	11	10	12	12	132
CHIEF	\$103,266	6,957	38	33	37	69	109	171	206	277	291	5,726
EXECUTIVE	\$110,361	168	2	...	...	...	...	...	1	...	3	162
DIRECTOR	\$115,703	23	1	...	...	...	...	...	1	1	20	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$91,622	279	2	...	2	8	21	25	32	15	23	151
ASSOCIATE	52712	2	...	...	...	...	1	...	...	...	...	1
FULL	\$65,322	31	...	...	...	...	1	4	7	3	4	12
INTERMEDIATE	\$76,300	74	1	...	1	3	10	11	12	4	3	29
SENIOR	\$92,756	71	1	1	7	5	6	3	9	39
CHIEF	\$110,894	101	1	4	2	5	7	5	7	70

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NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$57,554	31,124
NURSE - I	\$43,444	3,613
NURSE - II	\$54,634	18,359
NURSE - III	\$67,267	8,303
NURSE - IV	\$80,565	665
NURSE - V	\$104,521	184
NURSE - UNSPECIFIED	...	...

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$68,194	1,217
DIRECTOR	...	...
ASST DIRECTOR	...	...
CHIEF	\$76,626	411
SENIOR	\$67,254	616
INTERMEDIATE	\$57,278	99
FULL	\$49,948	67
ASSOCIATE	\$44,576	23
JUNIOR	\$28,097	1



TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2001

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	1,660,313	100.0	1,219,441	100.0	198,791	100.0	242,081	100.0
AVERAGE SALARY								
MEAN	\$52,911	...	\$51,733	...	\$38,416	...	\$70,748	...
MEDIAN	\$47,383	...	\$48,043	...	\$38,149	...	\$66,283	...
LESS THAN \$15,000	857	0.1	3	0.0	470	0.2	384	0.2
15,000 - 15,999	1,004	0.1	440	0.0	354	0.2	210	0.1
16,000 - 16,999	877	0.1	123	0.0	506	0.3	248	0.1
17,000 - 17,999	2,859	0.2	1,338	0.1	838	0.4	683	0.3
18,000 - 18,999	5,399	0.3	3,817	0.3	902	0.5	680	0.3
19,000 - 19,999	4,949	0.3	3,362	0.3	1,193	0.6	394	0.2
20,000 - 20,999	3,729	0.2	1,923	0.2	1,487	0.7	319	0.1
21,000 - 21,999	20,371	1.2	17,499	1.4	1,697	0.9	1,175	0.5
22,000 - 22,999	9,461	0.6	6,864	0.6	1,916	1.0	681	0.3
23,000 - 23,999	21,736	1.3	17,809	1.5	2,499	1.3	1,428	0.6
24,000 - 24,999	19,805	1.2	16,445	1.3	2,354	1.2	1,006	0.4
25,000 - 25,999	19,252	1.2	15,288	1.3	3,093	1.6	871	0.4
26,000 - 26,999	24,030	1.4	20,250	1.7	2,988	1.5	792	0.3
27,000 - 27,999	25,559	1.5	20,964	1.7	3,602	1.8	993	0.4
28,000 - 28,999	27,000	1.6	21,356	1.8	4,795	2.4	849	0.4
29,000 - 29,999	42,147	2.5	36,425	3.0	4,489	2.3	1,233	0.5
30,000 - 30,999	39,236	2.4	31,750	2.6	5,898	3.0	1,588	0.7
31,000 - 31,999	31,741	1.9	23,576	1.9	6,356	3.2	1,809	0.7
32,000 - 32,999	32,460	2.0	24,022	2.0	6,860	3.5	1,578	0.7
33,000 - 33,999	33,277	2.0	24,417	2.0	7,050	3.5	1,810	0.7
34,000 - 34,999	33,649	2.0	24,066	2.0	7,373	3.7	2,210	0.9
35,000 - 35,999	44,099	2.7	33,535	2.8	8,394	4.2	2,170	0.9
36,000 - 36,999	40,702	2.5	26,513	2.2	11,863	6.0	2,326	1.0
37,000 - 37,999	37,552	2.3	25,369	2.1	9,763	4.9	2,420	1.0
38,000 - 38,999	41,317	2.5	29,470	2.4	8,917	4.5	2,930	1.2
39,000 - 39,999	34,690	2.1	21,912	1.8	10,807	5.4	1,971	0.8
40,000 - 40,999	30,038	1.8	18,322	1.5	9,348	4.7	2,368	1.0
41,000 - 41,999	29,777	1.8	17,753	1.5	9,887	5.0	2,137	0.9
42,000 - 42,999	28,569	1.7	18,708	1.5	7,570	3.8	2,291	0.9
43,000 - 43,999	33,777	2.0	20,690	1.7	10,161	5.1	2,926	1.2
44,000 - 44,999	33,793	2.0	25,076	2.1	5,749	2.9	2,968	1.2
45,000 - 45,999	22,610	1.4	15,996	1.3	4,186	2.1	2,428	1.0
46,000 - 46,999	32,563	2.0	22,337	1.8	7,290	3.7	2,936	1.2
47,000 - 47,999	27,772	1.7	21,336	1.7	2,884	1.5	3,552	1.5
48,000 - 48,999	17,868	1.1	11,355	0.9	3,485	1.8	3,028	1.3
49,000 - 49,999	24,934	1.5	17,810	1.5	2,329	1.2	4,795	2.0
50,000 - 50,999	23,011	1.4	16,673	1.4	3,345	1.7	2,993	1.2
51,000 - 51,999	27,060	1.6	21,363	1.8	1,879	0.9	3,818	1.6
52,000 - 52,999	13,655	0.8	8,809	0.7	1,611	0.8	3,235	1.3
53,000 - 53,999	34,311	2.1	28,672	2.4	1,973	1.0	3,666	1.5
54,000 - 54,999	24,476	1.5	19,629	1.6	1,376	0.7	3,471	1.4
55,000 - 55,999	17,567	1.1	11,883	1.0	1,690	0.9	3,994	1.6
56,000 - 56,999	29,986	1.8	25,340	2.1	1,456	0.7	3,190	1.3
57,000 - 57,999	24,882	1.5	20,256	1.7	730	0.4	3,896	1.6
58,000 - 58,999	23,316	1.4	18,099	1.5	1,154	0.6	4,063	1.7
59,000 - 59,999	14,119	0.9	10,538	0.9	513	0.3	3,068	1.3
60,000 - 60,999	19,733	1.2	16,032	1.3	550	0.3	3,151	1.3
61,000 - 61,999	13,946	0.8	10,435	0.9	523	0.3	2,988	1.2
62,000 - 62,999	26,332	1.6	21,797	1.8	516	0.3	4,019	1.7
63,000 - 63,999	21,109	1.3	16,993	1.4	386	0.2	3,730	1.5
64,000 - 64,999	19,658	1.2	15,674	1.3	278	0.1	3,706	1.5
65,000 - 65,999	25,596	1.5	21,419	1.8	347	0.2	3,830	1.6
66,000 - 66,999	10,696	0.6	6,819	0.6	275	0.1	3,602	1.5
67,000 - 67,999	33,038	2.0	28,687	2.4	177	0.1	4,174	1.7
68,000 - 68,999	11,308	0.7	7,876	0.6	102	0.1	3,330	1.4
69,000 - 69,999	27,617	1.7	23,645	1.9	82	0.0	3,890	1.6
70,000 - 70,999	10,973	0.7	7,717	0.6	100	0.1	3,156	1.3
71,000 - 71,999	13,881	0.8	11,032	0.9	42	0.0	2,807	1.2
72,000 - 72,999	14,636	0.9	11,279	0.9	86	0.0	3,271	1.4
73,000 - 73,999	12,844	0.8	10,196	0.8	56	0.0	2,592	1.1
74,000 - 74,999	15,990	1.0	12,926	1.1	50	0.0	3,014	1.2
75,000 - 75,999	12,353	0.7	9,846	0.8	45	0.0	2,462	1.0
76,000 - 76,999	11,843	0.7	9,169	0.8	8	0.0	2,666	1.1
77,000 - 77,999	13,512	0.8	10,821	0.9	10	0.0	2,681	1.1
78,000 - 78,999	9,978	0.6	7,546	0.6	7	0.0	2,425	1.0
79,000 - 79,999	8,201	0.5	5,682	0.5	13	0.0	2,506	1.0
80,000 - 89,999	91,474	5.5	70,601	5.8	55	0.0	20,818	8.6
90,000 - 99,999	48,995	3.0	34,860	2.9	2	0.0	14,133	5.8
100,000 - 109,999	32,963	2.0	15,700	1.3	1	0.0	17,262	7.1
110,000 - 119,999	25,933	1.6	13,073	1.1	...	...	12,860	5.3
120,000 - 129,999	7,663	0.5	435	0.0	...	...	7,228	3.0
130,000 AND OVER	8,199	0.5	...	...	...	...	8,199	3.4

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, 2001**

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	1,607,722	100.0	1,188,237	100.0	195,320	100.0	224,165	100.0
AVERAGE SALARY								
MEAN	\$53,115	...	\$51,998	...	\$38,568	...	\$71,709	...
MEDIAN	\$47,436	...	\$48,253	...	\$38,213	...	\$67,323	...
LESS THAN \$15,000	790	0.0	1	0.0	426	0.2	363	0.2
15,000 - 15,999	941	0.1	439	0.0	300	0.2	202	0.1
16,000 - 16,999	782	0.0	73	0.0	465	0.2	244	0.1
17,000 - 17,999	2,455	0.2	1,032	0.1	743	0.4	680	0.3
18,000 - 18,999	5,244	0.3	3,699	0.3	865	0.4	680	0.3
19,000 - 19,999	3,791	0.2	2,287	0.2	1,124	0.6	380	0.2
20,000 - 20,999	2,897	0.2	1,313	0.1	1,274	0.7	310	0.1
21,000 - 21,999	18,410	1.1	15,770	1.3	1,530	0.8	1,110	0.5
22,000 - 22,999	8,336	0.5	5,937	0.5	1,764	0.9	635	0.3
23,000 - 23,999	21,184	1.3	17,383	1.5	2,392	1.2	1,409	0.6
24,000 - 24,999	18,321	1.1	15,217	1.3	2,239	1.1	865	0.4
25,000 - 25,999	18,362	1.1	14,689	1.2	2,854	1.5	819	0.4
26,000 - 26,999	23,087	1.4	19,576	1.6	2,766	1.4	745	0.3
27,000 - 27,999	24,097	1.5	19,850	1.7	3,399	1.7	848	0.4
28,000 - 28,999	25,680	1.6	20,287	1.7	4,637	2.4	756	0.3
29,000 - 29,999	41,301	2.6	35,890	3.0	4,370	2.2	1,041	0.5
30,000 - 30,999	38,215	2.4	31,190	2.6	5,676	2.9	1,349	0.6
31,000 - 31,999	31,035	1.9	23,165	1.9	6,277	3.2	1,593	0.7
32,000 - 32,999	31,825	2.0	23,722	2.0	6,769	3.5	1,334	0.6
33,000 - 33,999	31,788	2.0	23,324	2.0	6,982	3.6	1,482	0.7
34,000 - 34,999	32,608	2.0	23,378	2.0	7,280	3.7	1,950	0.9
35,000 - 35,999	43,160	2.7	32,828	2.8	8,333	4.3	1,999	0.9
36,000 - 36,999	39,796	2.5	25,932	2.2	11,775	6.0	2,089	0.9
37,000 - 37,999	36,808	2.3	24,925	2.1	9,663	4.9	2,220	1.0
38,000 - 38,999	40,654	2.5	29,151	2.5	8,820	4.5	2,683	1.2
39,000 - 39,999	34,027	2.1	21,583	1.8	10,683	5.5	1,761	0.8
40,000 - 40,999	28,972	1.8	17,546	1.5	9,319	4.8	2,107	0.9
41,000 - 41,999	28,706	1.8	17,064	1.4	9,828	5.0	1,814	0.8
42,000 - 42,999	27,562	1.7	18,112	1.5	7,535	3.9	1,915	0.9
43,000 - 43,999	32,932	2.0	20,275	1.7	10,127	5.2	2,530	1.1
44,000 - 44,999	32,801	2.0	24,541	2.1	5,733	2.9	2,527	1.1
45,000 - 45,999	21,864	1.4	15,539	1.3	4,175	2.1	2,150	1.0
46,000 - 46,999	31,724	2.0	21,926	1.8	7,273	3.7	2,525	1.1
47,000 - 47,999	27,203	1.7	21,194	1.8	2,877	1.5	3,132	1.4
48,000 - 48,999	16,454	1.0	10,446	0.9	3,451	1.8	2,557	1.1
49,000 - 49,999	23,686	1.5	17,120	1.4	2,303	1.2	4,263	1.9
50,000 - 50,999	22,281	1.4	16,429	1.4	3,335	1.7	2,517	1.1
51,000 - 51,999	26,126	1.6	20,908	1.8	1,833	0.9	3,385	1.5
52,000 - 52,999	12,772	0.8	8,401	0.7	1,604	0.8	2,767	1.2
53,000 - 53,999	33,015	2.1	27,963	2.4	1,962	1.0	3,090	1.4
54,000 - 54,999	23,451	1.5	19,025	1.6	1,366	0.7	3,060	1.4
55,000 - 55,999	16,797	1.0	11,862	1.0	1,678	0.9	3,257	1.5
56,000 - 56,999	28,814	1.8	24,730	2.1	1,448	0.7	2,636	1.2
57,000 - 57,999	23,861	1.5	19,495	1.6	723	0.4	3,643	1.6
58,000 - 58,999	22,394	1.4	17,986	1.5	1,148	0.6	3,260	1.5
59,000 - 59,999	13,406	0.8	9,943	0.8	508	0.3	2,955	1.3
60,000 - 60,999	19,416	1.2	15,958	1.3	538	0.3	2,920	1.3
61,000 - 61,999	13,216	0.8	9,804	0.8	521	0.3	2,891	1.3
62,000 - 62,999	25,456	1.6	21,172	1.8	515	0.3	3,769	1.7
63,000 - 63,999	20,458	1.3	16,431	1.4	382	0.2	3,645	1.6
64,000 - 64,999	18,916	1.2	15,166	1.3	277	0.1	3,473	1.5
65,000 - 65,999	25,441	1.6	21,364	1.8	347	0.2	3,730	1.7
66,000 - 66,999	10,094	0.6	6,456	0.5	274	0.1	3,364	1.5
67,000 - 67,999	32,864	2.0	28,586	2.4	176	0.1	4,102	1.8
68,000 - 68,999	10,613	0.7	7,454	0.6	102	0.1	3,057	1.4
69,000 - 69,999	27,548	1.7	23,630	2.0	82	0.0	3,836	1.7
70,000 - 70,999	10,464	0.7	7,456	0.6	100	0.1	2,908	1.3
71,000 - 71,999	13,855	0.9	11,014	0.9	41	0.0	2,800	1.2
72,000 - 72,999	14,230	0.9	11,107	0.9	86	0.0	3,037	1.4
73,000 - 73,999	12,810	0.8	10,181	0.9	56	0.0	2,573	1.1
74,000 - 74,999	15,294	1.0	12,477	1.1	50	0.0	2,767	1.2
75,000 - 75,999	12,329	0.8	9,839	0.8	45	0.0	2,445	1.1
76,000 - 76,999	11,625	0.7	9,058	0.8	8	0.0	2,559	1.1
77,000 - 77,999	13,336	0.8	10,811	0.9	10	0.0	2,515	1.1
78,000 - 78,999	9,904	0.6	7,541	0.6	7	0.0	2,356	1.1
79,000 - 79,999	7,885	0.5	5,556	0.5	13	0.0	2,316	1.0
80,000 - 89,999	90,023	5.6	70,204	5.9	55	0.0	19,764	8.8
90,000 - 99,999	48,280	3.0	34,702	2.9	2	0.0	13,576	6.1
100,000 - 109,999	32,100	2.0	15,618	1.3	1	0.0	16,481	7.4
110,000 - 119,999	25,657	1.6	13,071	1.1	...	...	12,586	5.6
120,000 - 129,999	7,347	0.5	435	0.0	...	...	6,912	3.1
130,000 AND OVER	8,146	0.5	...	...	...	...	8,146	3.6

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

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



TABLE 12 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, WASHINGTON DC-MD-VA-WV, METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2001

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	267,967	100.0	204,869	100.0	10,986	100.0	52,112	100.0
AVERAGE SALARY								
MEAN	\$67,063	...	\$65,198	...	\$39,395	...	\$80,227	...
MEDIAN	\$65,270	...	\$65,164	...	\$39,495	...	\$75,293	...
LESS THAN \$15,000	1	0.0	...	...	...	...	1	0.0
15,000 - 15,999	127	0.0	120	0.1	2	0.0	5	0.0
16,000 - 16,999	6	0.0	3	0.0	2	0.0	1	0.0
17,000 - 17,999	131	0.0	88	0.0	7	0.1	36	0.1
18,000 - 18,999	53	0.0	15	0.0	15	0.1	23	0.0
19,000 - 19,999	506	0.2	382	0.2	48	0.4	76	0.1
20,000 - 20,999	396	0.1	270	0.1	99	0.9	27	0.1
21,000 - 21,999	485	0.2	327	0.2	52	0.5	106	0.2
22,000 - 22,999	1,066	0.4	947	0.5	71	0.6	48	0.1
23,000 - 23,999	873	0.3	268	0.1	526	4.8	79	0.2
24,000 - 24,999	2,210	0.8	1,943	0.9	102	0.9	165	0.3
25,000 - 25,999	1,136	0.4	543	0.3	540	4.9	53	0.1
26,000 - 26,999	1,255	0.5	1,131	0.6	42	0.4	82	0.2
27,000 - 27,999	1,211	0.5	992	0.5	98	0.9	121	0.2
28,000 - 28,999	1,710	0.6	1,192	0.6	385	3.5	133	0.3
29,000 - 29,999	3,572	1.3	3,195	1.6	170	1.5	207	0.4
30,000 - 30,999	2,123	0.8	1,749	0.9	159	1.4	215	0.4
31,000 - 31,999	2,999	1.1	2,238	1.1	532	4.8	229	0.4
32,000 - 32,999	2,437	0.9	2,076	1.0	77	0.7	284	0.5
33,000 - 33,999	2,629	1.0	2,218	1.1	138	1.3	273	0.5
34,000 - 34,999	3,555	1.3	2,490	1.2	681	6.2	384	0.7
35,000 - 35,999	4,589	1.7	3,866	1.9	141	1.3	582	1.1
36,000 - 36,999	5,878	2.2	4,676	2.3	574	5.2	628	1.2
37,000 - 37,999	3,931	1.5	2,952	1.4	237	2.2	742	1.4
38,000 - 38,999	4,707	1.8	3,723	1.8	100	0.9	884	1.7
39,000 - 39,999	3,307	1.2	2,233	1.1	702	6.4	372	0.7
40,000 - 40,999	3,147	1.2	2,355	1.1	256	2.3	536	1.0
41,000 - 41,999	2,581	1.0	1,655	0.8	534	4.9	392	0.8
42,000 - 42,999	3,264	1.2	2,588	1.3	237	2.2	439	0.8
43,000 - 43,999	5,863	2.2	3,553	1.7	1,630	14.8	680	1.3
44,000 - 44,999	4,770	1.8	4,189	2.0	108	1.0	473	0.9
45,000 - 45,999	3,605	1.3	3,086	1.5	76	0.7	443	0.9
46,000 - 46,999	2,622	1.0	1,360	0.7	817	7.4	445	0.9
47,000 - 47,999	3,935	1.5	3,343	1.6	56	0.5	536	1.0
48,000 - 48,999	3,362	1.3	2,395	1.2	377	3.4	590	1.1
49,000 - 49,999	871	0.3	394	0.2	39	0.4	438	0.8
50,000 - 50,999	2,560	1.0	1,893	0.9	232	2.1	435	0.8
51,000 - 51,999	2,111	0.8	1,581	0.8	26	0.2	504	1.0
52,000 - 52,999	1,208	0.5	450	0.2	202	1.8	556	1.1
53,000 - 53,999	6,473	2.4	5,947	2.9	26	0.2	500	1.0
54,000 - 54,999	4,882	1.8	4,076	2.0	165	1.5	641	1.2
55,000 - 55,999	1,104	0.4	395	0.2	20	0.2	689	1.3
56,000 - 56,999	3,979	1.5	3,163	1.5	279	2.5	537	1.0
57,000 - 57,999	2,617	1.0	1,859	0.9	7	0.1	751	1.4
58,000 - 58,999	3,610	1.3	3,039	1.5	78	0.7	493	0.9
59,000 - 59,999	1,018	0.4	501	0.2	13	0.1	504	1.0
60,000 - 60,999	3,070	1.1	2,457	1.2	48	0.4	565	1.1
61,000 - 61,999	969	0.4	493	0.2	6	0.1	470	0.9
62,000 - 62,999	3,461	1.3	2,973	1.5	37	0.3	451	0.9
63,000 - 63,999	7,705	2.9	6,908	3.4	1	0.0	796	1.5
64,000 - 64,999	1,093	0.4	436	0.2	60	0.5	597	1.1
65,000 - 65,999	5,943	2.2	5,198	2.5	24	0.2	721	1.4
66,000 - 66,999	1,138	0.4	497	0.2	30	0.3	611	1.2
67,000 - 67,999	5,857	2.2	5,049	2.5	60	0.5	748	1.4
68,000 - 68,999	932	0.3	346	0.2	10	0.1	576	1.1
69,000 - 69,999	9,735	3.6	8,536	4.2	7	0.1	1,192	2.3
70,000 - 70,999	652	0.2	234	0.1	1	0.0	417	0.8
71,000 - 71,999	5,255	2.0	4,652	2.3	1	0.0	602	1.2
72,000 - 72,999	885	0.3	399	0.2	3	0.0	483	0.9
73,000 - 73,999	4,875	1.8	4,240	2.1	...	...	635	1.2
74,000 - 74,999	2,837	1.1	2,387	1.2	12	0.1	438	0.8
75,000 - 75,999	5,608	2.1	4,899	2.4	...	...	709	1.4
76,000 - 76,999	475	0.2	169	0.1	2	0.0	304	0.6
77,000 - 77,999	6,481	2.4	5,776	2.8	1	0.0	704	1.4
78,000 - 78,999	361	0.1	64	0.0	...	...	297	0.6
79,000 - 79,999	3,072	1.1	2,532	1.2	...	...	540	1.0
80,000 - 89,999	29,847	11.1	24,845	12.1	5	0.0	4,997	9.6
90,000 - 99,999	21,992	8.2	17,756	8.7	...	...	4,236	8.1
100,000 - 109,999	10,633	4.0	7,781	3.8	...	...	2,852	5.5
110,000 - 119,999	12,227	4.6	8,721	4.3	...	...	3,506	6.7
120,000 - 129,999	2,748	1.0	62	0.0	...	...	2,686	5.2
130,000 AND OVER	5,641	2.1	...	...	...	...	5,641	10.8

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, 2001**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
EXECUTIVE SCHEDULE (EX)					
LEVEL V	9	9	9	...	...
LEVEL IV	128	128	122	...	...
LEVEL III	51	50	48	1	...
LEVEL II	15	15	15	...	...
LEVEL I	17	17	17	...	...
TOTALS	220	219	211	1	...
SENIOR LEVEL (SL)					
SL	501	497	424	5	...
ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)					
AL - 3	1,227	1,217	165	10	...
AL - 2	36	36	16	...	...
AL - 1	5	5	5	...	...
TOTALS	1,268	1,258	186	10	...
CA - 1	8	8	8	...	...
CA - 2	9	9	9	...	...
CA - 3	44	44	44	...	...
TOTALS	61	61	61	...	...
SENIOR EXECUTIVE SERVICE (ES)					
ES - 1	826	821	556	5	...
ES - 2	791	790	525	1	...
ES - 3	998	987	631	21	...
ES - 4	2,515	2,502	1,720	63	...
ES - 5	1,086	1,084	815	19	...
ES - 6	503	503	441	2	...
TOTALS	6,719	6,687	4,688	111	...
MEDICAL (VM) AND NON-MEDICAL (AD & SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS					
VM - DIRECTOR	23	23	...	...	...
AD - DIRECTOR	1	1	...	...	...
SR - DIRECTOR	59	59	40	...	...
TOTALS	83	83	40	...	...
SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)					
FE - CAREER MINISTER	26	14	14	12	...
FE - MINISTER COUNSELOR	364	210	189	154	...
FE - COUNSELOR	604	269	254	335	...
TOTALS	994	493	457	501	...
FA - 4	...	...	...	...	...
FA - 3	82	...	...	82	...
FA - 2	50	1	1	49	...
FA - 1	...	...	...	...	...
TOTALS	132	1	1	131	...
SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)					
ST	288	288	111	...	...
OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE					
--	5,705	5,648	2,061	57	...
TOTALS FOR SELECTED PAY SYSTEMS	15,971	15,235	8,240	816	...



TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2001

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
ALL AGENCIES, TOTAL	15,971	4,415	6,719	225	501	77	288	3,746
LEGISLATIVE BRANCH, TOTAL	172	23	...	5	105	13	5	21
ARCHITECT OF THE CAPITOL	13	...	...	...	...	13	...	...
COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY	1	1	...	...	...	...	...	...
GOVERNMENT PRINTING OFFICE	23	...	...	2	...	...	...	21
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	109	...	...	3	101	...	5	...
MEDICARE PAYMENT ADVISORY COMMISSION	8	8	...	...	...	...	...	...
MILLENNIAL HOUSING COMMISSION	1	1	...	...	...	...	...	...
UNITED STATES-CHINA SECURITY REVIEW COMMISSION	1	1	...	...	...	...	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	1	1	...	...	...	...	...	...
U.S. TAX COURT	14	10	...	...	4	...	...	...
EXECUTIVE BRANCH, TOTAL	15,799	4,392	6,719	220	396	64	283	3,725
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	1	...	1	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	2	2	...	...	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	3	3	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	6	...	...	...	6	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	72	3	67	2	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	11	...	11	...	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	3	...	2	1	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	24	2	20	2	...	...	...	...
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	385	...	295	3	16	...	37	34
DEPARTMENT OF COMMERCE	501	79	330	4	8	...	39	41
DEPARTMENT OF DEFENSE, TOTAL	1,739	339	1,174	9	30	5	97	85
DEFENSE LOGISTICS AGENCY	41	16	25	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	226	17	156	1	9	...	29	14
DEPARTMENT OF THE ARMY	355	33	247	1	...	...	32	42
DEPARTMENT OF THE NAVY	628	250	318	1	7	...	23	29
OFFICE OF THE SECRETARY OF DEFENSE	240	...	230	6	3	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	246	23	195	...	11	5	12	...
DEPARTMENT OF EDUCATION	110	32	74	2	1	...	...	1
DEPARTMENT OF ENERGY	555	...	453	9	7	...	2	84
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,339	673	404	1	4	...	9	248
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	147	54	81	4	1	...	...	7
DEPARTMENT OF THE INTERIOR	283	7	206	5	24	...	28	13
DEPARTMENT OF JUSTICE	3,785	2,879	607	10	66	...	...	223
DEPARTMENT OF LABOR	208	2	146	3	11	...	...	46
DEPARTMENT OF STATE	1,071	5	131	16	3	...	...	916
DEPARTMENT OF TRANSPORTATION	444	32	197	8	2	...	...	205
DEPARTMENT OF THE TREASURY	692	18	572	8	18	...	...	76
DEPARTMENT OF VETERANS AFFAIRS	447	10	279	5	...	59	...	94
INDEPENDENT AGENCIES								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	2	...	2	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	1	...	...	1	...	...	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	1	...	...	1	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	4	4	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	4	...	1	3	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	3	...	3	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	26	...	20	4	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	16	...	13	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	11	...	3	1	...	...	...	7
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	14	3	...	...	11	...	...	...
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	40	...	7	5	...	...	...	28
ENVIRONMENTAL PROTECTION AGENCY	296	...	264	1	16	...	7	8

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2001

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
INDEPENDENT AGENCIES (CONTINUED)								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	43	...	40	3	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	26	6	...	4	16	...	...	...
FARM CREDIT ADMINISTRATION	17	...	...	2	...	...	...	15
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	...	3	...	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	...	2	4	...	...	...	10
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	7	...	7	...	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	55	...	39	4	10	...	...	2
FEDERAL DEPOSIT INSURANCE CORPORATION	224	...	...	3	...	...	...	221
FEDERAL ELECTION COMMISSION	13	...	...	8	5	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	43	1	40	2	...	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...
FEDERAL HOUSING FINANCE BOARD	12	...	...	3	...	...	...	9
FEDERAL LABOR RELATIONS AUTHORITY	21	...	13	3	...	...	...	5
FEDERAL MARITIME COMMISSION	15	...	7	5	...	...	...	3
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	5	...	...	5	...	...	...	...
FEDERAL TRADE COMMISSION	39	...	32	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	106	...	96	1	1	...	...	8
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	1	...	...	1	...	...	...	...
INTERNATIONAL JOINT COMMISSION:	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	2	2	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	17	...	14	3	...	...	...	...
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	1	1	...	...	...	...	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	475	11	393	2	4	...	64	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	19	1	16	1	1	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	3	2	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	17	...	15	2	...	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	3	...	3	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	37	...	...	3	...	...	...	34
NATIONAL LABOR RELATIONS BOARD	121	...	56	4	...	...	...	61
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	222	152	70	...	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	20	...	10	4	2	...	...	4
NUCLEAR REGULATORY COMMISSION	211	...	141	6	...	...	...	64
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	17	...	3	2	...	...	...	12
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	4	...	3	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	7	...	6	1	...	...	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	12	...	11	1	...	...	...	...
PANAMA CANAL COMMISSION	1	1	...	...	...	...	...	...
PEACE CORPS	5	...	...	...	...	...	...	5
PENSION BENEFIT GUARANTY CORPORATION	23	...	...	...	23	...	...	...
PRESIDENTIAL ADVISORY COMMISSION ON HOLOCAUST ASSETS IN THE UNITED STATES	3	3	...	...	...	...	...	...
PRESIDIO TRUST	16	16	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD	13	...	9	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	83	...	71	3	...	...	...	9
SELECTIVE SERVICE SYSTEM	3	...	2	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	52	10	40	1	...	...	...	1
SMITHSONIAN INSTITUTION	108	...	...	...	104	...	...	4
SOCIAL SECURITY ADMINISTRATION	1,120	1	123	2	...	...	...	994
TENNESSEE VALLEY AUTHORITY	3	...	...	3	...	...	...	...
TRADE AND DEVELOPMENT AGENCY	2	...	2	...	...	...	...	...
U.S. HOLOCAUST MEMORIAL MUSEUM	3	...	...	...	3	...	...	...
BROADCASTING BOARD OF GOVERNORS	19	...	16	...	...	...	...	3
U.S. INSTITUTE OF PEACE	8	8	...	...	...	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	18	...	9	6	...	...	...	3
AGENCY FOR INTERNATIONAL DEVELOPMENT	166	6	24	2	...	...	...	134
OFFICE OF PERSONNEL MANAGEMENT	42	...	39	1	2	...	...	...



TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2001

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA	35,510	\$52,692	24,918	\$52,701	4,132	\$34,979	6,460	\$63,985
ALASKA	11,223	\$49,365	7,390	\$44,831	2,184	\$52,955	1,649	\$64,926
ARIZONA	29,088	\$45,886	21,660	\$45,462	4,041	\$37,421	3,387	\$58,700
ARKANSAS	11,052	\$44,751	8,028	\$44,699	1,932	\$33,177	1,092	\$65,602
CALIFORNIA	137,376	\$53,457	97,198	\$50,865	16,822	\$39,575	23,356	\$74,245
COLORADO	32,336	\$54,185	26,327	\$53,456	2,731	\$35,660	3,278	\$75,470
CONNECTICUT	6,756	\$53,146	5,034	\$52,411	841	\$35,247	881	\$74,434
DELAWARE	2,508	\$47,011	1,661	\$45,383	647	\$43,073	200	\$73,281
DISTRICT OF COLUMBIA	143,768	\$67,941	110,882	\$66,240	5,580	\$38,208	27,306	\$80,925
FLORIDA	61,372	\$50,650	45,346	\$48,579	7,534	\$36,448	8,492	\$74,313
GEORGIA	62,938	\$49,157	47,367	\$49,021	10,186	\$36,621	5,385	\$74,060
HAWAII	19,557	\$47,077	12,660	\$44,909	5,750	\$48,144	1,147	\$65,663
IDAHO	7,490	\$47,785	5,997	\$48,115	978	\$36,611	515	\$65,172
ILLINOIS	39,996	\$55,284	30,753	\$53,117	3,768	\$40,455	5,475	\$77,660
INDIANA	19,495	\$47,765	11,813	\$46,876	2,300	\$40,301	5,382	\$52,905
IOWA	6,992	\$46,500	4,959	\$45,449	1,179	\$38,042	854	\$64,275
KANSAS	14,761	\$47,655	11,028	\$44,749	2,076	\$40,860	1,657	\$75,505
KENTUCKY	19,624	\$43,102	14,490	\$41,205	2,233	\$36,521	2,901	\$57,646
LOUISIANA	19,843	\$46,732	15,292	\$46,415	3,106	\$37,654	1,445	\$69,593
MAINE	8,197	\$47,323	5,183	\$49,898	2,569	\$38,304	445	\$69,405
MARYLAND	101,461	\$62,321	76,896	\$60,798	6,445	\$40,472	18,120	\$76,554
MASSACHUSETTS	24,369	\$53,644	19,138	\$52,298	2,343	\$36,306	2,888	\$76,637
MICHIGAN	21,006	\$54,163	16,658	\$53,030	2,105	\$43,183	2,243	\$72,886
MINNESOTA	12,975	\$52,284	9,357	\$48,306	1,566	\$40,350	2,052	\$79,529
MISSISSIPPI	16,725	\$46,386	11,654	\$45,771	2,781	\$34,403	2,290	\$64,069
MISSOURI	31,767	\$46,763	26,483	\$45,099	2,568	\$38,470	2,716	\$70,837
MONTANA	8,009	\$46,596	6,623	\$46,133	940	\$40,452	446	\$66,422
NEBRASKA	7,595	\$47,871	6,119	\$47,777	760	\$34,619	716	\$62,737
NEVADA	7,294	\$51,529	5,596	\$49,089	697	\$40,729	1,001	\$72,687
NEW HAMPSHIRE	3,083	\$59,476	1,874	\$50,926	342	\$35,865	867	\$87,272
NEW JERSEY	25,411	\$58,237	19,519	\$57,629	2,774	\$40,768	3,118	\$77,589
NEW MEXICO	20,962	\$48,028	15,338	\$47,763	2,126	\$35,320	3,498	\$56,912
NEW YORK	56,478	\$51,972	42,552	\$49,322	6,040	\$36,495	7,886	\$78,127
NORTH CAROLINA	30,488	\$46,340	20,365	\$46,283	6,672	\$37,727	3,451	\$63,331
NORTH DAKOTA	5,015	\$44,724	3,482	\$44,723	921	\$38,168	612	\$54,592

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2001

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
OHIO	42,000	\$54,383	32,874	\$52,088	3,264	\$40,367	5,862	\$75,060
OKLAHOMA	32,673	\$46,510	18,907	\$47,502	9,802	\$38,099	3,964	\$62,574
OREGON	17,270	\$50,282	13,542	\$49,710	2,144	\$42,904	1,584	\$65,160
PENNSYLVANIA	61,134	\$48,072	47,386	\$47,987	9,540	\$37,860	4,208	\$72,178
RHODE ISLAND	5,728	\$57,922	2,965	\$49,630	594	\$34,087	2,169	\$75,785
SOUTH CAROLINA	15,707	\$46,912	10,848	\$45,824	2,396	\$35,393	2,463	\$62,908
SOUTH DAKOTA	6,789	\$43,774	4,671	\$44,170	1,055	\$36,091	1,063	\$49,657
TENNESSEE	33,215	\$49,084	17,999	\$42,872	2,759	\$33,678	12,457	\$61,471
TEXAS	100,006	\$49,049	75,508	\$47,646	12,968	\$35,317	11,530	\$73,680
UTAH	25,395	\$44,616	18,375	\$44,408	5,739	\$39,059	1,281	\$72,497
VERMONT	2,936	\$47,071	2,303	\$46,252	344	\$35,264	289	\$67,650
VIRGINIA	113,781	\$58,129	85,628	\$58,552	11,092	\$36,424	17,061	\$70,118
WASHINGTON	42,105	\$51,442	27,980	\$50,647	9,823	\$45,580	4,302	\$70,003
WEST VIRGINIA	12,119	\$47,969	9,689	\$47,402	1,365	\$37,051	1,065	\$67,114
WISCONSIN	11,029	\$47,297	8,012	\$46,294	1,766	\$37,618	1,251	\$67,384
WYOMING	4,421	\$45,316	3,328	\$45,039	768	\$39,469	325	\$61,975
UNSPECIFIED 1/	18,894	\$55,895	18,582	\$55,768	232	\$39,656	80	...
TOTALS	1,607,722	\$53,115	1,188,237	\$51,998	195,320	\$38,568	224,165	\$71,709

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, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,103	\$54,609	20,255	\$53,418	3,563	\$37,590	3,285	\$80,410
BOSTON, MA-NH	15,858	\$59,544	12,399	\$58,045	1,085	\$35,538	2,374	\$78,346
BROCKTON, MA	980	\$46,333	609	\$43,860	180	\$30,801	191	\$68,856
FITCHBURG-MINSTER, MA	273	\$28,381	272	\$28,116	...	...	1	...
LAWRENCE, MA-NH	2,642	\$36,285	2,612	\$36,180	25	\$35,578	5	\$94,838
LOWELL, MA-NH	711	\$42,671	657	\$42,502	46	\$36,156	8	\$94,006
MANCHESTER, NH	914	\$51,134	614	\$48,378	102	\$30,791	198	\$70,160
NASHUA, NH	610	\$90,379	138	\$59,664	...	...	472	\$99,359
NEW BEDFORD, MA	114	\$56,228	105	\$55,194	1	\$36,752	8	\$72,245
PORTSMOUTH-ROCHESTER, NH-ME	4,694	\$49,301	2,578	\$57,120	2,109	\$39,642	7	\$79,934
WORCESTER, MA-CT	307	\$54,547	271	\$53,511	15	\$33,052	21	\$83,270
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,453	\$58,117	19,373	\$54,911	1,695	\$37,172	4,385	\$80,376
CHICAGO, IL	24,850	\$58,188	18,948	\$54,988	1,636	\$37,178	4,266	\$80,460
GARY, IN	482	\$54,189	376	\$51,549	53	\$36,498	53	\$90,612
KANKAKEE, IL	96	\$61,670	30	\$50,488	...	...	66	\$66,753
KENOSHA, WI	25	\$49,054	19	\$51,426	6	\$41,546	...	...
CINCINNATI-HAMILTON, OH-KY-IN	9,702	\$44,138	8,789	\$42,201	300	\$33,826	613	\$76,958
CINCINNATI, OH-KY-IN	9,660	\$44,117	8,748	\$42,167	300	\$33,826	612	\$77,044
§ HAMILTON-MIDDLETOWN, OH	42	\$48,910	41	\$49,510	...	...	1	\$24,308
CLEVELAND-AKRON-LORAIN, OH	10,619	\$57,297	8,214	\$53,288	535	\$36,606	1,870	\$80,830
AKRON, OH	420	\$53,878	275	\$53,043	88	\$42,437	57	\$75,566
CLEVELAND-LORAIN-ELYRIA, OH	10,199	\$57,438	7,939	\$53,296	447	\$35,458	1,813	\$80,995
DALLAS-FORT WORTH, TX	22,058	\$57,404	15,927	\$53,041	1,175	\$37,524	4,956	\$76,136
DALLAS, TX	13,469	\$55,351	10,751	\$52,889	557	\$33,466	2,161	\$73,241
FORT WORTH-ARLINGTON, TX	8,589	\$60,622	5,176	\$53,357	618	\$41,182	2,795	\$78,374
DENVER-BOULDER-GREELEY, CO	20,354	\$58,964	16,672	\$57,407	1,148	\$37,567	2,534	\$78,899
BOULDER-LONGMONT, CO	1,612	\$76,078	306	\$55,398	72	\$38,234	1,234	\$83,414
DENVER, CO	18,520	\$57,642	16,186	\$57,582	1,036	\$37,292	1,298	\$74,643
GREELEY, CO	222	\$44,929	180	\$45,139	40	\$43,478	2	\$55,037
DETROIT-ANN ARBOR-FLINT, MI	13,589	\$57,157	11,194	\$55,916	1,038	\$45,725	1,357	\$76,134
ANN ARBOR, MI	2,065	\$53,221	1,490	\$51,525	240	\$44,396	335	\$67,087
DETROIT, MI	11,307	\$57,822	9,543	\$56,639	789	\$46,142	975	\$78,846
FLINT, MI	217	\$59,947	161	\$53,674	9	\$44,625	47	\$84,371
HOUSTON-GALVESTON-BRAZORIA, TX	12,479	\$63,297	9,723	\$60,363	694	\$34,716	2,062	\$86,750
BRAZORIA, TX	87	\$48,830	69	\$51,562	17	\$38,183	1	\$41,379
GALVESTON-TEXAS CITY, TX	411	\$57,543	399	\$57,948	11	\$41,000	1	\$77,720
HOUSTON, TX	11,981	\$63,599	9,255	\$60,533	666	\$34,523	2,060	\$86,777
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	41,978	\$54,626	30,962	\$52,220	4,424	\$38,407	6,592	\$76,813
LOS ANGELES-LONG BEACH, CA	21,773	\$56,155	16,607	\$52,422	1,277	\$34,068	3,889	\$79,347

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ORANGE COUNTY, CA	4,353	\$54,506	3,773	\$54,837	411	\$39,006	169	\$84,816
RIVERSIDE-SAN BERNARDINO, CA	9,670	\$47,323	6,116	\$46,379	2,186	\$39,612	1,368	\$63,867
VENTURA, CA	6,182	\$60,748	4,466	\$57,254	550	\$43,244	1,166	\$82,389
MIAMI-FORT LAUDERDALE, FL	12,082	\$54,271	9,206	\$49,765	736	\$34,541	2,140	\$80,442
FORT LAUDERDALE, FL	2,019	\$56,859	1,732	\$52,949	3	\$40,008	284	\$80,880
MIAMI, FL	10,063	\$53,752	7,474	\$49,027	733	\$34,519	1,856	\$80,375
MILWAUKEE-RACINE, WI	4,356	\$49,685	3,199	\$47,903	540	\$38,975	617	\$68,297
MILWAUKEE-WAUKESHA, WI	4,298	\$49,669	3,145	\$47,874	540	\$38,975	613	\$68,293
RACINE, WI	58	\$50,920	54	\$49,589	...	...	4	\$68,896
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	60,423	\$55,842	47,765	\$53,815	5,034	\$36,540	7,624	\$81,288
BERGEN-PASSAIC, NJ	570	\$60,909	464	\$57,988	6	\$40,707	100	\$75,675
BRIDGEPORT, CT	494	\$60,700	393	\$59,563	14	\$38,569	87	\$69,400
DANBURY, CT	304	\$49,901	258	\$50,688	46	\$45,485	...	...
DUTCHESS COUNTY, NY	580	\$46,445	421	\$42,756	55	\$28,553	104	\$70,841
JERSEY CITY, NJ	267	\$51,564	220	\$52,443	44	\$44,041	3	\$97,501
MIDDLESEX-SOMERSET-HUNTERDON, NJ	1,929	\$54,102	1,411	\$53,580	263	\$35,059	255	\$76,628
MONMOUTH-OCEAN, NJ	7,392	\$62,726	6,527	\$63,437	512	\$41,840	353	\$79,879
NASSAU-SUFFOLK, NY	8,946	\$50,922	6,736	\$42,318	574	\$37,150	1,636	\$91,181
NEW HAVEN-MERIDEN, CT	1,904	\$51,554	1,260	\$48,483	221	\$30,873	423	\$71,503
NEW YORK, NY	25,613	\$56,671	20,555	\$54,082	1,478	\$36,158	3,580	\$80,004
NEWARK, NJ	8,045	\$59,490	6,747	\$58,511	512	\$38,245	786	\$81,734
NEWBURGH, NY-PA	3,432	\$42,862	1,968	\$45,112	1,228	\$34,665	236	\$66,763
STAMFORD-NORWALK, CT	131	\$65,004	125	\$64,968	1	\$36,564	5	\$71,573
TRENTON, NJ	731	\$57,031	605	\$56,997	73	\$39,895	53	\$81,017
WATERBURY, CT	85	\$52,038	75	\$52,555	7	\$32,635	3	\$84,384
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	37,703	\$50,065	29,785	\$48,366	4,235	\$40,110	3,683	\$75,250
ATLANTIC-CAPE MAY, NJ	2,000	\$67,394	336	\$48,816	194	\$42,209	1,470	\$74,964
PHILADELPHIA, PA-NJ	32,868	\$49,236	27,622	\$48,559	3,482	\$40,287	1,764	\$77,488
VINELAND-MILLVILLE-BRIDGETON, NJ	473	\$47,392	368	\$44,900	59	\$48,744	46	\$65,590
WILMINGTON-NEWARK, DE-MD	2,362	\$47,469	1,459	\$45,483	500	\$37,042	403	\$67,595
PORTLAND-SALEM, OR-WA	11,040	\$54,431	8,488	\$54,170	1,119	\$42,504	1,433	\$65,288
PORTLAND-VANCOUVER, OR-WA	10,306	\$55,077	7,985	\$54,485	1,057	\$42,686	1,264	\$69,180
SALEM, OR	734	\$45,359	503	\$49,179	62	\$39,405	169	\$36,172
SACRAMENTO-YOLO, CA	6,685	\$55,042	5,699	\$53,169	315	\$40,350	671	\$77,842
SACRAMENTO, CA	6,357	\$54,863	5,387	\$52,863	306	\$40,375	664	\$77,767
YOLO, CA	328	\$58,503	312	\$58,458	9	\$39,512	7	\$84,926
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,064	\$61,000	20,736	\$58,878	2,307	\$43,136	4,021	\$82,189
OAKLAND, CA	7,274	\$59,222	5,756	\$53,508	332	\$43,589	1,186	\$91,328
SAN FRANCISCO, CA	11,895	\$62,211	9,035	\$61,348	926	\$38,707	1,934	\$77,496
SAN JOSE, CA	5,343	\$65,248	4,190	\$64,071	357	\$42,255	796	\$81,758

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
SANTA CRUZ-WATSONVILLE, CA	74	\$60,357	74	\$60,357	...	...	...	...
SANTA ROSA, CA	298	\$55,326	207	\$52,532	25	\$45,618	66	\$67,769
VALLEJO-FAIRFIELD-NAPA, CA	2,180	\$50,709	1,474	\$50,769	667	\$49,438	39	\$70,151
SAN JUAN-CAGUAS-ARECIBO, PR	8,422	\$41,078	5,796	\$39,056	890	\$24,946	1,736	\$56,096
ARECIBO, PR	58	\$45,987	52	\$44,899	...	...	6	\$55,416
CAGUAS, PR	94	\$42,606	83	\$43,556	8	\$25,420	3	\$62,143
SAN JUAN-BAYAMON, PR	8,270	\$41,026	5,661	\$38,937	882	\$24,942	1,727	\$56,088
SEATTLE-TACOMA-BREMERTON, WA	32,076	\$51,923	20,583	\$51,175	8,547	\$46,259	2,946	\$73,581
BREMERTON, WA	12,793	\$51,445	6,322	\$55,335	6,392	\$47,298	79	\$75,645
OLYMPIA, WA	477	\$53,151	420	\$52,569	4	\$41,740	53	\$58,623
SEATTLE-BELLEVUE-EVERETT, WA	13,000	\$56,098	9,818	\$52,144	581	\$41,227	2,601	\$74,345
TACOMA, WA	5,806	\$43,527	4,023	\$42,126	1,570	\$43,903	213	\$67,203
WASHINGTON-BALTIMORE, DC-MD-VA-WV	301,303	\$65,840	232,333	\$64,067	13,926	\$39,550	55,044	\$79,978
BALTIMORE, MD	33,136	\$56,075	27,325	\$55,665	2,894	\$40,171	2,917	\$75,689
HAGERSTOWN, MD	200	\$46,007	139	\$48,495	46	\$37,510	15	\$49,006
WASHINGTON, DC-MD-VA-WV	267,967	\$67,063	204,869	\$65,198	10,986	\$39,395	52,112	\$80,227
∞ ABILENE, TX	475	\$42,197	357	\$41,647	79	\$32,859	39	\$66,147
AGUADILLA, PR	216	\$41,726	93	\$35,418	45	\$30,281	78	\$55,848
ALBANY, GA	2,282	\$43,182	1,292	\$46,552	955	\$37,615	35	\$70,694
ALBANY-SCHENECTADY-TROY, NY	3,704	\$50,934	2,547	\$50,533	665	\$39,972	492	\$67,824
ALBUQUERQUE, NM	9,405	\$52,979	6,832	\$50,062	630	\$35,575	1,943	\$68,879
ALEXANDRIA, LA	1,551	\$43,671	986	\$42,211	360	\$37,500	205	\$61,530
ALLENTOWN-BETHLEHEM-EASTON, PA	567	\$41,647	464	\$35,711	18	\$37,864	85	\$74,855
ALTOONA, PA	494	\$46,190	294	\$40,626	55	\$33,854	145	\$62,151
AMARILLO, TX	1,151	\$47,703	812	\$45,570	85	\$25,701	254	\$61,885
ANCHORAGE, AK	6,751	\$51,050	4,475	\$46,408	1,162	\$52,065	1,114	\$68,637
ANNISTON, AL	3,195	\$39,630	1,153	\$44,642	1,985	\$36,044	57	\$63,119
APPLETON-OSHKOSH-NEENAH, WI	190	\$52,337	143	\$49,056	14	\$43,229	33	\$70,417
ASHEVILLE, NC	1,645	\$48,211	1,006	\$44,364	155	\$26,165	484	\$63,268
ATHENS, GA	853	\$53,687	810	\$53,716	34	\$34,594	9	...
ATLANTA, GA	29,102	\$55,039	24,295	\$51,897	1,027	\$39,969	3,780	\$79,326
AUBURN-OPELIKA, AL	154	\$51,603	144	\$52,031	7	\$34,143	3	\$71,768
AUGUSTA-AIKEN, GA-SC	5,126	\$45,097	4,085	\$44,486	494	\$29,884	547	\$63,393
AUSTIN-SAN MARCOS, TX	6,594	\$42,269	6,115	\$41,126	241	\$35,645	238	\$78,365
BAKERSFIELD, CA	7,262	\$59,962	1,538	\$53,824	859	\$44,243	4,865	\$64,678
BANGOR, ME	667	\$48,756	389	\$47,987	171	\$36,885	107	\$70,524
BARNSTABLE-YARMOUTH, MA	50	\$54,785	39	\$52,931	...	...	11	\$61,359
BATON ROUGE, LA	787	\$54,429	597	\$51,826	56	\$32,976	134	\$74,991
BEAUMONT-PORT ARTHUR, TX	1,340	\$44,433	1,098	\$42,721	185	\$43,891	57	\$79,171

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
BELLINGHAM, WA	448	\$46,906	424	\$46,951	19	\$41,975	5	\$61,813
BENTON HARBOR, MI	75	\$47,966	69	\$46,881	3	\$37,684	3	\$83,205
BILLINGS, MT	1,058	\$53,874	943	\$51,895	23	\$38,343	92	\$78,045
BILOXI-GULFPORT-PASCAGOULA, MS	6,757	\$46,048	5,056	\$46,567	1,070	\$33,259	631	\$63,578
BINGHAMTON, NY	276	\$55,319	228	\$55,133	21	\$39,590	27	\$69,124
BIRMINGHAM, AL	4,890	\$46,697	4,091	\$45,345	328	\$33,779	471	\$67,438
BISMARCK, ND	717	\$50,721	608	\$50,731	66	\$41,925	43	\$64,091
BLOOMINGTON, IN	64	\$46,544	56	\$47,652	8	\$38,787	...	...
BLOOMINGTON-NORMAL, IL	221	\$31,581	200	\$31,817	21	\$29,332	...	...
BOISE CITY, ID	3,527	\$49,031	2,583	\$49,902	631	\$35,973	313	\$68,166
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,864	\$43,849	1,768	\$43,470	73	\$39,731	23	\$86,082
BRYAN-COLLEGE STATION, TX	502	\$49,399	470	\$49,547	23	\$37,299	9	\$72,558
BUFFALO-NIAGARA FALLS, NY	4,865	\$48,515	3,958	\$46,856	404	\$40,856	503	\$67,716
BURLINGTON, VT	1,733	\$47,143	1,382	\$46,624	236	\$37,251	115	\$73,684
CANTON-MASSILLON, OH	165	\$47,795	129	\$45,294	16	\$41,567	20	\$68,904
CASPER, WY	448	\$55,529	336	\$53,545	20	\$55,906	92	\$62,693
CEDAR RAPIDS, IA	275	\$59,280	186	\$53,696	12	\$40,566	77	\$75,687
CHAMPAIGN-URBANA, IL	569	\$58,140	296	\$49,673	6	\$38,283	267	\$67,972
CHARLESTON-NORTH CHARLESTON, SC	6,197	\$48,600	3,934	\$45,571	752	\$36,722	1,511	\$62,400
CHARLESTON, WV	900	\$52,317	597	\$50,259	167	\$40,613	136	\$75,724
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,848	\$49,810	1,828	\$46,145	388	\$30,700	632	\$72,142
CHARLOTTESVILLE, VA	717	\$60,978	170	\$49,805	20	\$36,147	527	\$65,524
CHATTANOOGA, TN-GA	4,748	\$60,417	366	\$46,261	62	\$35,781	4,320	\$61,969
CHEYENNE, WY	1,567	\$45,871	1,127	\$45,583	348	\$40,412	92	\$70,047
CHICO-PARADISE, CA	148	\$44,777	135	\$44,591	9	\$43,053	4	\$54,941
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,946	\$39,080	1,895	\$38,673	454	\$34,955	597	\$43,506
COLORADO SPRINGS, CO	6,277	\$44,569	4,855	\$45,574	1,065	\$32,084	357	\$68,143
COLUMBIA, MO	1,226	\$47,812	816	\$46,204	106	\$30,205	304	\$58,268
COLUMBIA, SC	4,802	\$44,837	3,375	\$44,199	842	\$33,458	585	\$64,893
COLUMBUS, GA-AL	3,571	\$38,596	2,476	\$38,777	735	\$31,296	360	\$52,253
COLUMBUS, OH	8,658	\$49,886	7,850	\$49,318	484	\$40,662	324	\$77,416
CORPUS CHRISTI, TX	4,290	\$44,845	1,947	\$46,037	2,215	\$42,084	128	\$74,507
CORVALLIS, OR	416	\$54,678	392	\$55,500	18	\$37,540	6	\$52,327
CUMBERLAND, MD-WV	386	\$43,715	315	\$43,143	65	\$43,552	6	\$75,525
DANVILLE, VA	47	\$45,441	41	\$45,867	5	\$36,431	1	\$73,044
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,084	\$54,101	4,302	\$55,205	709	\$45,465	73	\$72,891
DAYTON-SPRINGFIELD, OH	13,740	\$57,339	9,812	\$54,644	1,136	\$41,871	2,792	\$73,102
DAYTONA BEACH, FL	306	\$62,600	168	\$44,925	6	\$26,171	132	\$86,750
DECATUR, AL	1,135	\$58,795	75	\$45,196	5	\$33,150	1,055	\$59,883
DECATUR, IL	86	\$48,085	56	\$50,179	26	\$41,109	4	\$64,113

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
DES MOINES, IA	2,292	\$48,625	1,624	\$46,943	368	\$38,002	300	\$70,762
DOTHAN, AL	2,171	\$45,691	1,766	\$46,634	257	\$33,872	148	\$54,972
DOVER, DE	1,153	\$44,000	752	\$43,518	398	\$44,760	3	\$63,877
DUBUQUE, IA	46	\$45,646	30	\$44,593	13	\$43,915	3	\$63,684
DULUTH-SUPERIOR, MN-WI	894	\$48,937	624	\$48,790	214	\$44,501	56	\$67,536
EAU CLAIRE, WI	165	\$53,639	121	\$51,984	15	\$36,728	29	\$69,293
EL PASO, TX	5,894	\$44,191	4,945	\$43,976	639	\$33,320	310	\$70,031
ELKHART-GOSHEN, IN	33	\$47,978	29	\$49,199	4	\$39,126	...	...
ELMIRA, NY	83	\$56,952	53	\$53,979	3	\$37,274	27	\$64,975
ENID, OK	184	\$39,716	167	\$40,018	17	\$36,751	...	...
ERIE, PA	573	\$46,313	363	\$41,912	54	\$34,879	156	\$60,513
EUGENE-SPRINGFIELD, OR	874	\$49,380	703	\$46,754	68	\$44,665	103	\$70,419
EVANSVILLE-HENDERSON, IN-KY	345	\$47,813	212	\$43,050	52	\$37,811	81	\$66,701
FARGO-MOORHEAD, ND-MN	1,305	\$48,115	791	\$45,754	265	\$37,735	249	\$66,664
FAYETTEVILLE, NC	6,267	\$40,598	4,443	\$40,161	1,043	\$32,502	781	\$53,895
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	777	\$44,935	555	\$41,740	80	\$30,826	142	\$65,370
FLAGSTAFF, AZ-UT	2,250	\$42,695	1,648	\$44,179	270	\$37,181	332	\$39,814
FLORENCE, AL	1,381	\$51,800	105	\$45,497	42	\$37,289	1,234	\$52,830
FLORENCE, SC	170	\$51,352	125	\$50,325	16	\$31,403	29	\$66,781
⊕ FORT COLLINS-LOVELAND, CO	1,339	\$57,686	1,193	\$57,586	68	\$44,835	78	\$70,426
FORT MYERS-CAPE CORAL, FL	397	\$51,986	291	\$45,617	16	\$29,005	90	\$76,664
FORT PIERCE-PORT ST. LUCIE, FL	217	\$48,639	188	\$46,181	11	\$31,250	18	\$84,942
FORT SMITH, AR-OK	744	\$46,472	377	\$47,125	296	\$37,740	71	\$79,406
FORT WALTON BEACH, FL	4,414	\$50,361	3,347	\$50,565	848	\$42,600	219	\$77,292
FORT WAYNE, IN	832	\$48,445	459	\$46,143	223	\$41,503	150	\$65,810
FRESNO, CA	7,706	\$37,182	6,954	\$35,540	429	\$36,183	323	\$73,869
GADSDEN, AL	100	\$43,063	78	\$42,231	16	\$37,336	6	\$69,147
GAINESVILLE, FL	2,031	\$47,135	1,323	\$43,210	175	\$27,015	533	\$63,481
GLENS FALLS, NY	60	\$49,774	55	\$50,077	4	\$40,707	1	\$69,356
GOLDSBORO, NC	752	\$41,071	540	\$43,017	211	\$36,041	1	\$51,927
GRAND FORKS, ND-MN	621	\$45,625	426	\$44,729	119	\$38,155	76	\$62,342
GRAND JUNCTION, CO	733	\$47,574	572	\$45,892	57	\$33,551	104	\$64,509
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	882	\$57,175	669	\$51,825	29	\$41,252	184	\$79,137
GREAT FALLS, MT	938	\$45,652	572	\$44,946	301	\$42,172	65	\$67,988
GREEN BAY, WI	280	\$56,133	159	\$50,544	11	\$40,755	110	\$65,750
GREENSBORO-WINSTON-SALEM-HIGH POINT, N	1,423	\$54,224	1,247	\$51,349	25	\$33,416	151	\$81,415
GREENVILLE, NC	112	\$52,357	94	\$52,035	14	\$48,044	4	\$75,035
GREENVILLE-SPARTANBURG-ANDERSON, SC	694	\$52,453	504	\$48,985	59	\$34,635	131	\$73,817
HARRISBURG-LEBANON-CARLISLE, PA	7,902	\$49,831	6,290	\$50,962	1,217	\$36,897	395	\$71,667
HARTFORD, CT	2,240	\$55,814	1,676	\$54,991	276	\$36,774	288	\$78,849

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
HATTIESBURG, MS	467	\$40,449	198	\$43,815	263	\$36,632	6	\$96,663
HICKORY-MORGANTON-LENOIR, NC	84	\$47,555	66	\$49,165	14	\$34,140	4	\$67,938
HONOLULU, HI	18,511	\$47,236	11,934	\$45,075	5,533	\$48,302	1,044	\$66,286
HOUMA, LA	118	\$47,336	109	\$48,703	9	\$30,779	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,831	\$47,435	1,407	\$46,253	208	\$38,196	216	\$64,029
HUNTSVILLE, AL	12,702	\$64,310	10,425	\$62,503	99	\$36,120	2,178	\$74,242
INDIANAPOLIS, IN	8,199	\$52,407	6,467	\$47,503	431	\$40,872	1,301	\$80,601
IOWA CITY, IA	962	\$43,115	643	\$40,155	101	\$33,748	218	\$56,188
JACKSON, MI	37	\$49,955	33	\$48,990	...	...	4	\$57,919
JACKSON, MS	3,345	\$47,225	2,489	\$45,260	382	\$32,294	474	\$69,580
JACKSON, TN	227	\$52,165	107	\$48,951	32	\$36,364	88	\$61,817
JACKSONVILLE, FL	10,974	\$48,337	7,490	\$47,892	2,763	\$38,507	721	\$90,632
JACKSONVILLE, NC	2,752	\$39,929	1,509	\$38,549	854	\$39,925	389	\$45,295
JAMESTOWN, NY	45	\$49,907	40	\$49,766	4	\$44,339	1	\$77,827
JANESVILLE-BELOIT, WI	35	\$49,506	35	\$49,506	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	2,013	\$43,912	1,105	\$40,802	271	\$26,778	637	\$56,595
JOHNSTOWN, PA	789	\$49,568	627	\$49,637	131	\$44,247	31	\$70,672
JONESBORO, AR	174	\$52,239	92	\$50,719	37	\$41,289	45	\$64,350
JOPLIN, MO	147	\$45,354	114	\$45,222	18	\$34,488	15	\$59,398
4 KALAMAZOO-BATTLE CREEK, MI	2,918	\$47,865	2,212	\$47,827	418	\$38,000	288	\$62,472
KANSAS CITY, MO-KS	19,542	\$49,588	16,576	\$46,243	753	\$41,444	2,213	\$77,417
KILLEEN-TEMPLE, TX	5,452	\$41,383	3,939	\$41,429	1,102	\$31,573	411	\$67,248
KNOXVILLE, TN	3,622	\$57,586	1,516	\$57,033	317	\$36,548	1,789	\$61,783
KOKOMO, IN	22	\$47,610	21	\$46,391	...	...	1	\$73,221
LA CROSSE, WI-MN	201	\$50,302	181	\$51,271	16	\$39,386	4	\$50,128
LAFAYETTE, LA	419	\$53,483	353	\$51,038	16	\$38,359	50	\$75,580
LAFAYETTE, IN	151	\$51,871	130	\$50,669	4	\$43,446	17	\$63,050
LAKE CHARLES, LA	189	\$50,204	131	\$49,920	27	\$37,756	31	\$62,249
LAKELAND-WINTER HAVEN, FL	265	\$43,710	237	\$44,404	23	\$32,763	5	\$61,135
LANCASTER, PA	134	\$47,716	125	\$48,125	7	\$37,262	2	\$58,713
LANSING-EAST LANSING, MI	954	\$51,359	642	\$49,104	189	\$47,267	123	\$69,415
LAREDO, TX	1,638	\$43,590	1,583	\$43,202	34	\$36,041	21	\$85,087
LAS CRUCES, NM	2,701	\$53,724	2,216	\$53,625	262	\$37,163	223	\$74,174
LAS VEGAS, NV-AZ	4,486	\$53,699	3,444	\$50,772	364	\$43,823	678	\$73,870
LAWRENCE, KS	347	\$42,384	287	\$43,683	58	\$34,756	2	\$77,240
LAWTON, OK	2,337	\$39,988	1,927	\$41,009	383	\$33,081	27	\$65,088
LEWISTON-AUBURN, ME	100	\$45,373	90	\$46,693	9	\$33,102	1	\$37,001
LEXINGTON, KY	2,994	\$45,516	2,070	\$44,821	513	\$32,546	411	\$65,202
LIMA, OH	101	\$51,970	94	\$52,815	7	\$40,622	...	...
LINCOLN, NE	1,605	\$47,310	1,259	\$47,409	231	\$35,862	115	\$69,224

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,529	\$45,103	3,985	\$44,432	762	\$29,820	782	\$63,416
LONGVIEW-MARSHALL, TX	129	\$55,263	66	\$48,818	4	\$37,879	59	\$63,652
LOUISVILLE, KY-IN	6,017	\$41,425	2,623	\$47,997	425	\$37,284	2,969	\$36,213
LUBBOCK, TX	500	\$54,964	359	\$51,639	24	\$29,969	117	\$70,293
LYNCHBURG, VA	102	\$48,845	82	\$49,613	15	\$35,814	5	\$75,333
MACON, GA	12,802	\$44,929	7,893	\$49,423	4,697	\$36,298	212	\$68,826
MADISON, WI	2,052	\$49,650	1,449	\$48,832	324	\$35,700	279	\$70,096
MANSFIELD, OH	252	\$48,563	131	\$49,467	95	\$42,325	26	\$66,800
MAYAGUEZ, PR	326	\$43,415	261	\$40,695	16	\$23,322	49	\$64,462
MCALLEN-EDINBURG-MISSION, TX	1,555	\$44,718	1,391	\$44,446	121	\$37,877	43	\$72,772
MEDFORD-ASHLAND, OR	1,139	\$44,849	941	\$44,136	132	\$37,463	66	\$69,780
MELBOURNE-TITUSVILLE-PALM BAY, FL	4,025	\$59,621	3,457	\$60,555	337	\$40,527	231	\$73,499
MEMPHIS, TN-AR-MS	10,305	\$44,080	7,987	\$38,715	750	\$32,316	1,568	\$77,032
MERCED, CA	284	\$43,027	242	\$43,802	37	\$35,832	5	\$58,750
MINNEAPOLIS-ST PAUL, MN-WI	8,251	\$56,341	5,724	\$50,705	733	\$38,746	1,794	\$81,513
MISSOULA, MT	858	\$51,246	819	\$51,210	25	\$38,681	14	\$75,834
MOBILE, AL	1,294	\$55,284	1,118	\$53,421	68	\$41,458	108	\$83,272
MODESTO, CA	187	\$46,379	172	\$45,731	8	\$38,054	7	\$71,835
MONROE, LA	156	\$49,542	96	\$49,959	24	\$36,427	36	\$57,173
MONTGOMERY, AL	4,533	\$46,466	3,569	\$46,468	625	\$33,944	339	\$69,535
MUNCIE, IN	48	\$49,903	48	\$49,903	...	...	...	...
MYRTLE BEACH, SC	113	\$55,115	67	\$47,731	...	...	46	\$65,871
NAPLES, FL	187	\$42,342	163	\$42,671	22	\$34,580	2	...
NASHVILLE, TN	6,562	\$47,937	4,436	\$45,630	715	\$34,035	1,411	\$62,236
NEW LONDON-NORWICH, CT-RI	1,569	\$48,611	1,219	\$49,669	275	\$35,459	75	\$79,635
NEW ORLEANS, LA	10,341	\$48,536	8,784	\$48,445	972	\$34,299	585	\$73,554
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-	37,206	\$47,643	24,329	\$51,171	7,148	\$35,240	5,729	\$48,138
OCALA, FL	139	\$46,318	132	\$44,940	...	...	7	\$72,311
ODESSA-MIDLAND, TX	142	\$59,129	92	\$53,161	3	\$31,291	47	\$72,587
OKLAHOMA CITY, OK	22,152	\$48,052	11,430	\$49,548	7,371	\$38,832	3,351	\$63,228
OMAHA, NE-IA	4,265	\$49,504	3,448	\$49,605	364	\$32,752	453	\$62,193
ORLANDO, FL	4,075	\$55,809	3,444	\$53,259	116	\$26,660	515	\$79,428
OWENSBORO, KY	52	\$48,331	49	\$47,406	1	\$42,303	2	\$74,004
PANAMA CITY, FL	2,056	\$53,901	1,126	\$45,366	178	\$39,212	752	\$70,158
PARKERSBURG-MARIETTA, WV-OH	1,777	\$44,716	1,675	\$44,843	92	\$37,127	10	\$93,152
PENSACOLA, FL	4,665	\$46,396	3,812	\$45,461	579	\$40,420	274	\$72,030
PEORIA-PEKIN, IL	1,191	\$50,809	821	\$49,308	281	\$46,883	89	\$77,061
PHOENIX-MESA, AZ	9,575	\$49,492	7,231	\$47,414	1,164	\$37,224	1,180	\$74,328
PINE BLUFF, AR	1,363	\$46,106	912	\$50,393	422	\$33,896	29	\$88,965
PITTSBURGH, PA	8,393	\$50,094	5,971	\$48,486	1,189	\$38,379	1,233	\$69,177

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
PITTSFIELD, MA	98	\$53,978	90	\$54,494	5	\$35,078	3	\$69,998
POCATELLO, ID	127	\$50,036	110	\$49,764	10	\$36,875	7	\$73,114
PONCE, PR	289	\$40,060	215	\$38,515	40	\$24,773	34	\$67,816
PORTLAND, ME	490	\$56,850	334	\$52,726	43	\$34,433	113	\$77,568
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,058	\$51,722	1,496	\$50,817	284	\$33,074	278	\$75,644
PROVO-OREM, UT	329	\$45,375	297	\$46,199	32	\$37,732	...	...
PUEBLO, CO	450	\$45,890	328	\$46,179	40	\$33,564	82	\$50,748
PUNTA GORDA, FL	27	\$52,511	23	\$43,515	...	...	4	...
RALEIGH-DURHAM-CHAPEL HILL, NC	5,289	\$56,152	4,066	\$55,087	362	\$30,281	861	\$72,058
RAPID CITY, SD	1,102	\$44,534	846	\$44,764	224	\$38,545	32	\$80,360
READING, PA	199	\$51,160	158	\$49,560	16	\$37,177	25	\$70,216
REDDING, CA	752	\$45,755	611	\$43,713	62	\$42,980	79	\$63,726
RENO, NV	1,638	\$50,871	1,072	\$48,129	249	\$37,979	317	\$70,269
RICHLAND-KENNEWICK-PASCO, WA	862	\$65,980	655	\$65,219	82	\$49,481	125	\$80,792
RICHMOND-PETERSBURG, VA	9,653	\$48,180	7,755	\$48,370	1,226	\$36,710	672	\$66,912
ROANOKE, VA	2,002	\$45,160	1,392	\$41,310	215	\$29,318	395	\$67,350
ROCHESTER, MN	501	\$50,112	425	\$48,294	40	\$50,250	36	\$71,425
ROCHESTER, NY	1,794	\$44,724	1,157	\$42,833	342	\$33,664	295	\$64,964
ROCKFORD, IL	198	\$55,992	134	\$49,950	6	\$40,975	58	\$71,506
ROCKY MOUNT, NC	49	\$47,172	47	\$47,137	...	...	2	\$47,996
SAGINAW-BAY CITY-MIDLAND, MI	661	\$47,119	421	\$41,349	86	\$41,254	154	\$66,169
ST. CLOUD, MN	921	\$42,521	618	\$39,262	154	\$35,233	149	\$63,570
ST. JOSEPH, MO	282	\$48,166	158	\$48,390	122	\$47,612	2	\$64,256
ST. LOUIS, MO-IL	14,120	\$47,789	11,836	\$46,378	1,235	\$39,894	1,049	\$72,999
SALINAS, CA	3,782	\$54,642	2,193	\$48,268	404	\$39,092	1,185	\$71,738
SALT LAKE CITY-OGDEN, UT	21,498	\$44,673	15,310	\$44,194	5,041	\$39,109	1,147	\$75,526
SAN ANGELO, TX	754	\$44,388	570	\$45,046	118	\$32,351	66	\$60,227
SAN ANTONIO, TX	19,748	\$44,802	14,737	\$44,860	2,951	\$33,146	2,060	\$61,086
SAN DIEGO, CA	28,873	\$52,068	18,473	\$49,102	5,065	\$39,225	5,335	\$74,531
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES,	214	\$43,487	168	\$42,943	28	\$35,905	18	\$60,362
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,221	\$49,711	1,842	\$49,475	306	\$43,526	73	\$81,582
SANTA FE, NM	1,072	\$47,942	851	\$49,454	147	\$34,704	74	\$56,850
SARASOTA-BRADENTON, FL	253	\$50,806	209	\$46,185	6	\$33,883	38	\$78,892
SAVANNAH, GA	1,623	\$48,939	1,262	\$49,258	287	\$38,031	74	\$85,812
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,696	\$39,604	2,158	\$36,404	238	\$31,976	300	\$68,673
SHARON, PA	43	\$44,458	38	\$43,801	4	\$42,528	1	\$77,112
SHEBOYGAN, WI	16	\$48,381	16	\$48,381	...	...	...	...
SHERMAN-DENISON, TX	76	\$51,304	55	\$47,950	16	\$45,928	5	...
SHREVEPORT-BOSSIER CITY, LA	2,453	\$44,633	1,483	\$42,563	628	\$36,794	342	\$68,002
SIoux CITY, IA-NE	453	\$45,315	249	\$46,129	151	\$38,241	53	\$61,645

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2001

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
SIoux FALLS, SD	1,248	\$47,342	772	\$46,765	237	\$34,398	239	\$62,039
SOUTH BEND, IN	223	\$57,228	151	\$52,767	10	\$39,227	62	\$70,995
SPOKANE, WA	2,163	\$49,276	1,470	\$46,876	353	\$38,694	340	\$70,636
SPRINGFIELD, IL	1,048	\$49,049	704	\$48,569	239	\$40,979	105	\$70,638
SPRINGFIELD, MO	1,191	\$49,322	904	\$48,201	179	\$38,913	108	\$75,965
SPRINGFIELD, MA	2,150	\$44,812	1,420	\$44,970	555	\$36,615	175	\$69,527
STATE COLLEGE, PA	168	\$53,449	145	\$54,075	16	\$43,454	7	\$63,329
STeUBENVILLE-WEIRTON, OH-WV	36	\$43,246	19	\$44,349	17	\$42,014	...	...
STOCKTON-LODI, CA	2,260	\$40,101	830	\$42,868	1,362	\$36,630	68	\$75,837
SUMTER, SC	551	\$39,940	445	\$40,749	104	\$36,083	2	\$60,377
SYRACUSE, NY	2,190	\$49,073	1,397	\$46,268	314	\$37,037	479	\$65,143
TALLAHASSEE, FL	881	\$51,903	728	\$49,402	71	\$43,805	82	\$81,123
TAMPA-ST. PETERSBURG-CLEARWATER, FL	8,821	\$48,120	6,137	\$45,372	774	\$26,135	1,910	\$65,858
TERRE HAUTE, IN	879	\$49,375	543	\$46,479	246	\$49,344	90	\$66,940
TEXARKANA, TX-TEXARKANA, AR	2,603	\$39,291	1,195	\$44,328	1,391	\$34,562	17	\$72,085
TOLEDO, OH	628	\$51,478	379	\$48,576	184	\$49,262	65	\$74,675
TOPEKA, KS	2,010	\$43,431	1,413	\$42,121	367	\$36,797	230	\$62,062
TUCSON, AZ	6,110	\$45,148	3,841	\$44,991	1,593	\$38,546	676	\$61,603
TULSA, OK	2,031	\$53,033	1,565	\$51,658	258	\$41,042	208	\$78,250
TUSCALOOSA, AL	1,034	\$41,251	654	\$40,305	202	\$30,360	178	\$57,087
TYLER, TX	146	\$59,091	123	\$52,046	2	\$41,573	21	...
UTICA-ROME, NY	1,391	\$49,887	947	\$39,942	91	\$40,775	353	\$78,915
VICTORIA, TX	49	\$50,334	43	\$49,320	...	...	6	\$57,601
VISALIA-TULARE-PORTERVILLE, CA	701	\$35,308	610	\$35,437	89	\$34,621	2	\$26,342
WACO, TX	1,407	\$41,642	978	\$40,686	223	\$26,154	206	\$62,942
WATERLOO-CEDAR FALLS, IA	167	\$46,279	96	\$44,216	37	\$42,004	34	\$56,756
WAUSAU, WI	67	\$47,989	57	\$48,892	8	\$37,584	2	\$63,867
WEST PALM BEACH-BOCA RATON, FL	2,053	\$47,687	1,321	\$42,840	241	\$26,699	491	\$71,028
WHEELING, WV-OH	308	\$54,840	250	\$55,375	47	\$39,572	11	...
WICHITA, KS	2,332	\$49,135	1,372	\$45,972	580	\$44,438	380	\$67,728
WICHITA FALLS, TX	1,431	\$39,407	1,264	\$39,960	165	\$34,893	2	\$61,745
WILLIAMSPORT, PA	254	\$52,746	161	\$48,298	30	\$43,886	63	\$68,331
WILMINGTON, NC	667	\$49,242	480	\$48,764	144	\$44,123	43	\$71,721
YAKIMA, WA	886	\$42,961	630	\$43,426	153	\$41,649	103	\$42,068
YORK, PA	1,958	\$41,692	1,016	\$48,465	934	\$33,892	8	\$92,120
YOUNGSTOWN-WARREN, OH	1,076	\$45,639	793	\$43,670	223	\$46,092	60	\$69,977
YUBA CITY, CA	716	\$42,302	504	\$42,034	206	\$42,938	6	\$43,074
YUMA, AZ	1,930	\$45,721	1,603	\$46,234	229	\$40,751	98	\$48,962
TOTALS	1,403,060	\$54,131	1,035,943	\$52,794	160,459	\$38,529	206,658	\$72,948



TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES BY LOCALITY PAY AREA AS OF MARCH 31, 2001

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	2001 LOCALITY RATES	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	24,295	8.66	\$51,897
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	23,269	12.13	\$52,930
CHICAGO-GARY-KENOSHA, IL-IN-WI	19,373	13.00	\$54,910
CINCINNATI-HAMILTON, OH-KY-IN	8,789	10.76	\$42,200
CLEVELAND-AKRON, OH	8,214	9.17	\$53,287
COLUMBUS, OH	7,850	9.61	\$49,318
DALLAS-FORT WORTH, TX	15,927	9.71	\$53,041
DAYTON-SPRINGFIELD, OH	9,812	8.60	\$54,644
DENVER-BOULDER-GREELEY, CO	16,672	11.90	\$57,407
DETROIT-ANN ARBOR-FLINT, MI	11,194	13.14	\$55,916
HARTFORD, CT	2,888	12.65	\$52,748
HOUSTON-GALVESTON-BRAZORIA, TX	9,723	16.66	\$60,363
HUNTSVILLE, AL	10,425	8.12	\$62,502
INDIANAPOLIS, IN	6,467	7.89	\$47,503
KANSAS CITY, MO-KS	16,576	8.32	\$46,242
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA AND THAT PORTION OF EDWARDS AIR FORCE BASE, CA, NOT LOCATED WITHIN THE LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA	33,662	14.37	\$52,309
MIAMI-FORT LAUDERDALE, FL	9,206	11.09	\$49,764
MILWAUKEE-RACINE, WI	3,199	8.91	\$47,903
MINNEAPOLIS-ST. PAUL, MN-WI	5,724	10.30	\$50,704
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	47,765	13.62	\$53,815
ORLANDO, FL	3,444	7.71	\$53,259
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	29,785	10.80	\$48,366
PITTSBURGH, PA	5,971	8.54	\$48,486
PORTLAND-SALEM, OR-WA	8,488	10.32	\$54,170
RICHMOND-PETERSBURG, VA	7,755	8.60	\$48,369
SACRAMENTO-YOLO, CA	5,699	10.73	\$53,169
ST. LOUIS, MO-IL	11,836	8.00	\$46,378
SAN DIEGO, CA	18,473	11.31	\$49,102
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	22,929	16.98	\$57,863
SEATTLE-TACOMA-BREMERTON, WA	20,583	10.45	\$51,174
WASHINGTON-BALTIMORE, DC-MD-VA-WV	238,623	10.23	\$64,107
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	503,571	7.68	\$46,244
TOTALS	1,168,187		\$52,120

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

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

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Federal Pay Systems

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

Statutory Pay Systems

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

According to subchapter III of chapter 53 of title 5, United States Code, the **General Schedule** pay system covers, with specific exemptions, most "white-collar" positions in the executive branch and certain legislative branch agencies. The General Schedule consists of 15 grades, each broadly defined in law in terms of work difficulty, responsibility, and the qualifications required for performance. A salary range of 10 steps is provided for each grade. Within-grade advancement is scheduled after each 52 weeks of service in the first three steps in a grade, after 104 weeks in steps 4, 5, and 6, and after 156 weeks in steps 7, 8, and 9. To qualify for advancement to the next higher step, an employee must demonstrate work at an acceptable level of competence. Employees demonstrating "high quality performance" may advance more rapidly through the rate range for their grades by being granted additional step increases, called "quality step increases (QSI)." An employee may receive only one QSI during any 52-week period.

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

The **Veterans Health Administration** in the Department of Veterans Affairs provides unique pay

plans for their physicians and dentists (VM), and podiatrists and optometrists (VP).

Other Major Pay Systems

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

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

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

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

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

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

Federal Employees Pay Comparability Act of 1990

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

Locality Pay

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

positions receive the higher of their special salary rate or locality pay.

For 2001, the nationwide adjustment was 2.7 percent. Locality adjustments were granted in 31 Metropolitan Statistical Areas (MSA) and the "Rest of U.S." pay area, which includes employees in the 48 contiguous states not covered in one of the other 31 specified locality pay areas.

Table 17 shows that the locality rates ranged from 7.68 percent to 16.98 percent. On the average, locality rates increased by 1.13 percentage points in 2001 to 9.77 percent.

Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in three MSAs (Boston, Los Angeles, and New York). In 2001, the pay adjustments were 16 percent above the regular scheduled basic pay rate. LEOs receive the higher of (1) any applicable special salary rate, (2) any applicable special pay adjustment, or (3) their locality pay rate.

See **Table 17** for employment, 2001 comparability (locality) adjustment, and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

Data Source, Population, Coverage and Quality

Data Source

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

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

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

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

Non-CPDF agencies responding to this survey are:

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

Population

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

United States, Wake Island, Midway Island, Navassa Islands, and miscellaneous Pacific Islands such as Baker, Jarvis, Howland Islands, Kingman Reef, and Palmyra Atoll); and (5) foreign countries.

Data Coverage

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

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

Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.70 million full-time active employee records available for this survey, 1,259 or 0.08 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**2001 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES
(EXCLUDING LOCALITY PAY)**

GENERAL SCHEDULE

As adjusted by Executive Order 13182, December 23, 2000

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2001)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$14,244	\$14,719	\$15,193	\$15,664	\$16,139	\$16,418	\$16,884	\$17,356	\$17,375	\$17,819
2	16,015	16,395	16,926	17,375	17,571	18,088	18,605	19,122	19,639	20,156
3	17,474	18,056	18,638	19,220	19,802	20,384	20,966	21,548	22,130	22,712
4	19,616	20,270	20,924	21,578	22,232	22,886	23,540	24,194	24,848	25,502
5	21,947	22,679	23,411	24,143	24,875	25,607	26,339	27,071	27,803	28,535
6	24,463	25,278	26,093	26,908	27,723	28,538	29,353	30,168	30,983	31,798
7	27,185	28,091	28,997	29,903	30,809	31,715	32,621	33,527	34,433	35,339
8	30,107	31,111	32,115	33,119	34,123	35,127	36,131	37,135	38,139	39,143
9	33,254	34,362	35,470	36,578	37,686	38,794	39,902	41,010	42,118	43,226
10	36,621	37,842	39,063	40,284	41,505	42,726	43,947	45,168	46,389	47,610
11	40,236	41,577	42,918	44,259	45,600	46,941	48,282	49,623	50,964	52,305
12	48,223	49,830	51,437	53,044	54,651	56,258	57,865	59,472	61,079	62,686
13	57,345	59,257	61,169	63,081	64,993	66,905	68,817	70,729	72,641	74,553
14	67,765	70,024	72,283	74,542	76,801	79,060	81,319	83,578	85,837	88,096
15	79,710	82,367	85,024	87,681	90,338	92,995	95,652	98,309	100,966	103,623

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SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$109,100
ES-2	114,200
ES-3	119,400
ES-4	125,500
ES-5	125,700
ES-6	125,700

EXECUTIVE SCHEDULE (EX)	
Level I	\$161,200
Level II	145,100
Level III	133,700
Level IV	125,700
Level V	117,600

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$82,100
AL-3/B	88,300
AL-3/C	94,700
AL-3/D	101,000
AL-3/E	107,300
AL-3/F	113,600
AL-2	120,000
AL-1	125,700

SENIOR LEVEL (SL & ST)	
Minimum	\$95,652
Maximum	125,700

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$125,700
Vice Chair	121,929
Others	118,158

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2001)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$79,710	\$64,588	\$52,335	\$42,407	\$34,362	\$30,719	\$27,462	\$24,550	\$21,947
2	82,101	66,526	53,905	43,679	35,393	31,641	28,286	25,287	22,605
3	84,564	68,521	55,522	44,990	36,455	32,590	29,134	26,045	23,284
4	87,101	70,577	57,188	46,339	37,548	33,567	30,008	26,826	23,982
5	89,714	72,694	58,904	47,729	38,675	34,575	30,909	27,631	24,702
6	92,406	74,875	60,671	49,161	39,835	35,612	31,836	28,460	25,443
7	95,178	77,121	62,491	50,636	41,030	36,680	32,791	29,314	26,206
8	98,033	79,435	64,365	52,155	42,261	37,780	33,775	30,193	26,992
9	100,974	81,818	66,296	53,720	43,529	38,914	34,788	31,099	27,802
10	103,623	84,273	68,285	55,332	44,835	40,081	35,832	32,032	28,636
11	103,623	86,801	70,334	56,991	46,180	41,284	36,907	32,993	29,495
12	103,623	89,405	72,444	58,701	47,565	42,522	38,014	33,983	30,380
13	103,623	92,087	74,617	60,462	48,992	43,798	39,154	35,002	31,291
14	103,623	94,850	76,856	62,276	50,462	45,112	40,329	36,053	32,230

**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, 2001)

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

Deputy Under Secretary for Health	\$135,370	**
Associate Deputy Under Secretary for Health	129,659	***
Assistant Under Secretaries for Health	125,837	***

	Minimum	Maximum	
Medical Directors	\$107,365	\$121,683	***
Service Directors	93,486	116,102	
Director, National Center for Preventive Health	79,710	116,102	

Physician and Dentist Schedule

Director Grade	\$93,486	\$116,102
Executive Grade	86,324	110,017
Chief Grade	79,710	103,623
Senior Grade	67,765	88,096
Intermediate Grade	57,345	74,553
Full Grade	48,223	62,686
Associate Grade	40,236	52,305

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$79,710	\$103,623
Senior Grade	67,765	88,096
Intermediate Grade	57,345	74,553
Full Grade	48,223	62,686
Associate Grade	40,236	52,305

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

Director Grade	\$79,710	\$103,623
Assistant Director Grade	67,765	88,096
Chief Grade	57,345	74,553
Senior Grade	48,223	62,686
Intermediate Grade	40,236	52,305
Full Grade	33,254	43,226
Associate Grade	28,616	37,202
Junior Grade	24,463	31,798

- * This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- ** Section 7404 (d) (1) of title 38, United States Code, states that the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$125,700.
- *** Section 7404 (d) (2) of title 38, United States Code, states that the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$117,600.
- **** Section 301 (a) of Public Law 102-40, states that these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107 (b) as in effect on August 14, 1990, with subsequent adjustments.

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

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

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
October 1, 1973	4.8	Increase ranged from 4.6 percent to 5.2 percent	Executive Order 11739, October 3, 1973
October 4, 1974	5.5	5.5 percent for all employees	Executive Order 11811, October 7, 1974
October 1, 1975	5.0	5.0 percent for all employees	Executive Order 11883, October 6, 1975
October 1, 1976	5.2	Increase ranged from 4.2 percent to 6.9 percent	Executive Order 11941, October 1, 1976
October 1, 1977	7.0	7.0 percent for all employees	Executive Order 12010, October 1, 1977
October 1, 1978	5.5	5.5 percent for all employees	Executive Order 12087, October 1, 1978
October 1, 1979	7.0	7.0 percent for all employees	Executive Order 12165, October 1, 1979
October 1, 1980	9.1	9.1 percent for all employees	Executive Order 12248, October 1, 1980
October 1, 1981	4.8	4.8 percent for all employees	Executive Order 12330, October 15, 1981
October 1, 1982	4.0	4.0 percent for all employees	Executive Order 12387, October 8, 1982
January 1, 1984	4.0	4.0 percent for all employees	Executive Order 12456, December 30, 1983, as amended by Executive Order 12477, May 23, 1984
January 1, 1985	3.5	3.5 percent for all employees	Executive Order 12496, December 24, 1984
January 1, 1986	None		
January 1, 1987	3.0	3.0 percent for all employees	Executive Order 12496, December 24, 1986
January 1, 1988	2.0	2.0 percent for all employees	Executive Order 12622, December 31, 1987
January 1, 1989	4.1	4.1 percent for all employees	Executive Order 12663, January 6, 1989
January 1, 1990	3.6	3.6 percent for all employees	Executive Order 12698, December 23, 1989
January 1, 1991	4.1	4.1 percent for all employees	Executive Order 12736, December 12, 1990
January 1, 1992	4.2	4.2 percent for all employees	Executive Order 12786, December 26, 1991
January 1, 1993	3.7	3.7 percent for all employees	Executive Order 12826, December 30, 1992
January 1, 1994	None	Locality Payments of 3.09 to 6.52 percent	The Federal Employee Pay Comparability Act of 1990 and Presidential memorandum of December 1, 1993
January 1, 1995	2.0	Locality Payments of 3.74 to 8.53 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12944 December 28, 1994

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12984 December 28, 1995
January 1, 1997	2.3	Locality Payments of 4.81 to 11.52 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13033 December 27, 1996
January 1, 1998	2.3	Locality Payments of 5.42 to 12.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13071 December 29, 1997
January 1, 1999	3.1	Locality Payments of 5.87 to 13.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13106 December 7, 1998
January 1, 2000	3.8	Locality Payment of 6.78 to 15.01 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13144 December 21, 1999
January 1, 2001	2.7	Locality Payment of 7.68 to 16.66 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13182 December 23, 2000

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

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

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

Agency	Pay Authority [pay plan code]	Types of Employees [number of employees] ⁽¹⁾	Original Approval Date
Agency for International Development	22 U.S.C. 2385 [AD]	Miscellaneous types of positions [66]	Jan. 7, 1994
	22 U.S.C. 2386 [EE, EG]	Experts and consultants under the Foreign Assistance Act [15]	Jan. 7, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [15]	Jan. 7, 1994
Agriculture	5 CFR 213.3102(l) [EG]	Temporary, intermittent, and seasonal employees [1]	Feb. 9, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [3]	Feb. 9, 1994
American Battle Monuments Commission	36 U.S.C. 121 [AD]	Secretary of the American Battle Monuments Commission [1]	Nov. 25, 1996
Commerce	35 U.S.C. 3(c) [AD]	Examiners-in-chief on the Board of Patent Appeals and Interferences [8]	Jan. 4, 1994
	35 U.S.C. 3(e) [AD]	Attorney examiners (trademark) on the Trademark Trial & Appeal Board [48]	Jan. 4, 1994
Corporation for National Service	42 U.S.C. 12651f(b)(1) [NX]	Senior level equivalent employees in pay band NX-2 of CNS' alternative personnel system [9]	June 15, 1995

Defense	10 U.S.C. 1595 [AD]	National Defense University Directors, Deans, and Professors [72]	Jan. 3, 1997
	10 U.S.C. 4021 [AD]	United States Army Command and General Staff College Civilian Staff and Faculty [5]	Jan. 3, 1997
	10 U.S.C. 4331 and 4338 [AD]	United States Army Military Academy Civilian Staff and Faculty [97]	Jan. 3, 1997
	10 U.S.C. 6952 [AD]	United States Naval Academy Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7043 [AD]	Naval Postgraduate School Academic Dean [1]	Jan. 3, 1997
	10 U.S.C. 7044 [AD]	Naval Postgraduate School Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	Naval War College Faculty [52]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	United States Marine Corps Command and Staff College	Jan. 3, 1997
	10 U.S.C. 9021 [AD]	Air University Civilian Faculty [30]	Jan. 3, 1997
	10 U.S.C. 9314 [AD]	Air Force Institute of Technology Civilian Faculty [114]	Jan. 3, 1997
	10 U.S.C. 9338 [AD]	United States Air Force Academy Civilian Faculty [77]	Jan. 3, 1997
	10 U.S.C. 1746 [AD]	Defense Acquisition University Faculty [305]	April 12, 2000
Sec. 1101 of PL 105-261	Defense Advanced Research Projects Agency (DARPA) Experimental Personnel Management Program [20]	July 28, 2000	
Defense Nuclear Facilities Safety Board	Section 161d of the Atomic Energy Act of 1954 (Public Law 101-510) [DN]	Professional scientific and technical personnel [59]	Dec. 30, 1996

Energy	42 U.S.C. 7231(d) [EJ]	Scientific, engineering, professional, and administrative employees [200]	Dec. 30, 1994
	P.L. 103-337 [EK]	Scientific, engineering, and technical employees [200]	Dec. 30, 1994
	P.L. 92-463 [EI]	Miscellaneous types of positions [14]	Dec. 30, 1994
	5 U.S.C. 3109 & 42 U.S.C. 7233 [ED, EF]	Experts and consultants [105]	Dec. 30, 1994
Environmental Protection Agency	P.L. 95-190 [AD]	Miscellaneous types of positions [19]	Jan. 4, 1994
Export-Import Bank	P.L. 102-583 [AD]	Miscellaneous types of positions [35]	Jan. 24, 1994
General Services Administration	5 U.S.C. 3109 [ED, EF]	Experts and consultants [10]	June 7, 1999
Interior	Title 4 of D.C. Code [SP]	United States Park Police [620]	Aug. 10, 1998
Justice	5 U.S.C. 3151 [ES]	Members of the FBI and DEA SES [232]	Jan. 4, 1994
	Section 371(a) of Public Law 104-208 and 8 U.S.C. 1101(b)(4) [IJ]	Immigration judges [200] (Note: Immigration judges are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 371(c)(2)(B) of Public Law 104-208, September 30, 1996.)	Dec. 29, 1996
Labor	P.L. 103-227 [AD]	Executive Director and other staff members of the National Skills Standards Board [6]	Apr. 22, 1996
National Archives	44 U.S.C. 2102 Note [AD]	Director of the Center for Legislative Archives [1]	July 15, 1994
	44 U.S.C. 2503(a) [AD]	Executive Director, National Historical Publications and Records Commission [1]	July 15, 1994
National Science Foundation	42 U.S.C. 1873(a)(1) [AD, EE, EG]	Professional and technical employees, experts and consultants [264]	Jan. 4, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [1]	Mar. 22, 1994
Nuclear Regulatory Commission	Atomic Energy Act of 1954 & Energy Reorganization Act of 1974 [SN, AJ]	Senior Level employees [41] and Administrative Judges [12]	Jan. 4, 1994

Office of Independent Counsel (Arlin M. Adams/ Larry D. Thompson)	28 U.S.C. 594(c) [no OPM pay plan]	Miscellaneous types of positions [28]	Mar. 7, 1994
Office of Personnel Management	5 U.S.C. 3109 [EF, ED, EH]	Experts and consultants [2]	Jan. 7, 1994
Overseas Private Investment Corporation	Section 233(d) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [20]	Jan. 31, 1996
Peace Corps	22 U.S.C. 2506(a)(2) [AD] 5 U.S.C. 3109 [EE]	Miscellaneous types of positions [83] Experts and consultants [34]	Jan. 7, 1994 Jan. 7, 1994
Securities and Exchange Commission	Section 203 of the Securities Litigation Uniform Standards Act of 1998 [EZ]	Economists [15]	Dec. 23, 1998
Small Business Administration	P.L. 96-382 [AD] 5 U.S.C. 3109 [ED, EF]	Miscellaneous types of positions [34] Experts and consultants [1]	Jan. 4, 1994 Dec. 30, 1994
Smithsonian	5 U.S.C. 5375	Members of the police force of the National Zoological Park [13]	Jan. 7, 1994
Social Security Administration	42 U.S.C. 903(i) [AD]	Staff Director of the Social Security Advisory Board [1]	Feb. 20, 1998
State	22 U.S.C. 1474 (1) [GG] 22 U.S.C. 4204 [GG] 22 U.S.C. 287 [GG] 22 U.S.C. 287 [AD] 5 U.S.C. 3109 [ED, EF]	Non-U.S. citizen employees [307] Employees at the National Foreign Affairs Training Center [350] Employees at the U.S. Mission to the United Nations [58] Miscellaneous types of positions [12] Experts and consultants [50]	Jan. 4, 1994 Jan. 7, 1994 Jan. 7, 1994 Jan. 7, 1994 Jan. 7, 1994

Treasury	5 U.S.C. 5378 [TR]	Members of the police forces in the Bureau of Engraving and Printing and Bureau of the Mint [377]	Jan. 31, 1994
	Title 4 of the D.C. code [LE]	Uniformed Division of the U.S. Secret Service [1095] (Note: Uniformed Division officers are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 4-416(c)(3) of the D.C. Code, as amended by section 118 of Public Law 105-61, October 10, 1997.)	Jan. 31, 1994
U.S. Trade and Development Agency	Section 661(c) (2) (C) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [2]	Dec. 9, 1998
Veterans Affairs	38 U.S.C. 7404(b)(1) [VN]	Physician assistants, optometrists, podiatrists, and expanded-function dental auxiliaries [1,139]	Jan. 4, 1994
	38 U.S.C.7405(b)(2) [AD]	Medical support personnel, trainees, and students [631]	Jan. 4, 1994
	38 U.S.C. 7404(a) [SR]	Non-physician, non-dentist, and non-nurse employees [4]	April 5, 1994
	38 U.S.C. 7101A [AL]	Members of the Board of Veteran's Appeals [53]	Dec. 30, 1994

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