



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - ALL AGENCIES	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	1,804,591	534,801	29.6	300,661	16.7	115,545	6.4	81,028	4.5	37,567	2.1	1,269,790	70.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,427,870	417,077	29.2	242,587	17.0	89,155	6.2	57,982	4.1	27,353	1.9	1,010,793	70.8
GS-01	3,141	1,736	55.3	1,098	35.0	475	15.1	105	3.3	58	1.8	1,405	44.7
GS-02	6,672	3,237	48.5	1,987	29.8	715	10.7	252	3.8	283	4.2	3,435	51.5
GS-03	27,490	11,998	43.6	6,854	24.9	2,295	8.3	1,783	6.5	1,066	3.9	15,492	56.4
GS-04	74,397	32,820	44.1	20,729	27.9	5,728	7.7	3,226	4.3	3,137	4.2	41,577	55.9
GS-05	134,473	55,987	41.6	34,903	26.0	10,997	8.2	5,628	4.2	4,459	3.3	78,486	58.4
GS-06	95,974	36,867	38.4	24,479	25.5	6,514	6.8	3,427	3.6	2,447	2.5	59,107	61.6
GS-07	142,377	52,142	36.6	33,281	23.4	10,901	7.7	5,059	3.6	2,901	2.0	90,235	63.4
GS-08	44,134	16,618	37.7	11,322	25.7	3,465	7.9	1,045	2.4	786	1.8	27,516	62.3
GS-09	132,763	40,897	30.8	22,814	17.2	10,208	7.7	4,967	3.7	2,908	2.2	91,866	69.2
GS-10	17,531	4,463	25.5	2,690	15.3	896	5.1	588	3.4	289	1.6	13,068	74.5
GS-11	191,585	50,065	26.1	26,220	13.7	13,118	6.8	7,536	3.9	3,191	1.7	141,520	73.9
GS-12	232,898	53,735	23.1	28,275	12.1	11,642	5.0	11,029	4.7	2,789	1.2	179,163	76.9
GS-13	179,597	34,543	19.2	17,941	10.0	7,422	4.1	7,421	4.1	1,759	1.0	145,054	80.8
GS-14	91,746	14,047	15.3	6,849	7.5	3,137	3.4	3,165	3.4	896	1.0	77,699	84.7
GS-15	53,092	7,922	14.9	3,145	5.9	1,642	3.1	2,751	5.2	384	0.7	45,170	85.1
AVERAGE GRADE	9.6	8.5		8.2		8.7		9.6		8.0		10.0	
SENIOR PAY LEVELS	15,568	1,934	12.4	1,044	6.7	454	2.9	328	2.1	108	0.7	13,634	87.6
OTHER WHITE COLLAR	120,207	32,483	27.0	11,538	9.6	6,595	5.5	11,195	9.3	3,155	2.6	87,724	73.0
TOTAL WAGE SYSTEMS	240,946	83,307	34.6	45,492	18.9	19,341	8.0	11,523	4.8	6,951	2.9	157,639	65.4

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF AGRICULTURE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	107,689	22,719	21.1	11,367	10.6	6,035	5.6	2,588	2.4	2,729	2.5	84,970	78.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	101,031	20,264	20.1	9,802	9.7	5,428	5.4	2,463	2.4	2,571	2.5	80,767	79.9
GS-01	409	109	26.7	46	11.2	49	12.0	6	1.5	8	2.0	300	73.3
GS-02	1,036	275	26.5	137	13.2	77	7.4	26	2.5	35	3.4	761	73.5
GS-03	3,635	832	22.9	206	5.7	283	7.8	239	6.6	104	2.9	2,803	77.1
GS-04	6,403	1,389	21.7	489	7.6	502	7.8	159	2.5	239	3.7	5,014	78.3
GS-05	10,075	2,233	22.2	956	9.5	708	7.0	198	2.0	371	3.7	7,842	77.8
GS-06	5,955	1,520	25.5	889	14.9	319	5.4	78	1.3	234	3.9	4,435	74.5
GS-07	15,377	3,676	23.9	2,185	14.2	802	5.2	251	1.6	438	2.8	11,701	76.1
GS-08	3,703	792	21.4	434	11.7	230	6.2	38	1.0	90	2.4	2,911	78.6
GS-09	14,007	2,623	18.7	1,096	7.8	834	6.0	308	2.2	385	2.7	11,384	81.3
GS-10	722	131	18.1	70	9.7	39	5.4	8	1.1	14	1.9	591	81.9
GS-11	13,522	2,218	16.4	937	6.9	631	4.7	351	2.6	299	2.2	11,304	83.6
GS-12	13,222	2,368	17.9	1,214	9.2	548	4.1	412	3.1	194	1.5	10,854	82.1
GS-13	7,749	1,388	17.9	773	10.0	276	3.6	233	3.0	106	1.4	6,361	82.1
GS-14	3,312	480	14.5	238	7.2	83	2.5	115	3.5	44	1.3	2,832	85.5
GS-15	1,904	230	12.1	132	6.9	47	2.5	41	2.2	10	0.5	1,674	87.9
AVERAGE GRADE	8.7	8.2		8.4		7.9		8.9		7.7		8.8	
SENIOR PAY LEVELS	418	77	18.4	52	12.4	14	3.3	9	2.2	2	0.5	341	81.6
OTHER WHITE COLLAR	1,221	162	13.3	56	4.6	52	4.3	35	2.9	19	1.6	1,059	86.7
TOTAL WAGE SYSTEMS	5,019	2,216	44.2	1,457	29.0	541	10.8	81	1.6	137	2.7	2,803	55.8

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF COMMERCE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	38,917	10,688	27.5	7,111	18.3	1,321	3.4	2,029	5.2	227	0.6	28,229	72.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	37,354	10,315	27.6	6,844	18.3	1,274	3.4	1,986	5.3	211	0.6	27,039	72.4
GS-01	72	41	56.9	26	36.1	4	5.6	10	13.9	1	1.4	31	43.1
GS-02	268	154	57.5	56	20.9	83	31.0	13	4.9	2	0.7	114	42.5
GS-03	2,038	495	24.3	366	18.0	79	3.9	30	1.5	20	1.0	1,543	75.7
GS-04	4,653	1,206	25.9	892	19.2	182	3.9	96	2.1	36	0.8	3,447	74.1
GS-05	2,045	913	44.6	748	36.6	85	4.2	65	3.2	15	0.7	1,132	55.4
GS-06	1,546	567	36.7	485	31.4	47	3.0	29	1.9	6	0.4	979	63.3
GS-07	2,895	1,397	48.3	1,125	38.9	86	3.0	175	6.0	11	0.4	1,498	51.7
GS-08	859	356	41.4	315	36.7	23	2.7	13	1.5	5	0.6	503	58.6
GS-09	2,206	871	39.5	565	25.6	86	3.9	204	9.2	16	0.7	1,335	60.5
41 GS-10	365	124	34.0	98	26.8	15	4.1	9	2.5	2	0.5	241	66.0
GS-11	3,414	828	24.3	472	13.8	130	3.8	198	5.8	28	0.8	2,586	75.7
GS-12	5,484	1,319	24.1	802	14.6	167	3.0	317	5.8	33	0.6	4,165	75.9
GS-13	5,005	986	19.7	487	9.7	152	3.0	326	6.5	21	0.4	4,019	80.3
GS-14	4,348	800	18.4	308	7.1	89	2.0	389	8.9	14	0.3	3,548	81.6
GS-15	2,156	258	12.0	99	4.6	46	2.1	112	5.2	1	---	1,898	88.0
AVERAGE GRADE	9.6	8.6		8.0		8.6		10.9		8.5		9.9	
SENIOR PAY LEVELS	531	69	13.0	37	7.0	18	3.4	13	2.4	1	0.2	462	87.0
OTHER WHITE COLLAR	63	13	20.6	7	11.1	1	1.6	4	6.3	1	1.6	50	79.4
TOTAL WAGE SYSTEMS	969	291	30.0	223	23.0	28	2.9	26	2.7	14	1.4	678	70.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE AIR FORCE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	165,938	40,314	24.3	17,508	10.6	15,763	9.5	5,226	3.1	1,817	1.1	125,624	75.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	111,277	26,755	24.0	12,583	11.3	9,334	8.4	3,734	3.4	1,104	1.0	84,522	76.0
GS-01	493	254	51.5	82	16.6	159	32.3	12	2.4	1	0.2	239	48.5
GS-02	688	237	34.4	101	14.7	110	16.0	21	3.1	5	0.7	451	65.6
GS-03	1,711	724	42.3	414	24.2	205	12.0	90	5.3	15	0.9	987	57.7
GS-04	5,269	2,179	41.4	1,276	24.2	628	11.9	217	4.1	58	1.1	3,090	58.6
GS-05	12,326	4,256	34.5	2,192	17.8	1,419	11.5	505	4.1	140	1.1	8,070	65.5
GS-06	7,804	2,175	27.9	1,121	14.4	720	9.2	263	3.4	71	0.9	5,629	72.1
GS-07	10,534	2,932	27.8	1,480	14.0	976	9.3	359	3.4	117	1.1	7,602	72.2
GS-08	1,473	377	25.6	205	13.9	106	7.2	56	3.8	10	0.7	1,096	74.4
GS-09	15,664	3,625	23.1	1,683	10.7	1,363	8.7	415	2.6	164	1.0	12,039	76.9
GS-10	1,049	148	14.1	69	6.6	42	4.0	28	2.7	9	0.9	901	85.9
GS-11	17,724	4,030	22.7	1,612	9.1	1,741	9.8	454	2.6	223	1.3	13,694	77.3
GS-12	20,349	3,975	19.5	1,674	8.2	1,254	6.2	862	4.2	185	0.9	16,374	80.5
GS-13	11,521	1,443	12.5	542	4.7	469	4.1	354	3.1	78	0.7	10,078	87.5
GS-14	3,353	309	9.2	109	3.3	107	3.2	73	2.2	20	0.6	3,044	90.8
GS-15	1,319	91	6.9	23	1.7	35	2.7	25	1.9	8	0.6	1,228	93.1
AVERAGE GRADE	9.2	8.2		7.9		8.3		9.0		9.0		9.6	
SENIOR PAY LEVELS	216	10	4.6	3	1.4	---	---	6	2.8	1	0.5	206	95.4
OTHER WHITE COLLAR	417	58	13.9	12	2.9	34	8.2	12	2.9	---	---	359	86.1
TOTAL WAGE SYSTEMS	54,028	13,491	25.0	4,910	9.1	6,395	11.8	1,474	2.7	712	1.3	40,537	75.0

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE ARMY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	230,815	60,209	26.1	35,367	15.3	13,699	5.9	8,584	3.7	2,559	1.1	170,606	73.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	176,841	46,399	26.2	28,043	15.9	9,428	5.3	7,148	4.0	1,780	1.0	130,442	73.8
GS-01	275	99	36.0	75	27.3	15	5.5	8	2.9	1	0.4	176	64.0
GS-02	465	180	38.7	137	29.5	26	5.6	12	2.6	5	1.1	285	61.3
GS-03	1,961	849	43.3	606	30.9	139	7.1	81	4.1	23	1.2	1,112	56.7
GS-04	12,002	5,730	47.7	3,983	33.2	1,069	8.9	568	4.7	110	0.9	6,272	52.3
GS-05	19,730	7,630	38.7	5,015	25.4	1,571	8.0	810	4.1	234	1.2	12,100	61.3
GS-06	12,354	3,920	31.7	2,581	20.9	750	6.1	427	3.5	162	1.3	8,434	68.3
GS-07	17,910	5,417	30.2	3,596	20.1	1,062	5.9	573	3.2	186	1.0	12,493	69.8
GS-08	3,319	891	26.8	603	18.2	180	5.4	75	2.3	33	1.0	2,428	73.2
GS-09	17,743	4,632	26.1	2,717	15.3	1,055	5.9	643	3.6	217	1.2	13,111	73.9
GS-10	2,148	516	24.0	272	12.7	102	4.7	124	5.8	18	0.8	1,632	76.0
GS-11	26,774	6,113	22.8	3,416	12.8	1,393	5.2	998	3.7	306	1.1	20,661	77.2
GS-12	32,100	6,389	19.9	3,223	10.0	1,234	3.8	1,653	5.1	279	0.9	25,711	80.1
GS-13	20,336	3,041	15.0	1,403	6.9	642	3.2	844	4.2	152	0.7	17,295	85.0
GS-14	6,862	755	11.0	333	4.9	147	2.1	242	3.5	33	0.5	6,107	89.0
GS-15	2,862	237	8.3	83	2.9	43	1.5	90	3.1	21	0.7	2,625	91.7
AVERAGE GRADE	9.3	8.1		7.7		8.2		9.4		8.9		9.7	
SENIOR PAY LEVELS	356	26	7.3	15	4.2	4	1.1	6	1.7	1	0.3	330	92.7
OTHER WHITE COLLAR	1,156	294	25.4	24	2.1	56	4.8	214	18.5	---	---	862	74.6
TOTAL WAGE SYSTEMS	52,462	13,490	25.7	7,285	13.9	4,211	8.0	1,216	2.3	778	1.5	38,972	74.3

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE NAVY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	193,902	54,743	28.2	25,893	13.4	8,431	4.3	18,914	9.8	1,505	0.8	139,159	71.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	144,213	36,998	25.7	17,664	12.2	5,941	4.1	12,364	8.6	1,029	0.7	107,215	74.3
GS-01	152	62	40.8	29	19.1	13	8.6	19	12.5	1	0.7	90	59.2
GS-02	357	171	47.9	69	19.3	36	10.1	60	16.8	6	1.7	186	52.1
GS-03	1,481	658	44.4	358	24.2	110	7.4	177	12.0	13	0.9	823	55.6
GS-04	6,340	2,995	47.2	1,707	26.9	481	7.6	751	11.8	56	0.9	3,345	52.8
GS-05	12,627	5,228	41.4	2,867	22.7	792	6.3	1,454	11.5	115	0.9	7,399	58.6
GS-06	9,364	3,457	36.9	1,998	21.3	477	5.1	888	9.5	94	1.0	5,907	63.1
GS-07	11,999	4,334	36.1	2,308	19.2	667	5.6	1,247	10.4	112	0.9	7,665	63.9
GS-08	2,133	714	33.5	462	21.7	96	4.5	134	6.3	22	1.0	1,419	66.5
GS-09	12,144	3,485	28.7	1,731	14.3	590	4.9	1,057	8.7	107	0.9	8,659	71.3
GS-10	1,496	312	20.9	133	8.9	49	3.3	117	7.8	13	0.9	1,184	79.1
GS-11	21,994	4,905	22.3	2,192	10.0	818	3.7	1,729	7.9	166	0.8	17,089	77.7
GS-12	34,566	6,811	19.7	2,403	7.0	1,141	3.3	3,080	8.9	187	0.5	27,755	80.3
GS-13	20,148	3,012	14.9	1,110	5.5	531	2.6	1,272	6.3	99	0.5	17,136	85.1
GS-14	5,716	588	10.3	207	3.6	101	1.8	259	4.5	21	0.4	5,128	89.7
GS-15	3,696	266	7.2	90	2.4	39	1.1	120	3.2	17	0.5	3,430	92.8
AVERAGE GRADE	9.9	8.6		8.1		8.8		9.3		9.1		10.4	
SENIOR PAY LEVELS	560	44	7.9	12	2.1	7	1.3	22	3.9	3	0.5	516	92.1
OTHER WHITE COLLAR	684	73	10.7	18	2.6	10	1.5	44	6.4	1	0.1	611	89.3
TOTAL WAGE SYSTEMS	48,445	17,628	36.4	8,199	16.9	2,473	5.1	6,484	13.4	472	1.0	30,817	63.6

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF DEFENSE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	709,075	189,528	26.7	100,677	14.2	43,890	6.2	38,182	5.4	6,779	1.0	519,547	73.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	516,358	134,448	26.0	74,280	14.4	28,428	5.5	27,187	5.3	4,553	0.9	381,910	74.0
GS-01	947	431	45.5	199	21.0	189	20.0	40	4.2	3	0.3	516	54.5
GS-02	1,733	666	38.4	355	20.5	195	11.3	100	5.8	16	0.9	1,067	61.6
GS-03	11,340	5,067	44.7	2,922	25.8	876	7.7	1,180	10.4	89	0.8	6,273	55.3
GS-04	28,655	12,952	45.2	8,390	29.3	2,433	8.5	1,865	6.5	264	0.9	15,703	54.8
GS-05	52,967	20,412	38.5	12,277	23.2	4,368	8.2	3,199	6.0	568	1.1	32,555	61.5
GS-06	36,322	12,114	33.4	7,517	20.7	2,281	6.3	1,925	5.3	391	1.1	24,208	66.6
GS-07	47,665	15,240	32.0	9,241	19.4	3,066	6.4	2,450	5.1	483	1.0	32,425	68.0
GS-08	8,478	2,571	30.3	1,723	20.3	439	5.2	331	3.9	78	0.9	5,907	69.7
GS-09	51,061	13,407	26.3	7,377	14.4	3,245	6.4	2,259	4.4	526	1.0	37,654	73.7
GS-10	4,995	1,060	21.2	519	10.4	218	4.4	281	5.6	42	0.8	3,935	78.8
GS-11	79,335	18,148	22.9	9,261	11.7	4,515	5.7	3,563	4.5	809	1.0	61,187	77.1
GS-12	103,911	20,620	19.8	9,343	9.0	4,193	4.0	6,324	6.1	760	0.7	83,291	80.2
GS-13	59,653	8,875	14.9	3,917	6.6	1,854	3.1	2,726	4.6	378	0.6	50,778	85.1
GS-14	19,195	2,093	10.9	938	4.9	406	2.1	655	3.4	94	0.5	17,102	89.1
GS-15	10,101	792	7.8	301	3.0	150	1.5	289	2.9	52	0.5	9,309	92.2
AVERAGE GRADE	9.4	8.2		7.8		8.3		9.0		8.9		9.8	
SENIOR PAY LEVELS	1,777	120	6.8	45	2.5	22	1.2	45	2.5	8	0.5	1,657	93.2
OTHER WHITE COLLAR	19,256	3,060	15.9	1,370	7.1	923	4.8	698	3.6	69	0.4	16,196	84.1
TOTAL WAGE SYSTEMS	171,684	51,900	30.2	24,982	14.6	14,517	8.5	10,252	6.0	2,149	1.3	119,784	69.8

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF EDUCATION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	4,824	2,183	45.3	1,750	36.3	229	4.7	157	3.3	47	1.0	2,641	54.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	4,473	2,052	45.9	1,687	37.7	190	4.2	144	3.2	31	0.7	2,421	54.1
GS-01	10	9	90.0	6	60.0	3	30.0	---	---	---	---	1	10.0
GS-02	15	9	60.0	8	53.3	1	6.7	---	---	---	---	6	40.0
GS-03	40	27	67.5	17	42.5	6	15.0	4	10.0	---	---	13	32.5
GS-04	82	56	68.3	48	58.5	3	3.7	5	6.1	---	---	26	31.7
GS-05	91	63	69.2	57	62.6	3	3.3	2	2.2	1	1.1	28	30.8
GS-06	107	93	86.9	80	74.8	4	3.7	8	7.5	1	0.9	14	13.1
GS-07	365	235	64.4	204	55.9	18	4.9	11	3.0	2	0.5	130	35.6
GS-08	68	52	76.5	48	70.6	3	4.4	1	1.5	---	---	16	23.5
GS-09	251	158	62.9	134	53.4	16	6.4	7	2.8	1	0.4	93	37.1
GS-10	7	5	71.4	4	57.1	1	14.3	---	---	---	---	2	28.6
GS-11	300	189	63.0	157	52.3	21	7.0	11	3.7	---	---	111	37.0
GS-12	1,028	494	48.1	407	39.6	40	3.9	39	3.8	8	0.8	534	51.9
GS-13	1,025	397	38.7	312	30.4	38	3.7	39	3.8	8	0.8	628	61.3
GS-14	673	182	27.0	141	21.0	23	3.4	12	1.8	6	0.9	491	73.0
GS-15	411	83	20.2	64	15.6	10	2.4	5	1.2	4	1.0	328	79.8
AVERAGE GRADE	11.5	10.6		10.5		10.8		11.0		12.2		12.3	
SENIOR PAY LEVELS	108	20	18.5	11	10.2	5	4.6	3	2.8	1	0.9	88	81.5
OTHER WHITE COLLAR	236	106	44.9	47	19.9	34	14.4	10	4.2	15	6.4	130	55.1
TOTAL WAGE SYSTEMS	7	5	71.4	5	71.4	---	---	---	---	---	---	2	28.6

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF ENERGY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	16,148	3,525	21.8	1,850	11.5	842	5.2	619	3.8	214	1.3	12,623	78.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	14,159	3,312	23.4	1,777	12.6	775	5.5	593	4.2	167	1.2	10,847	76.6
GS-01	9	5	55.6	3	33.3	2	22.2	---	---	---	---	4	44.4
GS-02	21	8	38.1	6	28.6	1	4.8	---	---	1	4.8	13	61.9
GS-03	21	11	52.4	5	23.8	3	14.3	2	9.5	1	4.8	10	47.6
GS-04	49	24	49.0	14	28.6	6	12.2	3	6.1	1	2.0	25	51.0
GS-05	164	71	43.3	26	15.9	36	22.0	4	2.4	5	3.0	93	56.7
GS-06	400	165	41.3	97	24.3	44	11.0	14	3.5	10	2.5	235	58.8
GS-07	775	288	37.2	207	26.7	53	6.8	18	2.3	10	1.3	487	62.8
GS-08	453	169	37.3	127	28.0	30	6.6	4	0.9	8	1.8	284	62.7
GS-09	619	249	40.2	178	28.8	51	8.2	12	1.9	8	1.3	370	59.8
GS-10	72	18	25.0	4	5.6	12	16.7	1	1.4	1	1.4	54	75.0
GS-11	797	272	34.1	179	22.5	51	6.4	31	3.9	11	1.4	525	65.9
GS-12	2,155	566	26.3	318	14.8	140	6.5	79	3.7	29	1.3	1,589	73.7
GS-13	3,886	770	19.8	323	8.3	180	4.6	222	5.7	45	1.2	3,116	80.2
GS-14	2,731	487	17.8	191	7.0	118	4.3	148	5.4	30	1.1	2,244	82.2
GS-15	2,007	209	10.4	99	4.9	48	2.4	55	2.7	7	0.3	1,798	89.6
AVERAGE GRADE	12.2	11.2		10.7		11.1		12.6		11.3		12.5	
SENIOR PAY LEVELS	510	49	9.6	21	4.1	13	2.5	15	2.9	---	---	461	90.4
OTHER WHITE COLLAR	173	17	9.8	6	3.5	4	2.3	3	1.7	4	2.3	156	90.2
TOTAL WAGE SYSTEMS	1,306	147	11.3	46	3.5	50	3.8	8	0.6	43	3.3	1,159	88.7

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	58,159	24,160	41.5	9,707	16.7	1,699	2.9	2,950	5.1	9,804	16.9	33,999	58.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	49,044	20,646	42.1	8,761	17.9	1,459	3.0	2,139	4.4	8,287	16.9	28,398	57.9
GS-01	95	71	74.7	34	35.8	2	2.1	6	6.3	29	30.5	24	25.3
GS-02	216	169	78.2	81	37.5	8	3.7	11	5.1	69	31.9	47	21.8
GS-03	750	625	83.3	147	19.6	17	2.3	41	5.5	420	56.0	125	16.7
GS-04	2,192	1,902	86.8	301	13.7	46	2.1	97	4.4	1,458	66.5	290	13.2
GS-05	3,040	2,546	83.8	483	15.9	65	2.1	58	1.9	1,940	63.8	494	16.3
GS-06	2,442	1,740	71.3	767	31.4	57	2.3	52	2.1	864	35.4	702	28.7
GS-07	4,009	2,286	57.0	1,345	33.5	131	3.3	124	3.1	686	17.1	1,723	43.0
GS-08	1,567	757	48.3	560	35.7	46	2.9	40	2.6	111	7.1	810	51.7
GS-09	4,526	2,145	47.4	816	18.0	166	3.7	154	3.4	1,009	22.3	2,381	52.6
GS-10	929	273	29.4	100	10.8	37	4.0	29	3.1	107	11.5	656	70.6
GS-11	4,539	1,894	41.7	783	17.3	137	3.0	218	4.8	756	16.7	2,645	58.3
GS-12	7,282	2,409	33.1	1,363	18.7	254	3.5	367	5.0	425	5.8	4,873	66.9
GS-13	9,143	2,255	24.7	1,283	14.0	264	2.9	491	5.4	217	2.4	6,888	75.3
GS-14	5,176	1,070	20.7	465	9.0	149	2.9	319	6.2	137	2.6	4,106	79.3
GS-15	3,138	504	16.1	233	7.4	80	2.5	132	4.2	59	1.9	2,634	83.9
AVERAGE GRADE	10.4	8.7		9.4		10.5		11.1		6.9		11.6	
SENIOR PAY LEVELS	804	130	16.2	57	7.1	20	2.5	36	4.5	17	2.1	674	83.8
OTHER WHITE COLLAR	5,633	1,318	23.4	331	5.9	198	3.5	753	13.4	36	0.6	4,315	76.6
TOTAL WAGE SYSTEMS	2,678	2,066	77.1	558	20.8	22	0.8	22	0.8	1,464	54.7	612	22.9

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	9,983	4,491	45.0	3,398	34.0	672	6.7	315	3.2	106	1.1	5,492	55.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	9,781	4,434	45.3	3,354	34.3	664	6.8	311	3.2	105	1.1	5,347	54.7
GS-01	45	39	86.7	36	80.0	2	4.4	1	2.2	---	---	6	13.3
GS-02	44	39	88.6	35	79.5	3	6.8	1	2.3	---	---	5	11.4
GS-03	54	50	92.6	42	77.8	6	11.1	1	1.9	1	1.9	4	7.4
GS-04	59	38	64.4	34	57.6	2	3.4	1	1.7	1	1.7	21	35.6
GS-05	179	106	59.2	83	46.4	13	7.3	7	3.9	3	1.7	73	40.8
GS-06	182	114	62.6	92	50.5	15	8.2	5	2.7	2	1.1	68	37.4
GS-07	1,188	683	57.5	524	44.1	103	8.7	29	2.4	27	2.3	505	42.5
GS-08	119	86	72.3	73	61.3	11	9.2	2	1.7	---	---	33	27.7
GS-09	442	265	60.0	220	49.8	27	6.1	15	3.4	3	0.7	177	40.0
GS-10	54	48	88.9	46	85.2	---	---	1	1.9	1	1.9	6	11.1
GS-11	482	266	55.2	210	43.6	31	6.4	18	3.7	7	1.5	216	44.8
GS-12	3,140	1,318	42.0	952	30.3	225	7.2	110	3.5	31	1.0	1,822	58.0
GS-13	2,028	802	39.5	580	28.6	123	6.1	81	4.0	18	0.9	1,226	60.5
GS-14	1,056	341	32.3	249	23.6	59	5.6	29	2.7	4	0.4	715	67.7
GS-15	709	239	33.7	178	25.1	44	6.2	10	1.4	7	1.0	470	66.3
AVERAGE GRADE	11.4	10.7		10.6		11.1		11.5		10.5		11.9	
SENIOR PAY LEVELS	151	37	24.5	27	17.9	7	4.6	2	1.3	1	0.7	114	75.5
OTHER WHITE COLLAR	42	13	31.0	10	23.8	1	2.4	2	4.8	---	---	29	69.0
TOTAL WAGE SYSTEMS	9	7	77.8	7	77.8	---	---	---	---	---	---	2	22.2

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE INTERIOR	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	72,993	19,596	26.8	3,988	5.5	3,168	4.3	1,191	1.6	11,249	15.4	53,397	73.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	57,277	12,521	21.9	2,901	5.1	2,484	4.3	1,034	1.8	6,102	10.7	44,756	78.1
GS-01	134	46	34.3	20	14.9	14	10.4	7	5.2	5	3.7	88	65.7
GS-02	382	196	51.3	30	7.9	36	9.4	9	2.4	121	31.7	186	48.7
GS-03	1,182	519	43.9	68	5.8	71	6.0	20	1.7	360	30.5	663	56.1
GS-04	4,107	1,332	32.4	199	4.8	205	5.0	71	1.7	857	20.9	2,775	67.6
GS-05	6,643	1,765	26.6	349	5.3	278	4.2	114	1.7	1,024	15.4	4,878	73.4
GS-06	3,551	1,041	29.3	273	7.7	202	5.7	62	1.7	504	14.2	2,510	70.7
GS-07	5,522	1,499	27.1	420	7.6	304	5.5	97	1.8	678	12.3	4,023	72.9
GS-08	1,117	391	35.0	89	8.0	78	7.0	21	1.9	203	18.2	726	65.0
GS-09	6,857	1,393	20.3	372	5.4	336	4.9	136	2.0	549	8.0	5,464	79.7
GS-10	478	98	20.5	19	4.0	26	5.4	8	1.7	45	9.4	380	79.5
GS-11	8,739	1,449	16.6	333	3.8	363	4.2	142	1.6	611	7.0	7,290	83.4
GS-12	8,967	1,444	16.1	359	4.0	332	3.7	181	2.0	572	6.4	7,523	83.9
GS-13	5,715	827	14.5	229	4.0	164	2.9	106	1.9	328	5.7	4,888	85.5
GS-14	2,650	377	14.2	96	3.6	63	2.4	38	1.4	180	6.8	2,273	85.8
GS-15	1,233	144	11.7	45	3.6	12	1.0	22	1.8	65	5.3	1,089	88.3
AVERAGE GRADE	9.1	8.1		8.5		8.4		9.1		7.5		9.4	
SENIOR PAY LEVELS	310	63	20.3	18	5.8	9	2.9	4	1.3	32	10.3	247	79.7
OTHER WHITE COLLAR	3,975	2,726	68.6	113	2.8	83	2.1	23	0.6	2,507	63.1	1,249	31.4
TOTAL WAGE SYSTEMS	11,431	4,286	37.5	956	8.4	592	5.2	130	1.1	2,608	22.8	7,145	62.5

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF JUSTICE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	122,580	39,114	31.9	19,824	16.2	14,920	12.2	3,449	2.8	921	0.8	83,466	68.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	111,377	36,479	32.8	18,389	16.5	14,018	12.6	3,246	2.9	826	0.7	74,898	67.2
GS-01	282	199	70.6	124	44.0	62	22.0	10	3.5	3	1.1	83	29.4
GS-02	344	202	58.7	144	41.9	48	14.0	8	2.3	2	0.6	142	41.3
GS-03	487	267	54.8	169	34.7	74	15.2	23	4.7	1	0.2	220	45.2
GS-04	1,556	867	55.7	491	31.6	251	16.1	108	6.9	17	1.1	689	44.3
GS-05	7,319	2,958	40.4	1,284	17.5	1,319	18.0	317	4.3	38	0.5	4,361	59.6
GS-06	7,042	2,804	39.8	1,754	24.9	808	11.5	187	2.7	55	0.8	4,238	60.2
GS-07	17,795	6,897	38.8	3,728	20.9	2,491	14.0	525	3.0	153	0.9	10,898	61.2
GS-08	8,066	3,162	39.2	2,121	26.3	801	9.9	133	1.6	107	1.3	4,904	60.8
GS-09	13,254	4,894	36.9	2,139	16.1	2,325	17.5	325	2.5	105	0.8	8,360	63.1
GS-10	2,844	623	21.9	296	10.4	215	7.6	92	3.2	20	0.7	2,221	78.1
GS-11	14,240	4,933	34.6	2,099	14.7	2,215	15.6	512	3.6	107	0.8	9,307	65.4
GS-12	12,995	3,857	29.7	1,710	13.2	1,647	12.7	415	3.2	85	0.7	9,138	70.3
GS-13	14,892	3,085	20.7	1,480	9.9	1,171	7.9	353	2.4	81	0.5	11,807	79.3
GS-14	5,956	1,138	19.1	558	9.4	411	6.9	134	2.2	35	0.6	4,818	80.9
GS-15	4,305	593	13.8	292	6.8	180	4.2	104	2.4	17	0.4	3,712	86.2
AVERAGE GRADE	9.7	8.9		8.7		9.1		9.4		9.3		10.0	
SENIOR PAY LEVELS	3,640	460	12.6	242	6.6	147	4.0	61	1.7	10	0.3	3,180	87.4
OTHER WHITE COLLAR	2,329	606	26.0	375	16.1	146	6.3	72	3.1	13	0.6	1,723	74.0
TOTAL WAGE SYSTEMS	5,234	1,569	30.0	818	15.6	609	11.6	70	1.3	72	1.4	3,665	70.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF LABOR PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	15,945	5,491	34.4	3,876	24.3	1,048	6.6	458	2.9	109	0.7	10,454	65.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	15,660	5,432	34.7	3,829	24.5	1,038	6.6	458	2.9	107	0.7	10,228	65.3
GS-01	42	35	83.3	29	69.0	4	9.5	2	4.8	---	---	7	16.7
GS-02	56	44	78.6	34	60.7	9	16.1	---	---	1	1.8	12	21.4
GS-03	118	85	72.0	72	61.0	10	8.5	3	2.5	---	---	33	28.0
GS-04	250	146	58.4	121	48.4	20	8.0	5	2.0	---	---	104	41.6
GS-05	905	424	46.9	310	34.3	76	8.4	29	3.2	9	1.0	481	53.1
GS-06	821	452	55.1	375	45.7	44	5.4	28	3.4	5	0.6	369	44.9
GS-07	1,354	689	50.9	534	39.4	90	6.6	53	3.9	12	0.9	665	49.1
GS-08	209	134	64.1	118	56.5	13	6.2	1	0.5	2	1.0	75	35.9
GS-09	1,098	472	43.0	283	25.8	127	11.6	57	5.2	5	0.5	626	57.0
GS-10	15	10	66.7	10	66.7	---	---	---	---	---	---	5	33.3
GS-11	1,613	686	42.5	496	30.8	118	7.3	60	3.7	12	0.7	927	57.5
GS-12	4,587	1,212	26.4	749	16.3	314	6.8	124	2.7	25	0.5	3,375	73.6
GS-13	2,659	674	25.3	458	17.2	131	4.9	63	2.4	22	0.8	1,985	74.7
GS-14	1,314	277	21.1	181	13.8	65	4.9	23	1.8	8	0.6	1,037	78.9
GS-15	619	92	14.9	59	9.5	17	2.7	10	1.6	6	1.0	527	85.1
AVERAGE GRADE	10.7	9.6		9.3		10.2		10.2		10.7		11.2	
SENIOR PAY LEVELS	225	45	20.0	34	15.1	10	4.4	---	---	1	0.4	180	80.0
OTHER WHITE COLLAR	34	3	8.8	3	8.8	---	---	---	---	---	---	31	91.2
TOTAL WAGE SYSTEMS	26	11	42.3	10	38.5	---	---	---	---	1	3.8	15	57.7

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF STATE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	15,605	3,629	23.3	2,320	14.9	660	4.2	583	3.7	66	0.4	11,976	76.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	13,962	3,371	24.1	2,201	15.8	583	4.2	526	3.8	61	0.4	10,591	75.9
GS-01	12	6	50.0	5	41.7	1	8.3	---	---	---	---	6	50.0
GS-02	46	25	54.3	24	52.2	1	2.2	---	---	---	---	21	45.7
GS-03	53	24	45.3	19	35.8	4	7.5	1	1.9	---	---	29	54.7
GS-04	153	54	35.3	40	26.1	8	5.2	6	3.9	---	---	99	64.7
GS-05	297	179	60.3	147	49.5	11	3.7	18	6.1	3	1.0	118	39.7
GS-06	197	125	63.5	111	56.3	5	2.5	8	4.1	1	0.5	72	36.5
GS-07	1,080	445	41.2	329	30.5	57	5.3	55	5.1	4	0.4	635	58.8
GS-08	1,064	316	29.7	229	21.5	47	4.4	37	3.5	3	0.3	748	70.3
GS-09	1,475	398	27.0	258	17.5	69	4.7	65	4.4	6	0.4	1,077	73.0
GS-10	45	27	60.0	26	57.8	1	2.2	---	---	---	---	18	40.0
GS-11	2,230	514	23.0	296	13.3	99	4.4	109	4.9	10	0.4	1,716	77.0
GS-12	2,522	536	21.3	335	13.3	99	3.9	90	3.6	12	0.5	1,986	78.7
GS-13	880	198	22.5	148	16.8	28	3.2	19	2.2	3	0.3	682	77.5
GS-14	2,398	325	13.6	149	6.2	81	3.4	84	3.5	11	0.5	2,073	86.4
GS-15	1,510	199	13.2	85	5.6	72	4.8	34	2.3	8	0.5	1,311	86.8
AVERAGE GRADE	11.2	10.0		9.5		11.0		10.7		11.4		11.5	
SENIOR PAY LEVELS	902	82	9.1	43	4.8	27	3.0	11	1.2	1	0.1	820	90.9
OTHER WHITE COLLAR	672	124	18.5	29	4.3	45	6.7	46	6.8	4	0.6	548	81.5
TOTAL WAGE SYSTEMS	69	52	75.4	47	68.1	5	7.2	---	---	---	---	17	24.6

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF TRANSPORTATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	64,842	13,174	20.3	7,271	11.2	3,034	4.7	1,879	2.9	990	1.5	51,668	79.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	60,827	12,105	19.9	6,502	10.7	2,896	4.8	1,762	2.9	945	1.6	48,722	80.1
GS-01	49	39	79.6	35	71.4	1	2.0	2	4.1	1	2.0	10	20.4
GS-02	81	55	67.9	34	42.0	10	12.3	6	7.4	5	6.2	26	32.1
GS-03	159	93	58.5	67	42.1	17	10.7	9	5.7	---	---	66	41.5
GS-04	383	201	52.5	136	35.5	45	11.7	13	3.4	7	1.8	182	47.5
GS-05	847	288	34.0	188	22.2	55	6.5	32	3.8	13	1.5	559	66.0
GS-06	1,661	538	32.4	342	20.6	124	7.5	42	2.5	30	1.8	1,123	67.6
GS-07	2,640	935	35.4	646	24.5	164	6.2	81	3.1	44	1.7	1,705	64.6
GS-08	642	313	48.8	260	40.5	26	4.0	19	3.0	8	1.2	329	51.2
GS-09	2,694	795	29.5	501	18.6	161	6.0	96	3.6	37	1.4	1,899	70.5
GS-10	509	123	24.2	83	16.3	19	3.7	8	1.6	13	2.6	386	75.8
GS-11	4,647	998	21.5	564	12.1	215	4.6	137	2.9	82	1.8	3,649	78.5
GS-12	14,293	2,692	18.8	1,317	9.2	710	5.0	416	2.9	249	1.7	11,601	81.2
GS-13	11,817	2,328	19.7	1,054	8.9	567	4.8	523	4.4	184	1.6	9,489	80.3
GS-14	16,053	2,023	12.6	900	5.6	616	3.8	313	1.9	194	1.2	14,030	87.4
GS-15	4,352	684	15.7	375	8.6	166	3.8	65	1.5	78	1.8	3,668	84.3
AVERAGE GRADE	12.1	11.2		10.7		11.6		11.8		11.9		12.3	
SENIOR PAY LEVELS	408	76	18.6	51	12.5	10	2.5	14	3.4	1	0.2	332	81.4
OTHER WHITE COLLAR	1,296	374	28.9	302	23.3	19	1.5	45	3.5	8	0.6	922	71.1
TOTAL WAGE SYSTEMS	2,311	619	26.8	416	18.0	109	4.7	58	2.5	36	1.6	1,692	73.2

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE TREASURY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	141,965	48,516	34.2	30,875	21.7	11,883	8.4	4,648	3.3	1,110	0.8	93,449	65.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	132,069	45,138	34.2	28,365	21.5	11,402	8.6	4,316	3.3	1,055	0.8	86,931	65.8
GS-01	149	96	64.4	83	55.7	12	8.1	1	0.7	---	---	53	35.6
GS-02	1,166	627	53.8	484	41.5	95	8.1	36	3.1	12	1.0	539	46.2
GS-03	2,863	1,467	51.2	915	32.0	445	15.5	79	2.8	28	1.0	1,396	48.8
GS-04	8,029	3,502	43.6	2,467	30.7	762	9.5	202	2.5	71	0.9	4,527	56.4
GS-05	10,921	5,142	47.1	3,527	32.3	1,153	10.6	367	3.4	95	0.9	5,779	52.9
GS-06	7,844	3,404	43.4	2,451	31.2	670	8.5	203	2.6	80	1.0	4,440	56.6
GS-07	20,716	8,327	40.2	5,539	26.7	2,103	10.2	522	2.5	163	0.8	12,389	59.8
GS-08	3,217	1,206	37.5	871	27.1	248	7.7	58	1.8	29	0.9	2,011	62.5
GS-09	11,179	4,387	39.2	2,437	21.8	1,491	13.3	383	3.4	76	0.7	6,792	60.8
GS-10	1,405	452	32.2	336	23.9	79	5.6	22	1.6	15	1.1	953	67.8
GS-11	15,226	5,159	33.9	2,797	18.4	1,571	10.3	649	4.3	142	0.9	10,067	66.1
GS-12	17,726	5,097	28.8	2,914	16.4	1,291	7.3	747	4.2	145	0.8	12,629	71.2
GS-13	21,230	4,627	21.8	2,602	12.3	1,084	5.1	798	3.8	143	0.7	16,603	78.2
GS-14	7,802	1,282	16.4	727	9.3	317	4.1	193	2.5	45	0.6	6,520	83.6
GS-15	2,596	363	14.0	215	8.3	81	3.1	56	2.2	11	0.4	2,233	86.0
AVERAGE GRADE	9.3	8.4		8.1		8.6		9.7		9.0		9.8	
SENIOR PAY LEVELS	640	69	10.8	46	7.2	12	1.9	7	1.1	4	0.6	571	89.2
OTHER WHITE COLLAR	5,778	1,503	26.0	1,092	18.9	216	3.7	165	2.9	30	0.5	4,275	74.0
TOTAL WAGE SYSTEMS	3,478	1,806	51.9	1,372	39.4	253	7.3	160	4.6	21	0.6	1,672	48.1

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF VETERANS AFFAIRS	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	240,504	85,240	35.4	52,811	22.0	14,378	6.0	16,116	6.7	1,935	0.8	155,264	64.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	138,926	49,086	35.3	33,334	24.0	8,213	5.9	6,339	4.6	1,200	0.9	89,840	64.7
GS-01	444	275	61.9	196	44.1	64	14.4	10	2.3	5	1.1	169	38.1
GS-02	419	216	51.6	146	34.8	45	10.7	13	3.1	12	2.9	203	48.4
GS-03	2,514	1,357	54.0	1,009	40.1	242	9.6	73	2.9	33	1.3	1,157	46.0
GS-04	13,693	7,051	51.5	5,474	40.0	959	7.0	465	3.4	153	1.1	6,642	48.5
GS-05	29,770	13,400	45.0	10,162	34.1	1,967	6.6	957	3.2	314	1.1	16,370	55.0
GS-06	20,746	8,359	40.3	6,291	30.3	1,263	6.1	606	2.9	199	1.0	12,387	59.7
GS-07	9,744	3,459	35.5	2,473	25.4	605	6.2	286	2.9	95	1.0	6,285	64.5
GS-08	3,856	1,202	31.2	805	20.9	262	6.8	99	2.6	36	0.9	2,654	68.8
GS-09	12,213	3,632	29.7	2,179	17.8	708	5.8	649	5.3	96	0.8	8,581	70.3
GS-10	3,493	753	21.6	467	13.4	173	5.0	95	2.7	18	0.5	2,740	78.4
GS-11	15,336	3,682	24.0	1,982	12.9	781	5.1	819	5.3	100	0.7	11,654	76.0
GS-12	9,441	1,975	20.9	1,060	11.2	412	4.4	442	4.7	61	0.6	7,466	79.1
GS-13	7,265	1,159	16.0	657	9.0	237	3.3	221	3.0	44	0.6	6,106	84.0
GS-14	2,197	372	16.9	157	7.1	86	3.9	114	5.2	15	0.7	1,825	83.1
GS-15	7,795	2,194	28.1	276	3.5	409	5.2	1,490	19.1	19	0.2	5,601	71.9
AVERAGE GRADE	8.0	7.0		6.3		7.4		9.7		7.0		8.5	
SENIOR PAY LEVELS	365	46	12.6	25	6.8	6	1.6	9	2.5	6	1.6	319	87.4
OTHER WHITE COLLAR	69,636	20,306	29.2	6,914	9.9	3,888	5.6	9,138	13.1	366	0.5	49,330	70.8
TOTAL WAGE SYSTEMS	31,577	15,802	50.0	12,538	39.7	2,271	7.2	630	2.0	363	1.1	15,775	50.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	2,571	1,593	62.0	1,239	48.2	273	10.6	69	2.7	12	0.5	978	38.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,523	1,563	62.0	1,219	48.3	265	10.5	67	2.7	12	0.5	960	38.0
GS-01	5	4	80.0	4	80.0	---	---	---	---	---	---	1	20.0
GS-02	14	11	78.6	7	50.0	4	28.6	---	---	---	---	3	21.4
GS-03	11	6	54.5	4	36.4	1	9.1	1	9.1	---	---	5	45.5
GS-04	16	8	50.0	6	37.5	1	6.3	1	6.3	---	---	8	50.0
GS-05	224	166	74.1	138	61.6	23	10.3	3	1.3	2	0.9	58	25.9
GS-06	120	95	79.2	80	66.7	8	6.7	5	4.2	2	1.7	25	20.8
GS-07	169	130	76.9	100	59.2	20	11.8	10	5.9	---	---	39	23.1
GS-08	43	34	79.1	27	62.8	5	11.6	1	2.3	1	2.3	9	20.9
GS-09	84	60	71.4	54	64.3	3	3.6	1	1.2	2	2.4	24	28.6
GS-11	108	81	75.0	71	65.7	6	5.6	4	3.7	---	---	27	25.0
GS-12	877	562	64.1	420	47.9	122	13.9	17	1.9	3	0.3	315	35.9
GS-13	359	209	58.2	164	45.7	35	9.7	8	2.2	2	0.6	150	41.8
GS-14	378	148	39.2	108	28.6	27	7.1	13	3.4	---	---	230	60.8
GS-15	115	49	42.6	36	31.3	10	8.7	3	2.6	---	---	66	57.4
AVERAGE GRADE	11.0	10.5		10.4		10.9		10.7		9.2		11.8	
SENIOR PAY LEVELS	47	29	61.7	19	40.4	8	17.0	2	4.3	---	---	18	38.3
TOTAL WAGE SYSTEMS	1	1	100.0	1	100.0	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	19,187	5,424	28.3	3,529	18.4	858	4.5	894	4.7	143	0.7	13,763	71.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,277	5,344	29.2	3,483	19.1	847	4.6	876	4.8	138	0.8	12,933	70.8
GS-01	44	42	95.5	37	84.1	4	9.1	1	2.3	---	---	2	4.5
GS-02	82	66	80.5	47	57.3	14	17.1	4	4.9	1	1.2	16	19.5
GS-03	100	68	68.0	47	47.0	16	16.0	4	4.0	1	1.0	32	32.0
GS-04	284	195	68.7	132	46.5	31	10.9	22	7.7	10	3.5	89	31.3
GS-05	297	178	59.9	121	40.7	32	10.8	21	7.1	4	1.3	119	40.1
GS-06	346	224	64.7	189	54.6	23	6.6	8	2.3	4	1.2	122	35.3
GS-07	1,133	581	51.3	432	38.1	82	7.2	57	5.0	10	0.9	552	48.7
GS-08	361	214	59.3	179	49.6	23	6.4	8	2.2	4	1.1	147	40.7
GS-09	1,003	415	41.4	306	30.5	45	4.5	49	4.9	15	1.5	588	58.6
GS-10	96	39	40.6	36	37.5	2	2.1	---	---	1	1.0	57	59.4
GS-11	1,114	410	36.8	270	24.2	66	5.9	61	5.5	13	1.2	704	63.2
GS-12	3,119	981	31.5	610	19.6	160	5.1	183	5.9	28	0.9	2,138	68.5
GS-13	5,883	1,319	22.4	729	12.4	227	3.9	327	5.6	36	0.6	4,564	77.6
GS-14	2,789	442	15.8	255	9.1	85	3.0	94	3.4	8	0.3	2,347	84.2
GS-15	1,626	170	10.5	93	5.7	37	2.3	37	2.3	3	0.2	1,456	89.5
AVERAGE GRADE	11.8	10.4		10.0		10.7		11.6		10.4		12.4	
SENIOR PAY LEVELS	285	29	10.2	20	7.0	3	1.1	4	1.4	2	0.7	256	89.8
OTHER WHITE COLLAR	607	43	7.1	18	3.0	8	1.3	14	2.3	3	0.5	564	92.9
TOTAL WAGE SYSTEMS	18	8	44.4	8	44.4	---	---	---	---	---	---	10	55.6

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - GENERAL SERVICES ADMINISTRATION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	14,219	5,334	37.5	4,042	28.4	716	5.0	481	3.4	95	0.7	8,885	62.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	11,903	4,309	36.2	3,229	27.1	572	4.8	428	3.6	80	0.7	7,594	63.8
GS-01	13	8	61.5	5	38.5	3	23.1	---	---	---	---	5	38.5
GS-02	29	27	93.1	26	89.7	1	3.4	---	---	---	---	2	6.9
GS-03	62	53	85.5	41	66.1	7	11.3	4	6.5	1	1.6	9	14.5
GS-04	130	85	65.4	69	53.1	16	12.3	---	---	---	---	45	34.6
GS-05	378	217	57.4	160	42.3	35	9.3	20	5.3	2	0.5	161	42.6
GS-06	589	270	45.8	202	34.3	52	8.8	12	2.0	4	0.7	319	54.2
GS-07	1,133	584	51.5	450	39.7	82	7.2	44	3.9	8	0.7	549	48.5
GS-08	303	132	43.6	101	33.3	24	7.9	5	1.7	2	0.7	171	56.4
GS-09	1,059	483	45.6	363	34.3	74	7.0	37	3.5	9	0.8	576	54.4
GS-10	63	30	47.6	23	36.5	4	6.3	1	1.6	2	3.2	33	52.4
GS-11	1,072	444	41.4	338	31.5	61	5.7	31	2.9	14	1.3	628	58.6
GS-12	3,137	1,094	34.9	797	25.4	127	4.0	152	4.8	18	0.6	2,043	65.1
GS-13	2,381	630	26.5	472	19.8	55	2.3	88	3.7	15	0.6	1,751	73.5
GS-14	1,038	189	18.2	138	13.3	23	2.2	25	2.4	3	0.3	849	81.8
GS-15	516	63	12.2	44	8.5	8	1.6	9	1.7	2	0.4	453	87.8
AVERAGE GRADE	10.9	9.9		9.9		9.4		10.9		10.6		11.4	
SENIOR PAY LEVELS	119	20	16.8	15	12.6	3	2.5	2	1.7	---	---	99	83.2
OTHER WHITE COLLAR	3	---	---	---	---	---	---	---	---	---	---	3	100.0
TOTAL WAGE SYSTEMS	2,194	1,005	45.8	798	36.4	141	6.4	51	2.3	15	0.7	1,189	54.2

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	19,204	4,003	20.8	2,025	10.5	876	4.6	934	4.9	168	0.9	15,201	79.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,044	3,800	21.1	1,901	10.5	835	4.6	901	5.0	163	0.9	14,244	78.9
GS-01	21	12	57.1	11	52.4	1	4.8	---	---	---	---	9	42.9
GS-02	24	15	62.5	13	54.2	1	4.2	1	4.2	---	---	9	37.5
GS-03	65	39	60.0	28	43.1	4	6.2	7	10.8	---	---	26	40.0
GS-04	103	43	41.7	26	25.2	10	9.7	6	5.8	1	1.0	60	58.3
GS-05	228	79	34.6	57	25.0	17	7.5	4	1.8	1	0.4	149	65.4
GS-06	651	254	39.0	185	28.4	48	7.4	9	1.4	12	1.8	397	61.0
GS-07	663	220	33.2	154	23.2	32	4.8	25	3.8	9	1.4	443	66.8
GS-08	240	82	34.2	62	25.8	8	3.3	6	2.5	6	2.5	158	65.8
GS-09	501	164	32.7	108	21.6	25	5.0	26	5.2	5	1.0	337	67.3
GS-10	258	79	30.6	61	23.6	5	1.9	10	3.9	3	1.2	179	69.4
GS-11	1,243	297	23.9	185	14.9	55	4.4	40	3.2	17	1.4	946	76.1
GS-12	1,943	478	24.6	287	14.8	92	4.7	73	3.8	26	1.3	1,465	75.4
GS-13	6,293	1,301	20.7	495	7.9	346	5.5	412	6.5	48	0.8	4,992	79.3
GS-14	3,552	492	13.9	166	4.7	136	3.8	166	4.7	24	0.7	3,060	86.1
GS-15	2,259	245	10.8	63	2.8	55	2.4	116	5.1	11	0.5	2,014	89.2
AVERAGE GRADE	12.3	11.4		10.5		11.9		12.7		11.6		12.5	
SENIOR PAY LEVELS	468	61	13.0	32	6.8	11	2.4	17	3.6	1	0.2	407	87.0
OTHER WHITE COLLAR	325	21	6.5	17	5.2	1	0.3	1	0.3	2	0.6	304	93.5
TOTAL WAGE SYSTEMS	367	121	33.0	75	20.4	29	7.9	15	4.1	2	0.5	246	67.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - OFFICE OF PERSONNEL MANAGEMENT PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	3,682	1,247	33.9	1,065	28.9	111	3.0	58	1.6	13	0.4	2,435	66.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	3,573	1,230	34.4	1,049	29.4	110	3.1	58	1.6	13	0.4	2,343	65.6
GS-01	29	13	44.8	8	27.6	4	13.8	1	3.4	---	---	16	55.2
GS-02	32	18	56.3	18	56.3	---	---	---	---	---	---	14	43.8
GS-03	222	48	21.6	41	18.5	7	3.2	---	---	---	---	174	78.4
GS-04	1,004	228	22.7	175	17.4	37	3.7	9	0.9	7	0.7	776	77.3
GS-05	211	69	32.7	61	28.9	7	3.3	1	0.5	---	---	142	67.3
GS-06	118	75	63.6	66	55.9	6	5.1	3	2.5	---	---	43	36.4
GS-07	309	206	66.7	187	60.5	8	2.6	10	3.2	1	0.3	103	33.3
GS-08	38	30	78.9	27	71.1	---	---	2	5.3	1	2.6	8	21.1
GS-09	206	51	24.8	47	22.8	4	1.9	---	---	---	---	155	75.2
GS-10	5	2	40.0	2	40.0	---	---	---	---	---	---	3	60.0
GS-11	278	172	61.9	160	57.6	6	2.2	5	1.8	1	0.4	106	38.1
GS-12	355	146	41.1	129	36.3	7	2.0	8	2.3	2	0.6	209	58.9
GS-13	464	119	25.6	93	20.0	12	2.6	14	3.0	---	---	345	74.4
GS-14	201	40	19.9	26	12.9	8	4.0	5	2.5	1	0.5	161	80.1
GS-15	101	13	12.9	9	8.9	4	4.0	---	---	---	---	88	87.1
AVERAGE GRADE	8.0	8.1		8.2		7.4		9.5		7.1		7.9	
SENIOR PAY LEVELS	48	6	12.5	5	10.4	1	2.1	---	---	---	---	42	87.5
OTHER WHITE COLLAR	27	---	---	---	---	---	---	---	---	---	---	27	100.0
TOTAL WAGE SYSTEMS	34	11	32.4	11	32.4	---	---	---	---	---	---	23	67.6

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - SOCIAL SECURITY ADMINISTRATION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	65,601	25,569	39.0	17,941	27.3	5,715	8.7	1,425	2.2	488	0.7	40,032	61.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	63,868	25,216	39.5	17,692	27.7	5,642	8.8	1,412	2.2	470	0.7	38,652	60.5
GS-01	206	151	73.3	109	52.9	32	15.5	7	3.4	3	1.5	55	26.7
GS-02	348	240	69.0	159	45.7	59	17.0	20	5.7	2	0.6	108	31.0
GS-03	1,149	472	41.1	344	29.9	95	8.3	30	2.6	3	0.3	677	58.9
GS-04	1,773	1,009	56.9	763	43.0	170	9.6	64	3.6	12	0.7	764	43.1
GS-05	5,461	3,230	59.1	2,463	45.1	591	10.8	144	2.6	32	0.6	2,231	40.9
GS-06	3,319	1,759	53.0	1,258	37.9	392	11.8	75	2.3	34	1.0	1,560	47.0
GS-07	3,950	2,226	56.4	1,691	42.8	413	10.5	93	2.4	29	0.7	1,724	43.6
GS-08	8,357	3,718	44.5	2,334	27.9	1,102	13.2	197	2.4	85	1.0	4,639	55.5
GS-09	4,830	2,576	53.3	2,203	45.6	271	5.6	80	1.7	22	0.5	2,254	46.7
GS-10	751	367	48.9	326	43.4	28	3.7	10	1.3	3	0.4	384	51.1
GS-11	19,017	5,862	30.8	3,473	18.3	1,837	9.7	407	2.1	145	0.8	13,155	69.2
GS-12	8,623	2,285	26.5	1,677	19.4	367	4.3	192	2.2	49	0.6	6,338	73.5
GS-13	4,166	906	21.7	619	14.9	187	4.5	67	1.6	33	0.8	3,260	78.3
GS-14	1,489	324	21.8	209	14.0	79	5.3	22	1.5	14	0.9	1,165	78.2
GS-15	429	91	21.2	64	14.9	19	4.4	4	0.9	4	0.9	338	78.8
AVERAGE GRADE	9.4	8.5		8.4		8.7		8.9		9.4		9.9	
SENIOR PAY LEVELS	1,301	147	11.3	64	4.9	58	4.5	11	0.8	14	1.1	1,154	88.7
OTHER WHITE COLLAR	12	---	---	---	---	---	---	---	---	---	---	12	100.0
TOTAL WAGE SYSTEMS	420	206	49.0	185	44.0	15	3.6	2	0.5	4	1.0	214	51.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

MEN AND WOMEN COMBINED

AGENCY - ALL OTHER INDEPENDENT AGENCIES	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	60,898	19,577	32.1	13,995	23.0	3,217	5.3	2,003	3.3	362	0.6	41,321	67.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	47,384	16,012	33.8	11,988	25.3	2,032	4.3	1,736	3.7	256	0.5	31,372	66.2
GS-01	124	105	84.7	82	66.1	22	17.7	1	0.8	---	---	19	15.3
GS-02	316	175	55.4	143	45.3	24	7.6	4	1.3	4	1.3	141	44.6
GS-03	627	393	62.7	325	51.8	32	5.1	32	5.1	4	0.6	234	37.3
GS-04	823	532	64.6	462	56.1	39	4.7	28	3.4	3	0.4	291	35.4
GS-05	2,411	1,548	64.2	1,306	54.2	155	6.4	68	2.8	19	0.8	863	35.8
GS-06	2,015	1,154	57.3	975	48.4	102	5.1	68	3.4	9	0.4	861	42.7
GS-07	3,895	2,139	54.9	1,767	45.4	191	4.9	143	3.7	38	1.0	1,756	45.1
GS-08	1,374	901	65.6	819	59.6	46	3.3	29	2.1	7	0.5	473	34.4
GS-09	3,198	1,459	45.6	1,178	36.8	144	4.5	104	3.3	33	1.0	1,739	54.4
GS-10	425	201	47.3	164	38.6	22	5.2	13	3.1	2	0.5	224	52.7
GS-11	4,333	1,563	36.1	1,157	26.7	209	4.8	170	3.9	27	0.6	2,770	63.9
GS-12	8,091	2,282	28.2	1,512	18.7	395	4.9	341	4.2	34	0.4	5,809	71.8
GS-13	7,104	1,688	23.8	1,066	15.0	291	4.1	304	4.3	27	0.4	5,416	76.2
GS-14	7,438	1,165	15.7	649	8.7	213	2.9	274	3.7	29	0.4	6,273	84.3
GS-15	5,210	707	13.6	383	7.4	147	2.8	157	3.0	20	0.4	4,503	86.4
AVERAGE GRADE	11.0	9.3		8.9		10.3		11.2		10.1		11.8	
SENIOR PAY LEVELS	2,511	299	11.9	180	7.2	50	2.0	63	2.5	6	0.2	2,212	88.1
OTHER WHITE COLLAR	8,889	2,088	23.5	848	9.5	976	11.0	186	2.1	78	0.9	6,801	76.5
TOTAL WAGE SYSTEMS	2,114	1,178	55.7	979	46.3	159	7.5	18	0.9	22	1.0	936	44.3

* - LESS THAN 0.05 PERCENT