



**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 2000**

MEN AND WOMEN COMBINED

AGENCY - ALL AGENCIES 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	1,755,689	530,853	30.2	298,701	17.0	115,247	6.6	78,969	4.5	37,936	2.2	1,224,836	69.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,378,381	417,120	30.3	241,135	17.5	89,911	6.5	58,754	4.3	27,320	2.0	961,261	69.7
GS-01	2,684	1,379	51.4	807	30.1	368	13.7	145	5.4	59	2.2	1,305	48.6
GS-02	5,698	2,643	46.4	1,520	26.7	681	12.0	256	4.5	186	3.3	3,055	53.6
GS-03	25,038	11,398	45.5	6,507	26.0	2,086	8.3	1,789	7.1	1,016	4.1	13,640	54.5
GS-04	66,408	29,341	44.2	18,061	27.2	5,391	8.1	2,907	4.4	2,982	4.5	37,067	55.8
GS-05	121,660	51,745	42.5	31,716	26.1	10,379	8.5	5,244	4.3	4,406	3.6	69,915	57.5
GS-06	89,658	35,574	39.7	23,243	25.9	6,399	7.1	3,443	3.8	2,489	2.8	54,084	60.3
GS-07	133,976	49,724	37.1	31,166	23.3	10,630	7.9	5,036	3.8	2,892	2.2	84,252	62.9
GS-08	51,165	20,288	39.7	13,812	27.0	4,295	8.4	1,278	2.5	903	1.8	30,877	60.3
GS-09	132,145	42,580	32.2	23,570	17.8	10,868	8.2	5,090	3.9	3,052	2.3	89,565	67.8
GS-10	16,631	4,480	26.9	2,742	16.5	845	5.1	568	3.4	325	2.0	12,151	73.1
GS-11	185,518	51,053	27.5	27,019	14.6	13,340	7.2	7,474	4.0	3,220	1.7	134,465	72.5
GS-12	223,144	54,676	24.5	29,478	13.2	11,760	5.3	10,736	4.8	2,702	1.2	168,468	75.5
GS-13	183,900	38,299	20.8	20,312	11.0	7,923	4.3	8,263	4.5	1,801	1.0	145,601	79.2
GS-14	86,821	15,392	17.7	7,764	8.9	3,175	3.7	3,560	4.1	893	1.0	71,429	82.3
GS-15	53,935	8,548	15.8	3,418	6.3	1,771	3.3	2,965	5.5	394	0.7	45,387	84.2
AVERAGE GRADE	9.7	8.7		8.4		8.9		9.8		8.1		10.1	
SENIOR PAY LEVELS	16,563	2,231	13.5	1,180	7.1	547	3.3	375	2.3	129	0.8	14,332	86.5
OTHER WHITE-COLLAR	137,541	34,373	25.0	13,796	10.0	7,863	5.7	8,971	6.5	3,743	2.7	103,168	75.0
TOTAL WAGE SYSTEMS	223,204	77,129	34.6	42,590	19.1	16,926	7.6	10,869	4.9	6,744	3.0	146,075	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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF AGRICULTURE 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	106,708	23,152	21.7	11,495	10.8	6,212	5.8	2,750	2.6	2,695	2.5	83,556	78.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	100,093	20,827	20.8	10,086	10.1	5,611	5.6	2,601	2.6	2,529	2.5	79,266	79.2
GS-01	393	108	27.5	43	10.9	36	9.2	16	4.1	13	3.3	285	72.5
GS-02	899	254	28.3	124	13.8	79	8.8	27	3.0	24	2.7	645	71.7
GS-03	3,723	927	24.9	226	6.1	314	8.4	282	7.6	105	2.8	2,796	75.1
GS-04	6,172	1,334	21.6	429	7.0	514	8.3	162	2.6	229	3.7	4,838	78.4
GS-05	9,351	2,160	23.1	909	9.7	719	7.7	212	2.3	320	3.4	7,191	76.9
GS-06	5,430	1,422	26.2	816	15.0	305	5.6	81	1.5	220	4.1	4,008	73.8
GS-07	15,367	3,880	25.2	2,312	15.0	865	5.6	235	1.5	468	3.0	11,487	74.8
GS-08	3,679	806	21.9	441	12.0	228	6.2	48	1.3	89	2.4	2,873	78.1
GS-09	13,639	2,648	19.4	1,116	8.2	843	6.2	316	2.3	373	2.7	10,991	80.6
GS-10	889	141	15.9	73	8.2	45	5.1	8	0.9	15	1.7	748	84.1
GS-11	13,235	2,218	16.8	958	7.2	636	4.8	330	2.5	294	2.2	11,017	83.2
GS-12	13,599	2,526	18.6	1,298	9.5	568	4.2	442	3.3	218	1.6	11,073	81.4
GS-13	8,144	1,562	19.2	903	11.1	300	3.7	254	3.1	105	1.3	6,582	80.8
GS-14	3,516	572	16.3	284	8.1	108	3.1	134	3.8	46	1.3	2,944	83.7
GS-15	2,057	269	13.1	154	7.5	51	2.5	54	2.6	10	0.5	1,788	86.9
AVERAGE GRADE	8.8	8.4		8.6		7.9		8.8		7.8		8.9	
SENIOR PAY LEVELS	443	84	19.0	54	12.2	18	4.1	8	1.8	4	0.9	359	81.0
OTHER WHITE-COLLAR	1,226	182	14.8	57	4.6	51	4.2	51	4.2	23	1.9	1,044	85.2
TOTAL WAGE SYSTEMS	4,946	2,059	41.6	1,298	26.2	532	10.8	90	1.8	139	2.8	2,887	58.4

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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, 2000**

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	43,155	12,677	29.4	8,118	18.8	1,786	4.1	2,464	5.7	309	0.7	30,478	70.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	39,711	11,605	29.2	7,419	18.7	1,540	3.9	2,382	6.0	264	0.7	28,106	70.8
GS-01	79	46	58.2	29	36.7	3	3.8	13	16.5	1	1.3	33	41.8
GS-02	226	130	57.5	51	22.6	64	28.3	11	4.9	4	1.8	96	42.5
GS-03	1,344	303	22.5	202	15.0	67	5.0	22	1.6	12	0.9	1,041	77.5
GS-04	5,075	1,266	24.9	924	18.2	208	4.1	89	1.8	45	0.9	3,809	75.1
GS-05	2,139	822	38.4	633	29.6	113	5.3	57	2.7	19	0.9	1,317	61.6
GS-06	1,544	588	38.1	479	31.0	56	3.6	39	2.5	14	0.9	956	61.9
GS-07	2,779	1,355	48.8	1,088	39.2	122	4.4	132	4.7	13	0.5	1,424	51.2
GS-08	868	395	45.5	351	40.4	25	2.9	16	1.8	3	0.3	473	54.5
GS-09	2,551	1,064	41.7	662	26.0	119	4.7	262	10.3	21	0.8	1,487	58.3
GS-10	387	144	37.2	112	28.9	15	3.9	16	4.1	1	0.3	243	62.8
GS-11	3,853	1,192	30.9	674	17.5	175	4.5	309	8.0	34	0.9	2,661	69.1
GS-12	6,337	1,829	28.9	1,105	17.4	261	4.1	413	6.5	50	0.8	4,508	71.1
GS-13	5,284	1,154	21.8	603	11.4	146	2.8	380	7.2	25	0.5	4,130	78.2
GS-14	4,872	979	20.1	370	7.6	112	2.3	477	9.8	20	0.4	3,893	79.9
GS-15	2,373	338	14.2	136	5.7	54	2.3	146	6.2	2	0.1	2,035	85.8
AVERAGE GRADE	9.8	9.2		8.6		8.9		11.2		8.8		10.1	
SENIOR PAY LEVELS	546	80	14.7	46	8.4	16	2.9	16	2.9	2	0.4	466	85.3
OTHER WHITE-COLLAR	1,944	719	37.0	443	22.8	204	10.5	40	2.1	32	1.6	1,225	63.0
TOTAL WAGE SYSTEMS	954	273	28.6	210	22.0	26	2.7	26	2.7	11	1.2	681	71.4

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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, 2000**

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	153,743	35,563	23.1	16,494	10.7	12,102	7.9	5,151	3.4	1,816	1.2	118,180	76.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	104,484	24,383	23.3	12,006	11.5	7,679	7.3	3,640	3.5	1,058	1.0	80,101	76.7
GS-01	373	166	44.5	47	12.6	98	26.3	21	5.6	---	---	207	55.5
GS-02	636	240	37.7	106	16.7	104	16.4	26	4.1	4	0.6	396	62.3
GS-03	1,503	608	40.5	363	24.2	149	9.9	75	5.0	21	1.4	895	59.5
GS-04	3,924	1,676	42.7	942	24.0	461	11.7	219	5.6	54	1.4	2,248	57.3
GS-05	10,706	3,838	35.8	2,115	19.8	1,157	10.8	446	4.2	120	1.1	6,868	64.2
GS-06	7,234	2,077	28.7	1,079	14.9	662	9.2	266	3.7	70	1.0	5,157	71.3
GS-07	10,288	2,819	27.4	1,483	14.4	834	8.1	395	3.8	107	1.0	7,469	72.6
GS-08	1,444	354	24.5	175	12.1	112	7.8	57	3.9	10	0.7	1,090	75.5
GS-09	14,847	3,199	21.5	1,593	10.7	1,069	7.2	373	2.5	164	1.1	11,648	78.5
GS-10	999	153	15.3	67	6.7	50	5.0	26	2.6	10	1.0	846	84.7
GS-11	16,763	3,564	21.3	1,619	9.7	1,297	7.7	440	2.6	208	1.2	13,199	78.7
GS-12	19,082	3,667	19.2	1,622	8.5	1,067	5.6	809	4.2	169	0.9	15,415	80.8
GS-13	11,642	1,580	13.6	639	5.5	471	4.0	382	3.3	88	0.8	10,062	86.4
GS-14	3,628	348	9.6	130	3.6	110	3.0	83	2.3	25	0.7	3,280	90.4
GS-15	1,415	94	6.6	26	1.8	38	2.7	22	1.6	8	0.6	1,321	93.4
AVERAGE GRADE	9.4	8.4		8.1		8.4		9.0		9.1		9.7	
SENIOR PAY LEVELS	236	15	6.4	6	2.5	---	---	8	3.4	1	0.4	221	93.6
OTHER WHITE-COLLAR	384	33	8.6	11	2.9	14	3.6	7	1.8	1	0.3	351	91.4
TOTAL WAGE SYSTEMS	48,639	11,132	22.9	4,471	9.2	4,409	9.1	1,496	3.1	756	1.6	37,507	77.1

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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, 2000**

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	222,337	59,233	26.6	34,445	15.5	13,735	6.2	8,508	3.8	2,545	1.1	163,104	73.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	170,740	45,846	26.9	27,438	16.1	9,586	5.6	7,027	4.1	1,795	1.1	124,894	73.1
GS-01	260	83	31.9	49	18.8	28	10.8	5	1.9	1	0.4	177	68.1
GS-02	392	111	28.3	70	17.9	23	5.9	16	4.1	2	0.5	281	71.7
GS-03	1,403	577	41.1	400	28.5	89	6.3	61	4.3	27	1.9	826	58.9
GS-04	10,374	5,110	49.3	3,489	33.6	995	9.6	500	4.8	126	1.2	5,264	50.7
GS-05	17,826	7,156	40.1	4,690	26.3	1,465	8.2	793	4.4	208	1.2	10,670	59.9
GS-06	11,259	3,734	33.2	2,436	21.6	767	6.8	392	3.5	139	1.2	7,525	66.8
GS-07	17,698	5,494	31.0	3,583	20.2	1,127	6.4	588	3.3	196	1.1	12,204	69.0
GS-08	3,259	942	28.9	631	19.4	185	5.7	86	2.6	40	1.2	2,317	71.1
GS-09	17,473	4,855	27.8	2,885	16.5	1,092	6.2	634	3.6	244	1.4	12,618	72.2
GS-10	2,110	534	25.3	289	13.7	103	4.9	127	6.0	15	0.7	1,576	74.7
GS-11	25,620	6,055	23.6	3,392	13.2	1,463	5.7	939	3.7	261	1.0	19,565	76.4
GS-12	30,975	6,454	20.8	3,372	10.9	1,265	4.1	1,513	4.9	304	1.0	24,521	79.2
GS-13	21,889	3,590	16.4	1,658	7.6	768	3.5	996	4.6	168	0.8	18,299	83.6
GS-14	6,870	848	12.3	378	5.5	158	2.3	276	4.0	36	0.5	6,022	87.7
GS-15	3,332	303	9.1	116	3.5	58	1.7	101	3.0	28	0.8	3,029	90.9
AVERAGE GRADE	9.5	8.4		8.0		8.4		9.6		9.0		9.9	
SENIOR PAY LEVELS	373	36	9.7	15	4.0	7	1.9	12	3.2	2	0.5	337	90.3
OTHER WHITE-COLLAR	1,232	353	28.7	30	2.4	53	4.3	269	21.8	1	0.1	879	71.3
TOTAL WAGE SYSTEMS	49,992	12,998	26.0	6,962	13.9	4,089	8.2	1,200	2.4	747	1.5	36,994	74.0

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 2000**

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	181,702	50,824	28.0	24,014	13.2	8,061	4.4	17,386	9.6	1,363	0.8	130,878	72.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	136,504	34,795	25.5	16,512	12.1	5,763	4.2	11,595	8.5	925	0.7	101,709	74.5
GS-01	131	57	43.5	22	16.8	12	9.2	21	16.0	2	1.5	74	56.5
GS-02	301	140	46.5	54	17.9	30	10.0	54	17.9	2	0.7	161	53.5
GS-03	1,086	469	43.2	248	22.8	89	8.2	121	11.1	11	1.0	617	56.8
GS-04	5,079	2,436	48.0	1,380	27.2	399	7.9	623	12.3	34	0.7	2,643	52.0
GS-05	10,771	4,588	42.6	2,534	23.5	720	6.7	1,239	11.5	95	0.9	6,183	57.4
GS-06	8,021	2,952	36.8	1,675	20.9	436	5.4	753	9.4	88	1.1	5,069	63.2
GS-07	11,520	4,200	36.5	2,233	19.4	664	5.8	1,205	10.5	98	0.9	7,320	63.5
GS-08	2,023	639	31.6	402	19.9	89	4.4	128	6.3	20	1.0	1,384	68.4
GS-09	11,577	3,396	29.3	1,710	14.8	568	4.9	1,013	8.8	105	0.9	8,181	70.7
GS-10	1,422	293	20.6	129	9.1	44	3.1	106	7.5	14	1.0	1,129	79.4
GS-11	20,829	4,736	22.7	2,177	10.5	831	4.0	1,575	7.6	153	0.7	16,093	77.3
GS-12	32,067	6,537	20.4	2,362	7.4	1,114	3.5	2,885	9.0	176	0.5	25,530	79.6
GS-13	21,877	3,430	15.7	1,251	5.7	610	2.8	1,475	6.7	94	0.4	18,447	84.3
GS-14	5,566	592	10.6	233	4.2	99	1.8	244	4.4	16	0.3	4,974	89.4
GS-15	4,234	330	7.8	102	2.4	58	1.4	153	3.6	17	0.4	3,904	92.2
AVERAGE GRADE	10.1	8.9		8.4		9.0		9.5		9.3		10.5	
SENIOR PAY LEVELS	637	52	8.2	13	2.0	8	1.3	27	4.2	4	0.6	585	91.8
OTHER WHITE-COLLAR	880	98	11.1	15	1.7	15	1.7	67	7.6	1	0.1	782	88.9
TOTAL WAGE SYSTEMS	43,681	15,879	36.4	7,474	17.1	2,275	5.2	5,697	13.0	433	1.0	27,802	63.6

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* - LESS THAN 0.05 PERCENT

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BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF DEFENSE 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	669,442	178,912	26.7	95,698	14.3	40,049	6.0	36,608	5.5	6,557	1.0	490,530	73.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	490,168	128,614	26.2	71,268	14.5	26,636	5.4	26,319	5.4	4,391	0.9	361,554	73.8
GS-01	847	351	41.4	142	16.8	147	17.4	58	6.8	4	0.5	496	58.6
GS-02	1,544	548	35.5	264	17.1	169	10.9	106	6.9	9	0.6	996	64.5
GS-03	9,312	4,545	48.8	2,555	27.4	740	7.9	1,148	12.3	102	1.1	4,767	51.2
GS-04	23,979	11,024	46.0	6,957	29.0	2,111	8.8	1,714	7.1	242	1.0	12,955	54.0
GS-05	46,284	18,427	39.8	11,228	24.3	3,830	8.3	2,885	6.2	484	1.0	27,857	60.2
GS-06	32,778	11,229	34.3	6,899	21.0	2,193	6.7	1,788	5.5	349	1.1	21,549	65.7
GS-07	46,177	14,962	32.4	9,041	19.6	2,985	6.5	2,464	5.3	472	1.0	31,215	67.6
GS-08	8,052	2,482	30.8	1,633	20.3	444	5.5	330	4.1	75	0.9	5,570	69.2
GS-09	49,015	13,141	26.8	7,462	15.2	2,965	6.0	2,159	4.4	555	1.1	35,874	73.2
GS-10	4,843	1,068	22.1	530	10.9	213	4.4	280	5.8	45	0.9	3,775	77.9
GS-11	74,850	17,320	23.1	9,157	12.2	4,111	5.5	3,321	4.4	731	1.0	57,530	76.9
GS-12	98,217	20,125	20.5	9,475	9.6	4,007	4.1	5,883	6.0	760	0.8	78,092	79.5
GS-13	63,663	10,155	16.0	4,494	7.1	2,095	3.3	3,161	5.0	405	0.6	53,508	84.0
GS-14	19,363	2,301	11.9	1,069	5.5	439	2.3	696	3.6	97	0.5	17,062	88.1
GS-15	11,244	936	8.3	362	3.2	187	1.7	326	2.9	61	0.5	10,308	91.7
AVERAGE GRADE	9.6	8.4		8.1		8.5		9.1		9.1		10.0	
SENIOR PAY LEVELS	1,865	147	7.9	51	2.7	30	1.6	55	2.9	11	0.6	1,718	92.1
OTHER WHITE-COLLAR	20,897	3,573	17.1	1,498	7.2	1,299	6.2	719	3.4	57	0.3	17,324	82.9
TOTAL WAGE SYSTEMS	156,512	46,578	29.8	22,881	14.6	12,084	7.7	9,515	6.1	2,098	1.3	109,934	70.2

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF EDUCATION 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	4,922	2,267	46.1	1,825	37.1	228	4.6	167	3.4	47	1.0	2,655	53.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	4,535	2,124	46.8	1,749	38.6	188	4.1	156	3.4	31	0.7	2,411	53.2
GS-01	5	5	100.0	2	40.0	1	20.0	2	40.0	---	---	---	---
GS-02	9	5	55.6	4	44.4	1	11.1	---	---	---	---	4	44.4
GS-03	34	20	58.8	13	38.2	4	11.8	2	5.9	1	2.9	14	41.2
GS-04	83	54	65.1	42	50.6	6	7.2	6	7.2	---	---	29	34.9
GS-05	77	52	67.5	49	63.6	1	1.3	2	2.6	---	---	25	32.5
GS-06	89	78	87.6	70	78.7	4	4.5	4	4.5	---	---	11	12.4
GS-07	275	187	68.0	161	58.5	10	3.6	15	5.5	1	0.4	88	32.0
GS-08	66	50	75.8	46	69.7	2	3.0	2	3.0	---	---	16	24.2
GS-09	243	156	64.2	138	56.8	6	2.5	10	4.1	2	0.8	87	35.8
GS-10	6	5	83.3	4	66.7	1	16.7	---	---	---	---	1	16.7
GS-11	342	211	61.7	178	52.0	22	6.4	10	2.9	1	0.3	131	38.3
GS-12	918	491	53.5	410	44.7	44	4.8	31	3.4	6	0.7	427	46.5
GS-13	1,070	456	42.6	361	33.7	45	4.2	42	3.9	8	0.7	614	57.4
GS-14	813	241	29.6	190	23.4	25	3.1	20	2.5	6	0.7	572	70.4
GS-15	505	113	22.4	81	16.0	16	3.2	10	2.0	6	1.2	392	77.6
AVERAGE GRADE	11.8	11.0		10.9		11.5		11.1		12.5		12.6	
SENIOR PAY LEVELS	123	24	19.5	16	13.0	5	4.1	2	1.6	1	0.8	99	80.5
OTHER WHITE-COLLAR	258	114	44.2	55	21.3	35	13.6	9	3.5	15	5.8	144	55.8
TOTAL WAGE SYSTEMS	6	5	83.3	5	83.3	---	---	---	---	---	---	1	16.7

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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, 2000**

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	15,754	3,502	22.2	1,794	11.4	845	5.4	643	4.1	220	1.4	12,252	77.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	13,646	3,269	24.0	1,718	12.6	765	5.6	615	4.5	171	1.3	10,377	76.0
GS-01	11	5	45.5	5	45.5	---	---	---	---	---	---	6	54.5
GS-02	16	10	62.5	4	25.0	3	18.8	3	18.8	---	---	6	37.5
GS-03	39	23	59.0	12	30.8	8	20.5	1	2.6	2	5.1	16	41.0
GS-04	80	33	41.3	15	18.8	8	10.0	6	7.5	4	5.0	47	58.8
GS-05	105	34	32.4	11	10.5	16	15.2	4	3.8	3	2.9	71	67.6
GS-06	324	131	40.4	71	21.9	36	11.1	11	3.4	13	4.0	193	59.6
GS-07	636	247	38.8	157	24.7	54	8.5	26	4.1	10	1.6	389	61.2
GS-08	333	126	37.8	97	29.1	17	5.1	7	2.1	5	1.5	207	62.2
GS-09	608	242	39.8	185	30.4	32	5.3	16	2.6	9	1.5	366	60.2
GS-10	143	35	24.5	11	7.7	20	14.0	2	1.4	2	1.4	108	75.5
GS-11	784	269	34.3	180	23.0	56	7.1	20	2.6	13	1.7	515	65.7
GS-12	1,906	521	27.3	294	15.4	134	7.0	68	3.6	25	1.3	1,385	72.7
GS-13	3,797	830	21.9	369	9.7	197	5.2	218	5.7	46	1.2	2,967	78.1
GS-14	2,818	505	17.9	193	6.8	127	4.5	157	5.6	28	1.0	2,313	82.1
GS-15	2,046	258	12.6	114	5.6	57	2.8	76	3.7	11	0.5	1,788	87.4
AVERAGE GRADE	12.3	11.4		11.0		11.5		12.6		11.3		12.6	
SENIOR PAY LEVELS	557	62	11.1	27	4.8	19	3.4	12	2.2	4	0.7	495	88.9
OTHER WHITE-COLLAR	211	24	11.4	7	3.3	8	3.8	5	2.4	4	1.9	187	88.6
TOTAL WAGE SYSTEMS	1,340	147	11.0	42	3.1	53	4.0	11	0.8	41	3.1	1,193	89.0

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES 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	62,899	25,932	41.2	10,405	16.5	1,962	3.1	3,575	5.7	9,990	15.9	36,967	58.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	52,471	22,113	42.1	9,423	18.0	1,670	3.2	2,517	4.8	8,503	16.2	30,358	57.9
GS-01	77	58	75.3	26	33.8	2	2.6	8	10.4	22	28.6	19	24.7
GS-02	159	111	69.8	48	30.2	9	5.7	10	6.3	44	27.7	48	30.2
GS-03	666	557	83.6	113	17.0	19	2.9	29	4.4	396	59.5	109	16.4
GS-04	2,159	1,868	86.5	301	13.9	36	1.7	81	3.8	1,450	67.2	291	13.5
GS-05	3,000	2,474	82.5	411	13.7	71	2.4	66	2.2	1,926	64.2	526	17.5
GS-06	2,363	1,722	72.9	674	28.5	54	2.3	47	2.0	947	40.1	641	27.1
GS-07	4,182	2,376	56.8	1,391	33.3	155	3.7	127	3.0	703	16.8	1,806	43.2
GS-08	1,652	852	51.6	633	38.3	46	2.8	50	3.0	123	7.4	800	48.4
GS-09	4,851	2,347	48.4	931	19.2	181	3.7	193	4.0	1,042	21.5	2,504	51.6
GS-10	959	326	34.0	104	10.8	37	3.9	34	3.5	151	15.7	633	66.0
GS-11	4,918	2,104	42.8	861	17.5	167	3.4	289	5.9	787	16.0	2,814	57.2
GS-12	7,624	2,683	35.2	1,509	19.8	296	3.9	426	5.6	452	5.9	4,941	64.8
GS-13	10,343	2,726	26.4	1,552	15.0	336	3.2	610	5.9	228	2.2	7,617	73.6
GS-14	5,969	1,302	21.8	590	9.9	166	2.8	390	6.5	156	2.6	4,667	78.2
GS-15	3,549	607	17.1	279	7.9	95	2.7	157	4.4	76	2.1	2,942	82.9
AVERAGE GRADE	10.5	9.0		9.8		10.7		11.3		7.0		11.7	
SENIOR PAY LEVELS	1,216	198	16.3	84	6.9	35	2.9	60	4.9	19	1.6	1,018	83.7
OTHER WHITE-COLLAR	6,726	1,681	25.0	421	6.3	233	3.5	985	14.6	42	0.6	5,045	75.0
TOTAL WAGE SYSTEMS	2,486	1,940	78.0	477	19.2	24	1.0	13	0.5	1,426	57.4	546	22.0

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT 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	10,284	4,731	46.0	3,550	34.5	720	7.0	351	3.4	110	1.1	5,553	54.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	10,049	4,661	46.4	3,499	34.8	709	7.1	345	3.4	108	1.1	5,388	53.6
GS-01	19	16	84.2	13	68.4	2	10.5	---	---	1	5.3	3	15.8
GS-02	28	22	78.6	20	71.4	1	3.6	1	3.6	---	---	6	21.4
GS-03	35	25	71.4	20	57.1	3	8.6	1	2.9	1	2.9	10	28.6
GS-04	180	140	77.8	119	66.1	12	6.7	6	3.3	3	1.7	40	22.2
GS-05	136	81	59.6	67	49.3	8	5.9	5	3.7	1	0.7	55	40.4
GS-06	115	76	66.1	56	48.7	13	11.3	5	4.3	2	1.7	39	33.9
GS-07	974	587	60.3	449	46.1	93	9.5	24	2.5	21	2.2	387	39.7
GS-08	124	89	71.8	76	61.3	9	7.3	3	2.4	1	0.8	35	28.2
GS-09	460	290	63.0	230	50.0	42	9.1	12	2.6	6	1.3	170	37.0
GS-10	64	57	89.1	55	85.9	2	3.1	---	---	---	---	7	10.9
GS-11	431	251	58.2	214	49.7	20	4.6	11	2.6	6	1.4	180	41.8
GS-12	2,695	1,203	44.6	854	31.7	214	7.9	109	4.0	26	1.0	1,492	55.4
GS-13	2,518	1,027	40.8	737	29.3	167	6.6	101	4.0	22	0.9	1,491	59.2
GS-14	1,362	496	36.4	368	27.0	72	5.3	45	3.3	11	0.8	866	63.6
GS-15	908	301	33.1	221	24.3	51	5.6	22	2.4	7	0.8	607	66.9
AVERAGE GRADE	11.7	11.1		10.9		11.3		11.8		10.8		12.2	
SENIOR PAY LEVELS	159	44	27.7	31	19.5	9	5.7	2	1.3	2	1.3	115	72.3
OTHER WHITE-COLLAR	71	22	31.0	16	22.5	2	2.8	4	5.6	---	---	49	69.0
TOTAL WAGE SYSTEMS	5	4	80.0	4	80.0	---	---	---	---	---	---	1	20.0

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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, 2000**

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	74,717	20,470	27.4	4,190	5.6	3,494	4.7	1,327	1.8	11,459	15.3	54,247	72.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	58,988	13,320	22.6	3,150	5.3	2,731	4.6	1,171	2.0	6,268	10.6	45,668	77.4
GS-01	137	52	38.0	22	16.1	11	8.0	12	8.8	7	5.1	85	62.0
GS-02	405	170	42.0	52	12.8	32	7.9	6	1.5	80	19.8	235	58.0
GS-03	1,274	522	41.0	95	7.5	90	7.1	34	2.7	303	23.8	752	59.0
GS-04	3,955	1,320	33.4	217	5.5	240	6.1	87	2.2	776	19.6	2,635	66.6
GS-05	6,769	1,919	28.3	362	5.3	302	4.5	129	1.9	1,126	16.6	4,850	71.7
GS-06	3,379	1,020	30.2	218	6.5	189	5.6	63	1.9	550	16.3	2,359	69.8
GS-07	5,817	1,554	26.7	490	8.4	327	5.6	107	1.8	630	10.8	4,263	73.3
GS-08	1,211	446	36.8	84	6.9	84	6.9	28	2.3	250	20.6	765	63.2
GS-09	6,883	1,511	22.0	396	5.8	367	5.3	147	2.1	601	8.7	5,372	78.0
GS-10	492	99	20.1	24	4.9	23	4.7	8	1.6	44	8.9	393	79.9
GS-11	9,055	1,630	18.0	372	4.1	401	4.4	181	2.0	676	7.5	7,425	82.0
GS-12	9,279	1,479	15.9	384	4.1	359	3.9	176	1.9	560	6.0	7,800	84.1
GS-13	6,043	923	15.3	256	4.2	203	3.4	117	1.9	347	5.7	5,120	84.7
GS-14	2,953	493	16.7	126	4.3	86	2.9	55	1.9	226	7.7	2,460	83.3
GS-15	1,336	182	13.6	52	3.9	17	1.3	21	1.6	92	6.9	1,154	86.4
AVERAGE GRADE	9.2	8.2		8.5		8.5		9.0		7.8		9.5	
SENIOR PAY LEVELS	319	65	20.4	13	4.1	10	3.1	7	2.2	35	11.0	254	79.6
OTHER WHITE-COLLAR	4,124	2,838	68.8	93	2.3	104	2.5	18	0.4	2,623	63.6	1,286	31.2
TOTAL WAGE SYSTEMS	11,286	4,247	37.6	934	8.3	649	5.8	131	1.2	2,533	22.4	7,039	62.4

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF JUSTICE 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	125,364	41,193	32.9	20,323	16.2	16,232	12.9	3,688	2.9	950	0.8	84,171	67.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	113,921	38,459	33.8	18,908	16.6	15,261	13.4	3,442	3.0	848	0.7	75,462	66.2
GS-01	178	112	62.9	72	40.4	33	18.5	7	3.9	---	---	66	37.1
GS-02	321	199	62.0	118	36.8	71	22.1	10	3.1	---	---	122	38.0
GS-03	480	293	61.0	196	40.8	80	16.7	16	3.3	1	0.2	187	39.0
GS-04	1,191	690	57.9	382	32.1	242	20.3	59	5.0	7	0.6	501	42.1
GS-05	5,333	2,468	46.3	988	18.5	1,171	22.0	270	5.1	39	0.7	2,865	53.7
GS-06	5,539	2,393	43.2	1,437	25.9	750	13.5	166	3.0	40	0.7	3,146	56.8
GS-07	17,082	6,824	39.9	3,632	21.3	2,529	14.8	511	3.0	152	0.9	10,258	60.1
GS-08	9,332	3,700	39.6	2,497	26.8	940	10.1	158	1.7	105	1.1	5,632	60.4
GS-09	14,706	5,628	38.3	2,295	15.6	2,781	18.9	432	2.9	120	0.8	9,078	61.7
GS-10	2,091	476	22.8	280	13.4	134	6.4	48	2.3	14	0.7	1,615	77.2
GS-11	14,841	5,342	36.0	2,179	14.7	2,504	16.9	535	3.6	124	0.8	9,499	64.0
GS-12	16,629	4,933	29.7	2,211	13.3	2,074	12.5	544	3.3	104	0.6	11,696	70.3
GS-13	15,072	3,364	22.3	1,617	10.7	1,262	8.4	397	2.6	88	0.6	11,708	77.7
GS-14	6,636	1,340	20.2	678	10.2	459	6.9	167	2.5	36	0.5	5,296	79.8
GS-15	4,490	697	15.5	326	7.3	231	5.1	122	2.7	18	0.4	3,793	84.5
AVERAGE GRADE	9.9	9.2		9.0		9.3		9.8		9.6		10.3	
SENIOR PAY LEVELS	4,018	540	13.4	277	6.9	179	4.5	72	1.8	12	0.3	3,478	86.6
OTHER WHITE-COLLAR	2,046	500	24.4	246	12.0	141	6.9	97	4.7	16	0.8	1,546	75.6
TOTAL WAGE SYSTEMS	5,379	1,694	31.5	892	16.6	651	12.1	77	1.4	74	1.4	3,685	68.5

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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, 2000**

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	16,068	5,676	35.3	3,938	24.5	1,110	6.9	515	3.2	113	0.7	10,392	64.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	15,777	5,615	35.6	3,889	24.6	1,101	7.0	515	3.3	110	0.7	10,162	64.4
GS-01	6	5	83.3	4	66.7	1	16.7	---	---	---	---	1	16.7
GS-02	28	24	85.7	20	71.4	4	14.3	---	---	---	---	4	14.3
GS-03	101	63	62.4	51	50.5	11	10.9	1	1.0	---	---	38	37.6
GS-04	241	169	70.1	143	59.3	22	9.1	4	1.7	---	---	72	29.9
GS-05	767	362	47.2	271	35.3	63	8.2	26	3.4	2	0.3	405	52.8
GS-06	707	391	55.3	315	44.6	48	6.8	21	3.0	7	1.0	316	44.7
GS-07	1,368	685	50.1	501	36.6	91	6.7	81	5.9	12	0.9	683	49.9
GS-08	224	141	62.9	124	55.4	14	6.3	1	0.4	2	0.9	83	37.1
GS-09	968	452	46.7	305	31.5	97	10.0	47	4.9	3	0.3	516	53.3
GS-10	14	10	71.4	10	71.4	---	---	---	---	---	---	4	28.6
GS-11	1,622	709	43.7	473	29.2	162	10.0	62	3.8	12	0.7	913	56.3
GS-12	4,838	1,423	29.4	882	18.2	353	7.3	157	3.2	31	0.6	3,415	70.6
GS-13	2,785	735	26.4	500	18.0	143	5.1	68	2.4	24	0.9	2,050	73.6
GS-14	1,448	337	23.3	220	15.2	70	4.8	34	2.3	13	0.9	1,111	76.7
GS-15	660	109	16.5	70	10.6	22	3.3	13	2.0	4	0.6	551	83.5
AVERAGE GRADE	10.9	10.0		9.7		10.5		10.5		11.2		11.4	
SENIOR PAY LEVELS	241	47	19.5	36	14.9	9	3.7	---	---	2	0.8	194	80.5
OTHER WHITE-COLLAR	32	5	15.6	5	15.6	---	---	---	---	---	---	27	84.4
TOTAL WAGE SYSTEMS	18	9	50.0	8	44.4	---	---	---	---	1	5.6	9	50.0

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF STATE	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	19,390	4,585	23.6	3,024	15.6	787	4.1	702	3.6	72	0.4	14,805	76.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,050	4,395	24.3	2,908	16.1	737	4.1	680	3.8	70	0.4	13,655	75.7
GS-01	28	27	96.4	26	92.9	1	3.6	---	---	---	---	1	3.6
GS-02	22	22	100.0	20	90.9	---	---	2	9.1	---	---	---	---
GS-03	66	40	60.6	38	57.6	1	1.5	1	1.5	---	---	26	39.4
GS-04	106	56	52.8	48	45.3	7	6.6	1	0.9	---	---	50	47.2
GS-05	587	176	30.0	107	18.2	29	4.9	37	6.3	3	0.5	411	70.0
GS-06	739	241	32.6	174	23.5	32	4.3	35	4.7	---	---	498	67.4
GS-07	1,336	529	39.6	389	29.1	65	4.9	70	5.2	5	0.4	807	60.4
GS-08	1,385	377	27.2	279	20.1	47	3.4	47	3.4	4	0.3	1,008	72.8
GS-09	1,996	605	30.3	391	19.6	108	5.4	95	4.8	11	0.6	1,391	69.7
GS-10	48	27	56.3	27	56.3	---	---	---	---	---	---	21	43.8
GS-11	2,609	707	27.1	421	16.1	141	5.4	133	5.1	12	0.5	1,902	72.9
GS-12	2,864	601	21.0	418	14.6	90	3.1	82	2.9	11	0.4	2,263	79.0
GS-13	1,464	345	23.6	272	18.6	36	2.5	31	2.1	6	0.4	1,119	76.4
GS-14	2,959	398	13.5	179	6.0	103	3.5	105	3.5	11	0.4	2,561	86.5
GS-15	1,841	244	13.3	119	6.5	77	4.2	41	2.2	7	0.4	1,597	86.7
AVERAGE GRADE	11.0	10.0		9.7		10.7		10.4		11.2		11.3	
SENIOR PAY LEVELS	1,074	124	11.5	65	6.1	37	3.4	21	2.0	1	0.1	950	88.5
OTHER WHITE-COLLAR	200	14	7.0	5	2.5	7	3.5	1	0.5	1	0.5	186	93.0
TOTAL WAGE SYSTEMS	66	52	78.8	46	69.7	6	9.1	---	---	---	---	14	21.2

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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, 2000**

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	63,577	13,270	20.9	7,263	11.4	3,136	4.9	1,933	3.0	938	1.5	50,307	79.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	26,596	6,790	25.5	4,066	15.3	1,297	4.9	1,055	4.0	372	1.4	19,806	74.5
GS-01	34	22	64.7	16	47.1	6	17.6	---	---	---	---	12	35.3
GS-02	71	53	74.6	41	57.7	7	9.9	4	5.6	1	1.4	18	25.4
GS-03	102	67	65.7	51	50.0	13	12.7	3	2.9	---	---	35	34.3
GS-04	270	139	51.5	95	35.2	24	8.9	16	5.9	4	1.5	131	48.5
GS-05	512	167	32.6	125	24.4	22	4.3	15	2.9	5	1.0	345	67.4
GS-06	971	346	35.6	248	25.5	61	6.3	25	2.6	12	1.2	625	64.4
GS-07	1,722	701	40.7	515	29.9	106	6.2	59	3.4	21	1.2	1,021	59.3
GS-08	565	277	49.0	231	40.9	24	4.2	13	2.3	9	1.6	288	51.0
GS-09	1,172	448	38.2	321	27.4	77	6.6	37	3.2	13	1.1	724	61.8
GS-10	199	55	27.6	43	21.6	2	1.0	1	0.5	9	4.5	144	72.4
GS-11	1,974	570	28.9	377	19.1	88	4.5	66	3.3	39	2.0	1,404	71.1
GS-12	5,981	1,306	21.8	728	12.2	274	4.6	211	3.5	93	1.6	4,675	78.2
GS-13	6,845	1,548	22.6	743	10.9	328	4.8	390	5.7	87	1.3	5,297	77.4
GS-14	4,977	904	18.2	426	8.6	231	4.6	180	3.6	67	1.3	4,073	81.8
GS-15	1,201	187	15.6	106	8.8	34	2.8	35	2.9	12	1.0	1,014	84.4
AVERAGE GRADE	11.6	10.8		10.2		11.2		11.9		11.7		11.9	
SENIOR PAY LEVELS	462	82	17.7	55	11.9	11	2.4	15	3.2	1	0.2	380	82.3
OTHER WHITE-COLLAR	34,391	5,832	17.0	2,780	8.1	1,710	5.0	811	2.4	531	1.5	28,559	83.0
TOTAL WAGE SYSTEMS	2,128	566	26.6	362	17.0	118	5.5	52	2.4	34	1.6	1,562	73.4

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - DEPARTMENT OF THE TREASURY 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	144,696	50,407	34.8	31,945	22.1	12,501	8.6	4,819	3.3	1,142	0.8	94,289	65.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	134,197	46,735	34.8	29,319	21.8	11,919	8.9	4,416	3.3	1,081	0.8	87,462	65.2
GS-01	159	101	63.5	80	50.3	19	11.9	2	1.3	---	---	58	36.5
GS-02	861	399	46.3	263	30.5	92	10.7	34	3.9	10	1.2	462	53.7
GS-03	4,013	1,919	47.8	1,383	34.5	390	9.7	105	2.6	41	1.0	2,094	52.2
GS-04	7,474	3,197	42.8	2,203	29.5	754	10.1	180	2.4	60	0.8	4,277	57.2
GS-05	10,645	4,830	45.4	3,212	30.2	1,237	11.6	299	2.8	82	0.8	5,815	54.6
GS-06	7,385	3,208	43.4	2,281	30.9	628	8.5	237	3.2	62	0.8	4,177	56.6
GS-07	14,685	5,848	39.8	3,884	26.4	1,406	9.6	437	3.0	121	0.8	8,837	60.2
GS-08	8,934	3,721	41.6	2,714	30.4	738	8.3	186	2.1	83	0.9	5,213	58.4
GS-09	12,659	5,048	39.9	2,753	21.7	1,819	14.4	403	3.2	73	0.6	7,611	60.1
GS-10	916	289	31.6	220	24.0	50	5.5	12	1.3	7	0.8	627	68.4
GS-11	15,506	5,561	35.9	3,040	19.6	1,755	11.3	614	4.0	152	1.0	9,945	64.1
GS-12	17,315	5,249	30.3	3,052	17.6	1,315	7.6	734	4.2	148	0.9	12,066	69.7
GS-13	21,650	5,153	23.8	2,930	13.5	1,202	5.6	861	4.0	160	0.7	16,497	76.2
GS-14	8,854	1,713	19.3	1,007	11.4	400	4.5	244	2.8	62	0.7	7,141	80.7
GS-15	3,141	499	15.9	297	9.5	114	3.6	68	2.2	20	0.6	2,642	84.1
AVERAGE GRADE	9.5	8.7		8.4		8.8		9.9		9.3		9.9	
SENIOR PAY LEVELS	702	87	12.4	62	8.8	16	2.3	6	0.9	3	0.4	615	87.6
OTHER WHITE-COLLAR	5,901	1,531	25.9	1,073	18.2	241	4.1	183	3.1	34	0.6	4,370	74.1
TOTAL WAGE SYSTEMS	3,896	2,054	52.7	1,491	38.3	325	8.3	214	5.5	24	0.6	1,842	47.3

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 2000**

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	219,301	80,357	36.6	51,673	23.6	13,738	6.3	13,103	6.0	1,843	0.8	138,944	63.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	138,174	49,693	36.0	33,242	24.1	8,590	6.2	6,629	4.8	1,232	0.9	88,481	64.0
GS-01	321	183	57.0	119	37.1	44	13.7	16	5.0	4	1.2	138	43.0
GS-02	400	184	46.0	118	29.5	45	11.3	15	3.8	6	1.5	216	54.0
GS-03	2,234	1,156	51.7	831	37.2	217	9.7	77	3.4	31	1.4	1,078	48.3
GS-04	10,943	5,802	53.0	4,502	41.1	817	7.5	362	3.3	121	1.1	5,141	47.0
GS-05	28,181	13,084	46.4	9,815	34.8	1,978	7.0	972	3.4	319	1.1	15,097	53.6
GS-06	22,168	9,385	42.3	6,986	31.5	1,446	6.5	729	3.3	224	1.0	12,783	57.7
GS-07	10,733	3,906	36.4	2,728	25.4	751	7.0	322	3.0	105	1.0	6,827	63.6
GS-08	4,048	1,328	32.8	911	22.5	271	6.7	115	2.8	31	0.8	2,720	67.2
GS-09	11,601	3,576	30.8	2,126	18.3	704	6.1	638	5.5	108	0.9	8,025	69.2
GS-10	4,209	1,075	25.5	679	16.1	246	5.8	124	2.9	26	0.6	3,134	74.5
GS-11	15,330	3,835	25.0	2,041	13.3	813	5.3	871	5.7	110	0.7	11,495	75.0
GS-12	10,078	2,199	21.8	1,159	11.5	463	4.6	518	5.1	59	0.6	7,879	78.2
GS-13	7,563	1,300	17.2	738	9.8	257	3.4	256	3.4	49	0.6	6,263	82.8
GS-14	2,584	425	16.4	206	8.0	85	3.3	116	4.5	18	0.7	2,159	83.6
GS-15	7,781	2,255	29.0	283	3.6	453	5.8	1,498	19.3	21	0.3	5,526	71.0
AVERAGE GRADE	8.1	7.1		6.5		7.5		9.7		7.2		8.6	
SENIOR PAY LEVELS	437	57	13.0	33	7.6	8	1.8	10	2.3	6	1.4	380	87.0
OTHER WHITE-COLLAR	50,989	15,387	30.2	6,305	12.4	2,964	5.8	5,834	11.4	284	0.6	35,602	69.8
TOTAL WAGE SYSTEMS	29,701	15,220	51.2	12,093	40.7	2,176	7.3	630	2.1	321	1.1	14,481	48.8

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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, 2000**

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	2,779	1,720	61.9	1,291	46.5	319	11.5	97	3.5	13	0.5	1,059	38.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,733	1,694	62.0	1,274	46.6	312	11.4	95	3.5	13	0.5	1,039	38.0
GS-01	5	4	80.0	3	60.0	1	20.0	---	---	---	---	1	20.0
GS-02	10	9	90.0	7	70.0	1	10.0	1	10.0	---	---	1	10.0
GS-03	16	14	87.5	8	50.0	3	18.8	2	12.5	1	6.3	2	12.5
GS-04	17	12	70.6	6	35.3	6	35.3	---	---	---	---	5	29.4
GS-05	141	103	73.0	91	64.5	9	6.4	1	0.7	2	1.4	38	27.0
GS-06	151	114	75.5	95	62.9	13	8.6	5	3.3	1	0.7	37	24.5
GS-07	208	160	76.9	122	58.7	26	12.5	11	5.3	1	0.5	48	23.1
GS-08	43	35	81.4	26	60.5	7	16.3	2	4.7	---	---	8	18.6
GS-09	214	130	60.7	88	41.1	27	12.6	12	5.6	3	1.4	84	39.3
GS-11	199	136	68.3	103	51.8	26	13.1	7	3.5	---	---	63	31.7
GS-12	746	484	64.9	367	49.2	98	13.1	17	2.3	2	0.3	262	35.1
GS-13	437	262	60.0	192	43.9	49	11.2	18	4.1	3	0.7	175	40.0
GS-14	431	182	42.2	131	30.4	34	7.9	17	3.9	---	---	249	57.8
GS-15	115	49	42.6	35	30.4	12	10.4	2	1.7	---	---	66	57.4
AVERAGE GRADE	11.0	10.6		10.5		10.9		10.8		8.9		11.7	
SENIOR PAY LEVELS	46	26	56.5	17	37.0	7	15.2	2	4.3	---	---	20	43.5
TOTAL WAGE SYSTEMS	---	---	---	---	---	---	---	---	---	---	---	---	---

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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, 2000**

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	18,590	5,338	28.7	3,406	18.3	863	4.6	920	4.9	149	0.8	13,252	71.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	17,577	5,240	29.8	3,357	19.1	839	4.8	899	5.1	145	0.8	12,337	70.2
GS-01	16	13	81.3	12	75.0	1	6.3	---	---	---	---	3	18.8
GS-02	43	36	83.7	27	62.8	7	16.3	2	4.7	---	---	7	16.3
GS-03	67	50	74.6	38	56.7	8	11.9	3	4.5	1	1.5	17	25.4
GS-04	230	165	71.7	112	48.7	37	16.1	14	6.1	2	0.9	65	28.3
GS-05	137	84	61.3	65	47.4	13	9.5	4	2.9	2	1.5	53	38.7
GS-06	219	156	71.2	129	58.9	17	7.8	7	3.2	3	1.4	63	28.8
GS-07	738	438	59.3	333	45.1	55	7.5	41	5.6	9	1.2	300	40.7
GS-08	380	230	60.5	188	49.5	28	7.4	12	3.2	2	0.5	150	39.5
GS-09	708	349	49.3	259	36.6	45	6.4	31	4.4	14	2.0	359	50.7
GS-10	118	52	44.1	46	39.0	2	1.7	2	1.7	2	1.7	66	55.9
GS-11	988	400	40.5	271	27.4	57	5.8	54	5.5	18	1.8	588	59.5
GS-12	2,774	954	34.4	597	21.5	160	5.8	176	6.3	21	0.8	1,820	65.6
GS-13	6,365	1,549	24.3	854	13.4	259	4.1	382	6.0	54	0.8	4,816	75.7
GS-14	2,988	552	18.5	304	10.2	109	3.6	127	4.3	12	0.4	2,436	81.5
GS-15	1,806	212	11.7	122	6.8	41	2.3	44	2.4	5	0.3	1,594	88.3
AVERAGE GRADE	12.2	11.0		10.6		11.3		12.2		11.4		12.7	
SENIOR PAY LEVELS	321	44	13.7	26	8.1	11	3.4	6	1.9	1	0.3	277	86.3
OTHER WHITE-COLLAR	677	47	6.9	16	2.4	13	1.9	15	2.2	3	0.4	630	93.1
TOTAL WAGE SYSTEMS	15	7	46.7	7	46.7	---	---	---	---	---	---	8	53.3

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - GENERAL SERVICES ADMINISTRATION 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	14,239	5,362	37.7	4,043	28.4	694	4.9	505	3.5	120	0.8	8,877	62.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	12,274	4,488	36.6	3,343	27.2	580	4.7	458	3.7	107	0.9	7,786	63.4
GS-01	8	7	87.5	3	37.5	3	37.5	1	12.5	---	---	1	12.5
GS-02	18	12	66.7	10	55.6	1	5.6	1	5.6	---	---	6	33.3
GS-03	44	33	75.0	27	61.4	3	6.8	3	6.8	---	---	11	25.0
GS-04	171	107	62.6	81	47.4	18	10.5	5	2.9	3	1.8	64	37.4
GS-05	272	146	53.7	120	44.1	12	4.4	12	4.4	2	0.7	126	46.3
GS-06	429	217	50.6	162	37.8	36	8.4	16	3.7	3	0.7	212	49.4
GS-07	1,068	522	48.9	393	36.8	74	6.9	42	3.9	13	1.2	546	51.1
GS-08	261	117	44.8	95	36.4	17	6.5	3	1.1	2	0.8	144	55.2
GS-09	982	438	44.6	329	33.5	68	6.9	30	3.1	11	1.1	544	55.4
GS-10	54	31	57.4	21	38.9	8	14.8	1	1.9	1	1.9	23	42.6
GS-11	1,205	536	44.5	400	33.2	84	7.0	35	2.9	17	1.4	669	55.5
GS-12	3,147	1,167	37.1	840	26.7	154	4.9	150	4.8	23	0.7	1,980	62.9
GS-13	2,708	786	29.0	591	21.8	66	2.4	105	3.9	24	0.9	1,922	71.0
GS-14	1,307	289	22.1	211	16.1	29	2.2	44	3.4	5	0.4	1,018	77.9
GS-15	600	80	13.3	60	10.0	7	1.2	10	1.7	3	0.5	520	86.7
AVERAGE GRADE	11.2	10.4		10.4		10.1		11.1		10.7		11.6	
SENIOR PAY LEVELS	115	18	15.7	13	11.3	3	2.6	2	1.7	---	---	97	84.3
OTHER WHITE-COLLAR	15	1	6.7	---	---	---	---	1	6.7	---	---	14	93.3
TOTAL WAGE SYSTEMS	1,835	855	46.6	687	37.4	111	6.0	44	2.4	13	0.7	980	53.4

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION 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	18,806	4,161	22.1	2,075	11.0	917	4.9	1,004	5.3	165	0.9	14,645	77.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,038	4,007	22.2	1,979	11.0	885	4.9	983	5.4	160	0.9	14,031	77.8
GS-01	26	21	80.8	16	61.5	3	11.5	2	7.7	---	---	5	19.2
GS-02	26	14	53.8	9	34.6	3	11.5	2	7.7	---	---	12	46.2
GS-03	67	35	52.2	29	43.3	2	3.0	4	6.0	---	---	32	47.8
GS-04	159	73	45.9	41	25.8	18	11.3	14	8.8	---	---	86	54.1
GS-05	181	78	43.1	43	23.8	22	12.2	13	7.2	---	---	103	56.9
GS-06	470	187	39.8	149	31.7	26	5.5	5	1.1	7	1.5	283	60.2
GS-07	689	235	34.1	149	21.6	49	7.1	24	3.5	13	1.9	454	65.9
GS-08	289	111	38.4	82	28.4	14	4.8	9	3.1	6	2.1	178	61.6
GS-09	531	163	30.7	110	20.7	25	4.7	21	4.0	7	1.3	368	69.3
GS-10	215	66	30.7	45	20.9	6	2.8	10	4.7	5	2.3	149	69.3
GS-11	1,334	337	25.3	212	15.9	73	5.5	41	3.1	11	0.8	997	74.7
GS-12	1,859	462	24.9	295	15.9	68	3.7	78	4.2	21	1.1	1,397	75.1
GS-13	5,881	1,300	22.1	507	8.6	334	5.7	412	7.0	47	0.8	4,581	77.9
GS-14	3,765	595	15.8	206	5.5	161	4.3	199	5.3	29	0.8	3,170	84.2
GS-15	2,546	330	13.0	86	3.4	81	3.2	149	5.9	14	0.5	2,216	87.0
AVERAGE GRADE	12.4	11.5		10.7		11.9		12.7		11.8		12.6	
SENIOR PAY LEVELS	474	63	13.3	33	7.0	10	2.1	16	3.4	4	0.8	411	86.7
OTHER WHITE-COLLAR	60	5	8.3	2	3.3	2	3.3	1	1.7	---	---	55	91.7
TOTAL WAGE SYSTEMS	234	86	36.8	61	26.1	20	8.5	4	1.7	1	0.4	148	63.2

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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, 2000**

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	3,727	1,346	36.1	1,107	29.7	145	3.9	73	2.0	21	0.6	2,381	63.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	3,645	1,327	36.4	1,093	30.0	141	3.9	73	2.0	20	0.5	2,318	63.6
GS-01	15	1	6.7	1	6.7	---	---	---	---	---	---	14	93.3
GS-02	15	13	86.7	13	86.7	---	---	---	---	---	---	2	13.3
GS-03	229	64	27.9	54	23.6	7	3.1	3	1.3	---	---	165	72.1
GS-04	1,015	245	24.1	179	17.6	45	4.4	9	0.9	12	1.2	770	75.9
GS-05	208	76	36.5	62	29.8	9	4.3	5	2.4	---	---	132	63.5
GS-06	102	60	58.8	53	52.0	4	3.9	3	2.9	---	---	42	41.2
GS-07	296	191	64.5	174	58.8	9	3.0	7	2.4	1	0.3	105	35.5
GS-08	34	24	70.6	22	64.7	---	---	2	5.9	---	---	10	29.4
GS-09	202	83	41.1	65	32.2	14	6.9	2	1.0	2	1.0	119	58.9
GS-10	7	5	71.4	5	71.4	---	---	---	---	---	---	2	28.6
GS-11	321	183	57.0	164	51.1	11	3.4	7	2.2	1	0.3	138	43.0
GS-12	347	155	44.7	131	37.8	13	3.7	10	2.9	1	0.3	192	55.3
GS-13	508	152	29.9	121	23.8	9	1.8	19	3.7	3	0.6	356	70.1
GS-14	230	54	23.5	36	15.7	12	5.2	6	2.6	---	---	176	76.5
GS-15	116	21	18.1	13	11.2	8	6.9	---	---	---	---	95	81.9
AVERAGE GRADE	8.2	8.4		8.4		8.1		9.6		6.8		8.1	
SENIOR PAY LEVELS	50	9	18.0	4	8.0	4	8.0	---	---	1	2.0	41	82.0
OTHER WHITE-COLLAR	3	---	---	---	---	---	---	---	---	---	---	3	100.0
TOTAL WAGE SYSTEMS	29	10	34.5	10	34.5	---	---	---	---	---	---	19	65.5

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - SOCIAL SECURITY ADMINISTRATION 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	64,478	26,567	41.2	17,748	27.5	6,520	10.1	1,654	2.6	645	1.0	37,911	58.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	62,877	26,220	41.7	17,512	27.9	6,444	10.2	1,640	2.6	624	1.0	36,657	58.3
GS-01	255	189	74.1	129	50.6	45	17.6	8	3.1	7	2.7	66	25.9
GS-02	429	336	78.3	222	51.7	89	20.7	18	4.2	7	1.6	93	21.7
GS-03	620	414	66.8	295	47.6	75	12.1	29	4.7	15	2.4	206	33.2
GS-04	2,032	1,057	52.0	758	37.3	212	10.4	65	3.2	22	1.1	975	48.0
GS-05	4,787	2,848	59.5	1,984	41.4	625	13.1	188	3.9	51	1.1	1,939	40.5
GS-06	3,065	1,677	54.7	1,116	36.4	421	13.7	111	3.6	29	0.9	1,388	45.3
GS-07	4,192	2,456	58.6	1,581	37.7	655	15.6	149	3.6	71	1.7	1,736	41.4
GS-08	8,464	4,153	49.1	2,541	30.0	1,290	15.2	216	2.6	106	1.3	4,311	50.9
GS-09	5,073	2,811	55.4	2,240	44.2	397	7.8	130	2.6	44	0.9	2,262	44.6
GS-10	581	320	55.1	286	49.2	22	3.8	10	1.7	2	0.3	261	44.9
GS-11	18,085	5,942	32.9	3,539	19.6	1,871	10.3	383	2.1	149	0.8	12,143	67.1
GS-12	8,412	2,410	28.6	1,739	20.7	413	4.9	207	2.5	51	0.6	6,002	71.4
GS-13	4,683	1,092	23.3	751	16.0	205	4.4	92	2.0	44	0.9	3,591	76.7
GS-14	1,703	414	24.3	259	15.2	103	6.0	31	1.8	21	1.2	1,289	75.7
GS-15	496	101	20.4	72	14.5	21	4.2	3	0.6	5	1.0	395	79.6
AVERAGE GRADE	9.4	8.6		8.6		8.6		8.8		8.9		10.1	
SENIOR PAY LEVELS	1,188	151	12.7	66	5.6	59	5.0	11	0.9	15	1.3	1,037	87.3
OTHER WHITE-COLLAR	23	2	8.7	2	8.7	---	---	---	---	---	---	21	91.3
TOTAL WAGE SYSTEMS	390	194	49.7	168	43.1	17	4.4	3	0.8	6	1.5	196	50.3

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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, 2000**

MEN AND WOMEN COMBINED

AGENCY - ALL OTHER INDEPENDENT AGENCIES 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	56,793	19,228	33.9	13,790	24.3	2,989	5.3	2,071	3.6	378	0.7	37,565	66.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	44,861	15,924	35.5	11,933	26.6	1,955	4.4	1,763	3.9	273	0.6	28,937	64.5
GS-01	65	53	81.5	44	67.7	9	13.8	---	---	---	---	12	18.5
GS-02	168	92	54.8	85	50.6	3	1.8	3	1.8	1	0.6	76	45.2
GS-03	572	328	57.3	270	47.2	31	5.4	23	4.0	4	0.7	244	42.7
GS-04	876	590	67.4	507	57.9	54	6.2	27	3.1	2	0.2	286	32.6
GS-05	2,048	1,354	66.1	1,163	56.8	129	6.3	42	2.1	20	1.0	694	33.9
GS-06	1,691	933	55.2	815	48.2	67	4.0	45	2.7	6	0.4	758	44.8
GS-07	3,652	2,081	57.0	1,676	45.9	203	5.6	152	4.2	50	1.4	1,571	43.0
GS-08	1,221	828	67.8	741	60.7	50	4.1	30	2.5	7	0.6	393	32.2
GS-09	3,083	1,450	47.0	1,168	37.9	151	4.9	97	3.1	34	1.1	1,633	53.0
GS-10	396	199	50.3	167	42.2	19	4.8	12	3.0	1	0.3	197	49.7
GS-11	4,036	1,600	39.6	1,205	29.9	167	4.1	195	4.8	33	0.8	2,436	60.4
GS-12	7,579	2,476	32.7	1,730	22.8	402	5.3	304	4.0	40	0.5	5,103	67.3
GS-13	7,077	1,880	26.6	1,221	17.3	284	4.0	349	4.9	26	0.4	5,197	73.4
GS-14	7,273	1,300	17.9	711	9.8	244	3.4	316	4.3	29	0.4	5,973	82.1
GS-15	5,124	760	14.8	430	8.4	142	2.8	168	3.3	20	0.4	4,364	85.2
AVERAGE GRADE	11.1	9.6		9.2		10.6		11.5		10.1		11.9	
SENIOR PAY LEVELS	2,207	279	12.6	171	7.7	51	2.3	52	2.4	5	0.2	1,928	87.4
OTHER WHITE-COLLAR	7,747	1,896	24.5	772	10.0	849	11.0	197	2.5	78	1.0	5,851	75.5
TOTAL WAGE SYSTEMS	1,978	1,129	57.1	914	46.2	134	6.8	59	3.0	22	1.1	849	42.9

* - LESS THAN 0.05 PERCENT