

Federal Civilian Workforce Statistics

Pay Structure of the Federal Civil Service

As of March 31, 1997



**United States
Office of
Personnel
Management**

Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-0001

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FOREWORD

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



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

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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: by pay system, by geographic area, and by agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, D.C., Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).</p>	
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<p>Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey, upon which adjustments for locality and law enforcement officers were added where applicable. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members on Boards of Contract Appeal. Basic rates of pay were established by Executive Order 13033 on December 27, 1996.</p>	
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Survey Analysis (See Appendix A for Graphic Presentations)

The full-time non-postal Federal civilian employment population included in this survey was 1,740,631, down 61,904 from 1996. *Figure 1* illustrates that 1997 employment was distributed as follows: General Schedule -- 1,289,809 or 74.1 percent; Federal Wage Systems -- 236,603 or 13.6 percent; and pay systems under Other Acts and Administrative Determination -- 214,219 or 12.3 percent.

Major Geographic Areas

Figure 2 shows that most (96.9 percent) of the Federal civilian workforce covered by this survey was employed in the United States with the remainder working in U.S. territories (12,424 or 0.7 percent) or foreign countries (41,437 or 2.4 percent). *Table 15* shows that among States, California had the largest number of full-time Federal civilian employees (161,971 or 9.6 percent), while Delaware had the smallest Federal civilian employment population (2,667 or 0.2 percent). Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.9 percent (1,477,091) of full-time employment. The Washington, DC, Metropolitan Area had the largest number of Federal civilian employees: 271,793 or 15.6 percent. There are 19 Metropolitan Statistical Areas defined as Consolidated Metropolitan Statistical Areas (CMSA's); Washington-Baltimore, DC-MD-VA-WV CMSA had the largest full-time Federal Workforce (307,865) with an Average Adjusted Basic Salary of \$54,538. The second CMSA with the largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (68,191) with an average adjusted basic salary of \$45,277. *Table 16* illustrates additional CMSA and MSA salary data.

Average Salaries

Figures 3 and 4 along with Table 2 show population salaries used in this publication are "adjusted basic salaries" and include an individual's annualized base pay plus any locality pay comparability adjustment. Overall, the average salary for full-time employees was \$43,873. Average (mean) salaries by major geographic areas were: United States -- \$43,994; the Washington, DC, Metropolitan Area -- \$55,738; Foreign Countries -- \$41,759; and U.S. territories -- \$34,736. Average salaries by major pay system were: General Schedule -- \$43,239. Federal Wage Systems -- \$33,834; and Other Acts and Administratively Determined Pay Systems -- \$58,782.

General Schedule

Figure 5 shows the distribution of employees under the General Schedule pay plan by grade as of March 31, 1996, and 1997. Since March 31, 1996, the General Schedule pay plan declined by 90,729 full-time employees; some 49,871 of these employees were reclassified into non General Schedule pay plans by the following agencies: the Department of Transportation (Federal Aviation Administration) reclassified 47,124 employees to FG and FM pay plans which are still similar to the General Schedule pay plan; the Department of Air Force (Materiel Command) reclassified 2,560 employees to a Demonstration pay plan DR which is still similar to General Schedule; and, the Department of Justice (Executive Office For Immigration Review) reclassified 185 GS-15 Administrative Law Judges to a senior level IJ pay plan. *Tables 4 through 6* show grade and step distributions in major geographic areas. *Table 18* presents a chronology of General Schedule pay legislation from 1945 to 1997.

Foreign Service and Department of Veterans Affairs Pay Systems

Table 8 shows that there were 4,439 Foreign Service Officers with an average salary of \$72,214, and 6,255 Foreign Personnel with an average salary of \$51,038 as of March 31, 1997. Department of Veterans Affairs pay systems listed below had the following employment and average salaries:

	Employment	Average Salary
Physicians & Dentists (VM)	7,460	\$91,391
Nurses (VN)	32,199	\$48,028
Podiatrists & Optometrists (VP)	190	\$81,609
Physicians Assistants (VC)	1,028	\$57,758

(See Table 9)

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

Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 409 with an average salary of \$119,393 as of March 31, 1997.

Employment in the Senior Executive Service (SES) totaled 6,980 with an average salary of \$116,872.

Other Pay Plans

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

Special Salary Rates

The Office of Personnel Management has the authority to establish special rates of pay under title 5, United States Code, section 5305, and has oversight authority for certain special rates authorized under title 38 for GS and GM employees. Special salary rates can be set for white-collar positions where the Federal agencies have difficulty in recruiting and/or retaining qualified personnel in certain occupations, grades, and locations. Under title 5, minimum special rate salaries may be no more than 30 percent above the General Schedule step 10 salary for each particular grade. As of March 1997, there were 164,735 white-collar workers being paid special rate salaries (142,487 title 5 and 22,248 title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (36.8 percent), **Administrative** (5.9), **Technical** (23.1 percent), **Clerical** (22.1 percent), and **Other** (12.0 percent).

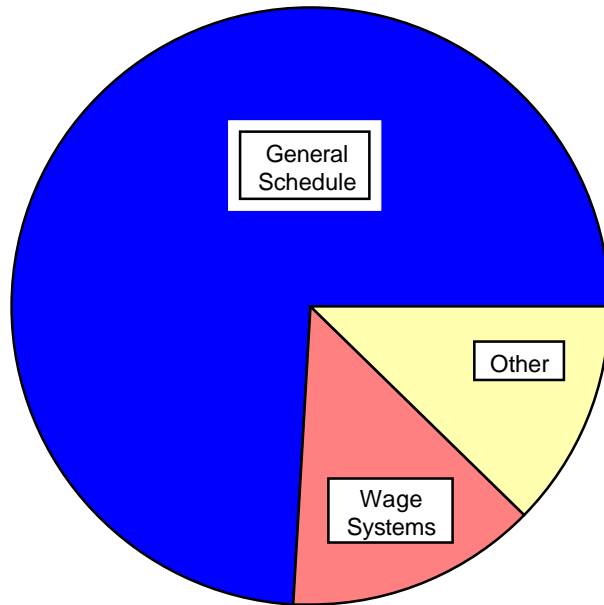
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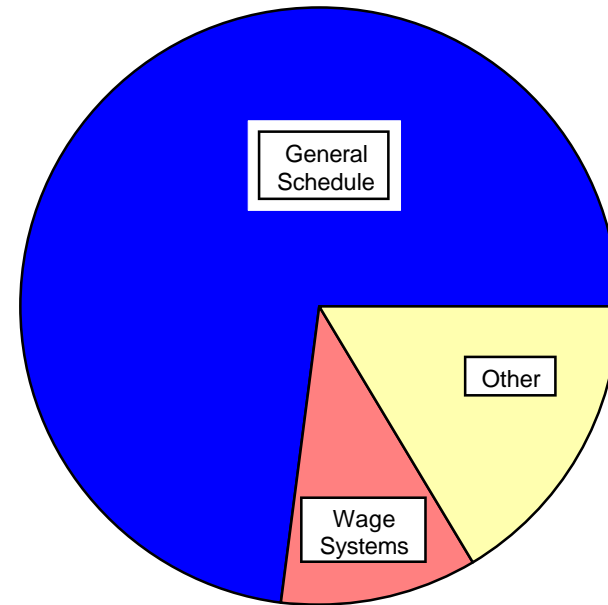
Figure 1

DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 1997

Full-Time Employment



Aggregate Adjusted Basic Salaries



5

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

Pay System	1997	1996	1997	1996	1997	1996	1997	1996
General Schedule	1,289.8	1,380.5	74.1%	76.6%	\$55,769.8	\$58,174.4	73.0%	76.5%
Wage Systems	236.6	251.8	13.6	14.0	8,005.1	8,304.2	10.5	10.9
Other	214.2	170.2	12.3	9.4	12,592.2	9,580.1	16.5	12.6
Total	1,740.6	1,802.5	100.0	100.0	76,367.1	76,058.6	100.0	100.0

Figure 2

**DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT
BY GEOGRAPHIC AREA AS OF MARCH 31, 1997**

Total Full-Time Employment: 1,740,631

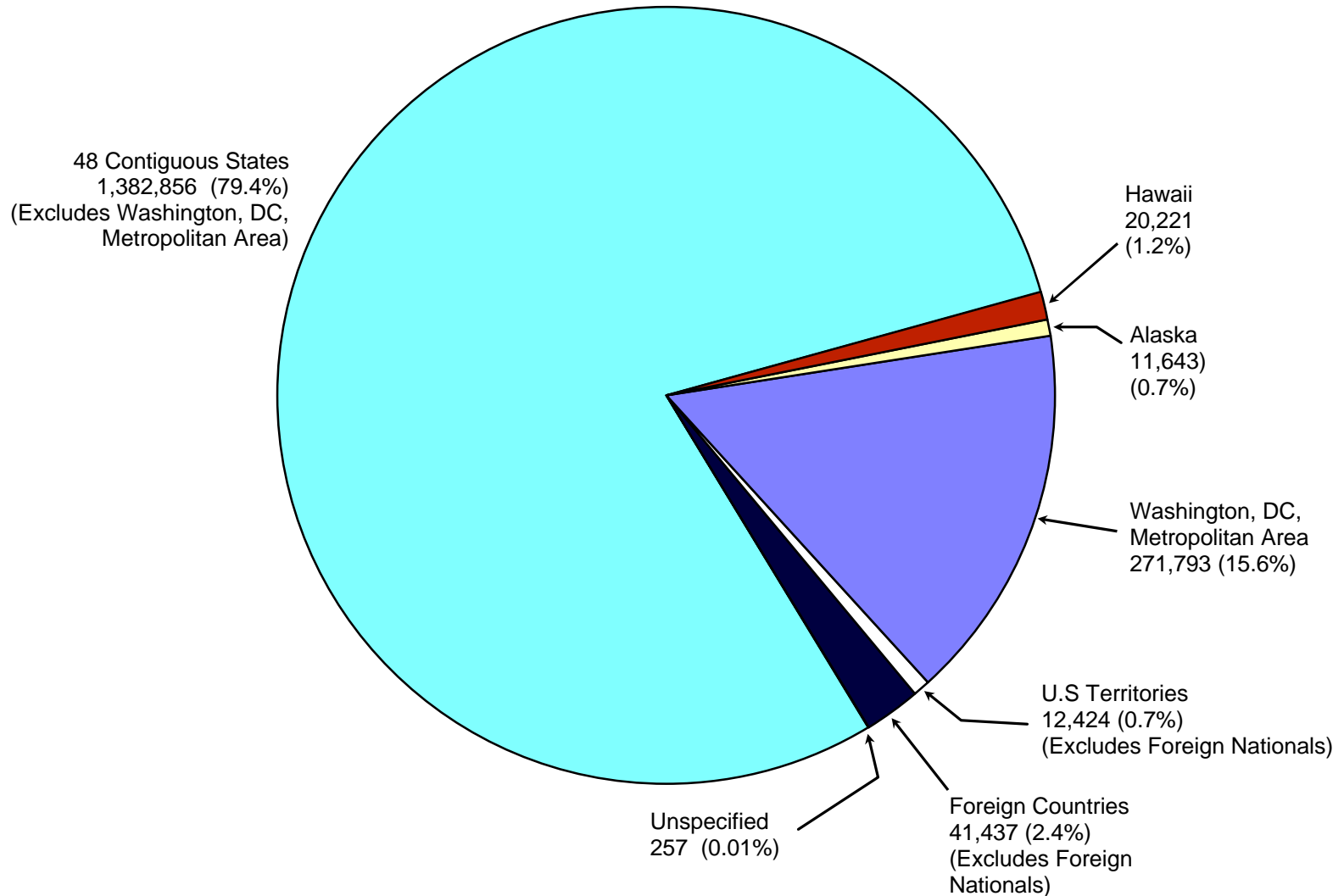
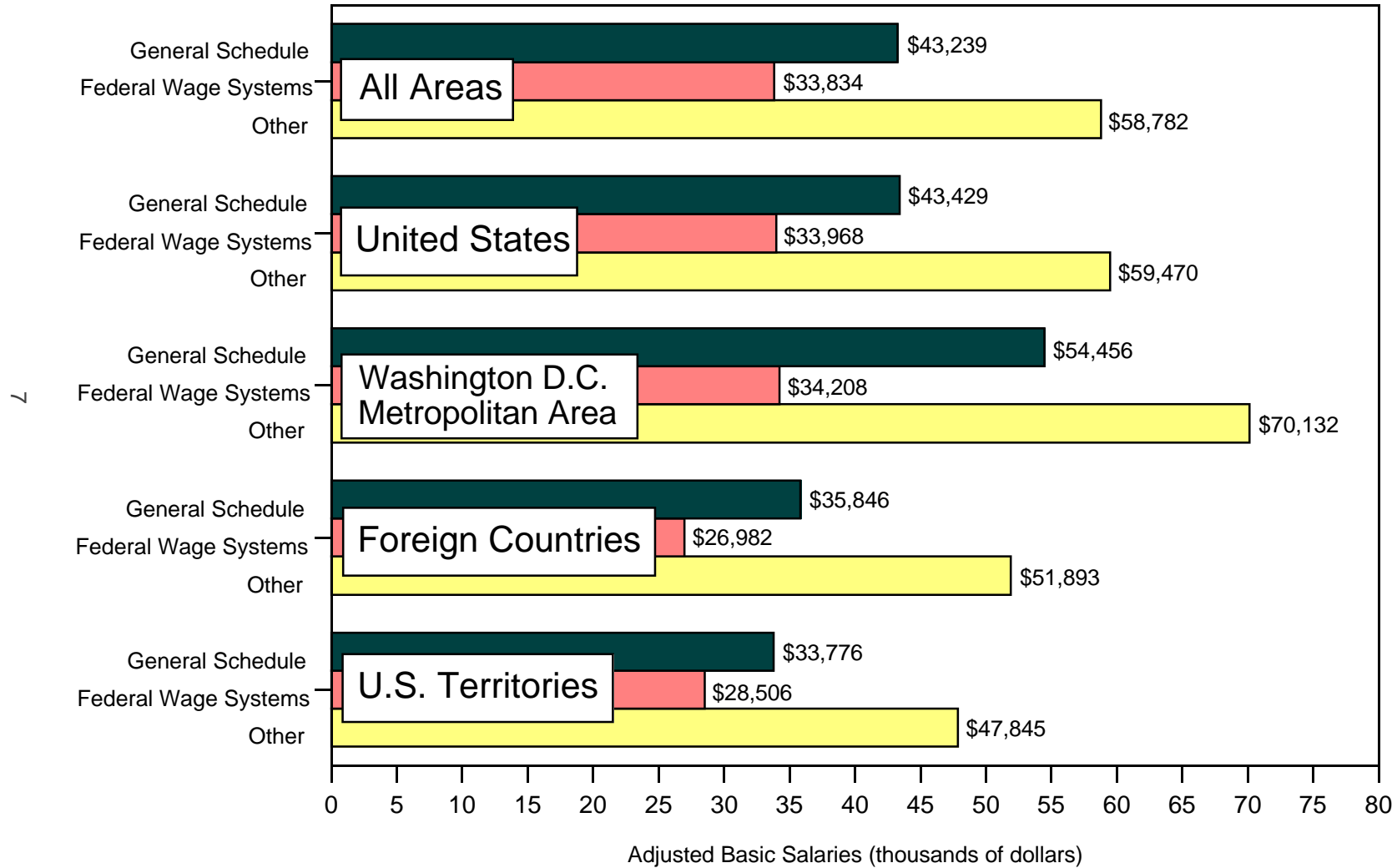


Figure 3

AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 1997



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1997.

Figure 4

DISTRIBUTION OF FULL-TIME EMPLOYMENT BY SELECTED PAY PLANS AND AGENCIES WITHIN THE "OTHER ACTS AND ADMINISTRATIVE DETERMINATION" CATEGORY AS OF MARCH 31, 1997

Total Full-Time Employment: 214,219

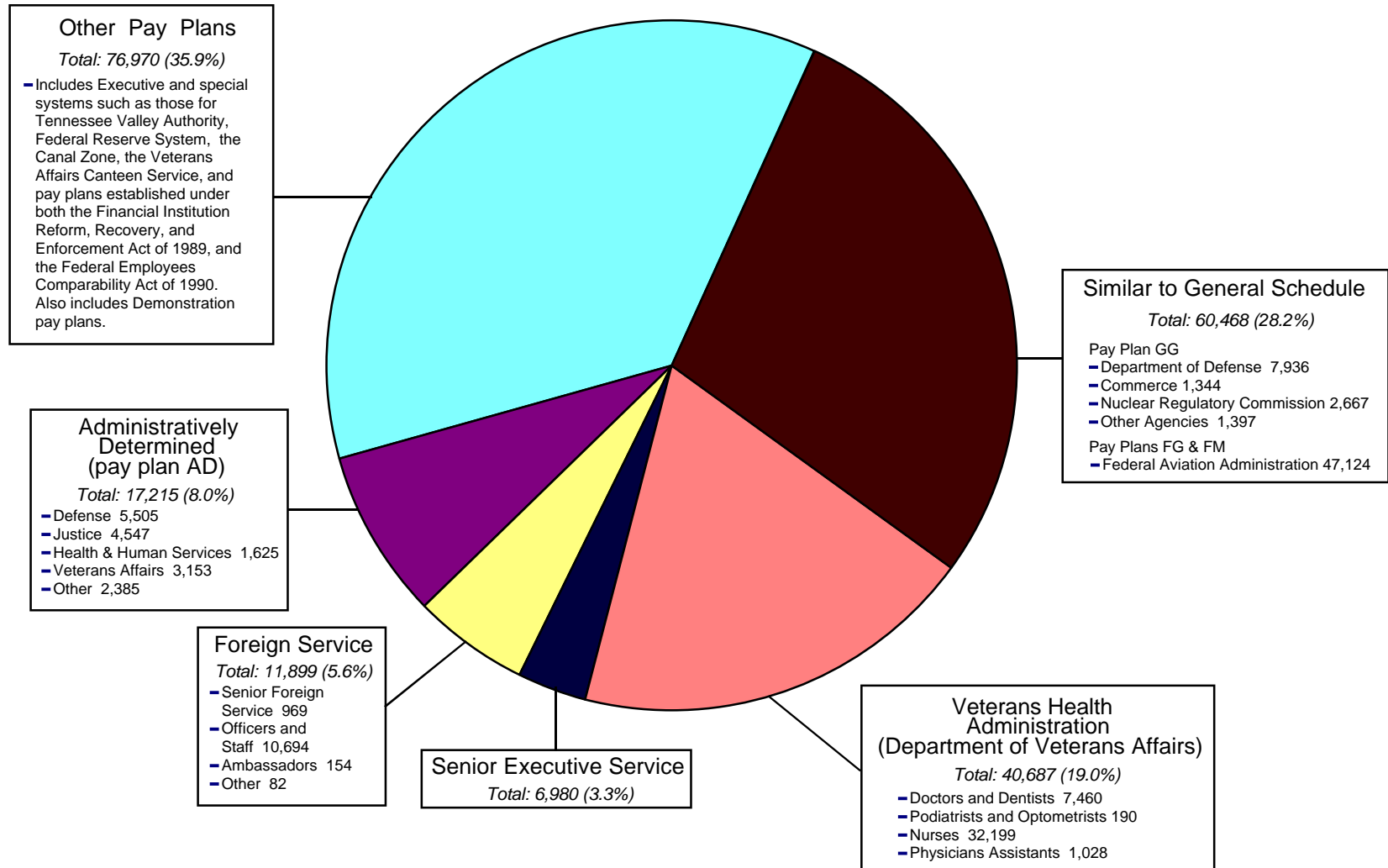
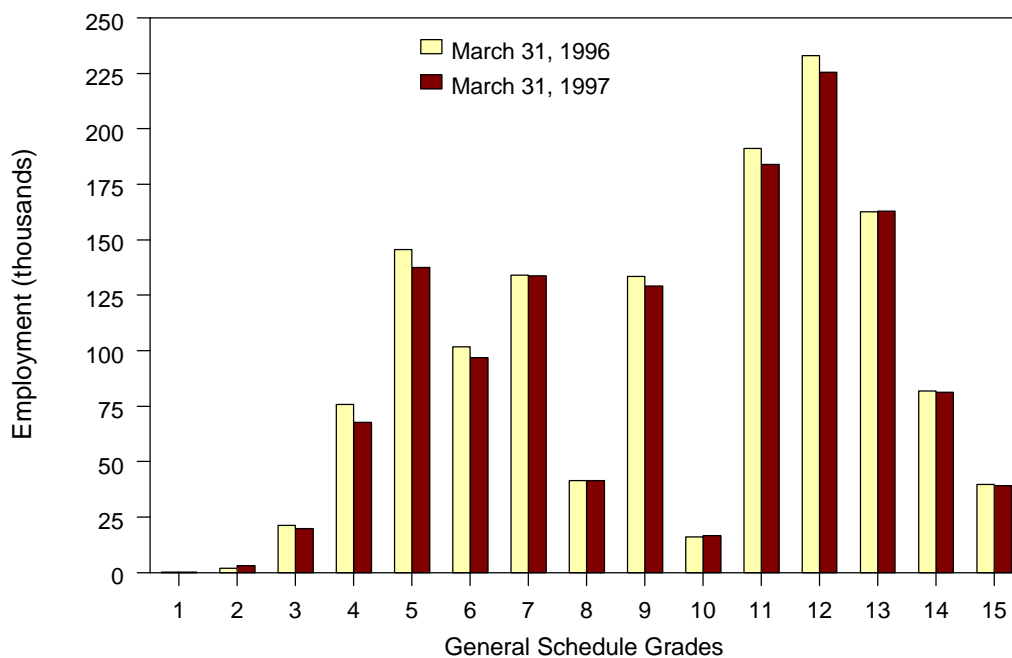


Figure 5

1/

DISTRIBUTION OF GENERAL SCHEDULE EMPLOYMENT

ALL AREAS -- as of March 31, 1996 and 1997



Grade	March 31, 1997 ^{2/}	March 31, 1996	Net Change	Percent Change
1	305	289	16	5.5
2	3,272	1,914	1,358	71.0
3	19,899	21,407	-1,508	-7.0
4	67,666	75,744	-8,078	-10.7
5	137,536	145,654	-8,118	-5.6
6	96,970	101,728	-4,758	-4.7
7	133,890	134,179	-289	-0.2
8	41,511	41,548	-37	-0.1
9	129,080	133,447	-4,367	-3.3
10	16,730	16,233	497	3.1
11	183,881	191,244	-7,363	-3.9
12	225,359	233,058	-7,699	-3.3
13	162,951	162,566	385	0.2
14	81,364	81,809	-445	-0.5
15	39,266	39,718	-452	-1.1
Total	1,339,680	1,380,538	-40,858	-3.0

Governmentwide average grade under the General Schedule (GS) as of March 31, 1997, was 9.45.

The Governmentwide average grade through 1979 through 1996 was: 8.20, 8.16, 8.24, 8.26, 8.34, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, and 9.49 respectively (Note: all average grades from 1979 through 1990 were based on GS grades 1 to 18).

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

2/ Includes 49,871 former GS and GM employees; these employees were added back to the GS and GM population in this chart only for statistical continuity. (see page 2, **General Schedule**).

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TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
ALL AGENCIES, TOTAL	1,740,631	1,289,809	236,603	214,219
LEGISLATIVE BRANCH, TOTAL	10,032	4,283	1,579	4,170
ARCHITECT OF THE CAPITOL	1,896	286	1,404	206
BOTANIC GARDEN	50	9	41	...
COMPETITIVENESS POLICY COUNCIL	2	1	...	1
GOVERNMENT PRINTING OFFICE	3,622	...	31	3,591
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	4	...	...	4
LIBRARY OF CONGRESS	4,162	3,745	99	318
NATIONAL BANKRUPTCY REVIEW COMMISSION	6	...	...	6
PHYSICIAN PAYMENT REVIEW COMMISSION	17	...	...	17
PROSPECTIVE PAYMENT ASSESSMENT COMMISSION	18	...	...	18
U.S. TAX COURT	261	242	4	15
EXECUTIVE BRANCH, TOTAL	1,730,599	1,285,526	235,024	210,049
EXECUTIVE OFFICE OF THE PRESIDENT				
COUNCIL OF ECONOMIC ADVISORS	28	10	...	18
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	18	8	...	10
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	86	...	33	53
NATIONAL SECURITY COUNCIL	40	34	...	6
OFFICE OF ADMINISTRATION	173	160	9	4
OFFICE OF MANAGEMENT AND BUDGET	474	392	1	81
OFFICE OF NATIONAL DRUG CONTROL POLICY	78	69	...	9
OFFICE OF POLICY DEVELOPMENT	28	...	...	28
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	28	23	...	5
OFFICE OF THE U.S. TRADE REPRESENTATIVE	145	101	1	43
EXECUTIVE DEPARTMENTS				
DEPARTMENT OF AGRICULTURE	89,280	85,644	2,143	1,493
DEPARTMENT OF COMMERCE	29,546	23,831	665	5,050
DEPARTMENT OF DEFENSE, TOTAL	727,907	509,900	179,679	38,328
DEFENSE LOGISTICS AGENCY	47,493	35,082	12,288	123
DEPARTMENT OF THE AIR FORCE	169,109	106,399	56,457	6,253
DEPARTMENT OF THE ARMY	241,025	180,249	55,175	5,601
DEPARTMENT OF THE NAVY	205,674	139,051	50,513	16,110
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,529	1,212	4	313
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	205	201	1	3
DEPARTMENT OF DEFENSE	62,872	47,706	5,241	9,925
DEPARTMENT OF EDUCATION	4,392	4,251	7	134
DEPARTMENT OF ENERGY	17,045	15,088	490	1,467
DEPARTMENT OF HEALTH AND HUMAN SERVICES	50,813	45,357	2,613	2,843
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,967	10,771	14	182
DEPARTMENT OF THE INTERIOR	61,199	48,284	7,527	5,388
DEPARTMENT OF JUSTICE	109,552	99,239	4,926	5,387
DEPARTMENT OF LABOR	14,652	14,369	40	243
DEPARTMENT OF STATE	13,653	4,770	67	8,816
DEPARTMENT OF TRANSPORTATION	61,686	11,798	1,846	48,042
DEPARTMENT OF THE TREASURY	151,556	141,032	2,009	8,515
DEPARTMENT OF VETERANS AFFAIRS	198,417	125,688	27,342	45,387

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	31	...	...	31
AFRICAN DEVELOPMENT FOUNDATION	27	25	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	54	52	...	2
APPALACHIAN REGIONAL COMMISSION	10	9	...	1
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	28	28	...	...
ARCTIC RESEARCH COMMISSION	3	2	...	1
ARMED FORCES RETIREMENT HOME	854	519	253	82
ASSASSINATIONS RECORDS REVIEW BOARD	24	...	...	24
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
CIVIL LIBERTIES PUBLIC EDUCATION FUND BOARD	3	...	...	3
COMMISSION ON PROTECTING AND REDUCING GOVERNMENT SECRECY	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	18	17	...	1
COMMISSION OF FINE ARTS	7	6	...	1
COMMISSION ON CIVIL RIGHTS	79	75	...	4
COMMISSION ON IMMIGRATION REFORM	13	...	...	13
COMMODITY FUTURES TRADING COMMISSION	533	501	3	29
CONSUMER PRODUCT SAFETY COMMISSION	450	434	1	15
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	508	213	286	9
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	106	33	...	73
ENVIRONMENTAL PROTECTION AGENCY	16,433	16,108	15	310
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	2,519	1	49
EXPORT-IMPORT BANK OF THE UNITED STATES	404	364	5	35
FARM CREDIT ADMINISTRATION	317	...	...	317
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	...	...	10
FEDERAL MEDIATION AND CONCILIATION SERVICE	279	275	...	4
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	47	31	...	16
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	101	90	...	11
FEDERAL COMMUNICATIONS COMMISSION	2,010	1,926	16	68
FEDERAL DEPOSIT INSURANCE CORPORATION	8,694	...	42	8,652
FEDERAL ELECTION COMMISSION	292	280	...	12
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,401	2,503	154	744
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	109	...	...	109
FEDERAL LABOR RELATIONS AUTHORITY	215	192	...	23
FEDERAL MARITIME COMMISSION	142	126	...	16
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,545	...	126	1,419
FEDERAL TRADE COMMISSION	899	842	16	41
GENERAL SERVICES ADMINISTRATION	14,202	11,541	2,549	112
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	3	...	1
INTER-AMERICAN FOUNDATION	54	53	...	1
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	232	...	93	139
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	4	...	...	4

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	16	...	...	16
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	10	9	...	1
MERIT SYSTEMS PROTECTION BOARD	264	247	...	17
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	2	...	...	2
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	19,597	18,699	419	479
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1,936	1,885	32	19
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	7	4	...	3
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	312	293	1	18
NATIONAL CAPITAL PLANNING COMMISSION	50	47	...	3
NATIONAL COUNCIL ON DISABILITY	8	7	...	1
NATIONAL CREDIT UNION ADMINISTRATION	918	...	...	918
NATIONAL EDUCATION GOALS PANEL	6	2	...	4
NATIONAL LABOR RELATIONS BOARD	1,880	1,749	7	124
NATIONAL MEDIATION BOARD	43	38	...	5
NATIONAL SCIENCE FOUNDATION	1,176	794	...	382
NATIONAL TRANSPORTATION SAFETY BOARD	352	332	...	20
NUCLEAR REGULATORY COMMISSION	2,934	...	11	2,923
NUCLEAR WASTE TECHNICAL REVIEW BOARD	17	8	...	9
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	67	48	1	18
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	79	66	11	2
OFFICE OF GOVERNMENT ETHICS	72	68	...	4
OFFICE OF SPECIAL COUNSEL	84	77	...	7
PANAMA CANAL COMMISSION	648	19	...	629
PEACE CORPS	802	...	...	802
PENSION BENEFIT GUARANTY CORPORATION	706	681	...	25
RAILROAD RETIREMENT BOARD	1,318	1,291	11	16
SECURITIES AND EXCHANGE COMMISSION	2,706	2,602	23	81
SELECTIVE SERVICE SYSTEM	166	163	1	2
SMALL BUSINESS ADMINISTRATION	4,599	4,516	3	80
SMITHSONIAN INSTITUTION	4,733	3,712	895	126
SOCIAL SECURITY ADMINISTRATION	63,120	61,512	425	1,183
TENNESSEE VALLEY AUTHORITY	15,492	...	...	15,492
TRADE AND DEVELOPMENT AGENCY	35	30	...	5
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	208	182	...	26
U.S. ENRICHMENT CORPORATION	23	...	...	23
U.S. HOLOCAUST MEMORIAL COUNCIL	188	168	15	5
U.S. INFORMATION AGENCY	3,864	2,517	161	1,186
U.S. INSTITUTE OF PEACE	51	12	...	39
U.S. INTERNATIONAL TRADE COMMISSION	361	345	2	14
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	2,665	1,301	1	1,363
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,573	2,496	33	44
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	11	...	...

TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 1997

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
ALL AREAS								
TOTAL	1,740,631	100.0	\$76,367,123,653	100.0	\$43,873	\$39,332	\$21.02	\$18.85
GENERAL SCHEDULE	1,289,809	74.1	\$55,769,805,301	73.0	\$43,239	\$40,135	\$20.72	\$19.23
FEDERAL WAGE SYSTEMS	236,603	13.6	\$8,005,111,347	10.5	\$33,834	\$33,251	\$16.21	\$15.93
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	214,219	12.3	\$12,592,207,005	16.5	\$58,782	\$53,258	\$28.17	\$25.52
TOTAL UNITED STATES								
TOTAL	1,686,513	100.0	\$74,196,399,858	100.0	\$43,994	\$39,375	\$21.08	\$18.87
GENERAL SCHEDULE	1,259,498	74.7	\$54,699,246,515	73.7	\$43,429	\$40,232	\$20.81	\$19.28
FEDERAL WAGE SYSTEMS	231,253	13.7	\$7,855,114,061	10.6	\$33,968	\$33,308	\$16.28	\$15.96
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	195,762	11.6	\$11,642,039,282	15.7	\$59,470	\$54,193	\$28.50	\$25.97
WASHINGTON, D.C. METROPOLITAN AREA								
TOTAL	271,793	100.0	\$15,149,216,602	100.0	\$55,738	\$53,268	\$26.71	\$25.52
GENERAL SCHEDULE	219,399	80.7	\$11,947,503,043	78.9	\$54,456	\$53,407	\$26.09	\$25.59
FEDERAL WAGE SYSTEMS	13,160	4.8	\$450,173,912	3.0	\$34,208	\$34,390	\$16.39	\$16.48
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	39,234	14.4	\$2,751,539,647	18.2	\$70,132	\$64,401	\$33.60	\$30.86
FOREIGN COUNTRIES								
TOTAL	41,437	100.0	\$1,730,368,015	100.0	\$41,759	\$39,417	\$20.01	\$18.89
GENERAL SCHEDULE	22,569	54.5	\$808,998,154	46.8	\$35,846	\$32,159	\$17.18	\$15.41
FEDERAL WAGE SYSTEMS	2,318	5.6	\$62,545,302	3.6	\$26,982	\$25,142	\$12.93	\$12.05
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	16,550	39.9	\$858,824,559	49.6	\$51,893	\$47,088	\$24.86	\$22.56
U.S. TERRITORIES								
TOTAL	12,424	100.0	\$431,555,761	100.0	\$34,736	\$32,074	\$16.64	\$15.37
GENERAL SCHEDULE	7,739	62.3	\$261,395,120	60.6	\$33,776	\$30,288	\$16.18	\$14.51
FEDERAL WAGE SYSTEMS	2,792	22.5	\$79,589,329	18.4	\$28,506	\$30,185	\$13.66	\$14.46
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	1,893	15.2	\$90,571,312	21.0	\$47,845	\$43,148	\$22.93	\$20.67
UNSPECIFIED GEOGRAPHIC AREA								
TOTAL	257	100.0	\$8,800,019	100.0	\$34,241	\$32,390	\$16.41	\$15.52
GENERAL SCHEDULE	3	1.2	\$165,512	1.9	\$55,171	\$62,250	\$26.44	\$29.83
FEDERAL WAGE SYSTEMS	240	93.4	\$7,862,655	89.3	\$32,761	\$32,342	\$15.70	\$15.50
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	14	5.4	\$771,852	8.8	\$55,132	\$33,250	\$26.42	\$15.93

NOTE - PERCENTAGES ARE ROUNDED INDEPENDENTLY AND ARE NOT FORCED TO ADD TO TOTALS

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



TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
ALL AGENCIES, TOTAL	1,289,809	272	1,491	19,383	67,303	137,145	96,115	132,243
LEGISLATIVE BRANCH, TOTAL	4,283	1	2	29	64	256	245	421
ARCHITECT OF THE CAPITOL	286	...	...	...	3	21	25	42
BOTANIC GARDEN	9	...	...	...	...	2	...	1
COMPETITIVENESS POLICY COUNCIL	1	...	...	...	...	...	...	1
LIBRARY OF CONGRESS	3,745	1	2	27	61	227	200	347
U.S. TAX COURT	242	...	...	2	...	6	20	30
EXECUTIVE BRANCH, TOTAL	1,285,526	271	1,489	19,354	67,239	136,889	95,870	131,822
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISORS	10	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	8	...	...	...	...	...	1	1
NATIONAL SECURITY COUNCIL	34	...	...	...	...	1	1	2
OFFICE OF ADMINISTRATION	160	...	...	...	...	3	7	17
OFFICE OF MANAGEMENT AND BUDGET	392	...	...	...	...	...	1	5
OFFICE OF NATIONAL DRUG CONTROL POLICY	69	...	...	...	...	1	1	3
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	23	...	...	...	...	...	1	1
OFFICE OF THE U.S. TRADE REPRESENTATIVE	101	...	...	...	1	...	...	1
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	85,644	41	74	425	2,416	7,112	5,603	13,360
DEPARTMENT OF COMMERCE	23,831	2	8	61	478	1,195	1,181	2,018
DEPARTMENT OF DEFENSE, TOTAL	509,900	74	432	5,966	29,586	59,324	39,064	48,620
DEFENSE LOGISTICS AGENCY	35,082	4	31	278	1,542	3,462	2,523	2,693
DEPARTMENT OF THE AIR FORCE	106,399	21	82	987	5,299	13,152	8,106	10,847
DEPARTMENT OF THE ARMY	180,249	14	122	1,969	12,935	21,998	13,244	17,852
DEPARTMENT OF THE NAVY	139,051	31	148	1,359	6,841	14,243	9,932	11,885
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,212	...	...	...	...	1	16	101
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	201	...	...	...	...	...	...	38
DEPARTMENT OF DEFENSE	47,706	4	49	1,373	2,969	6,468	5,243	5,204
DEPARTMENT OF EDUCATION	4,251	1	2	20	63	122	153	337
DEPARTMENT OF ENERGY	15,088	...	1	2	45	249	476	899
DEPARTMENT OF HEALTH AND HUMAN SERVICES	45,357	9	75	516	1,799	3,016	2,587	3,979
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,771	3	4	5	66	379	394	1,420
DEPARTMENT OF THE INTERIOR	48,284	7	42	332	1,928	4,193	3,116	4,541
DEPARTMENT OF JUSTICE	99,239	18	34	113	1,308	7,885	6,214	15,749
DEPARTMENT OF LABOR	14,369	1	9	54	206	848	772	944
DEPARTMENT OF STATE	4,770	1	7	48	106	264	204	550
DEPARTMENT OF TRANSPORTATION	11,798	3	9	47	113	405	732	969
DEPARTMENT OF THE TREASURY	141,032	11	560	8,310	11,143	12,063	9,002	19,996
DEPARTMENT OF VETERANS AFFAIRS	125,688	91	133	2,245	14,683	29,201	19,382	9,018
INDEPENDENT AGENCIES								
AFRICAN DEVELOPMENT FOUNDATION	25	...	...	...	...	...	...	4
AMERICAN BATTLE MONUMENTS COMMISSION	52	...	...	...	...	1	2	...
APPALACHIAN REGIONAL COMMISSION	9	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	28	...	...	...	1	1	...	2
ARCTIC RESEARCH COMMISSION	2	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	519	...	...	...	77	108	74	49
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	17	...	...	...	...	...	...	2
COMMISSION OF FINE ARTS	6	...	...	...	...	1	...	...
COMMISSION ON CIVIL RIGHTS	75	...	...	...	1	5	5	6
COMMODITY FUTURES TRADING COMMISSION	501	...	...	1	1	20	25	42
CONSUMER PRODUCT SAFETY COMMISSION	434	...	...	...	...	17	7	21
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	213	...	...	...	1	3	9	17
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	33	...	...	...	...	...	1	2
ENVIRONMENTAL PROTECTION AGENCY	16,108	...	6	17	96	265	378	995
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,519	...	...	3	19	236	117	188
EXPORT-IMPORT BANK OF THE UNITED STATES	364	...	...	...	...	4	12	25
FEDERAL MEDIATION AND CONCILIATION SERVICE	275	...	...	...	2	11	7	14
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	31	...	...	...	...	3	1	10
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	90	...	...	...	1	1	5	5
FEDERAL COMMUNICATIONS COMMISSION	1,926	...	9	8	22	42	69	130

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1997

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
41,251	127,489	16,106	180,851	213,465	154,152	67,014	35,529	1,289,809	ALL AGENCIES, TOTAL
393	339	39	491	888	434	350	331	4,283	LEGISLATIVE BRANCH, TOTAL
13	25	9	30	61	21	22	14	286	ARCHITECT OF THE CAPITOL
1	1	...	...	3	...	1	...	9	BOTANIC GARDEN
...	...	...	...	...	...	...	...	1	COMPETITIVENESS POLICY COUNCIL
368	274	15	415	801	381	320	306	3,745	LIBRARY OF CONGRESS
11	39	15	46	23	32	7	11	242	U.S. TAX COURT
40,858	127,150	16,067	180,360	212,577	153,718	66,664	35,198	1,285,526	EXECUTIVE BRANCH, TOTAL
...	2	1	3	...	3	1	...	10	EXECUTIVE OFFICE OF THE PRESIDENT
1	...	1	...	...	1	1	2	8	COUNCIL OF ECONOMIC ADVISORS
2	3	6	6	2	7	1	3	34	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
6	13	3	21	25	22	27	16	160	NATIONAL SECURITY COUNCIL
37	34	15	38	36	38	57	131	392	OFFICE OF ADMINISTRATION
7	7	4	2	8	5	14	17	69	OFFICE OF MANAGEMENT AND BUDGET
...	1	6	3	1	...	3	7	23	OFFICE OF NATIONAL DRUG CONTROL POLICY
8	20	4	3	5	4	11	44	101	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
...	...	...	...	...	...	...	...	...	OFFICE OF THE U.S. TRADE REPRESENTATIVE
3,417	14,153	552	12,972	12,988	7,608	3,260	1,663	85,644	EXECUTIVE DEPARTMENTS
455	1,732	231	2,932	4,714	4,360	2,987	1,477	23,831	DEPARTMENT OF AGRICULTURE
...	...	...	...	...	...	...	...	...	DEPARTMENT OF COMMERCE
8,902	53,061	4,899	80,137	102,169	50,518	18,520	8,628	509,900	DEPARTMENT OF DEFENSE, TOTAL
259	3,668	53	9,121	7,337	2,712	1,084	315	35,082	DEFENSE LOGISTICS AGENCY
1,675	15,495	1,109	17,383	19,348	9,324	2,642	929	106,399	DEPARTMENT OF THE AIR FORCE
3,464	18,606	2,011	26,797	32,539	18,841	7,049	2,808	180,249	DEPARTMENT OF THE ARMY
2,099	12,643	1,449	21,721	33,596	14,997	5,452	2,655	139,051	DEPARTMENT OF THE NAVY
135	79	13	41	65	50	86	625	1,212	IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE
14	13	...	22	34	32	21	27	201	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
1,256	2,557	264	5,052	9,250	4,562	2,186	1,269	47,706	DEPARTMENT OF DEFENSE
58	238	4	372	1,000	978	552	351	4,251	DEPARTMENT OF EDUCATION
496	677	93	933	2,407	4,021	2,814	1,975	15,088	DEPARTMENT OF ENERGY
1,385	4,197	552	4,264	7,104	8,403	4,615	2,856	45,357	DEPARTMENT OF HEALTH AND HUMAN SERVICES
108	385	44	583	3,827	1,956	984	613	10,771	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
1,022	6,515	456	8,621	8,510	5,395	2,438	1,168	48,284	DEPARTMENT OF THE INTERIOR
7,170	11,245	3,015	11,632	11,326	14,375	5,245	3,910	99,239	DEPARTMENT OF JUSTICE
204	676	12	1,583	4,694	2,552	1,244	570	14,369	DEPARTMENT OF LABOR
297	448	39	507	671	713	506	409	4,770	DEPARTMENT OF STATE
368	680	76	1,078	2,547	2,504	1,410	857	11,798	DEPARTMENT OF TRANSPORTATION
3,176	11,347	1,363	15,162	18,982	20,314	7,200	2,403	141,032	DEPARTMENT OF THE TREASURY
3,683	12,152	3,169	14,324	8,638	6,408	1,914	647	125,688	DEPARTMENT OF VETERANS AFFAIRS
...	1	...	5	1	4	6	4	25	INDEPENDENT AGENCIES
8	13	1	15	3	6	1	2	52	AFRICAN DEVELOPMENT FOUNDATION
...	...	...	2	1	...	3	3	9	AMERICAN BATTLE MONUMENTS COMMISSION
...	3	...	3	7	2	5	4	28	APPALACHIAN REGIONAL COMMISSION
...	1	...	...	...	1	...	...	2	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
18	55	20	48	30	22	15	3	519	ARCTIC RESEARCH COMMISSION
...	1	...	5	4	2	1	2	17	ARMED FORCES RETIREMENT HOME
...	...	...	1	1	2	...	1	6	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
2	5	...	4	10	23	4	10	75	COMMISSION OF FINE ARTS
15	24	...	35	90	124	69	55	501	COMMISSION ON CIVIL RIGHTS
14	17	2	80	99	76	49	52	434	COMMODITY FUTURES TRADING COMMISSION
4	6	...	14	71	61	17	10	213	CONSUMER PRODUCT SAFETY COMMISSION
3	6	1	5	4	2	4	5	33	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
350	779	75	1,029	3,177	5,045	2,495	1,401	16,108	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
36	75	1	163	837	390	351	103	2,519	ENVIRONMENTAL PROTECTION AGENCY
20	32	29	17	32	84	71	38	364	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
13	3	1	6	21	19	150	28	275	EXPORT-IMPORT BANK OF THE UNITED STATES
4	3	1	...	...	3	3	3	31	FEDERAL MEDIATION AND CONCILIATION SERVICE
11	9	2	7	12	15	7	15	90	FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION
69	112	12	180	212	331	363	367	1,926	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
...	...	...	...	...	...	...	...	...	FEDERAL COMMUNICATIONS COMMISSION

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL EMPLOYEES	GENERAL SCHEDULE GRADE						
		1	2	3	4	5	6	7
INDEPENDENT AGENCIES (CONTINUED)								
FEDERAL ELECTION COMMISSION	280	...	...	1	2	20	13	37
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,503	...	1	3	17	76	133	216
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	192	...	...	...	1	2	4	13
FEDERAL MARITIME COMMISSION	126	...	...	...	2	6	13	13
FEDERAL TRADE COMMISSION	842	...	...	2	2	16	42	56
GENERAL SERVICES ADMINISTRATION	11,541	...	1	23	141	574	704	993
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	...	...	...	...	...	...	1
INTER-AMERICAN FOUNDATION	53	...	...	...	1	2	3	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	9	...	...	...	...	...	1	1
MERIT SYSTEMS PROTECTION BOARD	247	...	...	...	1	8	6	19
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,699	1	4	20	73	419	649	693
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1,885	...	20	76	150	279	171	193
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	4	...	...	...	...	...	...	1
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	293	...	...	...	...	7	3	40
NATIONAL CAPITAL PLANNING COMMISSION	47	...	...	...	2	2	1	5
NATIONAL COUNCIL ON DISABILITY	7	...	...	...	...	...	...	1
NATIONAL EDUCATION GOALS PANEL	2	...	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	1,749	1	...	5	11	149	153	146
NATIONAL MEDIATION BOARD	38	...	...	...	...	1	...	4
NATIONAL SCIENCE FOUNDATION	794	...	...	...	4	21	114	93
NATIONAL TRANSPORTATION SAFETY BOARD	332	...	...	...	3	8	3	16
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	...	...	...	...	...	1	3
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	48	...	...	...	...	...	1	3
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	66	...	...	...	...	6	2	7
OFFICE OF GOVERNMENT ETHICS	68	...	...	...	1	1	4	5
OFFICE OF SPECIAL COUNSEL	77	...	...	...	3	2	3	3
PANAMA CANAL COMMISSION	19	...	...	...	1	1	...	3
PENSION BENEFIT GUARANTY CORPORATION	681	...	...	3	7	28	24	50
RAILROAD RETIREMENT BOARD	1,291	...	...	14	29	53	44	85
SECURITIES AND EXCHANGE COMMISSION	2,602	...	...	5	46	52	113	241
SELECTIVE SERVICE SYSTEM	163	...	...	3	10	16	17	21
SMALL BUSINESS ADMINISTRATION	4,516	...	4	36	209	374	197	458
SMITHSONIAN INSTITUTION	3,712	...	...	6	140	699	185	454
SOCIAL SECURITY ADMINISTRATION	61,512	5	34	913	2,065	6,774	3,345	3,349
TRADE AND DEVELOPMENT AGENCY	30	...	...	...	...	1	1	...
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	182	...	...	...	...	4	6	22
U.S. HOLOCAUST MEMORIAL COUNCIL	168	...	...	...	4	27	12	23
U.S. INFORMATION AGENCY	2,517	...	1	3	5	47	73	201
U.S. INSTITUTE OF PEACE	12	...	...	...	...	...	2	2
U.S. INTERNATIONAL TRADE COMMISSION	345	...	...	...	...	1	3	36
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	1,301	...	2	3	6	29	61	117
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,496	2	17	65	141	204	159	250
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	...	...	...	...	1	...	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1997

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
INDEPENDENT AGENCIES (CONTINUED)									
6	27	...	45	29	30	46	24	280	FEDERAL ELECTION COMMISSION
75	187	4	263	723	396	250	159	2,503	FEDERAL EMERGENCY MANAGEMENT AGENCY
...	...	...	1	1	...	2	2	6	FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
12	26	1	13	6	48	41	25	192	FEDERAL LABOR RELATIONS AUTHORITY
4	5	4	4	20	23	19	13	126	FEDERAL MARITIME COMMISSION
43	27	17	37	79	138	113	270	842	FEDERAL TRADE COMMISSION
332	947	38	1,134	3,050	2,214	934	456	11,541	GENERAL SERVICES ADMINISTRATION
...	1	...	...	...	1	...	...	3	HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	3	...	3	5	16	8	7	53	INTER-AMERICAN FOUNDATION
...	...	1	...	...	1	1	...	3	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	1	...	2	...	...	1	3	9	MARINE MAMMAL COMMISSION
16	15	...	17	10	16	62	77	247	MERIT SYSTEMS PROTECTION BOARD
253	527	304	1,362	2,240	6,518	3,385	2,251	18,699	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
41	183	3	171	305	169	73	51	1,885	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
...	...	...	1	...	...	1	1	4	NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
7	23	1	28	37	75	28	44	293	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	8	1	4	12	3	4	5	47	NATIONAL CAPITAL PLANNING COMMISSION
...	...	1	1	...	3	...	1	7	NATIONAL COUNCIL ON DISABILITY
...	1	...	...	...	...	1	...	2	NATIONAL EDUCATION GOALS PANEL
65	43	4	92	98	382	434	166	1,749	NATIONAL LABOR RELATIONS BOARD
1	6	1	2	5	3	9	6	38	NATIONAL MEDIATION BOARD
93	63	10	53	96	72	92	83	794	NATIONAL SCIENCE FOUNDATION
11	22	3	19	23	74	88	62	332	NATIONAL TRANSPORTATION SAFETY BOARD
...	1	...	3	...	...	...	...	8	NUCLEAR WASTE TECHNICAL REVIEW BOARD
8	1	3	6	4	2	14	6	48	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
2	19	3	11	4	3	7	2	66	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
...	2	...	2	7	27	7	12	68	OFFICE OF GOVERNMENT ETHICS
1	3	...	9	6	32	13	2	77	OFFICE OF SPECIAL COUNSEL
...	3	...	4	...	5	2	...	19	PANAMA CANAL COMMISSION
8	35	...	73	135	152	100	66	681	PENSION BENEFIT GUARANTY CORPORATION
60	197	160	175	295	88	56	35	1,291	RAILROAD RETIREMENT BOARD
53	134	11	188	244	490	744	281	2,602	SECURITIES AND EXCHANGE COMMISSION
8	17	1	17	16	17	10	10	163	SELECTIVE SERVICE SYSTEM
41	421	1	622	1,034	658	291	170	4,516	SMALL BUSINESS ADMINISTRATION
79	405	13	532	473	334	221	171	3,712	SMITHSONIAN INSTITUTION
8,050	4,537	752	17,951	7,982	3,952	1,409	394	61,512	SOCIAL SECURITY ADMINISTRATION
...	7	...	5	5	2	3	6	30	TRADE AND DEVELOPMENT AGENCY
4	20	4	7	10	30	34	41	182	U.S. ARMS CONTROL AND DISARMAMENT AGENCY
6	19	2	21	16	20	12	6	168	U.S. HOLOCAUST MEMORIAL COUNCIL
73	154	13	249	760	552	234	152	2,517	U.S. INFORMATION AGENCY
1	...	...	2	4	...	1	...	12	U.S. INSTITUTE OF PEACE
11	25	2	28	33	93	66	47	345	U.S. INTERNATIONAL TRADE COMMISSION
84	89	13	126	164	230	231	146	1,301	U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
41	215	6	281	375	451	198	91	2,496	U.S. OFFICE OF PERSONNEL MANAGEMENT
...	...	...	1	5	1	1	1	11	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION

TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, ALL AREAS, AS OF MARCH 31, 1997

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	1,289,809	100.0	219,183	80,878	87,764	157,885	147,022	137,643	144,941	100,865	71,202	142,426	...	5.2	\$55,769,805	\$43,239	
PERCENTS	100.0	...	17.0	6.3	6.8	12.2	11.4	10.7	11.2	7.8	5.5	11.0	...	...	...	...
GRADE																	
1	272	0.0	206	9	11	16	6	4	2	1	2	15	...	2.1	3,820	14,046	
2	1,491	0.1	998	75	46	58	50	45	23	38	40	118	...	2.7	24,359	16,338	
3	19,383	1.5	8,981	1,597	941	1,392	1,176	945	1,028	670	591	2,062	...	3.6	357,271	18,432	
4	67,303	5.2	14,914	4,671	3,770	7,042	7,007	6,090	6,399	4,821	3,309	9,280	...	5.1	1,446,775	21,496	
5	137,145	10.6	23,736	7,630	7,443	14,724	15,847	13,698	15,056	12,930	8,504	17,577	...	5.4	3,322,904	24,229	
6	96,115	7.5	8,601	4,795	5,418	12,307	11,236	12,939	13,135	10,729	6,411	10,544	...	5.8	2,613,986	27,196	
7	132,243	10.3	16,998	6,579	8,937	16,186	16,470	15,684	18,321	12,417	7,660	12,991	...	5.5	3,963,228	29,969	
8	41,251	3.2	1,399	1,145	1,923	5,178	5,607	5,305	6,266	4,360	3,914	6,154	...	6.4	1,400,848	33,959	
9	127,489	9.9	19,709	9,935	10,648	16,997	14,778	12,590	13,488	8,800	7,118	13,426	...	5.1	4,612,321	36,178	
10	16,106	1.2	1,902	1,450	885	1,733	1,570	1,620	1,932	1,539	1,395	2,080	...	5.7	656,552	40,764	
11	180,851	14.0	20,475	13,656	13,775	24,927	23,670	19,901	20,736	13,618	10,076	20,017	...	5.4	7,947,183	43,943	
12	213,465	16.6	14,849	16,453	17,451	30,849	27,792	26,437	27,873	17,397	11,535	22,829	...	5.6	11,262,228	52,759	
13	154,152	12.0	40,355	8,625	11,669	18,349	14,569	14,196	14,104	9,357	7,263	15,665	...	4.7	9,801,457	63,583	
14	67,014	5.2	27,996	3,137	3,374	5,489	5,246	5,566	4,633	3,033	2,439	6,101	...	4.0	5,109,116	76,240	
15	35,529	2.8	18,064	1,121	1,473	2,638	1,998	2,623	1,945	1,155	945	3,567	...	3.6	3,247,750	91,411	

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AVERAGE GRADE 9.4458

MEDIAN GRADE 11

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 5 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, TOTAL UNITED STATES, AS OF MARCH 31, 1997

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	1,259,498	100.0	211,592	77,255	84,948	154,116	144,239	135,300	142,654	99,394	70,206	139,794	...	5.2	\$54,699,247	\$43,429	
PERCENTS	100.0	...	16.8	6.1	6.7	12.2	11.5	10.7	11.3	7.9	5.6	11.1	...	...	...	...
GRADE																	
1	246	0.0	198	7	5	15	5	2	1	1	2	10	...	1.9	3,445	14,007	
2	1,439	0.1	966	68	45	55	50	42	22	36	39	116	...	2.7	23,580	16,387	
3	18,636	1.5	8,607	1,458	883	1,331	1,144	932	1,018	662	581	2,020	...	3.7	345,002	18,513	
4	64,391	5.1	13,656	4,169	3,504	6,788	6,864	5,999	6,308	4,748	3,271	9,084	...	5.2	1,392,278	21,622	
5	132,494	10.5	22,219	6,943	6,998	14,202	15,499	13,448	14,835	12,709	8,391	17,250	...	5.5	3,223,342	24,328	
6	93,929	7.5	8,151	4,528	5,191	12,010	11,033	12,725	12,944	10,585	6,353	10,409	...	5.8	2,560,939	27,265	
7	129,495	10.3	16,325	6,242	8,666	15,827	16,193	15,476	18,100	12,269	7,588	12,809	...	5.5	3,889,064	30,033	
8	40,584	3.2	1,321	1,094	1,866	5,058	5,512	5,243	6,198	4,315	3,886	6,091	...	6.5	1,380,298	34,011	
9	123,913	9.8	18,834	9,434	10,281	16,534	14,441	12,366	13,267	8,655	6,987	13,114	...	5.1	4,494,152	36,269	
10	15,795	1.3	1,865	1,410	850	1,689	1,539	1,597	1,906	1,522	1,367	2,050	...	5.7	644,973	40,834	
11	176,424	14.0	19,733	13,168	13,377	24,325	23,149	19,510	20,304	13,410	9,902	19,546	...	5.4	7,765,842	44,018	
12	208,586	16.6	14,347	16,048	17,035	30,174	27,270	25,894	27,282	17,043	11,274	22,219	...	5.6	11,018,567	52,825	
13	151,970	12.1	39,728	8,478	11,463	18,065	14,354	13,965	13,946	9,283	7,199	15,489	...	4.7	9,671,868	63,643	
14	66,339	5.3	27,692	3,098	3,324	5,431	5,204	5,503	4,595	3,012	2,428	6,052	...	4.0	5,061,210	76,293	
15	35,257	2.8	17,950	1,110	1,460	2,612	1,982	2,598	1,928	1,144	938	3,535	...	3.6	3,224,679	91,462	

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AVERAGE GRADE 9.4671
 MEDIAN GRADE 11

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 6 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, WASHINGTON, D.C. METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 1997

	TOTALS		STEPS											MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10	NO STEP			
TOTALS	219,399	100.0	52,425	13,595	14,861	25,635	23,355	20,911	20,285	13,696	11,202	23,434	...	4.8	\$11,947,503	\$54,456
PERCENTS	100.0	...	23.9	6.2	6.8	11.7	10.6	9.5	9.2	6.2	5.1	10.7	...	...	...	...
GRADE																
1	34	0.0	30	...	1	...	1	...	...	1	...	1	...	1.6	476	14,002
2	152	0.1	101	14	5	3	7	3	1	5	5	8	...	2.5	2,554	16,803
3	598	0.3	280	29	29	50	45	32	31	18	12	72	...	3.7	11,627	19,443
4	3,341	1.5	926	229	189	346	361	265	227	187	146	465	...	4.7	73,492	21,997
5	9,094	4.1	1,440	628	606	1,252	1,109	861	835	643	491	1,229	...	5.3	223,256	24,550
6	11,372	5.2	600	431	579	1,790	1,684	1,426	1,413	1,037	891	1,521	...	6.0	312,912	27,516
7	19,776	9.0	1,984	448	673	2,106	2,473	2,612	2,921	2,089	1,654	2,816	...	6.1	606,466	30,667
8	7,569	3.4	131	112	178	645	740	844	1,255	949	1,111	1,604	...	7.2	263,316	34,789
9	14,169	6.5	2,820	952	1,128	1,564	1,402	1,245	1,373	1,001	1,031	1,653	...	5.1	516,624	36,462
10	1,610	0.7	103	109	69	143	149	160	212	181	180	304	...	6.5	67,080	41,665
11	18,386	8.4	3,851	1,801	1,623	2,564	2,375	1,617	1,543	980	705	1,327	...	4.5	793,568	43,162
12	34,501	15.7	3,738	3,316	3,333	5,677	4,844	3,925	3,490	2,107	1,365	2,706	...	5.0	1,800,356	52,183
13	45,813	20.9	12,519	3,232	3,968	5,443	4,568	4,064	3,732	2,314	1,799	4,174	...	4.4	2,897,717	63,251
14	31,551	14.4	13,007	1,625	1,599	2,560	2,428	2,416	2,118	1,453	1,200	3,145	...	4.0	2,408,667	76,342
15	21,433	9.8	10,895	669	881	1,492	1,169	1,441	1,134	731	612	2,409	...	3.7	1,969,385	91,886

AVERAGE GRADE 11.1525
 MEDIAN GRADE 12

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 7 -- GRADE AND STEP PERCENT DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY SELECTED AREA, AS OF MARCH 31, 1997

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
ALL AREAS												
TOTAL, ALL GRADES	100.0	17.0	6.3	6.8	12.2	11.4	10.7	11.2	7.8	5.5	11.0	...
1	100.0	75.7	3.3	4.0	5.9	2.2	1.5	0.7	0.4	0.7	5.5	...
2	100.0	66.9	5.0	3.1	3.9	3.4	3.0	1.5	2.5	2.7	7.9	...
3	100.0	46.3	8.2	4.9	7.2	6.1	4.9	5.3	3.5	3.0	10.6	...
4	100.0	22.2	6.9	5.6	10.5	10.4	9.0	9.5	7.2	4.9	13.8	...
5	100.0	17.3	5.6	5.4	10.7	11.6	10.0	11.0	9.4	6.2	12.8	...
6	100.0	8.9	5.0	5.6	12.8	11.7	13.5	13.7	11.2	6.7	11.0	...
7	100.0	12.9	5.0	6.8	12.2	12.5	11.9	13.9	9.4	5.8	9.8	...
8	100.0	3.4	2.8	4.7	12.6	13.6	12.9	15.2	10.6	9.5	14.9	...
9	100.0	15.5	7.8	8.4	13.3	11.6	9.9	10.6	6.9	5.6	10.5	...
10	100.0	11.8	9.0	5.5	10.8	9.7	10.1	12.0	9.6	8.7	12.9	...
11	100.0	11.3	7.6	7.6	13.8	13.1	11.0	11.5	7.5	5.6	11.1	...
12	100.0	7.0	7.7	8.2	14.5	13.0	12.4	13.1	8.1	5.4	10.7	...
13	100.0	26.2	5.6	7.6	11.9	9.5	9.2	9.1	6.1	4.7	10.2	...
14	100.0	41.8	4.7	5.0	8.2	7.8	8.3	6.9	4.5	3.6	9.1	...
15	100.0	50.8	3.2	4.1	7.4	5.6	7.4	5.5	3.3	2.7	10.0	...
WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA												
TOTAL, ALL GRADES	100.0	23.9	6.2	6.8	11.7	10.6	9.5	9.2	6.2	5.1	10.7	...
1	100.0	88.2	...	2.9	...	2.9	...	...	2.9	...	2.9	...
2	100.0	66.4	9.2	3.3	2.0	4.6	2.0	0.7	3.3	3.3	5.3	...
3	100.0	46.8	4.8	4.8	8.4	7.5	5.4	5.2	3.0	2.0	12.0	...
4	100.0	27.7	6.9	5.7	10.4	10.8	7.9	6.8	5.6	4.4	13.9	...
5	100.0	15.8	6.9	6.7	13.8	12.2	9.5	9.2	7.1	5.4	13.5	...
6	100.0	5.3	3.8	5.1	15.7	14.8	12.5	12.4	9.1	7.8	13.4	...
7	100.0	10.0	2.3	3.4	10.6	12.5	13.2	14.8	10.6	8.4	14.2	...
8	100.0	1.7	1.5	2.4	8.5	9.8	11.2	16.6	12.5	14.7	21.2	...
9	100.0	19.9	6.7	8.0	11.0	9.9	8.8	9.7	7.1	7.3	11.7	...
10	100.0	6.4	6.8	4.3	8.9	9.3	9.9	13.2	11.2	11.2	18.9	...
11	100.0	20.9	9.8	8.8	13.9	12.9	8.8	8.4	5.3	3.8	7.2	...
12	100.0	10.8	9.6	9.7	16.5	14.0	11.4	10.1	6.1	4.0	7.8	...
13	100.0	27.3	7.1	8.7	11.9	10.0	8.9	8.1	5.1	3.9	9.1	...
14	100.0	41.2	5.2	5.1	8.1	7.7	7.7	6.7	4.6	3.8	10.0	...
15	100.0	50.8	3.1	4.1	7.0	5.5	6.7	5.3	3.4	2.9	11.2	...

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (GM) EMPLOYEES ARE INCLUDED IN THE TOTALS AND IN THE NO STEP TOTALS.



TABLE 8 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN FOREIGN SERVICE PAY SYSTEMS, ALL AREAS, AS OF MARCH 31, 1997

ADJUSTED BASIC		FOREIGN SERVICE STAFF AND OFFICERS BY GRADE AND STEP (PAY PLAN FO)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$72,214	4,439	86	150	212	268	362	422	419	396	435	630	389	256	167	247
1	\$89,758	1,348	15	25	42	50	90	122	134	139	141	224	158	94	59	55
2	\$73,656	1,546	23	47	70	94	129	137	140	121	149	229	132	91	65	119
3	\$58,219	1,173	48	70	75	95	91	105	101	91	117	149	84	52	37	58
4	\$46,780	372	...	8	25	29	52	58	44	45	28	28	15	19	6	15
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$51,038	6,255	598	392	411	426	506	435	402	406	432	662	493	358	252	482
1	\$89,213	489	16	20	13	24	34	32	33	37	53	85	43	58	18	23
2	\$72,949	833	26	40	49	80	61	60	49	58	74	114	77	55	38	52
3	\$57,604	1,182	70	68	75	93	117	128	102	116	99	116	68	41	29	60
4	\$45,675	1,614	133	146	155	156	152	122	99	90	89	146	129	71	40	86
5	\$39,426	916	61	29	52	38	69	60	67	61	55	89	58	63	70	144
6	\$35,155	473	63	21	15	14	26	9	30	20	23	46	58	39	34	75
7	\$29,960	464	105	27	25	10	25	15	15	19	33	53	54	28	19	36
8	\$24,310	157	56	26	12	6	12	5	6	4	6	10	4	2	4	4
9	\$20,765	109	61	12	13	4	5	4	1	1	...	3	2	1	...	2
AA	\$18,352	12	5	2	1	...	4	...	...	...	...	...	...	...	...	...
BB	\$16,313	5	2	1	...	1	1	...	...	...	...	...	...	...	...	...
CC	\$15,110	1	...	...	1	...	...	...	...	...	...	...	...	...	...	...
DD	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EE	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...



TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION, ALL AREAS, AS OF MARCH 31, 1997

PHYSICIAN AND DENTIST EMPLOYMENT BY GRADE AND STEP												
GRADE	ADJUSTED BASIC AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10
TOTAL	\$91,391	7,460	1,199	35	45	83	99	233	249	308	353	4,856
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$54,043	1	1	...	...	...	...	...	...	...	...	...
INTERMEDIATE	\$59,105	14	2	2	...	1	3	2	...	1	1	2
SENIOR	\$76,524	266	23	1	3	7	8	13	17	22	23	149
CHIEF	\$91,824	6,985	1,158	32	42	75	88	218	228	284	294	4,566
EXECUTIVE	\$98,127	172	14	...	...	...	...	...	3	1	15	139
DIRECTOR	\$103,122	22	1	...	...	...	...	...	1	...	20	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$81,609	190	2	1	4	12	18	16	13	15	18	91
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$56,005	10	...	...	...	1	1	...	1	3	...	4
INTERMEDIATE	\$65,585	37	...	1	1	3	5	3	4	3	7	10
SENIOR	\$77,879	60	1	...	2	6	6	5	5	6	6	23
CHIEF	\$94,533	83	1	...	1	2	6	8	3	3	5	54

NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$48,028	32,199
NURSE - I	\$38,166	5,621
NURSE - II	\$46,518	18,940
NURSE - III	\$57,429	6,908
NURSE - IV	\$68,850	576
NURSE - V	\$94,040	154
NURSE - UNSPECIFIED	...	...

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$57,758	1,028
DIRECTOR	...	...
ASSISTANT DIRECTOR	...	...
CHIEF	\$63,996	276
SENIOR	\$57,062	651
INTERMEDIATE	\$48,954	55
FULL	\$42,121	34
ASSOCIATE	\$36,713	12
JUNIOR	...	...



TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,740,631	100.0	1,289,809	100.0	236,603	100.0	214,219	100.0
AVERAGE SALARY								
MEAN	\$43,873	...	\$43,239	...	\$33,834	...	\$58,782	...
MEDIAN	\$39,332	...	\$40,135	...	\$33,251	...	\$53,258	...
LESS THAN \$15,000	2,838	0.2	695	0.1	928	0.4	1,215	0.6
15,000 - 15,999	1,929	0.1	954	0.1	544	0.2	431	0.2
16,000 - 16,999	9,370	0.5	7,851	0.6	858	0.4	661	0.3
17,000 - 17,999	5,380	0.3	3,856	0.3	1,188	0.5	336	0.2
18,000 - 18,999	15,617	0.9	13,112	1.0	1,843	0.8	662	0.3
19,000 - 19,999	13,383	0.8	10,717	0.8	2,134	0.9	532	0.2
20,000 - 20,999	29,825	1.7	26,448	2.1	2,597	1.1	780	0.4
21,000 - 21,999	31,196	1.8	26,536	2.1	3,348	1.4	1,312	0.6
22,000 - 22,999	31,105	1.8	26,143	2.0	3,791	1.6	1,171	0.5
23,000 - 23,999	45,605	2.6	39,855	3.1	4,685	2.0	1,065	0.5
24,000 - 24,999	35,128	2.0	28,987	2.2	5,122	2.2	1,019	0.5
25,000 - 25,999	57,787	3.3	49,190	3.8	6,889	2.9	1,708	0.8
26,000 - 26,999	47,834	2.7	38,996	3.0	7,150	3.0	1,688	0.8
27,000 - 27,999	50,469	2.9	39,401	3.1	8,868	3.7	2,200	1.0
28,000 - 28,999	44,994	2.6	33,409	2.6	9,557	4.0	2,028	0.9
29,000 - 29,999	45,717	2.6	32,419	2.5	10,985	4.6	2,313	1.1
30,000 - 30,999	45,262	2.6	29,125	2.3	13,550	5.7	2,587	1.2
31,000 - 31,999	56,599	3.3	37,937	2.9	15,448	6.5	3,214	1.5
32,000 - 32,999	46,571	2.7	30,952	2.4	12,699	5.4	2,920	1.4
33,000 - 33,999	39,729	2.3	25,063	1.9	12,207	5.2	2,459	1.1
34,000 - 34,999	38,497	2.2	24,094	1.9	12,156	5.1	2,247	1.0
35,000 - 35,999	42,516	2.4	22,107	1.7	18,053	7.6	2,356	1.1
36,000 - 36,999	32,855	1.9	20,901	1.6	9,419	4.0	2,535	1.2
37,000 - 37,999	39,891	2.3	23,988	1.9	12,942	5.5	2,961	1.4
38,000 - 38,999	39,740	2.3	27,910	2.2	8,652	3.7	3,178	1.5
39,000 - 39,999	30,871	1.8	17,408	1.3	10,545	4.5	2,918	1.4
40,000 - 40,999	33,689	1.9	25,282	2.0	4,643	2.0	3,764	1.8
41,000 - 41,999	34,289	2.0	24,270	1.9	6,104	2.6	3,915	1.8
42,000 - 42,999	32,089	1.8	24,000	1.9	4,327	1.8	3,762	1.8
43,000 - 43,999	29,338	1.7	20,415	1.6	3,071	1.3	5,852	2.7
44,000 - 44,999	23,690	1.4	15,438	1.2	4,006	1.7	4,246	2.0
45,000 - 45,999	34,895	2.0	27,476	2.1	2,468	1.0	4,951	2.3
46,000 - 46,999	28,583	1.6	21,306	1.7	2,864	1.2	4,413	2.1
47,000 - 47,999	31,869	1.8	25,625	2.0	1,674	0.7	4,570	2.1
48,000 - 48,999	26,611	1.5	20,843	1.6	1,686	0.7	4,082	1.9
49,000 - 49,999	32,738	1.9	25,335	2.0	1,988	0.8	5,415	2.5
50,000 - 50,999	32,690	1.9	26,483	2.1	968	0.4	5,239	2.4
51,000 - 51,999	18,585	1.1	13,305	1.0	1,724	0.7	3,556	1.7
52,000 - 52,999	30,005	1.7	24,576	1.9	857	0.4	4,572	2.1
53,000 - 53,999	29,437	1.7	24,449	1.9	572	0.2	4,416	2.1
54,000 - 54,999	19,808	1.1	15,687	1.2	743	0.3	3,378	1.6
55,000 - 55,999	26,588	1.5	22,505	1.7	450	0.2	3,633	1.7
56,000 - 56,999	21,266	1.2	17,924	1.4	408	0.2	2,934	1.4
57,000 - 57,999	14,611	0.8	11,247	0.9	518	0.2	2,846	1.3
58,000 - 58,999	30,557	1.8	25,987	2.0	314	0.1	4,256	2.0
59,000 - 59,999	15,424	0.9	12,699	1.0	100	0.0	2,625	1.2
60,000 - 60,999	22,862	1.3	19,043	1.5	206	0.1	3,613	1.7
61,000 - 61,999	15,653	0.9	12,967	1.0	92	0.0	2,594	1.2
62,000 - 62,999	12,232	0.7	9,731	0.8	81	0.0	2,420	1.1
63,000 - 63,999	13,015	0.7	10,637	0.8	92	0.0	2,286	1.1
64,000 - 64,999	14,095	0.8	11,593	0.9	63	0.0	2,439	1.1
65,000 - 65,999	15,316	0.9	13,161	1.0	64	0.0	2,091	1.0
66,000 - 66,999	10,593	0.6	8,421	0.7	60	0.0	2,112	1.0
67,000 - 67,999	12,274	0.7	10,182	0.8	82	0.0	2,010	0.9
68,000 - 68,999	8,498	0.5	6,338	0.5	38	0.0	2,122	1.0
69,000 - 69,999	17,001	1.0	13,947	1.1	24	0.0	3,030	1.4
70,000 - 70,999	8,619	0.5	5,959	0.5	29	0.0	2,631	1.2
71,000 - 71,999	17,129	1.0	14,501	1.1	17	0.0	2,611	1.2
72,000 - 72,999	5,581	0.3	3,701	0.3	10	0.0	1,870	0.9
73,000 - 73,999	9,908	0.6	7,540	0.6	29	0.0	2,339	1.1
74,000 - 74,999	4,434	0.3	2,713	0.2	4	0.0	1,717	0.8
75,000 - 75,999	8,496	0.5	6,414	0.5	9	0.0	2,073	1.0
76,000 - 76,999	5,098	0.3	3,528	0.3	6	0.0	1,564	0.7
77,000 - 77,999	7,139	0.4	5,116	0.4	9	0.0	2,014	0.9
78,000 - 78,999	4,984	0.3	3,503	0.3	6	0.0	1,475	0.7
79,000 - 79,999	5,266	0.3	3,876	0.3	4	0.0	1,386	0.6
80,000 - 89,999	44,417	2.6	32,825	2.5	15	0.0	11,577	5.4
90,000 - 99,999	34,710	2.0	20,114	1.6	14	0.0	14,582	6.8
100,000 - 109,999	6,705	0.4	1,012	0.1	3	0.0	5,690	2.7
110,000 - 119,999	6,275	0.4	81	0.0	2	0.0	6,192	2.9
120,000 - 129,999	2,686	0.2	...	...	1	0.0	2,685	1.3
130,000 AND OVER	175	0.0	...	...	...	...	175	0.1

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

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

**TABLE 11 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, TOTAL UNITED STATES
AS OF MARCH 31, 1997**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,686,513	100.0	1,259,498	100.0	231,253	100.0	195,762	100.0
AVERAGE SALARY								
MEAN	\$43,994	...	\$43,429	...	\$33,968	...	\$59,470	...
MEDIAN	\$39,375	...	\$40,232	...	\$33,308	...	\$54,193	...
LESS THAN \$15,000	2,284	0.1	640	0.1	811	0.4	833	0.4
15,000 - 15,999	1,430	0.1	574	0.0	464	0.2	392	0.2
16,000 - 16,999	9,022	0.5	7,650	0.6	755	0.3	617	0.3
17,000 - 17,999	3,859	0.2	2,524	0.2	1,062	0.5	273	0.1
18,000 - 18,999	14,430	0.9	12,320	1.0	1,513	0.7	597	0.3
19,000 - 19,999	11,270	0.7	8,861	0.7	1,967	0.9	442	0.2
20,000 - 20,999	28,293	1.7	25,095	2.0	2,456	1.1	742	0.4
21,000 - 21,999	29,910	1.8	25,505	2.0	3,178	1.4	1,227	0.6
22,000 - 22,999	29,588	1.8	25,053	2.0	3,491	1.5	1,044	0.5
23,000 - 23,999	44,550	2.6	39,109	3.1	4,428	1.9	1,013	0.5
24,000 - 24,999	33,140	2.0	27,462	2.2	4,835	2.1	843	0.4
25,000 - 25,999	56,427	3.3	48,391	3.8	6,582	2.8	1,454	0.7
26,000 - 26,999	46,817	2.8	38,243	3.0	6,985	3.0	1,589	0.8
27,000 - 27,999	49,617	2.9	39,003	3.1	8,614	3.7	2,000	1.0
28,000 - 28,999	44,188	2.6	32,991	2.6	9,356	4.0	1,841	0.9
29,000 - 29,999	44,048	2.6	31,093	2.5	10,825	4.7	2,130	1.1
30,000 - 30,999	44,120	2.6	28,473	2.3	13,331	5.8	2,316	1.2
31,000 - 31,999	55,503	3.3	37,301	3.0	15,243	6.6	2,959	1.5
32,000 - 32,999	45,433	2.7	30,372	2.4	12,416	5.4	2,645	1.4
33,000 - 33,999	38,675	2.3	24,578	2.0	11,865	5.1	2,232	1.1
34,000 - 34,999	37,557	2.2	23,762	1.9	11,758	5.1	2,037	1.0
35,000 - 35,999	41,246	2.4	21,224	1.7	17,979	7.8	2,043	1.0
36,000 - 36,999	31,756	1.9	20,248	1.6	9,298	4.0	2,210	1.1
37,000 - 37,999	39,276	2.3	23,852	1.9	12,850	5.6	2,574	1.3
38,000 - 38,999	38,461	2.3	27,182	2.2	8,605	3.7	2,674	1.4
39,000 - 39,999	29,827	1.8	16,774	1.3	10,517	4.5	2,536	1.3
40,000 - 40,999	32,641	1.9	24,742	2.0	4,590	2.0	3,309	1.7
41,000 - 41,999	33,348	2.0	23,842	1.9	6,072	2.6	3,434	1.8
42,000 - 42,999	30,601	1.8	23,169	1.8	4,292	1.9	3,140	1.6
43,000 - 43,999	28,666	1.7	20,412	1.6	3,018	1.3	5,236	2.7
44,000 - 44,999	22,458	1.3	14,836	1.2	3,998	1.7	3,624	1.9
45,000 - 45,999	33,612	2.0	26,875	2.1	2,382	1.0	4,355	2.2
46,000 - 46,999	27,461	1.6	20,839	1.7	2,847	1.2	3,775	1.9
47,000 - 47,999	30,427	1.8	24,948	2.0	1,664	0.7	3,815	1.9
48,000 - 48,999	25,548	1.5	20,269	1.6	1,669	0.7	3,610	1.8
49,000 - 49,999	32,007	1.9	25,327	2.0	1,978	0.9	4,702	2.4
50,000 - 50,999	31,412	1.9	25,934	2.1	957	0.4	4,521	2.3
51,000 - 51,999	17,705	1.0	12,569	1.0	1,716	0.7	3,420	1.7
52,000 - 52,999	29,127	1.7	24,058	1.9	853	0.4	4,216	2.2
53,000 - 53,999	29,220	1.7	24,439	1.9	564	0.2	4,217	2.2
54,000 - 54,999	19,163	1.1	15,204	1.2	742	0.3	3,217	1.6
55,000 - 55,999	25,720	1.5	21,946	1.7	449	0.2	3,325	1.7
56,000 - 56,999	20,823	1.2	17,596	1.4	398	0.2	2,829	1.4
57,000 - 57,999	13,982	0.8	10,834	0.9	513	0.2	2,635	1.3
58,000 - 58,999	30,345	1.8	25,942	2.1	311	0.1	4,092	2.1
59,000 - 59,999	15,006	0.9	12,399	1.0	97	0.0	2,510	1.3
60,000 - 60,999	22,476	1.3	18,969	1.5	206	0.1	3,301	1.7
61,000 - 61,999	15,411	0.9	12,763	1.0	92	0.0	2,556	1.3
62,000 - 62,999	11,797	0.7	9,558	0.8	81	0.0	2,158	1.1
63,000 - 63,999	12,962	0.8	10,614	0.8	92	0.0	2,256	1.2
64,000 - 64,999	13,657	0.8	11,420	0.9	63	0.0	2,174	1.1
65,000 - 65,999	15,267	0.9	13,129	1.0	64	0.0	2,074	1.1
66,000 - 66,999	10,015	0.6	8,058	0.6	59	0.0	1,898	1.0
67,000 - 67,999	12,217	0.7	10,179	0.8	82	0.0	1,956	1.0
68,000 - 68,999	8,132	0.5	6,258	0.5	38	0.0	1,836	0.9
69,000 - 69,999	16,964	1.0	13,930	1.1	24	0.0	3,010	1.5
70,000 - 70,999	8,332	0.5	5,860	0.5	29	0.0	2,443	1.2
71,000 - 71,999	17,081	1.0	14,477	1.1	17	0.0	2,587	1.3
72,000 - 72,999	5,350	0.3	3,643	0.3	10	0.0	1,697	0.9
73,000 - 73,999	9,827	0.6	7,509	0.6	29	0.0	2,289	1.2
74,000 - 74,999	4,116	0.2	2,668	0.2	4	0.0	1,444	0.7
75,000 - 75,999	8,414	0.5	6,384	0.5	9	0.0	2,021	1.0
76,000 - 76,999	5,052	0.3	3,492	0.3	6	0.0	1,554	0.8
77,000 - 77,999	6,908	0.4	5,074	0.4	9	0.0	1,825	0.9
78,000 - 78,999	4,843	0.3	3,385	0.3	6	0.0	1,452	0.7
79,000 - 79,999	5,074	0.3	3,861	0.3	4	0.0	1,209	0.6
80,000 - 89,999	43,581	2.6	32,678	2.6	15	0.0	10,888	5.6
90,000 - 99,999	33,887	2.0	20,045	1.6	14	0.0	13,828	7.1
100,000 - 109,999	6,379	0.4	1,003	0.1	3	0.0	5,373	2.7
110,000 - 119,999	5,962	0.4	81	0.0	2	0.0	5,879	3.0
120,000 - 129,999	2,635	0.2	...	...	1	0.0	2,634	1.3
130,000 AND OVER	175	0.0	...	...	...	...	175	0.1

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

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

TABLE 12 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, WASHINGTON, D.C., METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 1997

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	271,793	100.0	219,399	100.0	13,160	100.0	39,234	100.0
AVERAGE SALARY								
MEAN	\$55,738	...	\$54,456	...	\$34,208	...	\$70,132	...
MEDIAN	\$53,268	...	\$53,407	...	\$34,390	...	\$64,401	...
LESS THAN \$15,000	54	0.0	30	0.0	5	0.0	19	0.0
15,000 - 15,999	104	0.0	61	0.0	24	0.2	19	0.0
16,000 - 16,999	172	0.1	98	0.0	36	0.3	38	0.1
17,000 - 17,999	131	0.0	83	0.0	7	0.1	41	0.1
18,000 - 18,999	684	0.3	516	0.2	98	0.7	70	0.2
19,000 - 19,999	976	0.4	726	0.3	169	1.3	81	0.2
20,000 - 20,999	1,226	0.5	959	0.4	186	1.4	81	0.2
21,000 - 21,999	2,027	0.7	1,284	0.6	656	5.0	87	0.2
22,000 - 22,999	1,828	0.7	1,547	0.7	223	1.7	58	0.1
23,000 - 23,999	2,995	1.1	2,304	1.1	559	4.2	132	0.3
24,000 - 24,999	3,270	1.2	2,907	1.3	220	1.7	143	0.4
25,000 - 25,999	5,152	1.9	4,345	2.0	521	4.0	286	0.7
26,000 - 26,999	3,461	1.3	3,034	1.4	220	1.7	207	0.5
27,000 - 27,999	5,675	2.1	4,801	2.2	612	4.7	262	0.7
28,000 - 28,999	3,811	1.4	3,270	1.5	271	2.1	270	0.7
29,000 - 29,999	4,774	1.8	3,764	1.7	707	5.4	303	0.8
30,000 - 30,999	5,224	1.9	4,373	2.0	279	2.1	572	1.5
31,000 - 31,999	9,676	3.6	8,047	3.7	670	5.1	959	2.4
32,000 - 32,999	4,418	1.6	3,502	1.6	273	2.1	643	1.6
33,000 - 33,999	6,152	2.3	4,937	2.3	667	5.1	548	1.4
34,000 - 34,999	3,870	1.4	3,138	1.4	227	1.7	505	1.3
35,000 - 35,999	3,773	1.4	2,472	1.1	882	6.7	419	1.1
36,000 - 36,999	3,315	1.2	2,514	1.1	429	3.3	372	0.9
37,000 - 37,999	4,093	1.5	1,870	0.9	1,806	13.7	417	1.1
38,000 - 38,999	6,052	2.2	5,214	2.4	289	2.2	549	1.4
39,000 - 39,999	4,048	1.5	2,846	1.3	815	6.2	387	1.0
40,000 - 40,999	3,453	1.3	2,782	1.3	76	0.6	595	1.5
41,000 - 41,999	2,910	1.1	2,075	0.9	434	3.3	401	1.0
42,000 - 42,999	3,193	1.2	2,623	1.2	110	0.8	460	1.2
43,000 - 43,999	3,154	1.2	2,511	1.1	253	1.9	390	1.0
44,000 - 44,999	2,277	0.8	1,871	0.9	39	0.3	367	0.9
45,000 - 45,999	6,357	2.3	5,326	2.4	254	1.9	777	2.0
46,000 - 46,999	533	0.2	202	0.1	33	0.3	298	0.8
47,000 - 47,999	5,054	1.9	4,328	2.0	203	1.5	523	1.3
48,000 - 48,999	1,469	0.5	832	0.4	42	0.3	595	1.5
49,000 - 49,999	5,576	2.1	4,466	2.0	308	2.3	802	2.0
50,000 - 50,999	6,348	2.3	5,656	2.6	82	0.6	610	1.6
51,000 - 51,999	714	0.3	325	0.1	67	0.5	322	0.8
52,000 - 52,999	5,543	2.0	4,946	2.3	13	0.1	584	1.5
53,000 - 53,999	4,388	1.6	3,830	1.7	45	0.3	513	1.3
54,000 - 54,999	4,065	1.5	3,440	1.6	35	0.3	590	1.5
55,000 - 55,999	3,842	1.4	3,460	1.6	17	0.1	365	0.9
56,000 - 56,999	5,939	2.2	5,274	2.4	75	0.6	590	1.5
57,000 - 57,999	470	0.2	151	0.1	8	0.1	311	0.8
58,000 - 58,999	5,995	2.2	5,353	2.4	100	0.8	542	1.4
59,000 - 59,999	3,176	1.2	2,629	1.2	1	0.0	546	1.4
60,000 - 60,999	6,630	2.4	6,149	2.8	3	0.0	478	1.2
61,000 - 61,999	6,605	2.4	5,968	2.7	4	0.0	633	1.6
62,000 - 62,999	635	0.2	518	0.2	12	0.1	105	0.3
63,000 - 63,999	5,519	2.0	5,032	2.3	1	0.0	486	1.2
64,000 - 64,999	2,460	0.9	2,111	1.0	17	0.1	332	0.8
65,000 - 65,999	4,941	1.8	4,510	2.1	3	0.0	428	1.1
66,000 - 66,999	2,355	0.9	2,117	1.0	5	0.0	233	0.6
67,000 - 67,999	3,374	1.2	2,989	1.4	7	0.1	378	1.0
68,000 - 68,999	2,402	0.9	2,074	0.9	2	0.0	326	0.8
69,000 - 69,999	2,616	1.0	2,326	1.1	...	...	290	0.7
70,000 - 70,999	603	0.2	406	0.2	1	0.0	196	0.5
71,000 - 71,999	9,722	3.6	8,996	4.1	9	0.1	717	1.8
72,000 - 72,999	249	0.1	130	0.1	6	0.0	113	0.3
73,000 - 73,999	4,381	1.6	3,653	1.7	...	...	728	1.9
74,000 - 74,999	795	0.3	654	0.3	...	...	141	0.4
75,000 - 75,999	4,459	1.6	3,835	1.7	6	0.0	618	1.6
76,000 - 76,999	862	0.3	715	0.3	2	0.0	145	0.4
77,000 - 77,999	3,541	1.3	3,011	1.4	1	0.0	529	1.3
78,000 - 78,999	1,602	0.6	1,431	0.7	1	0.0	170	0.4
79,000 - 79,999	2,669	1.0	2,260	1.0	2	0.0	407	1.0
80,000 - 89,999	19,499	7.2	16,472	7.5	12	0.1	3015	7.7
90,000 - 99,999	16,026	5.9	13,192	6.0	14	0.1	2,820	7.2
100,000 - 109,999	2,416	0.9	77	0.0	3	0.0	2,336	6.0
110,000 - 119,999	3,903	1.4	51	0.0	2	0.0	3,850	9.8
120,000 - 129,999	1,968	0.7	...	...	1	0.0	1,967	5.0
130,000 AND OVER	144	0.1	...	...	...	...	144	0.4

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

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

**TABLE 13 -- FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA
AS OF MARCH 31, 1997**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, DC METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
EXECUTIVE SCHEDULE (EX)					
LEVEL V	19	19	19	...	...
LEVEL IV	265	265	259	...	...
LEVEL III	81	81	79	...	...
LEVEL II	31	31	31	...	...
LEVEL I	13	13	13	...	...
TOTALS	409	409	401	...	...
SENIOR LEVEL (SL)					
SL	428	421	354	7	...
ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)					
AL - 3	1,294	1,281	131	13	...
AL - 2	31	31	11	...	...
AL - 1	5	5	5	...	...
TOTALS	1,330	1,317	147	13	...
CA - 1	10	10	10	...	...
CA - 2	8	8	8	...	...
CA - 3	47	47	47	...	...
TOTALS	65	65	65	...	...
SENIOR EXECUTIVE SERVICE (ES)					
ES - 1	667	663	437	4	...
ES - 2	764	760	497	4	...
ES - 3	1,021	1,018	716	9	...
ES - 4	2,738	2,723	1,937	69	...
ES - 5	1,195	1,191	937	17	...
ES - 6	595	595	520	2	...
TOTALS	6,980	6,950	5,044	105	...
MEDICAL (VM) AND NON-MEDICAL (AD & SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS					
VM - DIRECTOR	22	22	...	...	...
AD - DIRECTOR	...	...	...	...	...
SR - DIRECTOR	45	45	19	...	...
TOTALS	67	67	19	...	...
SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)					
FE - CAREER MINISTER	33	22	22	11	...
FE - MINISTER COUNSELOR	296	170	159	126	...
FE - COUNSELOR	640	274	260	366	...
TOTALS	969	466	441	503	...
FA - 4	...	...	...	...	...
FA - 3	103	1	1	101	1
FA - 2	51	1	1	48	2
FA - 1	...	...	...	...	...
TOTALS	154	2	2	149	3
SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)					
ST	260	260	110	...	...
OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE					
--	4,825	4,779	1,242	46	...
TOTALS FOR SELECTED PAY SYSTEMS	15,487	14,736	7,825	823	3

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
ALL AGENCIES, TOTAL	15,487	3,118	6,980	414	428	66	260	4,221
LEGISLATIVE BRANCH, TOTAL	176	23	...	4	104	16	7	22
ARCHITECT OF THE CAPITOL	16	...	...	...	...	16	...	...
COMPETITIVENESS POLICY COUNCIL	1	1	...	...	...	...	...	...
GOVERNMENT PRINTING OFFICE	23	...	...	1	...	...	...	22
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	110	...	...	3	100	...	7	...
PHYSICIAN PAYMENT REVIEW COMMISSION	5	5	...	...	...	...	...	...
PROSPECTIVE PAYMENT ASSESSMENT COMMISSION	5	5	...	...	...	...	...	...
U.S. TAX COURT	15	11	...	...	4	...	...	...
EXECUTIVE BRANCH, TOTAL	15,311	3,095	6,980	410	324	50	253	4,199
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISORS	3	2	...	1	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	7	6	...	1	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	2	2	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	6	...	...	...	6	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	81	2	73	6	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	9	...	8	1	...	...	...	...
OFFICE OF POLICY DEVELOPMENT	4	4	...	...	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	5	...	4	1	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	33	7	24	2	...	...	...	...
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	405	...	318	10	14	...	27	36
DEPARTMENT OF COMMERCE	517	54	371	20	4	...	40	28
DEPARTMENT OF DEFENSE, TOTAL	1,733	279	1,238	42	11	5	92	66
DEFENSE LOGISTICS AGENCY	38	7	31	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	220	16	154	6	4	...	28	12
DEPARTMENT OF THE ARMY	370	28	260	8	...	...	34	40
DEPARTMENT OF THE NAVY	530	164	314	7	3	...	28	14
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	304	...	281	20	2	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	268	64	195	1	2	5	1	...
DEPARTMENT OF EDUCATION	104	13	77	13	...	...	...	1
DEPARTMENT OF ENERGY	515	...	432	19	10	...	3	51
DEPARTMENT OF HEALTH AND HUMAN SERVICES	646	48	494	10	5	...	16	73
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	143	30	95	9	1	...	...	8
DEPARTMENT OF THE INTERIOR	282	7	212	11	27	...	14	11
DEPARTMENT OF JUSTICE	3,175	2,340	585	23	36	...	...	191
DEPARTMENT OF LABOR	230	1	159	9	10	...	...	51
DEPARTMENT OF STATE	927	9	123	24	3	...	...	768
DEPARTMENT OF TRANSPORTATION	435	12	209	16	2	...	...	196
DEPARTMENT OF THE TREASURY	620	1	512	16	12	...	...	79
DEPARTMENT OF VETERANS AFFAIRS	371	6	279	10	3	45	...	28
INDEPENDENT AGENCIES								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	2	...	2	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	2	...	...	1	1	...	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	1	...	...	1	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	4	3	...	...	1	...	...	...
ASSASSINATIONS RECORDS REVIEW BOARD	2	2	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CIVIL LIBERTIES PUBLIC EDUCATION FUND BOARD	1	1	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	4	...	4	...	...	...	...	...
COMMISSION ON IMMIGRATION REFORM	1	1	...	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	29	...	22	5	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	15	...	12	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	20	...	5	4	...	...	...	11
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	31	...	10	4	...	...	...	17

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1997

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
INDEPENDENT AGENCIES (CONTINUED)								
ENVIRONMENTAL PROTECTION AGENCY	282	...	250	10	8	...	5	9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	49	...	44	5	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	31	3	...	3	25	...	...	...
FARM CREDIT ADMINISTRATION	15	...	...	2	...	...	...	13
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	...	3	1	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	...	2	3	...	...	...	11
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	11	...	10	1	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	68	...	47	4	11	...	...	6
FEDERAL DEPOSIT INSURANCE CORPORATION	253	...	...	4	...	...	...	249
FEDERAL ELECTION COMMISSION	12	...	...	7	5	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	52	...	48	4	...	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...
FEDERAL HOUSING FINANCE BOARD	15	...	...	3	...	...	...	12
FEDERAL LABOR RELATIONS AUTHORITY	23	...	15	3	...	...	...	5
FEDERAL MARITIME COMMISSION	16	...	9	4	...	...	...	3
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	5	...	...	5	...	...	...	...
FEDERAL TRADE COMMISSION	41	...	34	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	106	...	96	1	...	...	...	9
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	1	...	...	1	...	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION:	1	1	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION:	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	2	2	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	17	...	12	3	1	...	...	1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	471	24	387	3	1	...	55	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	19	2	15	1	1	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	1	...	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	16	...	13	3	...	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	3	...	3	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	38	...	...	3	...	...	...	35
NATIONAL EDUCATION GOALS PANEL	1	1	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	124	...	58	4	...	...	...	62
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	263	164	97	1	...	...	...	1
NATIONAL TRANSPORTATION SAFETY BOARD	19	...	10	5	...	...	...	4
NUCLEAR REGULATORY COMMISSION	233	...	177	6	...	...	...	50
NUCLEAR WASTE TECHNICAL REVIEW BOARD	9	9	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	18	...	3	3	...	...	...	12
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	4	...	3	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	7	...	6	1	...	...	...	...
PANAMA CANAL COMMISSION	7	7	...	...	...	...	...	...
PEACE CORPS	13	...	...	1	...	...	...	12
PENSION BENEFIT GUARANTY CORPORATION	25	...	...	...	25	...	...	...
RAILROAD RETIREMENT BOARD	16	...	12	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	80	...	72	4	...	...	...	4
SELECTIVE SERVICE SYSTEM	2	...	1	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	57	8	44	4	...	...	...	1
SMITHSONIAN INSTITUTION	100	...	...	...	94	...	...	6
SOCIAL SECURITY ADMINISTRATION	1,182	1	86	1	...	...	...	1,094
TENNESSEE VALLEY AUTHORITY	689	...	...	3	...	...	...	686
TRADE AND DEVELOPMENT AGENCY	3	...	2	1	...	...	...	...
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	26	...	19	6	...	...	1	...
U.S. ENRICHMENT CORPORATION	8	8	...	...	...	...	...	...
U.S. HOLOCAUST MEMORIAL COUNCIL	3	1	...	...	2	...	...	...
U.S. INFORMATION AGENCY	173	...	38	5	1	...	...	129
U.S. INSTITUTE OF PEACE	8	6	...	...	2	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	14	...	8	4	...	...	...	2
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	227	23	35	9	...	...	...	160
U.S. OFFICE OF PERSONNEL MANAGEMENT	44	...	41	2	1	...	...	...

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA	37,790	\$43,359	27,766	\$44,033	4,721	\$30,484	5,303	\$51,297
ALASKA	11,643	\$42,530	7,742	\$38,246	2,290	\$50,071	1,611	\$52,398
ARIZONA	27,251	\$38,943	19,734	\$38,854	4,321	\$33,277	3,196	\$47,159
ARKANSAS	11,049	\$37,519	7,832	\$37,421	2,132	\$29,727	1,085	\$53,533
CALIFORNIA	161,971	\$43,485	113,642	\$42,011	26,091	\$36,052	22,238	\$59,739
COLORADO	34,349	\$44,156	28,290	\$44,009	3,303	\$31,483	2,756	\$60,851
CONNECTICUT	7,903	\$44,311	5,473	\$43,042	992	\$31,176	1,438	\$58,201
DELAWARE	2,667	\$40,159	1,727	\$38,517	727	\$37,642	213	\$62,055
DISTRICT OF COLUMBIA	144,679	\$56,726	112,722	\$55,181	6,804	\$33,449	25,153	\$69,947
FLORIDA	61,772	\$42,047	46,474	\$40,895	8,497	\$32,907	6,801	\$61,333
GEORGIA	63,355	\$40,562	46,656	\$40,561	11,263	\$32,456	5,436	\$57,372
HAWAII	20,221	\$39,984	13,282	\$37,702	6,015	\$42,848	924	\$54,147
IDAHO	7,421	\$40,580	5,994	\$40,988	992	\$32,176	435	\$54,131
ILLINOIS	44,568	\$44,846	34,248	\$43,383	4,720	\$35,976	5,600	\$61,274
INDIANA	19,031	\$40,718	13,846	\$40,122	2,657	\$35,189	2,528	\$49,790
IOWA	6,981	\$39,512	4,867	\$38,234	1,193	\$33,867	921	\$53,578
KANSAS	14,986	\$39,936	11,072	\$37,620	2,241	\$35,996	1,673	\$60,538
KENTUCKY	21,350	\$35,722	15,548	\$34,206	2,596	\$31,909	3,206	\$46,159
LOUISIANA	20,277	\$39,153	15,662	\$38,568	3,183	\$33,189	1,432	\$58,817
MAINE	7,827	\$40,079	4,734	\$41,473	2,657	\$34,902	436	\$56,492
MARYLAND	99,407	\$50,757	80,611	\$50,229	7,674	\$34,725	11,122	\$65,650
MASSACHUSETTS	26,424	\$44,421	20,385	\$43,350	2,876	\$31,491	3,163	\$63,083
MICHIGAN	22,044	\$44,538	17,666	\$43,489	2,206	\$38,282	2,172	\$59,417
MINNESOTA	13,188	\$43,280	9,545	\$40,570	1,604	\$35,131	2,039	\$62,382
MISSISSIPPI	17,160	\$39,495	13,124	\$39,927	2,876	\$30,837	1,160	\$56,074
MISSOURI	34,997	\$39,880	29,625	\$38,787	2,659	\$33,841	2,713	\$57,737
MONTANA	7,869	\$39,562	6,449	\$39,250	959	\$35,622	461	\$52,121
NEBRASKA	7,994	\$39,952	6,413	\$39,939	876	\$30,488	705	\$51,831
NEVADA	7,141	\$43,066	5,542	\$41,496	789	\$36,684	810	\$60,026
NEW HAMPSHIRE	3,338	\$47,655	2,214	\$43,794	367	\$31,350	757	\$66,850
NEW JERSEY	30,939	\$46,692	23,278	\$47,252	3,439	\$35,320	4,222	\$52,866
NEW MEXICO	21,867	\$40,424	16,130	\$40,681	2,709	\$30,892	3,028	\$47,585
NEW YORK	59,557	\$42,827	44,735	\$40,782	6,872	\$32,284	7,950	\$63,451
NORTH CAROLINA	31,028	\$38,466	20,289	\$38,806	7,529	\$32,962	3,210	\$49,230
NORTH DAKOTA	4,935	\$37,702	3,427	\$37,396	992	\$33,933	516	\$46,988



TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
OHIO	45,409	\$44,790	35,408	\$43,309	4,342	\$35,415	5,659	\$61,252
OKLAHOMA	31,272	\$39,311	18,601	\$39,625	8,846	\$33,466	3,825	\$51,297
OREGON	17,966	\$41,756	14,450	\$41,181	2,082	\$36,997	1,434	\$54,461
PENNSYLVANIA	64,954	\$39,768	49,726	\$39,817	11,283	\$32,527	3,945	\$59,870
RHODE ISLAND	6,076	\$45,971	5,072	\$46,801	669	\$29,455	335	\$66,382
SOUTH CAROLINA	16,377	\$38,601	11,220	\$37,876	2,995	\$31,186	2,162	\$52,632
SOUTH DAKOTA	6,723	\$36,899	4,561	\$36,809	1,151	\$31,505	1,011	\$43,446
TENNESSEE	34,241	\$42,084	17,406	\$36,106	3,298	\$29,480	13,537	\$52,841
TEXAS	111,498	\$39,994	80,122	\$39,794	19,675	\$30,621	11,701	\$57,121
UTAH	23,705	\$37,793	17,236	\$37,345	5,237	\$34,730	1,232	\$57,080
VERMONT	2,693	\$39,748	2,064	\$38,778	356	\$32,095	273	\$57,066
VIRGINIA	120,876	\$48,650	99,043	\$49,298	13,986	\$32,032	7,847	\$70,087
WASHINGTON	43,935	\$42,838	28,849	\$42,086	11,292	\$39,598	3,794	\$58,194
WEST VIRGINIA	11,112	\$40,066	8,857	\$39,517	1,335	\$32,388	920	\$56,496
WISCONSIN	11,522	\$39,432	8,351	\$38,559	1,918	\$33,404	1,253	\$54,477
WYOMING	4,420	\$38,686	3,292	\$38,499	782	\$34,420	346	\$50,104
UNSPECIFIED 1/	18,755	\$46,575	18,496	\$46,411	184	\$33,722	75	...
TOTALS	1,686,513	\$43,994	1,259,498	\$43,429	231,253	\$33,968	195,762	\$59,470

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1/ - INCLUDES RECORDS IN THE UNITED STATES WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	28,608	\$45,317	21,153	\$44,203	3,889	\$33,693	3,566	\$64,603
BOSTON, MA-NH	17,485	\$48,808	13,555	\$47,570	1,311	\$30,854	2,619	\$64,201
BROCKTON, MA	1,147	\$39,985	737	\$37,172	205	\$28,003	205	\$62,082
FITCHBURG-MINSTER, MA	308	\$23,941	307	\$23,782	...	...	1	\$72,765
LAWRENCE, MA-NH	2,586	\$30,229	2,548	\$30,149	29	\$29,819	9	\$54,224
LOWELL, MA-NH	570	\$34,144	511	\$34,078	55	\$30,801	4	\$88,546
MANCHESTER, NH	897	\$42,756	586	\$40,173	99	\$27,309	212	\$57,110
NASHUA, NH	633	\$65,861	149	\$49,147	1	\$24,418	483	\$71,103
NEW BEDFORD, MA	120	\$46,991	107	\$46,444	1	\$33,559	12	\$52,987
PORTSMOUTH-ROCHESTER, NH-ME	4,503	\$42,254	2,348	\$47,542	2,151	\$36,417	4	\$77,674
WORCESTER, MA-CT	359	\$45,116	305	\$45,289	37	\$32,142	17	\$70,241
CHICAGO-GARY-KENOSHA, IL-IN-WI	28,317	\$46,370	21,420	\$44,118	2,186	\$33,481	4,711	\$62,588
CHICAGO, IL	27,708	\$46,410	20,981	\$44,173	2,126	\$33,481	4,601	\$62,584
GARY, IN	480	\$43,403	383	\$41,258	54	\$33,028	43	\$75,543
KANKAKEE, IL	102	\$50,973	35	\$44,073	...	...	67	\$54,577
KENOSHA, WI	27	\$40,957	21	\$41,957	6	\$37,458	...	...
CINCINNATI-HAMILTON, OH-KY-IN	9,525	\$35,955	8,653	\$34,526	311	\$30,579	561	\$60,975
CINCINNATI, OH-KY-IN	9,480	\$35,922	8,608	\$34,482	311	\$30,579	561	\$60,975
HAMILTON-MIDDLETOWN, OH	45	\$42,924	45	\$42,924	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	10,953	\$46,704	8,461	\$44,486	743	\$34,996	1,749	\$62,406
AKRON, OH	458	\$45,721	304	\$46,438	95	\$37,628	59	\$55,059
CLEVELAND-LORAIN-ELYRIA, OH	10,495	\$46,747	8,157	\$44,413	648	\$34,610	1,690	\$62,663
DALLAS-FORT WORTH, TX	22,008	\$46,856	15,563	\$44,644	1,226	\$32,884	5,219	\$56,734
DALLAS, TX	13,339	\$46,035	10,249	\$44,992	571	\$30,605	2,519	\$53,778
FORT WORTH-ARLINGTON, TX	8,669	\$48,119	5,314	\$43,973	655	\$34,872	2,700	\$59,493
DENVER-BOULDER-GREELEY, CO	21,969	\$47,769	18,537	\$46,934	1,362	\$34,104	2,070	\$64,236
BOULDER-LONGMONT, CO	1,651	\$59,801	685	\$53,499	89	\$33,508	877	\$67,392
DENVER, CO	20,068	\$46,914	17,656	\$46,787	1,219	\$34,073	1,193	\$61,916
GREELEY, CO	250	\$36,961	196	\$37,282	54	\$35,797	...	...
DETROIT-ANN ARBOR-FLINT, MI	14,588	\$46,347	12,198	\$45,226	1,122	\$40,345	1,268	\$62,444
ANN ARBOR, MI	2,113	\$43,704	1,553	\$41,841	242	\$38,462	318	\$56,787
DETROIT, MI	12,246	\$46,792	10,464	\$45,763	874	\$40,850	908	\$64,371
FLINT, MI	229	\$46,963	181	\$43,241	6	\$42,672	42	\$63,618
HOUSTON-GALVESTON-BRAZORIA, TX	12,487	\$51,891	9,855	\$50,123	702	\$30,608	1,930	\$68,658
BRAZORIA, TX	73	\$42,795	57	\$45,331	16	\$33,759	...	...
GALVESTON-TEXAS CITY, TX	461	\$47,169	450	\$47,347	9	\$35,636	2	\$58,995
HOUSTON, TX	11,953	\$52,128	9,348	\$50,286	677	\$30,467	1,928	\$68,669
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	48,261	\$44,998	35,417	\$43,243	6,148	\$34,830	6,696	\$63,620
LOS ANGELES-LONG BEACH, CA	24,910	\$45,734	18,775	\$42,927	2,011	\$32,967	4,124	\$64,741



TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ORANGE COUNTY, CA	5,777	\$46,023	4,447	\$44,441	652	\$36,117	678	\$65,925
RIVERSIDE-SAN BERNARDINO, CA	10,095	\$39,649	6,732	\$40,193	2,696	\$35,027	667	\$52,846
VENTURA, CA	7,479	\$48,975	5,463	\$47,111	789	\$37,838	1,227	\$64,435
MIAMI-FORT LAUDERDALE, FL	11,920	\$44,040	9,135	\$40,582	786	\$30,093	1,999	\$65,329
FORT LAUDERDALE, FL	1,864	\$46,113	1,606	\$42,846	11	\$35,382	247	\$67,830
MIAMI, FL	10,056	\$43,656	7,529	\$40,099	775	\$30,018	1,752	\$64,976
MILWAUKEE-RACINE, WI	4,537	\$41,400	3,322	\$39,844	609	\$35,270	606	\$56,094
MILWAUKEE-WAUKESHA, WI	4,476	\$41,397	3,261	\$39,810	609	\$35,270	606	\$56,094
RACINE, WI	61	\$41,676	61	\$41,676	...	...	...	...
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	68,191	\$45,277	53,444	\$44,275	6,000	\$32,065	8,747	\$60,462
BERGEN-PASSAIC, NJ	584	\$50,955	472	\$49,192	7	\$36,010	105	\$59,874
BRIDGEPORT, CT	596	\$50,527	491	\$50,042	19	\$32,799	86	\$57,211
DANBURY, CT	367	\$42,985	312	\$43,255	47	\$40,006	8	\$49,948
DUTCHESS COUNTY, NY	701	\$37,897	450	\$35,510	123	\$26,756	128	\$56,998
JERSEY CITY, NJ	2,832	\$36,104	1,273	\$39,996	70	\$37,663	1,489	\$32,704
MIDDLESEX-SOMERSET-HUNTERDON, NJ	2,426	\$42,462	1,750	\$41,568	384	\$30,223	292	\$63,915
MONMOUTH-OCEAN, NJ	8,550	\$50,793	7,860	\$51,870	639	\$35,667	51	\$74,423
NASSAU-SUFFOLK, NY	9,308	\$40,068	7,108	\$34,912	639	\$32,264	1,561	\$66,741
NEW HAVEN-MERIDEN, CT	1,978	\$43,393	1,333	\$40,950	247	\$27,825	398	\$61,234
NEW YORK, NY	27,128	\$46,619	21,842	\$44,343	1,663	\$31,388	3,623	\$67,327
NEWARK, NJ	8,786	\$49,026	7,480	\$48,282	591	\$33,819	715	\$69,375
NEWBURGH, NY-PA	3,598	\$35,819	2,049	\$36,998	1,324	\$30,588	225	\$55,858
STAMFORD-NORWALK, CT	165	\$51,755	161	\$51,659	1	\$31,702	3	\$63,600
TRENTON, NJ	1,094	\$46,316	793	\$47,798	240	\$37,181	61	\$62,994
WATERBURY, CT	78	\$44,046	70	\$44,872	6	\$30,192	2	\$56,700
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	38,633	\$41,764	30,706	\$40,534	4,541	\$34,904	3,386	\$62,124
ATLANTIC-CAPE MAY, NJ	1,955	\$55,614	339	\$43,766	190	\$37,643	1,426	\$60,825
PHILADELPHIA, PA-NJ	33,756	\$41,028	28,515	\$40,619	3,766	\$34,908	1,475	\$64,549
VINELAND-MILLVILLE-BRIDGETON, NJ	469	\$41,584	355	\$39,415	58	\$41,224	56	\$55,705
WILMINGTON-NEWARK, DE-MD	2,453	\$40,894	1,497	\$38,435	527	\$33,192	429	\$58,938
PORTLAND-SALEM, OR-WA	11,438	\$44,783	8,951	\$44,436	1,191	\$37,078	1,296	\$54,263
PORTLAND-VANCOUVER, OR-WA	10,709	\$45,246	8,422	\$44,716	1,132	\$37,165	1,155	\$57,028
SALEM, OR	729	\$37,987	529	\$39,972	59	\$35,417	141	\$31,612
SACRAMENTO-YOLO, CA	14,174	\$42,951	9,755	\$43,544	3,898	\$38,634	521	\$64,141
SACRAMENTO, CA	13,948	\$42,871	9,538	\$43,445	3,891	\$38,631	519	\$64,126
YOLO, CA	226	\$47,866	217	\$47,922	7	\$40,321	2	\$68,111
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	33,630	\$48,136	24,635	\$47,527	3,884	\$39,765	5,111	\$57,431
OAKLAND, CA	11,416	\$44,489	7,337	\$43,515	1,196	\$41,059	2,883	\$48,390
SAN FRANCISCO, CA	13,214	\$50,542	10,704	\$49,531	1,091	\$35,129	1,419	\$70,011
SAN JOSE, CA	6,080	\$52,764	4,835	\$51,778	525	\$39,589	720	\$68,993

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
SANTA CRUZ-WATSONVILLE, CA	54	\$46,078	53	\$46,425	...	...	1	\$27,675
SANTA ROSA, CA	276	\$44,324	228	\$43,888	24	\$40,009	24	\$52,786
VALLEJO-FAIRFIELD-NAPA, CA	2,590	\$41,521	1,478	\$39,623	1,048	\$43,198	64	\$57,876
SAN JUAN-CAGUAS-ARECIBO, PR	7,434	\$35,190	4,922	\$33,804	968	\$22,405	1,544	\$47,624
ARECIBO, PR	59	\$38,029	52	\$39,157	1	\$17,072	6	\$31,749
CAGUAS, PR	84	\$36,075	75	\$37,619	9	\$23,203	...	...
SAN JUAN-BAYAMON, PR	7,291	\$35,157	4,795	\$33,687	958	\$22,403	1,538	\$47,686
SEATTLE-TACOMA-BREMERTON, WA	33,902	\$43,076	21,484	\$42,385	9,815	\$40,034	2,603	\$60,252
BREMERTON, WA	14,343	\$43,032	6,900	\$45,543	7,431	\$40,628	12	\$88,558
OLYMPIA, WA	421	\$44,487	392	\$44,044	3	\$36,446	26	\$52,085
SEATTLE-BELLEVUE-EVERETT, WA	12,829	\$46,314	9,802	\$43,486	651	\$37,223	2,376	\$60,475
TACOMA, WA	6,309	\$36,495	4,390	\$34,815	1,730	\$38,545	189	\$56,770
WASHINGTON-BALTIMORE, DC-MD-VA-WV	307,865	\$54,538	250,062	\$53,390	16,739	\$34,235	41,064	\$69,802
BALTIMORE, MD	35,255	\$45,511	29,935	\$45,768	3,517	\$34,400	1,803	\$62,918
HAGERSTOWN, MD	817	\$44,676	728	\$45,682	62	\$30,531	27	\$50,011
WASHINGTON, DC-MD-VA-WV	271,793	\$55,738	219,399	\$54,456	13,160	\$34,208	39,234	\$70,132
ABILENE, TX	534	\$35,691	407	\$35,254	89	\$30,981	38	\$51,415
AGUADILLA, PR	186	\$34,929	86	\$32,145	41	\$26,397	59	\$44,917
ALBANY, GA	2,773	\$35,599	1,641	\$37,438	1,111	\$32,520	21	\$54,702
ALBANY-SCHENECTADY-TROY, NY	4,402	\$42,017	2,914	\$41,780	971	\$35,150	517	\$56,250
ALBUQUERQUE, NM	9,895	\$43,566	7,246	\$41,607	906	\$30,751	1,743	\$58,372
ALEXANDRIA, LA	1,547	\$37,339	991	\$35,081	342	\$32,853	214	\$54,965
ALLENTOWN-BETHLEHEM-EASTON, PA	573	\$33,872	472	\$29,814	17	\$30,048	84	\$57,451
ALTOONA, PA	504	\$40,546	284	\$35,620	54	\$31,402	166	\$51,950
AMARILLO, TX	1,183	\$40,206	845	\$38,270	109	\$26,552	229	\$53,850
ANCHORAGE, AK	6,909	\$43,303	4,678	\$39,062	1,168	\$49,736	1,063	\$54,900
ANNISTON, AL	4,151	\$33,982	1,782	\$36,462	2,269	\$31,399	100	\$48,416
APPLETON-OSHKOSH-NEENAH, WI	197	\$43,835	151	\$41,546	17	\$37,705	29	\$59,350
ASHEVILLE, NC	1,715	\$39,701	1,199	\$38,038	174	\$23,634	342	\$53,704
ATHENS, GA	806	\$45,016	759	\$45,307	41	\$31,528	6	...
ATLANTA, GA	28,670	\$44,842	23,523	\$42,715	1,346	\$35,837	3,801	\$61,195
AUGUSTA-AIKEN, GA-SC	5,069	\$37,746	4,047	\$37,494	521	\$25,036	501	\$52,998
AUSTIN-SAN MARCOS, TX	7,324	\$34,174	6,806	\$33,402	321	\$31,923	197	\$64,532
BAKERSFIELD, CA	8,122	\$49,746	3,259	\$46,268	1,117	\$38,226	3,746	\$56,208
BANGOR, ME	649	\$41,445	375	\$41,795	166	\$32,331	108	\$54,237
BARNSTABLE-YARMOUTH, MA	59	\$45,799	50	\$44,954	...	...	9	\$50,494
BATON ROUGE, LA	718	\$46,341	538	\$44,276	49	\$30,472	131	\$60,759
BEAUMONT-PORT ARTHUR, TX	1,021	\$38,277	795	\$37,066	175	\$35,913	51	\$65,267
BELLINGHAM, WA	443	\$39,064	416	\$38,822	20	\$38,894	7	\$53,945

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
BENTON HARBOR, MI	92	\$38,414	86	\$37,628	3	\$32,988	3	\$66,352
BILLINGS, MT	1,024	\$44,942	912	\$43,928	21	\$34,471	91	\$57,516
BILOXI-GULFPORT-PASCAGOULA, MS	7,028	\$39,039	5,390	\$39,966	1,213	\$30,011	425	\$53,051
BINGHAMTON, NY	293	\$45,354	236	\$46,084	26	\$32,768	31	\$50,349
BIRMINGHAM, AL	4,952	\$38,688	4,172	\$37,557	353	\$30,905	427	\$56,176
BISMARCK, ND	686	\$42,415	582	\$42,161	61	\$38,156	43	\$51,895
BLOOMINGTON, IN	70	\$38,928	60	\$40,180	9	\$32,105	1	\$25,235
BLOOMINGTON-NORMAL, IL	219	\$27,853	190	\$27,244	22	\$28,332	7	\$42,889
BOISE CITY, ID	3,222	\$41,534	2,308	\$42,407	633	\$31,295	281	\$57,426
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,169	\$37,515	1,110	\$36,961	35	\$33,335	24	\$69,263
BRYAN-COLLEGE STATION, TX	468	\$42,165	438	\$42,704	28	\$31,821	2	\$69,004
BUFFALO-NIAGARA FALLS, NY	4,900	\$41,042	3,907	\$39,427	443	\$35,196	550	\$57,221
BURLINGTON, VT	1,495	\$40,359	1,139	\$39,946	250	\$34,178	106	\$59,369
CANTON-MASSILLON, OH	194	\$41,327	158	\$38,870	19	\$36,573	17	\$69,475
CASPER, WY	423	\$46,629	311	\$45,523	22	\$45,407	90	\$50,751
CEDAR RAPIDS, IA	274	\$49,986	187	\$45,483	15	\$35,941	72	\$64,606
CHAMPAIGN-URBANA, IL	622	\$48,369	551	\$47,595	8	\$36,465	63	\$56,653
CHARLESTON-NORTH CHARLESTON, SC	6,833	\$39,501	4,343	\$37,683	1,178	\$33,137	1,312	\$51,235
CHARLESTON, WV	906	\$43,915	616	\$42,389	162	\$35,693	128	\$61,667
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,813	\$40,710	1,796	\$38,199	414	\$26,346	603	\$58,050
CHARLOTTESVILLE, VA	682	\$49,974	180	\$41,195	25	\$31,365	477	\$54,262
CHATTANOOGA, TN-GA	5,514	\$53,204	351	\$39,724	60	\$31,820	5,103	\$54,382
CHEYENNE, WY	1,616	\$38,677	1,161	\$38,380	369	\$35,288	86	\$57,218
CHICO-PARADISE, CA	154	\$38,394	136	\$38,212	10	\$37,280	8	\$42,881
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,942	\$32,732	1,910	\$32,161	490	\$31,023	542	\$36,292
COLORADO SPRINGS, CO	6,530	\$35,849	4,934	\$36,918	1,350	\$28,322	246	\$55,692
COLUMBIA, MO	1,321	\$39,537	848	\$37,560	115	\$27,613	358	\$48,052
COLUMBIA, SC	4,993	\$36,734	3,521	\$35,911	966	\$28,902	506	\$57,410
COLUMBUS, GA-AL	3,913	\$32,169	2,663	\$32,642	872	\$27,694	378	\$39,165
COLUMBUS, OH	10,521	\$39,718	9,426	\$39,460	805	\$33,551	290	\$65,224
CORPUS CHRISTI, TX	4,841	\$37,928	2,189	\$38,729	2,552	\$36,352	100	\$60,581
CUMBERLAND, MD-WV	371	\$36,261	308	\$36,142	60	\$35,965	3	\$54,430
DANVILLE, VA	44	\$39,997	38	\$40,660	5	\$31,810	1	\$55,755
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	6,151	\$44,742	4,970	\$45,729	1,119	\$39,673	62	\$57,173
DAYTON-SPRINGFIELD, OH	15,110	\$48,278	10,711	\$46,506	1,574	\$36,752	2,825	\$61,421
DAYTONA BEACH, FL	268	\$48,362	157	\$39,482	4	\$29,134	107	\$62,112
DECATUR, AL	1,489	\$51,084	74	\$38,041	5	\$28,011	1,410	\$51,850
DECATUR, IL	84	\$41,060	58	\$41,391	23	\$37,508	3	\$61,897
DES MOINES, IA	2,255	\$41,260	1,582	\$39,246	345	\$34,389	328	\$58,199
DOTHAN, AL	2,518	\$37,853	2,041	\$39,208	384	\$29,708	93	\$41,748

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STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
DOVER, DE	1,276	\$36,959	793	\$35,982	482	\$38,536	1	\$51,395
DUBUQUE, IA	69	\$39,430	45	\$38,585	14	\$39,204	10	\$43,548
DULUTH-SUPERIOR, MN-WI	856	\$41,898	597	\$42,044	206	\$39,338	53	\$50,213
EAU CLAIRE, WI	163	\$43,874	118	\$43,379	19	\$32,210	26	\$54,647
EL PASO, TX	6,109	\$36,760	5,028	\$36,896	805	\$29,383	276	\$55,798
ELKHART-GOSHEN, IN	35	\$40,977	31	\$41,777	4	\$34,780	...	...
ELMIRA, NY	85	\$44,639	57	\$43,926	2	\$33,037	26	\$47,095
ENID, OK	174	\$34,325	153	\$34,772	21	\$31,066	...	...
ERIE, PA	661	\$39,421	401	\$36,607	123	\$32,767	137	\$53,629
EUGENE-SPRINGFIELD, OR	893	\$40,890	722	\$38,982	79	\$38,851	92	\$57,610
EVANSVILLE-HENDERSON, IN-KY	324	\$41,267	200	\$37,345	51	\$33,466	73	\$57,462
FARGO-MOORHEAD, ND-MN	1,272	\$40,492	794	\$38,467	264	\$34,193	214	\$55,779
FAYETTEVILLE, NC	6,502	\$33,745	4,392	\$33,936	1,219	\$28,624	891	\$39,811
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	736	\$37,969	513	\$35,363	95	\$28,275	128	\$55,607
FLAGSTAFF, AZ-UT	2,030	\$37,040	1,447	\$38,093	275	\$32,735	308	\$35,936
FLORENCE, AL	1,617	\$46,023	106	\$39,940	45	\$32,479	1,466	\$46,879
FLORENCE, SC	168	\$42,067	123	\$40,974	14	\$28,167	31	\$52,677
FORT COLLINS-LOVELAND, CO	1,169	\$49,073	1,053	\$49,273	68	\$40,088	48	\$57,414
FORT MYERS-CAPE CORAL, FL	326	\$45,605	245	\$40,792	7	\$31,436	74	\$62,879
FORT PIERCE-PORT ST. LUCIE, FL	144	\$41,780	123	\$40,629	5	\$31,843	16	\$53,735
FORT SMITH, AR-OK	819	\$37,159	419	\$36,868	339	\$32,604	61	\$64,468
FORT WALTON BEACH, FL	4,455	\$42,886	3,357	\$42,908	895	\$37,811	203	\$64,891
FORT WAYNE, IN	845	\$41,315	475	\$39,349	236	\$36,950	134	\$55,971
FRESNO, CA	7,614	\$31,394	6,814	\$29,852	471	\$32,693	329	\$61,465
GADSDEN, AL	112	\$37,650	91	\$38,557	18	\$32,361	3	\$41,898
GAINESVILLE, FL	1,845	\$39,466	1,184	\$36,836	177	\$24,617	484	\$51,331
GLENS FALLS, NY	61	\$41,757	55	\$42,208	5	\$34,361	1	\$53,946
GOLDSBORO, NC	790	\$34,474	560	\$35,735	229	\$31,447	1	\$21,824
GRAND FORKS, ND-MN	709	\$37,613	473	\$36,964	163	\$33,420	73	\$51,185
GRAND JUNCTION, CO	756	\$39,564	577	\$38,299	61	\$26,330	118	\$52,590
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	917	\$46,500	710	\$42,601	31	\$36,236	176	\$64,040
GREAT FALLS, MT	1,005	\$38,434	610	\$37,351	321	\$37,243	74	\$52,531
GREEN BAY, WI	282	\$46,621	157	\$42,869	10	\$36,646	115	\$52,612
GREENSBORO--WINSTON-SALEM--HIGH POINT, NC	1,465	\$44,532	1,291	\$42,563	27	\$29,076	147	\$64,657
GREENVILLE, NC	111	\$42,729	98	\$42,884	11	\$41,679	2	\$40,913
GREENVILLE-SPARTANBURG-ANDERSON, SC	700	\$43,424	500	\$40,774	65	\$29,798	135	\$59,798
HARRISBURG-LEBANON-CARLISLE, PA	9,604	\$39,710	7,232	\$40,878	1,957	\$31,215	415	\$59,411
HARTFORD, CT	2,905	\$46,710	1,727	\$43,910	287	\$33,200	891	\$56,488
HATTIESBURG, MS	461	\$35,939	196	\$36,790	258	\$33,867	7	\$88,446
HICKORY-MORGANTON-LENOIR, NC	101	\$39,632	82	\$40,840	14	\$28,083	5	\$52,147

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STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
HONOLULU, HI	19,195	\$40,081	12,573	\$37,780	5,796	\$42,992	826	\$54,687
HOUMA, LA	119	\$40,765	108	\$41,533	6	\$26,783	5	\$40,967
HUNTINGTON-ASHLAND, WV-KY-OH	1,926	\$39,431	1,497	\$38,423	220	\$33,124	209	\$53,288
HUNTSVILLE, AL	12,343	\$52,384	11,854	\$52,153	128	\$32,937	361	\$66,847
INDIANAPOLIS, IN	8,750	\$42,132	6,992	\$39,370	524	\$35,236	1,234	\$60,710
IOWA CITY, IA	865	\$37,987	555	\$35,075	89	\$31,415	221	\$47,946
JACKSON, MI	46	\$40,738	29	\$41,562	4	\$40,180	13	\$39,070
JACKSON, MS	3,387	\$39,528	2,523	\$37,464	380	\$28,238	484	\$59,147
JACKSON, TN	235	\$46,862	97	\$42,523	18	\$33,019	120	\$52,446
JACKSONVILLE, FL	11,850	\$40,087	7,973	\$39,680	3,134	\$34,646	743	\$67,401
JACKSONVILLE, NC	2,836	\$33,399	1,511	\$32,431	894	\$35,033	431	\$33,407
JAMESTOWN, NY	44	\$41,284	39	\$41,134	4	\$38,187	1	\$59,545
JANESVILLE-BELOIT, WI	40	\$41,757	40	\$41,757	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	2,075	\$37,470	1,122	\$34,042	299	\$24,422	654	\$49,315
JOHNSTOWN, PA	541	\$43,031	421	\$42,108	79	\$39,776	41	\$58,780
JONESBORO, AR	187	\$43,712	103	\$41,972	34	\$35,854	50	\$52,642
JOPLIN, MO	151	\$39,041	119	\$39,342	18	\$30,427	14	\$47,562
KALAMAZOO-BATTLE CREEK, MI	3,030	\$40,364	2,229	\$39,915	449	\$33,788	352	\$51,598
KANSAS CITY, MO-KS	20,070	\$40,433	17,031	\$37,884	892	\$36,320	2,147	\$62,358
KILLEEN-TEMPLE, TX	5,908	\$34,266	4,096	\$34,639	1,403	\$27,892	409	\$52,394
KNOXVILLE, TN	4,082	\$50,490	1,601	\$48,843	270	\$32,776	2,211	\$53,847
KOKOMO, IN	27	\$38,833	22	\$38,944	4	\$34,733	1	\$52,805
LA CROSSE, WI-MN	192	\$41,687	166	\$42,346	16	\$34,354	10	\$42,472
LAFAYETTE, LA	421	\$43,441	357	\$41,630	16	\$33,444	48	\$60,240
LAFAYETTE, IN	142	\$44,008	125	\$44,130	4	\$39,935	13	\$44,082
LAKE CHARLES, LA	195	\$41,305	137	\$41,716	29	\$34,574	29	\$46,091
LAKELAND-WINTER HAVEN, FL	279	\$37,777	240	\$38,697	38	\$31,131	1	\$69,492
LANCASTER, PA	182	\$43,299	164	\$42,841	5	\$34,252	13	\$52,560
LANSING-EAST LANSING, MI	922	\$43,203	632	\$41,323	174	\$41,514	116	\$55,978
LAREDO, TX	1,056	\$37,724	1,010	\$37,189	25	\$31,201	21	\$71,250
LAS CRUCES, NM	3,270	\$44,481	2,836	\$45,919	385	\$31,312	49	\$64,707
LAS VEGAS, NV-AZ	4,256	\$44,623	3,313	\$42,981	447	\$39,400	496	\$60,298
LAWRENCE, KS	332	\$38,308	278	\$39,493	54	\$32,207	...	...
LAWTON, OK	2,572	\$33,582	2,080	\$34,435	467	\$28,918	25	\$49,809
LEWISTON-AUBURN, ME	96	\$37,539	85	\$38,578	11	\$29,505	...	...
LEXINGTON, KY	3,235	\$37,727	2,162	\$37,316	583	\$28,410	490	\$50,625
LIMA, OH	134	\$44,310	125	\$45,070	9	\$33,756	...	...
LINCOLN, NE	1,652	\$39,923	1,217	\$39,879	271	\$30,825	164	\$55,282
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,569	\$37,768	3,890	\$37,304	874	\$26,937	805	\$51,769
LONGVIEW-MARSHALL, TX	125	\$44,637	74	\$43,216	4	\$32,735	47	\$47,887

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
LOUISVILLE, KY-IN	4,849	\$39,121	3,066	\$40,258	544	\$32,982	1,239	\$39,004
LUBBOCK, TX	766	\$40,062	551	\$38,238	99	\$27,061	116	\$59,825
LYNCHBURG, VA	114	\$42,759	89	\$44,259	18	\$30,295	7	\$55,738
MACON, GA	12,098	\$38,465	7,052	\$42,157	4,809	\$32,246	237	\$54,791
MADISON, WI	2,072	\$42,032	1,448	\$42,008	347	\$31,490	277	\$55,358
MANSFIELD, OH	251	\$39,898	132	\$41,603	100	\$36,289	19	\$47,048
MAYAGUEZ, PR	312	\$37,034	252	\$34,709	14	\$19,913	46	\$54,983
MCALLEN-EDINBURG-MISSION, TX	1,225	\$38,194	1,062	\$38,189	130	\$32,093	33	\$62,398
MEDFORD-ASHLAND, OR	1,136	\$37,893	929	\$37,176	140	\$33,212	67	\$57,630
MELBOURNE-TITUSVILLE-PALM BAY, FL	4,095	\$50,291	3,616	\$51,103	324	\$35,736	155	\$61,786
MEMPHIS, TN-AR-MS	10,041	\$35,507	7,300	\$32,023	1,264	\$28,595	1,477	\$58,645
MERCED, CA	171	\$34,739	149	\$35,547	18	\$28,162	4	\$34,233
MINNEAPOLIS-ST PAUL, MN-WI	8,586	\$45,810	6,041	\$42,062	777	\$33,835	1,768	\$63,878
MOBILE, AL	1,458	\$45,499	1,293	\$44,449	75	\$35,982	90	\$68,518
MODESTO, CA	211	\$38,542	205	\$38,556	5	\$34,385	1	\$56,465
MONROE, LA	155	\$41,790	98	\$41,167	23	\$31,308	34	\$50,674
MONTGOMERY, AL	4,629	\$38,627	3,653	\$38,818	667	\$29,235	309	\$56,651
MUNCIE, IN	52	\$40,877	52	\$40,877	...	...	...	...
MYRTLE BEACH, SC	97	\$43,555	61	\$42,845	...	...	36	\$44,757
NAPLES, FL	138	\$35,886	124	\$36,430	14	\$31,066	...	...
NASHVILLE, TN	6,476	\$40,014	4,491	\$38,313	767	\$29,291	1,218	\$53,041
NEW LONDON-NORWICH, CT-RI	1,779	\$38,981	1,344	\$40,305	385	\$30,674	50	\$67,356
NEW ORLEANS, LA	10,662	\$40,535	9,085	\$40,143	996	\$31,479	581	\$62,182
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	36,923	\$40,295	26,259	\$42,450	9,195	\$31,406	1,469	\$57,416
OCALA, FL	127	\$38,558	126	\$38,620	1	\$30,700	...	...
ODESSA-MIDLAND, TX	143	\$45,416	97	\$42,859	3	\$29,225	43	\$52,314
OKLAHOMA CITY, OK	20,602	\$40,951	11,003	\$41,544	6,312	\$34,549	3,287	\$51,262
OMAHA, NE-IA	4,612	\$40,874	3,789	\$41,097	437	\$29,383	386	\$51,702
ORLANDO, FL	4,084	\$45,673	3,531	\$44,284	153	\$26,411	400	\$65,301
OWENSBORO, KY	60	\$40,144	54	\$40,686	6	\$35,271	...	...
PANAMA CITY, FL	2,352	\$43,826	1,943	\$45,117	364	\$34,543	45	\$63,160
PARKERSBURG-MARIETTA, WV-OH	1,650	\$37,654	1,508	\$37,661	123	\$33,607	19	\$63,349
PENSACOLA, FL	5,371	\$38,499	4,392	\$38,239	839	\$35,231	140	\$66,235
PEORIA-PEKIN, IL	1,230	\$42,963	877	\$41,505	263	\$41,104	90	\$62,593
PHOENIX-MESA, AZ	9,208	\$41,298	6,995	\$39,790	1,286	\$33,950	927	\$62,871
PINE BLUFF, AR	1,377	\$38,393	866	\$41,803	493	\$30,843	18	\$81,137
PITTSBURGH, PA	8,531	\$42,029	5,986	\$40,533	1,342	\$33,993	1,203	\$58,436
PITTSFIELD, MA	134	\$47,385	130	\$47,405	2	\$30,491	2	\$62,997
POCATELLO, ID	152	\$41,377	133	\$41,865	12	\$31,342	7	\$49,304
PONCE, PR	263	\$33,551	194	\$33,272	41	\$20,936	28	\$53,960

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
PORTLAND, ME	476	\$46,662	325	\$43,399	44	\$30,096	107	\$63,384
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,177	\$41,568	1,594	\$40,738	315	\$28,754	268	\$61,566
PROVO-OREM, UT	287	\$40,208	257	\$40,982	30	\$33,571	...	...
PUEBLO, CO	442	\$36,158	291	\$39,074	74	\$27,239	77	\$33,708
PUNTA GORDA, FL	16	\$41,282	16	\$41,282	...	...	...	...
RALEIGH-DURHAM-CHAPEL HILL, NC	5,037	\$46,363	3,979	\$46,178	387	\$26,057	671	\$59,170
RAPID CITY, SD	1,086	\$37,002	839	\$37,021	223	\$34,620	24	\$58,493
READING, PA	197	\$42,559	155	\$42,736	17	\$33,391	25	\$47,698
REDDING, CA	690	\$39,460	558	\$38,299	70	\$38,002	62	\$51,557
RENO, NV	1,594	\$43,367	1,031	\$40,847	252	\$33,716	311	\$59,545
RICHLAND-KENNEWICK-PASCO, WA	881	\$55,968	689	\$56,156	83	\$43,177	109	\$64,524
RICHMOND-PETERSBURG, VA	10,611	\$39,846	8,423	\$40,101	1,551	\$31,797	637	\$56,068
ROANOKE, VA	2,043	\$38,243	1,391	\$34,735	240	\$24,513	412	\$58,085
ROCHESTER, MN	559	\$41,007	476	\$39,739	42	\$43,600	41	\$53,072
ROCHESTER, NY	1,973	\$37,497	1,226	\$35,383	405	\$30,189	342	\$53,731
ROCKFORD, IL	221	\$45,982	159	\$43,271	4	\$36,820	58	\$54,048
ROCKY MOUNT, NC	54	\$41,540	52	\$41,706	...	...	2	\$37,203
SAGINAW-BAY CITY-MIDLAND, MI	595	\$39,656	394	\$35,784	78	\$35,582	123	\$54,642
ST. CLOUD, MN	929	\$36,604	605	\$33,912	170	\$30,860	154	\$53,519
ST. JOSEPH, MO	263	\$40,560	144	\$40,383	117	\$40,651	2	\$47,951
ST. LOUIS, MO-IL	17,170	\$41,779	14,858	\$41,163	1,241	\$34,582	1,071	\$58,667
SALINAS, CA	4,210	\$42,049	2,641	\$37,436	573	\$36,027	996	\$57,746
SALT LAKE CITY-OGDEN, UT	19,912	\$37,674	14,285	\$36,935	4,545	\$34,793	1,082	\$59,530
SAN ANGELO, TX	795	\$37,360	593	\$37,696	133	\$28,888	69	\$50,802
SAN ANTONIO, TX	29,774	\$36,626	19,844	\$37,928	7,746	\$29,431	2,184	\$50,311
SAN DIEGO, CA	30,753	\$41,560	19,927	\$39,530	6,287	\$34,718	4,539	\$59,948
SAN LUIS OBISPO-ATASCADERO-PASO ROBLE, CA	256	\$34,829	198	\$34,584	35	\$29,359	23	\$45,263
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,350	\$41,296	1,906	\$41,463	385	\$37,302	59	\$61,970
SANTA FE, NM	1,013	\$40,123	843	\$41,435	155	\$30,983	15	\$60,821
SARASOTA-BRADENTON, FL	197	\$43,684	161	\$41,890	6	\$31,340	30	\$55,777
SAVANNAH, GA	1,860	\$40,678	1,464	\$40,938	326	\$33,648	70	\$67,987
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,795	\$32,487	2,262	\$29,768	227	\$26,991	306	\$56,663
SHARON, PA	44	\$38,862	39	\$38,686	4	\$36,637	1	\$54,645
SHEBOYGAN, WI	18	\$44,196	18	\$44,196	...	...	...	...
SHERMAN-DENISON, TX	92	\$41,766	60	\$39,669	28	\$38,785	4	\$94,093
SHREVEPORT-BOSSIER CITY, LA	2,560	\$37,241	1,584	\$35,158	641	\$31,672	335	\$57,743
SIOUX CITY, IA-NE	443	\$37,593	229	\$37,929	167	\$32,626	47	\$53,600
SIOUX FALLS, SD	1,230	\$39,361	757	\$38,637	241	\$29,603	232	\$51,860
SOUTH BEND, IN	242	\$46,923	169	\$43,617	10	\$36,095	63	\$57,508
SPOKANE, WA	2,093	\$41,742	1,413	\$39,725	382	\$35,953	298	\$58,730

TABLE 16 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1997

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
SPRINGFIELD, IL	1,080	\$41,190	706	\$40,289	263	\$37,425	111	\$55,846
SPRINGFIELD, MO	1,195	\$41,714	924	\$41,283	174	\$33,812	97	\$59,998
SPRINGFIELD, MA	2,426	\$37,403	1,480	\$37,655	743	\$31,457	203	\$57,326
STATE COLLEGE, PA	201	\$44,132	161	\$45,883	37	\$36,352	3	\$46,120
STEUBENVILLE-WEIRTON, OH-WV	41	\$38,973	24	\$41,254	17	\$35,753	...	...
STOCKTON-LODI, CA	3,203	\$34,534	1,424	\$36,057	1,730	\$32,791	49	\$51,830
SUMTER, SC	600	\$33,464	467	\$33,974	132	\$31,305	1	\$80,014
SYRACUSE, NY	2,005	\$41,274	1,333	\$39,256	296	\$33,288	376	\$54,717
TALLAHASSEE, FL	895	\$43,498	748	\$41,824	75	\$39,031	72	\$65,536
TAMPA-ST. PETERSBURG-CLEARWATER, FL	7,933	\$40,556	5,642	\$38,157	716	\$25,175	1,575	\$56,141
TERRE HAUTE, IN	891	\$41,262	544	\$38,656	253	\$42,477	94	\$53,076
TEXARKANA, TX-TEXARKANA, AR	3,752	\$32,750	1,582	\$36,296	2,157	\$30,051	13	\$49,010
TOLEDO, OH	647	\$43,425	404	\$41,010	180	\$42,931	63	\$60,324
TOPEKA, KS	1,884	\$38,074	1,252	\$36,361	378	\$32,786	254	\$54,391
TUCSON, AZ	5,681	\$38,223	3,520	\$38,265	1,586	\$33,500	575	\$50,996
TULSA, OK	2,162	\$43,060	1,681	\$42,292	283	\$34,835	198	\$61,333
TUSCALOOSA, AL	1,123	\$34,224	692	\$32,672	236	\$26,306	195	\$49,315
TYLER, TX	159	\$48,866	135	\$43,192	2	\$35,813	22	\$84,870
UTICA-ROME, NY	1,402	\$44,353	888	\$35,741	89	\$36,734	425	\$63,942
VICTORIA, TX	58	\$40,879	53	\$39,537	...	...	5	\$55,109
VISALIA-TULARE-PORTERVILLE, CA	692	\$30,011	606	\$29,849	86	\$31,151	...	...
WACO, TX	1,667	\$33,522	1,177	\$32,638	238	\$23,232	252	\$47,369
WATERLOO-CEDAR FALLS, IA	149	\$38,874	87	\$37,917	37	\$37,098	25	\$44,837
WAUSAU, WI	73	\$40,582	61	\$41,678	10	\$32,421	2	\$47,951
WEST PALM BEACH-BOCA RATON, FL	2,061	\$40,977	1,372	\$37,260	222	\$23,882	467	\$60,027
WHEELING, WV-OH	248	\$46,011	195	\$45,841	42	\$34,374	11	\$93,470
WICHITA, KS	2,408	\$41,786	1,436	\$39,003	599	\$39,326	373	\$56,448
WICHITA FALLS, TX	1,531	\$33,411	1,360	\$33,723	168	\$30,651	3	\$46,452
WILLIAMSPORT, PA	277	\$44,478	175	\$41,114	28	\$39,110	74	\$54,463
WILMINGTON, NC	709	\$41,049	513	\$41,029	157	\$37,622	39	\$55,115
YAKIMA, WA	932	\$35,904	619	\$36,132	259	\$33,483	54	\$44,898
YORK, PA	2,176	\$34,574	1,159	\$38,769	1,013	\$29,618	4	\$74,310
YOUNGSTOWN-WARREN, OH	919	\$38,796	614	\$37,760	259	\$38,534	46	\$54,104
YUBA CITY, CA	524	\$35,231	404	\$34,262	116	\$38,495	4	\$38,536
YUMA, AZ	1,864	\$39,200	1,535	\$39,811	271	\$35,284	58	\$41,330
TOTALS	1,477,091	\$44,735	1,102,466	\$44,016	193,096	\$33,965	181,529	\$60,556

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**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES
BY LOCALITY PAY AREA AS OF MARCH 31, 1997**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	1997 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	23,523	5.65	\$42,715
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	21,153	7.97	\$44,202
CHICAGO-GARY-KENOSHA, IL-IN-WI	21,420	8.13	\$44,118
CINCINNATI-HAMILTON, OH-KY-IN	8,653	6.75	\$34,526
CLEVELAND-AKRON, OH	8,461	5.51	\$44,485
COLUMBUS, OH	9,426	6.62	\$39,459
DALLAS-FORT WORTH, TX	15,563	6.40	\$44,644
DAYTON-SPRINGFIELD, OH	10,711	5.66	\$46,506
DENVER-BOULDER-GREELEY, CO	18,537	7.06	\$46,934
DETROIT-ANN ARBOR-FLINT, MI	12,198	8.14	\$45,226
HOUSTON-GALVESTON-BRAZORIA, TX	9,855	11.52	\$50,122
HUNTSVILLE, AL	11,854	5.18	\$52,153
INDIANAPOLIS, IN	6,992	5.49	\$39,369
KANSAS CITY, MO-KS	17,031	5.10	\$37,883
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA PLUS SANTA BARBARA COUNTY, CA, AND THAT PORTION OF EDWARDS AIR FORCE BASE, CA, NOT LOCATED WITHIN THE LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA CMSA	39,926	9.46	\$43,472
MILWAUKEE-RACINE, WI	3,322	5.58	\$39,843
MINNEAPOLIS-ST. PAUL, MN-WI	6,041	6.53	\$42,062
MIAMI-FORT LAUDERDALE, FL	9,135	6.74	\$40,582
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	53,444	9.15	\$44,274
PITTSBURGH, PA	5,986	5.07	\$40,532
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	30,706	7.28	\$40,533
PORTLAND-SALEM, OR-WA	8,951	6.13	\$44,435
RICHMOND-PETERSBURG, VA	8,423	5.27	\$40,100
SACRAMENTO-YOLO, CA	9,755	6.56	\$43,544
ST. LOUIS, MO-IL	14,858	5.18	\$41,163
SAN DIEGO, CA	19,927	7.07	\$39,529
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	24,635	10.66	\$47,526
SEATTLE-TACOMA-BREMERTON, WA	21,484	6.62	\$42,384
WASHINGTON-BALTIMORE, DC-MD-VA-WV, PLUS ST. MARY'S COUNTY, MD	254,570	7.11	\$53,343
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	531,934	4.81	\$39,020
TOTALS	1,238,474		\$43,523

1/ - INCLUDES EMPLOYEES IN THE FEDERAL BUREAU OF INVESTIGATION WORKING IN THE UNITED STATES OUTSIDE OF WASHINGTON, D.C.

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

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Federal Pay Systems

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

Statutory Pay Systems

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

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

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

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

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

Other Major Pay Systems

The **Wage Systems** category, presented in this report, covers employees in pay plans covered only by the **Federal Wage System (FWS)**, the major pay system covering trade, craft, and labor occupations in the Federal Government. The pay for these employees is set in accordance with local prevailing rates under the statutory authority of subchapter IV, chapter 53 of title 5, United States Code. Employees in other blue-collar pay plans are placed in the **Other Acts and Administratively Determined** category.

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

Administratively Determined pay systems are those for which Congress has authorized heads of agencies to fix the compensation for the entire agency or for particular groups of positions without regard to the General Schedule. Some of the agencies administratively establish their own schedules of rates (the AD pay plan is an example of this); others use the General Schedule grade and step structure although they are not required by law to do so (pay plan GG is an example of this). Separate provisions are also made for stipend payments to certain student employees training in Government hospitals, clinics, or laboratories and for payments to member residents who work at Federal institutions, such as the Armed Forces Retirement Home. Nurses employed by the Department of Veterans Affairs' Veterans Health Administration also have a unique pay plan (VN) whose pay is locality based.

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

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

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

Federal Employees Pay Comparability Act of 1990

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

Locality Pay

Although pay for General Schedule workers has been adjusted annually, the adjustment has been made on a nationwide basis. FEPCA dictates not only an annual General Schedule pay adjustment, but a second adjustment that varies by geographic locality (comparability adjustment). For 1997, the nationwide adjustment was 2.3 percent, and locality adjustments were granted in 29 locality pay areas plus a "Rest of

U.S." locality pay area covering employees in the 48 contiguous United States (Alaska and Hawaii excluded) and not in one of the other 29 specified locality areas. **Table 17** shows that the locality rates ranged from 4.81 percent to 11.52 percent. On the average, locality rates increased by .58 percentage points in 1997. Locality adjustments were applied to the General Schedule rates in effect. The locality pay adjustments were extended to the following pay plans: Administrative Law Judges (AL), Members of Contract Appeals Boards (CA), Scientific and Professional (ST), Senior Level (SL), Senior Foreign Service (FE), the Senior Executive Service (ES), and some other miscellaneous pay plans including Foreign Service (FO & FP) and certain employees of the Department of Veterans Affairs. Employees receiving special rates for hard-to-fill positions received the higher of the authorized special rate salary or the regular rate salary plus locality adjustment. Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in five different metropolitan areas. In 1997, the pay adjustments were either 8 or 16 percent above the regular scheduled rate. The actual pay received by LEOs was the higher of base pay with the LEO adjustment or base pay with the locality adjustment. **Table 17** provides employment, 1997 comparability (locality) adjustment percent, and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

Data Source, Population, Coverage and Quality

Data Coverage

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

Salaries are reported on an annualized basis. They are gross rate salaries including monies paid as locality adjustments, interim geographic adjustments (IGA), and law enforcement officer (LEO) adjustments authorized under the Federal Employees Pay Comparability Act of 1990 and prior to any deductions such as: group life insurance; health benefits; Medicare; Federal Insurance Contribution Act (i.e., social security); retirement; Federal, State, and local taxes; charitable contributions; membership dues for employee organizations; United States savings bonds; etc. Excluded from salary data are premium pay for overtime, Sunday, holidays, or nightwork; expense payment for employees on travel status; extra pay for hazardous working conditions or post differentials to certain employees; awards; cost-of-living allowances; uniform expenses; and severance pay. Some of these pay categories are reported separately in Office of Personnel Management's annual [Work Years and Personnel Costs survey](#).

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

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

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

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

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

- a. Defense Intelligence Agency
- b. Central Intelligence Agency
- c. National Security Agency

Non-CPDF agencies responding to this survey are:

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

Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.80 million full-time active employee records available for this survey, 2,780 or 0.20 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**1997 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES
(EXCLUDING LOCALITY PAY)**

GENERAL SCHEDULE

As adjusted by Executive Order 13033, December 27, 1996

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1997)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,669	\$13,091	\$13,512	\$13,932	\$14,355	\$14,602	\$15,017	\$15,436	\$15,454	\$15,844
2	14,243	14,583	15,055	15,454	15,628	16,088	16,548	17,008	17,468	17,928
3	15,542	16,060	16,578	17,096	17,614	18,132	18,650	19,168	19,686	20,204
4	17,447	18,029	18,611	19,193	19,775	20,357	20,939	21,521	22,103	22,685
5	19,520	20,171	20,822	21,473	22,124	22,775	23,426	24,077	24,728	25,379
6	21,758	22,483	23,208	23,933	24,658	25,383	26,108	26,833	27,558	28,283
7	24,178	24,984	25,790	26,596	27,402	28,208	29,014	29,820	30,626	31,432
8	26,777	27,670	28,563	29,456	30,349	31,242	32,135	33,028	33,921	34,814
9	29,577	30,563	31,549	32,535	33,521	34,507	35,493	36,479	37,465	38,451
10	32,571	33,657	34,743	35,829	36,915	38,001	39,087	40,173	41,259	42,345
11	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523
12	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760
13	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303
14	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351
15	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161

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SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$97,000
ES-2	101,600
ES-3	106,200
ES-4	111,900
ES-5	115,700
ES-6	115,700

EXECUTIVE SCHEDULE (EX)	
Level I	\$148,400
Level II	133,600
Level III	123,100
Level IV	115,700
Level V	108,200

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$75,205
AL-3/B	80,990
AL-3/C	86,775
AL-3/D	92,560
AL-3/E	98,345
AL-3/F	104,130
AL-2	109,915
AL-1	115,700

SENIOR LEVEL (SL & ST)	
Minimum	\$85,073
Maximum	115,700

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$115,700
Vice Chair	112,229
Others	108,758

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1997)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$70,894	\$57,466	\$46,548	\$37,718	\$30,563	\$27,322	\$24,425	\$21,835	\$19,520
2	73,021	59,169	47,944	38,850	31,480	28,142	25,158	22,490	20,106
3	75,211	60,944	49,383	40,015	32,424	28,986	25,912	23,165	20,709
4	77,468	62,773	50,864	41,215	33,397	29,855	26,690	23,860	21,330
5	79,792	64,656	52,390	42,452	34,399	30,751	27,491	24,575	21,970
6	82,186	66,596	53,962	43,725	35,431	31,674	28,315	25,313	22,629
7	84,651	68,594	55,581	45,037	36,494	32,624	29,165	26,072	23,308
8	87,191	70,651	57,248	46,388	37,589	33,603	30,040	26,854	24,007
9	89,806	72,771	58,966	47,780	38,716	34,611	30,941	27,660	24,727
10	92,161	74,954	60,735	49,213	39,878	35,649	31,869	28,490	25,469
11	92,161	77,203	62,557	50,690	41,074	36,718	32,825	29,344	26,233
12	92,161	79,519	64,433	52,211	42,306	37,820	33,810	30,225	27,020
13	92,161	81,904	66,366	53,777	43,576	38,955	34,824	31,131	27,831
14	92,161	84,361	68,357	55,390	44,883	40,123	35,869	32,065	28,666

**SCHEDULE 3 -- VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS**

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 1997)

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

Deputy Chief Medical Director	\$120,399	**
Associate Deputy Chief Medical Director	115,319	***
Assistant Chief Medical Directors	111,920	***

	Minimum	Maximum	
Medical Directors	\$95,491	\$108,225	***
Service Directors	83,147	103,261	
Director, National Center for Preventive Health	70,894	103,261	

Physician and Dentist Schedule

Director Grade	\$83,147	\$103,261
Executive Grade	76,777	97,849
Chief Grade	70,894	92,161
Senior Grade	60,270	78,351
Intermediate Grade	51,003	66,303
Full Grade	42,890	55,760
Associate Grade	35,786	46,523

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$70,894	\$92,161
Senior Grade	60,270	78,351
Intermediate Grade	51,003	66,303
Full Grade	42,890	55,760
Associate Grade	35,786	46,523

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

Director Grade	\$70,894	\$92,161
Assistant Director Grade	60,270	78,351
Chief Grade	51,003	66,303
Senior Grade	42,890	55,760
Intermediate Grade	35,786	46,523
Full Grade	29,577	38,451
Associate Grade	25,452	33,084
Junior Grade	21,758	28,283

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

** Pursuant to section 7404 (d) (1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$115,700.

*** Pursuant to section 7404 (d) (2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$108,200.

**** Pursuant to section 301 (a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107 (b) as in effect on August 14, 1990, with subsequent adjustments.

Table 18 — Chronology of General Schedule Pay Legislation

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

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
October 1, 1973	4.8	Increase ranged from 4.6 percent to 5.2 percent	Executive Order 11739, October 3, 1973
October 4, 1974	5.5	5.5 percent for all employees	Executive Order 11811, October 7, 1974
October 1, 1975	5.0	5.0 percent for all employees	Executive Order 11883, October 6, 1975
October 1, 1976	5.2	Increase ranged from 4.2 percent to 6.9 percent	Executive Order 11941, October 1, 1976
October 1, 1977	7.0	7.0 percent for all employees	Executive Order 12010, October 1, 1977
October 1, 1978	5.5	5.5 percent for all employees	Executive Order 12087, October 1, 1978
October 1, 1979	7.0	9.1 percent for all employees	Executive Order 12165, October 1, 1979
October 1, 1980	9.1	4.8 percent for all employees	Executive Order 12248, October 1, 1980
October 1, 1981	4.8	4.0 percent for all employees	Executive Order 12330, October 15, 1981
October 1, 1982	4.0	4.0 percent for all employees	Executive Order 12387, October 8, 1982
January 1, 1984	4.0	4.0 percent for all employees	Executive Order 12456, December 30, 1983, as amended by Executive Order 12477, May 23, 1984
January 1, 1985	3.5	3.5 percent for all employees	Executive Order 12496, December 24, 1984
January 1, 1986	None		
January 1, 1987	3.0	3.0 percent for all employees	Executive Order 12496, December 24, 1986
January 1, 1988	2.0	2.0 percent for all employees	Executive Order 12622, December 31, 1987
January 1, 1989	4.1	4.1 percent for all employees	Executive Order 12663, January 6, 1989
January 1, 1990	3.6	3.6 percent for all employees	Executive Order 12698, December 23, 1989
January 1, 1991	4.1	4.1 percent for all employees	Executive Order 12736, December 12, 1990
January 1, 1992	4.2	4.2 percent for all employees	Executive Order 12786, December 26, 1991
January 1, 1993	3.7	3.7 percent for all employees	Executive Order 12826, December 30, 1992
January 1, 1994	None	Locality Payments of 3.09 to 6.52 percent	The Federal Employee Pay Comparability Act of 1990 and Presidential memorandum of December 1, 1993
January 1, 1995	2.0	Locality Payments of 3.74 to 8.53 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12944 December 28, 1994
January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12984 December 28, 1995

Table 18 — Chronology of General Schedule Pay Legislation

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
January 1, 1997	2.3	Locality Payments of 4.81 to 11.52 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13033 December 27, 1996

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- NOTES -