

Federal Civilian Workforce Statistics



Pay Structure of the Federal Civil Service

As of March 31, 1999



**United States
Office of
Personnel
Management**

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

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FOREWORD

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



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

This publication is now available to the public in electronic format. You may obtain copies of this publication via OPM's World Wide Web Site at: <http://www.opm.gov/feddata/html/paystr.htm>

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Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document. You are welcome to copy or print the statistical tables and charts for use in your own reports and presentations. Feel free to make copies of this publication for distribution purposes.

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<p>Distributions of employment and salaries by geographic area and pay system are displayed. Also presented is a chart showing the composition of full-time employment under the pay system category "Other Acts and Administrative Determination."</p>	
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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: by pay system, by geographic area, and by agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, DC-MD-VA-WV, Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).</p>	
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<p>Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13106 on December 7, 1998. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.</p>	
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Survey Analysis (See Appendix A for Graphic Presentations)

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

Pay Plan

As of March 31, 1999, total employment was 1,684,999, down 13,588 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,234,380 or 73.3 percent; Federal Wage System -- 213,768 or 12.7 percent; and pay systems under Other Acts and Administrative Determination -- 236,851 or 14.1 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. The remainder worked in U.S. territories (12,373 or 0.7 percent) or foreign countries (40,532 or 2.4 percent).

Table 15 shows that among States, California had the largest number of full-time Federal civilian employees (147,835 or 9.0 percent), while Delaware had the smallest Federal civilian employment population (2,475 or 0.2 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.7 percent (1,427,177) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 267,988 or 15.9 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 (302,236) with an Average Adjusted Basic Salary of \$59,001. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (62,757) with an average adjusted basic salary of \$49,604. **Table 16** illustrates additional CMSA and MSA salary data.

Average Salaries

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

Overall, the average salary for full-time employees was \$47,569. Average (mean) salaries by major geographic areas were: United States -- \$47,715; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$60,185; Foreign Countries -- \$44,715; and U.S. territories -- \$37,658. Average salaries by major pay system were: General Schedule -- \$46,744. Federal Wage System -- \$35,767; and Other Acts and Administratively Determined Pay Systems -- \$62,519. **Figures 3 and 4, along with Table 2,** show more extensive average salary data.

General Schedule

General Schedule (GS and GM) employment (1,234,380) declined by 23,420 workers or 1.9 percent since March 31, 1998. Six grades (GS-2, GS-8, GS-9, and GS-13 through GS-15) had a combined increase of 9,840 workers; while nine grades (GS-1, GS-3 through GS-7, and GS-10 through GS-12) had a combined loss of 33,260 workers. About 73.7 percent of the 33,260 employee decline was concentrated in the GS-1 and GS-3 through GS-7 grades (primarily staffed with clerical and technical workers), while the remaining 26.3 percent of the total decline was at the GS-10 through GS-12 grades (staffed mostly by administrative and professional workers). **Figure 5** provides a chart and table reflecting these changes.

Foreign Service and Department of Veterans Affairs Pay Systems

Table 8 shows that there were 4,305 Foreign Service Officers with an average salary of \$77,198, and 6,686 Foreign Service Personnel with an average salary of \$52,780 as of March 31, 1999.

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

	Employment	Average Salary
Physicians & Dentists (VM)	7,304	\$96,624
Nurses (VN)	31,116	\$51,845
Podiatrists & Optometrists (VP)	232	\$84,775
Physicians Assistants (VN)	1,109	\$62,360

(See Table 9)

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

Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 437 with an average salary of \$122,435 as of March 31, 1999.

Employment in the Senior Executive Service (SES) totaled 7,004 with an average salary of \$122,245.

Other Pay Plans

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

Special Salary Rates

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

As of March 1999, there were 146,644 white-collar workers being paid special rate salaries (125,615 title 5 and 21,029 title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (35.8 percent), **Administrative** (6.5), **Technical** (23.8 percent), **Clerical** (19.5 percent), and **Other** (14.4 percent).

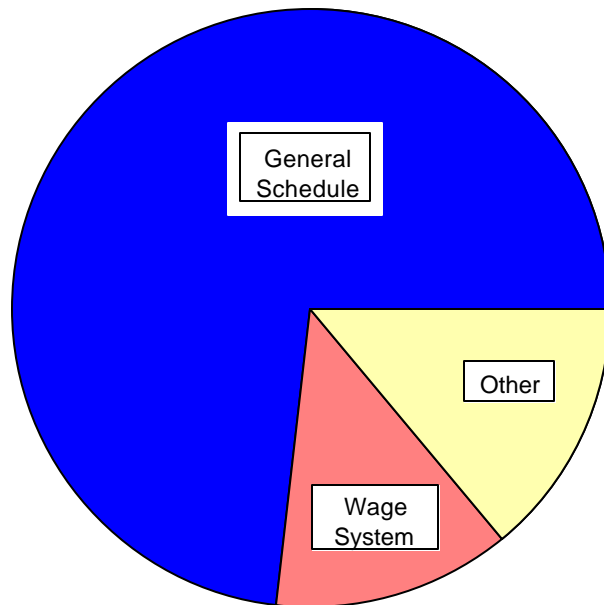
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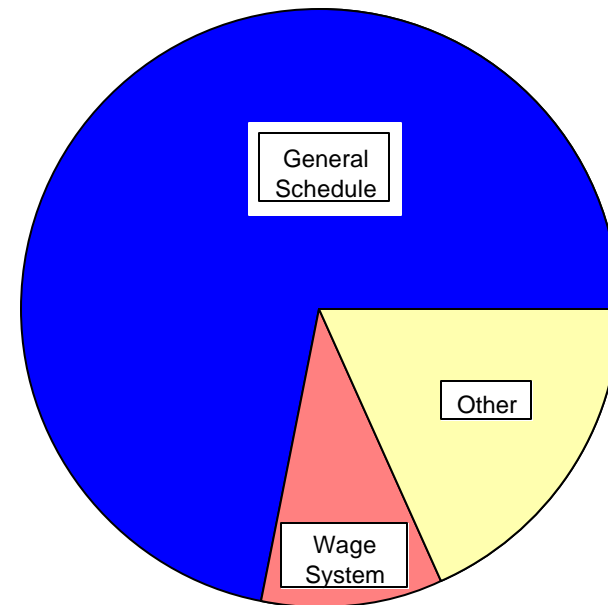
Figure 1

DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 1999

Full-Time Employment



Aggregate Adjusted Basic Salaries



5

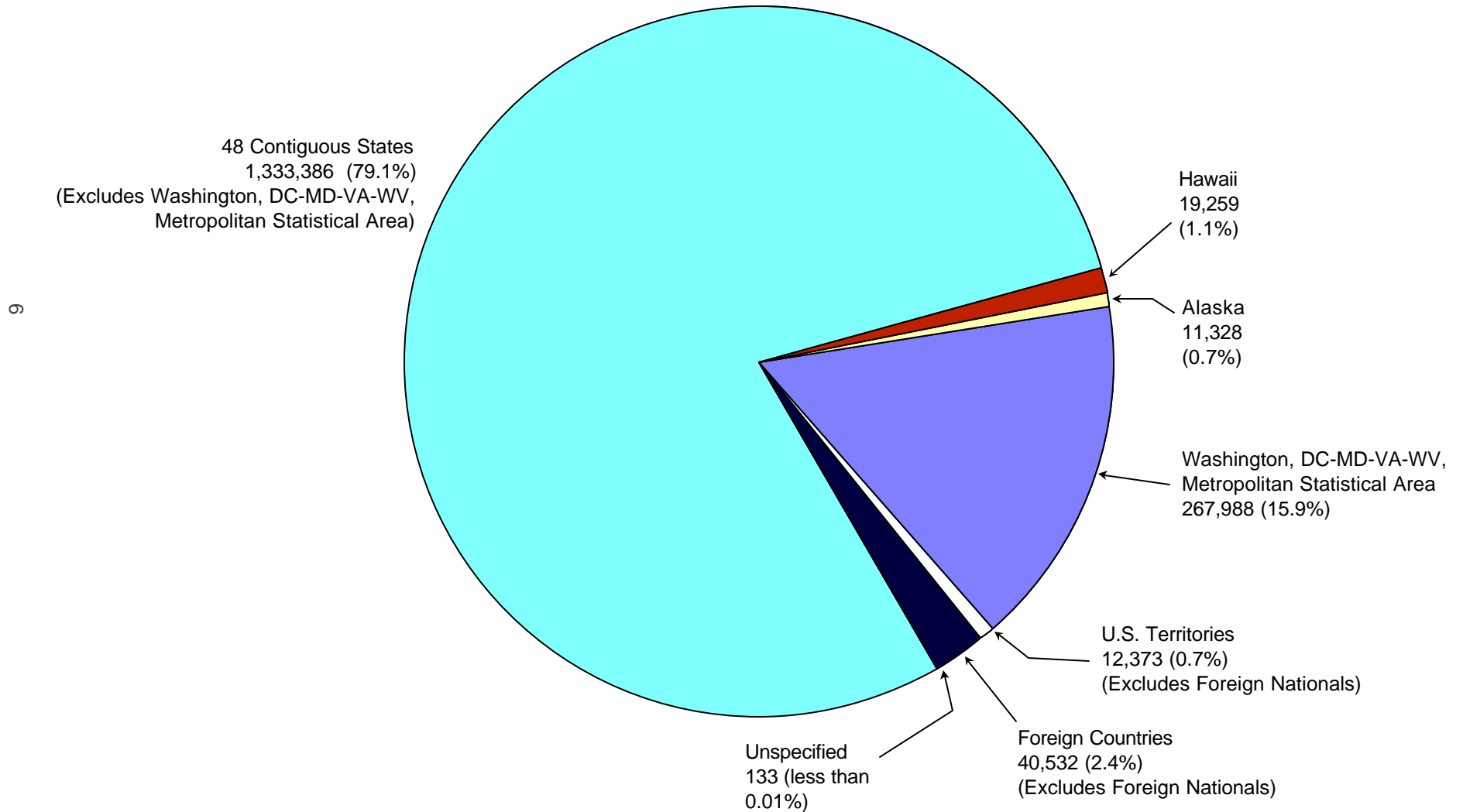
Full-Time Employment (000) and Aggregate Adjusted Basic Salaries (\$ millions) By Pay Category

Pay System	1999	1998	1999	1998	1999	1998	1999	1998
General Schedule	1,234.4	1,257.8	73.3%	74.0%	\$57,699.4	56,379.2	72.0%	72.9%
Wage System	213.8	222.3	12.7	13.1	7,645.8	7,728.1	9.5	10.0
Other	236.9	218.5	14.1	12.9	14,807.8	13,256.8	18.5	17.1
Total	1,685.0	1,698.6	100.0	100.0	80,153.0	77,364.1	100.0	100.0

Figure 2

**DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT
BY GEOGRAPHIC AREA AS OF MARCH 31, 1999**

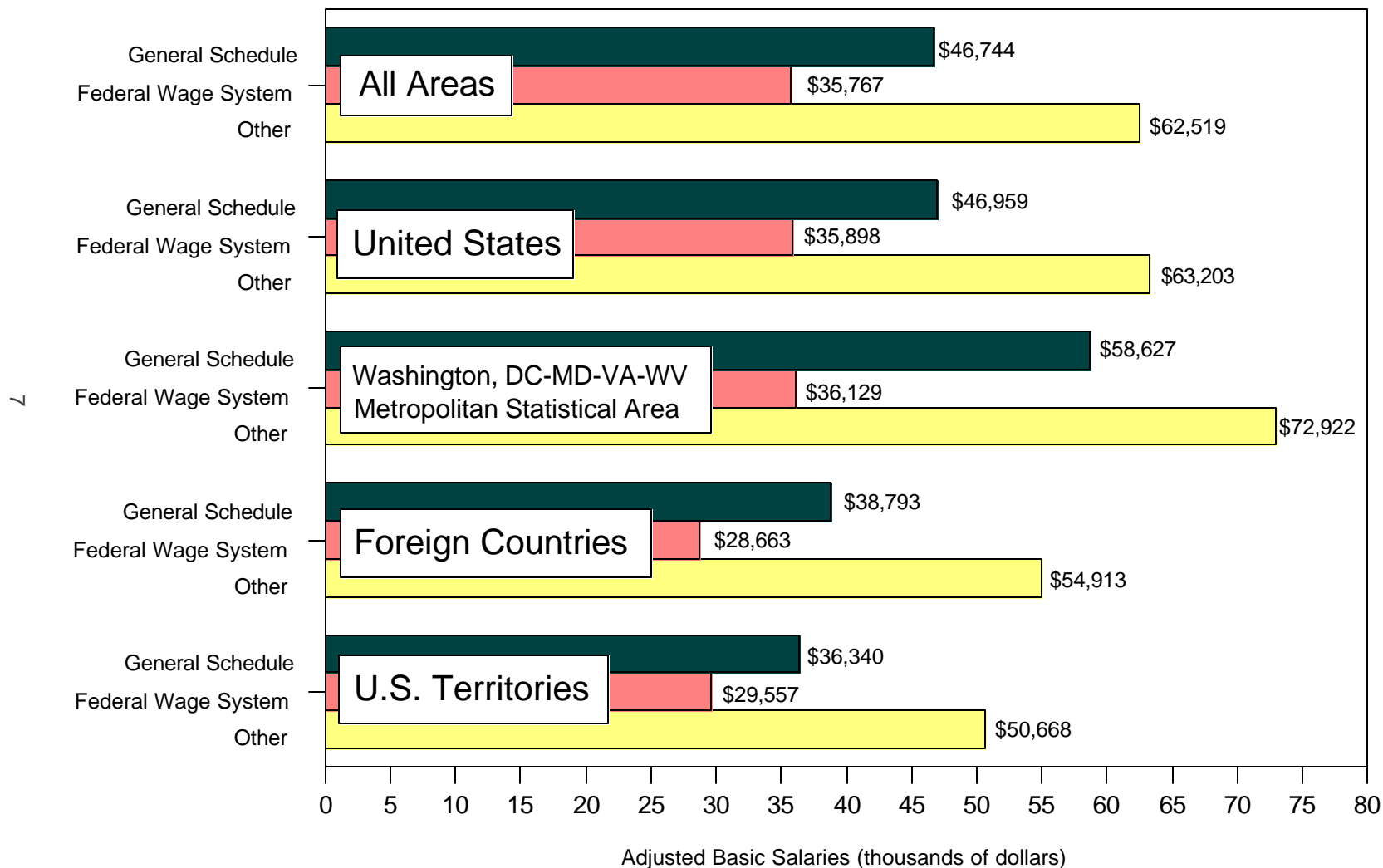
Total Full-Time Employment: 1,684,999



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1999.

Figure 3

AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 1999

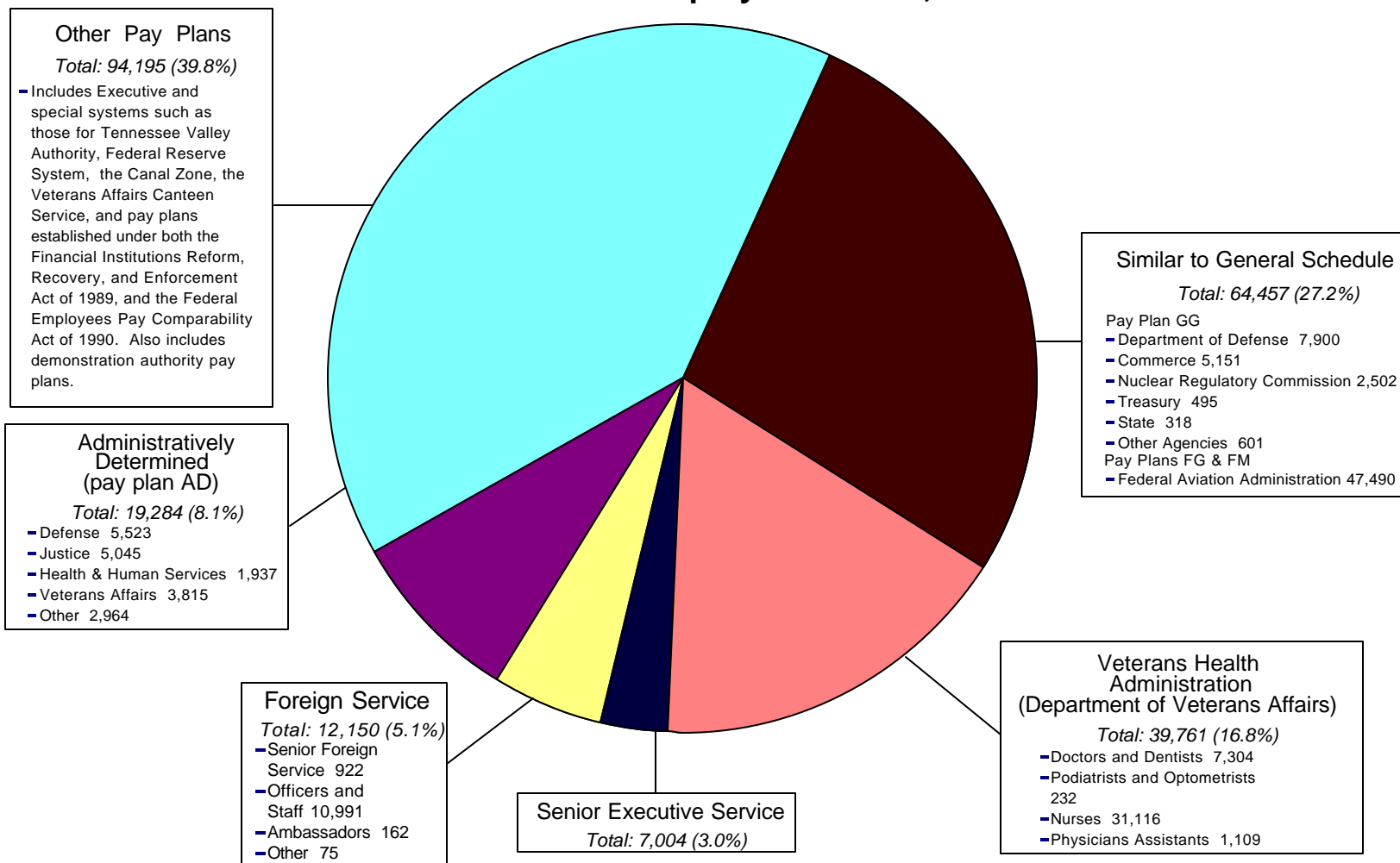


Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1999

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, 1999

Total Full-Time Employment: 236,851



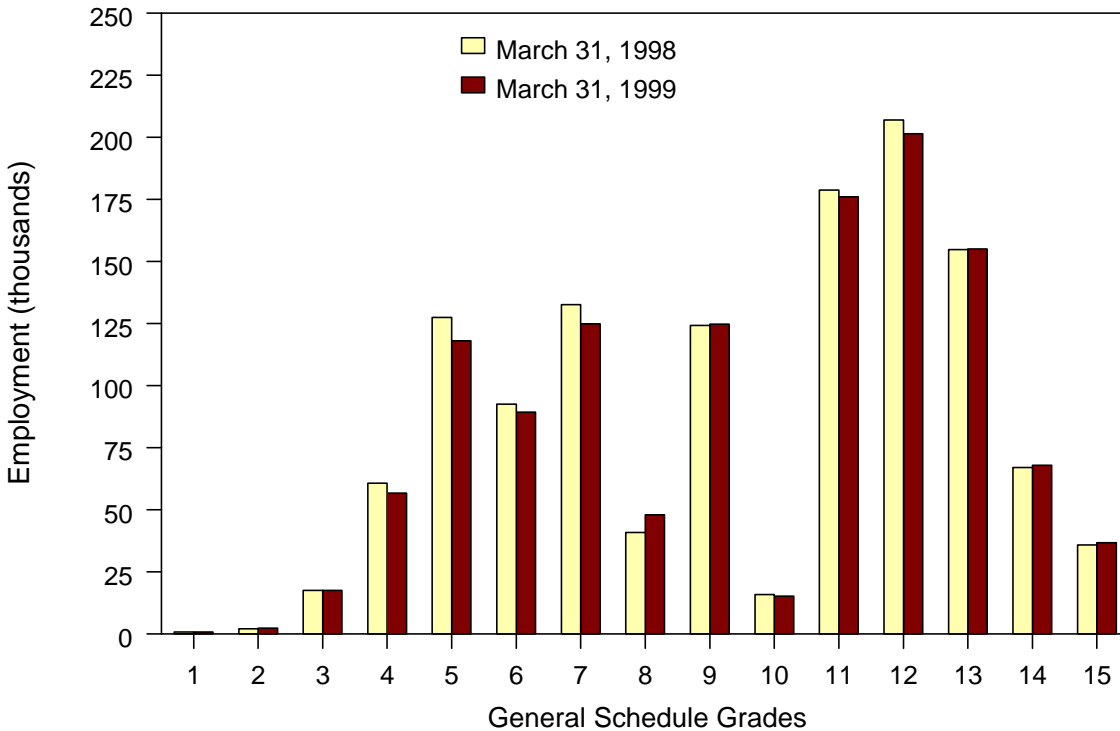
Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 1999.

Figure 5

1/

DISTRIBUTION OF GENERAL SCHEDULE EMPLOYMENT

ALL AREAS -- as of March 31, 1998 and 1999



Grade	March 31, 1999	March 31, 1998	Net Change	Percent Change
1	754	798	-44	-5.5
2	2,333	2,023	310	15.3
3	17,488	17,560	-72	-0.4
4	56,636	60,723	-4,087	-6.7
5	118,004	127,384	-9,380	-7.4
6	89,348	92,564	-3,216	-3.5
7	124,822	132,550	-7,728	-5.8
8	47,901	40,905	6,996	17.1
9	124,774	124,207	567	0.5
10	15,256	15,864	-608	-3.8
11	176,084	178,727	-2,643	-1.5
12	201,449	206,931	-5,482	-2.7
13	155,026	154,806	220	0.1
14	67,843	67,013	830	1.2
15	36,662	35,745	917	2.6
Total	1,234,380	1,257,800	-23,420	-1.9

Governmentwide average grade under the General Schedule (GS) as of March 31, 1999, was 9.57.

The Governmentwide average grade through 1979 through 1998 was: 8.20, 8.16, 8.24, 8.26, 8.34, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, 9.49, 9.45, and 9.51 respectively (Note: all average grades from 1979 through 1990 were based on GS grades 1 to 18).

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

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TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1999

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
ALL AGENCIES, TOTAL	1,684,999	1,234,380	213,768	236,851
LEGISLATIVE BRANCH, TOTAL	9,467	4,184	1,507	3,776
ARCHITECT OF THE CAPITOL	1,797	298	1,335	164
BOTANIC GARDEN	46	8	38	...
COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT	4	4	...	...
GOVERNMENT PRINTING OFFICE	3,279	...	28	3,251
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	5	...	...	5
LIBRARY OF CONGRESS	4,057	3,654	103	300
MEDICARE PAYMENT ADVISORY COMMISSION	31	...	...	31
NATIONAL GAMBLING IMPACT STUDY COMMISSION	10	...	...	10
U.S. TAX COURT	238	220	3	15
EXECUTIVE BRANCH, TOTAL	1,675,532	1,230,196	212,261	233,075
EXECUTIVE OFFICE OF THE PRESIDENT				
COUNCIL OF ECONOMIC ADVISORS	28	12	...	16
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	17	7	...	10
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	85	...	34	51
NATIONAL SECURITY COUNCIL	43	35	...	8
OFFICE OF ADMINISTRATION	172	158	7	7
OFFICE OF MANAGEMENT AND BUDGET	467	392	1	74
OFFICE OF NATIONAL DRUG CONTROL POLICY	102	87	...	15
OFFICE OF POLICY DEVELOPMENT	34	25	...	9
OFFICE OF SCIENCE AND TECHNOLOGY POLICY				
OFFICE OF THE U.S. TRADE REPRESENTATIVE	160	115	1	44
EXECUTIVE DEPARTMENTS				
DEPARTMENT OF AGRICULTURE	86,872	83,167	2,195	1,510
DEPARTMENT OF COMMERCE	35,461	22,626	670	12,165
DEPARTMENT OF DEFENSE, TOTAL	666,046	451,997	158,671	55,378
DEFENSE LOGISTICS AGENCY	39,786	30,971	8,708	107
DEPARTMENT OF THE AIR FORCE	158,934	98,472	52,239	8,223
DEPARTMENT OF THE ARMY	220,639	158,812	49,628	12,199
DEPARTMENT OF THE NAVY	186,863	119,249	42,911	24,703
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,368	1,088	7	273
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	197	193	1	3
DEPARTMENT OF DEFENSE	58,259	43,212	5,177	9,870
DEPARTMENT OF EDUCATION	4,477	4,325	7	145
DEPARTMENT OF ENERGY	15,740	13,773	499	1,468
DEPARTMENT OF HEALTH AND HUMAN SERVICES	52,348	46,528	2,530	3,290
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,005	9,796	8	201
DEPARTMENT OF THE INTERIOR	62,711	49,509	7,326	5,876
DEPARTMENT OF JUSTICE	120,539	109,386	5,215	5,938
DEPARTMENT OF LABOR	15,221	14,953	21	247
DEPARTMENT OF STATE	14,510	5,136	65	9,309
DEPARTMENT OF TRANSPORTATION	63,138	11,803	1,852	49,483
DEPARTMENT OF THE TREASURY	150,676	140,204	2,019	8,453
DEPARTMENT OF VETERANS AFFAIRS	194,886	123,563	26,435	44,888

TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1999

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES				
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS	3	...	...	3
ADVISORY COUNCIL ON HISTORIC PRESERVATION	32	...	...	32
AFRICAN DEVELOPMENT FOUNDATION	27	25	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	49	47	...	2
APPALACHIAN REGIONAL COMMISSION	10	9	...	1
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	29	29	...	...
ARCTIC RESEARCH COMMISSION	2	1	...	1
ARMED FORCES RETIREMENT HOME	782	488	238	56
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	26	21	...	5
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
CIVIL LIBERTIES PUBLIC EDUCATION FUND BOARD	19	18	...	1
COMMISSION OF FINE ARTS	7	6	...	1
COMMISSION ON CIVIL RIGHTS	78	75	...	3
COMMODITY FUTURES TRADING COMMISSION	538	511	...	27
CONSUMER PRODUCT SAFETY COMMISSION	456	442	...	14
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	579	165	...	414
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	91	29	...	62
ENVIRONMENTAL PROTECTION AGENCY	17,614	17,301	4	309
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,515	2,470	...	45
EXPORT-IMPORT BANK OF THE UNITED STATES	393	347	1	45
FARM CREDIT ADMINISTRATION	291	...	...	291
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	...	...	10
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	279	...	4
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	43	27	...	16
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	90	80	...	10
FEDERAL COMMUNICATIONS COMMISSION	1,869	1,794	10	65
FEDERAL DEPOSIT INSURANCE CORPORATION	7,194	...	36	7,158
FEDERAL ELECTION COMMISSION	313	301	...	12
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,404	2,786	170	448
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	6	...	...
FEDERAL HOUSING FINANCE BOARD	115	...	...	115
FEDERAL LABOR RELATIONS AUTHORITY	210	186	...	24
FEDERAL MARITIME COMMISSION	139	125	...	14
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,468	...	111	1,357
FEDERAL TRADE COMMISSION	909	855	14	40
GENERAL SERVICES ADMINISTRATION	14,011	11,821	2,064	126
INTER-AMERICAN FOUNDATION	57	55	...	2
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	246	...	102	144
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	6	...	1	5
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	18	1	...	17
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	9	8	...	1

TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1999

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
MERIT SYSTEMS PROTECTION BOARD	233	216	...	17
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	14	...	...	14
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,214	17,380	358	476
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,184	2,138	28	18
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	6	2	...	4
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	337	315	1	21
NATIONAL CAPITAL PLANNING COMMISSION	44	40	...	4
NATIONAL COUNCIL ON DISABILITY	8	7	...	1
NATIONAL CREDIT UNION ADMINISTRATION	900	...	...	900
NATIONAL EDUCATION GOALS PANEL	8	5	...	3
NATIONAL LABOR RELATIONS BOARD	1,754	1,624	7	123
NATIONAL MEDIATION BOARD	40	36	...	4
NATIONAL SCIENCE FOUNDATION	976	658	...	318
NATIONAL TRANSPORTATION SAFETY BOARD	426	403	...	23
NUCLEAR REGULATORY COMMISSION	2,734	...	...	2,734
NUCLEAR WASTE TECHNICAL REVIEW BOARD	11	3	...	8
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	64	45	...	19
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	69	58	9	2
OFFICE OF GOVERNMENT ETHICS	78	73	...	5
OFFICE OF SPECIAL COUNSEL	84	77	...	7
PANAMA CANAL COMMISSION	346	...	...	346
PEACE CORPS	806	...	...	806
PENSION BENEFIT GUARANTY CORPORATION	709	686	...	23
RAILROAD RETIREMENT BOARD	1,232	1,204	11	17
SECURITIES AND EXCHANGE COMMISSION	2,689	2,587	18	84
SELECTIVE SERVICE SYSTEM	164	161	1	2
SMALL BUSINESS ADMINISTRATION	4,527	4,436	5	86
SMITHSONIAN INSTITUTION	4,831	3,782	917	132
SOCIAL SECURITY ADMINISTRATION	61,052	59,420	398	1,234
TENNESSEE VALLEY AUTHORITY	13,690	...	...	13,690
TRADE AND DEVELOPMENT AGENCY	40	36	...	4
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	186	182	...	4
U.S. HOLOCAUST MEMORIAL COUNCIL	211	190	17	4
U.S. INFORMATION AGENCY	3,742	2,474	149	1,119
U.S. INSTITUTE OF PEACE	58	...	...	58
U.S. INTERNATIONAL TRADE COMMISSION	374	357	...	17
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	2,433	1,211	1	1,221
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,555	2,470	34	51
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	12	12	...	...

**TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 1999**

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
ALL AREAS								
TOTAL	1,684,999	100.0	\$80,152,947,416	100.0	\$47,569	\$42,443	\$22.79	\$20.34
GENERAL SCHEDULE	1,234,380	73.3	\$57,699,368,372	72.0	\$46,744	\$43,104	\$22.40	\$20.65
FEDERAL WAGE SYSTEM	213,768	12.7	\$7,645,782,617	9.5	\$35,767	\$35,293	\$17.14	\$16.91
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	236,851	14.1	\$14,807,796,427	18.5	\$62,519	\$58,131	\$29.96	\$27.85
TOTAL UNITED STATES								
TOTAL	1,631,961	100.0	\$77,868,627,256	100.0	\$47,715	\$42,480	\$22.86	\$20.35
GENERAL SCHEDULE	1,204,193	73.8	\$56,547,527,729	72.6	\$46,959	\$43,208	\$22.50	\$20.70
FEDERAL WAGE SYSTEM	209,312	12.8	\$7,513,980,450	9.6	\$35,898	\$35,352	\$17.20	\$16.94
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	218,456	13.4	\$13,807,119,077	17.7	\$63,203	\$59,087	\$30.28	\$28.31
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA								
TOTAL	267,988	100.0	\$16,128,778,821	100.0	\$60,185	\$58,265	\$28.84	\$27.92
GENERAL SCHEDULE	207,427	77.4	\$12,160,852,021	75.4	\$58,627	\$58,254	\$28.09	\$27.91
FEDERAL WAGE SYSTEM	12,185	4.5	\$440,234,744	2.7	\$36,129	\$36,269	\$17.31	\$17.38
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	48,376	18.1	\$3,527,692,056	21.9	\$72,922	\$67,428	\$34.94	\$32.31
FOREIGN COUNTRIES								
TOTAL	40,532	100.0	\$1,812,395,441	100.0	\$44,715	\$42,364	\$21.43	\$20.30
GENERAL SCHEDULE	22,360	55.2	\$867,406,626	47.9	\$38,793	\$36,124	\$18.59	\$17.31
FEDERAL WAGE SYSTEM	2,015	5.0	\$57,755,043	3.2	\$28,663	\$26,373	\$13.73	\$12.64
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	16,157	39.9	\$887,233,772	49.0	\$54,913	\$50,262	\$26.31	\$24.08
U.S. TERRITORIES								
TOTAL	12,373	100.0	\$465,941,911	100.0	\$37,658	\$34,385	\$18.04	\$16.48
GENERAL SCHEDULE	7,827	63.3	\$284,434,017	61.0	\$36,340	\$33,093	\$17.41	\$15.86
FEDERAL WAGE SYSTEM	2,313	18.7	\$68,365,407	14.7	\$29,557	\$31,304	\$14.16	\$15.00
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	2,233	18.0	\$113,142,487	24.3	\$50,668	\$46,316	\$24.28	\$22.19
UNSPECIFIED GEOGRAPHIC AREA								
TOTAL	133	100.0	\$5,982,808	100.0	\$44,984	\$40,288	\$21.55	\$19.30
GENERAL SCHEDULE	133	...	...	...	...	...	...	...
FEDERAL WAGE SYSTEM	128	96.2	\$5,681,717	95.0	\$44,388	\$40,269	\$21.27	\$19.30
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	5	3.8	\$301,091	5.0	\$60,218	\$50,250	\$28.85	\$24.08

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, 1999

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
ALL AGENCIES, TOTAL	1,234,380	754	2,333	17,488	56,636	118,004	89,348	124,822
LEGISLATIVE BRANCH, TOTAL	4,184	...	7	21	55	247	224	368
ARCHITECT OF THE CAPITOL	298	...	...	2	2	22	19	48
BOTANIC GARDEN	8	...	...	...	...	1	...	1
COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT	4	...	...	...	...	...	...	...
LIBRARY OF CONGRESS	3,654	...	7	19	50	212	190	298
U.S. TAX COURT	220	...	...	...	3	12	15	21
EXECUTIVE BRANCH, TOTAL	1,230,196	754	2,326	17,467	56,581	117,757	89,124	124,454
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISORS	12	...	...	...	...	...	1	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	7	...	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	35	...	...	...	...	1	1	3
OFFICE OF ADMINISTRATION	158	...	...	...	...	5	11	12
OFFICE OF MANAGEMENT AND BUDGET	392	...	...	...	...	1	...	8
OFFICE OF NATIONAL DRUG CONTROL POLICY	87	...	...	...	1	...	...	4
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	25	...	...	...	...	...	2	1
OFFICE OF THE U.S. TRADE REPRESENTATIVE	115	...	...	...	...	...	...	2
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	83,167	45	91	336	1,942	5,674	5,096	13,517
DEPARTMENT OF COMMERCE	22,626	14	29	106	475	993	773	2,458
DEPARTMENT OF DEFENSE, TOTAL	451,997	85	399	4,492	23,796	48,995	34,122	44,455
DEFENSE LOGISTICS AGENCY	30,971	3	9	154	990	2,427	2,183	2,664
DEPARTMENT OF THE AIR FORCE	98,472	27	76	853	4,103	11,096	7,401	9,881
DEPARTMENT OF THE ARMY	158,812	25	107	1,248	10,475	18,273	11,469	16,771
DEPARTMENT OF THE NAVY	119,249	26	151	990	5,553	11,708	8,601	10,663
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	1,088	...	...	...	...	1	7	44
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	193	...	...	...	...	...	...	26
DEPARTMENT OF DEFENSE	43,212	4	56	1,247	2,675	5,490	4,461	4,406
DEPARTMENT OF EDUCATION	4,325	2	8	20	48	74	91	336
DEPARTMENT OF ENERGY	13,773	21	11	18	22	125	366	657
DEPARTMENT OF HEALTH AND HUMAN SERVICES	46,528	16	104	534	1,769	2,842	2,350	3,829
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,796	36	25	71	32	141	143	1,153
DEPARTMENT OF THE INTERIOR	49,509	36	69	366	1,759	4,281	3,029	4,861
DEPARTMENT OF JUSTICE	109,386	77	120	161	781	5,716	6,728	17,623
DEPARTMENT OF LABOR	14,953	14	50	104	176	684	678	1,213
DEPARTMENT OF STATE	5,136	3	21	37	71	267	173	544
DEPARTMENT OF TRANSPORTATION	11,803	11	26	61	82	380	681	973
DEPARTMENT OF THE TREASURY	140,204	38	862	8,107	11,173	12,091	8,471	13,444
DEPARTMENT OF VETERANS AFFAIRS	123,563	211	287	1,991	11,779	27,808	20,576	9,510
INDEPENDENT AGENCIES								
AFRICAN DEVELOPMENT FOUNDATION	25	...	...	...	...	...	...	3
AMERICAN BATTLE MONUMENTS COMMISSION	47	...	...	...	...	1	2	1
APPALACHIAN REGIONAL COMMISSION	9	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	29	...	...	...	1	1	...	2
ARCTIC RESEARCH COMMISSION	1	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	488	...	...	...	60	115	70	44
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	21	...	...	...	...	...	...	2
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	18	...	...	...	...	...	...	3
COMMISSION OF FINE ARTS	6	...	...	...	...	1	...	...
COMMISSION ON CIVIL RIGHTS	75	...	...	...	1	4	2	7
COMMODITY FUTURES TRADING COMMISSION	511	...	...	...	1	16	16	42
CONSUMER PRODUCT SAFETY COMMISSION	442	...	...	...	1	13	3	24
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	165	...	...	...	1	2	6	14
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	29	...	...	...	...	...	...	2
ENVIRONMENTAL PROTECTION AGENCY	17,301	21	22	63	100	197	306	967
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,470	...	5	6	16	193	123	173
EXPORT-IMPORT BANK OF THE UNITED STATES	347	...	...	...	...	5	8	25
FEDERAL MEDIATION AND CONCILIATION SERVICE	279	...	...	...	1	3	13	12
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	27	...	1	...	...	...	...	4

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1999

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
47,901	124,774	15,256	176,084	201,449	155,026	67,843	36,662	1,234,380	ALL AGENCIES, TOTAL
375	332	43	456	900	464	350	342	4,184	LEGISLATIVE BRANCH, TOTAL
14	20	16	30	65	25	22	13	298	ARCHITECT OF THE CAPITOL
...	2	...	...	3	...	1	...	8	BOTANIC GARDEN
...	1	...	1	...	...	...	2	4	COMMISSION ON THE ADVANCEMENT OF FEDERAL LAW ENFORCEMENT
355	266	13	384	806	419	319	316	3,654	LIBRARY OF CONGRESS
6	43	14	41	26	20	8	11	220	U.S. TAX COURT
47,526	124,442	15,213	175,628	200,549	154,562	67,493	36,320	1,230,196	EXECUTIVE BRANCH, TOTAL
...	2	1	...	4	2	2	...	12	EXECUTIVE OFFICE OF THE PRESIDENT
...	...	1	...	1	1	...	4	7	COUNCIL OF ECONOMIC ADVISORS
3	1	4	5	3	6	4	4	35	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
8	16	...	17	26	20	26	17	158	NATIONAL SECURITY COUNCIL
26	39	17	42	28	50	50	131	392	OFFICE OF ADMINISTRATION
6	15	2	4	2	9	23	21	87	OFFICE OF MANAGEMENT AND BUDGET
...	2	4	3	2	2	2	7	25	OFFICE OF NATIONAL DRUG CONTROL POLICY
10	21	5	5	4	4	18	46	115	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
...	...	...	...	...	...	...	...	...	OFFICE OF THE U.S. TRADE REPRESENTATIVE
3,469	13,275	723	13,078	13,085	7,737	3,264	1,835	83,167	EXECUTIVE DEPARTMENTS
424	1,887	214	2,664	3,912	4,280	2,969	1,428	22,626	DEPARTMENT OF AGRICULTURE
7,744	48,119	4,422	73,420	91,014	47,719	15,724	7,491	451,997	DEPARTMENT OF COMMERCE
241	3,121	35	8,241	6,823	2,750	1,001	329	30,971	DEPARTMENT OF DEFENSE, TOTAL
1,435	15,030	1,018	16,822	17,831	9,456	2,533	910	98,472	DEFENSE LOGISTICS AGENCY
3,013	16,630	1,880	24,828	28,944	17,351	5,626	2,172	158,812	DEPARTMENT OF THE AIR FORCE
1,824	11,095	1,235	19,661	27,883	13,292	4,322	2,245	119,249	DEPARTMENT OF THE ARMY
112	60	8	41	55	46	101	613	1,088	DEPARTMENT OF THE NAVY
14	11	1	21	30	40	19	31	193	IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE
1,105	2,172	245	3,806	9,448	4,784	2,122	1,191	43,212	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
73	230	6	344	937	1,043	689	424	4,325	DEPARTMENT OF DEFENSE
441	653	76	770	2,071	3,793	2,736	2,013	13,773	DEPARTMENT OF EDUCATION
1,555	4,306	611	4,334	6,948	9,036	5,135	3,159	46,528	DEPARTMENT OF ENERGY
131	382	54	487	3,119	2,047	1,120	855	9,796	DEPARTMENT OF HEALTH AND HUMAN SERVICES
1,106	6,650	456	8,552	8,729	5,723	2,664	1,228	49,509	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
8,377	13,595	2,647	14,631	13,962	14,653	6,056	4,259	109,386	DEPARTMENT OF THE INTERIOR
204	1,153	15	1,624	4,492	2,581	1,341	624	14,953	DEPARTMENT OF JUSTICE
293	551	38	553	713	789	600	483	5,136	DEPARTMENT OF LABOR
341	749	77	1,004	2,535	2,568	1,435	880	11,803	DEPARTMENT OF STATE
9,685	11,622	896	14,938	17,142	21,117	7,948	2,670	140,204	DEPARTMENT OF TRANSPORTATION
3,789	11,382	3,485	14,106	9,189	6,861	1,904	685	123,563	DEPARTMENT OF THE TREASURY
...	...	...	4	1	5	8	4	25	DEPARTMENT OF VETERANS AFFAIRS
5	7	2	17	4	6	1	1	47	INDEPENDENT AGENCIES
...	...	...	2	1	...	3	3	9	AFRICAN DEVELOPMENT FOUNDATION
...	1	...	3	9	2	6	4	29	AMERICAN BATTLE MONUMENTS COMMISSION
...	...	...	...	...	1	...	...	1	APPALACHIAN REGIONAL COMMISSION
16	50	17	52	31	19	11	3	488	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
1	...	...	...	1	2	11	4	21	ARCTIC RESEARCH COMMISSION
...	1	...	4	2	5	...	3	18	ARMED FORCES RETIREMENT HOME
...	...	...	1	1	2	1	...	6	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
2	5	...	6	10	25	3	10	75	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
18	34	5	24	92	124	80	59	511	COMMISSION OF FINE ARTS
16	16	1	79	97	87	56	49	442	COMMISSION ON CIVIL RIGHTS
2	5	...	10	59	46	12	8	165	COMMODITY FUTURES TRADING COMMISSION
2	3	3	5	3	2	3	6	29	CONSUMER PRODUCT SAFETY COMMISSION
376	868	103	1,161	2,889	5,842	2,726	1,660	17,301	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
40	102	...	111	812	399	374	116	2,470	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
24	29	30	22	20	83	62	39	347	ENVIRONMENTAL PROTECTION AGENCY
13	5	...	5	20	24	153	30	279	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
8	2	1	2	1	2	2	4	27	EXPORT-IMPORT BANK OF THE UNITED STATES
...	...	...	...	...	...	...	...	...	FEDERAL MEDIATION AND CONCILIATION SERVICE
...	...	...	...	...	...	...	...	...	FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1999

AGENCY	TOTAL	GENERAL SCHEDULE GRADE						
	EMPLOYEES	1	2	3	4	5	6	7
INDEPENDENT AGENCIES (CONTINUED)								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	80	...	...	...	...	3	3	4
FEDERAL COMMUNICATIONS COMMISSION	1,794	...	1	1	7	18	44	89
FEDERAL ELECTION COMMISSION	301	...	...	2	2	18	9	39
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,786	...	10	9	15	65	121	234
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	186	...	...	...	...	...	3	8
FEDERAL MARITIME COMMISSION	125	...	...	...	...	5	7	10
FEDERAL TRADE COMMISSION	855	...	...	3	2	14	29	85
GENERAL SERVICES ADMINISTRATION	11,821	9	8	71	84	305	556	1,073
INTER-AMERICAN FOUNDATION	55	...	...	...	1	4	2	5
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	8	...	...	...	...	...	1	...
MERIT SYSTEMS PROTECTION BOARD	216	...	...	...	1	4	7	10
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,380	...	10	26	71	187	591	620
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,138	2	45	234	195	269	198	181
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	2	...	...	...	...	...	...	1
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	315	...	...	1	4	...	8	33
NATIONAL CAPITAL PLANNING COMMISSION	40	...	...	1	...	2	...	2
NATIONAL COUNCIL ON DISABILITY	7	...	...	...	...	...	...	1
NATIONAL EDUCATION GOALS PANEL	5	...	...	...	...	...	1	...
NATIONAL LABOR RELATIONS BOARD	1,624	...	...	1	7	104	124	154
NATIONAL MEDIATION BOARD	36	...	...	...	...	...	...	2
NATIONAL SCIENCE FOUNDATION	658	...	...	...	1	7	56	98
NATIONAL TRANSPORTATION SAFETY BOARD	403	...	1	1	5	7	1	33
NUCLEAR WASTE TECHNICAL REVIEW BOARD	3	...	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	45	...	...	...	...	...	...	2
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	58	...	...	...	...	4	2	8
OFFICE OF GOVERNMENT ETHICS	73	1	...	...	2	1	2	7
OFFICE OF SPECIAL COUNSEL	77	...	...	...	2	...	5	3
PENSION BENEFIT GUARANTY CORPORATION	686	...	2	1	6	13	30	39
RAILROAD RETIREMENT BOARD	1,204	...	1	8	30	45	34	58
SECURITIES AND EXCHANGE COMMISSION	2,587	1	3	5	23	61	80	211
SELECTIVE SERVICE SYSTEM	161	...	2	5	9	14	17	16
SMALL BUSINESS ADMINISTRATION	4,436	17	18	68	124	299	188	457
SMITHSONIAN INSTITUTION	3,782	...	...	6	125	745	163	429
SOCIAL SECURITY ADMINISTRATION	59,420	84	80	446	1,644	4,695	2,790	3,948
TRADE AND DEVELOPMENT AGENCY	36	...	...	...	...	1	2	1
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	182	...	...	...	1	2	2	16
U.S. HOLOCAUST MEMORIAL COUNCIL	190	...	...	...	...	24	7	30
U.S. INFORMATION AGENCY	2,474	...	5	13	8	24	60	162
U.S. INTERNATIONAL TRADE COMMISSION	357	...	...	...	...	...	1	35
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	1,211	...	1	1	...	7	27	95
U.S. OFFICE OF PERSONNEL MANAGEMENT	2,470	10	9	91	124	181	111	326
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	12	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 1999

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
INDEPENDENT AGENCIES (CONTINUED)									
8	9	2	2	12	16	8	13	80	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
73	97	4	176	170	304	381	429	1,794	FEDERAL COMMUNICATIONS COMMISSION
5	31	...	48	34	40	47	26	301	FEDERAL ELECTION COMMISSION
51	270	2	361	790	419	264	175	2,786	FEDERAL EMERGENCY MANAGEMENT AGENCY
...	...	...	1	1	...	2	2	6	FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
7	28	...	30	13	38	35	24	186	FEDERAL LABOR RELATIONS AUTHORITY
6	11	2	6	23	21	20	14	125	FEDERAL MARITIME COMMISSION
42	32	16	32	77	127	121	275	855	FEDERAL TRADE COMMISSION
299	1,059	58	1,108	3,143	2,402	1,111	535	11,821	GENERAL SERVICES ADMINISTRATION
...	3	...	5	6	14	10	5	55	INTER-AMERICAN FOUNDATION
...	...	...	...	1	...	...	...	1	INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA
...	...	1	...	...	...	2	...	3	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	1	...	1	1	...	1	3	8	MARINE MAMMAL COMMISSION
7	7	...	18	13	16	50	83	216	MERIT SYSTEMS PROTECTION BOARD
246	491	253	1,214	1,852	6,076	3,508	2,235	17,380	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
39	157	2	195	281	216	73	51	2,138	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
...	...	...	1	...	...	...	...	2	NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE
9	25	...	25	53	79	31	47	315	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	6	1	1	13	9	3	2	40	NATIONAL CAPITAL PLANNING COMMISSION
...	...	1	...	...	4	...	1	7	NATIONAL COUNCIL ON DISABILITY
...	...	...	1	...	...	1	2	5	NATIONAL EDUCATION GOALS PANEL
73	49	2	59	80	351	438	182	1,624	NATIONAL LABOR RELATIONS BOARD
3	4	2	2	4	1	10	8	36	NATIONAL MEDIATION BOARD
88	54	10	50	85	56	71	82	658	NATIONAL SCIENCE FOUNDATION
12	24	2	26	26	85	104	76	403	NATIONAL TRANSPORTATION SAFETY BOARD
...	2	...	1	...	...	...	...	3	NUCLEAR WASTE TECHNICAL REVIEW BOARD
10	1	2	7	2	2	14	5	45	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
1	15	3	8	6	3	5	3	58	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
1	4	...	1	8	23	11	12	73	OFFICE OF GOVERNMENT ETHICS
1	2	...	4	8	34	9	9	77	OFFICE OF SPECIAL COUNSEL
8	18	...	73	149	151	126	70	686	PENSION BENEFIT GUARANTY CORPORATION
54	194	147	151	293	105	51	33	1,204	RAILROAD RETIREMENT BOARD
51	135	8	204	228	463	824	290	2,587	SECURITIES AND EXCHANGE COMMISSION
12	9	2	21	17	18	9	10	161	SELECTIVE SERVICE SYSTEM
28	315	...	552	1,105	719	351	195	4,436	SMALL BUSINESS ADMINISTRATION
88	408	14	529	492	388	210	185	3,782	SMITHSONIAN INSTITUTION
7,891	4,660	718	17,968	8,273	4,254	1,511	458	59,420	SOCIAL SECURITY ADMINISTRATION
...	7	...	5	5	5	4	6	36	TRADE AND DEVELOPMENT AGENCY
4	26	3	3	16	19	52	38	182	U.S. ARMS CONTROL AND DISARMAMENT AGENCY
4	24	4	29	22	20	16	10	190	U.S. HOLOCAUST MEMORIAL COUNCIL
82	156	17	229	705	613	249	151	2,474	U.S. INFORMATION AGENCY
10	26	2	26	41	93	65	58	357	U.S. INTERNATIONAL TRADE COMMISSION
76	94	15	93	178	212	259	153	1,211	U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY
29	210	4	271	346	449	213	96	2,470	U.S. OFFICE OF PERSONNEL MANAGEMENT
...	...	...	2	6	...	1	1	12	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, 1999

	TOTALS	PERCENTS	STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
			1	2	3	4	5	6	7	8	9	10					
TOTALS	1,234,380	100	201,345	75,083	77,976	136,111	129,061	129,011	149,104	107,992	76,608	152,089	...	5.4	\$57,699,368	\$46,744	
PERCENTS	100	...	16.3	6.1	6.3	11	10.5	10.5	12.1	8.7	6.2	12.3	...	...	...	...
GRADE																	
1	754	0.1	663	41	2	4	11	1	4	2	2	24	...	1.5	10,963	14,540	
2	2,333	0.2	1,806	111	60	47	45	36	32	22	34	140	...	2.1	39,705	17,019	
3	17,488	1.4	9,683	1,240	635	863	732	724	811	626	466	1,708	...	3.3	340,594	19,476	
4	56,636	4.6	15,508	3,662	2,594	4,554	4,304	4,506	5,794	4,457	2,907	8,350	...	5	1,292,997	22,830	
5	118,004	9.6	22,268	6,565	5,344	9,366	11,457	11,274	13,727	11,998	8,352	17,653	...	5.6	3,055,631	25,894	
6	89,348	7.2	9,827	4,574	4,413	8,614	8,917	11,238	12,734	11,045	6,673	11,313	...	5.9	2,597,585	29,073	
7	124,822	10.1	18,202	6,135	7,164	13,006	13,470	13,357	18,262	12,727	8,038	14,461	...	5.6	4,004,358	32,081	
8	47,901	3.9	2,149	1,379	2,775	5,123	5,881	6,563	7,026	5,377	4,901	6,727	...	6.4	1,728,151	36,078	
9	124,774	10.1	20,859	9,735	10,081	14,715	13,298	11,205	13,648	9,197	7,445	14,591	...	5.2	4,809,292	38,544	
10	15,256	1.2	1,529	1,307	806	1,508	1,463	1,412	1,871	1,563	1,642	2,155	...	5.9	666,251	43,671	
11	176,084	14.3	21,527	12,698	12,803	20,856	20,958	18,257	21,563	15,050	10,647	21,725	...	5.5	8,262,904	46,926	
12	201,449	16.3	16,273	14,234	13,692	26,154	22,951	24,077	28,162	18,997	12,316	24,593	...	5.7	11,366,643	56,424	
13	155,026	12.6	28,371	8,731	12,099	20,263	15,993	15,921	16,368	11,209	8,628	17,443	...	5.1	10,497,887	67,717	
14	67,843	5.5	19,140	3,402	4,007	7,639	6,668	6,847	6,095	4,026	3,159	6,860	...	4.6	5,479,126	80,762	
15	36,662	3	13,540	1,269	1,501	3,399	2,913	3,593	3,007	1,696	1,398	4,346	...	4.4	3,547,272	96,756	

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AVERAGE GRADE 9.5695

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, 1999

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	1,204,193	100	194,011	71,640	75,329	132,337	126,246	126,638	146,681	106,341	75,511	149,459	...	5.4	\$56,547,528	\$46,959	
PERCENTS	100	...	16.1	5.9	6.3	11	10.5	10.5	12.2	8.8	6.3	12.4	...	...	...	...
GRADE																	
1	722	0.1	638	41	2	2	9	1	3	2	2	22	...	1.5	10,520	14,571	
2	2,257	0.2	1,762	100	55	39	44	36	32	21	32	136	...	2.1	38,518	17,066	
3	16,852	1.4	9,361	1,136	596	809	701	706	800	618	454	1,671	...	3.3	329,524	19,554	
4	54,110	4.5	14,396	3,247	2,407	4,288	4,169	4,418	5,723	4,385	2,873	8,204	...	5.1	1,243,163	22,975	
5	113,819	9.5	20,813	5,918	5,005	8,953	11,139	11,051	13,499	11,832	8,234	17,375	...	5.6	2,961,378	26,018	
6	87,088	7.2	9,360	4,322	4,193	8,324	8,714	11,025	12,528	10,863	6,594	11,165	...	6	2,539,335	29,158	
7	122,054	10.1	17,443	5,830	6,933	12,640	13,181	13,151	18,044	12,586	7,965	14,281	...	5.6	3,925,555	32,162	
8	47,263	3.9	2,093	1,348	2,735	5,028	5,777	6,485	6,948	5,309	4,867	6,673	...	6.4	1,707,232	36,122	
9	121,091	10.1	19,988	9,192	9,679	14,249	12,968	10,975	13,383	9,022	7,335	14,300	...	5.2	4,681,301	38,659	
10	14,958	1.2	1,485	1,282	780	1,467	1,429	1,384	1,847	1,540	1,617	2,127	...	5.9	654,488	43,755	
11	171,607	14.3	20,689	12,227	12,432	20,289	20,445	17,871	21,147	14,786	10,463	21,258	...	5.5	8,069,762	47,025	
12	196,348	16.3	15,705	13,821	13,253	25,472	22,453	23,522	27,590	18,610	12,007	23,915	...	5.7	11,097,718	56,521	
13	152,513	12.7	27,900	8,553	11,816	19,876	15,732	15,660	16,122	11,094	8,540	17,220	...	5.1	10,340,802	67,803	
14	67,126	5.6	18,929	3,366	3,955	7,535	6,595	6,784	6,034	3,993	3,138	6,797	...	4.6	5,425,541	80,826	
15	36,385	3	13,449	1,257	1,488	3,366	2,890	3,569	2,981	1,680	1,390	4,315	...	4.4	3,522,683	96,817	

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AVERAGE GRADE 9.5897
 MEDIAN GRADE 11

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



TABLE 6 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 1999

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	207,427	100	43,650	13,391	13,266	22,364	20,214	20,656	21,804	14,634	11,991	25,457	...	5.1	\$12,160,852	\$58,627	
PERCENTS	100	...	21	6.5	6.4	10.8	9.7	10	10.5	7.1	5.8	12.3	...	...	...	...
GRADE																	
1	134	0.1	118	9	...	...	...	...	...	...	1	6	...	1.5	1,960	14,632
2	317	0.2	255	22	3	6	2	4	4	5	7	9	...	1.9	5,592	17,642	
3	887	0.4	567	69	25	27	29	36	43	30	11	50	...	2.7	17,753	20,015	
4	2,801	1.4	1,122	165	85	168	175	187	220	155	110	414	...	4.4	64,560	23,049	
5	7,367	3.6	1,540	485	319	594	705	678	783	626	441	1,196	...	5.4	192,652	26,151	
6	8,840	4.3	750	410	388	930	883	1,084	1,187	937	789	1,482	...	6.2	260,128	29,426	
7	18,289	8.8	2,185	526	553	1,345	1,820	2,201	2,837	1,955	1,679	3,188	...	6.3	599,364	32,772	
8	7,426	3.6	144	94	161	534	681	827	1,174	968	1,203	1,640	...	7.3	274,962	37,027	
9	14,609	7	2,920	866	1,130	1,388	1,424	1,213	1,526	1,133	1,091	1,918	...	5.3	567,055	38,815	
10	1,829	0.9	345	107	62	128	132	146	180	215	202	312	...	5.9	79,771	43,615	
11	17,381	8.4	4,167	1,624	1,340	1,973	2,056	1,573	1,618	895	728	1,407	...	4.5	795,144	45,748	
12	29,813	14.4	4,164	3,011	2,470	4,005	3,516	3,388	3,452	1,930	1,280	2,597	...	5	1,652,067	55,414	
13	43,912	21.2	8,491	3,345	3,855	5,953	4,255	4,283	4,339	2,801	2,018	4,572	...	4.9	2,945,902	67,087	
14	31,712	15.3	8,709	1,871	2,002	3,425	2,917	3,022	2,710	1,918	1,518	3,620	...	4.7	2,556,336	80,611	
15	22,110	10.7	8,173	787	873	1,888	1,619	2,014	1,731	1,066	913	3,046	...	4.5	2,147,599	97,132	

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AVERAGE GRADE 11.2672
 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, 1999

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
ALL AREAS												
TOTAL, ALL GRADES	100.0	16.3	6.1	6.3	11.0	10.5	10.5	12.1	8.7	6.2	12.3	...
1	100.0	87.9	5.4	0.3	0.5	1.5	0.1	0.5	0.3	0.3	3.2	...
2	100.0	77.4	4.8	2.6	2.0	1.9	1.5	1.4	0.9	1.5	6.0	...
3	100.0	55.4	7.1	3.6	4.9	4.2	4.1	4.6	3.6	2.7	9.8	...
4	100.0	27.4	6.5	4.6	8.0	7.6	8.0	10.2	7.9	5.1	14.7	...
5	100.0	18.9	5.6	4.5	7.9	9.7	9.6	11.6	10.2	7.1	15.0	...
6	100.0	11.0	5.1	4.9	9.6	10.0	12.6	14.3	12.4	7.5	12.7	...
7	100.0	14.6	4.9	5.7	10.4	10.8	10.7	14.6	10.2	6.4	11.6	...
8	100.0	4.5	2.9	5.8	10.7	12.3	13.7	14.7	11.2	10.2	14.0	...
9	100.0	16.7	7.8	8.1	11.8	10.7	9.0	10.9	7.4	6.0	11.7	...
10	100.0	10.0	8.6	5.3	9.9	9.6	9.3	12.3	10.2	10.8	14.1	...
11	100.0	12.2	7.2	7.3	11.8	11.9	10.4	12.2	8.5	6.0	12.3	...
12	100.0	8.1	7.1	6.8	13.0	11.4	12.0	14.0	9.4	6.1	12.2	...
13	100.0	18.3	5.6	7.8	13.1	10.3	10.3	10.6	7.2	5.6	11.3	...
14	100.0	28.2	5.0	5.9	11.3	9.8	10.1	9.0	5.9	4.7	10.1	...
15	100.0	36.9	3.5	4.1	9.3	7.9	9.8	8.2	4.6	3.8	11.9	...
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA												
TOTAL, ALL GRADES	100.0	21.0	6.5	6.4	10.8	9.7	10.0	10.5	7.1	5.8	12.3	...
1	100.0	88.1	6.7	...	...	...	...	...	...	0.7	4.5	...
2	100.0	80.4	6.9	0.9	1.9	0.6	1.3	1.3	1.6	2.2	2.8	...
3	100.0	63.9	7.8	2.8	3.0	3.3	4.1	4.8	3.4	1.2	5.6	...
4	100.0	40.1	5.9	3.0	6.0	6.2	6.7	7.9	5.5	3.9	14.8	...
5	100.0	20.9	6.6	4.3	8.1	9.6	9.2	10.6	8.5	6.0	16.2	...
6	100.0	8.5	4.6	4.4	10.5	10.0	12.3	13.4	10.6	8.9	16.8	...
7	100.0	11.9	2.9	3.0	7.4	10.0	12.0	15.5	10.7	9.2	17.4	...
8	100.0	1.9	1.3	2.2	7.2	9.2	11.1	15.8	13.0	16.2	22.1	...
9	100.0	20.0	5.9	7.7	9.5	9.7	8.3	10.4	7.8	7.5	13.1	...
10	100.0	18.9	5.9	3.4	7.0	7.2	8.0	9.8	11.8	11.0	17.1	...
11	100.0	24.0	9.3	7.7	11.4	11.8	9.1	9.3	5.1	4.2	8.1	...
12	100.0	14.0	10.1	8.3	13.4	11.8	11.4	11.6	6.5	4.3	8.7	...
13	100.0	19.3	7.6	8.8	13.6	9.7	9.8	9.9	6.4	4.6	10.4	...
14	100.0	27.5	5.9	6.3	10.8	9.2	9.5	8.5	6.0	4.8	11.4	...
15	100.0	37.0	3.6	3.9	8.5	7.3	9.1	7.8	4.8	4.1	13.8	...

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, 1999

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	\$77,198	4,305	125	168	216	261	318	357	388	380	366	609	412	256	165	284
1	\$95,410	1,326	9	23	38	48	77	98	131	129	147	251	145	89	68	73
2	\$78,096	1,579	34	42	64	69	119	151	146	144	136	216	155	107	56	140
3	\$60,881	1,170	81	98	94	114	91	85	84	82	72	118	100	54	32	65
4	\$49,114	229	1	5	20	30	30	23	27	25	11	24	12	6	9	6
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	\$32,434	1	...	...	...	...	1	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN SERVICE PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$52,780	6,686	709	445	401	380	474	520	492	426	451	681	461	341	314	591
1	\$94,084	458	13	12	26	20	19	40	41	35	33	86	42	27	36	28
2	\$77,450	885	28	43	53	51	67	87	81	62	49	103	87	62	48	64
3	\$60,818	1,270	88	87	77	98	86	110	123	113	112	167	80	42	27	60
4	\$48,826	1,397	117	116	131	107	92	124	87	93	107	115	96	65	43	104
5	\$41,684	1,068	58	39	37	46	108	93	88	57	84	87	61	56	91	163
6	\$37,271	716	64	40	37	25	58	34	37	32	42	78	61	62	50	96
7	\$30,550	438	144	45	15	18	24	16	18	21	14	30	27	20	13	33
8	\$26,418	277	95	36	16	9	14	10	17	11	8	15	6	5	1	34
9	\$22,220	169	98	25	8	5	6	6	...	2	2	...	1	2	5	9
AA	\$18,870	6	3	2	...	1	...	...	...	...	...	...	...	...	...	...
BB	\$16,392	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...
CC	\$15,938	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, 1999

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	\$96,624	7,304	9	25	34	69	118	222	230	300	380	5,917
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$58,808	1	...	...	...	...	...	...	...	...	...	1
INTERMEDIATE	\$64,188	15	...	...	...	2	5	1	2	2	...	3
SENIOR	\$80,319	222	4	1	1	2	12	14	13	26	13	136
CHIEF	\$97,024	6,882	5	24	33	65	101	206	213	270	344	5,621
EXECUTIVE	\$103,711	167	...	...	...	...	...	1	...	2	8	156
DIRECTOR	\$108,722	17	...	...	...	...	...	...	2	...	15	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$84,775	232	...	2	2	9	12	28	21	20	24	114
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	\$59,326	25	...	...	...	1	1	2	7	5	2	7
INTERMEDIATE	\$70,715	54	1	2	5	10	5	4	8	19
SENIOR	\$84,327	67	...	1	...	4	4	8	3	7	9	31
CHIEF	\$101,349	86	...	1	1	2	2	8	6	4	5	57

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NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$51,845	31,116
NURSE - I	\$40,353	3,969
NURSE - II	\$49,429	18,887
NURSE - III	\$61,294	7,492
NURSE - IV	\$72,858	593
NURSE - V	\$97,564	175
NURSE - UNSPECIFIED	...	...

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$62,360	1,109
DIRECTOR	...	...
ASSISTANT DIRECTOR	...	...
CHIEF	\$69,405	347
SENIOR	\$61,605	611
INTERMEDIATE	\$53,040	66
FULL	\$47,376	65
ASSOCIATE	\$42,653	20
JUNIOR	...	...



TABLE 11 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, TOTAL UNITED STATES AS OF MARCH 31, 1999

Table with 9 columns: ANNUAL EQUIVALENT SALARY INTERVAL, ALL EMPLOYEES (NUMBER, PERCENT), GENERAL SCHEDULE (NUMBER, PERCENT), FEDERAL WAGE SYSTEM (NUMBER, PERCENT), OTHER ACTS AND ADMINISTRATIVE DETERMINATION (NUMBER, PERCENT). Rows include totals, average salary (mean, median), and salary intervals from less than \$15,000 to 130,000 and over.

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, 1999**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
EXECUTIVE SCHEDULE (EX)					
LEVEL V	19	19	19	...	...
LEVEL IV	277	277	273	...	...
LEVEL III	96	95	93	1	...
LEVEL II	28	28	28	...	...
LEVEL I	17	17	17	...	...
TOTALS	437	436	430	1	...
SENIOR LEVEL (SL)					
SL	461	455	385	6	...
ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)					
AL - 3	1,303	1,290	120	13	...
AL - 2	32	32	13	...	...
AL - 1	5	5	5	...	...
TOTALS	1,340	1,327	138	13	...
CA - 1	9	9	9	...	...
CA - 2	8	8	8	...	...
CA - 3	46	46	46	...	...
TOTALS	63	63	63	...	...
SENIOR EXECUTIVE SERVICE (ES)					
ES - 1	728	726	461	2	...
ES - 2	783	780	521	3	...
ES - 3	1,088	1,078	738	19	...
ES - 4	2,634	2,625	1,871	56	...
ES - 5	1,188	1,185	901	22	...
ES - 6	583	583	508	3	...
TOTALS	7,004	6,977	5,000	105	...
MEDICAL (VM) AND NON-MEDICAL (AD & SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS					
VM - DIRECTOR	17	17	...	...	...
AD - DIRECTOR	...	...	...	...	...
SR - DIRECTOR	50	50	24	...	...
TOTALS	67	67	24	...	...
SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)					
FE - CAREER MINISTER	27	16	16	11	...
FE - MINISTER COUNSELOR	307	180	169	127	...
FE - COUNSELOR	588	267	253	321	...
TOTALS	922	463	438	459	...
FA - 4	...	...	...	...	...
FA - 3	105	...	...	104	1
FA - 2	57	1	1	56	...
FA - 1	...	...	...	...	...
TOTALS	162	1	1	160	1
SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)					
ST	270	269	106	1	...
OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE					
--	5,408	5,354	1,478	54	...
TOTALS FOR SELECTED PAY SYSTEMS	16,134	15,412	8,063	799	1



TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1999

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	16,134	3,501	7,004	437	461	68	270	4,393
LEGISLATIVE BRANCH, TOTAL	176	21	...	5	110	12	6	22
ARCHITECT OF THE CAPITOL	12	...	...	...	...	12	...	...
GOVERNMENT PRINTING OFFICE	24	...	...	2	...	...	...	22
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	115	...	...	3	106	...	6	...
MEDICARE PAYMENT ADVISORY COMMISSION	8	8	...	...	...	...	...	...
NATIONAL GAMBLING IMPACT STUDY COMMISSION	1	1	...	...	...	...	...	...
U.S. TAX COURT	15	11	...	...	4	...	...	...
EXECUTIVE BRANCH, TOTAL	15,958	3,480	7,004	432	351	56	264	4,371
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISORS	5	3	...	2	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	8	8	...	...	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	3	3	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	8	...	...	...	8	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	73	2	68	3	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	14	...	12	2	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	9	...	5	4	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	35	5	27	3	...	...	...	...
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	419	1	331	14	15	...	27	31
DEPARTMENT OF COMMERCE	542	63	380	19	3	...	43	34
DEPARTMENT OF DEFENSE, TOTAL	1,721	293	1,211	35	23	6	87	66
DEFENSE LOGISTICS AGENCY	45	10	35	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	221	14	160	5	7	...	25	10
DEPARTMENT OF THE ARMY	370	33	253	8	...	...	33	43
DEPARTMENT OF THE NAVY	539	176	321	6	5	...	18	13
IMMEDIATE OFFICE OF THE SECRETARY OF DEFENSE	271	...	253	15	2	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	272	60	186	1	9	6	10	...
DEPARTMENT OF EDUCATION	112	16	81	13	1	...	...	1
DEPARTMENT OF ENERGY	524	...	432	18	8	...	4	62
DEPARTMENT OF HEALTH AND HUMAN SERVICES	856	133	476	15	4	...	13	215
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	144	32	93	10	1	...	...	8
DEPARTMENT OF THE INTERIOR	315	13	227	12	25	...	26	12
DEPARTMENT OF JUSTICE	3,499	2,610	593	23	48	...	...	225
DEPARTMENT OF LABOR	241	2	161	14	11	...	...	53
DEPARTMENT OF STATE	946	8	155	30	2	...	...	751
DEPARTMENT OF TRANSPORTATION	449	19	208	18	1	...	...	203
DEPARTMENT OF THE TREASURY	643	5	527	19	14	...	...	78
DEPARTMENT OF VETERANS AFFAIRS	352	4	265	9	2	50	...	22
INDEPENDENT AGENCIES								
ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS	1	1	...	...	...	...	...	...
ADVISORY COUNCIL ON HISTORIC PRESERVATION	2	...	2	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	2	...	...	1	1	...	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	1	...	...	1	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	4	4	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	5	...	1	4	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	3	...	3	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	27	...	21	4	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	14	...	11	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	12	...	4	2	...	...	...	6
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	37	...	9	5	...	...	...	23
ENVIRONMENTAL PROTECTION AGENCY	287	2	251	7	12	...	5	10
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	45	...	40	5	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	31	13	...	3	15	...	...	...
FARM CREDIT ADMINISTRATION	13	...	...	3	...	...	...	10

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 1999

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)								
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	4	...	4	...	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	16	...	2	5	...	...	...	9
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	10	...	10	...	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	63	...	40	5	14	...	...	4
FEDERAL DEPOSIT INSURANCE CORPORATION	235	...	...	3	...	...	...	232
FEDERAL ELECTION COMMISSION	12	...	...	8	4	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	52	...	45	7	...	...	...	...
FEDERAL HOUSING FINANCE BOARD	18	...	...	2	...	...	...	16
FEDERAL LABOR RELATIONS AUTHORITY	24	...	15	4	...	...	...	5
FEDERAL MARITIME COMMISSION	14	...	8	4	...	...	...	2
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	6	...	...	6	...	...	...	...
FEDERAL TRADE COMMISSION	40	...	34	4	...	...	...	2
GENERAL SERVICES ADMINISTRATION	113	...	102	2	1	...	...	8
INTER-AMERICAN FOUNDATION	2	...	...	1	1	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	1	1	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	1	1	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	17	...	13	3	...	...	...	1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	465	13	389	3	1	...	58	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	17	1	14	1	1	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	2	1	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	16	...	12	3	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	4	...	4	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	42	...	...	3	...	...	...	39
NATIONAL EDUCATION GOALS PANEL	1	1	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	123	...	59	6	...	...	...	58
NATIONAL MEDIATION BOARD	4	...	2	2	...	...	...	...
NATIONAL SCIENCE FOUNDATION	247	161	86	...	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	22	...	12	5	1	...	...	4
NUCLEAR REGULATORY COMMISSION	214	...	158	6	...	...	...	50
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	19	...	3	2	...	...	...	14
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	5	...	4	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	7	...	6	1	...	...	...	...
PANAMA CANAL COMMISSION	6	6	...	...	...	...	...	...
PEACE CORPS	14	...	...	1	...	...	...	13
PENSION BENEFIT GUARANTY CORPORATION	23	...	...	...	23	...	...	...
RAILROAD RETIREMENT BOARD	16	...	12	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	83	...	74	5	...	...	...	4
SELECTIVE SERVICE SYSTEM	2	...	1	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	57	8	45	3	...	...	...	1
SMITHSONIAN INSTITUTION	111	...	...	...	105	...	...	6
SOCIAL SECURITY ADMINISTRATION	1,231	2	114	1	...	...	...	1,114
TENNESSEE VALLEY AUTHORITY	710	...	...	2	...	...	...	708
TRADE AND DEVELOPMENT AGENCY	3	...	2	1	...	...	...	...
U.S. ARMS CONTROL AND DISARMAMENT AGENCY	3	...	2	...	...	...	1	...
U.S. HOLOCAUST MEMORIAL COUNCIL	3	1	...	...	2	...	...	...
U.S. INFORMATION AGENCY	168	...	39	4	1	...	...	124
U.S. INSTITUTE OF PEACE	6	5	...	...	1	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	17	...	8	6	...	...	...	3
U.S. INTERNATIONAL DEVELOPMENT COOPERATION AGENCY	213	26	36	13	...	...	...	138
U.S. OFFICE OF PERSONNEL MANAGEMENT	50	...	46	3	1	...	...	...



TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1999

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	36,892	\$47,334	25,784	\$47,256	4,495	\$32,349	6,613	\$57,820
ALASKA	11,328	\$45,154	7,412	\$41,004	2,208	\$51,007	1,708	\$55,598
ARIZONA	28,046	\$41,713	20,549	\$41,588	4,170	\$34,733	3,327	\$51,236
ARKANSAS	10,948	\$40,705	7,860	\$40,680	1,986	\$31,415	1,102	\$57,629
CALIFORNIA	147,835	\$47,537	104,002	\$45,733	20,925	\$37,446	22,908	\$64,943
COLORADO	33,213	\$48,230	26,749	\$47,930	3,058	\$33,074	3,406	\$64,192
CONNECTICUT	7,260	\$48,571	5,144	\$47,313	893	\$32,608	1,223	\$65,518
DELAWARE	2,475	\$42,916	1,603	\$41,335	667	\$39,862	205	\$65,220
DISTRICT OF COLUMBIA	144,100	\$61,231	112,185	\$59,552	6,245	\$34,910	25,670	\$74,974
FLORIDA	60,727	\$45,628	45,063	\$44,082	7,747	\$34,290	7,917	\$65,522
GEORGIA	61,981	\$44,043	45,783	\$44,223	10,820	\$34,353	5,378	\$62,009
HAWAII	19,259	\$43,285	12,640	\$40,956	5,554	\$45,900	1,065	\$57,292
IDAHO	7,304	\$43,911	5,871	\$44,188	925	\$34,286	508	\$58,243
ILLINOIS	41,799	\$49,006	32,127	\$47,611	4,173	\$38,099	5,499	\$65,436
INDIANA	20,339	\$41,979	12,274	\$41,946	2,541	\$37,355	5,524	\$44,178
IOWA	6,834	\$42,499	4,773	\$41,499	1,177	\$35,907	884	\$56,678
KANSAS	14,650	\$43,147	10,895	\$40,748	2,104	\$38,125	1,651	\$65,378
KENTUCKY	19,411	\$39,256	14,113	\$37,600	2,311	\$33,845	2,987	\$51,266
LOUISIANA	19,835	\$42,493	15,240	\$42,144	3,150	\$34,873	1,445	\$62,784
MAINE	7,685	\$43,376	4,890	\$45,144	2,337	\$36,259	458	\$60,820
MARYLAND	101,062	\$55,433	76,847	\$54,430	7,187	\$37,175	17,028	\$67,664
MASSACHUSETTS	25,471	\$47,845	19,785	\$46,857	2,605	\$33,474	3,081	\$66,344
MICHIGAN	21,519	\$48,623	16,942	\$47,644	2,117	\$40,443	2,460	\$62,404
MINNESOTA	12,930	\$46,924	9,273	\$44,017	1,549	\$37,626	2,108	\$66,541
MISSISSIPPI	16,776	\$42,367	11,796	\$42,015	2,812	\$32,191	2,168	\$57,485
MISSOURI	32,296	\$42,126	26,822	\$40,777	2,567	\$35,853	2,907	\$60,116
MONTANA	7,724	\$42,791	6,295	\$42,527	957	\$37,583	472	\$56,883
NEBRASKA	7,632	\$43,854	6,124	\$43,864	779	\$32,203	729	\$56,218
NEVADA	7,146	\$46,593	5,491	\$44,825	699	\$38,402	956	\$62,736
NEW HAMPSHIRE	3,135	\$51,038	1,981	\$46,408	364	\$32,838	790	\$71,036
NEW JERSEY	26,519	\$52,132	20,555	\$51,981	3,025	\$37,536	2,939	\$68,208
NEW MEXICO	21,178	\$43,602	15,609	\$43,630	2,397	\$32,758	3,172	\$51,657
NEW YORK	58,218	\$46,259	43,566	\$44,152	6,581	\$34,105	8,071	\$67,545
NORTH CAROLINA	30,261	\$41,898	20,055	\$42,087	6,810	\$35,056	3,396	\$54,504
NORTH DAKOTA	4,875	\$40,774	3,386	\$40,758	930	\$35,534	559	\$49,593

TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 1999

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
OHIO	42,900	\$48,868	33,437	\$47,097	3,687	\$37,893	5,776	\$66,130
OKLAHOMA	31,223	\$42,691	18,003	\$43,259	9,136	\$35,804	4,084	\$55,592
OREGON	17,380	\$45,336	13,799	\$44,853	2,028	\$39,362	1,553	\$57,430
PENNSYLVANIA	62,551	\$43,196	48,117	\$43,146	10,139	\$34,955	4,295	\$63,208
RHODE ISLAND	5,911	\$50,027	4,916	\$50,937	630	\$31,386	365	\$69,945
SOUTH CAROLINA	16,193	\$42,162	11,067	\$41,345	2,725	\$33,045	2,401	\$56,277
SOUTH DAKOTA	6,710	\$39,761	4,557	\$40,118	1,105	\$33,388	1,048	\$44,929
TENNESSEE	33,089	\$44,806	17,543	\$38,782	2,797	\$31,157	12,749	\$56,091
TEXAS	106,676	\$43,694	78,306	\$43,102	16,259	\$32,536	12,111	\$62,502
UTAH	23,415	\$40,406	17,245	\$39,867	4,910	\$36,860	1,260	\$61,606
VERMONT	2,744	\$43,035	2,141	\$42,192	338	\$33,896	265	\$61,502
VIRGINIA	115,668	\$52,219	88,170	\$52,783	12,148	\$33,887	15,350	\$63,488
WASHINGTON	42,479	\$46,309	27,923	\$45,753	10,347	\$41,767	4,209	\$61,159
WEST VIRGINIA	11,506	\$43,507	9,152	\$43,027	1,352	\$34,106	1,002	\$60,577
WISCONSIN	11,076	\$42,904	8,013	\$42,018	1,834	\$35,527	1,229	\$59,685
WYOMING	4,404	\$41,636	3,249	\$41,457	788	\$36,540	367	\$54,156
UNSPECIFIED 1/	19,373	\$49,449	19,071	\$49,309	224	\$35,349	78	...
TOTALS	1,631,961	\$47,715	1,204,193	\$46,959	209,312	\$35,898	218,456	\$63,203

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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, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,488	\$48,848	20,597	\$47,834	3,416	\$35,251	3,475	\$68,229
BOSTON, MA-NH	16,573	\$53,055	12,889	\$51,945	1,146	\$33,018	2,538	\$67,740
BROCKTON, MA	1,075	\$42,203	678	\$40,180	205	\$28,766	192	\$63,696
FITCHBURG-MINSTER, MA	308	\$25,288	307	\$25,087	...	...	1	\$86,970
LAWRENCE, MA-NH	2,649	\$31,767	2,618	\$31,655	26	\$32,454	5	\$86,767
LOWELL, MA-NH	714	\$38,321	653	\$38,308	52	\$33,512	9	\$67,045
MANCHESTER, NH	914	\$45,129	598	\$42,993	105	\$28,516	211	\$59,451
NASHUA, NH	616	\$71,765	139	\$53,431	...	...	477	\$77,108
NEW BEDFORD, MA	110	\$49,917	95	\$50,567	1	\$34,853	14	\$46,584
PORTSMOUTH-ROCHESTER, NH-ME	4,220	\$45,514	2,355	\$51,510	1,861	\$37,841	4	\$85,191
WORCESTER, MA-CT	309	\$51,063	265	\$51,455	20	\$32,155	24	\$62,486
CHICAGO-GARY-KENOSHA, IL-IN-WI	26,418	\$51,028	20,003	\$48,854	1,873	\$35,712	4,542	\$66,916
CHICAGO, IL	25,819	\$51,063	19,578	\$48,911	1,817	\$35,711	4,424	\$66,893
GARY, IN	479	\$48,521	376	\$46,051	51	\$35,315	52	\$79,332
KANKAKEE, IL	95	\$55,723	29	\$49,046	...	...	66	\$58,657
KENOSHA, WI	25	\$44,826	20	\$46,030	5	\$40,012	...	...
CINCINNATI-HAMILTON, OH-KY-IN	9,278	\$39,994	8,420	\$38,462	306	\$31,953	552	\$67,826
CINCINNATI, OH-KY-IN	9,236	\$39,968	8,378	\$38,425	306	\$31,953	552	\$67,826
HAMILTON-MIDDLETOWN, OH	42	\$45,697	42	\$45,697	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	10,404	\$51,133	7,872	\$48,722	716	\$37,152	1,816	\$67,099
AKRON, OH	404	\$49,208	266	\$50,016	82	\$39,452	56	\$59,654
CLEVELAND-LORAIN-ELYRIA, OH	10,000	\$51,211	7,606	\$48,676	634	\$36,855	1,760	\$67,336
DALLAS-FORT WORTH, TX	22,675	\$50,636	15,957	\$47,677	1,203	\$34,732	5,515	\$62,667
DALLAS, TX	14,058	\$49,450	10,801	\$47,534	582	\$31,461	2,675	\$61,098
FORT WORTH-ARLINGTON, TX	8,617	\$52,572	5,156	\$47,977	621	\$37,799	2,840	\$64,145
DENVER-BOULDER-GREELEY, CO	21,003	\$52,345	17,127	\$51,290	1,196	\$35,533	2,680	\$66,588
BOULDER-LONGMONT, CO	1,654	\$65,611	262	\$51,523	83	\$35,217	1,309	\$70,359
DENVER, CO	19,112	\$51,347	16,683	\$51,400	1,062	\$35,399	1,367	\$63,085
GREELEY, CO	237	\$40,234	182	\$40,852	51	\$38,840	4	\$29,870
DETROIT-ANN ARBOR-FLINT, MI	14,130	\$50,827	11,499	\$49,860	1,083	\$42,356	1,548	\$63,942
ANN ARBOR, MI	2,079	\$47,772	1,518	\$46,058	240	\$40,744	321	\$61,133
DETROIT, MI	11,837	\$51,338	9,821	\$50,473	835	\$42,824	1,181	\$64,555
FLINT, MI	214	\$52,260	160	\$48,305	8	\$41,891	46	\$67,819
HOUSTON-GALVESTON-BRAZORIA, TX	12,343	\$55,865	9,568	\$53,866	719	\$32,130	2,056	\$73,468
BRAZORIA, TX	80	\$45,515	63	\$48,141	17	\$35,781	...	...
GALVESTON-TEXAS CITY, TX	422	\$51,356	411	\$51,641	10	\$38,138	1	\$66,406
HOUSTON, TX	11,841	\$56,096	9,094	\$54,007	692	\$31,954	2,055	\$73,472
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	44,466	\$48,629	33,159	\$46,962	5,055	\$36,189	6,252	\$67,529
LOS ANGELES-LONG BEACH, CA	23,129	\$47,614	17,683	\$44,724	1,445	\$31,163	4,001	\$66,330

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TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ORANGE COUNTY, CA	4,837	\$48,341	4,133	\$48,970	559	\$37,066	145	\$73,860
RIVERSIDE-SAN BERNARDINO, CA	9,821	\$42,713	6,658	\$43,428	2,451	\$37,322	712	\$54,593
VENTURA, CA	6,763	\$53,870	4,917	\$50,888	639	\$40,419	1,207	\$73,141
MIAMI-FORT LAUDERDALE, FL	12,279	\$47,913	9,331	\$44,322	765	\$31,133	2,183	\$69,142
FORT LAUDERDALE, FL	1,946	\$50,284	1,667	\$46,898	10	\$35,821	269	\$71,807
MIAMI, FL	10,333	\$47,467	7,664	\$43,762	755	\$31,071	1,914	\$68,767
MILWAUKEE-RACINE, WI	4,369	\$45,177	3,196	\$43,541	571	\$37,687	602	\$60,970
MILWAUKEE-WAUKESHA, WI	4,315	\$45,155	3,142	\$43,482	571	\$37,687	602	\$60,970
RACINE, WI	54	\$46,959	54	\$46,959	...	...	...	...
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	62,757	\$49,604	49,618	\$48,217	5,441	\$33,727	7,698	\$69,772
BERGEN-PASSAIC, NJ	531	\$55,213	414	\$53,432	6	\$39,072	111	\$62,727
BRIDGEPORT, CT	520	\$54,586	423	\$54,013	17	\$34,903	80	\$61,794
DANBURY, CT	345	\$46,115	292	\$46,509	45	\$42,304	8	\$53,149
DUTCHESS COUNTY, NY	646	\$40,528	439	\$37,912	95	\$27,009	112	\$62,246
JERSEY CITY, NJ	658	\$43,540	565	\$43,447	53	\$40,453	40	\$48,950
MIDDLESEX-SOMERSET-HUNTERDON, NJ	2,177	\$46,951	1,585	\$46,554	315	\$31,770	277	\$66,490
MONMOUTH-OCEAN, NJ	7,610	\$56,369	6,818	\$57,359	570	\$38,658	222	\$71,448
NASSAU-SUFFOLK, NY	9,093	\$43,837	6,802	\$37,901	601	\$34,393	1,690	\$71,089
NEW HAVEN-MERIDEN, CT	1,904	\$46,888	1,275	\$43,986	227	\$28,839	402	\$66,285
NEW YORK, NY	26,558	\$50,433	21,203	\$48,140	1,591	\$33,084	3,764	\$70,682
NEWARK, NJ	8,290	\$53,429	7,034	\$52,950	571	\$35,664	685	\$73,161
NEWBURGH, NY-PA	3,475	\$38,591	1,966	\$40,198	1,271	\$32,212	238	\$59,384
STAMFORD-NORWALK, CT	142	\$57,575	133	\$57,761	...	...	9	\$54,829
TRENTON, NJ	728	\$50,960	596	\$51,265	74	\$36,376	58	\$66,432
WATERBURY, CT	80	\$47,687	73	\$48,043	5	\$34,599	2	\$67,403
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	37,820	\$45,026	29,778	\$43,540	4,295	\$37,124	3,747	\$65,898
ATLANTIC-CAPE MAY, NJ	1,986	\$60,286	333	\$45,586	207	\$39,062	1,446	\$66,710
PHILADELPHIA, PA-NJ	33,070	\$44,237	27,703	\$43,656	3,523	\$37,238	1,844	\$66,345
VINELAND-MILLVILLE-BRIDGETON, NJ	464	\$44,231	353	\$41,970	59	\$44,434	52	\$59,351
WILMINGTON-NEWARK, DE-MD	2,300	\$43,350	1,389	\$41,126	506	\$34,682	405	\$61,807
PORTLAND-SALEM, OR-WA	10,918	\$48,766	8,492	\$48,697	1,050	\$38,629	1,376	\$56,927
PORTLAND-VANCOUVER, OR-WA	10,200	\$49,305	7,995	\$48,948	994	\$38,727	1,211	\$60,345
SALEM, OR	718	\$41,105	497	\$44,656	56	\$36,891	165	\$31,839
SACRAMENTO-YOLO, CA	10,900	\$47,207	8,058	\$47,541	2,220	\$40,108	622	\$68,221
SACRAMENTO, CA	10,618	\$47,051	7,786	\$47,348	2,213	\$40,102	619	\$68,158
YOLO, CA	282	\$53,081	272	\$53,057	7	\$41,997	3	\$81,156
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	28,927	\$53,920	22,271	\$52,491	2,759	\$40,682	3,897	\$71,458
OAKLAND, CA	8,013	\$51,574	6,256	\$48,288	480	\$42,107	1,277	\$71,230
SAN FRANCISCO, CA	12,636	\$55,274	9,897	\$54,483	990	\$35,030	1,749	\$71,209
SAN JOSE, CA	5,532	\$57,830	4,308	\$56,563	442	\$41,386	782	\$74,109

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	52	\$53,477	51	\$53,646	1	\$44,850	...	...
SANTA ROSA, CA	291	\$49,002	205	\$47,524	27	\$42,246	59	\$57,230
VALLEJO-FAIRFIELD-NAPA, CA	2,403	\$46,226	1,554	\$46,055	819	\$46,242	30	\$54,635
SAN JUAN-CAGUAS-ARECIBO, PR	7,693	\$37,871	5,181	\$36,234	895	\$23,250	1,617	\$51,211
ARECIBO, PR	59	\$41,517	54	\$42,334	1	\$18,094	4	\$36,343
CAGUAS, PR	99	\$38,446	91	\$39,824	8	\$22,772	...	...
SAN JUAN-BAYAMON, PR	7,535	\$37,835	5,036	\$36,103	886	\$23,260	1,613	\$51,248
SEATTLE-TACOMA-BREMERTON, WA	32,692	\$46,609	20,680	\$46,125	9,069	\$42,214	2,943	\$63,552
BREMERTON, WA	13,343	\$46,257	6,461	\$49,619	6,818	\$42,863	64	\$68,427
OLYMPIA, WA	435	\$48,888	395	\$48,450	3	\$39,326	37	\$54,347
SEATTLE-BELLEVUE-EVERETT, WA	13,119	\$49,974	9,860	\$47,014	621	\$38,802	2,638	\$63,669
TACOMA, WA	5,795	\$39,631	3,964	\$37,989	1,627	\$40,803	204	\$62,190
WASHINGTON-BALTIMORE, DC-MD-VA-WV	302,236	\$59,001	235,377	\$57,541	15,487	\$36,254	51,372	\$72,552
BALTIMORE, MD	34,035	\$49,787	27,796	\$49,506	3,258	\$36,753	2,981	\$66,656
HAGERSTOWN, MD	213	\$42,656	154	\$44,551	44	\$34,044	15	\$48,458
WASHINGTON, DC-MD-VA-WV	267,988	\$60,185	207,427	\$58,627	12,185	\$36,129	48,376	\$72,922
ABILENE, TX	494	\$38,468	371	\$38,227	83	\$31,440	40	\$55,287
AGUADILLA, PR	215	\$39,284	91	\$34,146	41	\$27,992	83	\$50,496
ALBANY, GA	2,387	\$39,155	1,421	\$41,179	930	\$35,186	36	\$61,815
ALBANY-SCHENECTADY-TROY, NY	4,035	\$46,035	2,672	\$46,308	871	\$37,372	492	\$59,893
ALBUQUERQUE, NM	9,754	\$47,326	7,161	\$45,354	813	\$33,437	1,780	\$61,601
ALEXANDRIA, LA	1,570	\$40,120	985	\$38,367	367	\$34,108	218	\$58,165
ALLEN TOWN-BETHLEHEM-EASTON, PA	569	\$36,691	465	\$32,203	18	\$34,536	86	\$61,406
ALTOONA, PA	486	\$42,856	279	\$37,540	51	\$32,360	156	\$55,796
AMARILLO, TX	1,160	\$43,454	825	\$41,327	88	\$24,642	247	\$57,260
ANCHORAGE, AK	6,907	\$46,021	4,624	\$41,859	1,152	\$50,536	1,131	\$58,441
ANNISTON, AL	4,017	\$36,448	1,731	\$39,474	2,184	\$33,249	102	\$53,606
APPLETON-OSHKOSH-NEENAH, WI	185	\$47,047	140	\$44,137	14	\$40,928	31	\$62,952
ASHEVILLE, NC	1,651	\$42,840	1,014	\$39,530	160	\$24,667	477	\$55,972
ATHENS, GA	847	\$48,367	804	\$48,680	37	\$31,775	6	...
ATLANTA, GA	28,600	\$48,600	23,599	\$46,471	1,266	\$37,588	3,735	\$65,788
AUGUSTA-AIKEN, GA-SC	5,120	\$40,870	4,076	\$40,450	519	\$27,600	525	\$57,243
AUSTIN-SAN MARCOS, TX	6,719	\$37,975	6,204	\$37,075	298	\$33,589	217	\$69,712
BAKERSFIELD, CA	7,489	\$54,064	1,430	\$50,036	1,006	\$41,132	5,053	\$57,779
BANGOR, ME	642	\$44,269	370	\$44,470	167	\$33,806	105	\$60,202
BARNSTABLE-YARMOUTH, MA	54	\$49,335	43	\$48,088	...	...	11	\$54,212
BATON ROUGE, LA	729	\$50,322	541	\$47,916	46	\$31,018	142	\$65,740
BEAUMONT-PORT ARTHUR, TX	1,375	\$40,059	1,103	\$38,805	218	\$39,196	54	\$69,141
BELLINGHAM, WA	462	\$41,937	435	\$41,735	23	\$40,409	4	\$72,659

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	78	\$44,131	72	\$43,315	3	\$35,375	3	\$72,482
BILLINGS, MT	1,046	\$48,410	926	\$47,034	21	\$35,955	99	\$63,924
BILOXI-GULFPORT-PASCAGOULA, MS	6,850	\$41,843	5,301	\$42,886	1,129	\$31,221	420	\$57,235
BINGHAMTON, NY	278	\$49,361	223	\$50,291	25	\$35,545	30	\$53,958
BIRMINGHAM, AL	4,906	\$42,116	4,091	\$40,924	333	\$32,007	482	\$59,223
BISMARCK, ND	671	\$46,548	566	\$46,377	59	\$40,384	46	\$56,547
BLOOMINGTON, IN	66	\$43,207	58	\$44,460	7	\$35,059	1	\$27,607
BLOOMINGTON-NORMAL, IL	206	\$30,323	180	\$30,067	20	\$27,898	6	\$46,067
BOISE CITY, ID	3,298	\$44,983	2,422	\$45,621	571	\$33,570	305	\$61,287
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,652	\$39,606	1,572	\$39,086	48	\$35,805	32	\$70,847
BRYAN-COLLEGE STATION, TX	479	\$45,976	451	\$46,264	25	\$34,579	3	\$97,663
BUFFALO-NIAGARA FALLS, NY	4,948	\$43,242	4,047	\$41,488	413	\$37,656	488	\$62,522
BURLINGTON, VT	1,571	\$43,482	1,226	\$43,046	234	\$36,103	111	\$63,848
CANTON-MASSILLON, OH	171	\$44,403	129	\$42,358	18	\$39,289	24	\$59,230
CASPER, WY	460	\$50,102	340	\$48,345	20	\$51,573	100	\$55,784
CEDAR RAPIDS, IA	267	\$53,691	176	\$48,838	13	\$36,925	78	\$67,434
CHAMPAIGN-URBANA, IL	582	\$52,416	483	\$51,553	6	\$35,075	93	\$58,015
CHARLESTON-NORTH CHARLESTON, SC	6,591	\$43,412	4,161	\$41,102	969	\$34,806	1,461	\$55,700
CHARLESTON, WV	875	\$47,838	565	\$46,575	167	\$37,630	143	\$64,750
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,861	\$43,767	1,749	\$41,568	369	\$28,641	743	\$56,455
CHARLOTTESVILLE, VA	693	\$55,055	173	\$45,461	25	\$32,928	495	\$59,525
CHATTANOOGA, TN-GA	4,941	\$56,003	350	\$41,932	68	\$32,637	4,523	\$57,443
CHEYENNE, WY	1,574	\$41,806	1,127	\$41,452	347	\$37,816	100	\$59,645
CHICO-PARADISE, CA	164	\$41,373	140	\$41,373	13	\$34,838	11	\$49,091
CLARKSVILLE-HOPKINSVILLE, TN-KY	2,779	\$35,644	1,734	\$35,207	457	\$33,024	588	\$38,967
COLORADO SPRINGS, CO	6,439	\$39,370	4,833	\$40,638	1,303	\$29,765	303	\$60,451
COLUMBIA, MO	1,300	\$42,988	854	\$40,830	117	\$28,159	329	\$53,862
COLUMBIA, SC	4,799	\$40,292	3,322	\$39,642	900	\$30,792	577	\$58,851
COLUMBUS, GA-AL	3,796	\$34,864	2,657	\$34,917	798	\$29,170	341	\$47,771
COLUMBUS, OH	9,276	\$44,208	8,433	\$43,707	535	\$37,678	308	\$69,253
CORPUS CHRISTI, TX	4,433	\$40,768	2,042	\$41,834	2,280	\$38,723	111	\$63,149
CUMBERLAND, MD-WV	383	\$39,699	317	\$39,709	63	\$38,947	3	\$54,516
DANVILLE, VA	47	\$42,852	41	\$43,560	5	\$32,557	1	\$65,288
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,780	\$48,268	4,780	\$49,206	928	\$42,333	72	\$62,536
DAYTON-SPRINGFIELD, OH	14,262	\$52,116	10,202	\$49,687	1,224	\$38,841	2,836	\$66,585
DAYTONA BEACH, FL	269	\$52,286	156	\$42,186	2	\$34,739	111	\$66,796
DECATUR, AL	1,290	\$55,107	71	\$41,777	4	\$30,783	1,215	\$55,966
DECATUR, IL	82	\$44,832	56	\$46,279	22	\$38,163	4	\$61,265
DES MOINES, IA	2,210	\$44,501	1,557	\$42,710	343	\$36,292	310	\$62,581
DOTHAN, AL	2,284	\$41,137	1,820	\$42,347	337	\$31,414	127	\$49,606

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	1,184	\$40,033	756	\$39,441	425	\$41,061	3	\$43,586
DUBUQUE, IA	56	\$41,146	40	\$40,510	13	\$40,698	3	\$51,561
DULUTH-SUPERIOR, MN-WI	861	\$45,025	601	\$45,076	205	\$42,002	55	\$55,738
EAU CLAIRE, WI	164	\$48,099	121	\$47,162	15	\$34,046	28	\$59,679
EL PASO, TX	5,725	\$40,338	4,826	\$40,318	622	\$31,194	277	\$61,232
ELKHART-GOSHEN, IN	37	\$41,564	32	\$42,299	5	\$36,860	...	...
ELMIRA, NY	86	\$48,103	56	\$47,489	2	\$35,020	28	\$50,265
ENID, OK	174	\$36,459	155	\$36,911	19	\$32,773	...	...
ERIE, PA	704	\$41,527	443	\$38,815	120	\$35,426	141	\$55,238
EUGENE-SPRINGFIELD, OR	911	\$44,269	748	\$41,978	71	\$41,443	92	\$65,073
EVANSVILLE-HENDERSON, IN-KY	362	\$43,662	213	\$39,160	56	\$34,536	93	\$59,469
FARGO-MOORHEAD, ND-MN	1,260	\$43,672	771	\$41,662	257	\$35,164	232	\$59,776
FAYETTEVILLE, NC	6,339	\$36,537	4,421	\$36,331	1,182	\$29,906	736	\$48,424
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	747	\$41,367	523	\$38,283	91	\$29,667	133	\$61,502
FLAGSTAFF, AZ-UT	2,176	\$39,111	1,573	\$40,242	273	\$34,514	330	\$37,524
FLORENCE, AL	1,417	\$48,101	105	\$41,624	47	\$33,710	1,265	\$49,173
FLORENCE, SC	167	\$46,297	121	\$46,158	14	\$29,416	32	\$54,206
40 FORT COLLINS-LOVELAND, CO	1,245	\$52,877	1,115	\$52,631	61	\$44,099	69	\$64,609
FORT MYERS-CAPE CORAL, FL	366	\$47,988	273	\$43,335	11	\$28,002	82	\$66,160
FORT PIERCE-PORT ST. LUCIE, FL	169	\$46,514	141	\$44,670	8	\$28,863	20	\$66,576
FORT SMITH, AR-OK	756	\$41,591	384	\$42,399	306	\$34,757	66	\$68,578
FORT WALTON BEACH, FL	4,419	\$46,160	3,347	\$46,239	859	\$39,961	213	\$69,911
FORT WAYNE, IN	826	\$44,077	455	\$42,241	228	\$38,571	143	\$58,697
FRESNO, CA	7,600	\$33,999	6,777	\$32,452	478	\$34,065	345	\$64,292
GADSDEN, AL	104	\$41,163	83	\$41,698	16	\$33,508	5	\$56,777
GAINESVILLE, FL	1,898	\$42,910	1,225	\$39,348	172	\$25,737	501	\$57,517
GLENS FALLS, NY	65	\$43,847	61	\$43,836	3	\$38,985	1	\$59,067
GOLDSBORO, NC	774	\$37,423	555	\$39,097	218	\$33,231	1	\$21,797
GRAND FORKS, ND-MN	645	\$40,816	438	\$40,499	135	\$34,697	72	\$54,223
GRAND JUNCTION, CO	754	\$42,349	578	\$41,081	60	\$27,626	116	\$56,284
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	899	\$50,943	672	\$47,052	25	\$39,284	202	\$65,331
GREAT FALLS, MT	909	\$41,850	541	\$41,082	298	\$39,455	70	\$57,978
GREEN BAY, WI	270	\$50,459	151	\$46,380	9	\$40,105	110	\$56,906
GREENSBORO-WINSTON-SALEM-HIGH POINT, NC	1,486	\$48,596	1,292	\$46,590	25	\$31,267	169	\$66,494
GREENVILLE, NC	113	\$47,253	97	\$46,546	13	\$44,548	3	\$81,819
GREENVILLE-SPARTANBURG-ANDERSON, SC	695	\$47,823	497	\$45,284	60	\$31,617	138	\$64,012
HARRISBURG-LEBANON-CARLISLE, PA	8,846	\$43,834	6,768	\$45,144	1,669	\$33,708	409	\$63,487
HARTFORD, CT	2,619	\$51,804	1,673	\$49,407	278	\$34,254	668	\$65,110
HATTIESBURG, MS	473	\$37,842	209	\$39,595	257	\$34,985	7	\$90,372
HICKORY-MORGANTON-LENOIR, NC	99	\$43,060	79	\$44,587	15	\$30,531	5	\$56,512

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	18,206	\$43,442	11,926	\$41,087	5,323	\$46,122	957	\$57,869
HOUMA, LA	124	\$44,193	116	\$45,297	8	\$28,190	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,834	\$42,931	1,419	\$41,744	199	\$35,431	216	\$57,639
HUNTSVILLE, AL	12,743	\$57,475	10,543	\$56,027	113	\$33,303	2,087	\$66,100
INDIANAPOLIS, IN	8,538	\$45,531	6,776	\$42,319	444	\$37,762	1,318	\$64,665
IOWA CITY, IA	891	\$39,718	577	\$37,370	89	\$32,279	225	\$48,685
JACKSON, MI	39	\$45,549	33	\$45,102	...	...	6	\$48,004
JACKSON, MS	3,364	\$42,890	2,478	\$40,848	382	\$29,904	504	\$62,772
JACKSON, TN	239	\$48,926	112	\$44,944	25	\$34,007	102	\$56,955
JACKSONVILLE, FL	11,107	\$43,479	7,558	\$43,291	2,829	\$36,349	720	\$73,476
JACKSONVILLE, NC	2,750	\$36,502	1,519	\$34,954	856	\$37,254	375	\$41,055
JAMESTOWN, NY	44	\$45,641	39	\$45,539	4	\$40,717	1	\$69,305
JANESVILLE-BELOIT, WI	37	\$45,205	37	\$45,205	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	1,967	\$40,186	1,075	\$36,772	277	\$25,826	615	\$52,620
JOHNSTOWN, PA	737	\$45,065	587	\$44,470	117	\$41,240	33	\$69,221
JONESBORO, AR	170	\$47,884	91	\$46,307	34	\$38,789	45	\$57,943
JOPLIN, MO	152	\$41,328	115	\$41,460	20	\$31,674	17	\$51,793
41 KALAMAZOO-BATTLE CREEK, MI	3,033	\$43,304	2,312	\$42,915	419	\$35,777	302	\$56,726
KANSAS CITY, MO-KS	19,947	\$43,883	16,804	\$41,310	816	\$38,458	2,327	\$64,366
KILLEEN-TEMPLE, TX	5,769	\$37,068	4,007	\$37,513	1,353	\$28,975	409	\$59,482
KNOXVILLE, TN	3,715	\$53,407	1,513	\$52,385	287	\$34,253	1,915	\$57,086
KOKOMO, IN	25	\$45,478	21	\$45,302	3	\$40,648	1	\$63,659
LA CROSSE, WI-MN	207	\$45,388	182	\$46,666	19	\$36,960	6	\$33,339
LAFAYETTE, LA	414	\$47,267	344	\$45,805	18	\$35,876	52	\$60,877
LAFAYETTE, IN	143	\$47,011	124	\$47,048	3	\$41,156	16	\$47,816
LAKE CHARLES, LA	208	\$44,158	150	\$45,026	28	\$35,359	30	\$48,032
LAKELAND-WINTER HAVEN, FL	275	\$39,707	240	\$40,200	32	\$33,136	3	\$70,344
LANCASTER, PA	140	\$45,087	125	\$44,484	4	\$38,354	11	\$54,392
LANSING-EAST LANSING, MI	915	\$46,715	608	\$45,058	180	\$43,961	127	\$58,552
LAREDO, TX	1,473	\$38,907	1,418	\$38,501	33	\$32,956	22	\$74,058
LAS CRUCES, NM	2,812	\$48,434	2,290	\$48,586	293	\$33,791	229	\$65,652
LAS VEGAS, NV-AZ	4,321	\$48,410	3,336	\$46,352	347	\$41,656	638	\$62,848
LAWRENCE, KS	329	\$39,262	276	\$40,076	52	\$33,616	1	...
LAWTON, OK	2,418	\$36,188	2,000	\$36,928	388	\$30,714	30	\$57,623
LEWISTON-AUBURN, ME	99	\$40,989	90	\$41,984	9	\$31,038	...	...
LEXINGTON, KY	3,119	\$41,105	2,129	\$40,506	539	\$30,258	451	\$56,898
LIMA, OH	107	\$48,634	100	\$49,470	7	\$36,693	...	...
LINCOLN, NE	1,603	\$43,821	1,233	\$43,799	233	\$32,991	137	\$62,434
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,511	\$40,769	3,930	\$40,245	773	\$28,192	808	\$55,350
LONGVIEW-MARSHALL, TX	115	\$47,728	60	\$44,977	4	\$34,968	51	\$51,965

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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	6,288	\$35,999	2,660	\$42,667	475	\$34,007	3,153	\$30,674
LUBBOCK, TX	502	\$48,949	360	\$46,775	26	\$27,082	116	\$60,598
LYNCHBURG, VA	117	\$44,894	92	\$46,446	18	\$31,964	7	\$57,749
MACON, GA	12,002	\$41,335	6,877	\$45,935	4,894	\$34,017	231	\$59,414
MADISON, WI	2,002	\$45,433	1,396	\$45,127	329	\$33,580	277	\$61,054
MANSFIELD, OH	260	\$43,278	133	\$44,653	97	\$38,756	30	\$51,806
MAYAGUEZ, PR	320	\$40,560	253	\$38,176	14	\$21,887	53	\$56,875
MCALLEN-EDINBURG-MISSION, TX	1,358	\$41,178	1,195	\$41,004	125	\$34,546	38	\$68,475
MEDFORD-ASHLAND, OR	1,135	\$41,212	929	\$40,459	138	\$35,194	68	\$63,726
MELBOURNE-TITUSVILLE-PALM BAY, FL	3,776	\$54,338	3,271	\$55,418	317	\$37,538	188	\$63,883
MEMPHIS, TN-AR-MS	10,144	\$38,503	7,763	\$34,458	833	\$29,269	1,548	\$63,758
MERCED, CA	171	\$37,443	146	\$38,521	21	\$29,645	4	\$39,034
MINNEAPOLIS-ST PAUL, MN-WI	8,368	\$49,871	5,800	\$45,873	729	\$36,232	1,839	\$67,886
MISSOULA, MT	809	\$48,053	758	\$48,183	29	\$35,250	22	\$60,441
MOBILE, AL	1,309	\$49,916	1,143	\$48,624	72	\$38,245	94	\$74,568
MODESTO, CA	198	\$41,842	184	\$41,484	4	\$35,516	10	\$50,967
MONROE, LA	157	\$44,660	94	\$45,296	28	\$32,357	35	\$52,792
MONTGOMERY, AL	4,623	\$41,950	3,659	\$41,937	634	\$31,454	330	\$62,261
MUNCIE, IN	55	\$44,345	51	\$45,275	...	...	4	\$32,479
MYRTLE BEACH, SC	108	\$47,800	64	\$44,846	...	...	44	\$52,097
NAPLES, FL	155	\$40,555	135	\$41,921	20	\$31,332	...	...
NASHVILLE, TN	6,436	\$43,715	4,403	\$41,474	711	\$31,373	1,322	\$57,816
NEW LONDON-NORWICH, CT-RI	1,620	\$43,199	1,245	\$44,668	321	\$32,337	54	\$73,915
NEW ORLEANS, LA	10,491	\$43,920	8,926	\$43,704	988	\$32,465	577	\$66,874
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-NC	37,538	\$43,162	24,704	\$46,132	7,794	\$32,972	5,040	\$44,363
OCALA, FL	131	\$43,199	126	\$42,279	...	...	5	\$66,390
ODESSA-MIDLAND, TX	150	\$50,021	101	\$47,523	3	\$27,972	46	\$56,942
OKLAHOMA CITY, OK	20,789	\$44,328	10,539	\$45,400	6,762	\$36,644	3,488	\$55,986
OMAHA, NE-IA	4,310	\$45,129	3,494	\$45,357	367	\$30,826	449	\$55,042
ORLANDO, FL	4,068	\$50,444	3,501	\$48,708	104	\$28,179	463	\$68,566
OWENSBORO, KY	48	\$43,932	47	\$44,040	1	\$38,860	...	...
PANAMA CITY, FL	2,022	\$48,913	1,134	\$41,100	177	\$37,328	711	\$64,258
PARKERSBURG-MARIETTA, WV-OH	1,729	\$40,602	1,599	\$40,665	120	\$35,905	10	\$86,864
PENSACOLA, FL	4,859	\$41,757	4,031	\$41,520	679	\$37,273	149	\$68,597
PEORIA-PEKIN, IL	1,205	\$46,521	839	\$45,026	269	\$43,802	97	\$66,993
PHOENIX-MESA, AZ	9,334	\$44,508	7,029	\$43,002	1,195	\$34,710	1,110	\$64,592
PINE BLUFF, AR	1,366	\$41,768	879	\$45,908	466	\$32,166	21	\$81,546
PITTSBURGH, PA	8,398	\$45,485	5,922	\$44,204	1,277	\$35,865	1,199	\$62,059
PITTSFIELD, MA	107	\$50,133	101	\$50,349	4	\$33,930	2	\$71,583
POCATELLO, ID	142	\$45,692	127	\$45,379	8	\$34,021	7	\$64,705

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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
PONCE, PR	287	\$35,625	191	\$36,047	60	\$20,848	36	\$58,017
PORTLAND, ME	480	\$51,109	326	\$47,601	37	\$32,199	117	\$66,864
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,098	\$44,817	1,526	\$43,986	296	\$30,753	276	\$64,497
PROVO-OREM, UT	288	\$43,510	259	\$44,319	28	\$36,222	1	\$38,119
PUEBLO, CO	421	\$40,851	303	\$42,373	37	\$31,271	81	\$39,530
PUNTA GORDA, FL	16	\$44,243	15	\$44,990	...	...	1	\$33,026
RALEIGH-DURHAM-CHAPEL HILL, NC	5,207	\$50,316	4,052	\$50,216	395	\$27,668	760	\$62,620
RAPID CITY, SD	1,093	\$40,190	849	\$40,380	217	\$36,339	27	\$65,189
READING, PA	187	\$45,967	146	\$46,279	17	\$34,238	24	\$52,383
REDDING, CA	755	\$42,044	602	\$40,318	73	\$39,850	80	\$57,032
RENO, NV	1,637	\$46,013	1,064	\$43,655	252	\$35,519	321	\$62,067
RICHLAND-KENNEWICK-PASCO, WA	861	\$60,617	655	\$60,694	84	\$46,584	122	\$69,870
RICHMOND-PETERSBURG, VA	10,075	\$43,174	7,951	\$43,513	1,452	\$33,729	672	\$59,567
ROANOKE, VA	1,971	\$41,675	1,351	\$37,713	225	\$27,501	395	\$63,298
ROCHESTER, MN	537	\$44,554	451	\$43,052	42	\$46,700	44	\$57,910
ROCHESTER, NY	1,826	\$40,176	1,175	\$38,315	367	\$32,127	284	\$58,275
ROCKFORD, IL	203	\$50,840	138	\$47,429	6	\$37,486	59	\$60,176
ROCKY MOUNT, NC	42	\$43,804	40	\$43,936	...	...	2	\$41,158
SAGINAW-BAY CITY-MIDLAND, MI	609	\$43,607	382	\$38,494	83	\$37,697	144	\$60,575
ST. CLOUD, MN	890	\$39,120	583	\$35,997	161	\$32,904	146	\$58,448
ST. JOSEPH, MO	280	\$43,537	158	\$43,565	120	\$43,335	2	\$53,479
ST. LOUIS, MO-IL	14,370	\$43,125	12,080	\$42,092	1,201	\$36,361	1,089	\$62,046
SALINAS, CA	3,835	\$45,645	2,387	\$40,736	443	\$37,500	1,005	\$60,897
SALT LAKE CITY-OGDEN, UT	19,598	\$40,315	14,263	\$39,441	4,211	\$36,988	1,124	\$63,860
SAN ANGELO, TX	787	\$40,065	596	\$40,650	126	\$29,949	65	\$54,314
SAN ANTONIO, TX	26,049	\$40,177	18,315	\$41,250	5,622	\$31,286	2,112	\$54,540
SAN DIEGO, CA	30,244	\$46,012	19,225	\$43,507	5,646	\$36,447	5,373	\$65,025
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES, CA	241	\$38,488	187	\$38,344	32	\$32,587	22	\$48,301
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,161	\$45,338	1,783	\$45,467	310	\$40,451	68	\$64,218
SANTA FE, NM	974	\$43,819	800	\$45,415	151	\$32,831	23	\$60,450
SARASOTA-BRADENTON, FL	230	\$44,499	194	\$42,881	9	\$31,192	27	\$60,561
SAVANNAH, GA	1,648	\$45,077	1,280	\$45,475	289	\$35,775	79	\$72,657
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,762	\$35,724	2,195	\$32,788	247	\$29,100	320	\$60,978
SHARON, PA	43	\$42,224	38	\$41,941	4	\$39,053	1	\$65,625
SHEBOYGAN, WI	15	\$46,397	15	\$46,397	...	...	...	...
SHERMAN-DENISON, TX	80	\$46,959	56	\$43,742	19	\$42,195	5	...
SHREVEPORT-BOSSIER CITY, LA	2,482	\$40,420	1,507	\$38,452	644	\$34,031	331	\$61,812
SIoux CITY, IA-NE	454	\$40,691	240	\$41,635	165	\$34,932	49	\$55,460
SIoux FALLS, SD	1,244	\$42,574	756	\$42,050	238	\$31,621	250	\$54,587
SOUTH BEND, IN	238	\$51,021	159	\$48,108	10	\$37,856	69	\$59,642

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 1999

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEM		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
SPOKANE, WA	2,108	\$44,608	1,414	\$42,555	357	\$36,633	337	\$61,670
SPRINGFIELD, IL	1,041	\$44,724	682	\$44,678	245	\$38,405	114	\$58,574
SPRINGFIELD, MO	1,195	\$45,370	907	\$45,031	179	\$35,703	109	\$64,071
SPRINGFIELD, MA	2,345	\$40,080	1,473	\$40,304	682	\$33,487	190	\$62,008
STATE COLLEGE, PA	182	\$48,024	155	\$49,849	20	\$37,279	7	\$38,304
STEUBENVILLE-WEIRTON, OH-WV	36	\$41,372	18	\$44,121	18	\$38,622	...	...
STOCKTON-LODI, CA	2,612	\$37,205	1,081	\$38,658	1,460	\$35,100	71	\$58,373
SUMTER, SC	557	\$36,321	436	\$37,047	119	\$33,345	2	\$55,006
SYRACUSE, NY	2,135	\$43,813	1,411	\$41,780	311	\$34,782	413	\$57,562
TALLAHASSEE, FL	889	\$47,086	741	\$45,276	70	\$42,033	78	\$68,810
TAMPA-ST. PETERSBURG-CLEARWATER, FL	8,404	\$43,464	5,857	\$40,976	820	\$25,718	1,727	\$60,329
TERRE HAUTE, IN	853	\$44,943	510	\$42,566	250	\$45,353	93	\$56,875
TEXARKANA, TX-TEXARKANA, AR	2,849	\$35,761	1,297	\$39,953	1,538	\$32,005	14	\$59,938
TOLEDO, OH	621	\$46,829	370	\$44,791	180	\$45,832	71	\$59,975
TOPEKA, KS	1,925	\$40,695	1,316	\$39,276	375	\$34,231	234	\$59,035
TUCSON, AZ	5,882	\$41,188	3,641	\$41,236	1,617	\$35,671	624	\$55,207
TULSA, OK	2,101	\$47,242	1,599	\$46,647	288	\$37,012	214	\$65,455
TUSCALOOSA, AL	1,028	\$37,708	643	\$36,098	205	\$28,719	180	\$53,693
TYLER, TX	151	\$54,802	127	\$48,854	2	\$38,171	22	\$90,654
UTICA-ROME, NY	1,432	\$46,399	951	\$37,652	94	\$38,029	387	\$69,927
VICTORIA, TX	55	\$43,675	49	\$42,375	...	...	6	\$54,294
VISALIA-TULARE-PORTERVILLE, CA	669	\$32,499	585	\$32,286	84	\$33,989	...	...
WACO, TX	1,567	\$36,893	1,076	\$36,121	243	\$24,610	248	\$52,277
WATERLOO-CEDAR FALLS, IA	163	\$42,179	93	\$41,234	41	\$38,864	29	\$49,896
WAUSAU, WI	71	\$44,176	60	\$45,286	9	\$34,709	2	\$53,479
WEST PALM BEACH-BOCA RATON, FL	1,996	\$44,556	1,321	\$40,766	222	\$25,054	453	\$65,166
WHEELING, WV-OH	282	\$50,032	228	\$50,411	43	\$36,306	11	\$95,823
WICHITA, KS	2,369	\$44,919	1,378	\$41,980	596	\$41,386	395	\$60,506
WICHITA FALLS, TX	1,402	\$36,497	1,243	\$36,948	157	\$32,735	2	\$51,084
WILLIAMSPORT, PA	271	\$47,544	174	\$43,886	30	\$41,188	67	\$59,890
WILMINGTON, NC	665	\$44,598	480	\$44,495	144	\$40,949	41	\$58,606
YAKIMA, WA	907	\$39,164	624	\$39,585	170	\$38,364	113	\$38,043
YORK, PA	1,941	\$37,592	1,013	\$42,426	918	\$31,866	10	\$73,536
YOUNGSTOWN-WARREN, OH	1,098	\$41,340	773	\$40,253	276	\$41,042	49	\$60,177
YUBA CITY, CA	715	\$38,762	490	\$37,884	219	\$40,683	6	\$40,306
YUMA, AZ	1,882	\$41,863	1,564	\$42,480	248	\$37,594	70	\$43,185
TOTALS	1,427,177	\$48,521	1,050,963	\$47,582	173,471	\$35,856	202,743	\$64,226



**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES
BY LOCALITY PAY AREA AS OF MARCH 31, 1999**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	1999 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	23,599	6.67	\$46,470
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	20,597	9.32	\$47,833
CHICAGO-GARY-KENOSHA, IL-IN-WI	20,003	9.98	\$48,854
CINCINNATI-HAMILTON, OH-KY-IN	8,420	8.31	\$38,461
CLEVELAND-AKRON, OH	7,872	6.92	\$48,721
COLUMBUS, OH	8,433	7.46	\$43,707
DALLAS-FORT WORTH, TX	15,957	7.47	\$47,677
DAYTON-SPRINGFIELD, OH	10,202	6.67	\$49,686
DENVER-BOULDER-GREELEY, CO	17,127	9.16	\$51,289
DETROIT-ANN ARBOR-FLINT, MI	11,499	10.13	\$49,859
HARTFORD, CT (INCLUDING ALL OF NEW LONDON, CT)	2,911	9.85	\$47,383
HOUSTON-GALVESTON-BRAZORIA, TX	9,568	12.92	\$53,866
HUNTSVILLE, AL	10,543	6.31	\$56,026
INDIANAPOLIS, IN	6,776	6.08	\$42,318
KANSAS CITY, MO-KS	16,804	6.51	\$41,310
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	35,744	11.14	\$47,105
MIAMI-FORT LAUDERDALE, FL	9,331	8.51	\$44,322
MILWAUKEE-RACINE, WI	3,196	6.74	\$43,541
MINNEAPOLIS-ST. PAUL, MN-WI	5,800	7.92	\$45,872
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	49,618	10.55	\$48,216
ORLANDO, FL	3,501	5.87	\$48,708
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	29,778	8.30	\$43,539
PITTSBURGH, PA	5,922	6.68	\$44,204
PORTLAND-SALEM, OR-WA	8,492	7.80	\$48,697
RICHMOND-PETERSBURG, VA	7,951	6.61	\$43,513
SACRAMENTO-YOLO, CA	8,058	8.27	\$47,540
ST. LOUIS, MO-IL	12,080	6.17	\$42,092
SAN DIEGO, CA	19,225	8.62	\$43,506
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	22,271	13.06	\$52,491
SEATTLE-TACOMA-BREMERTON, WA	20,680	7.96	\$46,125
WASHINGTON-BALTIMORE, DC-MD-VA-WV, PLUS ST. MARY'S COUNTY, MD	241,685	7.87	\$57,571
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	510,498	5.87	\$42,112
TOTALS	1,184,141		\$47,060

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

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

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Federal Pay Systems

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

Statutory Pay Systems

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

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

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

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

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

Other Major Pay Systems

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

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

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

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

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

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

Federal Employees Pay Comparability Act of 1990

In response to the growing need for pay reform in the Federal Government, Congress enacted the Federal Employees Pay Comparability Act of 1990 (FEPCA). FEPCA provides guidelines to achieve pay comparability between Federal and non-Federal jobs. The most far-reaching provisions of the Act were to change the way pay is set for the General Schedule (GS) and to maintain 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 authorizes recruitment and relocation bonuses and retention allowances in special situations as well. A major feature of the Act, locality pay, is discussed below.

Locality Pay

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

rates for hard-to-fill positions receive the higher of their special salary rate or locality pay.

For 1999, the nationwide adjustment was 3.1 percent. Locality adjustments were granted in 31 Metropolitan Statistical Areas (MSAs) and the "Rest of U.S." pay area, which includes employees in the 48 contiguous States not covered in one of the other 31 specified locality pay areas.

Table 17 shows that the locality rates ranged from 5.87 percent to 13.06 percent. On the average, locality rates increased by .57 percentage points in 1999 to 7.50%.

Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in four MSAs (Boston, Los Angeles, New York, and San Francisco). In 1999, the pay adjustments were either 8 or 16 percent above the regular scheduled basic pay rate. LEOs receive the higher of (1) any applicable special salary rate, (2) any applicable special pay adjustment, or (3) their locality pay rate.

See **Table 17** for employment, 1999 comparability (locality) adjustments, and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

Data Source, Population, Coverage and Quality

Data Source

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

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

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

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

Non-CPDF agencies responding to this survey are:

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

Population

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

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

Data Coverage

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

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

Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.70 million full-time active employee records available for this survey, 760 or 0.05 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**1999 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES
(EXCLUDING LOCALITY PAY)**

GENERAL SCHEDULE

As adjusted by Executive Order 13106, December 7, 1998

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,362	\$13,807	\$14,252	\$14,694	\$15,140	\$15,401	\$15,838	\$16,281	\$16,299	\$16,718
2	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907
3	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306
4	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918
5	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762
6	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833
7	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151
8	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711
9	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808
13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930
14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638
15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201

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SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$102,300
ES-2	107,100
ES-3	112,000
ES-4	118,000
ES-5	118,400
ES-6	118,400

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

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

SENIOR LEVEL (SL & ST)	
Minimum	\$89,728
Maximum	118,400

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

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 1999)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$74,773	\$60,589	\$49,095	\$39,782	\$32,235	\$28,817	\$25,761	\$23,030	\$20,588
2	77,016	62,407	50,568	40,975	33,202	29,682	26,534	23,721	21,206
3	79,327	64,279	52,085	42,205	34,198	30,572	27,330	24,433	21,842
4	81,706	66,207	53,647	43,471	35,224	31,489	28,150	25,166	22,497
5	84,158	68,193	55,257	44,775	36,281	32,434	28,994	25,920	23,172
6	86,682	70,239	56,915	46,118	37,369	33,407	29,864	26,698	23,867
7	89,283	72,346	58,622	47,502	38,490	34,409	30,760	27,499	24,583
8	91,691	74,517	60,381	48,927	39,645	35,441	31,683	28,324	25,321
9	94,720	76,752	62,192	50,395	40,834	36,505	32,633	29,174	26,080
10	97,201	79,055	64,058	51,906	42,059	37,600	33,612	30,049	26,863
11	97,201	81,427	65,980	53,464	43,321	38,728	34,621	30,950	27,669
12	97,201	83,869	67,959	55,068	44,621	39,889	35,659	31,879	28,499
13	97,201	86,385	69,998	56,720	45,959	41,086	36,729	32,835	29,354
14	97,201	88,977	72,098	58,421	47,338	42,319	37,831	33,820	30,234

**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, 1999)

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

Deputy Under Secretary for Health	\$126,986	**
Associate Deputy Under Secretary for Health	121,628	***
Assistant Under Secretaries for Health	118,043	***

	Minimum	Maximum	
Medical Directors	\$100,715	\$114,146	***
Service Directors	87,696	108,911	
Director, National Center for Preventive Health	74,773	108,911	

Physician and Dentist Schedule

Director Grade	\$87,696	\$108,911
Executive Grade	80,978	103,203
Chief Grade	74,773	97,201
Senior Grade	63,567	82,638
Intermediate Grade	53,793	69,930
Full Grade	45,236	58,808
Associate Grade	37,744	49,066

Clinical Podiatrist and Optometrist Schedule

Chief Grade	\$74,773	\$97,201
Senior Grade	63,567	82,638
Intermediate Grade	53,793	69,930
Full Grade	45,236	58,808
Associate Grade	37,744	49,066

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

Director Grade	\$74,773	\$97,201
Assistant Director Grade	63,567	82,638
Chief Grade	53,793	69,930
Senior Grade	45,236	58,808
Intermediate Grade	37,744	49,066
Full Grade	31,195	40,555
Associate Grade	26,844	34,899
Junior Grade	22,948	29,833

- * This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- ** Section 7404 (d) (1) of title 38, United States Code, states that the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$118,400.
- *** Section 7404 (d) (2) of title 38, United States Code, states that the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$110,700.
- **** Section 301 (a) of Public Law 102-40, states that these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107 (b) as in effect on August 14, 1990, with subsequent adjustments.

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

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

Table 18 — Chronology of General Schedule Pay Legislation

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

Table 18 — Chronology of General Schedule Pay Legislation

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

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

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

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

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

Defense	10 U.S.C. 1595 [AD]	National Defense University Directors, Deans, and Professors [72]	Jan. 3, 1997
	10 U.S.C. 4021 [AD]	United States Army Command and General Staff College Civilian Staff and Faculty [5]	Jan. 3, 1997
	10 U.S.C. 4331 and 4338 [AD]	United States Army Military Academy Civilian Staff and Faculty [97]	Jan. 3, 1997
	10 U.S.C. 6952 [AD]	United States Naval Academy Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7043 [AD]	Naval Postgraduate School Academic Dean [1]	Jan. 3, 1997
	10 U.S.C. 7044 [AD]	Naval Postgraduate School Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	Naval War College Faculty [52]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	United States Marine Corps Command and Staff College Civilian Faculty [14]	Jan. 3, 1997
	10 U.S.C. 9021 [AD]	Air University Civilian Faculty [30]	Jan. 3, 1997
	10 U.S.C. 9314 [AD]	Air Force Institute of Technology Civilian Faculty [114]	Jan. 3, 1997
	10 U.S.C. 9338 [AD]	United States Air Force Academy Civilian Faculty [77]	Jan. 3, 1997
Defense Nuclear Facilities Safety Board	Section 161d of the Atomic Energy Act of 1954 (Public Law 101-510) [DN]	Professional scientific and technical personnel [59]	Dec. 30, 1996

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

Office of Independent Counsel (Arlin M. Adams/ Larry D. Thompson)	28 U.S.C. 594(c) [no OPM pay plan]	Miscellaneous types of positions [28]	Mar. 7, 1994
Office of Personnel Management	5 U.S.C. 3109 [EF, ED, EH]	Experts and consultants [2]	Jan. 7, 1994
Overseas Private Investment Corporation	Section 233(d) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [20]	Jan. 31, 1996
Peace Corps	22 U.S.C. 2506(a)(2) [AD] 5 U.S.C. 3109 [EE]	Miscellaneous types of positions [83] Experts and consultants [34]	Jan. 7, 1994 Jan. 7, 1994
Small Business Administration	P.L. 94-305 [AD] 5 U.S.C. 3109 [ED, EF]	Miscellaneous types of positions [34] Experts and consultants [1]	Jan. 4, 1994 Dec. 30, 1994
Smithsonian	5 U.S.C. 5375	Members of the police force of the National Zoological Park [13]	Jan. 7, 1994
Social Security Administration	42 U.S.C. 903(i) [AD]	Staff Director of the Social Security Advisory Board [1]	Feb. 20, 1998
State	22 U.S.C. 4204 [GG] 22 U.S.C. 287 [GG] 22 U.S.C. 287 [AD] 5 U.S.C. 3109 [ED, EF]	Employees at the National Foreign Affairs Training Center [350] Employees at the U.S. Mission to the United Nations [58] Miscellaneous types of positions [12] Experts and consultants [50]	Jan. 7, 1994 Jan. 7, 1994 Jan. 7, 1994 Jan. 7, 1994
Treasury	5 U.S.C. 5378 [TR] Title 4 of the D.C. code [LE]	Members of the police forces in the Bureau of Engraving and Printing and Bureau of the Mint [377] Uniformed Division of the U.S. Secret Service [1095] (Note: Uniformed Division officers are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 4-416(c)(3) of the D.C. Code, as amended by section 118 of Public Law 105-61, October 10, 1997.)	Jan. 31, 1994 Jan. 31, 1994

United States Information Agency	22 U.S.C. 1474(l) [GG]	Non-U.S. citizen employees [307]	Jan. 4, 1994
Veterans Affairs	38 U.S.C. 7404(b)(1) [VN]	Physician assistants, optometrists, podiatrists, and expanded-function dental auxiliaries [1,139]	Jan. 4, 1994
	38 U.S.C. 7405(b)(2) [AD]	Medical support personnel, trainees, and students [631]	Jan. 4, 1994
	38 U.S.C. 7404(a) [SR]	Non-physician, non-dentist, and non-nurse employees [4]	April 5, 1994
	38 U.S.C. 7101A [AL]	Members of the Board of Veteran's Appeals [53]	Dec. 30, 1994

- ACKNOWLEDGMENTS -

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- NOTES -