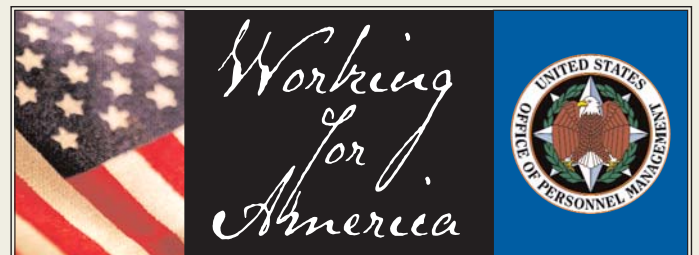




**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

**EMPLOYMENT AND TRENDS
AS OF November 2003**

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Kay Coles James, Director
May 2004**



OFFICE OF THE DIRECTOR

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

A Message from the Director

I am pleased to present the Office of Personnel Management's report on Federal Civilian Workforce Statistics Employment and Trends as of November 2003. This bi-monthly publication is the only official source of data/information on the entire Federal civilian workforce. To enhance the usefulness of the workforce data, we have analyzed the data and presented it in a variety of statistical graphs and tables that we hope are the most useful and meaningful to you.

These statistics provide a bi-monthly overview of the Federal Government's talented workforce and reflects a refocused mission as Departments and Agencies respond to President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based.

If you would like additional information on our civilian workforce or have suggestions for our staff, please contact our office by calling 202-606-2942 or email at Fedstats@opm.gov.

A handwritten signature in black ink, appearing to read "Kay Coles James".

Kay Coles James
Director

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*** Data available upon request. Send email to: Fedstats@opm.gov**

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*** Data available upon request. Send email to: Fedstats@opm.gov**

EMPLOYMENT AND TRENDS OF FEDERAL CIVILIAN WORKFORCE STATISTICS NOVEMBER 2003

This section contains recent data “as of” the date shown on the publication cover. Selected tables also contain data for the previous month.

EMPLOYMENT AND TRENDS is available on a bi-monthly basis; however, data not contained in the report will be furnished upon request. To request data, cite the table number(s) needed and send requests in writing to: U.S. Office of Personnel Management, Theodore Roosevelt Building (Room 7439), 1900 E Street, NW., Washington, DC 20415-6000.

The personnel summaries in **Tables 1 and 17** present highlights of the information in **Tables 2-16 and 18-31**. **Table 2** compares the current and previous month's Federal civilian employment by branch, agency, and area. **Tables 3-6 and 16** include 13-month trends for employment, payrolls, Executive Branch employment by work schedule, and turnover.

Employment figures reflect an on-board “head count” of the workforce at the end of the report period. Monthly payroll varies from 20 to 30 workdays depending upon the report cycle. This includes all salary and wages paid to all employees working during the month regardless of whether or not they were on-board at the end of the month.

Due to the lag in reporting of transfers and variations in agency reporting periods, the net difference in turnovers (accessions and separations) may not necessarily balance with net monthly changes in employment. For example, a former agency does not prepare a separation personnel action for an employee who transfers to another agency until an accession notice is received from the new agency.

Where figures are expressed in thousands, each is rounded independently and not forced to add to rounded totals. All figures are subject to revision. Several tables present employment data for the Washington, DC-MD-VA-WV Metropolitan Statistical Area (MSA). The Washington, DC-Maryland-Virginia-West Virginia MSA includes the District of Columbia; Arlington, Fairfax, Loudoun, Prince William, Stafford, and Clarke, Culpeper, Fauquier, King

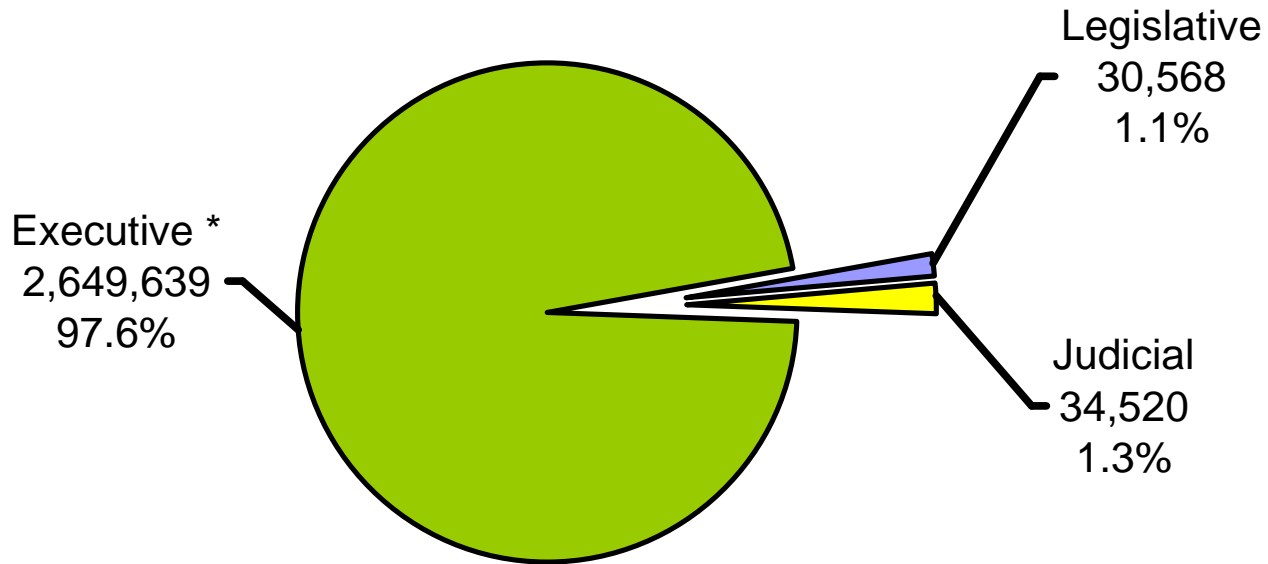
George, Spotsylvania, and Warren Counties; and the Cities of Alexandria, Fairfax, Falls Church, Manassas, Manassas Park, and Fredericksburg in Virginia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties in Maryland; and Berkeley and Jefferson Counties in West Virginia.

SPECIAL NOTE TO READERS REGARDING EXECUTIVE BRANCH EMPLOYMENT CONTROLS

The employment data contained in this report represent on-board “head count” strength which differs from full-time equivalent employment (FTE) figures primarily used by Office of Management and Budget (OMB) to manage an agency's personnel ceilings. Beginning in Fiscal Year 1982, the full-time equivalent (FTE) **resource management system** replaced the Executive Branch numerical end-of-year personnel ceilings that had been used to control the size of the Federal workforce for many years. Under the FTE system, workforce estimates assigned to agencies are based on the number of work years required to achieve agency missions and objectives. (One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.) The work year estimate assigned is based on the maximum cumulative number of hours that can be worked by **all** employees covered by employment controls, including full-time, part-time, and intermittent employees. Work years or (FTE) are not defined as employee “head counts” and should not be confused with employment levels and trends. OMB assigns and controls the work year estimates. None of the data presented in this Section reflects work years or FTE.

Distribution of Federal Civilian Employment by Branch

November 2003

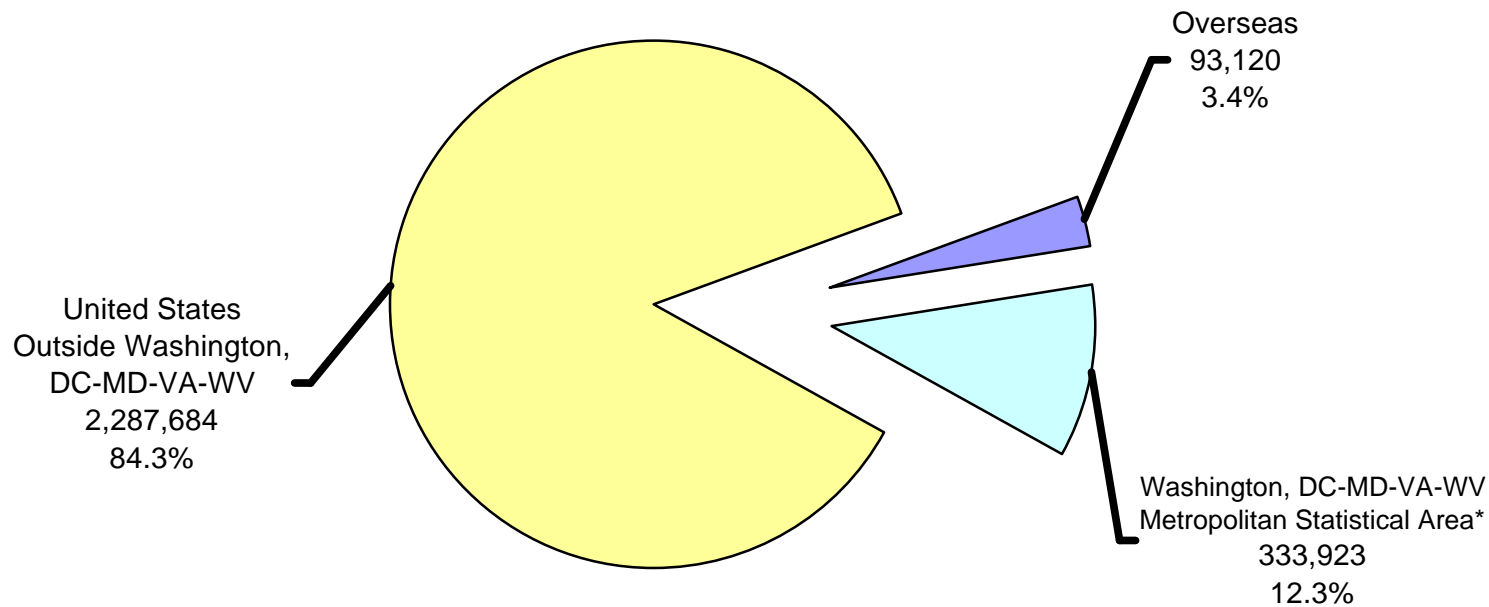


Executive Branch Non Postal Service = 1,861,498
Postal Service = 788,141
Executive Branch = 2,649,639

Total Employment: 2,714,727

Distribution of Federal Civilian Employment by Major Geographic Area

November 2003

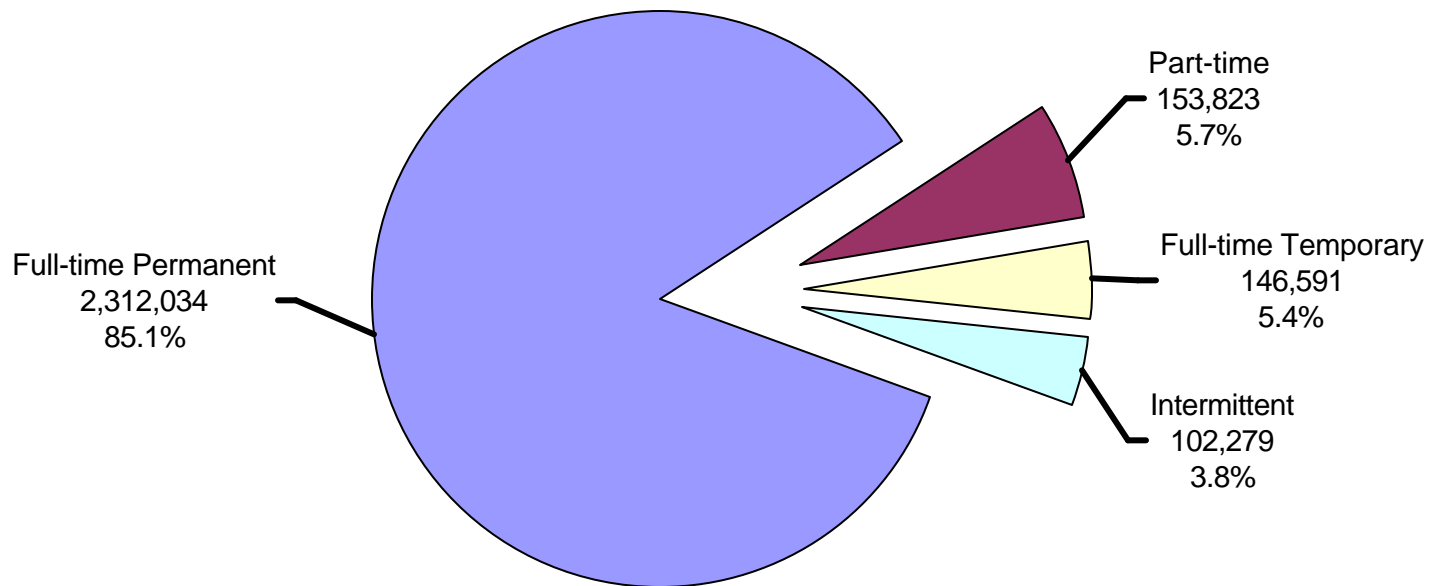


Total Employment: 2,714,727

* Washington, DC-MD-VA-WV MSA Area includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties in Maryland; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, and the Cities of Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park in Virginia; and Berkeley and Jefferson Counties in West Virginia.

Distribution of Federal Civilian Employment by Work Schedule/Appointment

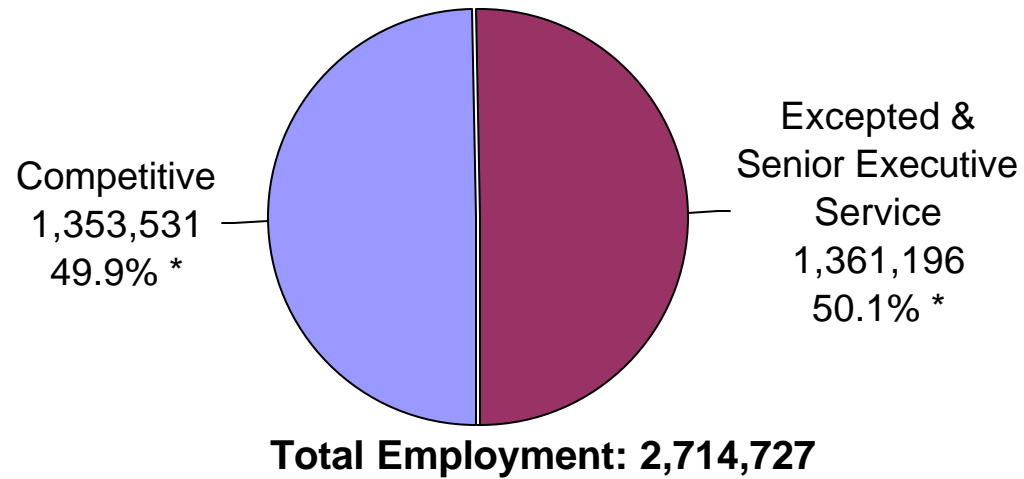
November 2003



Total Employment: 2,714,727

Distribution of Federal Civilian Employment by Service

November 2003



* Percentages exclude Legislative and Judicial Branches.

TABLE 1 -- FEDERAL CIVILIAN PERSONNEL SUMMARY

EMPLOYMENT CATEGORIES	NOVEMBER 2003		OCTOBER 2003		CHANGE FROM		AVERAGE EMPLOYMENT TO DATE			
	TOTAL*	PERCENT	TOTAL	PERCENT	OCTOBER 2003	NOVEMBER 2002	CALENDAR YEAR 2003*	CHANGE FROM CALENDAR YEAR 2002	FISCAL YEAR 2004*	CHANGE FROM FISCAL YEAR 2003
TOTAL CIVILIAN EMPLOYMENT A/	2,714,727	100.00	2,718,975	100.00	-4,248	-35,025	2,738,338	30,398	2,716,851	-25,211
FULL-TIME	2,458,625	90.57	2,471,086	90.88	-12,461	-27,572	2,486,185	35,010	2,464,856	-19,081
WITH PERMANENT APPOINTMENTS	2,312,034	85.17	2,316,255	85.19	-4,221	-29,476	2,323,235	5,602	2,314,145	-25,747
WITH TEMPORARY AND INDEFINITE APPOINTMENTS	146,591	5.40	154,831	5.69	-8,240	1,904	162,950	29,408	150,711	6,666
PART-TIME (REGULARLY SCHEDULED)	153,823	5.67	152,153	5.60	1,670	-3,044	153,494	-3,876	152,988	-3,448
INTERMITTENT	102,279	3.77	95,736	3.52	6,543	-4,409	98,659	-735	99,008	-2,682
U.S. CITIZENS	2,683,400	98.85	2,687,766	98.85	-4,366	-35,203	2,706,635	30,483	2,685,583	-25,364
NON U.S. CITIZENS	31,327	1.15	31,209	1.15	118	178	31,704	-84	31,268	153
UNITED STATES, TOTAL	2,621,607	96.57	2,626,411	96.60	-4,804	-35,738	2,644,368	26,820	2,624,009	-25,858
WASHINGTON, DC-MD-VA-WV, METROPOLITAN STATISTICAL AREA	333,923	12.30	334,766	12.31	-843	-1,954	335,088	3,662	334,345	-1,137
OUTSIDE WASHINGTON, DC-MD-VA-WV, METROPOLITAN STATISTICAL AREA	2,287,684	84.27	2,291,645	84.28	-3,961	-33,784	2,309,280	23,159	2,289,665	-24,720
OVERSEAS, TOTAL	93,120	3.43	92,564	3.40	556	713	93,970	3,578	92,842	646
U.S. CITIZENS	66,987	2.47	66,662	2.45	325	654	67,459	3,753	66,825	674
NON U.S. CITIZENS	26,133	0.96	25,902	0.95	231	59	26,511	-175	26,018	-27
TERRITORIES	18,587	0.68	18,513	0.68	74	-198	18,642	670	18,550	-204
U.S. CITIZENS	18,567	0.68	18,494	0.68	73	-204	18,628	671	18,531	-208
NON U.S. CITIZENS	20	...	19	...	1	6	14	-1	20	5
FOREIGN COUNTRIES	74,533	2.75	74,051	2.72	482	911	75,329	2,909	74,292	850
U.S. CITIZENS	48,420	1.78	48,168	1.77	252	858	48,832	3,083	48,294	882
NON U.S. CITIZENS	26,113	0.96	25,883	0.95	230	53	26,497	-174	25,998	-32
EXECUTIVE BRANCH, TOTAL	2,649,639	97.60	2,653,639	97.60	-4,000	-34,486	2,672,566	29,658	2,651,639	-24,981
FULL-TIME, TOTAL	2,395,997	88.26	2,408,233	88.57	-12,236	-27,212	2,422,948	34,190	2,402,115	-18,988
TYPE OF POSITION OCCUPIED:										
IN PERMANENT POSITIONS	2,314,852	85.27	2,320,921	85.36	-6,069	-41,113	2,331,396	16,444	2,317,887	-34,710
IN TEMPORARY POSITIONS	81,145	2.99	87,312	3.21	-6,167	13,901	91,553	17,746	84,229	15,722
TYPE OF APPOINTMENT:										
WITH PERMANENT APPOINTMENTS	2,268,771	83.57	2,272,812	83.59	-4,041	-29,371	2,279,936	5,047	2,270,792	-25,773
WITH TEMPORARY AND INDEFINITE APPOINTMENTS	127,226	4.69	135,421	4.98	-8,195	2,159	143,012	29,143	131,324	6,785

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

A/ EXCLUDES CENTRAL INTELLIGENCE AGENCY, NATIONAL SECURITY AGENCY, DEFENSE INTELLIGENCE AGENCY, AND NATIONAL IMAGERY AND MAPPING AGENCY.

TABLE 1 -- FEDERAL CIVILIAN PERSONNEL SUMMARY - CONTINUED

EMPLOYMENT CATEGORIES	NOVEMBER 2003		OCTOBER 2003		CHANGE FROM		AVERAGE EMPLOYMENT TO DATE			
	TOTAL*	PERCENT	TOTAL	PERCENT	OCTOBER 2003	NOVEMBER 2002	CALENDAR YEAR 2003*	CHANGE FROM CALENDAR YEAR 2002	FISCAL YEAR 2004*	CHANGE FROM FISCAL YEAR 2003
EXECUTIVE BRANCH -- CONTINUED										
PART-TIME (REGULARLY SCHEDULED)										
TOTAL	151,621	5.59	149,939	5.51	1,682	-2,969	151,314	-3,838	150,780	-3,392
WITH PERMANENT APPOINTMENTS	122,791	4.52	123,820	4.55	-1,029	-5,518	125,708	-6,761	123,306	-5,298
WITH TEMPORARY AND INDEFINITE APPOINTMENTS	28,830	1.06	26,119	0.96	2,711	2,549	25,606	2,923	27,475	1,907
INTERMITTENT, TOTAL	102,021	3.76	95,467	3.51	6,554	-4,305	98,304	-693	98,744	-2,601
COMPETITIVE SERVICE, TOTAL	1,350,819	49.76	1,353,085	49.76	-2,266	-5,852	1,360,555	-2,383	1,351,952	-6,101
PERMANENT APPOINTMENTS	1,314,262	48.41	1,311,377	48.23	2,885	-5,262	1,316,920	-3,947	1,312,820	-5,693
TEMPORARY AND INDEFINITE APPOINTMENTS	36,557	1.35	41,708	1.53	-5,151	-590	43,635	1,564	39,133	-407
EXCEPTED AND SENIOR EXECUTIVE SERVICES, TOTAL	1,298,820	47.84	1,300,554	47.83	-1,734	-28,634	1,312,011	32,041	1,299,687	-18,880
PERMANENT APPOINTMENTS	1,084,720	39.96	1,092,657	40.19	-7,937	-28,608	1,095,427	2,959	1,088,689	-24,200
TEMPORARY AND INDEFINITE APPOINTMENTS	214,100	7.89	207,897	7.65	6,203	-26	216,583	29,080	210,999	5,321
LEGISLATIVE BRANCH, TOTAL	30,568	1.13	30,559	1.12	9	-459	31,275	424	30,564	-330
FULL-TIME	29,918	1.10	29,920	1.10	-2	-348	30,547	479	29,919	-235
PART-TIME (REGULARLY SCHEDULED)	458	0.02	453	0.02	5	-13	451	-13	456	-11
INTERMITTENT	192	0.01	186	0.01	6	-98	277	-43	189	-84
JUDICIAL BRANCH, TOTAL	34,520	1.27	34,777	1.28	-257	-80	34,498	317	34,649	100
FULL-TIME	32,710	1.20	32,933	1.21	-223	-12	32,689	340	32,822	142
PART-TIME (REGULARLY SCHEDULED)	1,744	0.06	1,761	0.06	-17	-62	1,729	-25	1,753	-44
INTERMITTENT	66	...	83	...	-17	-6	79	2	75	2

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*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

A/ EXCLUDES CENTRAL INTELLIGENCE AGENCY, NATIONAL SECURITY AGENCY, DEFENSE INTELLIGENCE AGENCY, AND NATIONAL IMAGERY AND MAPPING AGENCY.

TABLE 2 -- COMPARISON OF TOTAL CIVILIAN EMPLOYMENT OF THE FEDERAL GOVERNMENT BY BRANCH, AGENCY, AND AREA AS OF OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL, ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE
TOTAL, ALL AGENCIES A/	2,714,727	2,718,975	-4,248	2,621,607	2,626,411	-4,804	333,923	334,766	-843
LEGISLATIVE BRANCH	30,568	30,559	9	30,562	30,553	9	29,539	29,504	35
CONGRESS	17,226	17,187	39	17,226	17,187	39	17,226	17,187	39
U.S. SENATE	6,727	6,717	10	6,727	6,717	10	6,727	6,717	10
HOUSE OF REPRESENTATIVES SUMMARY	10,499	10,470	29	10,499	10,470	29	10,499	10,470	29
COMMISSION ON SECURITY AND COOPERATION IN EUROPE	15	15	...	15	15	...	15	15	...
ARCHITECT OF THE CAPITOL	2,133	2,133	...	2,133	2,133	...	2,133	2,133	...
BOTANIC GARDEN	54	54	...	54	54	...	54	54	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	19	18	1	19	18	1	19	18	1
COMMISSION ON OCEAN POLICY	13	13	...	13	13	...	13	13	...
CONGRESSIONAL BUDGET OFFICE	231	231	...	231	231	...	231	231	...
GENERAL ACCOUNTING OFFICE	3,283	3,335	-52	3,282	3,334	-52	2,478	2,506	-28
GOVERNMENT PRINTING OFFICE	2,669	2,681	-12	2,669	2,681	-12	2,498	2,510	-12
JOHN C. STENNIS CENTER FOR PUBLIC DEVELOPMENT	7	7	...	7	7	...	2	2	...
LIBRARY OF CONGRESS	4,451	4,420	31	4,446	4,415	31	4,418	4,386	32
MEDICARE PAYMENT ADVISORY COMMISSION	33	34	-1	33	34	-1	33	34	-1
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	51	52	-1	51	52	-1	40	40	...
OFFICE OF COMPLIANCE	19	19	...	19	19	...	19	19	...
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	28	29	-1	28	29	-1	24	25	-1
U.S. COURT OF VETERANS APPEALS	83	82	1	83	82	1	83	82	1
U.S. TAX COURT	253	249	4	253	249	4	253	249	4
JUDICIAL BRANCH	34,520	34,777	-257	34,088	34,338	-250	1,964	1,967	-3
U.S. SUPREME COURT	431	431	...	431	431	...	431	431	...
U.S. COURTS	34,089	34,346	-257	33,657	33,907	-250	1,533	1,536	-3
EXECUTIVE BRANCH	2,649,639	2,653,639	-4,000	2,556,957	2,561,520	-4,563	302,420	303,295	-875
EXECUTIVE OFFICE OF THE PRESIDENT	1,709	1,712	-3	1,698	1,701	-3	1,698	1,701	-3
WHITE HOUSE OFFICE	410	413	-3	410	413	-3	410	413	-3
OFFICE OF THE VICE PRESIDENT	21	21	...	21	21	...	21	21	...
OFFICE OF MANAGEMENT AND BUDGET	497	496	1	497	496	1	497	496	1
OFFICE OF ADMINISTRATION	218	221	-3	218	221	-3	218	221	-3
COUNCIL OF ECONOMIC ADVISERS	28	28	...	28	28	...	28	28	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	21	21	...	21	21	...	21	21	...
OFFICE OF POLICY DEVELOPMENT	31	30	1	31	30	1	31	30	1
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	93	92	1	93	92	1	93	92	1
NATIONAL SECURITY COUNCIL	56	59	-3	56	59	-3	56	59	-3
OFFICE OF NATIONAL DRUG CONTROL POLICY	108	105	3	108	105	3	108	105	3
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	29	30	-1	29	30	-1	29	30	-1
OFFICE OF THE U.S. TRADE REPRESENTATIVE	197	196	1	186	185	1	186	185	1

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH, AS REPORT FOR CURRENT MONTH WAS NOT RECEIVED BY INPUT CUTOFF DATE.

**REVISED.

A/ EXCLUDES CENTRAL INTELLIGENCE AGENCY, NATIONAL SECURITY AGENCY, DEFENSE INTELLIGENCE AGENCY, AND NATIONAL IMAGERY AND MAPPING AGENCY.

TABLE 2 -- COMPARISON OF TOTAL CIVILIAN EMPLOYMENT OF THE FEDERAL GOVERNMENT BY BRANCH, AGENCY, AND AREA AS OF OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL, ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE
EXECUTIVE DEPARTMENTS	1,674,370	1,680,002	-5632	1,588,479	1,594,689	-6210	232,045	232,853	-808
DEPARTMENT OF STATE	32,565	32,452	113	12,749	12,742	7	11,139	11,140	-1
DEPARTMENT OF THE TREASURY	114,085	111,721	2,364	113,460	111,064	2,396	15,636	15,583	53
DEPARTMENT OF DEFENSE	665,027	662,778	2,249	611,615	609,757	1,858	63,612	63,342	270
DEFENSE, MILITARY FUNCTION TOTAL	640,036	637,583	2,453	586,691	584,629	2,062	62,724	62,452	272
DEFENSE, CIVIL FUNCTION TOTAL	24,991	25,195	-204	24,924	25,128	-204	888	890	-2
DEPARTMENT OF THE ARMY	230,857	229,921	936	208,492	207,602	890	19,224	19,114	110
DEPARTMENT OF THE ARMY, MILITARY FUNCTION TOTAL	205,867	204,727	1,140	183,569	182,475	1094	18,336	18,224	112
DEPARTMENT OF THE ARMY, CIVIL FUNCTION TOTAL	24,990	25,194	-204	24,923	25,127	-204	888	890	-2
CORP OF ENGINEERS	24,890	25,094	-204	24,823	25,027	-204	788	790	-2
CEMETERIAL EXPENSES	100	100	...	100	100	...	100	100	...
DEPARTMENT OF THE NAVY	182,989	181,408	1581	174,944	173,638	1306	24,627	24,511	116
DEPARTMENT OF THE AIR FORCE	151,508	152,405	-897	145,416	146,098	-682	5,462	5,501	-39
DEFENSE LOGISTICS AGENCY	21,544	21,430	114	20,741	20,624	117	1,604	1,604	...
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	77,614	515	62,022	61,795	227	12,695	12,612	83
DEPARTMENT OF JUSTICE	102,975	102,742	233	101,220	100,989	231	22,054	21,932	122
DEPARTMENT OF THE INTERIOR	71,735	74,633	-2,898	71,372	74,274	-2,902	8,019	8,039	-20
DEPARTMENT OF AGRICULTURE	103,843	108,261	-4,418	102,613	107,041	-4,428	11,787	11,740	47
DEPARTMENT OF COMMERCE	37,525	37,265	260	36,755	36,494	261	20,462	20,453	9
DEPARTMENT OF LABOR	16,210	16,213	-3	16,171	16,174	-3	5,482	5,482	...
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	66,858	-5398	61,217	66,555	-5338	28,396	30,001	-1605
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	10,526	-27	10,410	10,437	-27	3,388	3,407	-19
DEPARTMENT OF TRANSPORTATION	58,528	58,590	-62	58,167	58,226	-59	9,471	9,447	24
DEPARTMENT OF ENERGY	15,499	15,519	-20	15,488	15,508	-20	5,173	5,177	-4
DEPARTMENT OF EDUCATION	4,504	4,517	-13	4,497	4,510	-13	3,183	3,205	-22
DEPARTMENT OF VETERANS AFFAIRS	231,520	230,964	556	228,068	227,552	516	7,134	7,124	10
DEPARTMENT OF HOMELAND SECURITY	148,395	146,963	1,432	144,677	143,366	1,311	17,109	16,781	328
INDEPENDENT AGENCIES	973,560	971,925	1,635	966,780	965,130	1,650	68,677	68,741	-64
ADVISORY COUNCIL ON HISTORIC PRESERVATION	46	38	8	46	38	8	33	29	4
AFRICAN DEVELOPMENT FOUNDATION	25	26	-1	25	26	-1	25	26	-1
AMERICAN BATTLE MONUMENTS COMMISSION	390	388	2	18	16	2	18	16	2
APPALACHIAN REGIONAL COMMISSION	9	9	...	9	9	...	9	9	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	31	33	-2	31	33	-2	31	33	-2
ARMED FORCES RETIREMENT HOME	637	654	-17	637	654	-17	488	504	-16
ARMED FORCES RETIREMENT HOME - GULFPORT	148	149	-1	148	149	-1	...	...	...
ARMED FORCES RETIREMENT HOME - WASHINGTON	489	505	-16	489	505	-16	488	504	-16
ARCTIC RESEARCH COMMISSION	10	10	...	10	10	...	3	3	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	3	3	...	3	3	...	3	3	...
FEDERAL RESERVE BOARD OF GOVERNORS	1,802	1,795	7	1,802	1,795	7	1,802	1,795	7

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**REVISED.

TABLE 2 -- COMPARISON OF TOTAL CIVILIAN EMPLOYMENT OF THE FEDERAL GOVERNMENT BY BRANCH, AGENCY, AND AREA AS OF OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL, ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	NOVEMBER	OCTOBER	CHANGE	NOVEMBER	OCTOBER	CHANGE	NOVEMBER	OCTOBER	CHANGE
	2003*	2003		2003*	2003		2003*	2003	
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	35	37	-2	35	37	-2	35	37	-2
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	2	1	1	2	1	1	...	...	...
COMMISSION OF FINE ARTS	8	8	...	8	8	...	8	8	...
COMMISSION ON CIVIL RIGHTS	68	73	-5	68	73	-5	47	48	-1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	31	31	...	31	31	...	27	27	...
COMMODITY FUTURES TRADING COMMISSION	537	535	2	537	535	2	350	349	1
CONSUMER PRODUCT SAFETY COMMISSION	474	478	-4	474	478	-4	353	356	-3
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	586	589	-3	583	586	-3	296	295	1
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1019	1019	...	1019	1019	...	1018	1018	...
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	97	97	...	97	97	...	82	82	...
DELTA REGIONAL AUTHORITY	2	2	...	2	2	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	18,185	18,169	16	18,133	18,117	16	6,160	6,153	7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	2,590	-21	2,559	2,580	-21	628	632	-4
EXPORT-IMPORT BANK OF THE UNITED STATES	395	394	1	394	393	1	369	368	1
FARM CREDIT ADMINISTRATION	290	289	1	290	289	1	188	187	1
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	10	...	10	10	...	10	10	...
FEDERAL COMMUNICATIONS COMMISSION	2,044	2,050	-6	2,042	2,048	-6	1,723	1,729	-6
FEDERAL DEPOSIT INSURANCE CORPORATION	5,450	5,457	-7	5,439	5,446	-7	1,885	1,879	6
FEDERAL ELECTION COMMISSION	379	375	4	379	375	4	379	375	4
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	1	7	6	1	7	6	1
FEDERAL HOUSING FINANCE BOARD	106	105	1	106	105	1	98	98	...
FEDERAL LABOR RELATIONS AUTHORITY	192	201	-9	192	201	-9	109	117	-8
FEDERAL MARITIME COMMISSION	132	131	1	132	131	1	126	125	1
FEDERAL MEDIATION AND CONCILIATION SERVICE	289	291	-2	289	291	-2	68	69	-1
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	43	41	2	43	41	2	42	40	2
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	106	105	1	106	105	1	105	104	1
FEDERAL TRADE COMMISSION	1,076	1,069	7	1,076	1,069	7	926	918	8
GENERAL SERVICES ADMINISTRATION	12,753	12,739	14	12,688	12,672	16	4,603	4,603	...
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	2	1	3	2	1	3	2	1
U.S. HOLOCAUST MEMORIAL MUSEUM	231	232	-1	231	232	-1	227	228	-1
INTER-AMERICAN FOUNDATION	48	50	-2	48	50	-2	47	49	-2
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	268	268	...	268	268	...	1	1	...
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	3	10	-7	3	10	-7	1	1	...
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	19	19	...	13	13	...	8	8	...
U.S. INTERNATIONAL TRADE COMMISSION	365	363	2	365	363	2	365	363	2
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	6	...	6	6	...	6	6	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	4	...	4	4	...	4	4	...
MARINE MAMMAL COMMISSION	16	12	4	16	12	4	10	10	...
MERIT SYSTEMS PROTECTION BOARD	225	225	...	225	225	...	131	131	...

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TABLE 2 -- COMPARISON OF TOTAL CIVILIAN EMPLOYMENT OF THE FEDERAL GOVERNMENT BY BRANCH, AGENCY, AND AREA AS OF OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL, ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	NOVEMBER	OCTOBER	CHANGE	NOVEMBER	OCTOBER	CHANGE	NOVEMBER	OCTOBER	CHANGE
	2003*	2003		2003*	2003		2003*	2003	
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	32	33	-1	32	33	-1	...	...	...
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,995	2,996	-1	2,995	2,996	-1	1,282	1,280	2
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,985	18,955	30	18,968	18,938	30	4,307	4,305	2
NATIONAL CAPITAL PLANNING COMMISSION	57	56	1	57	56	1	57	56	1
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	6	-1	5	6	-1	5	6	-1
NATIONAL COUNCIL ON DISABILITY	20	18	2	20	18	2	22	12	...
NATIONAL CREDIT UNION ADMINISTRATION	924	929	-5	924	929	-5	222	220	2
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	371	364	7	371	364	7	371	364	7
NATIONAL ENDOWMENT FOR THE ARTS	159	157	2	159	157	2	159	157	2
NATIONAL ENDOWMENT FOR THE HUMANITIES	161	157	4	161	157	4	161	157	4
INSTITUTE OF MUSEUM AND LIBRARY SERVICES	51	50	1	51	50	1	51	50	1
NATIONAL LABOR RELATIONS BOARD	1,931	1,940	-9	1,909	1,918	-9	545	552	-7
NATIONAL MEDIATION BOARD	53	54	-1	53	54	-1	51	52	-1
NATIONAL SCIENCE FOUNDATION	1,318	1,320	-2	1,314	1,316	-2	1,310	1,312	-2
NATIONAL TRANSPORTATION SAFETY BOARD	429	434	-5	429	434	-5	329	334	-5
NUCLEAR REGULATORY COMMISSION	3,077	3,088	-11	3,076	3,088	-12	2,130	2,147	-17
NUCLEAR WASTE TECHNICAL REVIEW BOARD	24	24	...	24	24	...	16	16	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	60	61	-1	60	61	-1	46	47	-1
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	55	55	...	55	55	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	82	79	3	82	79	3	82	79	3
OFFICE OF PERSONNEL MANAGEMENT	3,473	3,462	11	3,459	3,448	11	1,657	1,656	1
OFFICE OF SPECIAL COUNSEL	99	98	1	99	98	1	79	78	1
OVERSEAS PRIVATE INVESTMENT CORPORATION	210	211	-1	209	210	-1	208	209	-1
PANAMA CANAL COMMISSION	3	3	...	2	2	...	2	2	...
PEACE CORPS	1,122	1,131	-9	710	721	-11	567	577	-10
PENSION BENEFIT GUARANTY CORPORATION	807	801	6	807	801	6	806	800	6
POSTAL RATE COMMISSION	46	47	-1	46	47	-1	46	47	-1
PRESIDIO TRUST	323	327	-4	323	327	-4	...	...	...
RAILROAD RETIREMENT BOARD	1,129	1,131	-2	1,129	1,131	-2	5	5	...
SECURITIES AND EXCHANGE COMMISSION	3,437	3,312	125	3,437	3,312	125	2,002	1,961	41
SELECTIVE SERVICE SYSTEM	183	175	8	183	175	8	75	76	-1
SMALL BUSINESS ADMINISTRATION	3,790	3,790	...	3,710	3,713	-3	833	829	4
SMITHSONIAN INSTITUTION	5,040	5,150	-110	5,014	5,123	-109	4,591	4,700	-109
NATIONAL GALLERY OF ART	797	794	3	797	794	3	797	794	3
SMITHSONIAN INSTITUTION (EXCEPT UNITS ADMINISTERED UNDER SEPARATE BOARDS OF TRUSTEES)	4,149	4,258	-109	4,123	4,231	-108	3,700	3,808	-108
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS	42	43	-1	42	43	-1	42	43	-1
JOHN F. KENNEDY CENTER FOR THE PERFORMING ARTS	52	55	-3	52	55	-3	52	55	-3
SOCIAL SECURITY ADMINISTRATION	66,183	66,378	-195	65,719	65,914	-195	1,697	1,687	10
TENNESSEE VALLEY AUTHORITY	13,385	13,383	2	13,385	13,383	2	7	7	...

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TABLE 2 -- COMPARISON OF TOTAL CIVILIAN EMPLOYMENT OF THE FEDERAL GOVERNMENT BY BRANCH, AGENCY, AND AREA AS OF OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL, ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE	NOVEMBER 2003*	OCTOBER 2003	CHANGE
TRADE AND DEVELOPMENT AGENCY	43	43	...	42	42	...	42	42	...
BROADCASTING BOARD OF GOVERNORS	2,341	2,339	2	1,821	1,814	7	1,585	1,580	5
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,345	2,348	-3	1,469	1,472	-3	1,468	1,472	-4
U.S. POSTAL SERVICE	788,141	786,330	1,811	784,322	782,498	1,824	19,384	19,376	8
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	15	14	1	15	14	1
WHITE HOUSE COMMISSION ON THE NATIONAL MOMENT OF REMEMBRANCE	1	1	...	1	1	...	1	1	...

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TABLE 3 -- TREND OF FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, AND AREA TO NOVEMBER 2003

MONTH AND YEAR	TOTAL	CHANGE FROM YEAR AGO	LEGISLATIVE		EXECUTIVE		HEALTH AND HUMAN SERVICES	TREASURY	AGRICULTURE	INTERIOR	TRANSPORTATION
				JUDICIAL	TOTAL	DEFENSE					
TOTAL, ALL AREAS											
NOVEMBER 2002	2,749,752 **	51,989	31,027 **	34,600	2,684,125 **	673,781	67,181	150,301	105,647	71,441	132,768
DECEMBER 2002	2,744,613 **	54,779	30,878 **	34,392	2,679,343 **	674,224	67,105	147,823	102,906	70,096	135,417
JANUARY 2003	2,735,510 **	55,846	30,742 **	34,308	2,670,460 **	670,865 **	66,786	155,925	101,177	69,922 **	134,656
FEBRUARY 2003	2,740,684 **	54,274	30,937	34,277	2,675,470 **	669,885 **	67,328	159,639	100,929	70,119	134,160
MARCH 2003	2,738,347 **	48,114	31,033	34,209	2,673,105 **	664,446	67,091	131,872 **	98,879 **	71,005	58,819
APRIL 2003	2,737,692 **	45,448	31,114	34,259	2,672,319 **	661,879	66,732	133,344 **	100,149	72,432	58,470
MAY 2003	2,748,470 **	53,481	31,509	34,295	2,682,666 **	663,762	67,430	126,176	108,896	78,466	58,405
JUNE 2003	2,759,046 **	45,805	32,319 *	34,611	2,692,116 **	669,001	68,031	117,638	116,490	80,933	58,499
JULY 2003	2,754,252 **	36,045	32,317 **	34,641	2,687,294 **	671,374	67,863	115,289	116,134	81,148	58,430
AUGUST 2003	2,748,070 **	35,329	31,366	34,851	2,681,853 **	674,961	67,353	113,892	113,931	80,225	58,397
SEPTEMBER 2003	2,725,950 **	10,463	31,564	34,726	2,659,660 **	664,524	66,859	110,195	111,146	77,691	58,668
OCTOBER 2003	2,718,975	-15,397	30,559	34,777	2,653,639	662,778	66,858	111,721	108,261	74,633	58,590
NOVEMBER 2003*	2,714,727	-35,025	30,568	34,520	2,649,639	665,027	61,460	114,085	103,843	71,735	58,528
CALENDAR YEAR 2003 AVERAGE*	2,738,338	30,398	31,275	34,498	2,672,566	667,137	66,708	126,343	107,258	75,301	72,329
FISCAL YEAR 2004 AVERAGE*	2,716,851	-25,211	30,564	34,649	2,651,639	663,903	64,159	112,903	106,052	73,184	58,559
UNITED STATES											
NOVEMBER 2002	2,657,345 **	49,503	31,020 **	34,161	2,592,164 **	619,074	66,895	148,723	104,297	70,931	131,421
DECEMBER 2002	2,652,226 **	52,322	30,871 **	33,955	2,587,400 **	619,867	66,814	146,256	101,548	69,589	133,917
JANUARY 2003	2,642,294 **	52,193	30,734 **	33,871	2,577,689 **	616,466 **	66,499	154,285	99,824	69,582 **	133,153
FEBRUARY 2003	2,648,010 **	51,367	30,930	33,842	2,583,238 **	615,082 **	67,039	158,045	99,583	69,777	132,646
MARCH 2003	2,644,904 **	44,164	31,026	33,776	2,580,102 **	610,132	66,802	131,212 **	97,667 **	70,664	58,434
APRIL 2003	2,644,272 **	41,041	31,107	33,825	2,579,340 **	607,673	66,441	132,684 **	98,929	72,089	58,101
MAY 2003	2,654,680 **	49,020	31,503	33,862	2,589,315 **	609,299	67,143	125,519	107,669	78,121	58,039
JUNE 2003	2,663,636 **	41,371	32,313 *	34,174	2,597,149 **	612,874	67,745	116,987	115,253	80,582	58,133
JULY 2003	2,659,060 **	31,842	32,311 **	34,204	2,592,545 **	615,604	67,571	114,643	114,903	80,780	58,069
AUGUST 2003	2,649,929 **	27,196	31,360	34,416	2,584,153 **	616,264	67,054	113,263	112,698	79,855	58,035
SEPTEMBER 2003	2,633,248 **	8,545	31,558	34,290	2,567,400 **	611,199	66,556	109,638	109,916	77,327	58,302
OCTOBER 2003	2,626,411	-15,977	30,553	34,338	2,561,520	609,757	66,555	111,064	107,041	74,274	58,226
NOVEMBER 2003*	2,621,607	-35,738	30,562	34,088	2,556,957	611,615	61,217	113,460	102,613	71,372	58,167
CALENDAR YEAR 2003 AVERAGE*	2,644,368	26,820	31,269	34,062	2,579,037	612,360	66,420	125,527	106,009	74,948	71,755
FISCAL YEAR 2004 AVERAGE*	2,624,009	-25,858	30,558	34,213	2,559,239	610,686	63,886	112,262	104,827	72,823	58,197
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA											
NOVEMBER 2002	335,877 **	10,290	29,880 **	2,049	303,948 **	62,913	30,146	23,145	11,735	10,695	13,876
DECEMBER 2002	338,234 **	11,483	29,745 **	1,919	306,570 **	63,510	30,047	23,182	11,781	10,656	13,934
JANUARY 2003	332,858 **	7,465	29,617 **	1,911	301,330 **	62,765 **	29,996	23,055	11,704	7,962 **	13,910
FEBRUARY 2003	332,162 **	6,176	29,831	1,905	300,426 **	62,766 **	30,215	21,706	11,705	7,931	13,949
MARCH 2003	332,853 **	6,208	29,923	1,913	301,017 **	62,391	30,036	16,004 **	11,644 **	7,916	9,560
APRIL 2003	332,653 **	6,300	30,011	1,911	300,731 **	62,359	29,786	15,629 **	11,674	7,978	9,492
MAY 2003	334,566 **	4,532	30,391	1,993	302,182 **	62,511	30,203	15,641	11,765	8,187	9,501
JUNE 2003	339,248 **	3,748	31,180 *	2,015	306,053 **	63,755	30,500	15,724	12,016	8,309	9,603
JULY 2003	339,736 **	3,778	31,179 **	2,045	306,512 **	64,257	30,307	15,747	12,033	8,344	9,573
AUGUST 2003	336,912 **	2,197	30,287	1,963	304,662 **	63,875	30,030	15,675	11,929	8,255	9,464
SEPTEMBER 2003	336,292 **	2,149	30,472	1,968	303,852 **	63,503	29,834	15,623	11,837	8,156	9,467
OCTOBER 2003	334,766	-321	29,504	1,967	303,295	63,342	30,001	15,583	11,740	8,039	9,447
NOVEMBER 2003*	333,923	-1,954	29,539	1,964	302,420	63,612	28,396	15,636	11,787	8,019	9,471
CALENDAR YEAR 2003 AVERAGE*	335,088	3,662	30,176	1,960	302,953	63,194	29,937	16,911	11,803	8,100	10,312
FISCAL YEAR 2004 AVERAGE*	334,345	-1,138	29,522	1,966	302,858	63,477	29,199	15,610	11,764	8,029	9,459

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TABLE 3 -- TREND OF FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, AND AREA TO NOVEMBER 2003 - CONTINUED

MONTH AND YEAR	JUSTICE	COMMERCE	STATE	ENERGY	HOUSING AND URBAN	LABOR	VETERANS AFFAIRS	HOMELAND SECURITY	GENERAL	NATIONAL	POSTAL
					DEVELOPMENT				SERVICES ADMINISTRATION	AERONAUTICS SPAC ADMINISTRATION		SERVICE
TOTAL, ALL AREAS											
NOVEMBER 2002	132,693	37,306 **	29,698 **	16,006	10,785	16,214	223,556		14,373	18,881	818,317
DECEMBER 2002	133,091	37,220 **	29,821	16,050	10,765	17,096	224,416		14,422	18,802	815,617
JANUARY 2003	133,039	36,713	31,669	15,862	10,661	16,175	224,395		14,394	18,788	806,167
FEBRUARY 2003	138,097	37,293	29,799	15,885	10,672	16,164	224,724		14,428	18,820	804,249
MARCH 2003	101,392	37,087	31,916	15,789	10,643	16,144	225,159		13,158	18,831	801,808
APRIL 2003	101,608	37,035	31,994	15,688	10,617	16,105	225,540		13,143	18,825	799,202
MAY 2003	101,778	37,250	32,177	15,678	10,625	16,194	225,897		13,158	18,929	797,709
JUNE 2003	102,081	38,165	32,438	15,791	10,674	16,371	227,909		13,193	19,102	795,383
JULY 2003	102,448	37,762	32,665	15,789	10,659	16,392	229,206		13,197	19,135	792,346
AUGUST 2003	102,402	37,518	32,411	15,721	10,582	16,294	229,622		12,784	18,961	789,973
SEPTEMBER 2003	102,705	37,418	32,448	15,630	10,557	16,228	230,406		12,757	18,954	787,818
OCTOBER 2003	102,742	37,265	32,452	15,519	10,526	16,213	230,964		12,739	18,955	786,330
NOVEMBER 2003*	102,975	37,525	32,565	15,499	10,499	16,210	231,520		12,753	18,985	788,141
CALENDAR YEAR 2003 AVERAGE*	108,297	37,366	32,049	15,714	10,610	16,226	227,758		13,246	18,935	795,375
FISCAL YEAR 2004 AVERAGE*	102,859	37,395	32,509	15,509	10,513	16,212	231,242		12,746	18,970	787,236
UNITED STATES											
NOVEMBER 2002	130,100	36,546 **	11,601 **	15,997	10,686	16,171	220,348		14,292	18,864	814,388
DECEMBER 2002	130,475	36,460 **	11,691	16,041	10,668	17,054	221,183		14,344	18,786	811,585
JANUARY 2003	130,425	35,955	12,422	15,853	10,565	16,133	221,140		14,319	18,771	802,323
FEBRUARY 2003	135,440	36,532	11,613	15,876	10,578	16,122	221,456		14,353	18,803	800,306
MARCH 2003	99,650	36,320	12,520	15,780	10,551	16,102	221,850		13,094	18,814	797,855
APRIL 2003	99,846	36,271	12,543	15,677	10,525	16,064	222,206		13,079	18,808	795,302
MAY 2003	100,007	36,488	12,578	15,669	10,534	16,153	222,577		13,094	18,912	793,833
JUNE 2003	100,312	37,384	12,870	15,780	10,584	16,331	224,590		13,129	19,084	791,541
JULY 2003	100,676	36,980	12,991	15,778	10,571	16,352	225,873		13,131	19,116	788,482
AUGUST 2003	100,635	36,734	12,757	15,710	10,494	16,254	226,274		12,720	18,943	786,117
SEPTEMBER 2003	100,948	36,643	12,769	15,619	10,468	16,188	227,032		12,692	18,936	784,006
OCTOBER 2003	100,989	36,494	12,742	15,508	10,437	16,174	227,552		12,672	18,938	782,498
NOVEMBER 2003*	101,220	36,755	12,749	15,488	10,410	16,171	228,068		12,688	18,968	784,322
CALENDAR YEAR 2003 AVERAGE*	106,377	36,596	12,596	15,703	10,520	16,186	224,420		13,179	18,918	791,508
FISCAL YEAR 2004 AVERAGE*	101,105	36,625	12,746	15,498	10,424	16,173	227,810		12,680	18,953	783,410
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA											
NOVEMBER 2002	21,616	20,621 **	10,084 **	5,297	3,436	5,457	6,964		4,949	4,171	19,982
DECEMBER 2002	22,638	20,564 **	10,159	5,310	3,436	6,309	6,996		4,979	4,170	20,040
JANUARY 2003	22,527	20,460	10,927	5,277	3,411	5,476	6,923		4,964	4,164	19,697
FEBRUARY 2003	23,770	20,405	10,083	5,286	3,411	5,471	6,920		4,969	4,177	19,729
MARCH 2003	21,690	20,353	10,988	5,249	3,398	5,452	6,917		4,636	4,199	19,654
APRIL 2003	21,717	20,313	10,990	5,213	3,383	5,442	6,964		4,638	4,198	19,563
MAY 2003	21,675	20,330	11,027	5,234	3,404	5,507	6,968		4,661	4,234	19,610
JUNE 2003	21,808	20,709	11,311	5,281	3,457	5,622	7,017		4,704	4,280	19,560
JULY 2003	21,883	20,649	11,406	5,273	3,462	5,631	7,059		4,714	4,299	19,487
AUGUST 2003	21,930	20,529	11,171	5,242	3,418	5,542	7,040		4,646	4,255	19,478
SEPTEMBER 2003	22,000	20,488	11,190	5,205	3,407	5,494	7,056		4,618	4,281	19,393
OCTOBER 2003	21,932	20,453	11,140	5,177	3,407	5,482	7,124		4,603	4,305	19,376
NOVEMBER 2003*	22,054	20,462	11,139	5,173	3,388	5,482	7,134		4,603	4,307	19,384
CALENDAR YEAR 2003 AVERAGE*	22,090	20,468	11,034	5,237	3,413	5,509	7,011		4,705	4,245	19,539
FISCAL YEAR 2004 AVERAGE*	21,993	20,458	11,140	5,175	3,398	5,482	7,129		4,603	4,306	19,380

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 4 -- TREND OF FEDERAL CIVILIAN PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA TO NOVEMBER 2003

MONTH AND YEAR	TOTAL (\$000)	CHANGE FROM YEAR AGO (\$000)	LEGISLATIVE (\$000)	JUDICIAL (\$000)	EXECUTIVE		HEALTH AND HUMAN SERVICES (\$000)	TREASURY (\$000)	AGRICULTURE (\$000)	INTERIOR (\$000)	TRANSPORTATION (\$000)
					TOTAL (\$000)	DEFENSE (\$000)					
TOTAL, ALL AREAS											
NOVEMBER 2002	14,367,972 **	3,715,593	184,939 **	165,964	14,017,069 **	2,418,578	497,366	1,001,948	612,177	431,661	664,131
DECEMBER 2002	11,325,288 **	-2,527,185	160,608 **	166,770	10,997,910 **	2,425,003	345,141	658,514	399,891	286,042	678,038
JANUARY 2003	11,397,391 **	421,666	149,595 **	169,016	11,078,780 **	2,423,926 **	354,082	679,024	405,594	288,464 **	708,135
FEBRUARY 2003	11,178,638 **	513,757	148,917	170,399	10,859,322 **	2,404,946 **	359,224	673,085	408,125	298,843	627,334
MARCH 2003	11,361,916 **	617,205	150,255	170,977	11,040,684 **	2,397,998	362,160	604,134 **	408,017 **	295,256	454,814
APRIL 2003	11,413,126 **	539,707	149,483	175,989	11,087,654 **	2,396,924	361,205	529,191 **	402,289	302,059	464,899
MAY 2003	14,889,716 **	3,970,642	190,253	154,173	14,545,290 **	2,410,774	534,209	818,802	640,931	475,785	455,061
JUNE 2003	11,350,389 **	-2,599,854	155,746 *	154,680	11,039,963 **	2,418,122	364,922	512,846	447,531	318,166	438,815
JULY 2003	11,664,632 **	571,611	155,913 **	154,697	11,354,022 **	2,446,208	368,148	499,358	476,988	333,447	467,751
AUGUST 2003	11,550,790 **	486,596	157,645	159,317	11,233,828 **	2,442,814	369,436	501,506	485,441	342,198	459,378
SEPTEMBER 2003	11,671,873 **	562,643	159,722	157,543	11,354,608 **	2,418,293	368,829	535,738	476,527	348,219	443,342
OCTOBER 2003	11,694,826	486,546	155,846	156,938	11,382,042	2,408,418	368,472	487,747	438,401	320,468	472,833
NOVEMBER 2003*	14,757,321	389,349	186,073	156,267	14,414,981	2,389,821	487,284	763,426	636,183	466,545	457,012
CALENDAR YEAR 2003 TOTAL*	132,930,618	5,959,868	1,759,448	1,779,996	129,391,174	26,558,244	4,297,971	6,604,857	5,226,027	3,789,450	5,449,374
FISCAL YEAR 2004 TOTAL*	26,452,147	875,895	341,919	313,205	25,797,023	4,798,239	855,756	1,251,173	1,074,584	787,013	929,845
UNITED STATES											
NOVEMBER 2002	14,012,064 **	3,671,870	184,863 **	164,088	13,663,113 **	2,270,674	495,012	990,594	605,523	428,929	658,385
DECEMBER 2002	10,994,816 **	-2,483,689	160,553 **	164,919	10,669,344 **	2,277,503	343,396	651,158	395,512	284,188	672,326
JANUARY 2003	11,064,367 **	407,290	149,546 **	167,136	10,747,685 **	2,276,041 **	352,291	671,278	401,081	287,210 **	701,242
FEBRUARY 2003	10,844,807 **	499,307	148,850	168,510	10,527,447 **	2,257,092 **	357,388	665,315	403,542	297,572	621,737
MARCH 2003	11,024,716 **	600,680	150,198	169,093	10,705,425 **	2,250,371	360,323	599,158 **	403,718 **	294,018	451,865
APRIL 2003	11,077,005 **	525,278	149,427	174,091	10,753,487 **	2,249,309	359,387	526,843 **	398,248	300,712	462,335
MAY 2003	14,477,503 **	3,879,834	190,165	152,512	14,134,826 **	2,260,877	531,707	815,336	634,940	473,869	452,394
JUNE 2003	11,003,430 **	-2,554,629	155,695 *	153,013	10,694,722 **	2,261,380	363,088	510,584	443,521	316,880	436,258
JULY 2003	11,306,171 **	540,555	155,860 **	153,030	10,997,281 **	2,286,086	366,311	497,057	472,998	332,171	465,093
AUGUST 2003	11,184,970 **	444,740	157,590	157,580	10,869,800 **	2,273,258	367,525	499,282	481,367	340,909	456,776
SEPTEMBER 2003	11,329,513 **	544,884	159,672	155,833	11,014,008 **	2,272,512	366,933	533,357	472,490	346,939	440,795
OCTOBER 2003	11,308,882	425,268	155,795	155,266	10,997,821	2,264,320	366,492	485,613	434,319	319,171	470,112
NOVEMBER 2003*	14,386,143	374,079	186,008	154,604	14,045,531	2,246,751	485,185	759,923	630,018	464,643	454,405
CALENDAR YEAR 2003 TOTAL*	129,007,507	5,687,286	1,758,806	1,760,668	125,488,033	24,897,997	4,276,630	6,563,746	5,176,242	3,774,094	5,413,012
FISCAL YEAR 2004 TOTAL*	25,695,025	799,347	341,803	309,870	25,043,352	4,511,071	851,677	1,245,536	1,064,337	783,814	924,517
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA											
NOVEMBER 2002	2,314,785 **	681,039	175,585 **	10,994	2,128,206 **	236,813	247,570	206,628	92,719	75,538	85,348
DECEMBER 2002	1,796,686 **	-425,952	154,372 **	11,132	1,631,182 **	243,411	169,940	140,130	64,184	50,956	89,314
JANUARY 2003	1,764,846 **	56,445	143,120 **	11,637	1,610,089 **	240,299 **	174,065	140,105	63,599	41,339 **	87,381
FEBRUARY 2003	1,754,389 **	83,782	142,642	11,303	1,600,444 **	243,740 **	177,429	132,038	63,439	42,704	81,564
MARCH 2003	1,781,870 **	98,703	143,922	11,411	1,626,537 **	239,932	176,534	114,893 **	63,634 **	41,754	67,870
APRIL 2003	1,788,194 **	69,486	143,327	11,449	1,633,418 **	242,356	177,079	94,973 **	63,416	42,056	69,157
MAY 2003	2,446,803 **	738,688	180,071	11,165	2,255,567 **	243,435	267,548	146,815	98,591	65,402	69,382
JUNE 2003	1,796,952 **	-487,088	149,156 *	11,028	1,636,768 **	244,542	180,627	95,472	64,889	42,841	65,049
JULY 2003	1,829,370 **	112,291	149,387 **	11,045	1,668,938 **	248,898	182,312	96,054	65,028	44,020	67,539
AUGUST 2003	1,824,901 **	64,252	151,131	12,183	1,661,587 **	245,879	182,867	97,539	65,099	43,862	69,379
SEPTEMBER 2003	1,850,790 **	77,036	153,380	11,251	1,686,159 **	247,539	182,532	100,346	65,483	44,915	65,827
OCTOBER 2003	1,864,436	97,839	149,487	11,104	1,703,845	246,550	180,931	96,559	65,614	43,587	68,142
NOVEMBER 2003*	2,427,137	112,352	176,773	11,089	2,239,275	244,015	250,325	153,493	97,855	65,186	65,474
CALENDAR YEAR 2003 TOTAL*	21,129,688	1,023,786	1,682,396	124,665	19,322,627	2,687,185	2,132,239	1,268,287	776,647	517,666	776,764
FISCAL YEAR 2004 TOTAL*	4,291,573	210,191	326,260	22,193	3,943,120	490,565	431,246	250,052	163,469	108,773	133,616

*PRELIMINARY OR PREVIOUS MONTH'S PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

TABLE 4 -- TREND OF FEDERAL CIVILIAN PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA TO NOVEMBER 2003 - CONTINUED

MONTH AND YEAR	JUSTICE	COMMERCE	STATE	ENERGY	HOUSING AND URBAN DEVELOPMENT	LABOR	VETERANS AFFAIRS	HOMELAND SECURITY	GENERAL SERVICES ADMINISTRATION	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	POSTAL SERVICE
	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)	(\$000)
TOTAL, ALL AREAS											
NOVEMBER 2002	914,574	278,134 **	164,169 **	147,946	86,692	128,632	931,252		111,195	173,027	4,242,337
DECEMBER 2002	668,790	183,121 **	163,216	103,948	58,330	93,674	979,676		75,733	116,282	2,930,222
JANUARY 2003	699,050	184,741	161,421	102,904	59,452	84,174	1,047,254		73,656	116,856	2,848,000
FEBRUARY 2003	706,222	185,449	169,207	101,000	59,285	85,572	910,843		76,035	119,177	2,833,159
MARCH 2003	622,644	183,919	170,295	99,205	59,435	84,353	950,276		75,550	119,494	2,816,457
APRIL 2003	547,081	185,627	170,580	104,144	59,467	87,471	1,013,802		68,750	120,587	2,809,361
MAY 2003	765,240	288,740	249,713	142,869	93,393	127,497	1,014,811		106,901	185,952	4,181,785
JUNE 2003	549,770	190,516	176,242	91,164	63,412	85,670	971,652		71,000	125,904	2,753,304
JULY 2003	569,068	192,766	176,579	101,510	60,962	85,480	1,081,129		69,554	124,012	2,791,580
AUGUST 2003	550,910	191,866	178,733	103,459	63,056	85,673	995,908		78,505	127,869	2,778,233
SEPTEMBER 2003	568,507	194,186	174,346	104,309	63,302	86,530	1,062,870		71,401	128,527	2,804,127
OCTOBER 2003	578,616	191,405	252,837	101,376	60,320	85,954	1,090,277		69,526	126,495	2,816,086
NOVEMBER 2003*	744,724	300,039	180,835	142,261	90,097	134,475	958,438		106,177	182,831	4,272,643
CALENDAR YEAR 2003 TOTAL*	6,901,832	2,289,254	2,060,788	1,194,201	732,181	1,032,849	11,097,260		867,055	1,477,704	33,704,735
FISCAL YEAR 2004 TOTAL*	1,323,340	491,444	433,672	243,637	150,417	220,429	2,048,715		175,703	309,326	7,088,729
UNITED STATES											
NOVEMBER 2002	895,623	273,689 **	64,788 **	147,850	85,946	128,277	920,450		110,608	172,847	4,219,498
DECEMBER 2002	654,804	179,270 **	62,511	103,885	57,833	93,464	968,288		75,371	116,175	2,914,263
JANUARY 2003	684,821	180,363	60,947	102,798	58,946	83,964	1,034,980		73,324	116,738	2,832,575
FEBRUARY 2003	692,070	181,397	64,431	100,934	58,782	85,364	900,106		75,677	119,057	2,817,618
MARCH 2003	610,823	180,524	64,628	99,139	58,938	84,145	939,068		75,194	119,374	2,800,872
APRIL 2003	536,933	181,745	64,626	104,068	58,988	87,257	1,002,096		68,448	120,463	2,794,198
MAY 2003	751,467	283,758	99,571	142,768	92,661	127,198	1,002,929		106,406	185,769	4,159,026
JUNE 2003	539,788	186,397	68,317	91,087	62,913	85,472	960,292		70,695	125,775	2,738,148
JULY 2003	558,546	188,643	68,207	101,425	60,479	85,283	1,068,565		69,255	123,882	2,776,452
AUGUST 2003	540,944	187,338	70,072	103,374	62,573	85,473	984,369		78,201	127,744	2,763,034
SEPTEMBER 2003	558,134	190,624	66,391	104,224	62,798	86,331	1,050,706		71,085	128,407	2,789,085
OCTOBER 2003	568,030	189,286	100,699	101,291	59,842	85,762	1,077,426		69,217	126,375	2,800,739
NOVEMBER 2003*	730,918	296,628	72,011	142,124	89,386	134,186	947,136		105,684	182,711	4,249,472
CALENDAR YEAR 2003 TOTAL*	6,772,474	2,246,703	799,900	1,193,232	726,306	1,030,435	10,967,673		863,186	1,476,295	33,521,219
FISCAL YEAR 2004 TOTAL*	1,298,948	485,914	172,710	243,415	149,228	219,948	2,024,562		174,901	309,086	7,050,211
WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA											
NOVEMBER 2002	178,578	181,756 **	53,968 **	54,825	30,119	46,358	35,215		43,142	39,430	120,831
DECEMBER 2002	137,343	116,223 **	52,026	42,395	20,403	37,192	38,843		29,932	26,426	83,462
JANUARY 2003	140,029	116,056	50,892	39,321	20,559	31,019	40,222		28,809	26,868	81,543
FEBRUARY 2003	141,377	116,139	53,540	38,130	20,623	32,044	34,590		28,881	27,417	80,389
MARCH 2003	137,540	116,058	53,609	36,955	20,776	31,618	36,181		28,043	27,564	80,591
APRIL 2003	134,170	117,179	53,429	38,449	20,686	32,729	38,864		27,255	27,949	79,626
MAY 2003	183,607	182,149	81,609	56,509	32,492	47,563	38,443		42,012	43,133	118,197
JUNE 2003	133,979	118,930	56,189	37,161	22,015	32,032	36,841		29,745	28,399	78,060
JULY 2003	139,037	120,074	56,214	37,778	21,503	32,085	41,009		28,202	28,733	79,108
AUGUST 2003	134,461	119,509	57,630	37,442	22,277	32,014	37,957		28,996	30,340	78,965
SEPTEMBER 2003	139,513	121,197	54,872	39,206	22,374	32,215	40,536		28,839	29,640	79,923
OCTOBER 2003	144,842	122,423	83,354	37,155	21,327	32,123	41,308		27,871	30,197	81,130
NOVEMBER 2003*	175,867	192,844	60,078	56,616	31,549	50,007	36,091		42,335	42,884	122,384
CALENDAR YEAR 2003 TOTAL*	1,604,422	1,442,558	661,416	454,722	256,181	385,449	422,042		340,988	343,124	959,916
FISCAL YEAR 2004 TOTAL*	320,709	315,267	143,432	93,771	52,876	82,130	77,399		70,206	73,081	203,514

*PRELIMINARY OR PREVIOUS MONTH'S PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 5 -- TREND OF FEDERAL CIVILIAN EXECUTIVE BRANCH EMPLOYMENT BY TYPE OF POSITION OCCUPIED AND WORK SCHEDULE TO NOVEMBER 2003

AGENCY AND DATE	TOTAL ALL POSITIONS	PERMANENT POSITIONS			TEMPORARY POSITIONS		
		TOTAL	FULL-TIME	PART-TIME AND INTERMITTENT	TOTAL	FULL-TIME	PART-TIME AND INTERMITTENT
NOVEMBER 2002	2,684,125 **	2,504,736 **	2,355,965 **	148,771 **	179,389 **	67,244 **	112,145 **
DECEMBER 2002	2,679,343 **	2,501,572 **	2,353,502 **	148,070 **	177,771 **	67,435 **	110,336 **
JANUARY 2003	2,670,460 **	2,490,370 **	2,343,250 **	147,120 **	180,090 **	74,802 **	105,288 **
FEBRUARY 2003	2,675,470 **	2,492,174 **	2,343,447 **	148,727 **	183,296 **	79,052 **	104,244 **
MARCH 2003	2,673,105 **	2,484,983 **	2,337,102 **	147,881 **	188,122 **	81,106 **	107,016 **
APRIL 2003	2,672,319 **	2,477,366 **	2,329,688 **	147,678 **	194,953 **	86,578 **	108,375 **
MAY 2003	2,682,666 **	2,476,846 **	2,331,877 **	144,969 **	205,820 **	98,886 **	106,934 **
JUNE 2003	2,692,116 **	2,481,077 **	2,338,402 **	142,675 **	211,039 **	104,861 **	106,178 **
JULY 2003	2,687,294 **	2,470,237 **	2,332,360 **	137,877 **	217,057 **	112,019 **	105,038 **
AUGUST 2003	2,681,853 **	2,468,171 **	2,328,996 **	139,175 **	213,682 **	110,317 **	103,365 **
SEPTEMBER 2003	2,659,660 **	2,464,777 **	2,324,458 **	140,319 **	194,883 **	91,000 **	103,883 **
OCTOBER 2003	2,653,639	2,461,326	2,320,921	140,405	192,313	87,312	105,001
NOVEMBER 2003*	2,649,639	2,455,613	2,314,852	140,761	194,026	81,145	112,881
CALENDAR YEAR 2003 AVERAGE TO DATE*	2,672,566	2,474,813	2,331,396	143,417	197,753	91,553	106,200
FISCAL YEAR 2004 AVERAGE TO DATE*	2,651,639	2,458,470	2,317,887	140,583	193,170	84,229	108,941
SELECTED AGENCIES:							
DEPARTMENT OF STATE	32,565	27,380	27,380	...	5,185	1,658	3,527
DEPARTMENT OF THE TREASURY	114,085	101,113	97,959	3,154	12,972	11,680	1,292
DEPARTMENT OF DEFENSE	665,027	648,819	634,632	14,187	16,208	8,995	7,213
DEPARTMENT OF THE ARMY	230,857	223,180	219,678	3,502	7,677	7,124	553
DEPARTMENT OF THE NAVY	182,989	182,665	180,874	1,791	324	355	31
DEPARTMENT OF THE AIR FORCE	151,508	149,711	149,322	389	1,797	89	1,708
DEFENSE LOGISTICS AGENCY	21,544	21,086	20,852	234	458	360	98
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	72,177	63,906	8,271	5,952	1,067	4,885
DEPARTMENT OF JUSTICE	102,975	101,793	100,175	1,618	1,182	714	468
DEPARTMENT OF THE INTERIOR	71,735	63,848	62,020	1,828	7,887	5,388	2,499
DEPARTMENT OF AGRICULTURE	103,843	86,667	83,875	2,792	17,176	12,874	4,302
DEPARTMENT OF COMMERCE	37,525	33,228	29,772	3,456	4,297	2,656	1,641
DEPARTMENT OF LABOR	16,210	16,054	15,464	590	156	156	...
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	53,651	53,651	...	7,809	5,348	2,461
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	10,378	10,284	94	121	94	27
DEPARTMENT OF TRANSPORTATION	58,528	57,058	56,918	140	1,470	820	650
DEPARTMENT OF ENERGY	15,499	15,286	15,060	226	213	152	61
DEPARTMENT OF EDUCATION	4,504	4,356	4,282	74	148	81	67
DEPARTMENT OF VETERANS AFFAIRS	231,520	224,483	204,049	20,434	7,037	4,222	2,815
DEPARTMENT OF HOMELAND SECURITY	148,395	122,478	118,471	4,007	25,917	20,687	5,230
ENVIRONMENTAL PROTECTION AGENCY	18,185	17,680	16,978	702	505	306	199
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	2,548	2,501	47	21	19	2
FEDERAL DEPOSIT INSURANCE CORPORATION	5,450	5,443	5,201	242	7	7	...
GENERAL SERVICES ADMINISTRATION	12,753	12,753	12,531	222	...	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,985	18,534	18,298	236	451	361	90
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,995	2,995	2,611	384	...	...	...
NATIONAL LABOR RELATIONS BOARD	1,931	1,918	1,830	88	13	10	3
NUCLEAR REGULATORY COMMISSION	3,077	3,007	2,909	98	70	34	36
OFFICE OF PERSONNEL MANAGEMENT	3,473	3,473	2,556	917	...	...	...
PANAMA CANAL COMMISSION	3	3	3	...	...	...	...
SMALL BUSINESS ADMINISTRATION	3,790	2,803	2,780	23	987	976	11
SMITHSONIAN INSTITUTION	5,040	4,675	4,571	104	365	322	43
SOCIAL SECURITY ADMINISTRATION	66,183	63,629	61,523	2,106	2,554	1,997	557
BROADCASTING BOARD OF GOVERNORS	2,341	2,341	2,305	36	...	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,345	2,210	2,194	16	135	117	18
U.S. POSTAL SERVICE	788,141	708,725	626,445	82,280	79,416	99	79,317

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

TABLE 6 -- TREND OF FEDERAL CIVILIAN EXECUTIVE BRANCH EMPLOYMENT BY TYPE OF APPOINTMENT AND WORK SCHEDULE TO NOVEMBER 2003

AGENCY AND DATE	TOTAL	PERMANENT APPOINTMENTS				TEMPORARY AND INDEFINITE APPOINTMENTS			
		TOTAL	FULL-TIME	PART-TIME	INTERMITTENT	TOTAL	FULL-TIME	PART-TIME	INTERMITTENT
NOVEMBER 2002	2,684,125 **	2,432,852 **	2,298,142 **	128,309 **	6,401 **	251,273 **	125,067 **	26,281 **	99,925 **
DECEMBER 2002	2,679,343 **	2,425,225 **	2,292,189 **	127,242 **	5,794 **	254,118 **	128,748 **	24,645 **	100,725 **
JANUARY 2003	2,670,460 **	2,423,803 **	2,289,779 **	127,677 **	6,347 **	246,657 **	128,273 **	25,155 **	93,229 **
FEBRUARY 2003	2,675,470 **	2,430,992 **	2,296,026 **	128,469 **	6,497 **	244,478 **	126,473 **	25,855 **	92,150 **
MARCH 2003	2,673,105 **	2,425,615 **	2,290,835 **	128,280 **	6,500 **	247,490 **	127,373 **	26,630 **	93,487 **
APRIL 2003	2,672,319 **	2,420,461 **	2,285,680 **	128,078 **	6,703 **	251,858 **	130,586 **	27,105 **	94,167 **
MAY 2003	2,682,666 **	2,415,824 **	2,282,551 **	126,514 **	6,759 **	266,842 **	148,212 **	25,423 **	93,207 **
JUNE 2003	2,692,116 **	2,406,605 **	2,275,296 **	125,183 **	6,126 **	285,511 **	167,967 **	24,019 **	93,525 **
JULY 2003	2,687,294 **	2,402,620 **	2,272,635 **	124,092 **	5,893 **	284,674 **	171,744 **	24,072 **	88,858 **
AUGUST 2003	2,681,853 **	2,405,174 **	2,274,098 **	124,191 **	6,885 **	276,679 **	165,215 **	22,719 **	88,745 **
SEPTEMBER 2003	2,659,660 **	2,401,709 **	2,270,814 **	123,693 **	7,202 **	257,951 **	144,644 **	25,735 **	87,572 **
OCTOBER 2003	2,653,639	2,404,034	2,272,812	123,820	7,402	249,605	135,421	26,119	88,065
NOVEMBER 2003*	2,649,639	2,398,982	2,268,771	122,791	7,420	250,657	127,226	28,830	94,601
CALENDAR YEAR 2003 AVERAGE TO DATE*	2,672,566	2,412,347	2,279,936	125,708	6,703	260,218	143,012	25,606	91,601
FISCAL YEAR 2004 AVERAGE TO DATE*	2,651,639	2,401,508	2,270,792	123,306	7,411	250,131	131,324	27,475	91,333
SELECTED AGENCIES:									
DEPARTMENT OF STATE	32,565	27,343	26,685	156	502	5,222	2,353	765	2,104
DEPARTMENT OF THE TREASURY	114,085	112,232	108,985	2,906	341	1,853	654	160	1,039
DEPARTMENT OF DEFENSE	665,027	611,923	600,396	9,218	2,309	53,104	43,231	8,718	1,155
DEPARTMENT OF THE ARMY	230,857	206,971	204,688	2,085	198	23,886	22,114	1,332	440
DEPARTMENT OF THE NAVY	182,989	174,880	173,867	993	20	8,109	7,362	660	87
DEPARTMENT OF THE AIR FORCE	151,508	141,653	140,609	1,044	...	9,855	8,802	1,053	...
DEFENSE LOGISTICS AGENCY	21,544	20,653	20,457	195	1	891	755	135	1
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	67,766	60,775	4,901	2,090	10,363	4,198	5,538	627
DEPARTMENT OF JUSTICE	102,975	99,506	98,435	1,064	7	3,469	2,454	966	49
DEPARTMENT OF THE INTERIOR	71,735	60,318	58,824	1,374	120	11,417	8,584	1,669	1,164
DEPARTMENT OF AGRICULTURE	103,843	89,473	87,510	1,619	344	14,370	9,239	2,855	2,276
DEPARTMENT OF COMMERCE	37,525	35,456	31,384	2,164	1,908	2,069	1,044	126	899
DEPARTMENT OF LABOR	16,210	15,839	15,322	516	1	371	298	58	15
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	53,228	51,973	1,189	66	8,232	7,026	546	660
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	10,178	10,104	74	...	321	274	41	6
DEPARTMENT OF TRANSPORTATION	58,528	57,541	57,003	533	5	987	735	231	21
DEPARTMENT OF ENERGY	15,499	15,251	15,038	212	1	248	174	70	4
DEPARTMENT OF EDUCATION	4,504	4,216	4,146	70	...	288	217	66	5
DEPARTMENT OF VETERANS AFFAIRS	231,520	209,720	195,337	13,294	1,089	21,800	12,934	5,638	3,228
DEPARTMENT OF HOMELAND SECURITY	148,395	111,020	109,357	1,623	40	37,375	29,801	5,398	2,176
ENVIRONMENTAL PROTECTION AGENCY	18,185	17,602	16,905	693	4	583	379	103	101
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	2,528	2,489	39	...	41	31	10	...
FEDERAL DEPOSIT INSURANCE CORPORATION	5,450	5,350	5,149	201	...	100	59	41	...
GENERAL SERVICES ADMINISTRATION	12,753	12,560	12,356	203	1	193	175	18	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,985	18,553	18,317	235	1	432	342	69	21
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,995	2,641	2,499	87	55	354	112	229	13
NATIONAL LABOR RELATIONS BOARD	1,931	1,904	1,820	84	...	27	20	6	1
NUCLEAR REGULATORY COMMISSION	3,077	3,004	2,903	101	...	73	40	12	21
OFFICE OF PERSONNEL MANAGEMENT	3,473	3,383	2,490	290	603	90	66	18	6
PANAMA CANAL COMMISSION	3	3	3	...	...	...	...	...	...
SMALL BUSINESS ADMINISTRATION	3,790	3,090	3,064	26	...	700	692	8	...
SMITHSONIAN INSTITUTION	5,040	4,666	4,570	92	4	374	323	29	22
SOCIAL SECURITY ADMINISTRATION	66,183	64,971	63,062	1,909	...	1,212	458	683	71
BROADCASTING BOARD OF GOVERNORS	2,341	2,238	2,205	25	8	103	100	3	...
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,345	1,860	1,847	13	...	485	464	1	20
U.S. POSTAL SERVICE	788,141	706,791	624,511	82,280	...	81,350	2,033	30	79,287

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

TABLE 7 -- TOTAL EMPLOYMENT AND FULL-TIME EMPLOYMENT WITH PERMANENT APPOINTMENTS BY SELECTED AGENCY, NOVEMBER 2003

AGENCY	TOTAL EMPLOYMENT					FULL-TIME EMPLOYMENT WITH PERMANENT APPOINTMENTS				
	NOVEMBER 2003		CHANGE FROM		FISCAL YEAR 2004 AVERAGE TO DATE*	NOVEMBER 2003		CHANGE FROM		FISCAL YEAR 2004 AVERAGE TO DATE*
	TOTAL*	PERCENT	OCTOBER 2003	NOVEMBER 2002		TOTAL*	PERCENT	OCTOBER 2003	NOVEMBER 2002	
TOTAL, ALL AGENCIES A/	2,714,727	100.00	-4,248	-35,025	2,716,851	2,312,034	100.00	-4,221	-29,476	2,314,145
LEGISLATIVE BRANCH	30,568	1.13	9	-459	30,564	11,947	0.52	-15	-211	11,955
CONGRESS	17,226	0.63	39	-217	17,207	NR	...	NR	NR	NR
U.S. SENATE	6,727	0.25	10	162	6,722	NR	...	NR	NR	NR
HOUSE OF REPRESENTATIVES SUMMARY	10,499	0.39	29	-379	10,485	NR	...	NR	NR	NR
GENERAL ACCOUNTING OFFICE	3,283	0.12	-52	-90	3,309	3,105	0.13	-30	-83	3,120
GOVERNMENT PRINTING OFFICE	2,669	0.10	-12	-324	2,675	2,649	0.11	-12	-320	2,655
LIBRARY OF CONGRESS	4,451	0.16	31	50	4,436	3,938	0.17	26	84	3,925
JUDICIAL BRANCH	34,520	1.27	-257	-80	34,649	31,316	1.35	-165	106	31,399
EXECUTIVE BRANCH	2,649,639	97.60	-4,000	-34,486	2,651,639	2,268,771	98.13	-4,041	-29,371	2,270,792
DEPARTMENT OF STATE	32,565	1.20	113	2,867	32,509	26,685	1.15	58	79	26,656
DEPARTMENT OF THE TREASURY	114,085	4.20	2,364	-36,216	112,903	108,985	4.71	2,304	-31,196	107,833
DEPARTMENT OF DEFENSE	665,027	24.50	2,249	-8,754	663,903	600,396	25.97	1,477	-10,061	599,658
DEPARTMENT OF THE ARMY	230,857	8.50	936	-1,734	230,389	204,688	8.85	868	-3,011	204,254
DEPARTMENT OF THE NAVY	182,989	6.74	1,581	-2,987	182,199	173,867	7.52	942	-2,482	173,396
DEPARTMENT OF THE AIR FORCE	151,508	5.58	-897	-2,925	151,957	140,609	6.08	-349	-1,912	140,784
DEFENSE LOGISTICS AGENCY	21,544	0.79	114	-345	21,487	20,457	0.88	...	-667	20,457
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	2.88	515	-763	77,872	60,775	2.63	16	-1,989	60,767
DEPARTMENT OF JUSTICE	102,975	3.79	233	-29,718	102,859	98,435	4.26	129	-26,566	98,371
DEPARTMENT OF THE INTERIOR	71,735	2.64	-2,898	294	73,184	58,824	2.54	-513	651	59,081
DEPARTMENT OF AGRICULTURE	103,843	3.83	-4,418	-1,804	106,052	87,510	3.78	-439	-1,080	87,730
DEPARTMENT OF COMMERCE	37,525	1.38	260	219	37,395	31,384	1.36	19	110	31,375
DEPARTMENT OF LABOR	16,210	0.60	-3	-4	16,212	15,322	0.66	9	76	15,318
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	2.26	-5,398	-5,721	64,159	51,973	2.25	-5,230	-5,593	54,588
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	0.39	-27	-286	10,513	10,104	0.44	-6	-126	10,107
DEPARTMENT OF TRANSPORTATION	58,528	2.16	-62	-74,240	58,559	57,003	2.47	-93	-48,559	57,050
DEPARTMENT OF ENERGY	15,499	0.57	-20	-507	15,509	15,038	0.65	...	-521	15,038
DEPARTMENT OF EDUCATION	4,504	0.17	-13	-106	4,511	4,146	0.18	-5	-88	4,149
DEPARTMENT OF VETERANS AFFAIRS	231,520	8.53	556	7,964	231,242	195,337	8.45	563	5,790	195,056
DEPARTMENT OF HOMELAND SECURITY	148,395	5.47	1,432	...	147,679	109,357	4.73	793	...	108,961
ENVIRONMENTAL PROTECTION AGENCY	18,185	0.67	16	71	18,177	16,905	0.73	7	71	16,902
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	0.09	-21	-176	2,580	2,489	0.11	-22	-183	2,500
FEDERAL DEPOSIT INSURANCE CORPORATION	5,450	0.20	-7	-156	5,454	5,149	0.22	-18	-157	5,158
GENERAL SERVICES ADMINISTRATION	12,753	0.47	14	-1,620	12,746	12,356	0.53	7	-1,580	12,353
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,985	0.70	30	104	18,970	18,317	0.79	34	-15	18,300
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,995	0.11	-1	-47	2,996	2,499	0.11	-2	-14	2,500
NATIONAL LABOR RELATIONS BOARD	1,931	0.07	-9	-4	1,936	1,820	0.08	-6	3	1,823
NUCLEAR REGULATORY COMMISSION	3,077	0.11	-11	95	3,083	2,903	0.13	-14	79	2,910
OFFICE OF PERSONNEL MANAGEMENT	3,473	0.13	11	-4	3,468	2,490	0.11	4	-21	2,488
PANAMA CANAL COMMISSION	3	...	...	-1	3	3	...	...	-1	3
SMALL BUSINESS ADMINISTRATION	3,790	0.14	...	-170	3,790	3,064	0.13	1	-148	3,064
SMITHSONIAN INSTITUTION	5,040	0.19	-110	-53	5,095	4,570	0.20	-106	-77	4,623
SOCIAL SECURITY ADMINISTRATION	66,183	2.44	-195	1,680	66,281	63,062	2.73	-185	1,971	63,155
BROADCASTING BOARD OF GOVERNORS	2,341	0.09	2	-23	2,340	2,205	0.10	1	-25	2,205
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,345	0.09	-3	-14	2,347	1,847	0.08	-2	-42	1,848
U.S. POSTAL SERVICE	788,141	29.03	1,811	-30,176	787,236	624,511	27.01	-2,875	-19,331	625,949
EXECUTIVE BRANCH EXCLUDING U.S. POSTAL SERVICE	1,861,498	68.57	-5,811	-4,310	1,864,403	1,644,260	71.12	-1,166	-10,040	1,644,843

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

NR - NOT REPORTED TO THE OFFICE OF PERSONNEL MANAGEMENT.

A/ INCLUDES 00 AGENCIES FOR WHICH OCTOBER 2003 FIGURES WERE USED FOR NOVEMBER 2003, DUE TO LATE REPORTING.

TABLE 8 -- STATISTICAL SUMMARY OF FEDERAL CIVILIAN EMPLOYMENT

EMPLOYMENT CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TOTAL CIVILIAN EMPLOYMENT	2,714,727	2,718,975	2,749,752	2,621,607	2,626,411	2,657,345	333,923	334,766	335,877	93,120	92,564	92,407
WORK SCHEDULE:												
FULL-TIME	2,458,625	2,471,086	2,486,197	2,374,481	2,387,075	2,401,122	321,288	322,317	323,103	84,144	84,011	85,075
PART-TIME (REGULARLY SCHEDULED)	153,823	152,153	156,867	148,397	147,003	152,024	9,178	8,985	9,567	5,426	5,150	4,843
INTERMITTENT	102,279	95,736	106,688	98,729	92,333	104,199	3,457	3,464	3,207	3,550	3,403	2,489
POSITION OCCUPIED:												
PERMANENT POSITION	2,500,522	2,506,439	2,549,646	2,417,247	2,423,729	2,462,047	298,693	299,474	302,311	83,275	82,710	87,599
FULL-TIME	2,358,244	2,364,525	2,399,384	2,279,182	2,285,812	2,316,436	291,951	292,766	295,186	79,062	78,713	82,948
PART-TIME AND INTERMITTENT	142,278	141,914	150,262	138,065	137,917	145,611	6,742	6,708	7,125	4,213	3,997	4,651
TEMPORARY POSITION	214,205	212,536	200,106	204,360	202,682	195,298	35,230	35,292	33,566	9,845	9,854	4,808
FULL-TIME	100,381	106,561	86,813	95,299	101,263	84,686	29,337	29,551	27,917	5,082	5,298	2,127
PART-TIME AND INTERMITTENT	113,824	105,975	113,293	109,061	101,419	110,612	5,893	5,741	5,649	4,763	4,556	2,681
TYPE OF APPOINTMENT:												
PERMANENT	2,443,717	2,448,933	2,477,652	2,381,633	2,386,750	2,416,005	291,830	292,597	294,661	62,084	62,183	61,647
FULL-TIME	2,312,034	2,316,255	2,341,510	2,252,477	2,256,584	2,281,088	285,266	286,025	288,183	59,557	59,671	60,422
PART-TIME (REGULARLY SCHEDULED)	124,260	125,273	129,738	123,345	124,370	128,660	6,193	6,213	6,324	915	903	1,078
INTERMITTENT	7,423	7,405	6,404	5,811	5,796	6,257	371	359	154	1,612	1,609	147
TEMPORARY AND INDEFINITE	271,010	270,042	272,100	239,974	239,661	241,340	42,093	42,169	41,216	31,036	30,381	30,760
FULL-TIME	146,591	154,831	144,687	122,004	130,491	120,034	36,022	36,292	34,920	24,587	24,340	24,653
PART-TIME (REGULARLY SCHEDULED)	29,563	26,880	27,129	25,052	22,633	23,364	2,985	2,772	3,243	4,511	4,247	3,765
INTERMITTENT	94,856	88,331	100,284	92,918	86,537	97,942	3,086	3,105	3,053	1,938	1,794	2,342
TYPE OF SERVICE:												
COMPETITIVE SERVICE	1,353,531	1,355,813	1,359,709	1,326,932	1,329,142	1,332,182	215,348	215,192	218,504	26,599	26,671	27,527
PERMANENT APPOINTMENT	1,316,965	1,314,096	1,322,557	1,291,949	1,288,960	1,296,898	211,014	210,878	215,007	25,016	25,136	25,659
TEMPORARY AND INDEFINITE	36,566	41,717	37,152	34,983	40,182	35,284	4,334	4,314	3,497	1,583	1,535	1,868
EXCEPTED AND SENIOR EXECUTIVE SERVICES	1,361,196	1,363,162	1,390,043	1,294,675	1,297,269	1,325,163	118,575	119,574	117,373	66,521	65,893	64,880
PERMANENT APPOINTMENT	1,126,752	1,134,837	1,155,095	1,089,684	1,097,790	1,119,107	80,816	81,719	79,654	37,068	37,047	35,988
TEMPORARY AND INDEFINITE	234,444	228,325	234,948	204,991	199,479	206,056	37,759	37,855	37,719	29,453	28,846	28,892
PAY SYSTEM:												
WAGE	214,173	214,365	217,642	207,013	207,479	211,622	13,753	13,804	13,693	7,160	6,886	6,020
POSTAL	788,141	786,330	818,317	784,322	782,498	814,388	19,384	19,376	19,982	3,819	3,832	3,929
GENERAL SCHEDULE AND OTHER	1,712,413	1,718,280	1,713,793	1,630,272	1,636,434	1,631,335	300,786	301,586	302,202	82,141	81,846	82,458

* PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

TABLE 8 -- STATISTICAL SUMMARY OF FEDERAL CIVILIAN EMPLOYMENT - CONTINUED

EMPLOYMENT CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
CITIZENSHIP:												
U.S. CITIZEN	2,683,400	2,687,766	2,718,603	2,616,413	2,621,104	2,652,270	331,849	332,635	333,861	66,987	66,662	66,333
NON U.S. CITIZEN	31,327	31,209	31,149	5,194	5,307	5,075	2,074	2,131	2,016	26,133	25,902	26,074
TOTAL INTERMITTENTS NOT WORKING ***	28,988	30,671	27,827	26,114	27,757	25,326	5,364	5,388	5,373	2,874	2,914	2,501
LEGISLATIVE BRANCH EMPLOYMENT	30,568	30,559	31,027	30,562	30,553	31,020	29,539	29,504	29,880	6	6	7
WORK SCHEDULE:												
FULL-TIME	29,918	29,920	30,266	29,912	29,914	30,259	28,929	28,907	29,170	6	6	7
PART-TIME (REGULARLY SCHEDULED)	458	453	471	458	453	471	426	420	436	...	...	...
INTERMITTENT	192	186	290	192	186	290	184	177	274	...	...	...
POSITION OCCUPIED:												
PERMANENT POSITION	12,486	12,536	12,653	12,480	12,530	12,646	11,468	11,494	11,515	6	6	7
FULL-TIME	12,089	12,136	12,223	12,083	12,130	12,216	11,111	11,136	11,136	6	6	7
PART-TIME AND INTERMITTENT	397	400	430	397	400	430	357	358	379	...	...	...
TEMPORARY POSITION	18,082	18,023	18,374	18,082	18,023	18,374	18,071	18,010	18,365	...	...	...
FULL-TIME	17,829	17,784	18,043	17,829	17,784	18,043	17,818	17,771	18,034	...	...	...
PART-TIME AND INTERMITTENT	253	239	331	253	239	331	253	239	331	...	...	...
TYPE OF APPOINTMENT:												
PERMANENT	12,297	12,307	12,527	12,291	12,301	12,520	11,304	11,305	11,416	6	6	7
FULL-TIME	11,947	11,962	12,158	11,941	11,956	12,151	10,985	10,992	11,082	6	6	7
PART-TIME (REGULARLY SCHEDULED)	347	342	366	347	342	366	316	310	331	...	...	...
INTERMITTENT	3	3	3	3	3	3	3	3	3	...	...	...
TEMPORARY AND INDEFINITE	18,271	18,252	18,500	18,271	18,252	18,500	18,235	18,199	18,464	...	...	...
FULL-TIME	17,971	17,958	18,108	17,971	17,958	18,108	17,944	17,915	18,088	...	...	...
PART-TIME (REGULARLY SCHEDULED)	111	111	105	111	111	105	110	110	105	...	...	...
INTERMITTENT	189	183	287	189	183	287	181	174	271	...	...	...

* PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

*** NOT INCLUDED IN TOTAL CIVILIAN EMPLOYMENT.

TABLE 8 -- STATISTICAL SUMMARY OF FEDERAL CIVILIAN EMPLOYMENT - CONTINUED

EMPLOYMENT CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TYPE OF SERVICE:												
COMPETITIVE SERVICE	2,712	2,728	3,038	2,712	2,728	3,038	2,545	2,559	2,786	...	...	...
PERMANENT APPOINTMENT	2,703	2,719	3,033	2,703	2,719	3,033	2,536	2,550	2,782	...	...	...
TEMPORARY AND INDEFINITE	9	9	5	9	9	5	9	9	4	...	...	...
EXCEPTED AND SENIOR EXECUTIVE SERVICES												
PERMANENT APPOINTMENT	27,856	27,831	27,989	27,850	27,825	27,982	26,994	26,945	27,094	6	6	7
TEMPORARY AND INDEFINITE	9,594	9,588	9,494	9,588	9,582	9,487	8,768	8,755	8,634	6	6	7
TEMPORARY AND INDEFINITE	18,262	18,243	18,495	18,262	18,243	18,495	18,226	18,190	18,460	...	...	...
PAY SYSTEM:												
WAGE	2,751	2,753	2,843	2,751	2,753	2,843	2,734	2,736	2,821	...	...	...
GENERAL SCHEDULE AND OTHER	27,817	27,806	28,184	27,811	27,800	28,177	26,805	26,768	27,059	6	6	7
CITIZENSHIP:												
U.S. CITIZEN	30,499	30,492	30,957	30,493	30,486	30,950	29,471	29,438	29,811	6	6	7
NON U.S. CITIZEN	69	67	70	69	67	70	68	66	69	...	...	...
TOTAL INTERMITTENTS NOT WORKING ***	141	144	128	141	144	128	119	123	119	...	...	...
JUDICIAL BRANCH EMPLOYMENT	34,520	34,777	34,600	34,088	34,338	34,161	1,964	1,967	2,049	432	439	439
WORK SCHEDULE:												
FULL-TIME	32,710	32,933	32,722	32,286	32,501	32,293	1,865	1,869	1,932	424	432	429
PART-TIME (REGULARLY SCHEDULED)	1,744	1,761	1,806	1,736	1,754	1,796	89	88	102	8	7	10
INTERMITTENT	66	83	72	66	83	72	10	10	15	...	...	...
POSITION OCCUPIED:												
PERMANENT POSITION	32,423	32,577	32,257	32,020	32,165	31,850	1,837	1,841	1,918	403	412	407
FULL-TIME	31,303	31,468	31,196	30,904	31,060	30,792	1,767	1,771	1,838	399	408	404
PART-TIME AND INTERMITTENT	1,120	1,109	1,061	1,116	1,105	1,058	70	70	80	4	4	3
TEMPORARY POSITION	2,097	2,200	2,343	2,068	2,173	2,311	127	126	131	29	27	32
FULL-TIME	1,407	1,465	1,526	1,382	1,441	1,501	98	98	94	25	24	25
PART-TIME AND INTERMITTENT	690	735	817	686	732	810	29	28	37	4	3	7
TYPE OF APPOINTMENT:												
PERMANENT	32,438	32,592	32,273	32,035	32,180	31,866	1,852	1,856	1,934	403	412	407
FULL-TIME	31,316	31,481	31,210	30,917	31,073	30,806	1,780	1,784	1,852	399	408	404
PART-TIME (REGULARLY SCHEDULED)	1,122	1,111	1,063	1,118	1,107	1,060	72	72	82	4	4	3
INTERMITTENT

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* PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

*** NOT INCLUDED IN TOTAL CIVILIAN EMPLOYMENT.

TABLE 8 -- STATISTICAL SUMMARY OF FEDERAL CIVILIAN EMPLOYMENT - CONTINUED

EMPLOYMENT CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TEMPORARY AND INDEFINITE	2,082	2,185	2,327	2,053	2,158	2,295	112	111	115	29	27	32
FULL-TIME	1,394	1,452	1,512	1,369	1,428	1,487	85	85	80	25	24	25
PART-TIME (REGULARLY SCHEDULED)	622	650	743	618	647	736	17	16	20	4	3	7
INTERMITTENT	66	83	72	66	83	72	10	10	15	...	...	...
TYPE OF SERVICE:												
COMPETITIVE SERVICE	...	...	...	...	...	...	...	...	...	...	...	...
PERMANENT APPOINTMENT	...	...	...	...	...	...	...	...	...	...	...	...
TEMPORARY AND INDEFINITE	...	...	...	...	...	...	...	...	...	...	...	...
EXCEPTED AND SENIOR EXECUTIVE SERVICES	34,520	34,777	34,600	34,088	34,338	34,161	1,964	1,967	2,049	432	439	439
PERMANENT APPOINTMENT	32,438	32,592	32,273	32,035	32,180	31,866	1,852	1,856	1,934	403	412	407
TEMPORARY AND INDEFINITE	2,082	2,185	2,327	2,053	2,158	2,295	112	111	115	29	27	32
PAY SYSTEM:												
WAGE	...	...	...	...	...	...	...	...	...	...	...	...
GENERAL SCHEDULE AND OTHER	34,520	34,777	34,600	34,088	34,338	34,161	1,964	1,967	2,049	432	439	439
CITIZENSHIP:												
U.S. CITIZEN	34,520	34,777	34,600	34,088	34,338	34,161	1,964	1,967	2,049	432	439	439
NON U.S. CITIZEN	...	...	...	...	...	...	...	...	...	...	...	...
27 TOTAL INTERMITTENTS NOT WORKING ***	19	20	10	19	20	10	...	...	...	...	...	...
EXECUTIVE BRANCH EMPLOYMENT	2,649,639	2,653,639	2,684,125	2,556,957	2,561,520	2,592,164	302,420	303,295	303,948	92,682	92,119	91,961
WORK SCHEDULE:												
FULL-TIME	2,395,997	2,408,233	2,423,209	2,312,283	2,324,660	2,338,570	290,494	291,541	292,001	83,714	83,573	84,639
PART-TIME (REGULARLY SCHEDULED)	151,621	149,939	154,590	146,203	144,796	149,757	8,663	8,477	9,029	5,418	5,143	4,833
INTERMITTENT	102,021	95,467	106,326	98,471	92,064	103,837	3,263	3,277	2,918	3,550	3,403	2,489
POSITION OCCUPIED:												
PERMANENT POSITION	2,455,613	2,461,326	2,504,736	2,372,747	2,379,034	2,417,551	285,388	286,139	288,878	82,866	82,292	87,185
FULL-TIME	2,314,852	2,320,921	2,355,965	2,236,195	2,242,622	2,273,428	279,073	279,859	282,212	78,657	78,299	82,537
PART-TIME AND INTERMITTENT	140,761	140,405	148,771	136,552	136,412	144,123	6,315	6,280	6,666	4,209	3,993	4,648
TEMPORARY POSITION	194,026	192,313	179,389	184,210	182,486	174,613	17,032	17,156	15,070	9,816	9,827	4,776
FULL-TIME	81,145	87,312	67,244	76,088	82,038	65,142	11,421	11,682	9,789	5,057	5,274	2,102
PART-TIME AND INTERMITTENT	112,881	105,001	112,145	108,122	100,448	109,471	5,611	5,474	5,281	4,759	4,553	2,674

* PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

*** NOT INCLUDED IN TOTAL CIVILIAN EMPLOYMENT.

TABLE 8 -- STATISTICAL SUMMARY OF FEDERAL CIVILIAN EMPLOYMENT - CONTINUED

EMPLOYMENT CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TYPE OF APPOINTMENT:												
PERMANENT	2,398,982	2,404,034	2,432,852	2,337,307	2,342,269	2,371,619	278,674	279,436	281,311	61,675	61,765	61,233
FULL-TIME	2,268,771	2,272,812	2,298,142	2,209,619	2,213,555	2,238,131	272,501	273,249	275,249	59,152	59,257	60,011
PART-TIME (REGULARLY SCHEDULED)	122,791	123,820	128,309	121,880	122,921	127,234	5,805	5,831	5,911	911	899	1,075
INTERMITTENT	7,420	7,402	6,401	5,808	5,793	6,254	368	356	151	1,612	1,609	147
TEMPORARY AND INDEFINITE	250,657	249,605	251,273	219,650	219,251	220,545	23,746	23,859	22,637	31,007	30,354	30,728
FULL-TIME	127,226	135,421	125,067	102,664	111,105	100,439	17,993	18,292	16,752	24,562	24,316	24,628
PART-TIME (REGULARLY SCHEDULED)	28,830	26,119	26,281	24,323	21,875	22,523	2,858	2,646	3,118	4,507	4,244	3,758
INTERMITTENT	94,601	88,065	99,925	92,663	86,271	97,583	2,895	2,921	2,767	1,938	1,794	2,342
TYPE OF SERVICE:												
COMPETITIVE SERVICE	1,350,819	1,353,085	1,356,671	1,324,220	1,326,414	1,329,144	212,803	212,633	215,718	26,599	26,671	27,527
PERMANENT APPOINTMENT	1,314,262	1,311,377	1,319,524	1,289,246	1,286,241	1,293,865	208,478	208,328	212,225	25,016	25,136	25,659
TEMPORARY AND INDEFINITE	36,557	41,708	37,147	34,974	40,173	35,279	4,325	4,305	3,493	1,583	1,535	1,868
EXCEPTED AND SENIOR EXECUTIVE SERVICES	1,298,820	1,300,554	1,327,454	1,232,737	1,235,106	1,263,020	89,617	90,662	88,230	66,083	65,448	64,434
PERMANENT APPOINTMENT	1,084,720	1,092,657	1,113,328	1,048,061	1,056,028	1,077,754	70,196	71,108	69,086	36,659	36,629	35,574
TEMPORARY AND INDEFINITE	214,100	207,897	214,126	184,676	179,078	185,266	19,421	19,554	19,144	29,424	28,819	28,860
PAY SYSTEM:												
WAGE	211,422	211,612	214,799	204,262	204,726	208,779	11,019	11,068	10,872	7,160	6,886	6,020
POSTAL	788,141	786,330	818,317	784,322	782,498	814,388	19,384	19,376	19,982	3,819	3,832	3,929
GENERAL SCHEDULE AND OTHER	1,650,076	1,655,697	1,651,009	1,568,373	1,574,296	1,568,997	272,017	272,851	273,094	81,703	81,401	82,012
CITIZENSHIP:												
U.S. CITIZEN	2,618,381	2,622,497	2,653,046	2,551,832	2,556,280	2,587,159	300,414	301,230	302,001	66,549	66,217	65,887
NON U.S. CITIZEN	31,258	31,142	31,079	5,125	5,240	5,005	2,006	2,065	1,947	26,133	25,902	26,074
TOTAL INTERMITTENTS NOT WORKING ***	28,828	30,507	27,689	25,954	27,593	25,188	5,245	5,265	5,254	2,874	2,914	2,501

* PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

*** NOT INCLUDED IN TOTAL CIVILIAN EMPLOYMENT.

TABLE 9 -- FEDERAL CIVILIAN EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA, NOVEMBER 2003

AGENCY	ALL AREAS		UNITED STATES		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS	
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
TOTAL, ALL AGENCIES	2,714,727	14,757,321	2,621,607	14,386,143	333,923	2,427,137	93,120	371,178
LEGISLATIVE BRANCH	30,568	186,073	30,562	186,008	29,539	176,773	6	65
CONGRESS	17,226	90,678	17,226	90,678	17,226	90,678	...	...
U.S. SENATE	6,727	31,480	6,727	31,480	6,727	31,480	...	...
HOUSE OF REPRESENTATIVES SUMMARY	10,499	59,198	10,499	59,198	10,499	59,198	...	...
COMMISSION ON SECURITY AND COOPERATION IN EUROPE	15	134	15	134	15	134	...	...
ARCHITECT OF THE CAPITOL	2,133	8,887	2,133	8,887	2,133	8,887	...	...
BOTANIC GARDEN	54	195	54	195	54	195	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	19	167	19	167	19	167	...	...
COMMISSION ON OCEAN POLICY	13	114	13	114	13	114	...	...
CONGRESSIONAL BUDGET OFFICE	231	1,619	231	1,619	231	1,619	...	...
GENERAL ACCOUNTING OFFICE	3,283	33,383	3,282	33,373	2,478	25,323	1	10
GOVERNMENT PRINTING OFFICE	2,669	14,097	2,669	14,097	2,498	13,218	...	...
JOHN C. STENNIS CENTER FOR PUBLIC DEVELOPMENT	7	59	7	59	2	20	...	...
LIBRARY OF CONGRESS	4,451	33,513	4,446	33,458	4,418	33,298	5	55
MEDICARE PAYMENT ADVISORY COMMISSION	33	347	33	347	33	347	...	...
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	51	427	51	427	40	344	...	...
OFFICE OF COMPLIANCE	19	125	19	125	19	125	...	...
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	28	135	28	135	24	111	...	...
U.S. COURT OF VETERANS APPEALS	83	702	83	702	83	702	...	...
U.S. TAX COURT	253	1,491	253	1,491	253	1,491	...	...
JUDICIAL BRANCH	34,520	156,267	34,088	154,604	1,964	11,089	432	1,663
U.S. SUPREME COURT	431	1,501	431	1,501	431	1,501	...	...
U.S. COURTS	34,089	154,766	33,657	153,103	1,533	9,588	432	1,663
EXECUTIVE BRANCH	2,649,639	14,414,981	2,556,957	14,045,531	302,420	2,239,275	92,682	369,450
EXECUTIVE OFFICE OF THE PRESIDENT	1,709	15,849	1,698	15,779	1,698	15,779	11	70
WHITE HOUSE OFFICE	410	2,981	410	2,981	410	2,981	...	...
OFFICE OF THE VICE PRESIDENT	21	177	21	177	21	177	...	...
OFFICE OF MANAGEMENT AND BUDGET	497	5,279	497	5,279	497	5,279	...	...
OFFICE OF ADMINISTRATION	218	1,865	218	1,865	218	1,865	...	...
COUNCIL OF ECONOMIC ADVISERS	28	248	28	248	28	248	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	21	207	21	207	21	207	...	...
OFFICE OF POLICY DEVELOPMENT	31	250	31	250	31	250	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	93	851	93	851	93	851	...	...
NATIONAL SECURITY COUNCIL	56	552	56	552	56	552	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	108	1,131	108	1,131	108	1,131	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	29	312	29	312	29	312	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	197	1,996	186	1,926	186	1,926	11	70
EXECUTIVE DEPARTMENTS	1,674,370	8,651,941	1,588,479	8,330,375	232,045	1,652,882	85,891	321,566
DEPARTMENT OF STATE	32,565	180,835	12,749	72,011	11,139	60,078	19,816	108,824
DEPARTMENT OF THE TREASURY	114,085	763,426	113,460	759,923	15,636	153,493	625	3,503
DEPARTMENT OF DEFENSE	665,027	2,389,821	611,615	2,246,751	63,612	244,015	53,412	143,070
DEFENSE, MILITARY FUNCTION TOTAL	640,036	2,322,278	586,691	2,179,298	62,724	241,777	53,345	142,980
DEFENSE, CIVIL FUNCTION TOTAL	24,991	67,543	24,924	67,453	888	2,238	67	90
DEPARTMENT OF THE ARMY	230,857	637,592	208,492	573,129	19,224	41,321	22,365	64,463
DEPARTMENT OF THE ARMY, MILITARY FUNCTION TOTAL	205,867	570,050	183,569	505,677	18,336	39,083	22,298	64,373
DEPARTMENT OF THE ARMY, CIVIL FUNCTION TOTAL	24,990	67,542	24,923	67,452	888	2,238	67	90
CORP OF ENGINEERS	24,890	67,288	24,823	67,198	788	1,984	67	90
CEMETERIAL EXPENSES	100	254	100	254	100	254	...	...
DEPARTMENT OF THE NAVY	182,989	740,595	174,944	707,900	24,627	99,671	8,045	32,695
DEPARTMENT OF THE AIR FORCE	151,508	612,773	145,416	588,148	5,462	22,076	6,092	24,625

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 9 -- FEDERAL CIVILIAN EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA, NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS		UNITED STATES		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS	
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
DEFENSE LOGISTICS AGENCY	21,544	85,416	20,741	82,497	1,604	9,023	803	2,919
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	313,445	62,022	295,077	12,695	71,924	16,107	18,368
DEPARTMENT OF JUSTICE	102,975	744,724	101,220	730,918	22,054	175,867	1,755	13,806
DEPARTMENT OF THE INTERIOR	71,735	466,545	71,372	464,643	8,019	65,186	363	1,902
DEPARTMENT OF AGRICULTURE	103,843	636,183	102,613	630,018	11,787	97,855	1,230	6,165
DEPARTMENT OF COMMERCE	37,525	300,039	36,755	296,628	20,462	192,844	770	3,411
DEPARTMENT OF LABOR	16,210	134,475	16,171	134,186	5,482	50,007	39	289
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	487,284	61,217	485,185	28,396	250,325	243	2,099
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	90,097	10,410	89,386	3,388	31,549	89	711
DEPARTMENT OF TRANSPORTATION	58,528	457,012	58,167	454,405	9,471	65,474	361	2,607
DEPARTMENT OF ENERGY	15,499	142,261	15,488	142,124	5,173	56,616	11	137
DEPARTMENT OF EDUCATION	4,504	40,974	4,497	40,918	3,183	29,881	7	56
DEPARTMENT OF VETERANS AFFAIRS	231,520	958,438	228,068	947,136	7,134	36,091	3,452	11,302
DEPARTMENT OF HOMELAND SECURITY	148,395	859,827	144,677	836,143	17,109	143,601	3,718	23,684
INDEPENDENT AGENCIES	973,560	5,747,191	966,780	5,699,377	68,677	570,614	6,780	47,814
ADVISORY COUNCIL ON HISTORIC PRESERVATION	46	329	46	329	33	250	...	...
AFRICAN DEVELOPMENT FOUNDATION	25	259	25	259	25	259	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	390	1,704	18	167	18	167	372	1,537
APPALACHIAN REGIONAL COMMISSION	9	98	9	98	9	98	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	31	302	31	302	31	302	...	...
ARMED FORCES RETIREMENT HOME	637	2,622	637	2,622	488	1,900	...	...
ARMED FORCES RETIREMENT HOME - GULFPORT	148	717	148	717	...	...	...	...
ARMED FORCES RETIREMENT HOME - WASHINGTON	489	1,905	489	1,905	488	1,900	...	...
ARCTIC RESEARCH COMMISSION	10	60	10	60	3	27	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	3	26	3	26	3	26	...	...
FEDERAL RESERVE BOARD OF GOVERNORS	1,802	12,437	1,802	12,437	1,802	12,437	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	35	527	35	527	35	527	...	...
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	2	13	2	13	...	...	...	...
COMMISSION OF FINE ARTS	8	106	8	106	8	106	...	...
COMMISSION ON CIVIL RIGHTS	68	577	68	577	47	397	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	31	251	31	251	27	237	...	...
COMMODITY FUTURES TRADING COMMISSION	537	9,211	537	9,211	350	6,132	...	...
CONSUMER PRODUCT SAFETY COMMISSION	474	4,147	474	4,147	353	3,170	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	586	4,510	583	4,490	296	2,506	3	20
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1,019	7,439	1,019	7,439	1,018	7,429	...	...
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	97	1,181	97	1,181	82	1,022	...	...
DELTA REGIONAL AUTHORITY	2	22	2	22	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	18,185	167,083	18,133	166,645	6,160	60,794	52	438
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,569	20,878	2,559	20,812	628	5,805	10	66
EXPORT-IMPORT BANK OF THE UNITED STATES	395	3,612	394	3,599	369	3,357	1	13
FARM CREDIT ADMINISTRATION	290	3,022	290	3,022	188	2,096	...	...
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	141	10	141	10	141	...	...
FEDERAL COMMUNICATIONS COMMISSION	2,044	20,152	2,042	20,128	1,723	17,334	2	24
FEDERAL DEPOSIT INSURANCE CORPORATION	5,450	57,004	5,439	56,914	1,885	21,875	11	90
FEDERAL ELECTION COMMISSION	379	3,119	379	3,119	379	3,119	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	72	7	72	7	72	...	...
FEDERAL HOUSING FINANCE BOARD	106	1,344	106	1,344	98	1,246	...	...
FEDERAL LABOR RELATIONS AUTHORITY	192	1,871	192	1,871	109	1,057	...	...
FEDERAL MARITIME COMMISSION	132	863	132	863	126	820	...	...

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 9 -- FEDERAL CIVILIAN EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA, NOVEMBER 2003 - CONTINUED

AGENCY					METROPOLITAN STATISTICAL AREA			
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
FEDERAL MEDIATION AND CONCILIATION SERVICE	289	2,953	289	2,953	68	631	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	43	498	43	498	42	482	...	...
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	106	903	106	903	105	877	...	...
FEDERAL TRADE COMMISSION	1,076	11,003	1,076	11,003	926	9,389	...	...
GENERAL SERVICES ADMINISTRATION	12,753	106,177	12,688	105,684	4,603	42,335	65	493
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	28	3	28	3	28	...	...
U.S. HOLOCAUST MEMORIAL MUSEUM	231	1,747	231	1,747	227	1,724	...	...
INTER-AMERICAN FOUNDATION	48	414	48	414	47	402	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	268	1,508	268	1,508	1	12	...	...
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	3	19	3	19	1	9	...	...
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	19	207	13	143	8	85	6	64
U.S. INTERNATIONAL TRADE COMMISSION	365	3,495	365	3,495	365	3,495	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	56	6	56	6	56	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	50	4	50	4	50	...	...
MARINE MAMMAL COMMISSION	16	107	16	107	10	93	...	...
MERIT SYSTEMS PROTECTION BOARD	225	1,684	225	1,684	131	1,004	...	...
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	32	163	32	163	...	...	...	...
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,995	16,598	2,995	16,598	1,282	8,965	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,985	182,831	18,968	182,711	4,307	42,884	17	120
NATIONAL CAPITAL PLANNING COMMISSION	57	445	57	445	57	445	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	52	5	52	5	52	...	...
NATIONAL COUNCIL ON DISABILITY	20	123	20	123	12	113	...	...
NATIONAL CREDIT UNION ADMINISTRATION	924	9,393	924	9,393	222	2,529	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	371	3,430	371	3,430	371	3,430	...	...
NATIONAL ENDOWMENT FOR THE ARTS	159	1,440	159	1,440	159	1,440	...	...
NATIONAL ENDOWMENT FOR THE HUMANITIES	161	1,542	161	1,542	161	1,542	...	...
INSTITUTE OF MUSEUM AND LIBRARY SERVICES	51	448	51	448	51	448	...	...
NATIONAL LABOR RELATIONS BOARD	1,931	17,226	1,909	17,076	545	5,248	22	150
NATIONAL MEDIATION BOARD	53	485	53	485	51	479	...	...
NATIONAL SCIENCE FOUNDATION	1,318	8,353	1,314	8,322	1,310	8,292	4	31
NATIONAL TRANSPORTATION SAFETY BOARD	429	4,870	429	4,870	329	3,786	...	...
NUCLEAR REGULATORY COMMISSION	3,077	32,930	3,076	32,913	2,130	23,528	1	17
NUCLEAR WASTE TECHNICAL REVIEW BOARD	24	255	24	255	16	217	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	60	679	60	679	46	520	...	...
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	55	396	55	396	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	82	875	82	875	82	875	...	...
OFFICE OF PERSONNEL MANAGEMENT	3,473	19,677	3,459	19,645	1,657	13,145	14	32
OFFICE OF SPECIAL COUNSEL	99	903	99	903	79	708	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	210	3,081	209	3,062	208	3,051	1	19
PANAMA CANAL COMMISSION	3	41	2	28	2	28	1	13
PEACE CORPS	1,122	7,605	710	5,193	567	4,395	412	2,412
PENSION BENEFIT GUARANTY CORPORATION	807	7,100	807	7,100	806	7,090	...	...
POSTAL RATE COMMISSION	46	328	46	328	46	328	...	...
PRESIDIO TRUST	323	2,381	323	2,381	...	...	...	...
RAILROAD RETIREMENT BOARD	1,129	5,720	1,129	5,720	5	34	...	...
SECURITIES AND EXCHANGE COMMISSION	3,437	39,743	3,437	39,743	2,002	22,830	...	...
SELECTIVE SERVICE SYSTEM	183	1,189	183	1,189	75	683	...	...
SMALL BUSINESS ADMINISTRATION	3,790	31,508	3,710	30,985	833	8,230	80	523
SMITHSONIAN INSTITUTION	5,040	33,115	5,014	32,856	4,591	29,962	26	259
NATIONAL GALLERY OF ART	797	5,114	797	5,114	797	5,114	...	...
SMITHSONIAN INSTITUTION (EXCEPT UNITS ADMINISTERED UNDER SEPARATE BOARDS OF TRUSTEES)	4,149	27,290	4,123	27,031	3,700	24,137	26	259
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS	42	328	42	328	42	328	...	...

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 9 -- FEDERAL CIVILIAN EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) BY BRANCH, SELECTED AGENCY, AND AREA, NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS		UNITED STATES		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS	
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
JOHN F. KENNEDY CENTER FOR THE PERFORMING ARTS	52	383	52	383	52	383	...	...
SOCIAL SECURITY ADMINISTRATION	66,183	432,813	65,719	429,828	1,697	12,213	464	2,985
TENNESSEE VALLEY AUTHORITY	13,385	108,904	13,385	108,904	7	42	...	...
TRADE AND DEVELOPMENT AGENCY	43	372	42	364	42	364	1	8
BROADCASTING BOARD OF GOVERNORS	2,341	21,008	1,821	14,955	1,585	13,627	520	6,053
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,345	24,020	1,469	14,744	1,468	14,742	876	9,276
U.S. POSTAL SERVICE	788,141	4,272,643	784,322	4,249,472	19,384	122,384	3,819	23,171
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	15	90	15	90	...	...	...	...
WHITE HOUSE COMMISSION ON THE NATIONAL MOMENT OF REMEMBRANCE	1	15	1	15	1	15	...	...

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 11 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
TOTAL, ALL AGENCIES							
NOVEMBER 2003	2,714,727	1,353,531	1,316,965	36,566	1,361,196	1,126,752	234,444
OCTOBER 2003	2,718,975	1,355,813	1,314,096	41,717	1,363,162	1,134,837	228,325
LEGISLATIVE BRANCH							
NOVEMBER 2003	30,568	2,712	2,703	9	27,856	9,594	18,262
OCTOBER 2003	30,559	2,728	2,719	9	27,831	9,588	18,243
GENERAL ACCOUNTING OFFICE							
NOVEMBER 2003	3,283	...	...	...	3,283	3,199	84
OCTOBER 2003	3,335	7	7	...	3,328	3,223	105
GOVERNMENT PRINTING OFFICE							
NOVEMBER 2003	2,669	2,587	2,581	6	82	82	...
OCTOBER 2003	2,681	2,599	2,592	7	82	82	...
LIBRARY OF CONGRESS							
NOVEMBER 2003	4,451	...	...	...	4,451	4,138	313
OCTOBER 2003	4,420	...	...	...	4,420	4,108	312
JUDICIAL BRANCH							
NOVEMBER 2003	34,520	...	...	...	34,520	32,438	2,082
OCTOBER 2003	34,777	...	...	...	34,777	32,592	2,185
EXECUTIVE BRANCH							
NOVEMBER 2003	2,649,639	1,350,819	1,314,262	36,557	1,298,820	1,084,720	214,100
OCTOBER 2003	2,653,639	1,353,085	1,311,377	41,708	1,300,554	1,092,657	207,897
EXECUTIVE OFFICE OF THE PRESIDENT							
NOVEMBER 2003	1,709	707	703	4	1,002	517	485
OCTOBER 2003	1,712	710	704	6	1,002	535	467
EXECUTIVE DEPARTMENTS							
NOVEMBER 2003	1,674,370	1,209,489	1,174,327	35,162	464,881	338,917	125,964
OCTOBER 2003	1,680,002	1,211,357	1,171,056	40,301	468,645	342,546	126,099
DEPARTMENT OF STATE							
NOVEMBER 2003	32,565	7,748	6,561	1,187	24,817	20,782	4,035
OCTOBER 2003	32,452	7,729	6,549	1,180	24,723	20,732	3,991
DEPARTMENT OF THE TREASURY							
NOVEMBER 2003	114,085	108,708	107,473	1,235	5,377	4,759	618
OCTOBER 2003	111,721	106,383	105,186	1,197	5,338	4,754	584
DEPARTMENT OF DEFENSE							
NOVEMBER 2003	665,027	535,741	522,576	13,165	129,286	89,347	39,939
OCTOBER 2003	662,778	534,754	521,685	13,069	128,024	88,570	39,454
DEPARTMENT OF THE ARMY							
NOVEMBER 2003	230,857	181,962	175,515	6,447	48,895	31,456	17,439
OCTOBER 2003	229,921	181,510	174,944	6,566	48,411	31,159	17,252
DEPARTMENT OF THE NAVY							
NOVEMBER 2003	182,989	161,568	159,416	2,152	21,421	15,464	5,957
OCTOBER 2003	181,408	160,605	158,691	1,914	20,803	15,135	5,668
DEPARTMENT OF THE AIR FORCE							
NOVEMBER 2003	151,508	116,027	113,718	2,309	35,481	27,935	7,546
OCTOBER 2003	152,405	116,731	114,265	2,466	35,674	27,787	7,887
DEFENSE LOGISTICS AGENCY							
NOVEMBER 2003	21,544	20,284	19,843	441	1,260	810	450
OCTOBER 2003	21,430	20,147	19,846	301	1,283	810	473
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)							
NOVEMBER 2003	78,129	55,900	54,084	1,816	22,229	13,682	8,547
OCTOBER 2003	77,614	55,761	53,939	1,822	21,853	13,679	8,174

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*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 11 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
DEPARTMENT OF JUSTICE							
NOVEMBER 2003	102,975	59,862	59,439	423	43,113	40,067	3,046
OCTOBER 2003	102,742	59,783	59,359	424	42,959	40,014	2,945
DEPARTMENT OF THE INTERIOR							
NOVEMBER 2003	71,735	61,488	56,968	4,520	10,247	3,350	6,897
OCTOBER 2003	74,633	63,330	57,358	5,972	11,303	3,453	7,850
DEPARTMENT OF AGRICULTURE							
NOVEMBER 2003	103,843	91,870	86,530	5,340	11,973	2,943	9,030
OCTOBER 2003	108,261	95,830	86,893	8,937	12,431	2,980	9,451
DEPARTMENT OF COMMERCE							
NOVEMBER 2003	37,525	30,663	30,139	524	6,862	5,317	1,545
OCTOBER 2003	37,265	30,569	30,053	516	6,696	5,271	1,425
DEPARTMENT OF LABOR							
NOVEMBER 2003	16,210	14,921	14,858	63	1,289	981	308
OCTOBER 2003	16,213	14,915	14,847	68	1,298	977	321
DEPARTMENT OF HEALTH AND HUMAN SERVICES							
NOVEMBER 2003	61,460	49,760	48,950	810	11,700	4,278	7,422
OCTOBER 2003	66,858	50,096	49,266	830	16,762	9,206	7,556
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT							
NOVEMBER 2003	10,499	9,398	9,366	32	1,101	812	289
OCTOBER 2003	10,526	9,406	9,370	36	1,120	817	303
DEPARTMENT OF TRANSPORTATION							
NOVEMBER 2003	58,528	8,429	8,371	58	50,099	49,170	929
OCTOBER 2003	58,590	8,433	8,377	56	50,157	49,258	899
DEPARTMENT OF ENERGY							
NOVEMBER 2003	15,499	13,742	13,687	55	1,757	1,564	193
OCTOBER 2003	15,519	13,740	13,689	51	1,779	1,572	207
DEPARTMENT OF EDUCATION							
NOVEMBER 2003	4,504	3,735	3,725	10	769	491	278
OCTOBER 2003	4,517	3,766	3,754	12	751	468	283
DEPARTMENT OF VETERANS AFFAIRS							
NOVEMBER 2003	231,520	138,675	133,998	4,677	92,845	75,722	17,123
OCTOBER 2003	230,964	138,448	133,635	4,813	92,516	75,483	17,033
DEPARTMENT OF HOMELAND SECURITY							
NOVEMBER 2003	148,395	74,749	71,686	3,063	73,646	39,334	34,312
OCTOBER 2003	146,963	74,175	71,035	3,140	72,788	38,991	33,797
INDEPENDENT AGENCIES							
NOVEMBER 2003	973,560	140,623	139,232	1,391	832,937	745,286	87,651
OCTOBER 2003	971,925	141,018	139,617	1,401	830,907	749,576	81,331
FEDERAL RESERVE BOARD OF GOVERNORS							
NOVEMBER 2003	1,802	...	...	...	1,802	1,779	23
OCTOBER 2003	1,795	...	...	...	1,795	1,772	23
ENVIRONMENTAL PROTECTION AGENCY							
NOVEMBER 2003	18,185	15,953	15,902	51	2,232	1,700	532
OCTOBER 2003	18,169	15,959	15,912	47	2,210	1,686	524
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION							
NOVEMBER 2003	2,569	1,938	1,924	14	631	604	27
OCTOBER 2003	2,590	1,953	1,942	11	637	607	30
FEDERAL COMMUNICATIONS COMMISSION							
NOVEMBER 2003	2,044	1,420	1,420	...	624	593	31
OCTOBER 2003	2,050	1,422	1,422	...	628	596	32

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 11 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
FEDERAL DEPOSIT INSURANCE CORPORATION							
NOVEMBER 2003	5,450	5,012	4,991	21	438	359	79
OCTOBER 2003	5,457	5,027	5,005	22	430	357	73
GENERAL SERVICES ADMINISTRATION							
NOVEMBER 2003	12,753	11,853	11,784	69	900	776	124
OCTOBER 2003	12,739	11,848	11,780	68	891	768	123
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION							
NOVEMBER 2003	18,985	17,882	17,695	187	1,103	858	245
OCTOBER 2003	18,955	17,843	17,656	187	1,112	855	257
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION							
NOVEMBER 2003	2,995	2,650	2,609	41	345	32	313
OCTOBER 2003	2,996	2,662	2,617	45	334	33	301
NATIONAL LABOR RELATIONS BOARD							
NOVEMBER 2003	1,931	1,064	1,064	...	867	840	27
OCTOBER 2003	1,940	1,060	1,060	...	880	850	30
NUCLEAR REGULATORY COMMISSION							
NOVEMBER 2003	3,077	...	...	...	3,077	3,004	73
OCTOBER 2003	3,088	...	...	...	3,088	3,013	75
OFFICE OF PERSONNEL MANAGEMENT							
NOVEMBER 2003	3,473	2,459	2,449	10	1,014	934	80
OCTOBER 2003	3,462	2,458	2,448	10	1,004	925	79
PANAMA CANAL COMMISSION							
NOVEMBER 2003	3	...	...	...	3	3	...
OCTOBER 2003	3	...	...	...	3	3	...
RAILROAD RETIREMENT BOARD							
NOVEMBER 2003	1,129	1,113	1,113	...	16	12	4
OCTOBER 2003	1,131	1,115	1,115	...	16	12	4
SECURITIES AND EXCHANGE COMMISSION							
NOVEMBER 2003	3,437	1,881	1,858	23	1,556	1,432	124
OCTOBER 2003	3,312	1,796	1,774	22	1,516	1,400	116
SMALL BUSINESS ADMINISTRATION							
NOVEMBER 2003	3,790	2,989	2,822	167	801	268	533
OCTOBER 2003	3,790	2,992	2,820	172	798	267	531
SMITHSONIAN INSTITUTION							
NOVEMBER 2003	5,040	4,863	4,526	337	177	140	37
OCTOBER 2003	5,150	4,959	4,631	328	191	142	49
SOCIAL SECURITY ADMINISTRATION							
NOVEMBER 2003	66,183	59,578	59,256	322	6,605	5,715	890
OCTOBER 2003	66,378	59,714	59,390	324	6,664	5,776	888
BROADCASTING BOARD OF GOVERNORS							
NOVEMBER 2003	2,341	1,531	1,517	14	810	721	89
OCTOBER 2003	2,339	1,525	1,511	14	814	726	88
AGENCY FOR INTERNATIONAL DEVELOPMENT							
NOVEMBER 2003	2,345	941	933	8	1,404	927	477
OCTOBER 2003	2,348	936	928	8	1,412	933	479
U.S. POSTAL SERVICE							
NOVEMBER 2003	788,141	...	...	...	788,141	706,791	81,350
OCTOBER 2003	786,330	...	...	...	786,330	711,279	75,051

TABLE 12 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, UNITED STATES, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
TOTAL, ALL AGENCIES							
NOVEMBER 2003	2,621,607	1,326,932	1,291,949	34,983	1,294,675	1,089,684	204,991
OCTOBER 2003	2,626,411	1,329,142	1,288,960	40,182	1,297,269	1,097,790	199,479
LEGISLATIVE BRANCH							
NOVEMBER 2003	30,562	2,712	2,703	9	27,850	9,588	18,262
OCTOBER 2003	30,553	2,728	2,719	9	27,825	9,582	18,243
GENERAL ACCOUNTING OFFICE							
NOVEMBER 2003	3,282	...	...	...	3,282	3,198	84
OCTOBER 2003	3,334	7	7	...	3,327	3,222	105
GOVERNMENT PRINTING OFFICE							
NOVEMBER 2003	2,669	2,587	2,581	6	82	82	...
OCTOBER 2003	2,681	2,599	2,592	7	82	82	...
LIBRARY OF CONGRESS							
NOVEMBER 2003	4,446	...	...	...	4,446	4,133	313
OCTOBER 2003	4,415	...	...	...	4,415	4,103	312
JUDICIAL BRANCH							
NOVEMBER 2003	34,088	...	...	...	34,088	32,035	2,053
OCTOBER 2003	34,338	...	...	...	34,338	32,180	2,158
EXECUTIVE BRANCH							
NOVEMBER 2003	2,556,957	1,324,220	1,289,246	34,974	1,232,737	1,048,061	184,676
OCTOBER 2003	2,561,520	1,326,414	1,286,241	40,173	1,235,106	1,056,028	179,078
EXECUTIVE OFFICE OF THE PRESIDENT							
NOVEMBER 2003	1,698	705	701	4	993	509	484
OCTOBER 2003	1,701	708	702	6	993	527	466
EXECUTIVE DEPARTMENTS							
NOVEMBER 2003	1,588,479	1,183,586	1,149,977	33,609	404,893	307,514	97,379
OCTOBER 2003	1,594,689	1,185,385	1,146,587	38,798	409,304	311,187	98,117
DEPARTMENT OF STATE							
NOVEMBER 2003	12,749	7,694	6,509	1,185	5,055	4,127	928
OCTOBER 2003	12,742	7,672	6,494	1,178	5,070	4,145	925
DEPARTMENT OF THE TREASURY							
NOVEMBER 2003	113,460	108,096	106,878	1,218	5,364	4,755	609
OCTOBER 2003	111,064	105,737	104,558	1,179	5,327	4,750	577
DEPARTMENT OF DEFENSE							
NOVEMBER 2003	611,615	516,678	504,786	11,892	94,937	78,562	16,375
OCTOBER 2003	609,757	515,618	503,796	11,822	94,139	77,788	16,351
DEPARTMENT OF THE ARMY							
NOVEMBER 2003	208,492	171,515	165,776	5,739	36,977	30,018	6,959
OCTOBER 2003	207,602	171,030	165,160	5,870	36,572	29,721	6,851
DEPARTMENT OF THE NAVY							
NOVEMBER 2003	174,944	158,064	156,113	1,951	16,880	15,021	1,859
OCTOBER 2003	173,638	157,119	155,390	1,729	16,519	14,701	1,818
DEPARTMENT OF THE AIR FORCE							
NOVEMBER 2003	145,416	113,660	111,540	2,120	31,756	27,521	4,235
OCTOBER 2003	146,098	114,288	112,011	2,277	31,810	27,373	4,437
DEFENSE LOGISTICS AGENCY							
NOVEMBER 2003	20,741	19,720	19,299	421	1,021	596	425
OCTOBER 2003	20,624	19,587	19,309	278	1,037	591	446
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)							
NOVEMBER 2003	62,022	53,719	52,058	1,661	8,303	5,406	2,897
OCTOBER 2003	61,795	53,594	51,926	1,668	8,201	5,402	2,799

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 12 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, UNITED STATES, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
DEPARTMENT OF JUSTICE							
NOVEMBER 2003	101,220	58,796	58,388	408	42,424	39,426	2,998
OCTOBER 2003	100,989	58,717	58,306	411	42,272	39,375	2,897
DEPARTMENT OF THE INTERIOR							
NOVEMBER 2003	71,372	61,159	56,716	4,443	10,213	3,343	6,870
OCTOBER 2003	74,274	63,004	57,106	5,898	11,270	3,446	7,824
DEPARTMENT OF AGRICULTURE							
NOVEMBER 2003	102,613	91,235	85,927	5,308	11,378	2,647	8,731
OCTOBER 2003	107,041	95,203	86,296	8,907	11,838	2,687	9,151
DEPARTMENT OF COMMERCE							
NOVEMBER 2003	36,755	30,567	30,045	522	6,188	4,695	1,493
OCTOBER 2003	36,494	30,472	29,958	514	6,022	4,649	1,373
DEPARTMENT OF LABOR							
NOVEMBER 2003	16,171	14,882	14,819	63	1,289	981	308
OCTOBER 2003	16,174	14,876	14,808	68	1,298	977	321
DEPARTMENT OF HEALTH AND HUMAN SERVICES							
NOVEMBER 2003	61,217	49,562	48,763	799	11,655	4,263	7,392
OCTOBER 2003	66,555	49,899	49,081	818	16,656	9,135	7,521
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT							
NOVEMBER 2003	10,410	9,315	9,283	32	1,095	808	287
OCTOBER 2003	10,437	9,323	9,287	36	1,114	813	301
DEPARTMENT OF TRANSPORTATION							
NOVEMBER 2003	58,167	8,413	8,355	58	49,754	48,831	923
OCTOBER 2003	58,226	8,417	8,361	56	49,809	48,916	893
DEPARTMENT OF ENERGY							
NOVEMBER 2003	15,488	13,733	13,678	55	1,755	1,563	192
OCTOBER 2003	15,508	13,731	13,680	51	1,777	1,571	206
DEPARTMENT OF EDUCATION							
NOVEMBER 2003	4,497	3,729	3,719	10	768	491	277
OCTOBER 2003	4,510	3,760	3,748	12	750	468	282
DEPARTMENT OF VETERANS AFFAIRS							
NOVEMBER 2003	228,068	137,001	132,397	4,604	91,067	74,265	16,802
OCTOBER 2003	227,552	136,807	132,042	4,765	90,745	74,026	16,719
DEPARTMENT OF HOMELAND SECURITY							
NOVEMBER 2003	144,677	72,726	69,714	3,012	71,951	38,757	33,194
OCTOBER 2003	143,366	72,149	69,066	3,083	71,217	38,441	32,776
INDEPENDENT AGENCIES							
NOVEMBER 2003	966,780	139,929	138,568	1,361	826,851	740,038	86,813
OCTOBER 2003	965,130	140,321	138,952	1,369	824,809	744,314	80,495
FEDERAL RESERVE BOARD OF GOVERNORS							
NOVEMBER 2003	1,802	...	...	...	1,802	1,779	23
OCTOBER 2003	1,795	...	...	...	1,795	1,772	23
ENVIRONMENTAL PROTECTION AGENCY							
NOVEMBER 2003	18,133	15,912	15,861	51	2,221	1,690	531
OCTOBER 2003	18,117	15,918	15,871	47	2,199	1,676	523
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION							
NOVEMBER 2003	2,559	1,930	1,916	14	629	602	27
OCTOBER 2003	2,580	1,945	1,934	11	635	605	30
FEDERAL COMMUNICATIONS COMMISSION							
NOVEMBER 2003	2,042	1,418	1,418	...	624	593	31
OCTOBER 2003	2,048	1,420	1,420	...	628	596	32

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 12 -- FEDERAL CIVILIAN EMPLOYMENT IN THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH, SELECTED AGENCY, AND TYPE OF APPOINTMENT, UNITED STATES, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL*	COMPETITIVE SERVICE			EXCEPTED AND SENIOR EXECUTIVE SERVICES		
		TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS	TOTAL*	PERMANENT APPOINTMENTS	TEMPORARY AND INDEFINITE APPOINTMENTS
FEDERAL DEPOSIT INSURANCE CORPORATION							
NOVEMBER 2003	5,439	5,003	4,982	21	436	358	78
OCTOBER 2003	5,446	5,018	4,996	22	428	356	72
GENERAL SERVICES ADMINISTRATION							
NOVEMBER 2003	12,688	11,790	11,723	67	898	774	124
OCTOBER 2003	12,672	11,783	11,717	66	889	766	123
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION							
NOVEMBER 2003	18,968	17,876	17,689	187	1,092	856	236
OCTOBER 2003	18,938	17,837	17,650	187	1,101	853	248
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION							
NOVEMBER 2003	2,995	2,650	2,609	41	345	32	313
OCTOBER 2003	2,996	2,662	2,617	45	334	33	301
NATIONAL LABOR RELATIONS BOARD							
NOVEMBER 2003	1,909	1,054	1,054	...	855	829	26
OCTOBER 2003	1,918	1,050	1,050	...	868	839	29
NUCLEAR REGULATORY COMMISSION							
NOVEMBER 2003	3,076	...	...	...	3,076	3,003	73
OCTOBER 2003	3,088	...	...	...	3,088	3,013	75
OFFICE OF PERSONNEL MANAGEMENT							
NOVEMBER 2003	3,459	2,455	2,445	10	1,004	924	80
OCTOBER 2003	3,448	2,454	2,444	10	994	915	79
PANAMA CANAL COMMISSION							
NOVEMBER 2003	2	...	...	...	2	2	...
OCTOBER 2003	2	...	...	...	2	2	...
RAILROAD RETIREMENT BOARD							
NOVEMBER 2003	1,129	1,113	1,113	...	16	12	4
OCTOBER 2003	1,131	1,115	1,115	...	16	12	4
SECURITIES AND EXCHANGE COMMISSION							
NOVEMBER 2003	3,437	1,881	1,858	23	1,556	1,432	124
OCTOBER 2003	3,312	1,796	1,774	22	1,516	1,400	116
SMALL BUSINESS ADMINISTRATION							
NOVEMBER 2003	3,710	2,945	2,778	167	765	266	499
OCTOBER 2003	3,713	2,946	2,776	170	767	264	503
SMITHSONIAN INSTITUTION							
NOVEMBER 2003	5,014	4,863	4,526	337	151	114	37
OCTOBER 2003	5,123	4,959	4,631	328	164	115	49
SOCIAL SECURITY ADMINISTRATION							
NOVEMBER 2003	65,719	59,138	58,818	320	6,581	5,697	884
OCTOBER 2003	65,914	59,274	58,952	322	6,640	5,758	882
BROADCASTING BOARD OF GOVERNORS							
NOVEMBER 2003	1,821	1,523	1,509	14	298	229	69
OCTOBER 2003	1,814	1,518	1,504	14	296	230	66
AGENCY FOR INTERNATIONAL DEVELOPMENT							
NOVEMBER 2003	1,469	939	932	7	530	303	227
OCTOBER 2003	1,472	934	927	7	538	304	234
U.S. POSTAL SERVICE							
NOVEMBER 2003	784,322	...	...	...	784,322	703,276	81,046
OCTOBER 2003	782,498	...	...	...	782,498	707,756	74,742

TABLE 14 -- FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, PAY SYSTEM AND AREA, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	SYSTEMS A/	OTHER B/
TOTAL, ALL AGENCIES									
NOVEMBER 2003	2,714,727	214,173	2,500,554	2,621,607	207,013	2,414,594	333,923	13,753	320,170
OCTOBER 2003	2,718,975	214,365	2,504,610	2,626,411	207,479	2,418,932	334,766	13,804	320,962
LEGISLATIVE BRANCH									
NOVEMBER 2003	30,568	2,751	27,817	30,562	2,751	27,811	29,539	2,734	26,805
OCTOBER 2003	30,559	2,753	27,806	30,553	2,753	27,800	29,504	2,736	26,768
GENERAL ACCOUNTING OFFICE									
NOVEMBER 2003	3,283	15	3,268	3,282	15	3,267	2,478	15	2,463
OCTOBER 2003	3,335	15	3,320	3,334	15	3,319	2,506	15	2,491
GOVERNMENT PRINTING OFFICE									
NOVEMBER 2003	2,669	1,280	1,389	2,669	1,280	1,389	2,498	1,265	1,233
OCTOBER 2003	2,681	1,284	1,397	2,681	1,284	1,397	2,510	1,269	1,241
LIBRARY OF CONGRESS									
NOVEMBER 2003	4,451	85	4,366	4,446	85	4,361	4,418	83	4,335
OCTOBER 2003	4,420	83	4,337	4,415	83	4,332	4,386	81	4,305
JUDICIAL BRANCH									
NOVEMBER 2003	34,520	...	34,520	34,088	...	34,088	1,964	...	1,964
OCTOBER 2003	34,777	...	34,777	34,338	...	34,338	1,967	...	1,967
EXECUTIVE BRANCH									
NOVEMBER 2003	2,649,639	211,422	2,438,217	2,556,957	204,262	2,352,695	302,420	11,019	291,401
OCTOBER 2003	2,653,639	211,612	2,442,027	2,561,520	204,726	2,356,794	303,295	11,068	292,227
EXECUTIVE OFFICE OF THE PRESIDENT									
NOVEMBER 2003	1,709	44	1,665	1,698	44	1,654	1,698	44	1,654
OCTOBER 2003	1,712	42	1,670	1,701	42	1,659	1,701	42	1,659
EXECUTIVE DEPARTMENTS									
NOVEMBER 2003	1,674,370	203,347	1,471,023	1,588,479	196,188	1,392,291	232,045	9,358	222,687
OCTOBER 2003	1,680,002	203,490	1,476,512	1,594,689	196,605	1,398,084	232,853	9,364	223,489
DEPARTMENT OF STATE									
NOVEMBER 2003	32,565	53	32,512	12,749	53	12,696	11,139	50	11,089
OCTOBER 2003	32,452	53	32,399	12,742	53	12,689	11,140	50	11,090
DEPARTMENT OF THE TREASURY									
NOVEMBER 2003	114,085	2,979	111,106	113,460	2,978	110,482	15,636	1,059	14,577
OCTOBER 2003	111,721	2,945	108,776	111,064	2,944	108,120	15,583	1,068	14,515
DEPARTMENT OF DEFENSE									
NOVEMBER 2003	665,027	148,297	516,730	611,615	141,676	469,939	63,612	5,287	58,325
OCTOBER 2003	662,778	147,214	515,564	609,757	140,847	468,910	63,342	5,269	58,073
DEPARTMENT OF THE ARMY									
NOVEMBER 2003	230,857	46,299	184,558	208,492	44,142	164,350	19,224	1,425	17,799
OCTOBER 2003	229,921	45,956	183,965	207,602	43,865	163,737	19,114	1,422	17,692
DEPARTMENT OF THE NAVY									
NOVEMBER 2003	182,989	43,094	139,895	174,944	41,672	133,272	24,627	1,450	23,177
OCTOBER 2003	181,408	42,604	138,804	173,638	41,246	132,392	24,511	1,446	23,065

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ FEDERAL CIVILIAN EMPLOYEES WHOSE PAY RATES ARE SET BY WAGE BOARDS OR SIMILAR ADMINISTRATIVE AUTHORITY SERVING THE SAME PURPOSE AND ADJUSTED PERIODICALLY IN ACCORDANCE WITH LOCALLY PREVAILING RATES.

B/ INCLUDES GENERAL SCHEDULE, SEVERAL POSTAL PAY PLANS OF THE U.S. POSTAL SERVICE, AND OTHER ADMINISTRATIVELY DETERMINED PAY PLANS.

TABLE 14 -- FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, PAY SYSTEM AND AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/
DEPARTMENT OF THE AIR FORCE									
NOVEMBER 2003	151,508	44,448	107,060	145,416	43,903	101,513	5,462	900	4,562
OCTOBER 2003	152,405	44,508	107,897	146,098	43,954	102,144	5,501	906	4,595
DEFENSE LOGISTICS AGENCY									
NOVEMBER 2003	21,544	5,566	15,978	20,741	5,418	15,323	1,604	11	1,593
OCTOBER 2003	21,430	5,455	15,975	20,624	5,311	15,313	1,604	11	1,593
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)									
NOVEMBER 2003	78,129	8,890	69,239	62,022	6,541	55,481	12,695	1,501	11,194
OCTOBER 2003	77,614	8,691	68,923	61,795	6,471	55,324	12,612	1,484	11,128
DEPARTMENT OF JUSTICE									
NOVEMBER 2003	102,975	4,884	98,091	101,220	4,860	96,360	22,054	296	21,758
OCTOBER 2003	102,742	4,889	97,853	100,989	4,865	96,124	21,932	297	21,635
DEPARTMENT OF THE INTERIOR									
NOVEMBER 2003	71,735	8,319	63,416	71,372	8,230	63,142	8,019	757	7,262
OCTOBER 2003	74,633	9,255	65,378	74,274	9,165	65,109	8,039	765	7,274
DEPARTMENT OF AGRICULTURE									
NOVEMBER 2003	103,843	2,684	101,159	102,613	2,666	99,947	11,787	281	11,506
OCTOBER 2003	108,261	2,944	105,317	107,041	2,927	104,114	11,740	279	11,461
DEPARTMENT OF COMMERCE									
NOVEMBER 2003	37,525	752	36,773	36,755	752	36,003	20,462	291	20,171
OCTOBER 2003	37,265	751	36,514	36,494	751	35,743	20,453	295	20,158
DEPARTMENT OF LABOR									
NOVEMBER 2003	16,210	13	16,197	16,171	13	16,158	5,482	9	5,473
OCTOBER 2003	16,213	14	16,199	16,174	14	16,160	5,482	10	5,472
DEPARTMENT OF HEALTH AND HUMAN SERVICES									
NOVEMBER 2003	61,460	2,250	59,210	61,217	2,248	58,969	28,396	527	27,869
OCTOBER 2003	66,858	2,303	64,555	66,555	2,301	64,254	30,001	527	29,474
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT									
NOVEMBER 2003	10,499	5	10,494	10,410	5	10,405	3,388	5	3,383
OCTOBER 2003	10,526	5	10,521	10,437	5	10,432	3,407	5	3,402
DEPARTMENT OF TRANSPORTATION									
NOVEMBER 2003	58,528	576	57,952	58,167	573	57,594	9,471	12	9,459
OCTOBER 2003	58,590	585	58,005	58,226	582	57,644	9,447	12	9,435
DEPARTMENT OF ENERGY									
NOVEMBER 2003	15,499	1,368	14,131	15,488	1,368	14,120	5,173	49	5,124
OCTOBER 2003	15,519	1,363	14,156	15,508	1,363	14,145	5,177	49	5,128
DEPARTMENT OF EDUCATION									
NOVEMBER 2003	4,504	6	4,498	4,497	6	4,491	3,183	6	3,177
OCTOBER 2003	4,517	6	4,511	4,510	6	4,504	3,205	6	3,199
DEPARTMENT OF VETERANS AFFAIRS									
NOVEMBER 2003	231,520	28,796	202,724	228,068	28,428	199,640	7,134	538	6,596
OCTOBER 2003	230,964	28,756	202,208	227,552	28,410	199,142	7,124	544	6,580

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ FEDERAL CIVILIAN EMPLOYEES WHOSE PAY RATES ARE SET BY WAGE BOARDS OR SIMILAR ADMINISTRATIVE AUTHORITY SERVING THE SAME PURPOSE AND ADJUSTED PERIODICALLY IN ACCORDANCE WITH LOCALLY PREVAILING RATES.

B/ INCLUDES GENERAL SCHEDULE, SEVERAL POSTAL PAY PLANS OF THE U.S. POSTAL SERVICE, AND OTHER ADMINISTRATIVELY DETERMINED PAY PLANS.

TABLE 14 -- FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, PAY SYSTEM AND AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/
DEPARTMENT OF HOMELAND SECURITY									
NOVEMBER 2003	148,395	2,365	146,030	144,677	2,332	142,345	17,109	191	16,918
OCTOBER 2003	146,963	2,407	144,556	143,366	2,372	140,994	16,781	188	16,593
INDEPENDENT AGENCIES									
NOVEMBER 2003	973,560	8,031	965,529	966,780	8,030	958,750	68,677	1,617	67,060
OCTOBER 2003	971,925	8,080	963,845	965,130	8,079	957,051	68,741	1,662	67,079
FEDERAL RESERVE BOARD OF GOVERNORS									
NOVEMBER 2003	1,802	92	1,710	1,802	92	1,710	1,802	92	1,710
OCTOBER 2003	1,795	92	1,703	1,795	92	1,703	1,795	92	1,703
ENVIRONMENTAL PROTECTION AGENCY									
NOVEMBER 2003	18,185	13	18,172	18,133	13	18,120	6,160	3	6,157
OCTOBER 2003	18,169	13	18,156	18,117	13	18,104	6,153	3	6,150
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION									
NOVEMBER 2003	2,569	...	2,569	2,559	...	2,559	628	...	628
OCTOBER 2003	2,590	...	2,590	2,580	...	2,580	632	...	632
FEDERAL COMMUNICATIONS COMMISSION									
NOVEMBER 2003	2,044	9	2,035	2,042	9	2,033	1,723	7	1,716
OCTOBER 2003	2,050	9	2,041	2,048	9	2,039	1,729	7	1,722
FEDERAL DEPOSIT INSURANCE CORPORATION									
NOVEMBER 2003	5,450	21	5,429	5,439	21	5,418	1,885	21	1,864
OCTOBER 2003	5,457	21	5,436	5,446	21	5,425	1,879	21	1,858
GENERAL SERVICES ADMINISTRATION									
NOVEMBER 2003	12,753	879	11,874	12,688	878	11,810	4,603	349	4,254
OCTOBER 2003	12,739	889	11,850	12,672	888	11,784	4,603	358	4,245
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION									
NOVEMBER 2003	18,985	43	18,942	18,968	43	18,925	4,307	40	4,267
OCTOBER 2003	18,955	43	18,912	18,938	43	18,895	4,305	40	4,265
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION									
NOVEMBER 2003	2,995	15	2,980	2,995	15	2,980	1,282	14	1,268
OCTOBER 2003	2,996	15	2,981	2,996	15	2,981	1,280	14	1,266
NATIONAL LABOR RELATIONS BOARD									
NOVEMBER 2003	1,931	5	1,926	1,909	5	1,904	545	5	540
OCTOBER 2003	1,940	5	1,935	1,918	5	1,913	552	5	547
NUCLEAR REGULATORY COMMISSION									
NOVEMBER 2003	3,077	4	3,073	3,076	4	3,072	2,130	4	2,126
OCTOBER 2003	3,088	4	3,084	3,088	4	3,084	2,147	4	2,143
OFFICE OF PERSONNEL MANAGEMENT									
NOVEMBER 2003	3,473	19	3,454	3,459	19	3,440	1,657	14	1,643
OCTOBER 2003	3,462	19	3,443	3,448	19	3,429	1,656	14	1,642
PANAMA CANAL COMMISSION									
NOVEMBER 2003	3	...	3	2	...	2	2	...	2
OCTOBER 2003	3	...	3	2	...	2	2	...	2

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ FEDERAL CIVILIAN EMPLOYEES WHOSE PAY RATES ARE SET BY WAGE BOARDS OR SIMILAR ADMINISTRATIVE AUTHORITY SERVING THE SAME PURPOSE AND ADJUSTED PERIODICALLY IN ACCORDANCE WITH LOCALLY PREVAILING RATES.

B/ INCLUDES GENERAL SCHEDULE, SEVERAL POSTAL PAY PLANS OF THE U.S. POSTAL SERVICE, AND OTHER ADMINISTRATIVELY DETERMINED PAY PLANS.

TABLE 14 -- FEDERAL CIVILIAN EMPLOYMENT BY BRANCH, SELECTED AGENCY, PAY SYSTEM AND AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		
	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/	TOTAL*	WAGE SYSTEMS A/	OTHER B/
RAILROAD RETIREMENT BOARD									
NOVEMBER 2003	1,129	8	1,121	1,129	8	1,121	5	...	5
OCTOBER 2003	1,131	8	1,123	1,131	8	1,123	5	...	5
SECURITIES AND EXCHANGE COMMISSION									
NOVEMBER 2003	3,437	...	3,437	3,437	...	3,437	2,002	...	2,002
OCTOBER 2003	3,312	...	3,312	3,312	...	3,312	1,961	...	1,961
SMALL BUSINESS ADMINISTRATION									
NOVEMBER 2003	3,790	5	3,785	3,710	5	3,705	833	5	828
OCTOBER 2003	3,790	5	3,785	3,713	5	3,708	829	5	824
SMITHSONIAN INSTITUTION									
NOVEMBER 2003	5,040	792	4,248	5,014	792	4,222	4,591	740	3,851
OCTOBER 2003	5,150	822	4,328	5,123	822	4,301	4,700	769	3,931
SOCIAL SECURITY ADMINISTRATION									
NOVEMBER 2003	66,183	343	65,840	65,719	343	65,376	1,697	16	1,681
OCTOBER 2003	66,378	346	66,032	65,914	346	65,568	1,687	16	1,671
BROADCASTING BOARD OF GOVERNORS									
NOVEMBER 2003	2,341	134	2,207	1,821	134	1,687	1,585	120	1,465
OCTOBER 2003	2,339	134	2,205	1,814	134	1,680	1,580	120	1,460
AGENCY FOR INTERNATIONAL DEVELOPMENT									
NOVEMBER 2003	2,345	...	2,345	1,469	...	1,469	1,468	...	1,468
OCTOBER 2003	2,348	...	2,348	1,472	...	1,472	1,472	...	1,472
U.S. POSTAL SERVICE									
NOVEMBER 2003	788,141	...	788,141	784,322	...	784,322	19,384	...	19,384
OCTOBER 2003	786,330	...	786,330	782,498	...	782,498	19,376	...	19,376

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*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ FEDERAL CIVILIAN EMPLOYEES WHOSE PAY RATES ARE SET BY WAGE BOARDS OR SIMILAR ADMINISTRATIVE AUTHORITY SERVING THE SAME PURPOSE AND ADJUSTED PERIODICALLY IN ACCORDANCE WITH LOCALLY PREVAILING RATES.

B/ INCLUDES GENERAL SCHEDULE, SEVERAL POSTAL PAY PLANS OF THE U.S. POSTAL SERVICE, AND OTHER ADMINISTRATIVELY DETERMINED PAY PLANS.

TABLE 15 -- EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) OF SELECTED SUBORGANIZATIONS WITHIN THE EXECUTIVE DEPARTMENTS, NOVEMBER 2003

AGENCY	ALL AREAS		UNITED STATES		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS	
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
EXECUTIVE DEPARTMENTS	1,674,370	8,651,941	1,588,479	8,330,375	232,045	1,652,882	85,891	321,566
DEPARTMENT OF STATE	32,565	180,835	12,749	72,011	11,139	60,078	19,816	108,824
DEPARTMENT OF THE TREASURY	114,085	763,426	113,460	759,923	15,636	153,493	625	3,503
INTERNAL REVENUE SERVICE	98,579	621,652	97,985	618,437	8,702	83,459	594	3,215
BUREAU OF ENGRAVING AND PRINTING	2,484	26,026	2,484	26,026	1,792	18,886	...	...
U.S. MINT	2,198	19,373	2,198	19,373	529	5,473	...	...
ALCOHOL AND TOBACCO TAX AND TRADE BUREAU	485	3,360	472	3,274	136	1,107	13	86
DEPARTMENT OF DEFENSE	665,027	2,389,821	611,615	2,246,751	63,612	244,015	53,412	143,070
DEFENSE, MILITARY FUNCTION TOTAL	640,036	2,322,278	586,691	2,179,298	62,724	241,777	53,345	142,980
DEFENSE, CIVIL FUNCTION TOTAL	24,991	67,543	24,924	67,453	888	2,238	67	90
DEPARTMENT OF THE ARMY	230,857	637,592	208,492	573,129	19,224	41,321	22,365	64,463
DEPARTMENT OF THE ARMY, MILITARY FUNCTION TOTAL	205,867	570,050	183,569	505,677	18,336	39,083	22,298	64,373
DEPARTMENT OF THE ARMY, CIVIL FUNCTION TOTAL	24,990	67,542	24,923	67,452	888	2,238	67	90
CORP OF ENGINEERS	24,890	67,288	24,823	67,198	788	1,984	67	90
CEMETERIAL EXPENSES	100	254	100	254	100	254	...	...
DEPARTMENT OF THE NAVY	182,989	740,595	174,944	707,900	24,627	99,671	8,045	32,695
DEPARTMENT OF THE AIR FORCE	151,508	612,773	145,416	588,148	5,462	22,076	6,092	24,625
DEFENSE LOGISTICS AGENCY	21,544	85,416	20,741	82,497	1,604	9,023	803	2,919
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)	78,129	313,445	62,022	295,077	12,695	71,924	16,107	18,368
DEFENSE CONTRACT AUDIT AGENCY	4,060	22,777	4,010	22,652	568	2,015	50	125
DEFENSE CONTRACT MANAGEMENT AGENCY	10,519	52,042	10,203	50,640	543	2,935	316	1,402
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY	16,510	36,304	4,426	30,167	626	1,623	12,084	6,137
DEFENSE COMMISSARY AGENCY	17,231	42,549	13,912	33,444	1,213	1,651	3,319	9,105
DEFENSE FINANCE AND ACCOUNTING SERVICE	13,841	69,129	13,623	68,063	418	2,853	218	1,066
DEPARTMENT OF JUSTICE	102,975	744,724	101,220	730,918	22,054	175,867	1,755	13,806
OFFICES, BOARDS AND DIVISIONS	21,274	195,621	21,043	193,538	8,046	75,824	231	2,083
BUREAU OF PRISONS/FEDERAL PRISON SYSTEM	34,703	222,951	34,443	221,460	1,222	10,387	260	1,491
DRUG ENFORCEMENT ADMINISTRATION	9,060	80,553	8,341	73,862	2,018	18,392	719	6,691
U.S. MARSHALS SERVICE	4,633	38,894	4,560	38,346	806	7,123	73	548
BUREAU OF ALCOHOL, TOBACCO, FIREARMS, AND EXPLOSIVES	4,734	42,376	4,690	41,981	1,197	10,685	44	395
DEPARTMENT OF THE INTERIOR	71,735	466,545	71,372	464,643	8,019	65,186	363	1,902
BUREAU OF LAND MANAGEMENT	10,907	72,005	10,907	72,005	474	4,206	...	...
INDIAN AFFAIRS	10,657	58,113	10,657	58,113	196	1,812	...	...
BUREAU OF RECLAMATION	5,888	41,357	5,887	41,351	83	793	1	6
GEOLOGICAL SURVEY	9,436	70,292	9,377	69,912	1,729	15,070	59	380
NATIONAL PARK SERVICE	19,970	117,458	19,753	116,496	2,882	19,227	217	962
U.S. FISH AND WILDLIFE SERVICE	9,506	61,737	9,441	61,413	810	6,662	65	324
OFFICE OF SURFACE MINING, RECLAMATION AND ENFORCEMENT	580	5,123	579	5,105	119	1,177	1	18
DEPARTMENT OF AGRICULTURE	103,843	636,183	102,613	630,018	11,787	97,855	1,230	6,165
AGRICULTURAL MARKETING SERVICE	4,889	20,990	4,886	20,969	634	4,728	3	21
AGRICULTURAL RESEARCH SERVICE	9,480	55,314	9,417	55,058	2,193	15,083	63	256
RURAL HOUSING SERVICE	6,314	38,296	6,184	37,536	333	2,822	130	760
FOREST SERVICE	37,006	217,435	36,887	216,792	831	7,736	119	643
NATURAL RESOURCES CONSERVATION SERVICE	12,597	78,720	12,488	78,048	472	4,178	109	672
ANIMAL AND PLANT HEALTH INSPECTION SERVICE	7,099	38,829	6,687	37,346	1,122	8,702	412	1,483
FOOD SAFETY AND INSPECTION SERVICE	10,083	63,988	10,017	63,595	754	6,469	66	393
DEPARTMENT OF COMMERCE	37,525	300,039	36,755	296,628	20,462	192,844	770	3,411
NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION	12,394	107,595	12,324	106,993	3,294	31,324	70	602
NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY	3,026	27,417	3,026	27,417	2,644	23,859	...	...
BUREAU OF THE CENSUS	10,265	48,846	10,253	48,800	4,175	31,196	12	46
PATENT AND TRADEMARK OFFICE	6,750	72,407	6,750	72,407	6,740	72,354	...	...
DEPARTMENT OF LABOR	16,210	134,475	16,171	134,186	5,482	50,007	39	289
EMPLOYMENT AND TRAINING ADMINISTRATION	1,266	11,333	1,264	11,315	558	5,156	2	18

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 15 -- EMPLOYMENT AND PAYROLL (IN THOUSANDS OF DOLLARS) OF SELECTED SUBORGANIZATIONS WITHIN THE EXECUTIVE DEPARTMENTS, NOVEMBER 2003 - CONTINUED

AGENCY	ALL AREAS		UNITED STATES		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS	
	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*	EMPLOYMENT*	PAYROLL (\$000)*
MINE SAFETY AND HEALTH ADMINISTRATION	2,214	17,400	2,209	17,365	228	2,478	5	35
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION	2,262	18,807	2,255	18,750	392	3,827	7	57
EMPLOYMENT STANDARDS ADMINISTRATION	4,017	33,559	3,994	33,393	693	6,457	23	166
DEPARTMENT OF HEALTH AND HUMAN SERVICES	61,460	487,284	61,217	485,185	28,396	250,325	243	2,099
OFFICE OF THE SECRETARY OF HEALTH AND HUMAN SERVICES	3,260	28,717	3,247	28,605	1,535	14,120	13	112
SUBSTANCE ABUSE AND MENTAL HEALTH SERVICES ADMINISTRATION	477	4,514	477	4,514	477	4,514	...	...
HEALTH RESOURCES AND SERVICES ADMINISTRATION	1,519	13,001	1,517	12,995	1,169	10,172	2	6
FOOD AND DRUG ADMINISTRATION	10,102	86,170	10,008	85,630	6,340	59,003	94	540
INDIAN HEALTH SERVICE	13,172	76,130	13,172	76,130	239	2,015	...	...
NATIONAL INSTITUTES OF HEALTH	17,417	148,298	17,409	148,170	16,128	137,971	8	128
CENTERS FOR DISEASE CONTROL AND PREVENTION	7,868	62,000	7,750	60,742	533	4,554	118	1,258
CENTERS FOR MEDICARE & MEDICAID SERVICES	4,526	40,633	4,521	40,598	142	1,303	5	35
ADMINISTRATION FOR CHILDREN AND FAMILIES	1,402	12,848	1,399	12,828	680	6,357	3	20
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,499	90,097	10,410	89,386	3,388	31,549	89	711
DEPARTMENT OF TRANSPORTATION	58,528	457,012	58,167	454,405	9,471	65,474	361	2,607
FEDERAL AVIATION ADMINISTRATION	49,158	401,031	48,815	398,526	5,214	38,441	343	2,505
FEDERAL HIGHWAY ADMINISTRATION	2,926	17,562	2,912	17,483	1,045	6,634	14	79
MARITIME ADMINISTRATION	838	5,268	838	5,268	336	2,252	...	...
DEPARTMENT OF ENERGY	15,499	142,261	15,488	142,124	5,173	56,616	11	137
DEPARTMENT OF EDUCATION	4,504	40,974	4,497	40,918	3,183	29,881	7	56
DEPARTMENT OF VETERANS AFFAIRS	231,520	958,438	228,068	947,136	7,134	36,091	3,452	11,302
DEPARTMENT OF HOMELAND SECURITY	148,395	859,827	144,677	836,143	17,109	143,601	3,718	23,684

*PRELIMINARY OR PREVIOUS MONTH'S EMPLOYMENT OR PAYROLL TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

TABLE 16 -- TREND OF FEDERAL CIVILIAN ACCESSIONS AND SEPARATIONS BY BRANCH AND AREA TO NOVEMBER 2003

MONTH AND YEAR	ALL AREAS		U.S. TOTAL		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OUTSIDE WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS TOTAL		U.S. TERRITORIES		FOREIGN COUNTRIES	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
TOTAL, ALL AGENCIES A/ TOTAL ACCESSIONS A/														
NOVEMBER 2002	47,907 **	1.78	46,714 **	1.80	3,246 **	1.03	43,468 **	1.90	1,193 **	1.30	310 **	1.69	883 **	1.20
DECEMBER 2002	50,273 **	1.87	48,996 **	1.88	3,247 **	1.02	45,749 **	2.00	1,277 **	1.39	531 **	2.87	746 **	1.02
JANUARY 2003	41,805 **	1.55	40,338 **	1.55	3,076 **	0.97	37,262 **	1.63	1,467 **	1.59	407 **	2.20	1,060 **	1.43
FEBRUARY 2003	39,078 **	1.45	37,906 **	1.46	3,493 **	1.12	34,413 **	1.51	1,172 **	1.27	273 **	1.49	899 **	1.21
MARCH 2003	186,960 **	6.96	182,112 **	7.02	18,709 **	5.98	163,403 **	7.16	4,848 **	5.23	3,113 **	16.93	1,735 **	2.34
APRIL 2003	27,553 **	1.03	26,490 **	1.02	2,226 **	0.71	24,264 **	1.06	1,063 **	1.14	250 **	1.36	813 **	1.09
MAY 2003	47,371 **	1.76	46,048 **	1.77	4,195 **	1.34	41,853 **	1.83	1,323 **	1.42	227 **	1.24	1,096 **	1.46
JUNE 2003	42,946 **	1.59	38,996 **	1.50	5,033 **	1.59	33,963 **	1.48	3,950 **	4.19	247 **	1.36	3,703 **	4.87
JULY 2003	37,370 **	1.38	35,000 **	1.34	3,855 **	1.21	31,145 **	1.36	2,370 **	2.50	416 **	2.29	1,954 **	2.55
AUGUST 2003	29,386 **	1.09	27,111 **	1.04	2,784 **	0.88	24,327 **	1.07	2,275 **	2.36	223 **	1.23	2,052 **	2.63
SEPTEMBER 2003	28,790 **	1.07	26,550 **	1.03	3,281 **	1.04	23,269 **	1.02	2,240 **	2.36	196 **	1.08	2,044 **	2.66
OCTOBER 2003	30,106 **	1.13	28,622 **	1.11	2,870 **	0.91	25,752 **	1.14	1,484 **	1.61	372 **	2.06	1,112 **	1.50
NOVEMBER 2003*	38,436 **	1.44	37,066 **	1.44	2,936 **	0.93	34,130 **	1.51	1,370 **	1.48	290 **	1.60	1,080 **	1.45
CALENDAR YEAR 2003 TOTAL TO DATE* AVERAGE EMPLOYMENT*	549,801 2,686,111	20.47	526,239 2,592,576	20.30	52,458 315,398	16.63	473,781 2,277,177	20.81	23,562 93,535	25.19	6,014 18,206	33.03	17,548 75,329	23.30
FISCAL YEAR 2004 TOTAL TO DATE* AVERAGE EMPLOYMENT*	68,542 2,664,996	2.57	65,688 2,572,590	2.55	5,806 315,173	1.84	59,882 2,257,417	2.65	2,854 92,407	3.09	662 18,115	3.65	2,192 74,292	2.95
NEW HIRES A/														
NOVEMBER 2002	41,635 **	1.55	40,699 **	1.57	2,707 **	0.86	37,992 **	1.66	936 **	1.02	260 **	1.42	676 **	0.92
DECEMBER 2002	43,964 **	1.63	42,981 **	1.65	2,548 **	0.80	40,433 **	1.77	983 **	1.07	453 **	2.45	530 **	0.72
JANUARY 2003	28,749 **	1.07	27,661 **	1.07	2,504 **	0.79	25,157 **	1.10	1,088 **	1.18	313 **	1.70	775 **	1.05
FEBRUARY 2003	22,067 **	0.82	21,201 **	0.82	1,855 **	0.59	19,346 **	0.85	866 **	0.94	208 **	1.13	658 **	0.89
MARCH 2003	18,824 **	0.70	17,880 **	0.69	1,716 **	0.55	16,164 **	0.71	944 **	1.02	238 **	1.29	706 **	0.95
APRIL 2003	21,492 **	0.80	20,704 **	0.80	1,811 **	0.58	18,893 **	0.83	788 **	0.85	226 **	1.23	562 **	0.75
MAY 2003	41,160 **	1.53	40,136 **	1.54	3,440 **	1.10	36,696 **	1.61	1,024 **	1.10	188 **	1.03	836 **	1.12
JUNE 2003	37,701 **	1.40	34,058 **	1.31	4,386 **	1.38	29,672 **	1.30	3,643 **	3.87	190 **	1.05	3,453 **	4.54
JULY 2003	32,549 **	1.20	30,452 **	1.17	3,346 **	1.05	27,106 **	1.18	2,097 **	2.21	376 **	2.07	1,721 **	2.24
AUGUST 2003	22,298 **	0.83	20,310 **	0.78	2,302 **	0.72	18,008 **	0.79	1,988 **	2.07	195 **	1.07	1,793 **	2.30
SEPTEMBER 2003	22,639 **	0.84	20,631 **	0.80	2,658 **	0.84	17,973 **	0.79	2,008 **	2.11	164 **	0.91	1,844 **	2.40
OCTOBER 2003	21,855 **	0.82	20,743 **	0.80	2,131 **	0.67	18,612 **	0.82	1,112 **	1.21	261 **	1.45	851 **	1.15
NOVEMBER 2003*	30,188 **	1.13	29,116 **	1.13	2,203 **	0.70	26,913 **	1.19	1,072 **	1.16	249 **	1.37	823 **	1.11
CALENDAR YEAR 2003 TOTAL TO DATE* AVERAGE EMPLOYMENT*	299,522 2,686,111	11.15	282,892 2,592,576	10.91	28,352 315,398	8.99	254,540 2,277,177	11.18	16,630 93,535	17.78	2,608 18,206	14.32	14,022 75,329	18.61
FISCAL YEAR 2004 TOTAL TO DATE* AVERAGE EMPLOYMENT*	52,043 2,664,996	1.95	49,859 2,572,590	1.94	4,334 315,173	1.38	45,525 2,257,417	2.02	2,184 92,407	2.36	510 18,115	2.82	1,674 74,292	2.25

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ EXCLUDES CONGRESS AND JUDICIAL BRANCH FOR WHICH TURNOVER DATA ARE NOT REPORTED. AVERAGE EMPLOYMENT IS ADJUSTED TO EXCLUDE CONGRESS AND THE JUDICIAL BRANCH IN CALCULATING TURNOVER RATES. TURNOVER DATA REFLECT EMPLOYEES IN ALL WORK SCHEDULES (FULL-TIME, PART-TIME, AND INTERMITTENT) AND ALL TENURES (PERMANENT AND TEMPORARY AND INDEFINITE APPOINTMENTS). IN THE U.S. POSTAL SERVICE, TURNOVER DATA INCLUDE ALL CATEGORIES OF POSTAL EMPLOYMENT, BOTH CAREER AND NON-CAREER; NON-CAREER TYPES INCLUDE TEMPORARIES, CASUALS, AND REPLACEMENTS FOR EMPLOYEES ON LEAVE.

TABLE 16 -- TREND OF FEDERAL CIVILIAN ACCESSIONS AND SEPARATIONS BY BRANCH AND AREA TO NOVEMBER 2003

MONTH AND YEAR	ALL AREAS		U.S. TOTAL		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OUTSIDE WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS TOTAL		U.S. TERRITORIES		FOREIGN COUNTRIES	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
TOTAL, ALL AGENCIES A/ TOTAL SEPARATIONS A/														
NOVEMBER 2002	31,916 **	1.19	30,956 **	1.19	2,226 **	0.70	28,730 **	1.26	960 **	1.05	285 **	1.56	675 **	0.92
DECEMBER 2002	43,837 **	1.63	43,064 **	1.65	1,736 **	0.55	41,328 **	1.81	773 **	0.84	141 **	0.76	632 **	0.86
JANUARY 2003	45,980 **	1.71	44,944 **	1.73	4,943 **	1.56	40,001 **	1.75	1,036 **	1.12	327 **	1.77	709 **	0.96
FEBRUARY 2003	31,062 **	1.16	30,242 **	1.17	3,328 **	1.06	26,914 **	1.18	820 **	0.89	179 **	0.98	641 **	0.86
MARCH 2003	189,271 **	7.04	184,555 **	7.11	17,895 **	5.72	166,660 **	7.30	4,716 **	5.09	3,047 **	16.57	1,669 **	2.25
APRIL 2003	27,394 **	1.02	26,551 **	1.02	2,152 **	0.69	24,399 **	1.07	843 **	0.91	218 **	1.19	625 **	0.84
MAY 2003	38,198 **	1.42	36,932 **	1.42	2,611 **	0.83	34,321 **	1.50	1,266 **	1.36	281 **	1.54	985 **	1.32
JUNE 2003	39,611 **	1.47	37,513 **	1.44	2,316 **	0.73	35,197 **	1.54	2,098 **	2.23	284 **	1.56	1,814 **	2.39
JULY 2003	34,383 **	1.27	32,992 **	1.26	2,899 **	0.91	30,093 **	1.31	1,391 **	1.47	276 **	1.52	1,115 **	1.45
AUGUST 2003	40,503 **	1.50	37,095 **	1.43	4,626 **	1.45	32,469 **	1.42	3,408 **	3.54	291 **	1.60	3,117 **	3.99
SEPTEMBER 2003	48,236 **	1.80	43,639 **	1.69	4,081 **	1.29	39,558 **	1.74	4,597 **	4.84	400 **	2.21	4,197 **	5.46
OCTOBER 2003	36,430 **	1.36	35,154 **	1.36	3,149 **	1.00	32,005 **	1.41	1,276 **	1.38	285 **	1.58	991 **	1.34
NOVEMBER 2003*	40,460 **	1.52	39,428 **	1.53	2,923 **	0.93	36,505 **	1.62	1,032 **	1.12	222 **	1.23	810 **	1.09
CALENDAR YEAR 2003 TOTAL TO DATE* AVERAGE EMPLOYMENT*	571,528 2,686,111	21.28	549,045 2,592,576	21.18	50,923 315,398	16.15	498,122 2,277,177	21.87	22,483 93,535	24.04	5,810 18,206	31.91	16,673 75,329	22.13
FISCAL YEAR 2004 TOTAL TO DATE* AVERAGE EMPLOYMENT*	76,890 2,664,996	2.89	74,582 2,572,590	2.90	6,072 315,173	1.93	68,510 2,257,417	3.03	2,308 92,407	2.50	507 18,115	2.80	1,801 74,292	2.42
QUITS A/														
NOVEMBER 2002	6,625 **	0.25	6,377 **	0.25	630 **	0.20	5,747 **	0.25	248 **	0.27	29 **	0.16	219 **	0.30
DECEMBER 2002	5,109 **	0.19	4,950 **	0.19	417 **	0.13	4,533 **	0.20	159 **	0.17	9 **	0.05	150 **	0.20
JANUARY 2003	5,684 **	0.21	5,483 **	0.21	750 **	0.24	4,733 **	0.21	201 **	0.22	17 **	0.09	184 **	0.25
FEBRUARY 2003	5,284 **	0.20	5,094 **	0.20	474 **	0.15	4,620 **	0.20	190 **	0.21	19 **	0.10	171 **	0.23
MARCH 2003	5,507 **	0.20	5,236 **	0.20	426 **	0.14	4,810 **	0.21	271 **	0.29	39 **	0.21	232 **	0.31
APRIL 2003	5,506 **	0.20	5,218 **	0.20	549 **	0.18	4,669 **	0.20	288 **	0.31	34 **	0.19	254 **	0.34
MAY 2003	6,919 **	0.26	6,470 **	0.25	768 **	0.24	5,702 **	0.25	449 **	0.48	36 **	0.20	413 **	0.55
JUNE 2003	5,180 **	0.19	4,857 **	0.19	582 **	0.18	4,275 **	0.19	323 **	0.34	31 **	0.17	292 **	0.38
JULY 2003	5,576 **	0.21	5,226 **	0.20	777 **	0.24	4,449 **	0.19	350 **	0.37	24 **	0.13	326 **	0.42
AUGUST 2003	11,437 **	0.42	10,995 **	0.42	2,261 **	0.71	8,734 **	0.38	442 **	0.46	32 **	0.18	410 **	0.53
SEPTEMBER 2003	11,051 **	0.41	10,717 **	0.41	1,342 **	0.42	9,375 **	0.41	334 **	0.35	41 **	0.23	293 **	0.38
OCTOBER 2003	8,605 **	0.32	8,132 **	0.32	731 **	0.23	7,401 **	0.33	473 **	0.51	37 **	0.21	436 **	0.59
NOVEMBER 2003*	7,601 **	0.29	7,340 **	0.29	727 **	0.23	6,613 **	0.29	261 **	0.28	20 **	0.11	241 **	0.32
CALENDAR YEAR 2003 TOTAL TO DATE* AVERAGE EMPLOYMENT*	78,350 2,686,111	2.92	74,768 2,592,576	2.88	9,387 315,398	2.98	65,381 2,277,177	2.87	3,582 93,535	3.83	330 18,206	1.81	3,252 75,329	4.32
FISCAL YEAR 2004 TOTAL TO DATE* AVERAGE EMPLOYMENT*	16,206 2,664,996	0.61	15,472 2,572,590	0.60	1,458 315,173	0.46	14,014 2,257,417	0.62	734 92,407	0.79	57 18,115	0.31	677 74,292	0.91

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

A/ EXCLUDES CONGRESS AND JUDICIAL BRANCH FOR WHICH TURNOVER DATA ARE NOT REPORTED. AVERAGE EMPLOYMENT IS ADJUSTED TO EXCLUDE CONGRESS AND THE JUDICIAL BRANCH IN CALCULATING TURNOVER RATES. TURNOVER DATA REFLECT EMPLOYEES IN ALL WORK SCHEDULES (FULL-TIME, PART-TIME, AND INTERMITTENT) AND ALL TENURES (PERMANENT AND TEMPORARY AND INDEFINITE APPOINTMENTS). IN THE U.S. POSTAL SERVICE, TURNOVER DATA INCLUDE ALL CATEGORIES OF POSTAL EMPLOYMENT, BOTH CAREER AND NON-CAREER; NON-CAREER TYPES INCLUDE TEMPORARIES, CASUALS, AND REPLACEMENTS FOR EMPLOYEES ON LEAVE.

TABLE 16 -- TREND OF FEDERAL CIVILIAN ACCESSIONS AND SEPARATIONS BY BRANCH AND AREA TO NOVEMBER 2003

MONTH AND YEAR	ALL AREAS		U.S. TOTAL		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OUTSIDE WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS TOTAL		U.S. TERRITORIES		FOREIGN COUNTRIES	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
EXECUTIVE BRANCH														
TOTAL ACCESSIONS														
NOVEMBER 2002	47,794 **	1.79	46,601 **	1.80	3,136 **	1.03	43,465 **	1.91	1,193 **	1.30	310 **	1.69	883 **	1.20
DECEMBER 2002	50,169 **	1.87	48,892 **	1.89	3,147 **	1.03	45,745 **	2.00	1,277 **	1.39	531 **	2.87	746 **	1.02
JANUARY 2003	41,719 **	1.56	40,252 **	1.56	2,992 **	0.98	37,260 **	1.64	1,467 **	1.59	407 **	2.20	1,060 **	1.43
FEBRUARY 2003	39,023 **	1.46	37,851 **	1.47	3,439 **	1.14	34,412 **	1.51	1,172 **	1.27	273 **	1.49	899 **	1.21
MARCH 2003	186,904 **	6.99	182,056 **	7.05	18,653 **	6.20	163,403 **	7.16	4,848 **	5.23	3,113 **	16.93	1,735 **	2.34
APRIL 2003	27,480 **	1.03	26,417 **	1.02	2,159 **	0.72	24,258 **	1.06	1,063 **	1.14	250 **	1.36	813 **	1.09
MAY 2003	47,165 **	1.76	45,842 **	1.77	4,019 **	1.33	41,823 **	1.83	1,323 **	1.42	227 **	1.24	1,096 **	1.46
JUNE 2003	42,817 **	1.59	38,867 **	1.50	4,913 **	1.62	33,954 **	1.48	3,950 **	4.20	247 **	1.36	3,703 **	4.87
JULY 2003	37,272 **	1.39	34,902 **	1.35	3,760 **	1.23	31,142 **	1.36	2,370 **	2.50	416 **	2.29	1,954 **	2.55
AUGUST 2003	29,299 **	1.09	27,024 **	1.04	2,699 **	0.88	24,325 **	1.07	2,275 **	2.36	223 **	1.23	2,052 **	2.63
SEPTEMBER 2003	28,689 **	1.07	26,449 **	1.03	3,183 **	1.05	23,266 **	1.02	2,240 **	2.36	196 **	1.08	2,044 **	2.66
OCTOBER 2003	30,051 **	1.13	28,567 **	1.11	2,820 **	0.93	25,747 **	1.14	1,484 **	1.61	372 **	2.06	1,112 **	1.50
NOVEMBER 2003*	38,385 **	1.45	37,015 **	1.45	2,885 **	0.95	34,130 **	1.51	1,370 **	1.48	290 **	1.60	1,080 **	1.45
CALENDAR YEAR 2003 TOTAL TO DATE*	548,804	20.53	525,242	20.37	51,522	17.01	473,720	20.81	23,562	25.19	6,014	33.03	17,548	23.30
AVERAGE EMPLOYMENT*	2,672,566		2,579,037		302,953		2,276,084		93,528		18,206		75,322	
FISCAL YEAR 2004 TOTAL TO DATE*	68,436	2.58	65,582	2.56	5,705	1.88	59,877	2.65	2,854	3.09	662	3.65	2,192	2.95
AVERAGE EMPLOYMENT*	2,651,639		2,559,239		302,858		2,256,381		92,401		18,115		74,286	
NEW HIRES														
NOVEMBER 2002	41,534 **	1.55	40,598 **	1.57	2,606 **	0.86	37,992 **	1.67	936 **	1.02	260 **	1.42	676 **	0.92
DECEMBER 2002	43,877 **	1.64	42,894 **	1.66	2,462 **	0.81	40,432 **	1.77	983 **	1.07	453 **	2.45	530 **	0.72
JANUARY 2003	28,678 **	1.07	27,590 **	1.07	2,434 **	0.80	25,156 **	1.10	1,088 **	1.18	313 **	1.70	775 **	1.05
FEBRUARY 2003	22,021 **	0.82	21,155 **	0.82	1,809 **	0.60	19,346 **	0.85	866 **	0.94	208 **	1.13	658 **	0.89
MARCH 2003	18,777 **	0.70	17,833 **	0.69	1,669 **	0.55	16,164 **	0.71	944 **	1.02	238 **	1.29	706 **	0.95
APRIL 2003	21,430 **	0.80	20,642 **	0.80	1,755 **	0.58	18,887 **	0.83	788 **	0.85	226 **	1.23	562 **	0.75
MAY 2003	40,969 **	1.53	39,945 **	1.55	3,276 **	1.09	36,669 **	1.61	1,024 **	1.10	188 **	1.03	836 **	1.12
JUNE 2003	37,578 **	1.40	33,935 **	1.31	4,272 **	1.40	29,663 **	1.30	3,643 **	3.87	190 **	1.05	3,453 **	4.54
JULY 2003	32,462 **	1.21	30,365 **	1.17	3,261 **	1.06	27,104 **	1.18	2,097 **	2.21	376 **	2.07	1,721 **	2.24
AUGUST 2003	22,222 **	0.83	20,234 **	0.78	2,227 **	0.73	18,007 **	0.79	1,988 **	2.07	195 **	1.07	1,793 **	2.30
SEPTEMBER 2003	22,554 **	0.84	20,546 **	0.80	2,575 **	0.85	17,971 **	0.79	2,008 **	2.11	164 **	0.91	1,844 **	2.40
OCTOBER 2003	21,806 **	0.82	20,694 **	0.81	2,085 **	0.69	18,609 **	0.82	1,112 **	1.21	261 **	1.45	851 **	1.15
NOVEMBER 2003*	30,142 **	1.14	29,070 **	1.14	2,157 **	0.71	26,913 **	1.19	1,072 **	1.16	249 **	1.37	823 **	1.11
CALENDAR YEAR 2003 TOTAL TO DATE*	298,639	11.17	282,009	10.93	27,520	9.08	254,489	11.18	16,630	17.78	2,608	14.32	14,022	18.62
AVERAGE EMPLOYMENT*	2,672,566		2,579,037		302,953		2,276,084		93,528		18,206		75,322	
FISCAL YEAR 2004 TOTAL TO DATE*	51,948	1.96	49,764	1.94	4,242	1.40	45,522	2.02	2,184	2.36	510	2.82	1,674	2.25
AVERAGE EMPLOYMENT*	2,651,639		2,559,239		302,858		2,256,381		92,401		18,115		74,286	

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 16 -- TREND OF FEDERAL CIVILIAN ACCESSIONS AND SEPARATIONS BY BRANCH AND AREA TO NOVEMBER 2003

MONTH AND YEAR	ALL AREAS		U.S. TOTAL		WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OUTSIDE WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA		OVERSEAS TOTAL		U.S. TERRITORIES		FOREIGN COUNTRIES	
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE
EXECUTIVE BRANCH														
TOTAL SEPARATIONS														
NOVEMBER 2002	31,821 **	1.19	30,861 **	1.19	2,139 **	0.70	28,722 **	1.26	960 **	1.05	285 **	1.56	675 **	0.92
DECEMBER 2002	43,755 **	1.63	42,982 **	1.66	1,660 **	0.54	41,322 **	1.81	773 **	0.84	141 **	0.76	632 **	0.86
JANUARY 2003	45,780 **	1.71	44,744 **	1.73	4,763 **	1.57	39,981 **	1.75	1,036 **	1.12	327 **	1.77	709 **	0.96
FEBRUARY 2003	30,972 **	1.16	30,152 **	1.17	3,247 **	1.08	26,905 **	1.18	820 **	0.89	179 **	0.98	641 **	0.86
MARCH 2003	189,160 **	7.07	184,444 **	7.14	17,798 **	5.92	166,646 **	7.31	4,716 **	5.09	3,047 **	16.57	1,669 **	2.25
APRIL 2003	27,312 **	1.02	26,469 **	1.03	2,080 **	0.69	24,389 **	1.07	843 **	0.91	218 **	1.19	625 **	0.84
MAY 2003	38,101 **	1.42	36,835 **	1.43	2,518 **	0.84	34,317 **	1.50	1,266 **	1.36	281 **	1.54	985 **	1.32
JUNE 2003	39,548 **	1.47	37,450 **	1.44	2,258 **	0.74	35,192 **	1.54	2,098 **	2.23	284 **	1.56	1,814 **	2.39
JULY 2003	34,199 **	1.27	32,808 **	1.26	2,726 **	0.89	30,082 **	1.31	1,391 **	1.47	276 **	1.52	1,115 **	1.45
AUGUST 2003	40,113 **	1.49	36,705 **	1.42	4,300 **	1.41	32,405 **	1.42	3,408 **	3.54	291 **	1.60	3,117 **	3.99
SEPTEMBER 2003	48,001 **	1.80	43,404 **	1.69	3,873 **	1.27	39,531 **	1.74	4,597 **	4.84	400 **	2.21	4,197 **	5.46
OCTOBER 2003	36,303 **	1.37	35,027 **	1.37	3,031 **	1.00	31,996 **	1.42	1,276 **	1.38	285 **	1.58	991 **	1.34
NOVEMBER 2003*	40,332 **	1.52	39,300 **	1.54	2,803 **	0.93	36,497 **	1.62	1,032 **	1.12	222 **	1.23	810 **	1.09
CALENDAR YEAR 2003 TOTAL TO DATE*	569,821	21.32	547,338	21.22	49,397	16.31	497,941	21.88	22,483	24.04	5,810	31.91	16,673	22.14
AVERAGE EMPLOYMENT*	2,672,566		2,579,037		302,953		2,276,084		93,528		18,206		75,322	
FISCAL YEAR 2004 TOTAL TO DATE*	76,635	2.89	74,327	2.90	5,834	1.93	68,493	3.04	2,308	2.50	507	2.80	1,801	2.42
AVERAGE EMPLOYMENT*	2,651,639		2,559,239		302,858		2,256,381		92,401		18,115		74,286	
QUITS														
NOVEMBER 2002	6,618 **	0.25	6,370 **	0.25	624 **	0.21	5,746 **	0.25	248 **	0.27	29 **	0.16	219 **	0.30
DECEMBER 2002	5,105 **	0.19	4,946 **	0.19	413 **	0.14	4,533 **	0.20	159 **	0.17	9 **	0.05	150 **	0.20
JANUARY 2003	5,668 **	0.21	5,467 **	0.21	736 **	0.24	4,731 **	0.21	201 **	0.22	17 **	0.09	184 **	0.25
FEBRUARY 2003	5,274 **	0.20	5,084 **	0.20	464 **	0.15	4,620 **	0.20	190 **	0.21	19 **	0.10	171 **	0.23
MARCH 2003	5,498 **	0.21	5,227 **	0.20	417 **	0.14	4,810 **	0.21	271 **	0.29	39 **	0.21	232 **	0.31
APRIL 2003	5,497 **	0.21	5,209 **	0.20	541 **	0.18	4,668 **	0.20	288 **	0.31	34 **	0.19	254 **	0.34
MAY 2003	6,902 **	0.26	6,453 **	0.25	752 **	0.25	5,701 **	0.25	449 **	0.48	36 **	0.20	413 **	0.55
JUNE 2003	5,169 **	0.19	4,846 **	0.19	571 **	0.19	4,275 **	0.19	323 **	0.34	31 **	0.17	292 **	0.38
JULY 2003	5,555 **	0.21	5,205 **	0.20	756 **	0.25	4,449 **	0.19	350 **	0.37	24 **	0.13	326 **	0.42
AUGUST 2003	11,366 **	0.42	10,924 **	0.42	2,190 **	0.72	8,734 **	0.38	442 **	0.46	32 **	0.18	410 **	0.53
SEPTEMBER 2003	11,011 **	0.41	10,677 **	0.41	1,302 **	0.43	9,375 **	0.41	334 **	0.35	41 **	0.23	293 **	0.38
OCTOBER 2003	8,578 **	0.32	8,105 **	0.32	704 **	0.23	7,401 **	0.33	473 **	0.51	37 **	0.21	436 **	0.59
NOVEMBER 2003*	7,577 **	0.29	7,316 **	0.29	703 **	0.23	6,613 **	0.29	261 **	0.28	20 **	0.11	241 **	0.32
CALENDAR YEAR 2003 TOTAL TO DATE*	78,095	2.92	74,513	2.89	9,136	3.02	65,377	2.87	3,582	3.83	330	1.81	3,252	4.32
AVERAGE EMPLOYMENT*	2,672,566		2,579,037		302,953		2,276,084		93,528		18,206		75,322	
FISCAL YEAR 2004 TOTAL TO DATE*	16,155	0.61	15,421	0.60	1,407	0.46	14,014	0.62	734	0.79	57	0.31	677	0.91
AVERAGE EMPLOYMENT*	2,651,639		2,559,239		302,858		2,256,381		92,401		18,115		74,286	

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 17 -- SUMMARY OF TURNOVER DATA

TURNOVER CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TOTAL ACCESSIONS A/												
NUMBER	38,436	30,106	47,907	37,066	28,622	46,714	2,936	2,870	3,246	1,370	1,484	1,193
RATE	1.44	1.13	1.78	1.44	1.11	1.80	0.93	0.91	1.03	1.48	1.61	1.30
TO THE COMPETITIVE SERVICE												
NUMBER	13,796	13,337	12,795	13,498	12,901	12,495	1,478	1,436	1,424	298	436	300
RATE	1.02	0.98	0.94	1.02	0.97	0.94	0.69	0.67	0.65	1.12	1.63	1.09
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	24,640	16,769	35,112	23,568	15,721	34,219	1,458	1,434	1,822	1,072	1,048	893
RATE	1.88	1.28	2.64	1.89	1.26	2.71	1.46	1.43	1.87	1.63	1.60	1.39
TOTAL NEW HIRES												
NUMBER	30,188	21,855	41,635	29,116	20,743	40,699	2,203	2,131	2,707	1,072	1,112	936
RATE	1.13	0.82	1.55	1.13	0.80	1.57	0.70	0.67	0.86	1.16	1.21	1.02
TO THE COMPETITIVE SERVICE												
NUMBER	6,789	6,437	7,205	6,634	6,177	7,002	848	818	965	155	260	203
RATE	0.50	0.47	0.53	0.50	0.46	0.53	0.39	0.38	0.44	0.58	0.97	0.74
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	23,399	15,418	34,430	22,482	14,566	33,697	1,355	1,313	1,742	917	852	733
RATE	1.79	1.17	2.59	1.81	1.17	2.66	1.36	1.31	1.78	1.39	1.30	1.14
RESTORATIONS AND RETURNS TO DUTY												
NUMBER	6,372	6,934	5,222	6,171	6,617	5,020	189	218	171	201	317	202
RATE	0.24	0.26	0.19	0.24	0.26	0.19	0.06	0.07	0.05	0.22	0.34	0.22
U.S. CITIZENS												
NUMBER	38,249	29,835	47,728	36,978	28,513	46,631	2,908	2,853	3,211	1,271	1,322	1,097
RATE	1.45	1.13	1.79	1.44	1.11	1.80	0.93	0.91	1.02	1.91	2.00	1.67
NON U.S. CITIZENS												
NUMBER	187	271	179	88	109	83	28	17	35	99	162	96
RATE	0.60	0.87	0.58	1.68	2.05	1.64	1.33	0.80	1.74	0.38	0.62	0.37
TRANSFERS												
NUMBER	1,876	1,317	1,050	1,779	1,262	995	544	521	368	97	55	55
RATE	0.07	0.05	0.04	0.07	0.05	0.04	0.17	0.16	0.12	0.10	0.06	0.06
ACCESSIONS EXCLUDING TRANSFERS												
NUMBER	36,560	28,789	46,857	35,287	27,360	45,719	2,392	2,349	2,878	1,273	1,429	1,138
RATE	1.37	1.08	1.74	1.37	1.06	1.76	0.76	0.74	0.91	1.38	1.55	1.24

* PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

A/ EXCLUDES CONGRESS AND THE JUDICIAL BRANCH FOR WHICH TURNOVER DATA IS NOT REPORTED.

TABLE 17 -- SUMMARY OF TURNOVER DATA - CONTINUED

TURNOVER CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TOTAL SEPARATIONS A/												
NUMBER	40,460	36,430	31,916	39,428	35,154	30,956	2,923	3,149	2,226	1,032	1,276	960
RATE	1.52	1.36	1.19	1.53	1.36	1.19	0.93	1.00	0.70	1.12	1.38	1.05
TRANSFERS												
NUMBER	2,026	1,428	1,089	1,897	1,344	1,023	518	503	317	129	84	66
RATE	0.08	0.05	0.04	0.07	0.05	0.04	0.16	0.16	0.10	0.14	0.09	0.07
QUITS												
NUMBER	7,601	8,605	6,625	7,340	8,132	6,377	727	731	630	261	473	248
RATE	0.29	0.32	0.25	0.29	0.32	0.25	0.23	0.23	0.20	0.28	0.51	0.27
OTHER SEPARATIONS												
NUMBER	30,833	26,397	24,202	30,191	25,678	23,556	1,678	1,915	1,279	642	719	646
RATE	1.16	0.99	0.90	1.17	1.00	0.91	0.53	0.61	0.40	0.69	0.78	0.70
U.S. CITIZENS												
NUMBER	40,294	36,209	31,724	39,342	35,022	30,865	2,882	3,083	2,182	952	1,187	859
RATE	1.53	1.37	1.19	1.53	1.36	1.19	0.92	0.98	0.69	1.43	1.79	1.31
NON U.S. CITIZENS												
NUMBER	166	221	192	86	132	91	41	66	44	80	89	101
RATE	0.53	0.71	0.62	1.64	2.49	1.79	1.95	3.10	2.19	0.31	0.34	0.39
SEPARATIONS EXCLUDING TRANSFERS												
NUMBER	38,434	35,002	30,827	37,531	33,810	29,933	2,405	2,646	1,909	903	1,192	894
RATE	1.44	1.31	1.15	1.46	1.31	1.15	0.76	0.84	0.60	0.98	1.29	0.97
LEGISLATIVE BRANCH ACCESSIONS B/												
NUMBER	51	55	113	51	55	113	51	50	110	...	...	...
RATE	0.38	0.41	0.83	0.38	0.41	0.83	0.41	0.40	0.89	...	...	...
TO THE COMPETITIVE SERVICE												
NUMBER	4	1	27	4	1	27	4	1	26	...	...	...
RATE	0.15	0.04	0.89	0.15	0.04	0.89	0.16	0.04	0.93	...	...	...
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	47	54	86	47	54	86	47	49	84	...	...	...
RATE	0.44	0.51	0.82	0.44	0.51	0.82	0.48	0.50	0.87	...	...	...
TOTAL NEW HIRES												
NUMBER	46	49	101	46	49	101	46	46	101	...	...	...
RATE	0.34	0.36	0.75	0.34	0.36	0.75	0.37	0.37	0.81	...	...	...
TO THE COMPETITIVE SERVICE												
NUMBER	3	1	19	3	1	19	3	1	19	...	...	...
RATE	0.11	0.04	0.63	0.11	0.04	0.63	0.12	0.04	0.68	...	...	...

* PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

A/ EXCLUDES CONGRESS AND THE JUDICIAL BRANCH FOR WHICH TURNOVER DATA IS NOT REPORTED.

B/ EXCLUDES CONGRESS.

TABLE 17 -- SUMMARY OF TURNOVER DATA - CONTINUED

TURNOVER CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	43	48	82	43	48	82	43	45	82	...	...	...
RATE	0.40	0.45	0.78	0.40	0.45	0.78	0.44	0.46	0.85	...	...	...
RESTORATIONS AND RETURNS TO DUTY												
NUMBER	4	6	7	4	6	7	4	4	5	...	...	...
RATE	0.03	0.04	0.05	0.03	0.04	0.05	0.03	0.03	0.04	...	...	...
U.S. CITIZENS												
NUMBER	51	55	113	51	55	113	51	50	110	...	...	...
RATE	0.38	0.41	0.84	0.38	0.41	0.84	0.42	0.41	0.89	...	...	...
NON U.S. CITIZENS												
NUMBER	...	...	...	...	...	...	...	...	...	...	...	...
RATE	...	...	...	...	...	...	...	...	...	...	...	...
TRANSFERS												
NUMBER	1	...	5	1	...	5	1	...	4	...	...	...
RATE	0.01	...	0.04	0.01	...	0.04	0.01	...	0.03	...	...	...
ACCESSIONS EXCLUDING TRANSFERS												
NUMBER	50	55	108	50	55	108	50	50	106	...	...	...
RATE	0.37	0.41	0.80	0.37	0.41	0.80	0.41	0.40	0.85	...	...	...
LEGISLATIVE BRANCH SEPARATIONS B/												
NUMBER	128	127	95	128	127	95	120	118	87	...	...	...
RATE	0.96	0.94	0.70	0.96	0.94	0.70	0.97	0.95	0.70	...	...	...
TRANSFERS												
NUMBER	3	4	3	3	4	3	3	4	3	...	...	...
RATE	0.02	0.03	0.02	0.02	0.03	0.02	0.02	0.03	0.02	...	...	...
QUITS												
NUMBER	24	27	7	24	27	7	24	27	6	...	...	...
RATE	0.18	0.20	0.05	0.18	0.20	0.05	0.19	0.22	0.05	...	...	...
OTHER SEPARATIONS												
NUMBER	101	96	85	101	96	85	93	87	78	...	...	...
RATE	0.76	0.71	0.63	0.76	0.71	0.63	0.76	0.70	0.63	...	...	...
U.S. CITIZENS												
NUMBER	128	125	94	128	125	94	120	116	86	...	...	...
RATE	0.96	0.93	0.70	0.96	0.93	0.70	0.98	0.94	0.70	...	...	...
NON U.S. CITIZENS												
NUMBER	...	2	1	...	2	1	...	2	1	...	...	...
RATE	...	2.94	1.41	...	2.94	1.41	...	2.99	1.43	...	...	...

* PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

B/ EXCLUDES CONGRESS.

TABLE 17 -- SUMMARY OF TURNOVER DATA - CONTINUED

TURNOVER CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
SEPARATIONS EXCLUDING TRANSFERS												
NUMBER	125	123	92	125	123	92	117	114	84	...	...	...
RATE	0.94	0.91	0.68	0.94	0.91	0.68	0.95	0.92	0.68	...	...	...
EXECUTIVE BRANCH ACCESSIONS												
NUMBER	38,385	30,051	47,794	37,015	28,567	46,601	2,885	2,820	3,136	1,370	1,484	1,193
RATE	1.45	1.13	1.79	1.45	1.11	1.80	0.95	0.93	1.03	1.48	1.61	1.30
TO THE COMPETITIVE SERVICE												
NUMBER	13,792	13,336	12,768	13,494	12,900	12,468	1,474	1,435	1,398	298	436	300
RATE	1.02	0.98	0.94	1.02	0.97	0.94	0.69	0.67	0.65	1.12	1.63	1.09
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	24,593	16,715	35,026	23,521	15,667	34,133	1,411	1,385	1,738	1,072	1,048	893
RATE	1.89	1.28	2.66	1.91	1.27	2.72	1.57	1.52	1.97	1.63	1.60	1.39
TOTAL NEW HIRES												
NUMBER	30,142	21,806	41,534	29,070	20,694	40,598	2,157	2,085	2,606	1,072	1,112	936
RATE	1.14	0.82	1.55	1.14	0.81	1.57	0.71	0.69	0.86	1.16	1.21	1.02
TO THE COMPETITIVE SERVICE												
NUMBER	6,786	6,436	7,186	6,631	6,176	6,983	845	817	946	155	260	203
RATE	0.50	0.47	0.53	0.50	0.46	0.52	0.40	0.38	0.44	0.58	0.97	0.74
TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES												
NUMBER	23,356	15,370	34,348	22,439	14,518	33,615	1,312	1,268	1,660	917	852	733
RATE	1.80	1.18	2.60	1.82	1.17	2.68	1.46	1.40	1.89	1.39	1.30	1.14
RESTORATIONS AND RETURNS TO DUTY												
NUMBER	6,368	6,928	5,215	6,167	6,611	5,013	185	214	166	201	317	202
RATE	0.24	0.26	0.19	0.24	0.26	0.19	0.06	0.07	0.05	0.22	0.34	0.22
U.S. CITIZENS												
NUMBER	38,198	29,780	47,615	36,927	28,458	46,518	2,857	2,803	3,101	1,271	1,322	1,097
RATE	1.46	1.13	1.80	1.45	1.11	1.80	0.95	0.93	1.03	1.91	2.00	1.67
NON U.S. CITIZENS												
NUMBER	187	271	179	88	109	83	28	17	35	99	162	96
RATE	0.60	0.87	0.58	1.70	2.08	1.66	1.38	0.82	1.80	0.38	0.62	0.37
TRANSFERS												
NUMBER	1,875	1,317	1,045	1,778	1,262	990	543	521	364	97	55	55
RATE	0.07	0.05	0.04	0.07	0.05	0.04	0.18	0.17	0.12	0.10	0.06	0.06

* PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

TABLE 17 -- SUMMARY OF TURNOVER DATA - CONTINUED

TURNOVER CATEGORIES	ALL AREAS			UNITED STATES			WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA			OVERSEAS		
	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**	NOVEMBER 2003*	OCTOBER 2003	NOVEMBER 2002**
ACCESSIONS EXCLUDING TRANSFERS												
NUMBER	36,510	28,734	46,749	35,237	27,305	45,611	2,342	2,299	2,772	1,273	1,429	1,138
RATE	1.38	1.08	1.75	1.38	1.06	1.76	0.77	0.76	0.91	1.38	1.55	1.24
EXECUTIVE BRANCH SEPARATIONS												
NUMBER	40,332	36,303	31,821	39,300	35,027	30,861	2,803	3,031	2,139	1,032	1,276	960
RATE	1.52	1.37	1.19	1.54	1.37	1.19	0.93	1.00	0.70	1.12	1.38	1.05
TRANSFERS												
NUMBER	2,023	1,424	1,086	1,894	1,340	1,020	515	499	314	129	84	66
RATE	0.08	0.05	0.04	0.07	0.05	0.04	0.17	0.16	0.10	0.14	0.09	0.07
QUITS												
NUMBER	7,577	8,578	6,618	7,316	8,105	6,370	703	704	624	261	473	248
RATE	0.29	0.32	0.25	0.29	0.32	0.25	0.23	0.23	0.21	0.28	0.51	0.27
OTHER SEPARATIONS												
NUMBER	30,732	26,301	24,117	30,090	25,582	23,471	1,585	1,828	1,201	642	719	646
RATE	1.16	0.99	0.90	1.18	1.00	0.91	0.52	0.60	0.40	0.69	0.78	0.70
U.S. CITIZENS												
NUMBER	40,166	36,084	31,630	39,214	34,897	30,771	2,762	2,967	2,096	952	1,187	859
RATE	1.53	1.37	1.20	1.54	1.36	1.19	0.92	0.98	0.69	1.43	1.79	1.31
NON U.S. CITIZENS												
NUMBER	166	219	191	86	130	90	41	64	43	80	89	101
RATE	0.53	0.70	0.62	1.66	2.48	1.80	2.01	3.10	2.21	0.31	0.34	0.39
SEPARATIONS EXCLUDING TRANSFERS												
NUMBER	38,309	34,879	30,735	37,406	33,687	29,841	2,288	2,532	1,825	903	1,192	894
RATE	1.44	1.31	1.15	1.46	1.31	1.15	0.76	0.83	0.60	0.98	1.29	0.97

* PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

** REVISED.

TABLE 18 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES											549,801	20.47	68,542	2.57
NOVEMBER 2003	38,436	1.44	1,876	0.07	30,188	1.13	6,372	0.24	36,560	1.37				
OCTOBER 2003	30,106	1.13	1,317	0.05	21,855	0.82	6,934	0.26	28,789	1.08				
LEGISLATIVE BRANCH											997	7.36	106	0.79
NOVEMBER 2003	51	0.38	1	0.01	46	0.34	4	0.03	50	0.37				
OCTOBER 2003	55	0.41	...	...	49	0.36	6	0.04	55	0.41				
GENERAL ACCOUNTING OFFICE											175	5.29	22	0.66
NOVEMBER 2003	5	0.15	...	...	5	0.15	...	...	5	0.15				
OCTOBER 2003	17	0.51	...	...	12	0.36	5	0.15	17	0.51				
GOVERNMENT PRINTING OFFICE											162	5.58	2	0.07
NOVEMBER 2003	1	0.04	...	...	1	0.04	...	...	1	0.04				
OCTOBER 2003	1	0.04	...	...	1	0.04	...	...	1	0.04				
LIBRARY OF CONGRESS											239	5.43	44	0.99
NOVEMBER 2003	26	0.59	...	...	23	0.52	3	0.07	26	0.59				
OCTOBER 2003	18	0.41	...	...	18	0.41	...	...	18	0.41				
JUDICIAL BRANCH											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH											548,804	20.53	68,436	2.58
NOVEMBER 2003	38,385	1.45	1,875	0.07	30,142	1.14	6,368	0.24	36,510	1.38				
OCTOBER 2003	30,051	1.13	1,317	0.05	21,806	0.82	6,928	0.26	28,734	1.08				
EXECUTIVE OFFICE OF THE PRESIDENT											406	23.87	67	3.92
NOVEMBER 2003	26	1.52	4	0.23	21	1.23	1	0.06	22	1.29				
OCTOBER 2003	41	2.40	3	0.18	38	2.23	...	...	38	2.23				
EXECUTIVE DEPARTMENTS											439,207	25.99	42,238	2.52
NOVEMBER 2003	21,880	1.30	1,755	0.10	13,926	0.83	6,199	0.37	20,125	1.20				
OCTOBER 2003	20,358	1.21	1,193	0.07	12,393	0.74	6,772	0.40	19,165	1.14				
DEPARTMENT OF STATE											3,771	11.77	677	2.08
NOVEMBER 2003	355	1.09	3	0.01	258	0.79	94	0.29	352	1.08				
OCTOBER 2003	322	0.99	3	0.01	225	0.69	94	0.29	319	0.98				
DEPARTMENT OF THE TREASURY											48,328	38.25	8,550	7.57
NOVEMBER 2003	4,565	4.04	42	0.04	1,058	0.94	3,465	3.07	4,523	4.01				
OCTOBER 2003	3,985	3.59	51	0.05	696	0.63	3,238	2.92	3,934	3.55				
DEPARTMENT OF DEFENSE											103,261	15.48	15,124	2.28
NOVEMBER 2003	6,957	1.05	324	0.05	4,806	0.72	1,827	0.28	6,633	1.00				
OCTOBER 2003	8,167	1.23	532	0.08	4,986	0.75	2,649	0.40	7,635	1.15				
DEPARTMENT OF THE ARMY											40,028	17.31	5,925	2.57
NOVEMBER 2003	2,729	1.18	121	0.05	1,931	0.84	677	0.29	2,608	1.13				
OCTOBER 2003	3,196	1.39	143	0.06	1,989	0.86	1,064	0.46	3,053	1.33				
DEPARTMENT OF THE NAVY											15,970	8.65	2,115	1.16
NOVEMBER 2003	909	0.50	52	0.03	595	0.33	262	0.14	857	0.47				
OCTOBER 2003	1,206	0.66	180	0.10	684	0.37	342	0.19	1,026	0.56				
DEPARTMENT OF THE AIR FORCE											29,656	19.50	4,226	2.78
NOVEMBER 2003	1,975	1.30	65	0.04	1,146	0.75	764	0.50	1,910	1.26				
OCTOBER 2003	2,251	1.48	106	0.07	1,071	0.71	1,074	0.71	2,145	1.41				
DEFENSE LOGISTICS AGENCY											2,363	10.95	269	1.25
NOVEMBER 2003	114	0.53	11	0.05	103	0.48	...	...	103	0.48				
OCTOBER 2003	155	0.72	17	0.08	137	0.64	1	...	138	0.64				
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)											15,244	19.64	2,589	3.32
NOVEMBER 2003	1,230	1.58	75	0.10	1,031	1.32	124	0.16	1,155	1.48				
OCTOBER 2003	1,359	1.75	86	0.11	1,105	1.43	168	0.22	1,273	1.64				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 18 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE											11,580	10.69	1,099	1.07
NOVEMBER 2003	572	0.56	35	0.03	537	0.52	...	...	537	0.52				
OCTOBER 2003	527	0.51	37	0.04	490	0.48	...	...	490	0.48				
DEPARTMENT OF THE INTERIOR											19,184	25.48	1,759	2.40
NOVEMBER 2003	969	1.32	67	0.09	671	0.92	231	0.32	902	1.23				
OCTOBER 2003	790	1.04	55	0.07	595	0.78	140	0.18	735	0.97				
DEPARTMENT OF AGRICULTURE											26,955	25.13	2,344	2.21
NOVEMBER 2003	1,231	1.16	119	0.11	985	0.93	127	0.12	1,112	1.05				
OCTOBER 2003	1,113	1.01	252	0.23	783	0.71	78	0.07	861	0.78				
DEPARTMENT OF COMMERCE											4,086	10.94	675	1.81
NOVEMBER 2003	307	0.82	36	0.10	238	0.64	33	0.09	271	0.72				
OCTOBER 2003	368	0.99	24	0.06	326	0.87	18	0.05	344	0.92				
DEPARTMENT OF LABOR											1,305	8.04	142	0.88
NOVEMBER 2003	96	0.59	8	0.05	79	0.49	9	0.06	88	0.54				
OCTOBER 2003	46	0.28	4	0.02	34	0.21	8	0.05	42	0.26				
DEPARTMENT OF HEALTH AND HUMAN SERVICES											7,512	11.26	835	1.30
NOVEMBER 2003	525	0.82	24	0.04	481	0.75	20	0.03	501	0.78				
OCTOBER 2003	310	0.46	16	0.02	276	0.41	18	0.03	294	0.44				
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT											465	4.38	63	0.60
NOVEMBER 2003	29	0.28	6	0.06	17	0.16	6	0.06	23	0.22				
OCTOBER 2003	34	0.32	10	0.09	22	0.21	2	0.02	24	0.23				
DEPARTMENT OF TRANSPORTATION											2,886	3.99	269	0.46
NOVEMBER 2003	104	0.18	13	0.02	90	0.15	1	...	91	0.16				
OCTOBER 2003	165	0.28	14	0.02	151	0.26	...	...	151	0.26				
DEPARTMENT OF ENERGY											968	6.16	159	1.03
NOVEMBER 2003	93	0.60	12	0.08	70	0.45	11	0.07	81	0.52				
OCTOBER 2003	66	0.42	7	0.04	36	0.23	23	0.15	59	0.38				
DEPARTMENT OF EDUCATION											381	8.33	67	1.49
NOVEMBER 2003	36	0.80	4	0.09	28	0.62	4	0.09	32	0.71				
OCTOBER 2003	31	0.68	1	0.02	29	0.64	1	0.02	30	0.66				
DEPARTMENT OF VETERANS AFFAIRS											35,132	15.43	5,967	2.58
NOVEMBER 2003	2,743	1.19	72	0.03	2,365	1.02	306	0.13	2,671	1.16				
OCTOBER 2003	3,224	1.40	80	0.03	2,675	1.16	469	0.20	3,144	1.36				
DEPARTMENT OF HOMELAND SECURITY											4,508	3.05	4,508	3.05
NOVEMBER 2003	3,298	2.23	990	0.67	2,243	1.52	65	0.04	2,308	1.56				
OCTOBER 2003	1,210	...	107	...	1,069	...	34	...	1,103	...				
INDEPENDENT AGENCIES											109,191	11.13	26,131	2.69
NOVEMBER 2003	16,479	1.69	116	0.01	16,195	1.66	168	0.02	16,363	1.68				
OCTOBER 2003	9,652	0.99	121	0.01	9,375	0.96	156	0.02	9,531	0.98				
FEDERAL RESERVE BOARD OF GOVERNORS											259	14.59	35	1.95
NOVEMBER 2003	13	0.72	...	...	13	0.72	...	...	13	0.72				
OCTOBER 2003	22	1.23	...	...	22	1.23	...	...	22	1.23				
ENVIRONMENTAL PROTECTION AGENCY											1,512	8.33	253	1.39
NOVEMBER 2003	130	0.72	12	0.07	95	0.52	23	0.13	118	0.65				
OCTOBER 2003	123	0.68	9	0.05	94	0.52	20	0.11	114	0.63				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION											44	1.67	18	0.70
NOVEMBER 2003	10	0.39	...	...	7	0.27	3	0.12	10	0.39				
OCTOBER 2003	8	0.31	...	...	5	0.19	3	0.12	8	0.31				
FEDERAL COMMUNICATIONS COMMISSION											82	3.99	6	0.29
NOVEMBER 2003	4	0.20	...	...	3	0.15	1	0.05	4	0.20				
OCTOBER 2003	2	0.10	...	...	2	0.10	...	...	2	0.10				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 18 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION											319	5.83	53	0.97
NOVEMBER 2003	28	0.51	3	0.06	22	0.40	3	0.06	25	0.46				
OCTOBER 2003	25	0.46	2	0.04	20	0.37	3	0.05	23	0.42				
GENERAL SERVICES ADMINISTRATION											920	6.95	163	1.28
NOVEMBER 2003	76	0.60	22	0.17	40	0.31	14	0.11	54	0.42				
OCTOBER 2003	87	0.68	19	0.15	54	0.42	14	0.11	68	0.53				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION											1,454	7.68	163	0.86
NOVEMBER 2003	98	0.52	17	0.09	70	0.37	11	0.06	81	0.43				
OCTOBER 2003	65	0.34	11	0.06	45	0.24	9	0.05	54	0.28				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION											548	18.17	51	1.70
NOVEMBER 2003	26	0.87	5	0.17	12	0.40	9	0.30	21	0.70				
OCTOBER 2003	25	0.83	2	0.07	23	0.77	...	...	23	0.77				
NATIONAL LABOR RELATIONS BOARD											178	9.22	34	1.76
NOVEMBER 2003	18	0.93	4	0.21	11	0.57	3	0.15	14	0.72				
OCTOBER 2003	16	0.83	1	0.05	11	0.57	4	0.21	15	0.77				
NUCLEAR REGULATORY COMMISSION											344	11.27	33	1.07
NOVEMBER 2003	14	0.45	...	...	13	0.42	1	0.03	14	0.45				
OCTOBER 2003	19	0.62	...	...	19	0.62	...	...	19	0.62				
OFFICE OF PERSONNEL MANAGEMENT											387	11.36	67	1.93
NOVEMBER 2003	29	0.84	3	0.09	24	0.69	2	0.06	26	0.75				
OCTOBER 2003	38	1.10	3	0.09	31	0.90	4	0.12	35	1.02				
PANAMA CANAL COMMISSION											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD											18	1.58	2	0.18
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	2	0.18	...	...	2	0.18	...	...	2	0.18				
SECURITIES AND EXCHANGE COMMISSION											616	19.24	197	5.84
NOVEMBER 2003	138	4.09	3	0.09	133	3.94	2	0.06	135	4.00				
OCTOBER 2003	59	1.80	3	0.09	55	1.67	1	0.03	56	1.70				
SMALL BUSINESS ADMINISTRATION											770	20.36	302	7.97
NOVEMBER 2003	54	1.42	3	0.08	49	1.29	2	0.05	51	1.35				
OCTOBER 2003	248	6.68	...	...	237	6.39	11	0.30	248	6.68				
SMITHSONIAN INSTITUTION											641	12.48	102	2.00
NOVEMBER 2003	65	1.28	9	0.18	55	1.08	1	0.02	56	1.10				
OCTOBER 2003	37	0.71	3	0.06	31	0.60	3	0.06	34	0.65				
SOCIAL SECURITY ADMINISTRATION											6,238	9.64	2,002	3.02
NOVEMBER 2003	140	0.21	6	0.01	64	0.10	70	0.11	134	0.20				
OCTOBER 2003	1,862	2.83	34	0.05	1,771	2.70	57	0.09	1,828	2.78				
BROADCASTING BOARD OF GOVERNORS											129	5.48	32	1.37
NOVEMBER 2003	20	0.85	...	...	15	0.64	5	0.21	20	0.85				
OCTOBER 2003	12	0.51	...	...	8	0.34	4	0.17	12	0.51				
AGENCY FOR INTERNATIONAL DEVELOPMENT											169	7.19	25	1.07
NOVEMBER 2003	12	0.51	2	0.09	10	0.43	...	...	10	0.43				
OCTOBER 2003	13	0.55	1	0.04	12	0.51	...	...	12	0.51				
U.S. POSTAL SERVICE											91,832	11.55	22,127	2.81
NOVEMBER 2003	15,406	1.96	16	...	15,390	1.95	...	...	15,390	1.95				
OCTOBER 2003	6,721	0.85	19	...	6,702	0.85	...	...	6,702	0.85				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 20 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES											52,458	16.63	5,806	1.84
NOVEMBER 2003	2,936	0.93	544	0.17	2,203	0.70	189	0.06	2,392	0.76				
OCTOBER 2003	2,870	0.91	521	0.16	2,131	0.67	218	0.07	2,349	0.74				
LEGISLATIVE BRANCH											936	7.52	101	0.82
NOVEMBER 2003	51	0.41	1	0.01	46	0.37	4	0.03	50	0.41				
OCTOBER 2003	50	0.40	...	...	46	0.37	4	0.03	50	0.40				
GENERAL ACCOUNTING OFFICE											134	5.39	19	0.76
NOVEMBER 2003	5	0.20	...	...	5	0.20	...	...	5	0.20				
OCTOBER 2003	14	0.56	...	...	11	0.44	3	0.12	14	0.56				
GOVERNMENT PRINTING OFFICE											160	5.97	2	0.08
NOVEMBER 2003	1	0.04	...	...	1	0.04	...	...	1	0.04				
OCTOBER 2003	1	0.04	...	...	1	0.04	...	...	1	0.04				
LIBRARY OF CONGRESS											232	5.31	42	0.95
NOVEMBER 2003	26	0.59	...	...	23	0.52	3	0.07	26	0.59				
OCTOBER 2003	16	0.36	...	...	16	0.36	...	...	16	0.36				
JUDICIAL BRANCH											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH											51,522	17.01	5,705	1.88
NOVEMBER 2003	2,885	0.95	543	0.18	2,157	0.71	185	0.06	2,342	0.77				
OCTOBER 2003	2,820	0.93	521	0.17	2,085	0.69	214	0.07	2,299	0.76				
EXECUTIVE OFFICE OF THE PRESIDENT											406	24.02	67	3.94
NOVEMBER 2003	26	1.53	4	0.24	21	1.24	1	0.06	22	1.29				
OCTOBER 2003	41	2.42	3	0.18	38	2.24	...	...	38	2.24				
EXECUTIVE DEPARTMENTS											43,771	18.88	4,436	1.91
NOVEMBER 2003	2,184	0.94	480	0.21	1,554	0.67	150	0.06	1,704	0.73				
OCTOBER 2003	2,252	0.97	476	0.20	1,589	0.68	187	0.08	1,776	0.76				
DEPARTMENT OF STATE											1,418	12.85	236	2.12
NOVEMBER 2003	115	1.03	3	0.03	112	1.01	...	...	112	1.01				
OCTOBER 2003	121	1.08	3	0.03	118	1.06	...	...	118	1.06				
DEPARTMENT OF THE TREASURY											1,152	6.81	195	1.25
NOVEMBER 2003	108	0.69	27	0.17	67	0.43	14	0.09	81	0.52				
OCTOBER 2003	87	0.56	31	0.20	51	0.33	5	0.03	56	0.36				
DEPARTMENT OF DEFENSE											9,175	14.52	1,362	2.15
NOVEMBER 2003	592	0.93	93	0.15	403	0.63	96	0.15	499	0.79				
OCTOBER 2003	770	1.21	115	0.18	518	0.82	137	0.22	655	1.03				
DEPARTMENT OF THE ARMY											2,721	14.27	500	2.61
NOVEMBER 2003	203	1.06	18	0.09	134	0.70	51	0.27	185	0.97				
OCTOBER 2003	297	1.55	23	0.12	211	1.10	63	0.33	274	1.43				
DEPARTMENT OF THE NAVY											2,616	10.57	269	1.09
NOVEMBER 2003	100	0.41	18	0.07	59	0.24	23	0.09	82	0.33				
OCTOBER 2003	169	0.69	36	0.15	99	0.40	34	0.14	133	0.54				
DEPARTMENT OF THE AIR FORCE											1,000	19.09	153	2.79
NOVEMBER 2003	67	1.22	5	0.09	50	0.91	12	0.22	62	1.13				
OCTOBER 2003	86	1.57	7	0.13	60	1.10	19	0.35	79	1.45				
DEFENSE LOGISTICS AGENCY											181	11.21	23	1.43
NOVEMBER 2003	10	0.62	3	0.19	7	0.44	...	...	7	0.44				
OCTOBER 2003	13	0.81	6	0.37	7	0.44	...	...	7	0.44				
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)											2,657	21.20	417	3.30
NOVEMBER 2003	212	1.68	49	0.39	153	1.21	10	0.08	163	1.29				
OCTOBER 2003	205	1.63	43	0.34	141	1.12	21	0.17	162	1.29				

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 20 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE											3,571	16.17	420	1.91
NOVEMBER 2003	220	1.00	13	0.06	207	0.94	...	...	207	0.94				
OCTOBER 2003	200	0.91	22	0.10	178	0.81	...	...	178	0.81				
DEPARTMENT OF THE INTERIOR											841	10.38	119	1.48
NOVEMBER 2003	70	0.87	15	0.19	52	0.65	3	0.04	55	0.69				
OCTOBER 2003	49	0.61	11	0.14	36	0.44	2	0.02	38	0.47				
DEPARTMENT OF AGRICULTURE											1,484	12.57	379	3.22
NOVEMBER 2003	127	1.08	39	0.33	80	0.68	8	0.07	88	0.75				
OCTOBER 2003	252	2.14	190	1.61	56	0.48	6	0.05	62	0.53				
DEPARTMENT OF COMMERCE											1,494	7.30	284	1.39
NOVEMBER 2003	110	0.54	27	0.13	77	0.38	6	0.03	83	0.41				
OCTOBER 2003	174	0.85	18	0.09	147	0.72	9	0.04	156	0.76				
DEPARTMENT OF LABOR											589	10.69	59	1.08
NOVEMBER 2003	44	0.80	6	0.11	35	0.64	3	0.05	38	0.69				
OCTOBER 2003	15	0.27	...	...	13	0.24	2	0.04	15	0.27				
DEPARTMENT OF HEALTH AND HUMAN SERVICES											2,857	9.54	293	1.00
NOVEMBER 2003	188	0.64	13	0.04	169	0.58	6	0.02	175	0.60				
OCTOBER 2003	105	0.35	6	0.02	97	0.32	2	0.01	99	0.33				
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT											247	7.24	33	0.97
NOVEMBER 2003	15	0.44	4	0.12	10	0.29	1	0.03	11	0.32				
OCTOBER 2003	18	0.53	4	0.12	13	0.38	1	0.03	14	0.41				
DEPARTMENT OF TRANSPORTATION											766	7.43	85	0.90
NOVEMBER 2003	44	0.47	9	0.10	35	0.37	...	...	35	0.37				
OCTOBER 2003	41	0.43	13	0.14	28	0.30	...	...	28	0.30				
DEPARTMENT OF ENERGY											388	7.41	76	1.47
NOVEMBER 2003	42	0.81	6	0.12	33	0.64	3	0.06	36	0.70				
OCTOBER 2003	34	0.65	4	0.08	20	0.39	10	0.19	30	0.58				
DEPARTMENT OF EDUCATION											303	9.27	40	1.25
NOVEMBER 2003	15	0.47	2	0.06	11	0.34	2	0.06	13	0.41				
OCTOBER 2003	25	0.77	...	...	25	0.77	...	...	25	0.77				
DEPARTMENT OF VETERANS AFFAIRS											935	13.34	170	2.38
NOVEMBER 2003	79	1.11	10	0.14	65	0.91	4	0.06	69	0.97				
OCTOBER 2003	91	1.28	6	0.08	77	1.09	8	0.11	85	1.20				
DEPARTMENT OF HOMELAND SECURITY											685	4.04	685	4.04
NOVEMBER 2003	415	2.45	213	1.26	198	1.17	4	0.02	202	1.19				
OCTOBER 2003	270	...	53	...	212	...	5	...	217	...				
INDEPENDENT AGENCIES											7,345	10.58	1,202	1.75
NOVEMBER 2003	675	0.98	59	0.09	582	0.85	34	0.05	616	0.90				
OCTOBER 2003	527	0.77	42	0.06	458	0.67	27	0.04	485	0.70				
FEDERAL RESERVE BOARD OF GOVERNORS											259	14.59	35	1.95
NOVEMBER 2003	13	0.72	...	...	13	0.72	...	...	13	0.72				
OCTOBER 2003	22	1.23	...	...	22	1.23	...	...	22	1.23				
ENVIRONMENTAL PROTECTION AGENCY											587	9.53	108	1.75
NOVEMBER 2003	67	1.09	5	0.08	55	0.89	7	0.11	62	1.01				
OCTOBER 2003	41	0.67	3	0.05	32	0.52	6	0.10	38	0.62				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION											6	0.93	3	0.48
NOVEMBER 2003	2	0.32	...	...	2	0.32	...	...	2	0.32				
OCTOBER 2003	1	0.16	...	...	1	0.16	...	...	1	0.16				
FEDERAL COMMUNICATIONS COMMISSION											80	4.61	6	0.35
NOVEMBER 2003	4	0.23	3	0.17	1	0.06	4	0.23				
OCTOBER 2003	2	0.12	2	0.12	2	0.12				

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 20 -- ACCESSIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		NEW HIRES		RESTORATIONS, RETURNS TO DUTY		ACCESSIONS EXCLUDING TRANSFERS		ACCESSIONS CALENDAR YEAR 2003 TO DATE		ACCESSIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION											83	4.33	15	0.80
NOVEMBER 2003	12	0.64	1	0.05	11	0.58	...	...	11	0.58				
OCTOBER 2003	3	0.16	...	...	3	0.16	...	...	3	0.16				
GENERAL SERVICES ADMINISTRATION											361	7.67	55	1.19
NOVEMBER 2003	32	0.70	8	0.17	18	0.39	6	0.13	24	0.52				
OCTOBER 2003	23	0.50	6	0.13	10	0.22	7	0.15	17	0.37				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION											415	9.78	49	1.14
NOVEMBER 2003	34	0.79	10	0.23	21	0.49	3	0.07	24	0.56				
OCTOBER 2003	15	0.35	5	0.12	8	0.19	2	0.05	10	0.23				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION											195	15.21	20	1.56
NOVEMBER 2003	11	0.86	5	0.39	4	0.31	2	0.16	6	0.47				
OCTOBER 2003	9	0.70	2	0.16	7	0.54	...	...	7	0.54				
NATIONAL LABOR RELATIONS BOARD											42	7.61	10	1.82
NOVEMBER 2003	6	1.09	2	0.36	4	0.73	...	...	4	0.73				
OCTOBER 2003	4	0.73	1	0.18	3	0.55	...	...	3	0.55				
NUCLEAR REGULATORY COMMISSION											246	11.64	22	1.03
NOVEMBER 2003	6	0.28	...	...	5	0.23	1	0.05	6	0.28				
OCTOBER 2003	16	0.75	...	...	16	0.75	...	...	16	0.75				
OFFICE OF PERSONNEL MANAGEMENT											159	9.56	23	1.39
NOVEMBER 2003	13	0.78	2	0.12	10	0.60	1	0.06	11	0.66				
OCTOBER 2003	10	0.60	3	0.18	5	0.30	2	0.12	7	0.42				
PANAMA CANAL COMMISSION											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION											290	14.90	72	3.63
NOVEMBER 2003	51	2.57	...	...	50	2.52	1	0.05	51	2.57				
OCTOBER 2003	21	1.07	3	0.15	18	0.92	...	...	18	0.92				
SMALL BUSINESS ADMINISTRATION											90	10.79	14	1.68
NOVEMBER 2003	7	0.84	3	0.36	4	0.48	...	...	4	0.48				
OCTOBER 2003	7	0.84	...	...	7	0.84	...	...	7	0.84				
SMITHSONIAN INSTITUTION											584	12.45	94	2.02
NOVEMBER 2003	61	1.31	7	0.15	53	1.14	1	0.02	54	1.16				
OCTOBER 2003	33	0.70	3	0.06	28	0.59	2	0.04	30	0.63				
SOCIAL SECURITY ADMINISTRATION											201	12.09	44	2.60
NOVEMBER 2003	10	0.59	1	0.06	8	0.47	1	0.06	9	0.53				
OCTOBER 2003	34	2.01	...	...	32	1.89	2	0.12	34	2.01				
BROADCASTING BOARD OF GOVERNORS											104	6.56	27	1.71
NOVEMBER 2003	17	1.07	...	...	12	0.76	5	0.32	17	1.07				
OCTOBER 2003	10	0.63	...	...	6	0.38	4	0.25	10	0.63				
AGENCY FOR INTERNATIONAL DEVELOPMENT											165	11.09	25	1.70
NOVEMBER 2003	12	0.82	2	0.14	10	0.68	...	...	10	0.68				
OCTOBER 2003	13	0.88	1	0.07	12	0.81	...	...	12	0.81				
U.S. POSTAL SERVICE											1,933	9.89	304	1.57
NOVEMBER 2003	186	0.96	3	0.02	183	0.94	183	0.94				
OCTOBER 2003	118	0.61	3	0.02	115	0.59	115	0.59				

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 22 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES											571,528	21.28	76,890	2.89
NOVEMBER 2003	40,460	1.52	2,026	0.08	7,601	0.29	30,833	1.16	38,434	1.44				
OCTOBER 2003	36,430	1.36	1,428	0.05	8,605	0.32	26,397	0.99	35,002	1.31				
LEGISLATIVE BRANCH											1,707	12.60	255	1.91
NOVEMBER 2003	128	0.96	3	0.02	24	0.18	101	0.76	125	0.94				
OCTOBER 2003	127	0.94	4	0.03	27	0.20	96	0.71	123	0.91				
GENERAL ACCOUNTING OFFICE											397	11.99	58	1.75
NOVEMBER 2003	37	1.12	...	...	...	...	37	1.12	37	1.12				
OCTOBER 2003	21	0.63	...	...	...	...	21	0.63	21	0.63				
GOVERNMENT PRINTING OFFICE											402	13.84	31	1.16
NOVEMBER 2003	15	0.56	3	0.11	2	0.07	10	0.37	12	0.45				
OCTOBER 2003	16	0.58	3	0.11	2	0.07	11	0.40	13	0.47				
LIBRARY OF CONGRESS											400	9.09	56	1.26
NOVEMBER 2003	23	0.52	...	...	...	...	23	0.52	23	0.52				
OCTOBER 2003	33	0.75	...	...	...	...	33	0.75	33	0.75				
JUDICIAL BRANCH											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH											569,821	21.32	76,635	2.89
NOVEMBER 2003	40,332	1.52	2,023	0.08	7,577	0.29	30,732	1.16	38,309	1.44				
OCTOBER 2003	36,303	1.37	1,424	0.05	8,578	0.32	26,301	0.99	34,879	1.31				
EXECUTIVE OFFICE OF THE PRESIDENT											339	19.93	45	2.63
NOVEMBER 2003	24	1.40	16	0.94	5	0.29	3	0.18	8	0.47				
OCTOBER 2003	21	1.23	7	0.41	10	0.59	4	0.23	14	0.82				
EXECUTIVE DEPARTMENTS											439,278	25.99	52,902	3.15
NOVEMBER 2003	25,531	1.52	1,878	0.11	4,479	0.27	19,174	1.14	23,653	1.41				
OCTOBER 2003	27,371	1.63	1,315	0.08	6,336	0.38	19,720	1.17	26,056	1.55				
DEPARTMENT OF STATE											2,536	7.91	423	1.30
NOVEMBER 2003	195	0.60	10	0.03	22	0.07	163	0.50	185	0.57				
OCTOBER 2003	228	0.70	18	0.06	53	0.16	157	0.48	210	0.65				
DEPARTMENT OF THE TREASURY											78,764	62.34	5,430	4.81
NOVEMBER 2003	3,222	2.85	12	0.01	542	0.48	2,668	2.36	3,210	2.84				
OCTOBER 2003	2,208	1.99	11	0.01	380	0.34	1,817	1.64	2,197	1.98				
DEPARTMENT OF DEFENSE											115,157	17.26	16,764	2.53
NOVEMBER 2003	5,962	0.90	484	0.07	1,208	0.18	4,270	0.64	5,478	0.83				
OCTOBER 2003	10,802	1.63	685	0.10	2,422	0.36	7,695	1.16	10,117	1.52				
DEPARTMENT OF THE ARMY											46,166	19.96	7,815	3.39
NOVEMBER 2003	2,473	1.07	160	0.07	515	0.22	1,798	0.78	2,313	1.00				
OCTOBER 2003	5,342	2.32	316	0.14	1,540	0.67	3,486	1.52	5,026	2.18				
DEPARTMENT OF THE NAVY											23,056	12.49	3,624	1.99
NOVEMBER 2003	959	0.53	101	0.06	247	0.14	611	0.34	858	0.47				
OCTOBER 2003	2,665	1.46	135	0.07	450	0.25	2,080	1.14	2,530	1.38				
DEPARTMENT OF THE AIR FORCE											30,635	20.15	3,602	2.37
NOVEMBER 2003	1,680	1.11	122	0.08	119	0.08	1,439	0.95	1,558	1.03				
OCTOBER 2003	1,922	1.27	119	0.08	133	0.09	1,670	1.10	1,803	1.19				
DEFENSE LOGISTICS AGENCY											1,371	6.36	224	1.04
NOVEMBER 2003	93	0.43	23	0.11	43	0.20	27	0.13	70	0.33				
OCTOBER 2003	131	0.61	26	0.12	47	0.22	58	0.27	105	0.49				
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)											13,929	17.94	1,499	1.92
NOVEMBER 2003	757	0.97	78	0.10	284	0.36	395	0.51	679	0.87				
OCTOBER 2003	742	0.96	89	0.11	252	0.33	401	0.52	653	0.84				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 22 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE											41,943	38.73	827	0.80
NOVEMBER 2003	390	0.38	88	0.09	131	0.13	171	0.17	302	0.29				
OCTOBER 2003	437	0.43	88	0.09	111	0.11	238	0.23	349	0.34				
DEPARTMENT OF THE INTERIOR											14,863	19.74	5,425	7.41
NOVEMBER 2003	2,778	3.80	52	0.07	1,298	1.77	1,428	1.95	2,726	3.72				
OCTOBER 2003	2,647	3.48	33	0.04	1,632	2.14	982	1.29	2,614	3.43				
DEPARTMENT OF AGRICULTURE											28,254	26.34	10,156	9.58
NOVEMBER 2003	6,166	5.81	35	0.03	581	0.55	5,550	5.23	6,131	5.78				
OCTOBER 2003	3,990	3.64	188	0.17	1,236	1.13	2,566	2.34	3,802	3.47				
DEPARTMENT OF COMMERCE											4,026	10.77	970	2.59
NOVEMBER 2003	444	1.19	13	0.03	169	0.45	262	0.70	431	1.15				
OCTOBER 2003	526	1.41	5	0.01	158	0.42	363	0.97	521	1.40				
DEPARTMENT OF LABOR											1,451	8.94	196	1.21
NOVEMBER 2003	102	0.63	16	0.10	23	0.14	63	0.39	86	0.53				
OCTOBER 2003	94	0.58	13	0.08	21	0.13	60	0.37	81	0.50				
DEPARTMENT OF HEALTH AND HUMAN SERVICES											13,785	20.66	1,435	2.24
NOVEMBER 2003	887	1.38	54	0.08	212	0.33	621	0.97	833	1.30				
OCTOBER 2003	548	0.82	25	0.04	57	0.09	466	0.70	523	0.78				
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT											731	6.89	132	1.26
NOVEMBER 2003	73	0.69	1	0.01	18	0.17	54	0.51	72	0.68				
OCTOBER 2003	59	0.56	3	0.03	6	0.06	50	0.47	56	0.53				
DEPARTMENT OF TRANSPORTATION											80,899	111.85	528	0.90
NOVEMBER 2003	217	0.37	26	0.04	7	0.01	184	0.31	191	0.33				
OCTOBER 2003	311	0.53	39	0.07	20	0.03	252	0.43	272	0.46				
DEPARTMENT OF ENERGY											1,416	9.01	244	1.57
NOVEMBER 2003	88	0.57	19	0.12	26	0.17	43	0.28	69	0.44				
OCTOBER 2003	156	1.00	23	0.15	28	0.18	105	0.67	133	0.85				
DEPARTMENT OF EDUCATION											250	5.47	48	1.06
NOVEMBER 2003	26	0.58	5	0.11	4	0.09	17	0.38	21	0.47				
OCTOBER 2003	22	0.48	...	...	6	0.13	16	0.35	22	0.48				
DEPARTMENT OF VETERANS AFFAIRS											27,173	11.93	4,626	2.00
NOVEMBER 2003	2,080	0.90	62	0.03	1	...	2,017	0.87	2,018	0.87				
OCTOBER 2003	2,546	1.10	60	0.03	1	...	2,485	1.08	2,486	1.08				
DEPARTMENT OF HOMELAND SECURITY											30,871	20.99	5,698	3.86
NOVEMBER 2003	2,901	1.96	1,001	0.68	237	0.16	1,663	1.13	1,900	1.29				
OCTOBER 2003	2,797	1.90	124	0.08	205	0.14	2,468	1.68	2,673	1.82				
INDEPENDENT AGENCIES											130,204	13.28	23,688	2.44
NOVEMBER 2003	14,777	1.52	129	0.01	3,093	0.32	11,555	1.19	14,648	1.51				
OCTOBER 2003	8,911	0.92	102	0.01	2,232	0.23	6,577	0.68	8,809	0.91				
FEDERAL RESERVE BOARD OF GOVERNORS											190	10.70	20	1.11
NOVEMBER 2003	6	0.33	...	...	3	0.17	3	0.17	6	0.33				
OCTOBER 2003	14	0.78	...	...	8	0.45	6	0.34	14	0.78				
ENVIRONMENTAL PROTECTION AGENCY											1,297	7.15	259	1.42
NOVEMBER 2003	98	0.54	13	0.07	26	0.14	59	0.32	85	0.47				
OCTOBER 2003	161	0.88	11	0.06	50	0.27	100	0.55	150	0.82				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION											128	4.87	33	1.28
NOVEMBER 2003	22	0.85	5	0.19	6	0.23	11	0.43	17	0.66				
OCTOBER 2003	11	0.42	4	0.15	2	0.08	5	0.19	7	0.27				
FEDERAL COMMUNICATIONS COMMISSION											96	4.67	10	0.49
NOVEMBER 2003	8	0.39	...	...	4	0.20	4	0.20	8	0.39				
OCTOBER 2003	2	0.10	...	...	...	...	2	0.10	2	0.10				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 22 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION											409	7.48	74	1.36
NOVEMBER 2003	25	0.46	...	...	15	0.28	10	0.18	25	0.46				
OCTOBER 2003	49	0.90	...	...	14	0.26	35	0.64	49	0.90				
GENERAL SERVICES ADMINISTRATION											2,777	20.96	178	1.40
NOVEMBER 2003	67	0.53	13	0.10	12	0.09	42	0.33	54	0.42				
OCTOBER 2003	111	0.87	13	0.10	17	0.13	81	0.64	98	0.77				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION											1,279	6.75	136	0.72
NOVEMBER 2003	52	0.27	5	0.03	10	0.05	37	0.20	47	0.25				
OCTOBER 2003	84	0.44	9	0.05	16	0.08	59	0.31	75	0.40				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION											590	19.56	59	1.97
NOVEMBER 2003	21	0.70	6	0.20	8	0.27	7	0.23	15	0.50				
OCTOBER 2003	38	1.27	5	0.17	14	0.47	19	0.63	33	1.10				
NATIONAL LABOR RELATIONS BOARD											130	6.73	24	1.24
NOVEMBER 2003	17	0.88	3	0.15	8	0.41	6	0.31	14	0.72				
OCTOBER 2003	7	0.36	...	...	2	0.10	5	0.26	7	0.36				
NUCLEAR REGULATORY COMMISSION											265	8.68	38	1.23
NOVEMBER 2003	12	0.39	1	0.03	5	0.16	6	0.19	11	0.36				
OCTOBER 2003	26	0.84	4	0.13	4	0.13	18	0.58	22	0.71				
OFFICE OF PERSONNEL MANAGEMENT											365	10.71	36	1.04
NOVEMBER 2003	13	0.37	3	0.09	5	0.14	5	0.14	10	0.29				
OCTOBER 2003	23	0.67	4	0.12	5	0.15	14	0.41	19	0.55				
PANAMA CANAL COMMISSION											1	33.33	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD											48	4.22	5	0.44
NOVEMBER 2003	2	0.18	...	...	...	...	2	0.18	2	0.18				
OCTOBER 2003	3	0.27	1	0.09	1	0.09	1	0.09	2	0.18				
SECURITIES AND EXCHANGE COMMISSION											232	7.25	18	0.53
NOVEMBER 2003	11	0.33	1	0.03	9	0.27	1	0.03	10	0.30				
OCTOBER 2003	7	0.21	1	0.03	2	0.06	4	0.12	6	0.18				
SMALL BUSINESS ADMINISTRATION											909	24.04	170	4.49
NOVEMBER 2003	81	2.14	...	...	20	0.53	61	1.61	81	2.14				
OCTOBER 2003	89	2.40	...	...	21	0.57	68	1.83	89	2.40				
SMITHSONIAN INSTITUTION											729	14.19	296	5.81
NOVEMBER 2003	191	3.75	1	0.02	36	0.71	154	3.02	190	3.73				
OCTOBER 2003	105	2.02	...	...	14	0.27	91	1.75	105	2.02				
SOCIAL SECURITY ADMINISTRATION											3,776	5.83	655	0.99
NOVEMBER 2003	254	0.38	11	0.02	62	0.09	181	0.27	243	0.37				
OCTOBER 2003	401	0.61	5	0.01	72	0.11	324	0.49	396	0.60				
BROADCASTING BOARD OF GOVERNORS											81	3.44	13	0.56
NOVEMBER 2003	8	0.34	3	0.13	5	0.21	...	...	5	0.21				
OCTOBER 2003	5	0.21	...	...	5	0.21	...	...	5	0.21				
AGENCY FOR INTERNATIONAL DEVELOPMENT											137	5.83	34	1.45
NOVEMBER 2003	23	0.98	...	...	1	0.04	22	0.94	23	0.98				
OCTOBER 2003	11	0.47	...	...	3	0.13	8	0.34	11	0.47				
U.S. POSTAL SERVICE											114,170	14.35	21,206	2.69
NOVEMBER 2003	13,650	1.73	47	0.01	2,797	0.36	10,806	1.37	13,603	1.73				
OCTOBER 2003	7,556	0.96	36	...	1,931	0.25	5,589	0.71	7,520	0.96				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 24 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES											50,923	16.15	6,072	1.93
NOVEMBER 2003	2,923	0.93	518	0.16	727	0.23	1,678	0.53	2,405	0.76				
OCTOBER 2003	3,149	1.00	503	0.16	731	0.23	1,915	0.61	2,646	0.84				
LEGISLATIVE BRANCH											1,526	12.26	238	1.93
NOVEMBER 2003	120	0.97	3	0.02	24	0.19	93	0.76	117	0.95				
OCTOBER 2003	118	0.95	4	0.03	27	0.22	87	0.70	114	0.92				
GENERAL ACCOUNTING OFFICE											283	11.38	43	1.73
NOVEMBER 2003	30	1.20	...	...	...	...	30	1.20	30	1.20				
OCTOBER 2003	13	0.52	...	...	...	...	13	0.52	13	0.52				
GOVERNMENT PRINTING OFFICE											337	12.58	31	1.24
NOVEMBER 2003	15	0.60	3	0.12	2	0.08	10	0.40	12	0.48				
OCTOBER 2003	16	0.62	3	0.12	2	0.08	11	0.43	13	0.51				
LIBRARY OF CONGRESS											398	9.11	54	1.23
NOVEMBER 2003	22	0.50	...	...	...	...	22	0.50	22	0.50				
OCTOBER 2003	32	0.73	...	...	...	...	32	0.73	32	0.73				
JUDICIAL BRANCH											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH											49,397	16.31	5,834	1.93
NOVEMBER 2003	2,803	0.93	515	0.17	703	0.23	1,585	0.52	2,288	0.76				
OCTOBER 2003	3,031	1.00	499	0.16	704	0.23	1,828	0.60	2,532	0.83				
EXECUTIVE OFFICE OF THE PRESIDENT											339	20.06	45	2.65
NOVEMBER 2003	24	1.41	16	0.94	5	0.29	3	0.18	8	0.47				
OCTOBER 2003	21	1.24	7	0.41	10	0.59	4	0.24	14	0.83				
EXECUTIVE DEPARTMENTS											41,618	17.95	4,479	1.93
NOVEMBER 2003	2,031	0.87	449	0.19	511	0.22	1,071	0.46	1,582	0.68				
OCTOBER 2003	2,448	1.05	454	0.19	543	0.23	1,451	0.62	1,994	0.86				
DEPARTMENT OF STATE											1,326	12.02	219	1.97
NOVEMBER 2003	101	0.91	10	0.09	20	0.18	71	0.64	91	0.82				
OCTOBER 2003	118	1.06	14	0.13	28	0.25	76	0.68	104	0.93				
DEPARTMENT OF THE TREASURY											8,909	52.68	334	2.14
NOVEMBER 2003	169	1.08	7	0.04	44	0.28	118	0.76	162	1.04				
OCTOBER 2003	165	1.06	7	0.04	33	0.21	125	0.80	158	1.01				
DEPARTMENT OF DEFENSE											8,376	13.25	1,256	1.98
NOVEMBER 2003	417	0.66	106	0.17	138	0.22	173	0.27	311	0.49				
OCTOBER 2003	839	1.32	140	0.22	235	0.37	464	0.73	699	1.10				
DEPARTMENT OF THE ARMY											3,096	16.24	497	2.59
NOVEMBER 2003	128	0.67	19	0.10	35	0.18	74	0.39	109	0.57				
OCTOBER 2003	369	1.93	57	0.30	126	0.66	186	0.97	312	1.63				
DEPARTMENT OF THE NAVY											3,186	12.88	461	1.88
NOVEMBER 2003	136	0.55	43	0.18	38	0.15	55	0.22	93	0.38				
OCTOBER 2003	325	1.32	48	0.19	58	0.24	219	0.89	277	1.12				
DEPARTMENT OF THE AIR FORCE											279	5.33	57	1.04
NOVEMBER 2003	34	0.62	...	...	...	...	34	0.62	34	0.62				
OCTOBER 2003	23	0.42	...	...	...	...	23	0.42	23	0.42				
DEFENSE LOGISTICS AGENCY											155	9.60	24	1.50
NOVEMBER 2003	14	0.87	9	0.56	5	0.31	...	...	5	0.31				
OCTOBER 2003	10	0.62	6	0.37	4	0.25	...	...	4	0.25				
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)											1,660	13.25	217	1.71
NOVEMBER 2003	105	0.83	35	0.28	60	0.47	10	0.08	70	0.55				
OCTOBER 2003	112	0.89	29	0.23	47	0.37	36	0.29	83	0.66				

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 24 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE											3,645	16.50	228	1.04
NOVEMBER 2003	98	0.45	36	0.16	31	0.14	31	0.14	62	0.28				
OCTOBER 2003	130	0.59	28	0.13	29	0.13	73	0.33	102	0.46				
DEPARTMENT OF THE INTERIOR											677	8.36	129	1.61
NOVEMBER 2003	64	0.80	8	0.10	28	0.35	28	0.35	56	0.70				
OCTOBER 2003	65	0.80	6	0.07	15	0.19	44	0.54	59	0.73				
DEPARTMENT OF AGRICULTURE											1,561	13.23	434	3.69
NOVEMBER 2003	114	0.97	18	0.15	28	0.24	68	0.58	96	0.82				
OCTOBER 2003	320	2.71	176	1.49	52	0.44	92	0.78	144	1.22				
DEPARTMENT OF COMMERCE											1,664	8.13	319	1.56
NOVEMBER 2003	166	0.81	11	0.05	59	0.29	96	0.47	155	0.76				
OCTOBER 2003	153	0.75	4	0.02	40	0.20	109	0.53	149	0.73				
DEPARTMENT OF LABOR											649	11.78	81	1.48
NOVEMBER 2003	43	0.78	11	0.20	13	0.24	19	0.35	32	0.58				
OCTOBER 2003	38	0.69	2	0.04	12	0.22	24	0.44	36	0.66				
DEPARTMENT OF HEALTH AND HUMAN SERVICES											3,370	11.26	516	1.77
NOVEMBER 2003	330	1.13	27	0.09	86	0.29	217	0.74	303	1.04				
OCTOBER 2003	186	0.62	9	0.03	20	0.07	157	0.52	177	0.59				
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT											310	9.08	59	1.74
NOVEMBER 2003	35	1.03	1	0.03	7	0.21	27	0.79	34	1.00				
OCTOBER 2003	24	0.70	1	0.03	5	0.15	18	0.53	23	0.68				
DEPARTMENT OF TRANSPORTATION											5,414	52.50	128	1.35
NOVEMBER 2003	46	0.49	13	0.14	2	0.02	31	0.33	33	0.35				
OCTOBER 2003	82	0.87	18	0.19	14	0.15	50	0.53	64	0.68				
DEPARTMENT OF ENERGY											467	8.92	77	1.49
NOVEMBER 2003	31	0.60	11	0.21	7	0.14	13	0.25	20	0.39				
OCTOBER 2003	46	0.89	7	0.13	12	0.23	27	0.52	39	0.75				
DEPARTMENT OF EDUCATION											184	5.63	31	0.97
NOVEMBER 2003	16	0.50	4	0.13	1	0.03	11	0.34	12	0.38				
OCTOBER 2003	15	0.46	...	...	4	0.12	11	0.34	15	0.46				
DEPARTMENT OF VETERANS AFFAIRS											858	12.24	132	1.85
NOVEMBER 2003	75	1.05	7	0.10	...	...	68	0.95	68	0.95				
OCTOBER 2003	57	0.80	8	0.11	...	...	49	0.69	49	0.69				
DEPARTMENT OF HOMELAND SECURITY											2,426	14.43	536	3.16
NOVEMBER 2003	326	1.92	179	1.06	47	0.28	100	0.59	147	0.87				
OCTOBER 2003	210	1.25	34	0.20	44	0.26	132	0.79	176	1.05				
INDEPENDENT AGENCIES											7,440	10.71	1,310	1.91
NOVEMBER 2003	748	1.09	50	0.07	187	0.27	511	0.74	698	1.02				
OCTOBER 2003	562	0.82	38	0.06	151	0.22	373	0.54	524	0.76				
FEDERAL RESERVE BOARD OF GOVERNORS											190	10.70	20	1.11
NOVEMBER 2003	6	0.33	...	...	3	0.17	3	0.17	6	0.33				
OCTOBER 2003	14	0.78	...	...	8	0.45	6	0.34	14	0.78				
ENVIRONMENTAL PROTECTION AGENCY											503	8.17	102	1.66
NOVEMBER 2003	51	0.83	11	0.18	12	0.19	28	0.45	40	0.65				
OCTOBER 2003	51	0.83	7	0.11	22	0.36	22	0.36	44	0.71				
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION											24	3.73	5	0.79
NOVEMBER 2003	3	0.48	1	0.16	...	...	2	0.32	2	0.32				
OCTOBER 2003	2	0.32	1	0.16	1	0.16	...	...	1	0.16				
FEDERAL COMMUNICATIONS COMMISSION											86	4.96	9	0.52
NOVEMBER 2003	8	0.46	4	0.23	4	0.23	8	0.46				
OCTOBER 2003	1	0.06	1	0.06	1	0.06				

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 24 -- SEPARATIONS BY TYPE, BRANCH, AND SELECTED AGENCY, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		TRANSFERS		QUITS		OTHER SEPARATIONS		SEPARATIONS EXCLUDING TRANSFERS		SEPARATIONS CALENDAR YEAR 2003 TO DATE		SEPARATIONS FISCAL YEAR 2004 TO DATE	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION											186	9.70	31	1.65
NOVEMBER 2003	10	0.53	...	...	5	0.27	5	0.27	10	0.53				
OCTOBER 2003	21	1.11	...	...	8	0.42	13	0.69	21	1.11				
GENERAL SERVICES ADMINISTRATION											744	15.81	65	1.41
NOVEMBER 2003	28	0.61	5	0.11	8	0.17	15	0.33	23	0.50				
OCTOBER 2003	37	0.80	4	0.09	7	0.15	26	0.56	33	0.72				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION											257	6.05	30	0.70
NOVEMBER 2003	14	0.33	4	0.09	3	0.07	7	0.16	10	0.23				
OCTOBER 2003	16	0.37	3	0.07	4	0.09	9	0.21	13	0.30				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION											165	12.87	22	1.72
NOVEMBER 2003	8	0.62	3	0.23	3	0.23	2	0.16	5	0.39				
OCTOBER 2003	14	1.09	4	0.31	5	0.39	5	0.39	10	0.78				
NATIONAL LABOR RELATIONS BOARD											41	7.43	7	1.28
NOVEMBER 2003	6	1.09	2	0.36	2	0.36	2	0.36	4	0.73				
OCTOBER 2003	1	0.18	...	...	1	0.18	...	...	1	0.18				
NUCLEAR REGULATORY COMMISSION											180	8.52	29	1.36
NOVEMBER 2003	10	0.47	...	...	4	0.19	6	0.28	10	0.47				
OCTOBER 2003	19	0.89	2	0.09	2	0.09	15	0.70	17	0.79				
OFFICE OF PERSONNEL MANAGEMENT											184	11.06	20	1.21
NOVEMBER 2003	6	0.36	2	0.12	2	0.12	2	0.12	4	0.24				
OCTOBER 2003	14	0.84	3	0.18	3	0.18	8	0.48	11	0.66				
PANAMA CANAL COMMISSION											1	50.00	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD											...	...	...	...
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION											124	6.37	12	0.61
NOVEMBER 2003	6	0.30	1	0.05	4	0.20	1	0.05	5	0.25				
OCTOBER 2003	6	0.31	1	0.05	2	0.10	3	0.15	5	0.26				
SMALL BUSINESS ADMINISTRATION											80	9.59	22	2.65
NOVEMBER 2003	11	1.32	...	...	3	0.36	8	0.96	11	1.32				
OCTOBER 2003	11	1.32	...	...	3	0.36	8	0.96	11	1.32				
SMITHSONIAN INSTITUTION											664	14.15	280	6.03
NOVEMBER 2003	182	3.92	1	0.02	36	0.77	145	3.12	181	3.90				
OCTOBER 2003	98	2.07	...	...	11	0.23	87	1.83	98	2.07				
SOCIAL SECURITY ADMINISTRATION											127	7.64	31	1.83
NOVEMBER 2003	7	0.41	...	...	4	0.24	3	0.18	7	0.41				
OCTOBER 2003	24	1.42	...	...	2	0.12	22	1.30	24	1.42				
BROADCASTING BOARD OF GOVERNORS											68	4.29	10	0.63
NOVEMBER 2003	6	0.38	3	0.19	3	0.19	...	...	3	0.19				
OCTOBER 2003	4	0.25	...	...	4	0.25	...	...	4	0.25				
AGENCY FOR INTERNATIONAL DEVELOPMENT											116	7.80	27	1.84
NOVEMBER 2003	19	1.29	...	...	...	...	19	1.29	19	1.29				
OCTOBER 2003	8	0.54	...	...	3	0.20	5	0.34	8	0.54				
U.S. POSTAL SERVICE											2,355	12.05	380	1.96
NOVEMBER 2003	252	1.30	5	0.03	56	0.29	191	0.99	247	1.27				
OCTOBER 2003	128	0.66	5	0.03	31	0.16	92	0.47	123	0.63				

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 26 -- ACCESSIONS TO THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		ACCESSIONS TO THE COMPETITIVE SERVICE						ACCESSIONS TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES					
	NUMBER*	RATE	TOTAL		NEW HIRES		OTHER		TOTAL		NEW HIRES		OTHER	
			NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES														
NOVEMBER 2003	38,436	1.44	13,796	1.02	6,789	0.50	7,007	0.52	24,640	1.88	23,399	1.79	1,241	0.09
OCTOBER 2003	30,106	1.13	13,337	0.98	6,437	0.47	6,900	0.51	16,769	1.28	15,418	1.17	1,351	0.10
LEGISLATIVE BRANCH														
NOVEMBER 2003	51	0.38	4	0.15	3	0.11	1	0.04	47	0.44	43	0.40	4	0.04
OCTOBER 2003	55	0.41	1	0.04	1	0.04	...	...	54	0.51	48	0.45	6	0.06
GENERAL ACCOUNTING OFFICE														
NOVEMBER 2003	5	0.15	...	...	...	...	...	...	5	0.15	5	0.15	...	...
OCTOBER 2003	17	0.51	...	...	...	...	...	...	17	0.51	12	0.36	5	0.15
GOVERNMENT PRINTING OFFICE														
NOVEMBER 2003	1	0.04	...	...	...	...	...	...	1	1.22	1	1.22	...	...
OCTOBER 2003	1	0.04	...	...	...	...	...	...	1	1.18	1	1.18	...	...
LIBRARY OF CONGRESS														
NOVEMBER 2003	26	0.59	...	...	...	...	...	...	26	0.59	23	0.52	3	0.07
OCTOBER 2003	18	0.41	...	...	...	...	...	...	18	0.41	18	0.41	...	...
JUDICIAL BRANCH														
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH														
NOVEMBER 2003	38,385	1.45	13,792	1.02	6,786	0.50	7,006	0.52	24,593	1.89	23,356	1.80	1,237	0.10
OCTOBER 2003	30,051	1.13	13,336	0.98	6,436	0.47	6,900	0.51	16,715	1.28	15,370	1.18	1,345	0.10
EXECUTIVE OFFICE OF THE PRESIDENT														
NOVEMBER 2003	26	1.52	2	0.28	...	...	2	0.28	24	2.40	21	2.10	3	0.30
OCTOBER 2003	41	2.40	11	1.55	8	1.13	3	0.42	30	3.01	30	3.01	...	...
EXECUTIVE DEPARTMENTS														
NOVEMBER 2003	21,880	1.30	13,273	1.10	6,427	0.53	6,846	0.57	8,607	1.84	7,499	1.61	1,108	0.24
OCTOBER 2003	20,358	1.21	12,292	1.01	5,555	0.46	6,737	0.56	8,066	1.72	6,838	1.46	1,228	0.26
DEPARTMENT OF STATE														
NOVEMBER 2003	355	1.09	69	0.89	67	0.87	2	0.03	286	1.15	191	0.77	95	0.38
OCTOBER 2003	322	0.99	54	0.70	52	0.67	2	0.03	268	1.08	173	0.70	95	0.38
DEPARTMENT OF THE TREASURY														
NOVEMBER 2003	4,565	4.04	4,509	4.19	1,022	0.95	3,487	3.24	56	1.05	36	0.67	20	0.37
OCTOBER 2003	3,985	3.59	3,926	3.72	648	0.61	3,278	3.10	59	1.10	48	0.90	11	0.21
DEPARTMENT OF DEFENSE														
NOVEMBER 2003	6,957	1.05	3,641	0.68	2,213	0.41	1,428	0.27	3,316	2.58	2,593	2.02	723	0.56
OCTOBER 2003	8,167	1.23	4,678	0.87	2,292	0.43	2,386	0.45	3,489	2.73	2,694	2.11	795	0.62
DEPARTMENT OF THE ARMY														
NOVEMBER 2003	2,729	1.18	1,429	0.79	960	0.53	469	0.26	1,300	2.67	971	2.00	329	0.68
OCTOBER 2003	3,196	1.39	1,597	0.88	1,002	0.55	595	0.33	1,599	3.31	987	2.04	612	1.27
DEPARTMENT OF THE NAVY														
NOVEMBER 2003	909	0.50	594	0.37	346	0.21	248	0.15	315	1.49	249	1.18	66	0.31
OCTOBER 2003	1,206	0.66	861	0.53	407	0.25	454	0.28	345	1.62	277	1.30	68	0.32
DEPARTMENT OF THE AIR FORCE														
NOVEMBER 2003	1,975	1.30	951	0.82	413	0.35	538	0.46	1,024	2.88	733	2.06	291	0.82
OCTOBER 2003	2,251	1.48	1,448	1.24	336	0.29	1,112	0.95	803	2.27	735	2.08	68	0.19
DEFENSE LOGISTICS AGENCY														
NOVEMBER 2003	114	0.53	96	0.47	85	0.42	11	0.05	18	1.42	18	1.42	...	...
OCTOBER 2003	155	0.72	124	0.62	109	0.54	15	0.07	31	2.38	28	2.15	3	0.23
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)														
NOVEMBER 2003	1,230	1.58	571	1.02	409	0.73	162	0.29	659	2.99	622	2.82	37	0.17
OCTOBER 2003	1,359	1.75	648	1.16	438	0.78	210	0.38	711	3.28	667	3.08	44	0.20

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 26 -- ACCESSIONS TO THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	TOTAL		ACCESSIONS TO THE COMPETITIVE SERVICE						ACCESSIONS TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES					
	NUMBER*	RATE	TOTAL		NEW HIRES		OTHER		TOTAL		NEW HIRES		OTHER	
			NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE														
NOVEMBER 2003	572	0.56	267	0.45	240	0.40	27	0.05	305	0.71	297	0.69	8	0.02
OCTOBER 2003	527	0.51	206	0.34	184	0.31	22	0.04	321	0.75	306	0.71	15	0.03
DEPARTMENT OF THE INTERIOR														
NOVEMBER 2003	969	1.32	566	0.91	371	0.59	195	0.31	403	3.74	300	2.78	103	0.96
OCTOBER 2003	790	1.04	369	0.57	246	0.38	123	0.19	421	3.53	349	2.93	72	0.60
DEPARTMENT OF AGRICULTURE														
NOVEMBER 2003	1,231	1.16	725	0.77	512	0.55	213	0.23	506	4.15	473	3.88	33	0.27
OCTOBER 2003	1,113	1.01	696	0.72	384	0.40	312	0.32	417	3.24	399	3.10	18	0.14
DEPARTMENT OF COMMERCE														
NOVEMBER 2003	307	0.82	177	0.58	111	0.36	66	0.22	130	1.92	127	1.87	3	0.04
OCTOBER 2003	368	0.99	188	0.61	152	0.50	36	0.12	180	2.67	174	2.58	6	0.09
DEPARTMENT OF LABOR														
NOVEMBER 2003	96	0.59	78	0.52	62	0.42	16	0.11	18	1.39	17	1.31	1	0.08
OCTOBER 2003	46	0.28	38	0.25	26	0.17	12	0.08	8	0.61	8	0.61	...	...
DEPARTMENT OF HEALTH AND HUMAN SERVICES														
NOVEMBER 2003	525	0.82	204	0.41	164	0.33	40	0.08	321	2.26	317	2.23	4	0.03
OCTOBER 2003	310	0.46	129	0.26	100	0.20	29	0.06	181	1.08	176	1.05	5	0.03
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT														
NOVEMBER 2003	29	0.28	22	0.23	10	0.11	12	0.13	7	0.63	7	0.63	...	...
OCTOBER 2003	34	0.32	32	0.34	20	0.21	12	0.13	2	0.18	2	0.18	...	...
DEPARTMENT OF TRANSPORTATION														
NOVEMBER 2003	104	0.18	30	0.36	18	0.21	12	0.14	74	0.15	72	0.14	2	...
OCTOBER 2003	165	0.28	49	0.58	36	0.43	13	0.15	116	0.23	115	0.23	1	...
DEPARTMENT OF ENERGY														
NOVEMBER 2003	93	0.60	66	0.48	47	0.34	19	0.14	27	1.53	23	1.30	4	0.23
OCTOBER 2003	66	0.42	40	0.29	20	0.15	20	0.15	26	1.45	16	0.89	10	0.56
DEPARTMENT OF EDUCATION														
NOVEMBER 2003	36	0.80	10	0.27	6	0.16	4	0.11	26	3.42	22	2.89	4	0.53
OCTOBER 2003	31	0.68	5	0.13	4	0.11	1	0.03	26	3.38	25	3.25	1	0.13
DEPARTMENT OF VETERANS AFFAIRS														
NOVEMBER 2003	2,743	1.19	1,317	0.95	1,037	0.75	280	0.20	1,426	1.54	1,328	1.43	98	0.11
OCTOBER 2003	3,224	1.40	1,332	0.96	964	0.70	368	0.27	1,892	2.05	1,711	1.86	181	0.20
DEPARTMENT OF HOMELAND SECURITY														
NOVEMBER 2003	3,298	2.23	1,592	2.14	547	0.73	1,045	1.40	1,706	2.33	1,696	2.32	10	0.01
OCTOBER 2003	1,210	1.65	550	1.48	427	1.15	123	0.33	660	1.81	642	1.76	18	0.05
INDEPENDENT AGENCIES														
NOVEMBER 2003	16,479	1.69	517	0.37	359	0.25	158	0.11	15,962	1.92	15,836	1.90	126	0.02
OCTOBER 2003	9,652	0.99	1,033	0.73	873	0.62	160	0.11	8,619	1.04	8,502	1.02	117	0.01
FEDERAL RESERVE BOARD OF GOVERNORS														
NOVEMBER 2003	13	0.72	...	...	...	...	...	...	13	0.72	13	0.72	...	...
OCTOBER 2003	22	1.23	...	...	...	...	...	...	22	1.23	22	1.23	...	...
ENVIRONMENTAL PROTECTION AGENCY														
NOVEMBER 2003	130	0.72	67	0.42	34	0.21	33	0.21	63	2.84	61	2.75	2	0.09
OCTOBER 2003	123	0.68	57	0.36	32	0.20	25	0.16	66	2.95	62	2.77	4	0.18
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION														
NOVEMBER 2003	10	0.39	5	0.26	5	0.26	...	...	5	0.79	2	0.32	3	0.47
OCTOBER 2003	8	0.31	4	0.20	4	0.20	...	...	4	0.63	1	0.16	3	0.47
FEDERAL COMMUNICATIONS COMMISSION														
NOVEMBER 2003	4	0.20	2	0.14	1	0.07	1	0.07	2	0.32	2	0.32	...	...
OCTOBER 2003	2	0.10	...	...	...	...	...	...	2	0.32	2	0.32	...	...

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 26 -- ACCESSIONS TO THE COMPETITIVE, EXCEPTED, AND SENIOR EXECUTIVE SERVICES OF THE FEDERAL GOVERNMENT BY BRANCH AND SELECTED AGENCY, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	TOTAL		ACCESSIONS TO THE COMPETITIVE SERVICE						ACCESSIONS TO THE EXCEPTED AND SENIOR EXECUTIVE SERVICES					
	NUMBER*	RATE	TOTAL		NEW HIRES		OTHER		TOTAL		NEW HIRES		OTHER	
			NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION														
NOVEMBER 2003	28	0.51	17	0.34	11	0.22	6	0.12	11	2.53	11	2.53	...	...
OCTOBER 2003	25	0.46	22	0.44	18	0.36	4	0.08	3	0.66	2	0.44	1	0.22
GENERAL SERVICES ADMINISTRATION														
NOVEMBER 2003	76	0.60	53	0.45	19	0.16	34	0.29	23	2.57	21	2.35	2	0.22
OCTOBER 2003	87	0.68	53	0.45	20	0.17	33	0.28	34	3.81	34	3.81	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION														
NOVEMBER 2003	98	0.52	80	0.45	52	0.29	28	0.16	18	1.63	18	1.63	...	...
OCTOBER 2003	65	0.34	47	0.26	31	0.17	16	0.09	18	1.62	14	1.26	4	0.36
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION														
NOVEMBER 2003	26	0.87	10	0.38	2	0.08	8	0.30	16	4.71	10	2.95	6	1.77
OCTOBER 2003	25	0.83	8	0.30	6	0.23	2	0.08	17	5.05	17	5.05	...	...
NATIONAL LABOR RELATIONS BOARD														
NOVEMBER 2003	18	0.93	12	1.13	8	0.75	4	0.38	6	0.69	3	0.34	3	0.34
OCTOBER 2003	16	0.83	5	0.47	4	0.38	1	0.09	11	1.25	7	0.80	4	0.46
NUCLEAR REGULATORY COMMISSION														
NOVEMBER 2003	14	0.45	...	...	...	...	...	...	14	0.45	13	0.42	1	0.03
OCTOBER 2003	19	0.62	...	...	...	...	...	...	19	0.62	19	0.62	...	...
OFFICE OF PERSONNEL MANAGEMENT														
NOVEMBER 2003	29	0.84	14	0.57	10	0.41	4	0.16	15	1.49	14	1.39	1	0.10
OCTOBER 2003	38	1.10	11	0.45	4	0.16	7	0.28	27	2.75	27	2.75	...	...
PANAMA CANAL COMMISSION														
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD														
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	2	0.18	2	0.18	2	0.18	...	...	...	...	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION														
NOVEMBER 2003	138	4.09	87	4.73	84	4.57	3	0.16	51	3.32	49	3.19	2	0.13
OCTOBER 2003	59	1.80	45	2.54	42	2.37	3	0.17	14	0.92	13	0.86	1	0.07
SMALL BUSINESS ADMINISTRATION														
NOVEMBER 2003	54	1.42	6	0.20	1	0.03	5	0.17	48	6.00	48	6.00	...	...
OCTOBER 2003	248	6.68	10	0.33	...	...	10	0.33	238	34.37	237	34.22	1	0.14
SMITHSONIAN INSTITUTION														
NOVEMBER 2003	65	1.28	61	1.24	52	1.06	9	0.18	4	2.17	3	1.63	1	0.54
OCTOBER 2003	37	0.71	33	0.66	27	0.54	6	0.12	4	2.14	4	2.14	...	...
SOCIAL SECURITY ADMINISTRATION														
NOVEMBER 2003	140	0.21	33	0.06	28	0.05	5	0.01	107	1.61	36	0.54	71	1.07
OCTOBER 2003	1,862	2.83	676	1.14	642	1.08	34	0.06	1,186	19.07	1,129	18.15	57	0.92
BROADCASTING BOARD OF GOVERNORS														
NOVEMBER 2003	20	0.85	15	0.98	10	0.65	5	0.33	5	0.62	5	0.62	...	...
OCTOBER 2003	12	0.51	9	0.59	5	0.33	4	0.26	3	0.37	3	0.37	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT														
NOVEMBER 2003	12	0.51	3	0.32	1	0.11	2	0.21	9	0.64	9	0.64	...	...
OCTOBER 2003	13	0.55	3	0.32	2	0.21	1	0.11	10	0.70	10	0.70	...	...
U.S. POSTAL SERVICE														
NOVEMBER 2003	15,406	1.96	...	...	...	...	...	...	15,406	1.96	15,390	1.95	16	...
OCTOBER 2003	6,721	0.85	...	...	...	...	...	...	6,721	0.85	6,702	0.85	19	...

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 29 -- ACCESSIONS AND SEPARATIONS BY BRANCH, SELECTED AGENCY, AND CITIZENSHIP, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003

AGENCY	ACCESSIONS						SEPARATIONS					
	TOTAL		U.S. CITIZENS		NON U.S. CITIZENS		TOTAL		U.S. CITIZENS		NON U.S. CITIZENS	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
TOTAL, ALL AGENCIES												
NOVEMBER 2003	38,436	1.44	38,249	1.45	187	0.60	40,460	1.52	40,294	1.53	166	0.53
OCTOBER 2003	30,106	1.13	29,835	1.13	271	0.87	36,430	1.36	36,209	1.37	221	0.71
LEGISLATIVE BRANCH												
NOVEMBER 2003	51	0.38	51	0.38	...	...	128	0.96	128	0.96	...	...
OCTOBER 2003	55	0.41	55	0.41	...	...	127	0.94	125	0.93	2	2.94
GENERAL ACCOUNTING OFFICE												
NOVEMBER 2003	5	0.15	5	0.15	...	...	37	1.12	37	1.12	...	...
OCTOBER 2003	17	0.51	17	0.51	...	...	21	0.63	20	0.60	1	100.00
GOVERNMENT PRINTING OFFICE												
NOVEMBER 2003	1	0.04	1	0.04	...	...	15	0.56	15	0.56	...	...
OCTOBER 2003	1	0.04	1	0.04	...	...	16	0.58	16	0.58	...	...
LIBRARY OF CONGRESS												
NOVEMBER 2003	26	0.59	26	0.59	...	...	23	0.52	23	0.52	...	...
OCTOBER 2003	18	0.41	18	0.41	...	...	33	0.75	32	0.73	1	3.45
JUDICIAL BRANCH												
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...	...	...
EXECUTIVE BRANCH												
NOVEMBER 2003	38,385	1.45	38,198	1.46	187	0.60	40,332	1.52	40,166	1.53	166	0.53
OCTOBER 2003	30,051	1.13	29,780	1.13	271	0.87	36,303	1.37	36,084	1.37	219	0.70
EXECUTIVE OFFICE OF THE PRESIDENT												
NOVEMBER 2003	26	1.52	26	1.52	...	...	24	1.40	24	1.40	...	...
OCTOBER 2003	41	2.40	41	2.40	...	...	21	1.23	21	1.23	...	...
EXECUTIVE DEPARTMENTS												
NOVEMBER 2003	21,880	1.30	21,695	1.32	185	0.62	25,531	1.52	25,388	1.54	143	0.48
OCTOBER 2003	20,358	1.21	20,094	1.22	264	0.89	27,371	1.63	27,156	1.64	215	0.72
DEPARTMENT OF STATE												
NOVEMBER 2003	355	1.09	261	1.14	94	0.98	195	0.60	114	0.50	81	0.84
OCTOBER 2003	322	0.99	228	1.00	94	0.98	228	0.70	111	0.49	117	1.21
DEPARTMENT OF THE TREASURY												
NOVEMBER 2003	4,565	4.04	4,565	4.04	...	...	3,222	2.85	3,221	2.85	1	7.41
OCTOBER 2003	3,985	3.59	3,985	3.59	...	...	2,208	1.99	2,208	1.99	...	...
DEPARTMENT OF DEFENSE												
NOVEMBER 2003	6,957	1.05	6,945	1.07	12	0.08	5,962	0.90	5,962	0.92	...	...
OCTOBER 2003	8,167	1.23	8,081	1.25	86	0.58	10,802	1.63	10,776	1.66	26	0.18
DEPARTMENT OF THE ARMY												
NOVEMBER 2003	2,729	1.18	2,729	1.23	...	...	2,473	1.07	2,473	1.11	...	...
OCTOBER 2003	3,196	1.39	3,194	1.44	2	0.02	5,342	2.32	5,332	2.41	10	0.12
DEPARTMENT OF THE NAVY												
NOVEMBER 2003	909	0.50	909	0.51	...	...	959	0.53	959	0.53	...	...
OCTOBER 2003	1,206	0.66	1,193	0.66	13	0.45	2,665	1.46	2,665	1.48	...	...
DEPARTMENT OF THE AIR FORCE												
NOVEMBER 2003	1,975	1.30	1,964	1.31	11	0.49	1,680	1.11	1,680	1.12	...	...
OCTOBER 2003	2,251	1.48	2,240	1.50	11	0.49	1,922	1.27	1,922	1.28	...	...
DEFENSE LOGISTICS AGENCY												
NOVEMBER 2003	114	0.53	114	0.54	...	...	93	0.43	93	0.44	...	...
OCTOBER 2003	155	0.72	155	0.73	...	...	131	0.61	131	0.62	...	...
OTHER DEFENSE ACTIVITIES (EXCLUDING DEFENSE LOGISTICS AGENCY)												
NOVEMBER 2003	1,230	1.58	1,229	1.60	1	0.11	757	0.97	757	0.98
OCTOBER 2003	1,359	1.75	1,299	1.70	60	6.61	742	0.96	726	0.95	16	1.76

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 29 -- ACCESSIONS AND SEPARATIONS BY BRANCH, SELECTED AGENCY, AND CITIZENSHIP, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	ACCESSIONS						SEPARATIONS					
	TOTAL		U.S. CITIZENS		NON U.S. CITIZENS		TOTAL		U.S. CITIZENS		NON U.S. CITIZENS	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
DEPARTMENT OF JUSTICE												
NOVEMBER 2003	572	0.56	572	0.56	...	...	390	0.38	390	0.38	...	...
OCTOBER 2003	527	0.51	526	0.51	1	2.67	437	0.43	437	0.43	...	...
DEPARTMENT OF THE INTERIOR												
NOVEMBER 2003	969	1.32	969	1.32	...	...	2,778	3.80	2,778	3.80	...	...
OCTOBER 2003	790	1.04	790	1.04	...	...	2,647	3.48	2,647	3.48	...	...
DEPARTMENT OF AGRICULTURE												
NOVEMBER 2003	1,231	1.16	1,225	1.16	6	1.32	6,166	5.81	6,161	5.83	5	1.10
OCTOBER 2003	1,113	1.01	1,113	1.02	...	...	3,990	3.64	3,978	3.64	12	2.60
DEPARTMENT OF COMMERCE												
NOVEMBER 2003	307	0.82	307	0.83	...	...	444	1.19	442	1.20	2	0.39
OCTOBER 2003	368	0.99	367	1.00	1	0.19	526	1.41	523	1.42	3	0.58
DEPARTMENT OF LABOR												
NOVEMBER 2003	96	0.59	96	0.59	...	...	102	0.63	102	0.63	...	...
OCTOBER 2003	46	0.28	46	0.28	...	...	94	0.58	94	0.58	...	...
DEPARTMENT OF HEALTH AND HUMAN SERVICES												
NOVEMBER 2003	525	0.82	496	0.80	29	1.50	887	1.38	852	1.37	35	1.82
OCTOBER 2003	310	0.46	297	0.46	13	0.67	548	0.82	524	0.81	24	1.24
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT												
NOVEMBER 2003	29	0.28	29	0.28	...	...	73	0.69	73	0.69	...	...
OCTOBER 2003	34	0.32	34	0.32	...	...	59	0.56	59	0.56	...	...
DEPARTMENT OF TRANSPORTATION												
NOVEMBER 2003	104	0.18	103	0.18	1	15.38	217	0.37	217	0.37	...	...
OCTOBER 2003	165	0.28	165	0.28	...	...	311	0.53	311	0.53	...	...
DEPARTMENT OF ENERGY												
NOVEMBER 2003	93	0.60	93	0.60	...	...	88	0.57	88	0.57	...	...
OCTOBER 2003	66	0.42	63	0.40	3	21.43	156	1.00	156	1.00	...	...
DEPARTMENT OF EDUCATION												
NOVEMBER 2003	36	0.80	36	0.80	...	...	26	0.58	26	0.58	...	...
OCTOBER 2003	31	0.68	31	0.68	...	...	22	0.48	22	0.48	...	...
DEPARTMENT OF VETERANS AFFAIRS												
NOVEMBER 2003	2,743	1.19	2,701	1.18	42	1.75	2,080	0.90	2,061	0.90	19	0.79
OCTOBER 2003	3,224	1.40	3,161	1.38	63	2.65	2,546	1.10	2,513	1.10	33	1.39
DEPARTMENT OF HOMELAND SECURITY												
NOVEMBER 2003	3,298	2.23	3,297	2.23	1	11.11	2,901	1.96	2,901	1.96	...	...
OCTOBER 2003	1,210	...	1,207	...	3	...	2,797	...	2,797	...	...	...
INDEPENDENT AGENCIES												
NOVEMBER 2003	16,479	1.69	16,477	1.70	2	0.13	14,777	1.52	14,754	1.52	23	1.55
OCTOBER 2003	9,652	0.99	9,645	0.99	7	0.47	8,911	0.92	8,907	0.92	4	0.27
FEDERAL RESERVE BOARD OF GOVERNORS												
NOVEMBER 2003	13	0.72	12	0.69	1	1.94	6	0.33	...	...	6	11.65
OCTOBER 2003	22	1.23	20	1.15	2	3.92	14	0.78	14	0.80	...	...
ENVIRONMENTAL PROTECTION AGENCY												
NOVEMBER 2003	130	0.72	130	0.72	...	...	98	0.54	97	0.53	1	7.41
OCTOBER 2003	123	0.68	123	0.68	...	...	161	0.88	157	0.86	4	26.67
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION												
NOVEMBER 2003	10	0.39	10	0.39	...	...	22	0.85	22	0.85	...	...
OCTOBER 2003	8	0.31	8	0.31	...	...	11	0.42	11	0.42	...	...
FEDERAL COMMUNICATIONS COMMISSION												
NOVEMBER 2003	4	0.20	4	0.20	...	...	8	0.39	8	0.39	...	...
OCTOBER 2003	2	0.10	2	0.10	...	...	2	0.10	2	0.10	...	...

*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH.

**REVISED.

TABLE 29 -- ACCESSIONS AND SEPARATIONS BY BRANCH, SELECTED AGENCY, AND CITIZENSHIP, ALL AREAS, OCTOBER 2003 AND NOVEMBER 2003 - CONTINUED

AGENCY	ACCESSIONS						SEPARATIONS					
	TOTAL		U.S. CITIZENS		NON U.S. CITIZENS		TOTAL		U.S. CITIZENS		NON U.S. CITIZENS	
	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE	NUMBER*	RATE
FEDERAL DEPOSIT INSURANCE CORPORATION												
NOVEMBER 2003	28	0.51	28	0.51	...	...	25	0.46	25	0.46	...	...
OCTOBER 2003	25	0.46	25	0.46	...	...	49	0.90	49	0.90	...	...
GENERAL SERVICES ADMINISTRATION												
NOVEMBER 2003	76	0.60	76	0.60	...	...	67	0.53	67	0.53	...	...
OCTOBER 2003	87	0.68	87	0.68	...	...	111	0.87	111	0.87	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION												
NOVEMBER 2003	98	0.52	98	0.52	...	...	52	0.27	52	0.27	...	...
OCTOBER 2003	65	0.34	65	0.34	...	...	84	0.44	84	0.44	...	...
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION												
NOVEMBER 2003	26	0.87	26	0.87	...	...	21	0.70	21	0.70	...	...
OCTOBER 2003	25	0.83	25	0.83	...	...	38	1.27	38	1.27	...	...
NATIONAL LABOR RELATIONS BOARD												
NOVEMBER 2003	18	0.93	18	0.93	...	...	17	0.88	17	0.88	...	...
OCTOBER 2003	16	0.83	16	0.83	...	...	7	0.36	7	0.36	...	...
NUCLEAR REGULATORY COMMISSION												
NOVEMBER 2003	14	0.45	14	0.45	...	...	12	0.39	12	0.39	...	...
OCTOBER 2003	19	0.62	19	0.62	...	...	26	0.84	26	0.84	...	...
OFFICE OF PERSONNEL MANAGEMENT												
NOVEMBER 2003	29	0.84	29	0.84	...	...	13	0.37	13	0.38	...	...
OCTOBER 2003	38	1.10	38	1.11	...	...	23	0.67	23	0.67	...	...
PANAMA CANAL COMMISSION												
NOVEMBER 2003	...	...	...	...	...	...	...	...	...	...	...	...
OCTOBER 2003	...	...	...	...	...	...	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD												
NOVEMBER 2003	...	...	...	...	...	...	2	0.18	2	0.18	...	...
OCTOBER 2003	2	0.18	2	0.18	...	...	3	0.27	3	0.27	...	...
SECURITIES AND EXCHANGE COMMISSION												
NOVEMBER 2003	138	4.09	138	4.09	...	...	11	0.33	11	0.33	...	...
OCTOBER 2003	59	1.80	59	1.80	...	...	7	0.21	7	0.21	...	...
SMALL BUSINESS ADMINISTRATION												
NOVEMBER 2003	54	1.42	54	1.43	...	...	81	2.14	81	2.14	...	...
OCTOBER 2003	248	6.68	248	6.69	...	...	89	2.40	89	2.40	...	...
SMITHSONIAN INSTITUTION												
NOVEMBER 2003	65	1.28	65	1.28	...	...	191	3.75	190	3.74	1	4.76
OCTOBER 2003	37	0.71	37	0.71	...	...	105	2.02	105	2.03	...	...
SOCIAL SECURITY ADMINISTRATION												
NOVEMBER 2003	140	0.21	140	0.21	...	...	254	0.38	254	0.38	...	...
OCTOBER 2003	1,862	2.83	1,861	2.83	1	3.64	401	0.61	401	0.61	...	...
BROADCASTING BOARD OF GOVERNORS												
NOVEMBER 2003	20	0.85	19	1.10	1	0.16	8	0.34	8	0.46	...	...
OCTOBER 2003	12	0.51	10	0.58	2	0.32	5	0.21	5	0.29	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT												
NOVEMBER 2003	12	0.51	12	0.55	...	...	23	0.98	23	1.05	...	...
OCTOBER 2003	13	0.55	13	0.59	...	...	11	0.47	11	0.50	...	...
U.S. POSTAL SERVICE												
NOVEMBER 2003	15,406	1.96	15,406	1.96	13,650	1.73	13,650	1.73
OCTOBER 2003	6,721	0.85	6,721	0.85	7,556	0.96	7,556	0.96

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*PRELIMINARY OR PREVIOUS MONTH'S TURNOVER TOTALS (OR PORTIONS THEREOF) WERE USED FOR CURRENT MONTH. **REVISED.

DATA SOURCE, DEFINITIONS, AND ACKNOWLEDGMENTS

INTRODUCTION

Statistics in this report are based on the *Monthly Report of Federal Civilian Employment* (Standard Form 113A). Each department and agency of the Federal Government, except the Central Intelligence Agency, the National Security Agency, National Imagery and Mapping Agency, and the Defense Intelligence Agency, submit statistical data. The Office of Personnel Management does not collect personnel data from any State or local government including the District of Columbia government. Within this report, employment data are reported under the following categories:

WORK SCHEDULES

Full-time employees - those employees who are regularly scheduled to work the number of hours and days required by the administrative workweek for their employment group or class. (Most full-time employees have an administrative workweek of 5 days of 8 hours each.)

Part-time employees - those employees who are regularly employed on a prearranged scheduled tour of duty that is less than the specified hours or days of work for full-time employees in the same group or class.

Intermittent employees - those employees who are employed on an irregular or occasional basis, with hours or days of work not on a prearranged schedule, and with compensation only for the time actually employed or for services actually rendered. As of January 1979, an intermittent employee who separated prior to the as-of-date of the report is not counted.

POSITIONS

Permanent position - one which has been established without time limit, or for a period of a year or more, or which, in any event, has been occupied for a year or more (regardless of the intent when it was established).

Temporary position - one that has been established for a limited period of less than a year and which has not been occupied for more than a year.

COMPETITIVE SERVICE

The competitive service consists of all civil service positions in the Executive Branch except: (a) positions that are specifically excepted from the competitive service by or under statute; (b) positions to which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, and (c) positions in the Senior Executive Service. The competitive service also includes civil service positions outside the Executive Branch that are specifically included in the competitive service by statute.

EXCEPTED SERVICE AND SENIOR EXECUTIVE SERVICE

Title IV of the Civil Service Reform Act of 1978 created the Senior Executive Service (SES). Personnel in the Executive Branch in managerial positions classifiable above GS-15 of the General Schedule (GS) and not designated above level IV of the Executive Schedule, or their equivalents, are in the SES. Exceptions include positions in government corporations, intelligence agencies, the Federal Bureau of Investigation, and administrative law judges. The Foreign Service Act of 1980 created a Senior Foreign Service, effective February 15, 1981, which parallels the Senior Executive Service in most respects. Federal employees who are not in the competitive service or SES are in the excepted service. Examples of excepted positions include the entire U.S. Postal Service, Vietnam Era Veterans serving under Veterans Readjustment Act Appointments, positions for which it is not practical to hold competitive examinations such as teachers in dependents' schools overseas and attorneys, positions of a policy-determining and confidential nature, and most positions in the Legislative and Judicial Branches. Foreign nationals holding jobs overseas are excepted by Executive Order.

Several tables in this report show the number of Federal civilian employees in the competitive service and in the excepted service. Senior Executive Service employment is included with the excepted service in **EMPLOYMENT AND TRENDS** since both excepted service and Senior Executive Service data are reported together on the 113A monthly report.

APPOINTMENTS

Permanent Appointments - include employees who are (1) in the competitive service who hold career appointments and who either have completed probation or are not required to serve probation; (2) in the competitive service who hold career-conditional appointments, or who hold career appointments and are serving probation; (3) in the excepted service whose appointments carry no restrictions such as conditional, indefinite, specific time limitations, or trial periods; (4) in the excepted service who are serving trial periods or whose tenure is equivalent to career-conditional tenure in the competitive service; and (5) in the Senior Executive Service (SES) who are not serving under “limited term and limited emergency” appointments.

Temporary and Indefinite Appointments - include all other employees who do not fall within any of the classifications described under Permanent Appointments.

CITIZENSHIP

Citizens - direct hire employees who owe allegiance to the United States by birth or naturalization regardless of their place of permanent residence or duty station.

Non-Citizens - Territories - direct hire employees who are citizens of another country and whose duty station is in the Territories of the United States (American Samoa, Baker Island, Guam, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Midway Islands (except Ryukyu Islands and Swan Islands), Navassa Islands, Northern Mariana Islands, Palmyra Atoll, Puerto Rico, Virgin Islands, Wake Island).

Non-Citizens - Foreign Countries - (commonly referred to as “foreign nationals”) direct hire employees who are citizens of another country and whose duty station is not the United States or its Territories.

Note: Federal civilian employees (citizens and non-citizens) are direct hire employees, i.e., they are under agreement or contract with the U.S. Government. Indirect hires (persons who, under agreement or contract with **foreign governments**, provide personal services to the U.S. Government) are not Federal civilian employees, and are not included in any employment figures in the **EMPLOYMENT AND TRENDS**.

PAYROLL

Payroll is the sum of all wages, salaries and lump sum payments earned by Federal civilian employees. Wages and salaries include gross base pay, overtime, night differential, and holiday pay. Lump sum payments are monies paid for annual leave to employees who have separated from the Federal Government. Payroll data are collected and presented in thousands of dollars.

Please note that, while monthly employment data reflect on-board “head count” employment as of the end of the report period, payroll data reflect salary and wages for all employees who *worked during the period*, whether or not they were on board at the end of the month. Moreover, “monthly” payroll data could cover from 20 to 30 workdays depending on the report cycle. Hence, payroll data is not tied directly to employment figures. Therefore, average salaries, for example, *cannot* be calculated based on these monthly data.

ACCESSIONS AND SEPARATIONS

Accessions include appointments from civil service registers which are career or career-conditional appointments, excepted appointments, appointments to the Senior Executive Service, temporary appointments from registers, temporary appointments pending the establishment of registers, reappointments, reinstatements, restorations and returns to duty, and transfers. Separations include quits, discharges, terminations, reductions in force, removals, transfers, extended leave without pay, suspensions, furloughs, deaths, and retirements. Turnover data reflect employees in all work schedules (full-time, part-time, and intermittent) and all tenures (permanent and temporary and indefinite appointments). In the U.S. Postal Service, turnover data include all categories of Postal employment, both career and non-career; non-career types include temporaries, casuals, and replacements for employees on leave. The report presents turnover data for the following categories:

Transfers - employees who, without a break in service of one full workday, change from a position in one agency to a position in another agency, including mass transfers of employees between agencies as a result of transfer of functions.

New Hires - new appointments of individuals who currently are not Federal civilian employees to positions in the competitive service, excepted service, and Senior Executive Service, including reinstatements based on prior service.

Restorations, Returns to Duty - includes employees who exercise reemployment rights following military service and those returning to duty following a reduction in force, from suspension or leave without pay that was scheduled to exceed 30 calendar days, from seasonal furlough, or pending action on reopening appeal.

Quits - voluntary resignations by employees or separations by agency if employee declines new assignment (decision not to accept a new job); abandons position (left the job); joins military; or fails to return from military furlough.

As of January 1979 agencies report employment data either as of (1) the last day of the month, or (2) the last day of the pay period closest to the end of the month. However at the end of the fiscal year, agencies report on the last day of the month to meet the Office of Management and Budget's reporting requirements. Payroll and Turnover data are reported as of the beginning and through the end of the report period.

ACKNOWLEDGMENTS

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