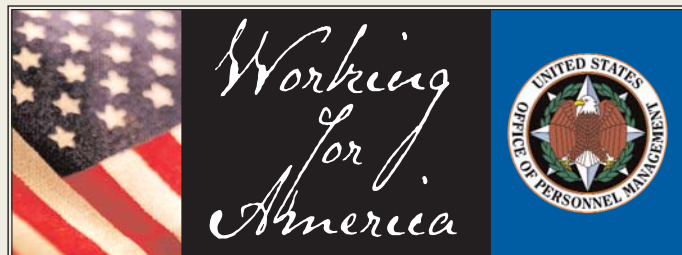




**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

*PAY STRUCTURE OF THE
FEDERAL CIVIL SERVICE
AS OF MARCH 2003*

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Kay Coles James, Director
May 2003**

Federal Civilian Workforce Statistics

Pay Structure of the Federal Civil Service

As of March 31, 2003

United States Office of Personnel Management
Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-6000

FOREWORD

This report presents salary and wage information on full-time non-postal Federal civilian employees. The U.S. Postal Service stopped reporting data for this report after 1982.

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

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<p>Distributions of employment and salaries by geographic area and pay system are displayed. Also presented is a chart showing the composition of full-time employment under the pay system category "Other Acts and Administrative Determination."</p>	
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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: pay system, geographic area, and agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, DC-MD-VA-WV, Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).</p>	
Appendix C - Pay Systems, Data Sources, Population Coverage, Salary Schedules, and Locality Pay Extensions	50
<p>Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey, upon which adjustments for locality and law enforcement officers were added where applicable. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13291 on March 21, 2003. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.</p>	
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Survey Analysis (See Appendix A for Graphic Presentations)

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

Pay Plan

As of March 31, 2003, total employment was 1,754,603 up 73,066 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,242,642 or 70.8 percent; Federal Wage System -- 187,079 or 10.7 percent; and pay systems under Other Acts and Administrative Determination -- 324,882 or 18.5 percent.

Major Geographic Areas

Figure 2 shows that most (96.9 percent) of the Federal civilian workforce covered by this survey was employed in the United States. The remainder worked in U.S. territories (12,886 or 0.7 percent) or foreign countries (41,386 or 2.4 percent).

Table 15 shows that among States, the District of Columbia had the largest number of full-time Federal civilian employees (151,338 or 8.9 percent), while Delaware had the smallest Federal civilian employment population (2,563 or 0.1 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.7 percent (1,487,045) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 278,552 or 15.9 percent.

There are 19 Metropolitan Statistical Areas defined as Consolidated Metropolitan Statistical Areas (CMSA's); Washington-Baltimore, DC-MD-VA-WV CMSA had the largest full-time Federal workforce (312,854) with an average adjusted basic salary of \$73,128. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-

CT-PA (65,083) with an average adjusted basic salary of \$59,912. **Table 16** illustrates additional CMSA and MSA salary data.

Average Salaries

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

Overall, the average salary for full-time employees was \$57,480. Average (mean) salaries by major geographic areas were: United States -- \$57,704; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$74,586; Foreign Countries -- \$52,632; and U.S. Territories -- \$43,518. Average salaries by major pay system were: General Schedule -- \$56,874. Federal Wage System -- \$41,259; and Other Acts and Administratively Determined Pay Systems -- \$69,138. **Figures 3 and 4, along with Table 2**, show more extensive average salary data.

General Schedule

General Schedule (GS and GM) employment (1,242,642) increased by 4,460 workers or 0.4 percent since March 31, 2002. Nine grades (GS -6 through GS-8, and GS -10 through GS -15) had a combined increase of 17,651 workers, while six grades (GS-1 through GS-5, and GS-9) had a combined loss of 13,191. Most of the decline in employees was concentrated in GS -1 through GS-5 (staffed mostly by administrative and professional workers) while the remaining employees was at the GS-9 grade (primarily staffed with clerical and technical workers). **Figure 5** provides a chart and table reflecting these changes.

Foreign Service and Department of Veterans Affairs Pay Systems

Table 8 shows that there were 3,885 Foreign Service Officers with an average salary of \$90,744, and 8,696 Foreign Service Personnel with an average salary of \$59,696 as of March 31, 2003.

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

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under section 7431 of Title 38, United States Code (U.S.C.) This special pay is not part of their basic pay and is

	Employment	Average Salary
Physicians & Dentists (VM)	7,689	\$109,953
Nurses (VN)	31,779	\$63,888
Podiatrists & Optometrists (VP)	339	\$99,656
Physicians Assistants (VN)	1,288	\$74,462

(See Table 9)

not included in the average pay calculation shown above. The Nurses pay system (VN) was changed from a nationwide to a locality based system in 1991, and the average salaries above reflect that locality pay.

Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 472 with an average salary of \$139,165 as of March 31, 2003.

Employment in the Senior Executive Service (SES) totaled 6,981 with an average salary of \$140,323.

Other Pay Plans

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

Special Salary Rates

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

As of March 2003, there were 190,312 white-collar workers being paid special rate salaries (166,982 Title 5 and 23,056 Title 38). The white-collar special pay rate workforce was distributed as follows:

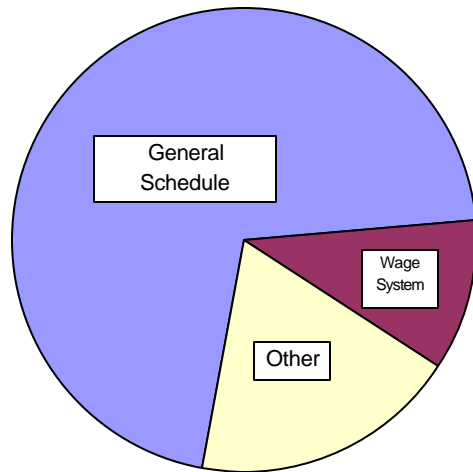
Professional (28.6 percent), **Administrative** (32.1), **Technical** (18.1 percent), **Clerical** (9.8 percent), and **Other** (11.4 percent).

APPENDIX A - STATISTICAL FIGURES

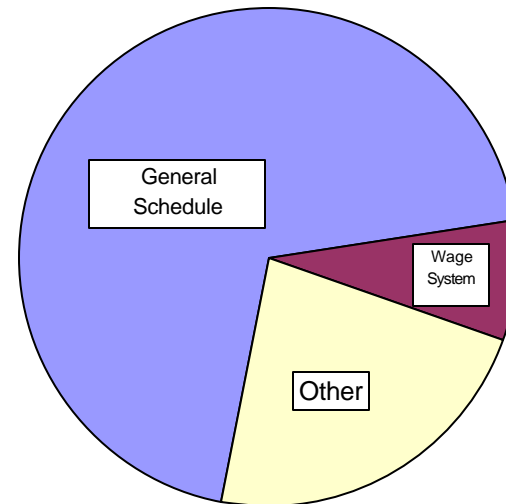
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Figure 1
DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 2003

Full-Time Employment



Aggregate Adjusted Basic Salaries

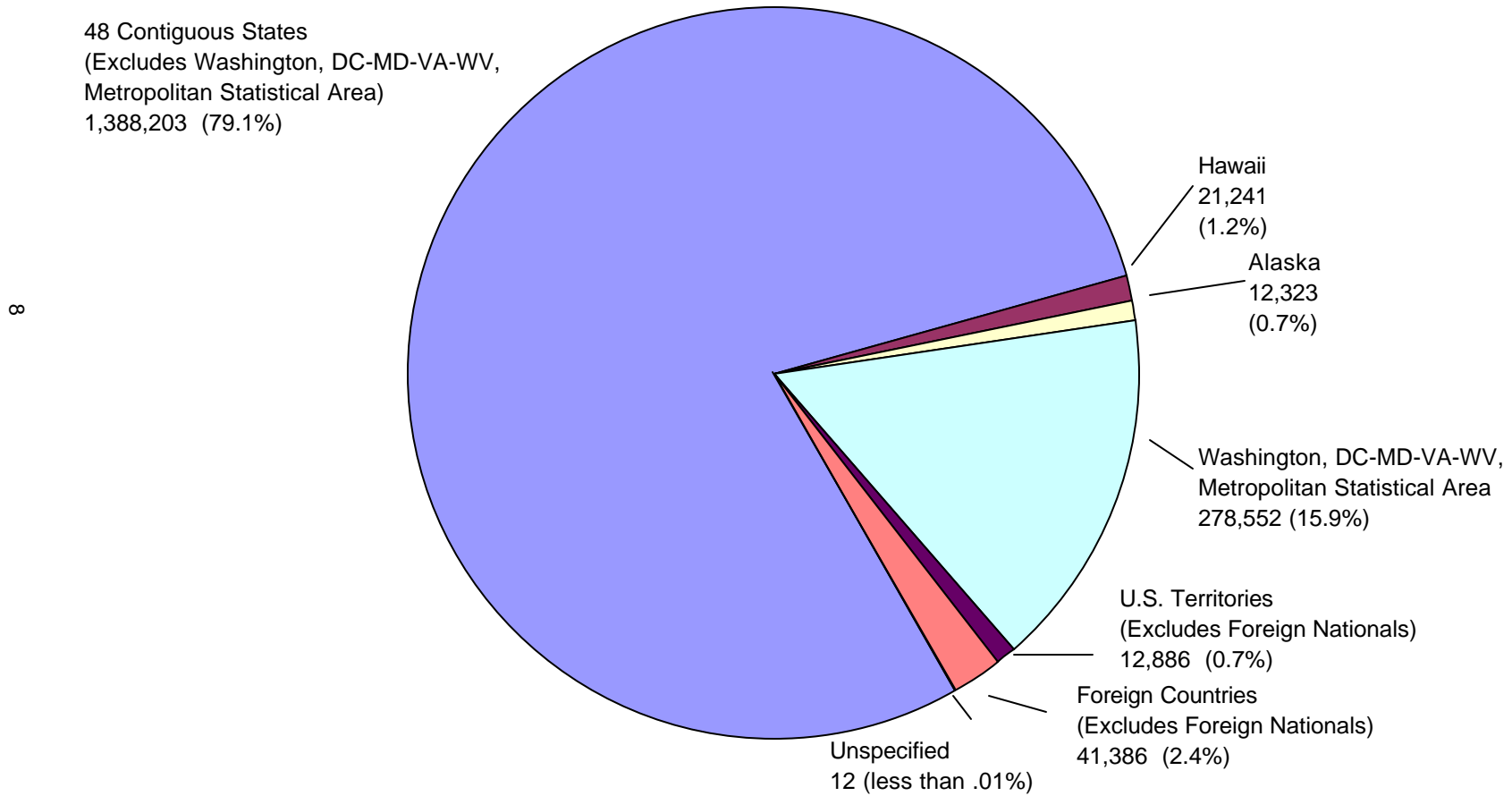


Full-Time (000) and Aggregate Adjusted Basic Salaries (\$ millions) by Pay Category

Pay System	2003	2002	2003	2002	2003	2002	2003	2002
General Schedule	1,242.6	1,238.2	70.8 %	73.6 %	\$ 70,674.0	67,269.5	70.1 %	71.8 %
Wage System	187.1	193.0	10.7	11.5	7,718.7	7,700.0	7.7	8.2
Other	324.9	250.3	18.5	14.9	22,461.6	18,717.6	22.3	20.0
Total	1,754.6	1,681.5	100.0	100.0	100,854.3	93,687.1	100.0	100.0

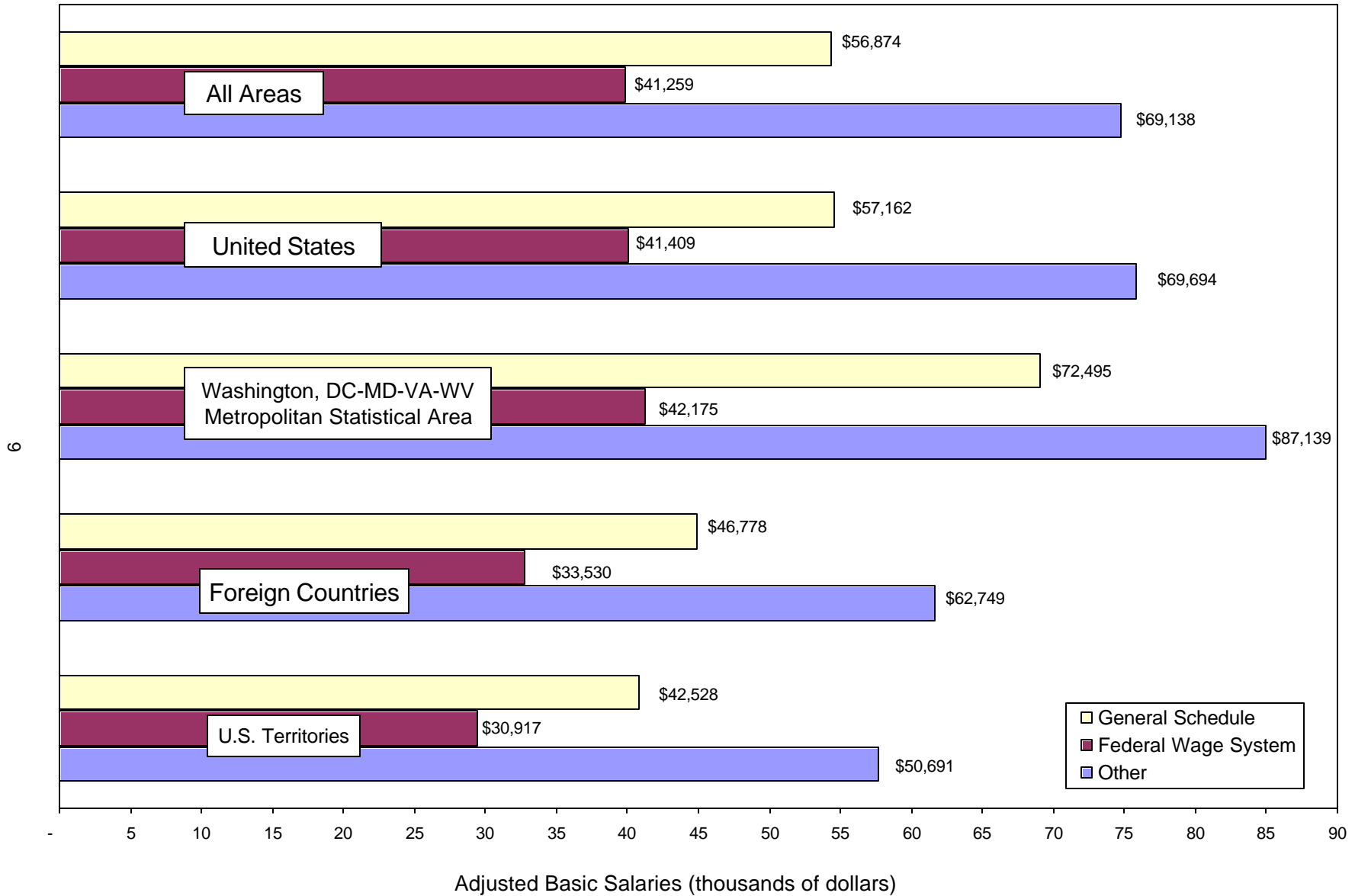
Figure 2
DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT
BY GEOGRAPHIC AREA AS OF MARCH 31, 2003

Total Full-Time Employment: 1,754,603



Source: U.S. Office of Personnel Management, Salary and Wage Survey: March 31, 2003.

Figure 3
AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC AREA AND PAY CATEGORY AS OF MARCH 31, 2003



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2003

Figure 4
DISTRIBUTION OF FULL-TIME EMPLOYMENT BY SELECTED PAY PLANS AND
AGENCIES WITHIN THE "OTHER ACTS AND ADMINISTRATIVE DETERMINATION"
CATEGORY AS OF MARCH 31, 2003

Total Full-Time Employment: 324,882

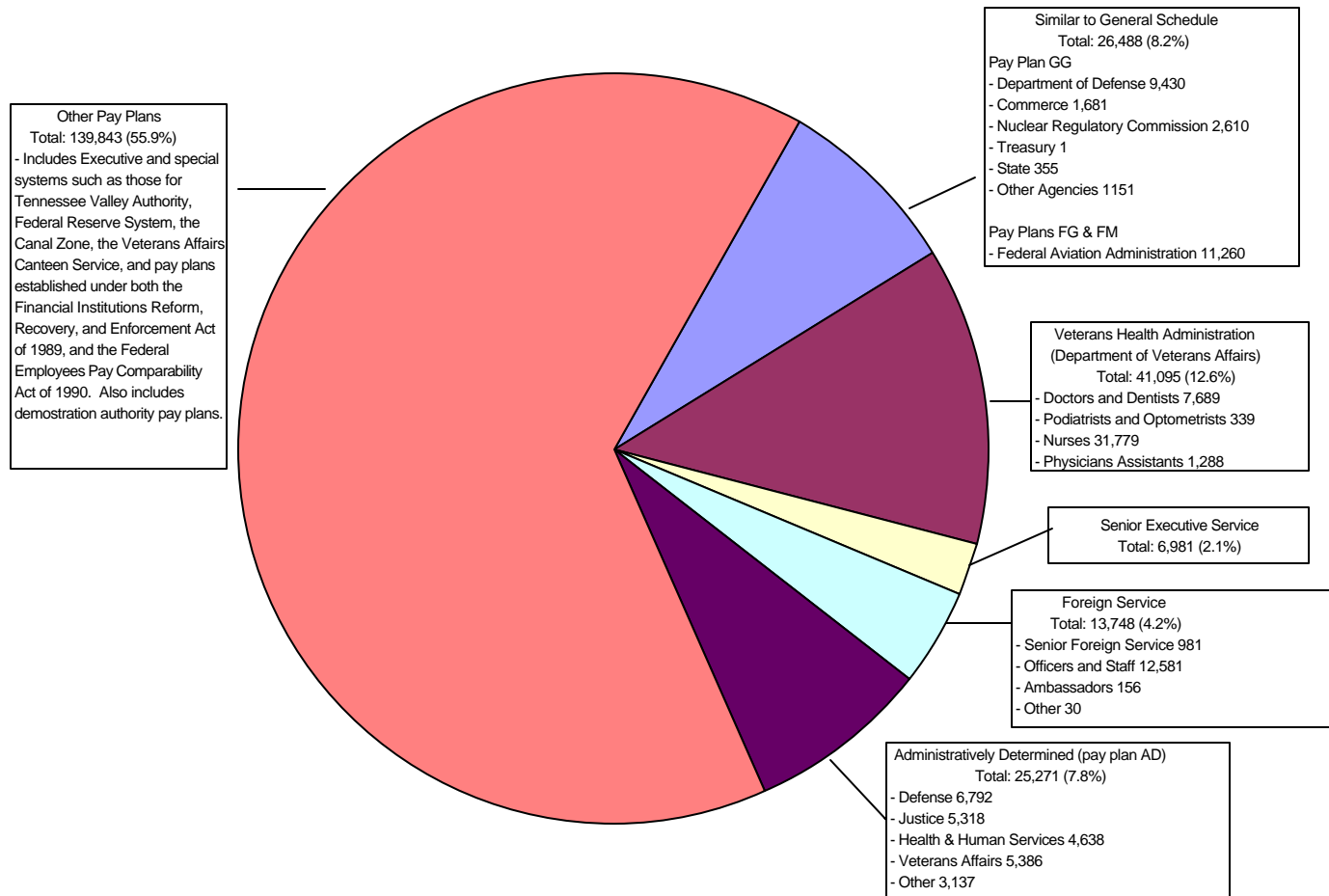
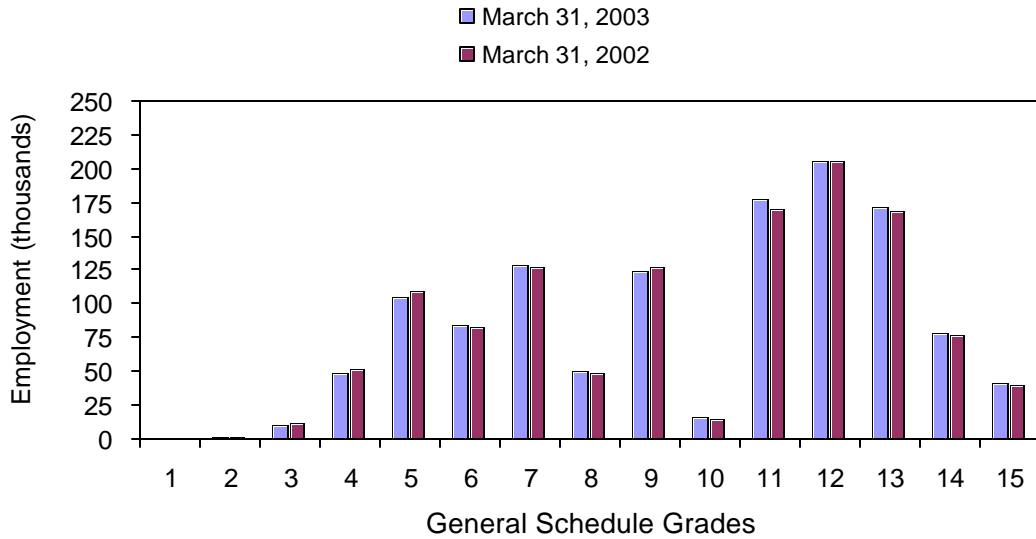


Figure 5
Distribution of General Schedule Employment 1/
 All Areas -- as of March 31, 2003 and March 31, 2002



Grade	2003	2002	Net Change	Percent Change
1	320	397	-77	-19.40
2	1,242	1,657	-415	-25.05
3	10,018	11,666	-1,648	-14.13
4	48,668	51,485	-2,817	-5.47
5	105,267	109,238	-3,971	-3.64
6	83,727	83,511	216	0.26
7	128,510	127,818	692	0.54
8	50,448	48,958	1,490	3.04
9	123,577	127,840	-4,263	-3.33
10	16,289	15,221	1,068	7.02
11	177,348	169,945	7,403	4.36
12	205,733	205,120	613	0.30
13	172,268	168,881	3,387	2.01
14	78,290	76,866	1,424	1.85
15	40,937	39,579	1,358	3.43
Total	1,242,642	1,238,182	4,460	0.36

Governmentwide average grade under the General Schedule (GS) as of March 31, 2003 was 9.82

The Governmentwide average grade 1979 through 2001 was 9.71, 8.20, 8.16, 8.24, 8.26, 8.34, 8.39, 8.41, 8.52, 8.58, 8.69, 8.84, 8.95, 9.06, 9.21, 9.33, 9.39, 9.49, 9.51, 9.57, and 9.66 respectively (Note: all average grades from 1979 through 1990 were based on GS grades 1 to 18).

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

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TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
ALL AGENCIES, TOTAL	1,754,603	1,242,642	187,079	324,882
LEGISLATIVE BRANCH, TOTAL	9,378	4,376	1,376	3,626
ARCHITECT OF THE CAPITOL	1,991	471	1,239	281
BOTANIC GARDEN	47	14	33	...
COMMISSION ON OCEAN POLICY	11	...	...	11
GOVERNMENT PRINTING OFFICE	2,978	...	21	2,957
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	7	...	...	7
LIBRARY OF CONGRESS	4,062	3,690	80	292
MEDICARE PAYMENT ADVISORY COMMISSION	28	...	...	28
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	11	...	...	11
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	7	...	...	7
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	18	...	...	18
U.S. TAX COURT	218	201	3	14
EXECUTIVE BRANCH, TOTAL	1,745,225	1,238,266	185,703	321,256
EXECUTIVE OFFICE OF THE PRESIDENT				
COUNCIL OF ECONOMIC ADVISERS	26	7	...	19
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	18	7	...	11
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	92	...	33	59
NATIONAL SECURITY COUNCIL	60	53	...	7
OFFICE OF ADMINISTRATION	216	201	9	6
OFFICE OF MANAGEMENT AND BUDGET	470	395	...	75
OFFICE OF NATIONAL DRUG CONTROL POLICY	102	86	...	16
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	26	20	...	6
OFFICE OF THE U.S. TRADE REPRESENTATIVE	187	148	...	39
EXECUTIVE DEPARTMENTS				
DEPARTMENT OF AGRICULTURE	91,351	87,797	2,009	1,545
DEPARTMENT OF COMMERCE	31,882	23,275	508	8,099
DEPARTMENT OF DEFENSE, TOTAL	629,030	424,214	135,753	69,063
DEFENSE LOGISTICS AGENCY	21,096	15,647	5,031	418
DEPARTMENT OF THE AIR FORCE	148,264	94,589	45,162	8,513
DEPARTMENT OF THE ARMY	216,473	156,260	44,440	15,773
DEPARTMENT OF THE NAVY	178,798	107,930	37,380	33,488
OFFICE OF THE SECRETARY OF DEFENSE	1,369	801	5	563
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	189	186	1	2
DEPARTMENT OF DEFENSE	62,841	48,801	3,734	10,306
DEPARTMENT OF EDUCATION	4,414	4,224	6	184
DEPARTMENT OF ENERGY	15,481	13,027	466	1,988
DEPARTMENT OF HEALTH AND HUMAN SERVICES	59,475	51,482	2,301	5,692
DEPARTMENT OF HOMELAND SECURITY	144,787	72,742	2,248	69,797
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,369	10,157	6	206
DEPARTMENT OF THE INTERIOR	68,161	54,421	7,511	6,229
DEPARTMENT OF JUSTICE	98,195	86,808	4,851	6,536
DEPARTMENT OF LABOR	15,486	15,243	...	243
DEPARTMENT OF STATE	19,212	7,270	57	11,885
DEPARTMENT OF TRANSPORTATION	57,981	8,558	352	49,071
DEPARTMENT OF THE TREASURY	122,700	112,833	1,596	8,271
DEPARTMENT OF VETERANS AFFAIRS	201,993	129,255	24,811	47,927
INDEPENDENT AGENCIES				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	32	...	...	32
AFRICAN DEVELOPMENT FOUNDATION	27	25	...	2
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,147	966	...	1,181
AMERICAN BATTLE MONUMENTS COMMISSION	51	49	...	2
APPALACHIAN REGIONAL COMMISSION	9	7	...	2
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	26	26	...	...
ARCTIC RESEARCH COMMISSION	3	2	...	1
ARMED FORCES RETIREMENT HOME	681	450	191	40
BARRY GOLDWATER SCHOLARSHIP & EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	38	31	...	7
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	29	28	...	1
COMMISSION OF FINE ARTS	8	7	...	1
COMMISSION ON CIVIL RIGHTS	71	69	...	2
COMMODITY FUTURES TRADING COMMISSION	501	469	...	32

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
CONSUMER PRODUCT SAFETY COMMISSION	454	439	...	15
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	591	116	...	475
COURT SERVICES & OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF	936	924	...	12
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	94	29	...	65
DELTA REGIONAL AUTHORITY	2	...	...	2
ENVIRONMENTAL PROTECTION AGENCY	17,100	16,769	...	331
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2594	2550	...	44
EXPORT-IMPORT BANK OF THE UNITED STATES	391	344	...	47
FARM CREDIT ADMINISTRATION	273	...	...	273
FARM CREDIT SYSTEM INSURANCE CORPORATION	10	...	...	10
FEDERAL MEDIATION AND CONCILIATION SERVICE	280	277	...	3
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	31	19	...	12
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	92	84	...	8
FEDERAL COMMUNICATIONS COMMISSION	1,963	1,894	9	60
FEDERAL DEPOSIT INSURANCE CORPORATION	5,230	...	22	5,208
FEDERAL ELECTION COMMISSION	354	339	...	15
FEDERAL EMERGENCY MANAGEMENT AGENCY	1	...	...	1
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	99	...	...	99
FEDERAL LABOR RELATIONS AUTHORITY	179	157	...	22
FEDERAL MARITIME COMMISSION	130	116	...	14
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,599	...	...	1,599
FEDERAL TRADE COMMISSION	997	949	5	43
GENERAL SERVICES ADMINISTRATION	12,766	11,205	1,421	140
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	3	...	1
INTER-AMERICAN FOUNDATION	42	40	...	2
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	256	...	108	148
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	3	1	...	2
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	18	...	...	18
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	4	3	...	1
MARINE MAMMAL COMMISSION	10	9	...	1
MERIT SYSTEMS PROTECTION BOARD	216	204	...	12
MORRIS K. UDALL SCHOLARSHIP & EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	22	...	...	22
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,508	17,886	48	574
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,586	2,547	15	24
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	...	...	5
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	345	317	...	28
NATIONAL CAPITAL PLANNING COMMISSION	51	48	...	3
NATIONAL COUNCIL ON DISABILITY	12	11	...	1
NATIONAL CREDIT UNION ADMINISTRATION	888	...	...	888
NATIONAL LABOR RELATIONS BOARD	1,810	1,689	5	116
NATIONAL MEDIATION BOARD	48	43	...	5
NATIONAL SCIENCE FOUNDATION	1,198	727	...	471
NATIONAL TRANSPORTATION SAFETY BOARD	408	383	...	25
NUCLEAR REGULATORY COMMISSION	2,851	...	...	2,851
NUCLEAR WASTE TECHNICAL REVIEW BOARD	12	3	...	9
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	63	46	...	17
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	56	46	8	2
OFFICE OF GOVERNMENT ETHICS	72	66	...	6
OFFICE OF SPECIAL COUNSEL	104	98	...	6
OVERSEAS PRIVATE INVESTMENT CORPORATION	191	173	...	18
PEACE CORPS	867	...	...	867
PENSION BENEFIT GUARANTY CORPORATION	750	722	...	28
PRESIDIO TRUST	341	...	...	341
RAILROAD RETIREMENT BOARD	1,116	1,092	9	15
SECURITIES AND EXCHANGE COMMISSION	2,939	...	...	2,939

TABLE 1 -- FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
INDEPENDENT AGENCIES (CONTINUED)				
SELECTIVE SERVICE SYSTEM	157	154	1	2
SMALL BUSINESS ADMINISTRATION	3,658	3,560	5	93
SMITHSONIAN INSTITUTION	4,919	3,938	831	150
SOCIAL SECURITY ADMINISTRATION	60,911	59,353	339	1,219
TENNESSEE VALLEY AUTHORITY	13,186	...	...	13,186
TRADE AND DEVELOPMENT AGENCY	41	36	...	5
U.S. HOLOCAUST MEMORIAL MUSEUM	224	203	15	6
VIETNAM EDUCATION FOUNDATION	1	...	...	1
BROADCASTING BOARD OF GOVERNORS	1,858	1,489	136	233
U.S. INSTITUTE OF PEACE	67	...	...	67
U.S. INTERNATIONAL TRADE COMMISSION	353	336	...	17
OFFICE OF PERSONNEL MANAGEMENT	2,524	2,459	18	47
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	12	12	...	...

TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 2003

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
ALL AREAS								
TOTAL	1,754,603	100.0	\$100,854,347,590	100.0	\$57,480	\$51,296	\$27.54	\$24.58
GENERAL SCHEDULE	1,242,642	70.8	\$70,674,049,908	70.1	\$56,874	\$53,073	\$27.25	\$25.43
FEDERAL WAGE SYSTEMS	187,079	10.7	\$7,718,720,899	7.7	\$41,259	\$41,186	\$19.77	\$19.73
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	324,882	18.5	\$22,461,576,783	22.3	\$69,138	\$64,243	\$33.13	\$30.78
TOTAL UNITED STATES								
TOTAL	1,700,319	100.0	\$98,114,915,092	100.0	\$57,704	\$51,356	\$27.65	\$24.61
GENERAL SCHEDULE	1,211,564	71.3	\$69,255,010,676	70.6	\$57,162	\$53,195	\$27.39	\$25.49
FEDERAL WAGE SYSTEMS	183,960	10.8	\$7,617,544,849	7.8	\$41,409	\$41,245	\$19.84	\$19.76
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	304,795	17.9	\$21,242,359,567	21.7	\$69,694	\$65,406	\$33.39	\$31.34
WASHINGTON, D.C. METROPOLITAN AREA								
TOTAL	278,552	100.0	\$20,776,161,038	100.0	\$74,586	\$73,219	\$35.74	\$35.08
GENERAL SCHEDULE	207,312	74.4	\$15,029,129,261	72.3	\$72,495	\$73,106	\$34.74	\$35.03
FEDERAL WAGE SYSTEMS	10,247	3.7	\$432,169,635	2.1	\$42,175	\$42,416	\$20.21	\$20.32
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	60,993	21.9	\$5,314,862,142	25.6	\$87,139	\$80,145	\$41.75	\$38.40
FOREIGN COUNTRIES								
TOTAL	41,386	100.0	\$2,178,232,855	100.0	\$52,632	\$51,163	\$25.22	\$24.52
GENERAL SCHEDULE	22,907	55.3	\$1,071,544,674	49.2	\$46,778	\$45,042	\$22.41	\$21.58
FEDERAL WAGE SYSTEMS	1,809	4.4	\$60,655,629	2.8	\$33,530	\$30,498	\$16.07	\$14.61
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	16,670	40.3	\$1,046,032,552	48.0	\$62,749	\$58,143	\$30.07	\$27.86
U.S. TERRITORIES								
TOTAL	12,886	100.0	\$560,777,042	100.0	\$43,518	\$39,267	\$20.85	\$18.82
GENERAL SCHEDULE	8,171	63.4	\$347,494,558	62.0	\$42,528	\$39,066	\$20.38	\$18.72
FEDERAL WAGE SYSTEMS	1,301	10.1	\$40,222,502	7.2	\$30,917	\$29,130	\$14.81	\$13.96
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	3,414	26.5	\$173,059,982	30.9	\$50,691	\$46,393	\$24.29	\$22.23
U.S. TERRITORIES								
TOTAL	12	100.0	\$422,601	100.0	\$35,217	\$32,500	\$16.87	\$15.57
GENERAL SCHEDULE	...	...	...	...	...	...	...	...
GENERAL SCHEDULE	...	...	...	...	...	...	...	...
FEDERAL WAGE SYSTEMS	9	75.0	\$297,919	70.5	\$33,102	\$32,250	\$15.86	\$15.45
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	3	25.0	\$124,682	29.5	\$41,561	\$40,250	\$19.91	\$19.29

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

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
ALL AGENCIES, TOTAL	1,242,642	320	1,242	10,018	48,668	105,267	83,727	128,510
LEGISLATIVE BRANCH, TOTAL	4,376	1	3	25	77	188	204	331
ARCHITECT OF THE CAPITOL	471	...	...	4	9	23	11	55
BOTANIC GARDEN	14	...	...	...	...	1	...	2
LIBRARY OF CONGRESS	3,690	1	3	21	61	157	179	252
U.S. TAX COURT	201	...	...	...	7	7	14	22
EXECUTIVE BRANCH, TOTAL	1,238,266	319	1,239	9,993	48,591	105,079	83,523	128,179
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	7	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	7	...	...	...	...	...	1	1
NATIONAL SECURITY COUNCIL	53	...	...	...	...	1	...	2
OFFICE OF ADMINISTRATION	201	...	...	...	...	4	8	12
OFFICE OF MANAGEMENT AND BUDGET	395	...	...	1	...	1	...	9
OFFICE OF NATIONAL DRUG CONTROL POLICY	86	...	...	...	...	...	1	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	20	...	...	...	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	148	...	...	1	...	...	1	2
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	87,797	34	138	511	2,227	5,975	5,136	14,250
DEPARTMENT OF COMMERCE	23,275	2	15	49	324	652	546	2,027
DEPARTMENT OF DEFENSE, TOTAL	424,214	81	404	3,139	18,268	39,156	28,980	42,029
DEFENSE LOGISTICS AGENCY	15,647	1	2	41	332	946	949	1,572
DEPARTMENT OF THE AIR FORCE	94,589	22	121	742	3,011	8,850	6,516	9,657
DEPARTMENT OF THE ARMY	156,260	29	139	923	9,171	16,006	10,390	16,786
DEPARTMENT OF THE NAVY	107,930	28	120	660	4,057	9,123	7,035	9,463
OFFICE OF THE SECRETARY OF DEFENSE	801	...	...	...	1	1	...	17
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	186	...	...	...	...	...	...	8
DEPARTMENT OF DEFENSE	48,801	1	22	773	1,696	4,230	4,090	4,526
DEPARTMENT OF EDUCATION	4,224	...	3	6	22	43	55	219
DEPARTMENT OF ENERGY	13,027	4	3	2	50	94	212	491
DEPARTMENT OF HEALTH AND HUMAN SERVICES	51,482	28	84	454	1,697	2,858	2,131	3,925
DEPARTMENT OF HOMELAND SECURITY	72,742	14	32	112	575	6,257	2,102	10,086
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,157	8	11	24	119	192	118	966
DEPARTMENT OF THE INTERIOR	54,421	15	55	327	1,648	4,561	2,957	5,682
DEPARTMENT OF JUSTICE	86,808	5	30	53	239	1,996	3,640	12,958
DEPARTMENT OF LABOR	15,243	...	8	41	148	419	656	1,031
DEPARTMENT OF STATE	7,270	2	8	49	129	227	171	575
DEPARTMENT OF TRANSPORTATION	8,558	4	7	21	75	225	193	502
DEPARTMENT OF THE TREASURY	112,833	5	201	3,268	13,072	10,438	8,100	13,019
DEPARTMENT OF VETERANS AFFAIRS	129,255	108	172	1,395	8,213	25,890	23,959	11,793
INDEPENDENT AGENCIES								
AFRICAN DEVELOPMENT FOUNDATION	25	...	...	...	...	...	...	2
AGENCY FOR INTERNATIONAL DEVELOPMENT	966	...	1	1	...	5	13	39
AMERICAN BATTLE MONUMENTS COMMISSION	49	...	...	...	...	...	1	1
APPALACHIAN REGIONAL COMMISSION	7	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	26	...	...	...	...	...	2	...
ARCTIC RESEARCH COMMISSION	2	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	450	...	...	...	4	164	57	43
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	31	...	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	28	...	...	...	...	...	1	1
COMMISSION OF FINE ARTS	7	...	...	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	69	...	...	...	1	4	3	8
COMMODITY FUTURES TRADING COMMISSION	469	...	...	1	...	6	10	26
CONSUMER PRODUCT SAFETY COMMISSION	439	...	...	1	2	2	3	22
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	116	...	...	...	1	2	3	8
COURT SERVICES & OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	924	...	1	3	4	38	18	120
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	29	...	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	16,769	4	8	29	92	128	149	660
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,550	...	1	...	6	121	93	185
EXPORT-IMPORT BANK OF THE UNITED STATES	344	...	...	1	...	2	6	13
FEDERAL MEDIATION AND CONCILIATION SERVICE	277	...	...	...	...	3	9	10
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	19	...	...	...	...	1	...	...
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	84	...	...	...	1	...	...	3
FEDERAL COMMUNICATIONS COMMISSION	1,894	...	...	9	11	16	12	50
FEDERAL ELECTION COMMISSION	339	...	...	1	...	9	12	40
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	157	...	...	...	...	2	2	8
FEDERAL MARITIME COMMISSION	116	...	...	...	...	2	2	9
FEDERAL TRADE COMMISSION	949	...	...	2	...	8	27	64
GENERAL SERVICES ADMINISTRATION	11,205	...	2	14	80	197	235	794

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
INDEPENDENT AGENCIES (CONTINUED)								
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	...	...	...	...	...	...	1
INTER-AMERICAN FOUNDATION	40	...	...	...	1	2	3	3
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	9	...	...	...	...	...	...	2
MERIT SYSTEMS PROTECTION BOARD	204	...	...	...	...	...	5	14
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,886	...	...	8	53	110	397	539
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,547	2	21	265	265	309	221	214
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	317	...	...	...	2	2	5	34
NATIONAL CAPITAL PLANNING COMMISSION	48	...	...	...	...	4	2	2
NATIONAL COUNCIL ON DISABILITY	11	...	...	...	...	1	...	1
NATIONAL LABOR RELATIONS BOARD	1,689	...	...	2	5	81	98	179
NATIONAL MEDIATION BOARD	43	...	...	1	...	...	...	3
NATIONAL SCIENCE FOUNDATION	727	...	1	...	2	12	27	123
NATIONAL TRANSPORTATION SAFETY BOARD	383	...	...	...	1	1	6	12
NUCLEAR WASTE TECHNICAL REVIEW BOARD	3	...	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	46	...	...	...	...	2	1	1
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	46	...	...	...	...	3	...	10
OFFICE OF GOVERNMENT ETHICS	66	...	...	...	...	1	...	7
OFFICE OF SPECIAL COUNSEL	98	...	...	...	3	1	2	3
OVERSEAS PRIVATE INVESTMENT CORPORATION	173	...	...	...	...	1	...	4
PENSION BENEFIT GUARANTY CORPORATION	722	...	...	2	4	16	10	55
RAILROAD RETIREMENT BOARD	1,092	...	...	...	3	18	31	28
SELECTIVE SERVICE SYSTEM	154	...	...	...	3	4	28	15
SMALL BUSINESS ADMINISTRATION	3,560	...	1	14	40	168	93	365
SMITHSONIAN INSTITUTION	3,938	...	1	28	22	741	281	418
SOCIAL SECURITY ADMINISTRATION	59,353	2	21	93	1,084	3,689	2,555	4,083
TRADE AND DEVELOPMENT AGENCY	36	...	...	...	...	...	2	2
U.S. HOLOCAUST MEMORIAL MUSEUM	203	...	...	...	...	9	10	25
BROADCASTING BOARD OF GOVERNORS	1,489	...	1	2	2	9	14	27
U.S. INTERNATIONAL TRADE COMMISSION	336	...	...	...	...	...	1	24
OFFICE OF PERSONNEL MANAGEMENT	2,459	1	9	60	78	182	107	280
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	12	...	...	...	...	1	1	1
SOCIAL SECURITY ADMINISTRATION	59,596	13	59	170	1,195	4,115	2,515	4,203
TRADE AND DEVELOPMENT AGENCY	36	...	...	...	...	1	1	2
U.S. HOLOCAUST MEMORIAL MUSEUM	201	...	...	...	...	13	11	27
BROADCASTING BOARD OF GOVERNORS	1,477	...	1	3	4	11	13	30
U.S. INTERNATIONAL TRADE COMMISSION	346	...	...	...	1	...	1	28
AGENCY FOR INTERNATIONAL DEVELOPMENT	962	...	1	1	...	4	13	50
OFFICE OF PERSONNEL MANAGEMENT	2,478	6	23	48	94	209	110	303
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2003

GENERAL SCHEDULE GRADE								TOTAL	EMPLOYEES	AGENCY
8	9	10	11	12	13	14	15			
INDEPENDENT AGENCIES (CONTINUED)										
...	...	...	1	...	...	...	1	3	HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	2	...	2	7	10	7	3	40	INTER-AMERICAN FOUNDATION	
...	...	...	...	...	...	...	...	1	INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA
...	1	...	...	...	...	2	...	3	JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	...	...	1	3	...	...	3	9	MARINE MAMMAL COMMISSION
5	12	...	14	13	13	48	80	204	MERIT SYSTEMS PROTECTION BOARD	
293	514	158	1,508	1,913	5,314	4,082	2,997	17,886	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	
40	200	3	246	279	298	124	60	2,547	NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	
10	28	...	27	43	79	40	47	317	NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	
...	2	...	5	10	16	4	3	48	NATIONAL CAPITAL PLANNING COMMISSION	
...	...	...	1	1	2	4	1	11	NATIONAL COUNCIL ON DISABILITY
65	76	...	75	110	329	459	210	1,689	NATIONAL LABOR RELATIONS BOARD	
1	2	4	2	6	2	12	10	43	NATIONAL MEDIATION BOARD	
73	77	10	50	82	111	80	79	727	NATIONAL SCIENCE FOUNDATION	
7	30	...	20	15	77	137	77	383	NATIONAL TRANSPORTATION SAFETY BOARD	
1	1	...	...	1	...	...	...	3	NUCLEAR WASTE TECHNICAL REVIEW BOARD
2	7	3	5	3	3	13	6	46	OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	
1	5	2	11	7	1	3	3	46	OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	
1	1	...	1	5	24	14	12	66	OFFICE OF GOVERNMENT ETHICS	
...	6	...	3	5	45	16	14	98	OFFICE OF SPECIAL COUNSEL	
14	16	2	12	12	20	53	39	173	OVERSEAS PRIVATE INVESTMENT CORPORATION	
7	22	...	71	127	180	153	75	722	PENSION BENEFIT GUARANTY CORPORATION	
40	198	121	124	276	114	59	33	1,092	RAILROAD RETIREMENT BOARD	
9	11	3	15	23	18	16	9	154	SELECTIVE SERVICE SYSTEM	
26	172	1	329	1,093	692	363	203	3,560	SMALL BUSINESS ADMINISTRATION	
106	413	11	563	485	424	236	209	3,938	SMITHSONIAN INSTITUTION	
8,575	5,190	472	14,709	10,750	5,472	2,112	546	59,353	SOCIAL SECURITY ADMINISTRATION	
...	2	1	7	5	8	3	6	36	TRADE AND DEVELOPMENT AGENCY	
6	18	2	31	32	29	27	14	203	U.S. HOLOCAUST MEMORIAL MUSEUM	
28	64	6	166	523	385	173	89	1,489	BROADCASTING BOARD OF GOVERNORS	
14	22	1	14	32	96	71	61	336	U.S. INTERNATIONAL TRADE COMMISSION	
53	190	5	274	324	509	268	119	2,459	OFFICE OF PERSONNEL MANAGEMENT	
...	1	...	1	3	2	1	1	12	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	
8,168	5,411	478	14,847	10,725	5,198	1,985	514	59,596	SOCIAL SECURITY ADMINISTRATION	
...	5	2	2	8	5	4	6	36	TRADE AND DEVELOPMENT AGENCY	
8	21	2	23	30	25	28	13	201	U.S. HOLOCAUST MEMORIAL MUSEUM	
26	72	4	162	534	363	169	85	1,477	BROADCASTING BOARD OF GOVERNORS	
12	24	2	11	33	104	67	63	346	U.S. INTERNATIONAL TRADE COMMISSION	
48	80	12	77	130	202	213	131	962	AGENCY FOR INTERNATIONAL DEVELOPMENT	
35	161	6	300	337	483	252	111	2,478	OFFICE OF PERSONNEL MANAGEMENT	
...	1	...	1	5	...	1	1	11	UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	

TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPYMENT, ALL AREAS, AS OF MARCH 31, 2003

TOTALS			STEPS											MEAN	AGGREGATE	MEAN
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10	NO STEP	STEP	SALARY (000)	SALARY
TOTALS	1,242,642	100.0	204,182	90,353	83,769	130,473	113,988	112,775	139,041	109,949	81,909	176,203	...	5.4	\$70,674,050	\$56,874
PERCENTS	100.0	...	16.4	7.3	6.7	10.5	9.2	9.1	11.2	8.8	6.6	14.2	...	...	...	...
GRADE																
1	320	0.0	271	9	3	3	13	...	10	1	...	10	...	1.7	5,568	17,401
2	1,242	0.1	902	72	39	40	21	15	18	27	9	99	...	2.4	25,036	20,158
3	10,018	0.8	5,369	928	434	450	318	286	413	359	329	1,132	...	3.4	228,006	22,760
4	48,668	3.9	17,667	5,317	2,930	3,287	2,165	1,964	2,907	3,230	2,306	6,895	...	4.3	1,272,397	26,144
5	105,267	8.5	28,546	8,886	5,873	7,243	6,072	6,117	9,105	9,593	6,906	16,926	...	5.1	3,167,948	30,094
6	83,727	6.7	13,056	6,249	4,525	6,603	5,699	7,972	10,325	10,357	6,710	12,231	...	5.7	2,863,692	34,203
7	128,510	10.3	24,843	7,615	7,744	10,902	10,649	10,621	16,081	13,860	8,960	17,235	...	5.4	4,863,841	37,848
8	50,448	4.1	2,890	2,138	2,695	4,807	4,726	5,214	7,594	5,455	5,317	9,612	...	6.5	2,169,223	42,999
9	123,577	9.9	24,889	8,970	9,779	12,952	11,368	9,854	11,813	9,332	7,993	16,627	...	5.1	5,663,298	45,828
10	16,289	1.3	2,071	1,172	878	1,509	1,290	1,286	1,757	1,572	1,662	3,092	...	6.0	840,867	51,622
11	177,348	14.3	28,737	15,220	13,339	19,818	18,198	14,622	17,893	13,895	11,222	24,404	...	5.3	9,823,776	55,393
12	205,733	16.6	18,638	17,360	15,668	25,491	20,080	20,704	25,390	19,226	14,031	29,145	...	5.7	13,775,429	66,958
13	172,268	13.9	18,812	10,532	12,576	23,070	19,478	18,970	21,449	14,343	10,504	22,534	...	5.6	13,823,396	80,244
14	78,290	6.3	10,271	4,127	5,128	10,186	10,068	10,298	9,402	5,706	3,846	9,258	...	5.4	7,465,369	95,355
15	40,937	3.3	7,220	1,758	2,158	4,112	3,843	4,852	4,884	2,993	2,114	7,003	...	5.6	4,686,197	114,473

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AVERAGE GRADE 9.8208
 MEDIAN GRADE 11

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

GM EMPLOYEES, I.E., THOSE FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 5 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPYMENT, TOTAL UNITED STATES, AS OF MARCH 31, 2003

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	1,211,564	100.0	196,729	86,822	80,835	126,738	111,278	110,515	136,525	108,143	80,716	173,263	...	5.5	\$69,255,011	\$57,162	
PERCENTS	100.0	...	16.2	7.2	6.7	10.5	9.2	9.1	11.3	8.9	6.7	14.3	...	...	...	...
GRADE																	
1	317	0.0	269	9	3	3	13 ...		10	1 ...		9	...	1.7	5,518	17,410	
2	1,193	0.1	871	65	37	38	19	15	18	27	8	95	...	2.4	24,166	20,257	
3	9,511	0.8	5,076	856	419	421	303	264	398	351	323	1,100	...	3.4	217,980	22,919	
4	46,642	3.8	16,743	5,007	2,755	3,125	2,076	1,897	2,840	3,161	2,272	6,766	...	4.3	1,226,949	26,306	
5	101,332	8.4	27,077	8,304	5,543	6,870	5,827	5,943	8,895	9,421	6,820	16,632	...	5.1	3,067,334	30,270	
6	81,597	6.7	12,477	6,005	4,335	6,411	5,534	7,809	10,165	10,178	6,612	12,071	...	5.8	2,801,653	34,335	
7	125,754	10.4	24,081	7,328	7,499	10,558	10,417	10,416	15,829	13,704	8,871	17,051	...	5.5	4,774,185	37,964	
8	49,867	4.1	2,841	2,099	2,650	4,737	4,675	5,157	7,502	5,393	5,277	9,536	...	6.6	2,147,373	43,062	
9	120,063	9.9	23,921	8,516	9,380	12,523	11,089	9,647	11,615	9,167	7,871	16,334	...	5.2	5,521,692	45,990	
10	15,978	1.3	2,015	1,135	848	1,469	1,259	1,267	1,728	1,554	1,646	3,057	...	6.0	827,107	51,765	
11	172,308	14.2	27,646	14,606	12,780	19,131	17,689	14,333	17,527	13,669	11,010	23,917	...	5.3	9,576,239	55,576	
12	199,954	16.5	17,964	16,785	15,115	24,721	19,558	20,157	24,789	18,796	13,736	28,333	...	5.7	13,426,399	67,147	
13	169,039	14.0	18,434	10,315	12,279	22,590	19,075	18,612	21,064	14,094	10,358	22,218	...	5.6	13,594,146	80,420	
14	77,400	6.4	10,144	4,063	5,054	10,065	9,930	10,185	9,309	5,654	3,817	9,179	...	5.4	7,390,866	95,489	
15	40,609	3.4	7,170	1,729	2,138	4,076	3,814	4,813	4,836	2,973	2,095	6,965	...	5.6	4,653,394	114,590	

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AVERAGE GRADE 9.8374
 MEDIAN GRADE 11

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

GM EMPLOYEES, I.E., THOSE FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

**TABLE 6 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, WASHINGTON, D.C.
METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2003**

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
TOTALS	207,312	100.0	33,893	15,483	14,767	23,984	19,859	19,237	22,048	15,932	12,737	29,372	...	5.4	\$15,029,129	\$72,495	
PERCENTS	100.0	...	16.3	7.5	7.1	11.6	9.6	9.3	10.6	7.7	6.1	14.2	...	...	...	...
GRADE																	
1	50	0.0	48	...	...	...	...	...	...	...	...	2	...	1.4	866	17,324
2	207	0.1	168	7	5	6	2	3	2	5	...	9	...	1.9	4,299	20,769	
3	645	0.3	398	41	26	25	17	11	32	31	15	49	...	3.0	14,955	23,186	
4	2,087	1.0	879	213	121	171	66	64	100	96	79	298	...	3.9	54,721	26,220	
5	5,815	2.8	1,616	608	352	364	267	274	452	426	412	1,044	...	5.0	177,163	30,467	
6	6,248	3.0	775	541	415	560	344	440	665	652	609	1,247	...	6.0	217,234	34,769	
7	14,591	7.0	2,375	680	679	1,116	978	1,110	1,766	1,622	1,356	2,909	...	6.1	566,516	38,826	
8	7,234	3.5	237	164	192	442	466	634	1,027	892	1,287	1,893	...	7.4	320,004	44,236	
9	14,432	7.0	2,991	862	992	1,297	1,265	1,165	1,613	1,152	1,153	1,942	...	5.3	672,140	46,573	
10	1,801	0.9	291	55	50	135	144	145	209	185	238	349	...	6.2	94,253	52,334	
11	17,184	8.3	4,124	1,705	1,374	2,150	1,767	1,264	1,562	1,033	722	1,483	...	4.5	940,146	54,711	
12	29,668	14.3	4,527	3,690	2,811	4,025	2,801	2,469	2,984	2,173	1,379	2,809	...	4.9	1,954,132	65,867	
13	45,910	22.1	5,908	3,621	3,899	6,648	5,219	4,644	4,734	3,298	2,385	5,554	...	5.3	3,658,906	79,697	
14	36,403	17.6	4,985	2,216	2,558	4,714	4,373	4,295	4,053	2,595	1,772	4,842	...	5.4	3,474,301	95,440	
15	25,037	12.1	4,571	1,080	1,293	2,331	2,150	2,719	2,849	1,772	1,330	4,942	...	5.7	2,879,486	115,009	

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AVERAGE GRADE 11.6360
MEDIAN GRADE 13

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

GM EMPLOYEES, I.E., FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 7 -- GRADE AND STEP PERCENT DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY SELECTED AREA, AS OF MARCH 31, 2003

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
ALL AREAS												
TOTAL, ALL GRADES	100.0	16.4	7.3	6.7	10.5	9.2	9.1	11.2	8.8	6.6	14.2	...
1	100.0	84.7	2.8	0.9	0.9	4.1	...	3.1	0.3	...	3.1	...
2	100.0	72.6	5.8	3.1	3.2	1.7	1.2	1.4	2.2	0.7	8.0	...
3	100.0	53.6	9.3	4.3	4.5	3.2	2.9	4.1	3.6	3.3	11.3	...
4	100.0	36.3	10.9	6.0	6.8	4.4	4.0	6.0	6.6	4.7	14.2	...
5	100.0	27.1	8.4	5.6	6.9	5.8	5.8	8.6	9.1	6.6	16.1	...
6	100.0	15.6	7.5	5.4	7.9	6.8	9.5	12.3	12.4	8.0	14.6	...
7	100.0	19.3	5.9	6.0	8.5	8.3	8.3	12.5	10.8	7.0	13.4	...
8	100.0	5.7	4.2	5.3	9.5	9.4	10.3	15.1	10.8	10.5	19.1	...
9	100.0	20.1	7.3	7.9	10.5	9.2	8.0	9.6	7.6	6.5	13.5	...
10	100.0	12.7	7.2	5.4	9.3	7.9	7.9	10.8	9.7	10.2	19.0	...
11	100.0	16.2	8.6	7.5	11.2	10.3	8.2	10.1	7.8	6.3	13.8	...
12	100.0	9.1	8.4	7.6	12.4	9.8	10.1	12.3	9.3	6.8	14.2	...
13	100.0	10.9	6.1	7.3	13.4	11.3	11.0	12.5	8.3	6.1	13.1	...
14	100.0	13.1	5.3	6.6	13.0	12.9	13.2	12.0	7.3	4.9	11.8	...
15	100.0	17.6	4.3	5.3	10.0	9.4	11.9	11.9	7.3	5.2	17.1	...
WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA												
TOTAL, ALL GRADES	100.0	16.3	7.5	7.1	11.6	9.6	9.3	10.6	7.7	6.1	14.2	...
1	100.0	96.0	...	...	...	...	...	...	...	...	4.0	...
2	100.0	81.2	3.4	2.4	2.9	1.0	1.4	1.0	2.4	...	4.3	...
3	100.0	61.7	6.4	4.0	3.9	2.6	1.7	5.0	4.8	2.3	7.6	...
4	100.0	42.1	10.2	5.8	8.2	3.2	3.1	4.8	4.6	3.8	14.3	...
5	100.0	27.8	10.5	6.1	6.3	4.6	4.7	7.8	7.3	7.1	18.0	...
6	100.0	12.4	8.7	6.6	9.0	5.5	7.0	10.6	10.4	9.7	20.0	...
7	100.0	16.3	4.7	4.7	7.6	6.7	7.6	12.1	11.1	9.3	19.9	...
8	100.0	3.3	2.3	2.7	6.1	6.4	8.8	14.2	12.3	17.8	26.2	...
9	100.0	20.7	6.0	6.9	9.0	8.8	8.1	11.2	8.0	8.0	13.5	...
10	100.0	16.2	3.1	2.8	7.5	8.0	8.1	11.6	10.3	13.2	19.4	...
11	100.0	24.0	9.9	8.0	12.5	10.3	7.4	9.1	6.0	4.2	8.6	...
12	100.0	15.3	12.4	9.5	13.6	9.4	8.3	10.1	7.3	4.6	9.5	...
13	100.0	12.9	7.9	8.5	14.5	11.4	10.1	10.3	7.2	5.2	12.1	...
14	100.0	13.7	6.1	7.0	12.9	12.0	11.8	11.1	7.1	4.9	13.3	...
15	100.0	18.3	4.3	5.2	9.3	8.6	10.9	11.4	7.1	5.3	19.7	...

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

GM EMPLOYEES , I.E., THOSE FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 8 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN FOREIGN SERVICE PAY SYSTEMS, ALL AREAS, AS OF MARCH 31, 2003

ADJUSTED BASIC		FOREIGN SERVICE STAFF AND OFFICERS BY GRADE AND STEP (PAY PLAN FO)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$90,744	3,885	149	220	246	216	289	313	363	286	315	531	360	233	156	208
1	\$110,710	1,257	22	17	30	45	81	92	120	114	122	230	154	102	56	72
2	\$90,095	1,631	55	62	88	89	108	125	159	109	144	231	163	109	75	114
3	\$67,688	920	71	133	115	74	89	88	78	57	46	68	41	20	24	16
4	\$54,296	74	1	8	12	8	11	8	6	5	3	2	2	2	...	6
5	44915	2	...	...	1	...	...	...	...	1	...	...	...	...	...	...
6	52741	1	...	...	...	...	...	...	...	...	...	...	...	...	1	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
TOTAL	\$59,696	8,696	834	700	550	473	642	587	566	578	594	880	456	400	390	1046
1	\$109,043	440	10	14	18	16	43	28	40	31	33	66	46	31	17	47
2	\$89,579	967	37	36	47	52	67	72	106	95	85	143	66	50	41	70
3	\$69,852	1,423	125	120	104	92	122	97	105	86	97	170	86	74	44	101
4	\$56,869	2,637	205	267	199	176	165	196	136	169	180	280	97	88	80	399
5	\$48,369	1281	59	46	49	39	130	83	98	106	101	102	65	70	119	214
6	\$42,653	1033	79	72	69	51	82	78	51	66	69	75	64	69	64	144
7	\$34,217	533	182	78	38	29	15	15	16	19	23	25	22	11	14	46
8	\$29,009	252	85	56	18	11	15	13	11	4	1	10	5	7	4	12
9	\$27,911	124	48	11	6	7	3	5	3	2	5	9	5	...	7	13
AA	\$21,462	5	3	...	2	...	...	...	...	...	...	...	...	...	...	...
BB	\$18,664	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...
CC	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
DD	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EE	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

**TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION,
ALL AREAS, AS OF MARCH 31, 2003**

PHYSICIAN AND DENTIST EMPLOYMENT BY GRADE AND STEP												
GRADE	ADJUSTED BASIC AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10
TOTAL	\$109,953	7,689	8	24	41	64	145	190	212	288	309	6,408
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	...	...	...	...	...	...	...	...	...	...	...	...
INTERMEDIATE	\$70,878	7	1	1	1	...	1	...	...	...	1	2
SENIOR	\$92,208	187	1	...	1	3	11	5	5	14	16	131
CHIEF	\$110,215	7,303	6	23	39	61	132	185	205	272	271	6,109
EXECUTIVE	\$118,019	168	...	...	...	...	1	...	...	1	...	166
DIRECTOR	\$123,331	24	...	...	...	...	...	...	2	1	21	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$99,656	339	1	2	...	6	16	49	30	35	18	182
ASSOCIATE	61248	1	...	...	...	...	...	...	...	...	...	1
FULL	\$71,958	35	...	...	...	...	...	2	6	3	3	21
INTERMEDIATE	\$83,420	88	...	1	...	2	5	22	10	15	4	29
SENIOR	\$99,306	100	...	1	...	3	9	19	5	7	5	51
CHIEF	\$121,147	115	1	1	2	6	9	10	6	80

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NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$63,888	31,779
NURSE - I	\$48,148	3,804
NURSE - II	\$60,535	17,902
NURSE - III	\$74,036	9,195
NURSE - IV	\$88,588	678
NURSE - V	\$113,043	199
NURSE - UNSPECIFIED	\$119,423	1

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	74462	\$1,288
DIRECTOR	...	...
ASST DIRECTOR	97925	\$1
CHIEF	83838	\$472
SENIOR	73140	\$604
INTERMEDIATE	60109	\$111
FULL	55739	\$78
ASSOCIATE	48030	\$21
JUNIOR	32463	\$1

**TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS,
AS OF MARCH 31, 2003**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,754,603	100.0	1,242,642	100.0	187,079	100.0	324,882	100.0
AVERAGE SALARY								
MEAN	\$57,480	...	\$56,874	...	\$41,259	...	\$69,138	...
MEDIAN	\$51,296	...	\$53,073	...	\$41,186	...	\$64,243	...
LESS THAN \$18,000	2,538	0.1	322	0.0	1,238	0.7	978	0.3
18,000 - 18,999	2,564	0.1	805	0.1	766	0.4	993	0.3
19,000 - 19,999	1,646	0.1	422	0.0	810	0.4	414	0.1
20,000 - 20,999	5,925	0.3	4,516	0.4	1,028	0.5	381	0.1
21,000 - 21,999	4,213	0.2	2,464	0.2	1,481	0.8	268	0.1
22,000 - 22,999	11,963	0.7	9,611	0.8	1,644	0.9	708	0.2
23,000 - 23,999	13,106	0.7	10,925	0.9	1,708	0.9	473	0.1
24,000 - 24,999	10,172	0.6	5,424	0.4	2,118	1.1	2,630	0.8
25,000 - 25,999	22,884	1.3	19,159	1.5	2,369	1.3	1,356	0.4
26,000 - 26,999	38,224	2.2	16,357	1.3	2,082	1.1	19,785	6.1
27,000 - 27,999	29,840	1.7	11,795	0.9	3,501	1.9	14,544	4.5
28,000 - 28,999	32,661	1.9	17,737	1.4	2,632	1.4	12,292	3.8
29,000 - 29,999	29,684	1.7	23,478	1.9	3,260	1.7	2,946	0.9
30,000 - 30,999	21,991	1.3	16,330	1.3	3,685	2.0	1,976	0.6
31,000 - 31,999	31,506	1.8	26,462	2.1	3,895	2.1	1,149	0.4
32,000 - 32,999	30,313	1.7	24,109	1.9	4,722	2.5	1,482	0.5
33,000 - 33,999	35,121	2.0	28,702	2.3	4,786	2.6	1,633	0.5
34,000 - 34,999	25,426	1.4	17,998	1.4	5,873	3.1	1,555	0.5
35,000 - 35,999	31,846	1.8	23,277	1.9	4,785	2.6	3,784	1.2
36,000 - 36,999	32,445	1.8	21,968	1.8	7,818	4.2	2,659	0.8
37,000 - 37,999	33,562	1.9	24,233	2.0	6,426	3.4	2,903	0.9
38,000 - 38,999	39,610	2.3	29,941	2.4	7,674	4.1	1,995	0.6
39,000 - 39,999	33,533	1.9	22,839	1.8	8,398	4.5	2,296	0.7
40,000 - 40,999	34,951	2.0	24,862	2.0	7,714	4.1	2,375	0.7
41,000 - 41,999	41,244	2.4	28,067	2.3	8,390	4.5	4,787	1.5
42,000 - 42,999	37,225	2.1	24,591	2.0	9,397	5.0	3,237	1.0
43,000 - 43,999	21,336	1.2	10,936	0.9	7,360	3.9	3,040	0.9
44,000 - 44,999	32,950	1.9	18,742	1.5	11,660	6.2	2,548	0.8
45,000 - 45,999	27,471	1.6	18,263	1.5	6,226	3.3	2,982	0.9
46,000 - 46,999	23,692	1.4	14,013	1.1	6,573	3.5	3,106	1.0
47,000 - 47,999	32,089	1.8	23,170	1.9	6,010	3.2	2,909	0.9
48,000 - 48,999	35,698	2.0	28,355	2.3	4,503	2.4	2,840	0.9
49,000 - 49,999	20,722	1.2	12,571	1.0	5,301	2.8	2,850	0.9
50,000 - 50,999	33,670	1.9	26,454	2.1	3,548	1.9	3,668	1.1
51,000 - 51,999	26,118	1.5	19,267	1.6	2,990	1.6	3,861	1.2
52,000 - 52,999	17,932	1.0	10,362	0.8	4,513	2.4	3,057	0.9
53,000 - 53,999	26,279	1.5	19,248	1.5	2,308	1.2	4,723	1.5
54,000 - 54,999	19,984	1.1	15,114	1.2	2,007	1.1	2,863	0.9
55,000 - 55,999	16,224	0.9	9,831	0.8	2,620	1.4	3,773	1.2
56,000 - 56,999	26,391	1.5	21,536	1.7	1,416	0.8	3,439	1.1
57,000 - 57,999	11,233	0.6	6,414	0.5	1,324	0.7	3,495	1.1
58,000 - 58,999	31,797	1.8	26,537	2.1	1,521	0.8	3,739	1.2
59,000 - 59,999	17,335	1.0	12,247	1.0	1,497	0.8	3,591	1.1
60,000 - 60,999	24,598	1.4	19,759	1.6	1,142	0.6	3,697	1.1
61,000 - 61,999	27,229	1.6	22,449	1.8	1,037	0.6	3,743	1.2
62,000 - 62,999	24,508	1.4	19,601	1.6	818	0.4	4,089	1.3
63,000 - 63,999	23,009	1.3	18,827	1.5	811	0.4	3,371	1.0
64,000 - 64,999	13,206	0.8	9,778	0.8	430	0.2	2,998	0.9
65,000 - 65,999	23,474	1.3	19,815	1.6	700	0.4	2,959	0.9
66,000 - 66,999	10,436	0.6	7,124	0.6	390	0.2	2,922	0.9
67,000 - 67,999	24,800	1.4	21,315	1.7	162	0.1	3,323	1.0
68,000 - 68,999	9,664	0.6	6,320	0.5	402	0.2	2,942	0.9
69,000 - 69,999	27,766	1.6	23,722	1.9	329	0.2	3,715	1.1
70,000 - 70,999	9,600	0.5	6,415	0.5	146	0.1	3,039	0.9
71,000 - 71,999	25,414	1.4	21,895	1.8	288	0.2	3,231	1.0
72,000 - 72,999	9,980	0.6	6,771	0.5	99	0.1	3,110	1.0
73,000 - 73,999	33,897	1.9	29,239	2.4	136	0.1	4,522	1.4
74,000 - 74,999	11,999	0.7	8,677	0.7	153	0.1	3,169	1.0
75,000 - 75,999	21,320	1.2	17,691	1.4	107	0.1	3,522	1.1
76,000 - 76,999	16,578	0.9	13,313	1.1	73	0.0	3,192	1.0
77,000 - 77,999	8,404	0.5	5,370	0.4	26	0.0	3,008	0.9
78,000 - 78,999	21,432	1.2	18,454	1.5	29	0.0	2,949	0.9
79,000 - 79,999	8,184	0.5	5,300	0.4	43	0.0	2,841	0.9
80,000 - 89,999	132,892	7.6	104,021	8.4	156	0.1	28,715	8.8
90,000 - 99,999	63,599	3.6	45,221	3.6	23	0.0	18,355	5.6
100,000 - 109,999	47,893	2.7	33,495	2.7	2	0.0	14,396	4.4
110,000 - 119,999	32,733	1.9	14,316	1.2	...	...	18,417	5.7
120,000 - 129,999	26,669	1.5	13,715	1.1	...	...	12,954	4.0
130,000 - 139,999	9,786	0.6	585	0.0	...	...	9,201	2.8
140,000 - 149,999	8,589	0.5	...	...	...	...	8,589	2.6
150,000 AND OVER	1,830	0.1	...	...	...	...	1,830	0.6

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

**TABLE 11 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, TOTAL UNITED STATES
AS OF MARCH 31, 2003**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,700,319	100.0	1,211,564	100.0	183,960	100.0	304,795	100.0
AVERAGE SALARY								
MEAN	\$57,704	...	\$57,162	...	\$41,409	...	\$69,694	...
MEDIAN	\$51,356	...	\$53,195	...	\$41,245	...	\$65,406	...
LESS THAN \$18,000	2,245	0.1	282	0.0	1,111	0.6	852	0.3
18,000 - 18,999	2,201	0.1	511	0.0	701	0.4	989	0.3
19,000 - 19,999	1,529	0.1	334	0.0	782	0.4	413	0.1
20,000 - 20,999	4,913	0.3	3,573	0.3	974	0.5	366	0.1
21,000 - 21,999	3,781	0.2	2,113	0.2	1,403	0.8	265	0.1
22,000 - 22,999	11,590	0.7	9,421	0.8	1,463	0.8	706	0.2
23,000 - 23,999	11,244	0.7	9,248	0.8	1,589	0.9	407	0.1
24,000 - 24,999	8,577	0.5	4,744	0.4	2,021	1.1	1,812	0.6
25,000 - 25,999	21,866	1.3	18,318	1.5	2,208	1.2	1,340	0.4
26,000 - 26,999	37,131	2.2	15,507	1.3	1,938	1.1	19,686	6.5
27,000 - 27,999	28,900	1.7	11,064	0.9	3,387	1.8	14,449	4.7
28,000 - 28,999	31,944	1.9	17,142	1.4	2,534	1.4	12,268	4.0
29,000 - 29,999	28,307	1.7	22,522	1.9	3,018	1.6	2,767	0.9
30,000 - 30,999	20,764	1.2	15,361	1.3	3,538	1.9	1,865	0.6
31,000 - 31,999	30,717	1.8	25,968	2.1	3,779	2.1	970	0.3
32,000 - 32,999	29,360	1.7	23,659	2.0	4,549	2.5	1,152	0.4
33,000 - 33,999	34,455	2.0	28,207	2.3	4,718	2.6	1,530	0.5
34,000 - 34,999	24,808	1.5	17,701	1.5	5,767	3.1	1,340	0.4
35,000 - 35,999	30,523	1.8	22,237	1.8	4,737	2.6	3,549	1.2
36,000 - 36,999	31,494	1.9	21,396	1.8	7,732	4.2	2,366	0.8
37,000 - 37,999	32,531	1.9	23,599	1.9	6,376	3.5	2,556	0.8
38,000 - 38,999	39,228	2.3	29,838	2.5	7,584	4.1	1,806	0.6
39,000 - 39,999	32,805	1.9	22,323	1.8	8,366	4.5	2,116	0.7
40,000 - 40,999	34,247	2.0	24,495	2.0	7,623	4.1	2,129	0.7
41,000 - 41,999	40,531	2.4	27,745	2.3	8,314	4.5	4,472	1.5
42,000 - 42,999	35,770	2.1	23,499	1.9	9,303	5.1	2,968	1.0
43,000 - 43,999	20,786	1.2	10,719	0.9	7,328	4.0	2,739	0.9
44,000 - 44,999	31,919	1.9	18,052	1.5	11,575	6.3	2,292	0.8
45,000 - 45,999	26,510	1.6	17,761	1.5	6,202	3.4	2,547	0.8
46,000 - 46,999	22,736	1.3	13,621	1.1	6,534	3.6	2,581	0.8
47,000 - 47,999	31,119	1.8	22,494	1.9	5,993	3.3	2,632	0.9
48,000 - 48,999	34,802	2.0	27,853	2.3	4,488	2.4	2,461	0.8
49,000 - 49,999	20,274	1.2	12,511	1.0	5,285	2.9	2,478	0.8
50,000 - 50,999	32,850	1.9	26,044	2.1	3,543	1.9	3,263	1.1
51,000 - 51,999	24,839	1.5	18,384	1.5	2,963	1.6	3,492	1.1
52,000 - 52,999	17,517	1.0	10,336	0.9	4,496	2.4	2,685	0.9
53,000 - 53,999	24,875	1.5	18,442	1.5	2,287	1.2	4,146	1.4
54,000 - 54,999	18,925	1.1	14,465	1.2	1,995	1.1	2,465	0.8
55,000 - 55,999	15,111	0.9	9,313	0.8	2,596	1.4	3,202	1.1
56,000 - 56,999	25,342	1.5	20,789	1.7	1,411	0.8	3,142	1.0
57,000 - 57,999	10,596	0.6	6,395	0.5	1,293	0.7	2,908	1.0
58,000 - 58,999	31,009	1.8	25,984	2.1	1,516	0.8	3,509	1.2
59,000 - 59,999	16,628	1.0	12,233	1.0	1,488	0.8	2,907	1.0
60,000 - 60,999	23,365	1.4	19,139	1.6	1,136	0.6	3,090	1.0
61,000 - 61,999	25,886	1.5	21,696	1.8	1,035	0.6	3,155	1.0
62,000 - 62,999	24,043	1.4	19,445	1.6	813	0.4	3,785	1.2
63,000 - 63,999	21,736	1.3	18,207	1.5	802	0.4	2,727	0.9
64,000 - 64,999	12,879	0.8	9,687	0.8	418	0.2	2,774	0.9
65,000 - 65,999	22,692	1.3	19,193	1.6	696	0.4	2,803	0.9
66,000 - 66,999	9,235	0.5	6,432	0.5	388	0.2	2,415	0.8
67,000 - 67,999	24,132	1.4	20,753	1.7	161	0.1	3,218	1.1
68,000 - 68,999	9,254	0.5	6,135	0.5	399	0.2	2,720	0.9
69,000 - 69,999	27,145	1.6	23,254	1.9	328	0.2	3,563	1.2
70,000 - 70,999	9,437	0.6	6,394	0.5	143	0.1	2,900	1.0
71,000 - 71,999	24,902	1.5	21,502	1.8	288	0.2	3,112	1.0
72,000 - 72,999	9,632	0.6	6,667	0.6	98	0.1	2,867	0.9
73,000 - 73,999	33,281	2.0	28,777	2.4	136	0.1	4,368	1.4
74,000 - 74,999	11,859	0.7	8,606	0.7	153	0.1	3,100	1.0
75,000 - 75,999	20,820	1.2	17,425	1.4	107	0.1	3,288	1.1
76,000 - 76,999	16,533	1.0	13,302	1.1	73	0.0	3,158	1.0
77,000 - 77,999	7,929	0.5	5,125	0.4	26	0.0	2,778	0.9
78,000 - 78,999	21,393	1.3	18,434	1.5	29	0.0	2,930	1.0
79,000 - 79,999	7,464	0.4	4,814	0.4	43	0.0	2,607	0.9
80,000 - 89,999	131,561	7.7	103,520	8.5	155	0.1	27,886	9.1
90,000 - 99,999	62,321	3.7	44,916	3.7	23	0.0	17,382	5.7
100,000 - 109,999	47,287	2.8	33,381	2.8	2	0.0	13,904	4.6
110,000 - 119,999	32,021	1.9	14,261	1.2	...	...	17,760	5.8
120,000 - 129,999	26,401	1.6	13,711	1.1	...	...	12,690	4.2
130,000 - 139,999	9,455	0.6	585	0.0	...	...	8,870	2.9
140,000 - 149,999	8,529	0.5	...	...	...	...	8,529	2.8
150,000 AND OVER	1,828	0.1	...	...	...	...	1,828	0.6

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

TABLE 12 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, WASHINGTON, D.C., METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2003

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	278,552	100.0	207,312	100.0	10,247	100.0	60,993	100.0
AVERAGE SALARY MEAN	\$74,586	...	\$72,495	...	\$42,175	...	\$87,139	...
MEDIAN	\$73,219	...	\$73,106	...	\$42,416	...	\$80,145	...
LESS THAN \$18,000	58	0.0	48	0.0	5	0.0	5	0.0
18,000 - 18,999	28	0.0	...	...	5	0.0	23	0.0
19,000 - 19,999	86	0.0	60	0.0	8	0.1	18	0.0
20,000 - 20,999	205	0.1	120	0.1	60	0.6	25	0.0
21,000 - 21,999	357	0.1	192	0.1	114	1.1	51	0.1
22,000 - 22,999	360	0.1	254	0.1	78	0.8	28	0.0
23,000 - 23,999	1,045	0.4	895	0.4	78	0.8	72	0.1
24,000 - 24,999	578	0.2	248	0.1	290	2.8	40	0.1
25,000 - 25,999	510	0.2	320	0.2	118	1.2	72	0.1
26,000 - 26,999	1,690	0.6	1,454	0.7	140	1.4	96	0.2
27,000 - 27,999	2,469	0.9	721	0.3	544	5.3	1,204	2.0
28,000 - 28,999	608	0.2	453	0.2	81	0.8	74	0.1
29,000 - 29,999	1,599	0.6	1,425	0.7	65	0.6	109	0.2
30,000 - 30,999	1,601	0.6	1,106	0.5	377	3.7	118	0.2
31,000 - 31,999	1,054	0.4	844	0.4	79	0.8	131	0.2
32,000 - 32,999	3,421	1.2	2,997	1.4	184	1.8	240	0.4
33,000 - 33,999	2,064	0.7	1,411	0.7	372	3.6	281	0.5
34,000 - 34,999	2,456	0.9	2,097	1.0	105	1.0	254	0.4
35,000 - 35,999	1,049	0.4	694	0.3	177	1.7	178	0.3
36,000 - 36,999	3,016	1.1	1,975	1.0	476	4.6	565	0.9
37,000 - 37,999	2,405	0.9	1,879	0.9	185	1.8	341	0.6
38,000 - 38,999	3,144	1.1	2,536	1.2	196	1.9	412	0.7
39,000 - 39,999	3,715	1.3	2,391	1.2	522	5.1	802	1.3
40,000 - 40,999	5,220	1.9	4,210	2.0	258	2.5	752	1.2
41,000 - 41,999	3,411	1.2	2,701	1.3	118	1.2	592	1.0
42,000 - 42,999	5,652	2.0	4,278	2.1	587	5.7	787	1.3
43,000 - 43,999	1,772	0.6	1,082	0.5	295	2.9	395	0.6
44,000 - 44,999	3,053	1.1	2,175	1.0	489	4.8	389	0.6
45,000 - 45,999	3,507	1.3	2,803	1.4	224	2.2	480	0.8
46,000 - 46,999	2,220	0.8	1,436	0.7	111	1.1	673	1.1
47,000 - 47,999	3,866	1.4	2,103	1.0	1,098	10.7	665	1.1
48,000 - 48,999	5,818	2.1	5,221	2.5	108	1.1	489	0.8
49,000 - 49,999	2,701	1.0	1,372	0.7	849	8.3	480	0.8
50,000 - 50,999	3,478	1.2	2,782	1.3	121	1.2	575	0.9
51,000 - 51,999	2,464	0.9	1,592	0.8	270	2.6	602	1.0
52,000 - 52,999	3,046	1.1	2,270	1.1	219	2.1	557	0.9
53,000 - 53,999	2,475	0.9	2,071	1.0	34	0.3	370	0.6
54,000 - 54,999	2,750	1.0	1,932	0.9	240	2.3	578	0.9
55,000 - 55,999	945	0.3	471	0.2	31	0.3	443	0.7
56,000 - 56,999	2,283	0.8	1,657	0.8	79	0.8	547	0.9
57,000 - 57,999	1,138	0.4	425	0.2	130	1.3	583	1.0
58,000 - 58,999	6,383	2.3	5,547	2.7	23	0.2	813	1.3
59,000 - 59,999	1,837	0.7	1,204	0.6	114	1.1	519	0.9
60,000 - 60,999	4,150	1.5	3,528	1.7	25	0.2	597	1.0
61,000 - 61,999	4,557	1.6	3,660	1.8	193	1.9	704	1.2
62,000 - 62,999	1,930	0.7	1,366	0.7	29	0.3	535	0.9
63,000 - 63,999	4,691	1.7	4,009	1.9	54	0.5	628	1.0
64,000 - 64,999	760	0.3	143	0.1	8	0.1	609	1.0
65,000 - 65,999	3,667	1.3	3,133	1.5	24	0.2	510	0.8
66,000 - 66,999	678	0.2	99	0.0	24	0.2	555	0.9
67,000 - 67,999	3,079	1.1	2,593	1.3	28	0.3	458	0.8
68,000 - 68,999	677	0.2	68	0.0	2	0.0	607	1.0
69,000 - 69,999	7,355	2.6	6,667	3.2	80	0.8	608	1.0
70,000 - 70,999	629	0.2	95	0.0	...	...	534	0.9
71,000 - 71,999	6,309	2.3	5,671	2.7	46	0.4	592	1.0
72,000 - 72,999	615	0.2	51	0.0	1	0.0	563	0.9
73,000 - 73,999	6,039	2.2	5,278	2.5	39	0.4	722	1.2
74,000 - 74,999	1,027	0.4	303	0.1	15	0.1	709	1.2
75,000 - 75,999	10,102	3.6	9,147	4.4	...	...	955	1.6
76,000 - 76,999	606	0.2	189	0.1	3	0.0	414	0.7
77,000 - 77,999	1,157	0.4	469	0.2	1	0.0	687	1.1
78,000 - 78,999	5,827	2.1	5,188	2.5	1	0.0	638	1.0
79,000 - 79,999	609	0.2	145	0.1	...	...	464	0.8
80,000 - 89,999	40,810	14.7	33,976	16.4	15	0.1	6,819	11.2
90,000 - 99,999	18,947	6.8	15,244	7.4	2	0.0	3,701	6.1
100,000 - 109,999	21,792	7.8	17,324	8.4	...	...	4,468	7.3
110,000 - 119,999	11,435	4.1	8,036	3.9	...	...	3,399	5.6
120,000 - 129,999	13,463	4.8	9,433	4.6	...	...	4,030	6.6
130,000 - 139,999	3,551	1.3	45	0.0	...	...	3,506	5.7
140,000 - 149,999	5,497	2.0	...	...	...	...	5,497	9.0
150,000 AND OVER	1,056	0.4	...	...	...	...	1,056	1.7

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

**TABLE 13 -- FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA
AS OF MARCH 31, 2003**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, D.C. METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
EXECUTIVE SCHEDULE (EX)					
LEVEL V	20	20	20	...	...
LEVEL IV	293	293	290	...	...
LEVEL III	104	103	100	1	...
LEVEL II	36	36	36	...	...
LEVEL I	19	19	19	...	...
TOTALS	472	471	465	1	...
SENIOR LEVEL (SL)					
SL	546	540	456	7	...
ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)					
AL - 3	1,279	1,268	148	11	...
AL - 2	36	36	18	...	...
AL - 1	5	5	5	...	...
TOTALS	1,320	1,309	171	11	...
CA - 1	6	6	6	...	...
CA - 2	8	8	8	...	...
CA - 3	43	43	43	...	...
TOTALS	57	57	57	...	...
SENIOR EXECUTIVE SERVICE (ES)					
ES - 1	864	863	612	1	...
ES - 2	883	879	630	4	...
ES - 3	1,140	1,130	769	21	...
ES - 4	2,551	2,541	1,775	59	...
ES - 5	1,065	1,062	778	17	...
ES - 6	478	478	422	3	...
TOTALS	6,981	6,953	4,986	105	...
MEDICAL (VM) AND NON-MEDICAL (AD & SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS					
VM - DIRECTOR	24	23	...	1	...
AD - DIRECTOR	1	1	...	...	...
SR - DIRECTOR	60	60	40	...	...
TOTALS	85	84	40	1	...
SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)					
FE - CAREER MINISTER	24	17	16	7	...
FE - MINISTER COUNSELOR	351	200	183	151	...
FE - COUNSELOR	606	301	281	305	...
TOTALS	981	518	480	463	...
FA - 4	...	...	...	...	...
FA - 3	98	...	...	98	...
FA - 2	58	1	1	57	...
FA - 1	...	...	...	...	...
TOTALS	156	1	1	155	...
SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)					
ST	318	318	136	...	...
OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE					
--	7,128	7,050	2,773	78	...
TOTALS FOR SELECTED PAY SYSTEMS	18,044	17,301	9,565	821	...

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
ALL AGENCIES, TOTAL	18,044	5,460	6,981	479	546	65	318	4,195
LEGISLATIVE BRANCH, TOTAL	183	31	...	6	100	...	3	43
ARCHITECT OF THE CAPITOL	22	...	...	...	...	...	...	22
COMMISSION ON OCEAN POLICY	4	4	...	...	...	...	...	...
GOVERNMENT PRINTING OFFICE	23	...	...	2	...	...	...	21
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	103	...	...	4	96	...	3	...
MEDICARE PAYMENT ADVISORY COMMISSION	8	8	...	...	...	...	...	...
NATIONAL COMMISSION ON TERRORIST ATTACKS UPON THE UNITED STATES	4	4	...	...	...	...	...	...
UNITED STATES-CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	2	2	...	...	...	...	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	2	2	...	...	...	...	...	...
U.S. TAX COURT	14	10	...	...	4	...	...	...
EXECUTIVE BRANCH, TOTAL	17,861	5,429	6,981	473	446	65	315	4,152
EXECUTIVE OFFICE OF THE PRESIDENT								
COUNCIL OF ECONOMIC ADVISERS	3	1	1	1	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	3	2	...	1	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	5	5	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	7	...	...	...	7	...	...	...
OFFICE OF ADMINISTRATION	5	5	...	...	...	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	75	2	68	5	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	16	...	11	5	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	6	...	4	2	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	30	6	19	5	...	...	...	...
EXECUTIVE DEPARTMENTS								
DEPARTMENT OF AGRICULTURE	447	...	346	15	20	...	37	29
DEPARTMENT OF COMMERCE	557	79	362	24	9	...	44	39
DEPARTMENT OF DEFENSE, TOTAL	1,909	435	1,189	44	34	5	114	88
DEFENSE LOGISTICS AGENCY	46	23	23	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	254	21	162	7	16	...	33	15
DEPARTMENT OF THE ARMY	373	40	250	7	...	...	31	45
DEPARTMENT OF THE NAVY	670	305	290	5	6	...	36	28
OFFICE OF THE SECRETARY OF DEFENSE	285	...	256	23	5	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	2	...	2	...	...	...	...	...
DEPARTMENT OF DEFENSE	279	46	206	2	7	5	13	...
DEPARTMENT OF EDUCATION	135	35	83	14	2	...	...	1
DEPARTMENT OF ENERGY	577	1	453	19	11	...	3	90
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,807	1,145	400	14	5	...	9	234
DEPARTMENT OF HOMELAND SECURITY	410	10	237	8	...	...	...	155
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	123	1	98	15	1	...	...	8
DEPARTMENT OF THE INTERIOR	328	8	233	16	26	...	32	13
DEPARTMENT OF JUSTICE	4,149	3,226	607	24	61	...	...	231
DEPARTMENT OF LABOR	239	2	160	17	13	...	...	47
DEPARTMENT OF STATE	1,153	12	163	31	2	...	...	945
DEPARTMENT OF TRANSPORTATION	456	24	205	20	4	...	...	203
DEPARTMENT OF THE TREASURY	572	35	434	15	16	...	...	72
DEPARTMENT OF VETERANS AFFAIRS	467	11	296	9	1	60	...	90
INDEPENDENT AGENCIES								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	...	1	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	1	...	...	1	...	...	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT	171	22	27	12	...	...	...	110
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	2	...	...	2	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	5	5	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	7	...	2	5	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	2	...	2	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	32	14	12	4	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	15	...	12	3	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	15	...	3	3	...	...	...	9
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	12	...	...	1	11	...	...	...
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	39	...	11	3	...	...	...	25
DELTA REGIONAL AUTHORITY	1	1	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	306	...	264	13	17	...	6	6
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	44	...	40	4	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	30	6	...	4	20	...	...	...
FARM CREDIT ADMINISTRATION	19	...	...	3	...	...	...	16
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	...	2	1	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	12	...	1	2	...	...	...	9
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	8	...	8	...	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	60	...	42	5	11	...	...	2
FEDERAL DEPOSIT INSURANCE CORPORATION	190	...	...	3	...	...	...	187
FEDERAL ELECTION COMMISSION	15	...	...	8	7	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2003

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
INDEPENDENT AGENCIES (CONTINUED)								
FEDERAL HOUSING FINANCE BOARD	16	...	...	4	...	...	...	12
FEDERAL LABOR RELATIONS AUTHORITY	22	...	14	3	...	...	...	5
FEDERAL MARITIME COMMISSION	14	...	6	5	...	...	...	3
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	7	...	...	7	...	...	...	...
FEDERAL TRADE COMMISSION	43	...	36	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	114	...	103	2	1	...	...	8
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	2	...	...	1	1	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION:	4	4	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION:	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	2	2	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	12	...	10	1	1	...	...	...
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	2	2	...	...	...	...	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	521	32	411	2	5	...	70	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	23	1	13	1	8	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	1	...	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	21	1	16	3	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	3	...	3	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	41	...	...	3	...	...	...	38
NATIONAL LABOR RELATIONS BOARD	116	...	56	6	...	...	...	54
NATIONAL MEDIATION BOARD	5	...	2	3	...	...	...	...
NATIONAL SCIENCE FOUNDATION	306	221	83	2	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	25	...	12	5	4	...	...	4
NUCLEAR REGULATORY COMMISSION	226	1	142	6	...	...	...	77
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	17	...	3	3	...	...	...	11
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	6	...	5	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	6	...	5	1	...	...	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	18	16	...	2	...	...	...	...
PEACE CORPS	18	...	...	2	...	...	...	16
PENSION BENEFIT GUARANTY CORPORATION	28	...	...	...	28	...	...	...
PRESIDIO TRUST	18	18	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD	15	...	11	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	86	...	...	5	...	...	...	81
SELECTIVE SERVICE SYSTEM	2	...	2	...	...	...	...	...
SMALL BUSINESS ADMINISTRATION	62	9	49	3	...	...	...	1
SMITHSONIAN INSTITUTION	116	...	...	...	113	...	...	3
SOCIAL SECURITY ADMINISTRATION	1,186	1	125	3	...	...	...	1,057
TENNESSEE VALLEY AUTHORITY	158	...	...	...	...	...	...	158
TRADE AND DEVELOPMENT AGENCY	4	1	2	1	...	...	...	...
U.S. HOLOCAUST MEMORIAL MUSEUM	5	2	...	...	3	...	...	...
VIETNAM EDUCATION FOUNDATION	1	1	...	...	...	...	...	...
BROADCASTING BOARD OF GOVERNORS	19	...	15	1	...	...	...	3
U.S. INSTITUTE OF PEACE	11	11	...	...	...	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	17	...	9	4	...	...	...	4
OFFICE OF PERSONNEL MANAGEMENT	47	...	42	3	2	...	...	...
AGENCY FOR INTERNATIONAL DEVELOPMENT	178	13	25	12	...	...	...	128
OFFICE OF PERSONNEL MANAGEMENT	44	...	39	3	2	...	...	...

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2003

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA	35,223	\$58,150	23,926	\$57,825	3,809	\$36,799	7,488	\$70,048
ALASKA	12,323	\$51,391	7,866	\$48,158	2,196	\$53,841	2,261	\$60,259
ARIZONA	32,076	\$49,323	23,207	\$49,553	3,971	\$40,077	4,898	\$55,729
ARKANSAS	11,646	\$48,755	8,358	\$48,707	1,854	\$35,312	1,434	\$66,418
CALIFORNIA	145,996	\$57,552	99,259	\$55,524	15,292	\$42,652	31,445	\$71,197
COLORADO	33,893	\$58,871	26,599	\$58,845	2,205	\$38,728	5,089	\$67,734
CONNECTICUT	6,994	\$57,955	4,969	\$57,937	771	\$39,151	1,254	\$69,585
DELAWARE	2,563	\$51,230	1,726	\$49,418	621	\$46,006	216	\$80,732
DISTRICT OF COLUMBIA	151,338	\$75,925	115,215	\$73,713	5,401	\$40,810	30,722	\$90,397
FLORIDA	70,901	\$53,136	47,313	\$53,201	6,996	\$38,045	16,592	\$59,311
GEORGIA	64,931	\$54,298	47,829	\$54,447	9,100	\$40,377	8,002	\$69,234
HAWAII	21,241	\$49,757	13,169	\$48,674	5,400	\$52,768	2,672	\$49,011
IDAHO	8,190	\$51,133	6,495	\$51,814	867	\$40,618	828	\$56,799
ILLINOIS	43,602	\$58,864	30,678	\$58,726	3,682	\$43,038	9,242	\$65,626
INDIANA	19,093	\$53,307	11,872	\$51,144	2,130	\$43,210	5,091	\$62,577
IOWA	7,475	\$49,927	5,199	\$49,364	1,125	\$40,469	1,151	\$61,714
KANSAS	15,043	\$52,022	10,862	\$48,810	2,001	\$43,680	2,180	\$75,683
KENTUCKY	20,814	\$46,831	15,044	\$45,347	1,916	\$38,148	3,854	\$56,941
LOUISIANA	20,540	\$50,848	15,156	\$51,025	2,890	\$40,744	2,494	\$61,483
MAINE	9,001	\$51,053	5,555	\$54,604	2,758	\$41,295	688	\$61,505
MARYLAND	105,702	\$68,831	79,227	\$67,128	5,782	\$43,452	20,693	\$82,445
MASSACHUSETTS	25,304	\$58,420	18,965	\$58,137	1,900	\$39,887	4,439	\$67,563
MICHIGAN	23,862	\$57,177	17,418	\$57,484	2,066	\$45,610	4,378	\$61,415
MINNESOTA	14,431	\$55,327	9,689	\$52,727	1,496	\$43,140	3,246	\$68,705
MISSISSIPPI	17,021	\$50,827	11,700	\$50,485	2,701	\$36,849	2,620	\$66,762
MISSOURI	33,310	\$50,851	26,943	\$49,470	2,607	\$40,592	3,760	\$67,865
MONTANA	9,086	\$49,446	7,323	\$49,660	999	\$42,580	764	\$56,370
NEBRASKA	8,578	\$50,813	6,555	\$51,709	913	\$36,053	1,110	\$57,666
NEVADA	9,441	\$52,111	6,054	\$52,956	690	\$44,029	2,697	\$52,283
NEW HAMPSHIRE	3,309	\$64,223	1,875	\$56,980	281	\$38,614	1,153	\$82,243

TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2003

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
NEW JERSEY	27,443	\$62,458	19,457	\$63,070	2,622	\$43,567	5,364	\$69,473
NEW MEXICO	21,848	\$52,218	15,974	\$52,028	1,962	\$37,822	3,912	\$60,217
NEW YORK	60,794	\$55,850	42,440	\$54,267	5,798	\$38,787	12,556	\$69,080
NORTH CAROLINA	32,178	\$50,271	21,213	\$50,690	5,932	\$41,001	5,033	\$59,429
NORTH DAKOTA	5,355	\$48,396	3,748	\$48,565	910	\$40,944	697	\$57,216
OHIO	42,495	\$59,553	31,988	\$57,754	3,065	\$42,762	7,442	\$74,201
OKLAHOMA	33,261	\$50,691	19,060	\$51,977	9,562	\$40,997	4,639	\$65,387
OREGON	18,661	\$53,426	13,989	\$53,851	2,175	\$45,911	2,497	\$57,595
PENNSYLVANIA	63,138	\$52,271	47,370	\$52,942	9,117	\$40,042	6,651	\$64,250
RHODE ISLAND	6,191	\$63,303	3,031	\$54,989	519	\$36,935	2,641	\$78,026
SOUTH CAROLINA	16,509	\$51,183	11,268	\$50,177	2,149	\$38,037	3,092	\$63,988
SOUTH DAKOTA	7,158	\$47,417	4,933	\$48,146	995	\$38,393	1,230	\$51,796
TENNESSEE	35,177	\$52,819	18,734	\$46,559	2,697	\$36,634	13,746	\$64,526
TEXAS	106,501	\$53,074	77,171	\$52,339	12,114	\$37,913	17,216	\$67,037
UTAH	27,422	\$47,871	19,009	\$48,620	5,916	\$41,574	2,497	\$57,091
VERMONT	3,586	\$49,044	2,855	\$48,134	327	\$37,876	404	\$64,512
VIRGINIA	116,012	\$63,623	83,177	\$64,502	10,231	\$39,915	22,604	\$71,120
WASHINGTON	45,767	\$55,498	29,865	\$55,631	9,509	\$48,724	6,393	\$64,954
WEST VIRGINIA	12,625	\$52,931	9,965	\$52,583	1,351	\$39,313	1,309	\$69,631
WISCONSIN	11,786	\$50,717	8,269	\$50,593	1,583	\$40,452	1,934	\$59,652
WYOMING	4,886	\$48,641	3,694	\$48,538	793	\$40,886	399	\$65,012
UNSPECIFIED 1/	18,599	\$62,639	18,308	\$62,520	213	\$44,056	78	...
TOTALS	1,700,319	\$57,704	1,211,564	\$57,162	183,960	\$41,409	304,795	\$69,694

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

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	29,015	\$58,986	20,326	\$59,423	3,627	\$40,452	5,062	\$70,511
BOSTON, MA-NH	17,220	\$63,130	12,461	\$63,962	957	\$37,983	3,802	\$66,733
BROCKTON, MA	1,007	\$50,579	632	\$47,448	182	\$32,473	193	\$77,906
FITCHBURG-MINSTER, MA	250	\$31,266	250	\$31,266	...	...	...	...
LAWRENCE, MA-NH	2,261	\$40,914	2,192	\$39,856	22	\$38,861	47	\$91,222
LOWELL, MA-NH	936	\$51,287	877	\$51,053	42	\$38,153	17	\$95,808
MANCHESTER, NH	1,127	\$53,078	605	\$55,317	95	\$33,213	427	\$54,325
NASHUA, NH	635	\$99,563	142	\$65,870	...	...	493	...
NEW BEDFORD, MA	111	\$64,601	102	\$62,727	...	...	9	\$85,835
PORTSMOUTH-ROCHESTER, NH-ME	5,124	\$53,710	2,785	\$62,999	2,311	\$42,489	28	\$55,806
WORCESTER, MA-CT	344	\$57,283	280	\$57,851	18	\$36,265	46	\$62,048
CHICAGO-GARY-KENOSHA, IL-IN-WI	28,687	\$61,184	19,198	\$61,167	1,616	\$39,877	7,873	\$65,599
CHICAGO, IL	28,055	\$61,194	18,744	\$61,273	1,561	\$39,860	7,750	\$65,301
GARY, IN	505	\$60,287	399	\$57,270	48	\$39,730	58	\$98,055
KANKAKEE, IL	95	\$65,197	32	\$52,304	...	...	63	\$71,746
KENOSHA, WI	32	\$54,771	23	\$55,103	7	\$44,710	2	\$86,172
CINCINNATI-HAMILTON, OH-KY-IN	10,709	\$48,144	9,054	\$46,461	284	\$36,661	1,371	\$61,638
CINCINNATI, OH-KY-IN	10,662	\$48,123	9,007	\$46,427	284	\$36,661	1,371	\$61,638
37 HAMILTON-MIDDLETOWN, OH	47	\$53,104	47	\$53,104	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	11,077	\$62,592	7,862	\$60,207	529	\$38,757	2,686	\$74,265
AKRON, OH	510	\$54,420	282	\$57,044	86	\$45,482	142	\$54,623
CLEVELAND-LORAIN-ELYRIA, OH	10,567	\$62,986	7,580	\$60,325	443	\$37,451	2,544	\$75,362
DALLAS-FORT WORTH, TX	24,411	\$60,419	16,136	\$58,118	1,109	\$40,921	7,166	\$68,619
DALLAS, TX	14,276	\$59,595	11,078	\$57,700	495	\$35,414	2,703	\$71,790
FORT WORTH-ARLINGTON, TX	10,135	\$61,579	5,058	\$59,031	614	\$45,361	4,463	\$66,699
DENVER-BOULDER-GREELEY, CO	21,240	\$63,626	16,285	\$63,470	1,014	\$40,742	3,941	\$70,161
BOULDER-LONGMONT, CO	1,655	\$83,105	335	\$59,998	67	\$41,454	1,253	\$91,510
DENVER, CO	19,362	\$62,116	15,772	\$63,693	904	\$40,323	2,686	\$60,194
GREELEY, CO	223	\$50,180	178	\$50,256	43	\$48,428	2	\$81,087
DETROIT-ANN ARBOR-FLINT, MI	15,531	\$60,339	11,621	\$60,720	995	\$48,722	2,915	\$62,786
ANN ARBOR, MI	2,114	\$59,068	1,538	\$57,748	219	\$47,642	357	\$71,765
DETROIT, MI	13,129	\$60,580	9,913	\$61,232	767	\$49,046	2,449	\$61,550
FLINT, MI	288	\$58,694	170	\$57,720	9	\$47,335	109	\$61,151

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
HOUSTON-GALVESTON-BRAZORIA, TX	14,353	\$66,814	10,006	\$67,123	636	\$37,792	3,711	\$70,954
BRAZORIA, TX	86	\$53,476	70	\$55,952	16	\$42,644	...	...
GALVESTON-TEXAS CITY, TX	430	\$63,900	419	\$64,353	10	\$42,356	1	\$89,726
HOUSTON, TX	13,837	\$66,987	9,517	\$67,327	610	\$37,590	3,710	\$70,949
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	46,432	\$57,826	31,207	\$57,286	3,884	\$41,446	11,341	\$64,923
LOS ANGELES-LONG BEACH, CA	25,129	\$58,221	16,483	\$57,741	1,188	\$36,533	7,458	\$62,738
ORANGE COUNTY, CA	4,877	\$57,301	3,983	\$59,119	309	\$43,738	585	\$52,083
RIVERSIDE-SAN BERNARDINO, CA	10,330	\$51,412	6,349	\$50,918	1,951	\$42,987	2,030	\$61,054
VENTURA, CA	6,096	\$67,486	4,392	\$63,119	436	\$46,311	1,268	\$89,892
MIAMI-FORT LAUDERDALE, FL	15,787	\$54,508	9,714	\$54,540	706	\$37,134	5,367	\$56,737
FORT LAUDERDALE, FL	3,040	\$54,112	1,843	\$58,231	3	\$42,547	1,194	\$47,782
MIAMI, FL	12,747	\$54,603	7,871	\$53,675	703	\$37,111	4,173	\$59,299
MILWAUKEE-RACINE, WI	4,855	\$52,618	3,304	\$52,338	537	\$41,274	1,014	\$59,537
MILWAUKEE-WAUKESHA, WI	4,803	\$52,570	3,257	\$52,297	537	\$41,274	1,009	\$59,466
RACINE, WI	52	\$56,992	47	\$55,177	...	...	5	\$74,046
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	65,083	\$59,912	46,946	\$59,283	4,788	\$38,979	13,349	\$69,632
BERGEN-PASSAIC, NJ	629	\$68,037	510	\$65,083	7	\$43,624	112	\$83,011
BRIDGEPORT, CT	466	\$66,508	371	\$64,811	13	\$41,130	82	\$78,207
DANBURY, CT	297	\$53,997	250	\$54,787	47	\$49,796	...	...
DUTCHESS COUNTY, NY	553	\$51,613	402	\$47,822	56	\$29,908	95	\$80,454
JERSEY CITY, NJ	247	\$58,358	204	\$59,832	40	\$48,978	3	\$83,177
MIDDLESEX-SOMERSET-HUNTERDON, NJ	1,883	\$60,175	1,391	\$59,613	251	\$37,173	241	\$87,372
MONMOUTH-OCEAN, NJ	7,241	\$69,837	6,227	\$69,426	462	\$45,435	552	\$94,907
NASSAU-SUFFOLK, NY	9,310	\$56,164	6,845	\$46,775	560	\$39,813	1,905	\$94,709
NEW HAVEN-MERIDEN, CT	1,912	\$57,640	1,263	\$54,081	213	\$33,342	436	\$79,820
NEW YORK, NY	28,339	\$60,041	19,791	\$60,003	1,428	\$38,543	7,120	\$64,456
NEWARK, NJ	9,775	\$60,122	6,957	\$63,464	414	\$40,663	2,404	\$53,802
NEWBURGH, NY-PA	3,537	\$47,141	1,993	\$49,956	1,225	\$36,803	319	\$69,247
STAMFORD-NORWALK, CT	140	\$70,281	132	\$68,783	1	\$39,778	7	...
TRENTON, NJ	685	\$64,901	549	\$65,033	67	\$43,855	69	\$84,288
WATERBURY, CT	69	\$60,318	61	\$59,650	4	\$40,863	4	\$89,968
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	39,242	\$54,902	30,109	\$53,395	3,855	\$43,275	5,278	\$71,992
ATLANTIC-CAPE MAY, NJ	2,388	\$71,780	347	\$54,843	168	\$45,224	1,873	\$77,300
PHILADELPHIA, PA-NJ	33,850	\$53,952	27,791	\$53,605	3,124	\$43,658	2,935	\$68,196

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
VINELAND-MILLVILLE-BRIDGETON, NJ	472	\$53,467	364	\$51,033	60	\$53,111	48	\$72,372
WILMINGTON-NEWARK, DE-MD	2,532	\$51,953	1,607	\$49,988	503	\$39,071	422	\$74,792
PORTLAND-SALEM, OR-WA	12,442	\$58,068	9,173	\$59,476	1,071	\$45,831	2,198	\$58,153
PORTLAND-VANCOUVER, OR-WA	11,686	\$58,599	8,641	\$59,805	1,026	\$45,975	2,019	\$59,856
SALEM, OR	756	\$49,853	532	\$54,140	45	\$42,560	179	\$38,943
SACRAMENTO-YOLO, CA	7,033	\$60,386	5,536	\$58,410	224	\$43,319	1,273	\$71,984
SACRAMENTO, CA	6,648	\$60,248	5,164	\$58,098	216	\$43,263	1,268	\$71,896
YOLO, CA	385	\$62,782	372	\$62,744	8	\$44,808	5	\$94,384
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,652	\$66,460	20,771	\$65,198	2,036	\$46,773	4,845	\$80,142
OAKLAND, CA	7,819	\$63,238	5,908	\$59,605	269	\$46,658	1,642	\$79,027
SAN FRANCISCO, CA	11,504	\$69,480	8,917	\$67,631	741	\$42,520	1,846	\$89,234
SAN JOSE, CA	5,621	\$69,702	4,048	\$71,961	323	\$44,756	1,250	\$68,835
SANTA CRUZ-WATSONVILLE, CA	101	\$67,823	101	\$67,823	...	...	...	...
SANTA ROSA, CA	320	\$59,592	225	\$56,370	26	\$49,619	69	\$73,859
VALLEJO-FAIRFIELD-NAPA, CA	2,287	\$55,211	1,572	\$56,095	677	\$52,326	38	\$70,026
SAN JUAN-CAGUAS-ARECIBO, PR	8,967	\$43,737	5,819	\$42,511	793	\$27,236	2,355	\$52,320
ARECIBO, PR	55	\$49,902	50	\$48,331	...	...	5	\$65,604
CAGUAS, PR	78	\$46,948	71	\$48,994	7	\$26,192	...	...
SAN JUAN-BAYAMON, PR	8,834	\$43,670	5,698	\$42,380	786	\$27,245	2,350	\$52,292
SEATTLE-TACOMA-BREMERTON, WA	34,432	\$56,063	21,505	\$56,312	8,310	\$49,349	4,617	\$66,985
BREMERTON, WA	13,285	\$56,105	6,771	\$60,207	6,221	\$50,389	293	\$82,673
OLYMPIA, WA	475	\$60,489	419	\$60,128	5	\$42,266	51	\$65,238
SEATTLE-BELLEVUE-EVERETT, WA	14,535	\$59,529	9,943	\$57,902	541	\$44,293	4,051	\$65,559
TACOMA, WA	6,137	\$47,419	4,372	\$46,300	1,543	\$46,950	222	\$72,711
WASHINGTON-BALTIMORE, DC-MD-VA-WV	312,854	\$73,128	235,040	\$71,169	12,784	\$42,337	65,030	\$86,264
BALTIMORE, MD	34,072	\$61,372	27,580	\$61,298	2,490	\$43,048	4,002	\$73,286
HAGERSTOWN, MD	230	\$49,132	148	\$52,961	47	\$40,010	35	\$45,189
WASHINGTON, DC-MD-VA-WV	278,552	\$74,586	207,312	\$72,495	10,247	\$42,175	60,993	\$87,139
ABILENE, TX	515	\$45,680	385	\$44,759	69	\$35,843	61	\$62,618
AGUADILLA, PR	241	\$45,020	93	\$39,372	47	\$32,897	101	\$55,862
ALBANY, GA	2,035	\$49,051	1,072	\$51,935	789	\$42,466	174	\$61,141
ALBANY-SCHENECTADY-TROY, NY	3,789	\$55,296	2,534	\$56,335	587	\$43,003	668	\$62,155
ALBUQUERQUE, NM	9,966	\$57,412	7,115	\$54,739	571	\$37,942	2,280	\$70,627

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALEXANDRIA, LA	1,608	\$47,701	1,033	\$46,477	335	\$39,407	240	\$64,545
ALLENTOWN-BETHLEHEM-EASTON, PA	687	\$43,208	475	\$38,238	20	\$39,504	192	\$55,890
ALTOONA, PA	537	\$49,164	317	\$44,056	56	\$35,185	164	\$63,808
AMARILLO, TX	1,262	\$50,370	805	\$47,625	100	\$27,652	357	\$62,921
ANCHORAGE, AK	7,124	\$53,895	4,555	\$50,657	1,137	\$53,132	1,432	\$64,799
ANNISTON, AL	3,351	\$41,931	1,182	\$48,404	2,110	\$37,501	59	\$70,658
APPLETON-OSHKOSH-NEENAH, WI	247	\$52,584	146	\$54,369	10	\$46,981	91	\$50,336
ASHEVILLE, NC	1,811	\$51,161	1,094	\$47,225	166	\$27,433	551	\$66,125
ATHENS, GA	907	\$58,602	852	\$58,978	32	\$38,091	23	\$73,203
ATLANTA, GA	31,798	\$59,795	24,876	\$57,625	950	\$43,259	5,972	\$71,466
AUBURN-OPELIKA, AL	171	\$55,094	158	\$55,979	11	\$33,161	2	...
AUGUSTA-AIKEN, GA-SC	5,103	\$49,146	4,027	\$48,211	434	\$31,683	642	\$66,817
AUSTIN-SAN MARCOS, TX	7,167	\$46,294	6,262	\$45,308	279	\$38,432	626	\$59,664
BAKERSFIELD, CA	7,596	\$65,113	1,550	\$57,692	869	\$47,053	5,177	\$70,366
BANGOR, ME	728	\$51,629	401	\$52,724	146	\$40,295	181	\$58,346
BARNSTABLE-YARMOUTH, MA	92	\$49,643	49	\$55,732	1	\$35,959	42	\$42,865
BATON ROUGE, LA	854	\$57,706	597	\$57,216	37	\$34,076	220	\$63,010
BEAUMONT-PORT ARTHUR, TX	1,338	\$48,888	1,066	\$47,527	184	\$47,363	88	\$68,553
BELLINGHAM, WA	686	\$47,848	625	\$48,608	15	\$43,987	46	\$38,774
BENTON HARBOR, MI	72	\$51,492	67	\$50,866	3	\$39,855	2	\$89,930
BILLINGS, MT	1,231	\$56,383	1,028	\$56,423	21	\$39,792	182	\$58,075
BILOXI-GULFPORT-PASCAGOULA, MS	6,810	\$50,658	5,038	\$51,619	1,025	\$36,084	747	\$64,173
BINGHAMTON, NY	293	\$57,915	213	\$61,310	18	\$43,234	62	\$50,514
BIRMINGHAM, AL	4,967	\$51,000	4,045	\$50,136	285	\$34,689	637	\$63,788
BISMARCK, ND	748	\$55,988	614	\$56,145	59	\$46,665	75	\$62,032
BLOOMINGTON, IN	59	\$53,017	51	\$54,853	8	\$41,312	...	...
BLOOMINGTON-NORMAL, IL	267	\$36,076	179	\$36,693	21	\$30,856	67	\$36,063
BOISE CITY, ID	3,852	\$52,860	2,801	\$54,157	540	\$40,011	511	\$59,328
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,929	\$48,574	1,742	\$48,846	73	\$44,304	114	\$47,160
BRYAN-COLLEGE STATION, TX	540	\$54,375	484	\$55,486	25	\$39,374	31	\$49,127
BUFFALO-NIAGARA FALLS, NY	5,455	\$51,217	4,308	\$50,224	373	\$43,370	774	\$60,525
BURLINGTON, VT	2,268	\$48,244	1,824	\$48,020	226	\$39,893	218	\$58,777
CANTON-MASSILLON, OH	168	\$53,838	133	\$50,055	11	\$44,610	24	\$79,031

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
CASPER, WY	485	\$59,137	352	\$57,011	18	\$59,117	115	\$65,647
CEDAR RAPIDS, IA	368	\$56,342	180	\$58,473	12	\$42,366	176	\$55,114
CHAMPAIGN-URBANA, IL	589	\$63,581	300	\$54,600	5	\$39,098	284	\$73,499
CHARLESTON-NORTH CHARLESTON, SC	6,621	\$53,423	4,147	\$50,548	712	\$39,043	1,762	\$65,998
CHARLESTON, WV	1,002	\$56,461	621	\$56,345	162	\$42,784	219	\$66,906
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	3,502	\$51,047	1,831	\$51,054	365	\$33,570	1,306	\$55,923
CHARLOTTESVILLE, VA	816	\$64,602	167	\$56,477	20	\$37,471	629	\$67,622
CHATTANOOGA, TN-GA	4,832	\$65,733	351	\$51,482	65	\$37,775	4,416	\$68,277
CHEYENNE, WY	1,708	\$49,960	1,230	\$49,973	363	\$42,244	115	\$74,174
CHICO-PARADISE, CA	181	\$45,656	156	\$45,800	8	\$44,237	17	\$44,994
CLARKSVILLE-HOPKINSVILLE, TN-KY	3,014	\$42,620	1,949	\$42,703	470	\$36,768	595	\$46,969
COLORADO SPRINGS, CO	6,361	\$50,175	5,110	\$51,032	692	\$33,378	559	\$63,135
COLUMBIA, MO	1,288	\$52,528	859	\$50,587	105	\$32,319	324	\$64,221
COLUMBIA, SC	5,103	\$48,795	3,602	\$48,230	804	\$36,051	697	\$66,413
COLUMBUS, GA-AL	2,942	\$42,717	2,250	\$42,341	312	\$30,564	380	\$54,922
COLUMBUS, OH	8,629	\$54,445	7,546	\$54,628	466	\$42,726	617	\$61,059
CORPUS CHRISTI, TX	4,475	\$48,427	1,995	\$51,080	2,261	\$44,704	219	\$62,694
41 CORVALLIS, OR	437	\$59,768	403	\$60,736	23	\$37,361	11	\$71,177
CUMBERLAND, MD-WV	379	\$48,702	308	\$49,007	58	\$46,170	13	\$52,768
DANVILLE, VA	46	\$49,171	40	\$49,746	5	\$38,726	1	\$78,381
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,181	\$58,090	4,270	\$60,047	736	\$47,406	175	\$55,296
DAYTON-SPRINGFIELD, OH	13,677	\$62,801	9,557	\$60,037	1,066	\$44,523	3,054	\$77,831
DAYTONA BEACH, FL	437	\$59,552	194	\$48,549	3	\$36,919	240	\$68,729
DECATUR, AL	1,113	\$65,094	74	\$51,731	3	\$34,457	1,036	\$66,137
DECATUR, IL	85	\$51,831	53	\$54,217	25	\$44,768	7	\$58,990
DES MOINES, IA	2,406	\$52,218	1,627	\$51,377	342	\$40,891	437	\$64,215
DOTHAN, AL	2,029	\$51,694	1,712	\$52,513	141	\$36,948	176	\$55,537
DOVER, DE	1,116	\$46,875	732	\$46,509	382	\$47,439	2	\$73,345
DUBUQUE, IA	63	\$45,113	35	\$45,721	13	\$46,037	15	\$42,894
DULUTH-SUPERIOR, MN-WI	930	\$53,312	638	\$54,051	198	\$49,229	94	\$56,901
EAU CLAIRE, WI	153	\$58,709	114	\$57,163	14	\$38,641	25	\$76,997
EL PASO, TX	6,174	\$48,045	5,298	\$47,717	357	\$35,005	519	\$60,362
ELKHART-GOSHEN, IN	35	\$52,492	30	\$53,818	5	\$44,536	...	...
ELMIRA, NY	95	\$54,684	45	\$60,026	...	...	50	\$49,876

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ENID, OK	185	\$43,569	170	\$43,965	12	\$39,058	3	\$39,142
ERIE, PA	595	\$49,207	347	\$46,534	64	\$36,723	184	\$58,591
EUGENE-SPRINGFIELD, OR	949	\$53,071	708	\$51,048	69	\$46,687	172	\$63,958
EVANSVILLE-HENDERSON, IN-KY	419	\$50,553	215	\$48,466	55	\$41,042	149	\$57,075
FARGO-MOORHEAD, ND-MN	1,329	\$52,289	801	\$50,507	241	\$40,638	287	\$67,047
FAYETTEVILLE, NC	6,390	\$44,963	4,725	\$44,389	821	\$34,689	844	\$58,171
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	910	\$47,827	590	\$45,902	90	\$31,456	230	\$59,171
FLAGSTAFF, AZ-UT	2,476	\$45,439	1,817	\$47,101	290	\$38,684	369	\$42,565
FLORENCE, AL	1,399	\$56,503	100	\$52,421	38	\$39,220	1,261	\$57,348
FLORENCE, SC	215	\$51,524	147	\$51,731	17	\$31,284	51	\$57,673
FORT COLLINS-LOVELAND, CO	1,564	\$61,588	1,399	\$61,436	80	\$44,916	85	\$79,786
FORT MYERS-CAPE CORAL, FL	837	\$45,025	342	\$49,826	14	\$32,140	481	\$41,986
FORT PIERCE-PORT ST. LUCIE, FL	268	\$51,873	233	\$49,125	11	\$35,118	24	\$86,233
FORT SMITH, AR-OK	660	\$51,997	370	\$51,684	188	\$40,640	102	\$74,065
FORT WALTON BEACH, FL	4,442	\$54,903	3,533	\$54,826	646	\$44,612	263	\$81,224
FORT WAYNE, IN	936	\$51,229	476	\$50,642	202	\$45,105	258	\$57,105
Ⓝ FRESNO, CA	8,694	\$39,192	7,789	\$37,187	400	\$37,847	505	\$71,188
GADSDEN, AL	104	\$48,144	83	\$47,799	15	\$38,772	6	\$76,352
GAINESVILLE, FL	2,205	\$50,951	1,421	\$46,981	173	\$28,644	611	\$66,500
GLENS FALLS, NY	61	\$53,969	53	\$55,179	7	\$41,162	1	\$79,514
GOLDSBORO, NC	657	\$45,220	513	\$46,879	143	\$39,167	1	\$60,227
GRAND FORKS, ND-MN	742	\$48,007	499	\$47,950	155	\$39,308	88	\$63,649
GRAND JUNCTION, CO	815	\$50,668	591	\$49,732	57	\$36,007	167	\$58,985
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	1,147	\$56,043	692	\$56,241	30	\$43,871	425	\$56,580
GREAT FALLS, MT	1,027	\$48,630	627	\$48,408	303	\$45,437	97	\$60,041
GREEN BAY, WI	349	\$55,225	163	\$55,509	12	\$43,624	174	\$55,759
GREENSBORO--WINSTON-SALEM--HIGH POINT, N	1,693	\$55,757	1,303	\$55,223	23	\$36,503	367	\$58,860
GREENVILLE, NC	123	\$55,973	103	\$55,399	13	\$51,032	7	\$73,592
GREENVILLE-SPARTANBURG-ANDERSON, SC	853	\$53,883	547	\$53,401	53	\$37,213	253	\$58,416
HARRISBURG-LEBANON-CARLISLE, PA	8,001	\$53,850	6,249	\$55,977	1,268	\$37,328	484	\$69,671
HARTFORD, CT	2,523	\$58,607	1,642	\$60,964	254	\$40,559	627	\$59,745

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METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
HATTIESBURG, MS	443	\$45,374	195	\$49,996	240	\$39,368	8	...
HICKORY-MORGANTON-LENOIR, NC	88	\$51,241	70	\$53,244	15	\$36,852	3	\$76,468
HONOLULU, HI	19,509	\$50,542	12,374	\$48,883	5,193	\$52,991	1,942	\$54,564
HOUMA, LA	117	\$50,797	109	\$52,339	8	\$29,787	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,897	\$51,863	1,453	\$50,569	191	\$41,254	253	\$67,305
HUNTSVILLE, AL	12,583	\$71,591	9,650	\$68,647	81	\$37,680	2,852	\$82,518
INDIANAPOLIS, IN	8,428	\$56,696	6,330	\$51,986	427	\$43,573	1,671	\$77,892
IOWA CITY, IA	1,024	\$47,713	695	\$44,650	98	\$35,475	231	\$62,121
JACKSON, MI	43	\$54,904	35	\$50,870	...	...	8	\$72,553
JACKSON, MS	3,556	\$51,709	2,555	\$49,992	363	\$34,962	638	\$68,117
JACKSON, TN	247	\$58,055	116	\$54,631	31	\$39,850	100	\$67,671
JACKSONVILLE, FL	11,770	\$51,822	7,844	\$52,415	2,906	\$40,237	1,020	\$80,263
JACKSONVILLE, NC	2,703	\$43,501	1,554	\$41,766	781	\$43,577	368	\$50,664
JAMESTOWN, NY	50	\$52,199	36	\$56,654	5	\$47,020	9	\$37,253
JANESVILLE-BELOIT, WI	35	\$54,095	35	\$54,095	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	2,027	\$47,965	1,102	\$45,001	238	\$27,868	687	\$59,682
JOHNSTOWN, PA	822	\$53,799	636	\$54,345	127	\$47,837	59	\$60,747
43 JONESBORO, AR	177	\$56,870	102	\$54,967	33	\$46,253	42	\$69,836
JOPLIN, MO	142	\$48,389	106	\$48,603	15	\$37,086	21	\$55,381
KALAMAZOO-BATTLE CREEK, MI	3,003	\$51,685	2,259	\$52,326	395	\$39,752	349	\$61,044
KANSAS CITY, MO-KS	19,868	\$54,822	16,615	\$50,980	763	\$43,600	2,490	\$83,895
KILLEEN-TEMPLE, TX	5,635	\$45,262	3,990	\$44,794	1,067	\$33,336	578	\$70,510
KNOXVILLE, TN	3,852	\$61,833	1,576	\$61,808	331	\$39,114	1,945	\$65,719
KOKOMO, IN	24	\$54,738	23	\$53,651	...	...	1	\$79,724
LA CROSSE, WI-MN	217	\$54,910	175	\$57,678	17	\$42,405	25	\$44,031
LAFAYETTE, LA	489	\$56,886	389	\$55,195	15	\$41,574	85	\$67,330
LAFAYETTE, IN	169	\$56,082	140	\$56,042	6	\$45,778	23	\$59,015
LAKE CHARLES, LA	188	\$54,005	117	\$56,351	29	\$40,769	42	\$56,607
LAKELAND-WINTER HAVEN, FL	273	\$48,319	243	\$48,917	25	\$37,823	5	\$71,737
LANCASTER, PA	145	\$50,641	131	\$51,339	6	\$35,218	8	\$50,784
LANSING-EAST LANSING, MI	1,094	\$54,019	690	\$53,327	203	\$49,009	201	\$61,457
LAREDO, TX	1,789	\$47,993	1,710	\$47,873	35	\$37,944	44	\$60,662
LAS CRUCES, NM	2,788	\$58,710	2,318	\$58,302	248	\$39,873	222	\$84,007
LAS VEGAS, NV-AZ	6,095	\$53,166	3,692	\$54,584	361	\$47,542	2,042	\$51,596

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METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
LAWRENCE, KS	338	\$46,896	170	\$49,329	20	\$41,567	148	\$44,822
LAWTON, OK	2,311	\$43,142	1,982	\$43,195	236	\$34,963	93	\$62,767
LEWISTON-AUBURN, ME	85	\$50,488	76	\$52,091	9	\$36,954	...	...
LEXINGTON, KY	3,123	\$48,888	2,076	\$49,467	587	\$34,006	460	\$65,261
LIMA, OH	96	\$57,950	90	\$58,787	6	\$45,385	...	...
LINCOLN, NE	1,838	\$50,984	1,439	\$51,546	226	\$39,096	173	\$61,839
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,838	\$49,545	4,105	\$48,868	755	\$32,035	978	\$65,905
LONGVIEW-MARSHALL, TX	139	\$57,990	72	\$51,336	...	...	67	\$65,141
LOUISVILLE, KY-IN	5,165	\$49,476	2,661	\$52,813	324	\$38,562	2,180	\$47,024
LUBBOCK, TX	590	\$55,739	376	\$55,755	24	\$29,729	190	\$58,994
LYNCHBURG, VA	135	\$46,152	81	\$52,879	17	\$37,779	37	\$35,274
MACON, GA	12,810	\$49,802	7,927	\$54,744	4,678	\$40,385	205	\$73,554
MADISON, WI	2,286	\$52,967	1,592	\$52,686	310	\$38,700	384	\$65,651
MANSFIELD, OH	262	\$52,581	142	\$53,942	93	\$43,661	27	\$76,151
MAYAGUEZ, PR	358	\$46,388	270	\$44,296	14	\$26,219	74	\$57,834
MCALLEN-EDINBURG-MISSION, TX	1,741	\$48,632	1,532	\$48,958	118	\$40,796	91	\$53,308
4 MEDFORD-ASHLAND, OR	1,138	\$49,478	913	\$49,379	121	\$40,509	104	\$60,789
MELBOURNE-TITUSVILLE-PALM BAY, FL	4,090	\$65,278	3,470	\$66,593	228	\$42,786	392	\$66,723
MEMPHIS, TN-AR-MS	11,320	\$47,034	8,510	\$41,556	687	\$36,767	2,123	\$72,315
MERCED, CA	556	\$43,948	502	\$44,100	49	\$40,242	5	\$64,937
MINNEAPOLIS-ST PAUL, MN-WI	9,450	\$58,746	5,886	\$55,525	673	\$40,816	2,891	\$69,477
MISSOULA, MT	1,048	\$53,675	944	\$54,948	23	\$40,354	81	\$42,620
MOBILE, AL	1,451	\$58,120	1,173	\$57,390	73	\$45,485	205	\$66,799
MODESTO, CA	206	\$49,756	177	\$49,520	5	\$45,159	24	\$52,456
MONROE, LA	200	\$51,622	103	\$53,251	25	\$39,314	72	\$53,565
MONTGOMERY, AL	4,260	\$52,408	3,437	\$51,982	411	\$36,106	412	\$72,223
MUNCIE, IN	42	\$50,049	42	\$50,049	...	...	...	...
MYRTLE BEACH, SC	206	\$48,385	71	\$51,621	...	...	135	\$46,682
NAPLES, FL	197	\$47,094	148	\$49,400	33	\$36,619	16	\$47,372
NASHVILLE, TN	6,955	\$51,910	4,494	\$50,475	698	\$37,031	1,763	\$61,458
NEW LONDON-NORWICH, CT-RI	1,552	\$54,317	1,217	\$55,215	238	\$40,645	97	\$76,593
NEW ORLEANS, LA	10,698	\$52,700	8,517	\$53,400	897	\$36,956	1,284	\$59,054
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-	38,630	\$52,145	24,933	\$56,443	6,856	\$39,108	6,841	\$49,541

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
OCALA, FL	159	\$50,235	149	\$48,937	3	\$32,313	7	\$85,537
ODESSA-MIDLAND, TX	218	\$53,526	94	\$58,623	4	\$31,128	120	\$50,280
OKLAHOMA CITY, OK	22,144	\$52,735	11,390	\$54,545	7,051	\$41,931	3,703	\$67,740
OMAHA, NE-IA	4,924	\$51,782	3,646	\$53,406	524	\$33,832	754	\$56,399
ORLANDO, FL	5,847	\$53,203	3,559	\$57,891	103	\$29,284	2,185	\$46,695
OWENSBORO, KY	59	\$50,133	49	\$51,806	1	\$45,684	9	\$41,517
PANAMA CITY, FL	2,186	\$58,759	1,159	\$49,772	166	\$41,666	861	\$74,152
PARKERSBURG-MARIETTA, WV-OH	1,838	\$50,307	1,728	\$50,623	90	\$40,483	20	\$67,240
PENSACOLA, FL	4,267	\$50,441	3,586	\$49,683	270	\$40,097	411	\$63,853
PEORIA-PEKIN, IL	1,215	\$54,884	810	\$54,041	268	\$49,253	137	\$70,886
PHOENIX-MESA, AZ	11,139	\$52,067	7,595	\$51,957	1,171	\$40,051	2,373	\$58,346
PINE BLUFF, AR	1,487	\$49,221	989	\$53,187	456	\$35,950	42	\$99,904
PITTSBURGH, PA	9,220	\$53,363	5,968	\$53,612	1,150	\$41,032	2,102	\$59,400
PITTSFIELD, MA	97	\$60,322	88	\$61,217	6	\$37,472	3	\$79,770
POCATELLO, ID	177	\$51,120	134	\$52,947	12	\$39,891	31	\$47,567
PONCE, PR	292	\$43,895	220	\$41,141	30	\$28,348	42	\$69,427
PORTLAND, ME	636	\$56,686	356	\$58,014	37	\$38,517	243	\$57,509
45 PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,415	\$54,227	1,549	\$55,956	268	\$35,178	598	\$58,286
PROVO-OREM, UT	348	\$48,724	314	\$49,845	34	\$38,367	...	...
PUEBLO, CO	541	\$49,432	390	\$49,779	46	\$34,065	105	\$54,878
PUNTA GORDA, FL	27	\$56,882	22	\$48,333	...	...	5	\$94,499
RALEIGH-DURHAM-CHAPEL HILL, NC	5,935	\$59,816	4,246	\$60,297	322	\$32,992	1,367	\$64,644
RAPID CITY, SD	1,135	\$47,819	857	\$48,595	211	\$40,770	67	\$60,093
READING, PA	213	\$53,605	160	\$52,820	18	\$37,323	35	\$65,569
REDDING, CA	853	\$48,678	682	\$46,920	71	\$44,328	100	\$63,755
RENO, NV	2,012	\$51,999	1,156	\$52,826	234	\$40,493	622	\$54,792
RICHLAND-KENNEWICK-PASCO, WA	911	\$69,642	646	\$71,557	90	\$53,287	175	\$70,984
RICHMOND-PETERSBURG, VA	9,803	\$52,707	8,027	\$52,835	927	\$39,921	849	\$65,458
ROANOKE, VA	2,073	\$49,445	1,380	\$45,505	202	\$30,514	491	\$68,306
ROCHESTER, MN	557	\$52,411	434	\$52,331	38	\$54,952	85	\$51,681
ROCHESTER, NY	1,835	\$49,315	1,176	\$47,111	345	\$35,636	314	\$72,601
ROCKFORD, IL	194	\$61,376	133	\$53,311	5	\$45,021	56	\$81,992
ROCKY MOUNT, NC	50	\$51,586	48	\$51,472	...	...	2	\$54,334

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SAGINAW-BAY CITY-MIDLAND, MI	712	\$50,252	416	\$45,509	75	\$44,314	221	\$61,196
ST. CLOUD, MN	928	\$46,098	624	\$42,396	148	\$36,862	156	\$69,670
ST. JOSEPH, MO	301	\$53,623	176	\$54,477	122	\$51,913	3	\$73,052
ST. LOUIS, MO-IL	15,029	\$51,405	11,969	\$50,743	1,194	\$42,885	1,866	\$61,106
SALINAS, CA	4,023	\$60,697	2,227	\$53,904	347	\$42,036	1,449	\$75,606
SALT LAKE CITY-OGDEN, UT	23,088	\$48,043	15,546	\$48,692	5,198	\$41,763	2,344	\$57,663
SAN ANGELO, TX	792	\$47,857	597	\$48,726	109	\$34,940	86	\$58,201
SAN ANTONIO, TX	19,572	\$48,985	14,610	\$48,943	2,489	\$34,986	2,473	\$63,326
SAN DIEGO, CA	29,212	\$57,196	18,396	\$54,228	4,511	\$42,578	6,305	\$76,315
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES,	232	\$46,314	162	\$47,113	28	\$38,519	42	\$48,431
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,358	\$54,416	1,900	\$55,017	298	\$47,041	160	\$61,014
SANTA FE, NM	1,066	\$53,065	848	\$53,651	139	\$37,117	79	\$74,837
SARASOTA-BRADENTON, FL	446	\$48,262	249	\$51,186	24	\$27,393	173	\$46,949
SAVANNAH, GA	1,744	\$52,681	1,338	\$53,439	212	\$42,009	194	\$59,109
49 SCRANTON-WILKES-BARRE-HAZLETON, PA	2,753	\$44,157	2,144	\$41,131	242	\$34,474	367	\$68,215
SHARON, PA	44	\$47,511	38	\$47,437	5	\$41,076	1	\$82,498
SHEBOYGAN, WI	15	\$55,514	15	\$55,514	...	...	...	...
SHERMAN-DENISON, TX	74	\$55,403	56	\$52,277	13	\$48,007	5	...
SHREVEPORT-BOSSIER CITY, LA	2,590	\$48,408	1,509	\$46,195	595	\$40,149	486	\$65,388
SIOUX CITY, IA-NE	479	\$48,543	274	\$49,543	134	\$40,925	71	\$59,057
SIOUX FALLS, SD	1,385	\$50,836	816	\$50,974	224	\$37,450	345	\$59,203
SOUTH BEND, IN	323	\$54,402	152	\$55,212	9	\$44,108	162	\$54,213
SPOKANE, WA	2,457	\$51,791	1,569	\$51,174	314	\$40,719	574	\$59,531
SPRINGFIELD, IL	1,086	\$53,487	731	\$53,598	231	\$43,429	124	\$71,569
SPRINGFIELD, MO	1,305	\$52,339	929	\$52,487	207	\$40,721	169	\$65,758
SPRINGFIELD, MA	1,782	\$50,951	1,359	\$50,251	258	\$38,175	165	\$76,694
STATE COLLEGE, PA	208	\$55,044	159	\$58,662	11	\$48,845	38	\$41,698
STEUBENVILLE-WEIRTON, OH-WV	39	\$49,936	22	\$50,521	16	\$45,353	1	...
STOCKTON-LODI, CA	2,150	\$43,316	850	\$47,293	1,249	\$39,300	51	\$75,384
SUMTER, SC	560	\$43,799	456	\$44,977	103	\$37,962	1	...
SYRACUSE, NY	2,395	\$52,230	1,419	\$51,293	308	\$40,226	668	\$59,753
TALLAHASSEE, FL	978	\$55,460	757	\$54,244	69	\$45,565	152	\$66,009
TAMPA-ST. PETERSBURG-CLEARWATER, FL	10,409	\$50,893	6,511	\$50,111	755	\$28,576	3,143	\$57,874
TERRE HAUTE, IN	821	\$54,145	518	\$51,235	221	\$53,434	82	\$74,441

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2003

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
TEXARKANA, TX-TEXARKANA, AR	2,784	\$42,145	1,264	\$47,702	1,488	\$37,013	32	\$61,287
TOLEDO, OH	738	\$52,408	395	\$53,673	169	\$50,915	174	\$50,989
TOPEKA, KS	1,994	\$47,600	1,412	\$46,404	357	\$39,772	225	\$67,525
TUCSON, AZ	6,470	\$49,226	4,074	\$49,695	1,483	\$41,995	913	\$58,877
TULSA, OK	2,177	\$56,422	1,554	\$56,992	238	\$44,461	385	\$61,513
TUSCALOOSA, AL	1,008	\$44,878	656	\$44,053	194	\$31,457	158	\$64,783
TYLER, TX	158	\$61,063	119	\$57,770	2	\$44,891	37	\$72,527
UTICA-ROME, NY	1,245	\$57,465	803	\$46,624	93	\$43,341	349	\$86,170
VICTORIA, TX	55	\$51,290	46	\$50,909	...	...	9	\$53,237
VISALIA-TULARE-PORTERVILLE, CA	819	\$37,003	704	\$37,236	112	\$35,410	3	\$41,771
WACO, TX	1,381	\$46,619	989	\$45,651	175	\$26,618	217	\$67,158
WATERLOO-CEDAR FALLS, IA	177	\$48,676	94	\$47,402	37	\$45,926	46	\$53,489
WAUSAU, WI	105	\$44,465	53	\$55,006	7	\$41,439	45	\$32,522
WEST PALM BEACH-BOCA RATON, FL	2,434	\$50,465	1,398	\$47,821	233	\$28,514	803	\$61,440
WHEELING, WV-OH	316	\$61,807	250	\$62,910	52	\$42,511	14	...
WICHITA, KS	2,453	\$52,527	1,365	\$49,490	518	\$47,989	570	\$63,924
WICHITA FALLS, TX	1,442	\$43,006	1,256	\$43,692	163	\$38,213	23	\$39,555
WILLIAMSPORT, PA	225	\$56,461	128	\$52,781	18	\$42,851	79	\$65,523
WILMINGTON, NC	756	\$52,360	525	\$53,340	137	\$46,443	94	\$55,511
YAKIMA, WA	873	\$46,139	612	\$46,866	148	\$45,629	113	\$42,866
YORK, PA	2,070	\$44,295	1,100	\$52,104	958	\$34,721	12	\$92,778
YOUNGSTOWN-WARREN, OH	1,026	\$50,013	771	\$48,015	176	\$50,861	79	\$67,627
YUBA CITY, CA	727	\$46,012	499	\$45,877	220	\$46,280	8	\$47,039
YUMA, AZ	2,131	\$48,775	1,814	\$49,573	231	\$41,883	86	\$50,448
TOTALS	1,487,045	\$58,780	1,051,588	\$58,130	150,303	\$41,416	285,154	\$70,330

**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES
BY LOCALITY PAY AREA AS OF MARCH 31, 2003**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	2003 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	24,876	10.85	\$57,625
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	23,404	15.00	\$58,847
CHICAGO-GARY-KENOSHA, IL-IN-WI	19,198	16.15	\$61,167
CINCINNATI-HAMILTON, OH-KY-IN	9,054	13.44	\$46,461
CLEVELAND-AKRON, OH	7,862	11.50	\$60,207
COLUMBUS, OH	7,546	11.78	\$54,628
DALLAS-FORT WORTH, TX	16,136	12.10	\$58,117
DAYTON-SPRINGFIELD, OH	9,557	10.67	\$60,036
DENVER-BOULDER-GREELEY, CO	16,286	14.77	\$63,471
DETROIT-ANN ARBOR-FLINT, MI	11,621	16.27	\$60,719
HARTFORD, CT	2,857	15.56	\$58,519
HOUSTON-GALVESTON-BRAZORIA, TX	10,006	20.53	\$67,122
HUNTSVILLE, AL	9,650	10.06	\$68,646
INDIANAPOLIS, IN	6,330	9.83	\$51,986
KANSAS CITY, MO-KS	16,615	10.26	\$50,980
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	33,928	17.71	\$57,438
MILWAUKEE-RACINE, WI	3,304	11.20	\$52,337
MINNEAPOLIS-ST. PAUL, MN-WI	5,886	12.84	\$55,525
MIAMI-FORT LAUDERDALE, FL	9,714	13.81	\$54,539
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	46,946	16.83	\$59,283
ORLANDO, FL	3,559	9.65	\$57,891
PITTSBURGH, PA	5,968	10.52	\$53,611
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	30,109	13.43	\$53,395
PORTLAND-SALEM, OR-WA	9,173	12.97	\$59,476
RICHMOND-PETERSBURG, VA	8,027	10.75	\$52,835
SACRAMENTO-YOLO, CA	5,536	13.29	\$58,410
ST. LOUIS, MO-IL	11,969	9.99	\$50,743
SAN DIEGO, CA	18,396	14.07	\$54,228
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	22,998	21.08	\$64,104
SEATTLE-TACOMA-BREMERTON, WA	21,505	13.11	\$56,312
WASHINGTON-BALTIMORE, DC-MD-VA-WV	241,533	12.74	\$71,203
REST OF THE CONTIGUOUS UNITED STATES	520,980	9.62	\$50,557
TOTALS	1,190,529		\$57,315

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

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

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Federal Pay Systems

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

Statutory Pay Systems

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

According to subchapter III of chapter 53 of Title 5, United States Code, the **General Schedule** pay system covers, with specific exemptions, most "white-collar" positions in the executive branch and certain legislative branch agencies. The General Schedule consists of 15 grades, each broadly defined in law in terms of work difficulty, responsibility, and the qualifications required for performance. A salary range of 10 steps is provided for each grade.

Within-grade advancement is scheduled after each 52 weeks of service in the first three steps in a grade, after 104 weeks in steps 4, 5, and 6, and after 156 weeks in steps 7, 8, and 9. To qualify for advancement to the next higher step, an employee must demonstrate work at an acceptable level of competence. Employees demonstrating "high quality performance" may advance more rapidly through the rate range for their grades by being granted additional step increases, called "quality step increases (QSI)." An employee may receive only one QSI during any 52-week period.

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

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

The **Performance Management and Recognition System** ("Merit Pay") was abolished under Public

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

Other Major Pay Systems

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

Employees in other blue-collar pay plans are placed in the **Other Acts and Administratively Determined** category.

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

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

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

Law 103-89, (The Performance Management and Recognition System Termination Act of 1993). The

Termination Act called for a gradual transition from the GM to the GS pay plan. For this survey, GM

employees are included in the General Schedule pay category.

Federal Employees Pay Comparability Act of 1990

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

Locality Pay

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

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

For 2003, the nationwide adjustment was 3.1 percent. Locality adjustments were granted in 31 Metropolitan Statistical Areas (MSA) and the "Rest of U.S." pay area, which includes employees in the 48 contiguous states not covered in one of the other 31 specified locality pay areas.

Table 17 shows that the locality rates ranged from 9.62 percent to 21.08 percent. On the average, locality rates increased by 1.20 percentage points in 2003 to 12.14 percent.

Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in one MSA (Boston). LEOs receive the higher of (1) any applicable special salary rate, (2) any applicable special pay adjustment, or (3) their locality pay rate. In 2003, across the board annual adjustments for both the General Schedule and the LEO statutory special rates was 3.10%.

See **Table 17** for employment, 2003 comparability (locality) adjustment, and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

Data Source, Population, Coverage and Quality

Data Source

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

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

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

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

Non-CPDF agencies responding to this survey are:

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

Population

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

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

Data Coverage

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

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

Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.85 million full-time active employee records available for this survey, 1,223 or 0.07 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**2003 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES
(EXCLUDING LOCALITY PAY)**

GENERAL SCHEDULE

As adjusted by Executive Order 13291, March 21, 2003

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2003)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$15,214	\$15,722	\$16,228	\$16,731	\$17,238	\$17,536	\$18,034	\$18,538	\$18,559	\$19,031
2	17,106	17,512	18,079	18,559	18,767	19,319	19,871	20,423	20,975	21,527
3	18,664	19,286	19,908	20,530	21,152	21,774	22,396	23,018	23,640	24,262
4	20,952	21,650	22,348	23,046	23,744	24,442	25,140	25,838	26,536	27,234
5	23,442	24,223	25,004	25,785	26,566	27,347	28,128	28,909	29,690	30,471
6	26,130	27,001	27,872	28,743	29,614	30,485	31,356	32,227	33,098	33,969
7	29,037	30,005	30,973	31,941	32,909	33,877	34,845	35,813	36,781	37,749
8	32,158	33,230	34,302	35,374	36,446	37,518	38,590	39,662	40,734	41,806
9	35,519	36,703	37,887	39,071	40,255	41,439	42,623	43,807	44,991	46,175
10	39,115	40,419	41,723	43,027	44,331	45,635	46,939	48,243	49,547	50,851
11	42,976	44,409	45,842	47,275	48,708	50,141	51,574	53,007	54,440	55,873
12	51,508	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961
13	61,251	63,293	65,335	67,377	69,419	71,461	73,503	75,545	77,587	79,629
14	72,381	74,794	77,207	79,620	82,033	84,446	86,859	89,272	91,685	94,098
15	85,140	87,978	90,816	93,654	96,492	99,330	102,168	105,006	107,844	110,682

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SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$116,500
ES-2	122,000
ES-3	127,500
ES-4	133,800
ES-5	134,000
ES-6	134,000

EXECUTIVE SCHEDULE (EX)	
Level I	\$171,900
Level II	154,700
Level III	142,500
Level IV	134,000
Level V	125,400

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$89,200
AL-3/B	96,000
AL-3/C	102,900
AL-3/D	109,800
AL-3/E	116,600
AL-3/F	123,400
AL-2	130,400
AL-1	134,000

SENIOR LEVEL (SL & ST)	
Minimum	\$102,168
Maximum	134,000

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$134,000
Vice Chair	129,980
Others	125,960

SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2003)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$85,140	\$68,988	\$55,901	\$45,296	\$36,703	\$32,811	\$29,332	\$26,222	\$23,442
2	87,694	71,058	57,578	46,655	37,804	33,795	30,212	27,009	24,145
3	90,325	73,189	59,305	48,055	38,938	34,809	31,118	27,819	24,870
4	93,035	75,385	61,085	49,496	40,106	35,853	32,052	28,653	25,616
5	95,826	77,647	62,917	50,981	41,310	36,929	33,013	29,513	26,384
6	98,701	79,976	64,805	52,510	42,549	38,037	34,004	30,398	27,176
7	101,662	82,375	66,749	54,086	43,825	39,178	35,024	31,310	27,991
8	104,711	84,847	68,751	55,708	45,140	40,353	36,075	32,250	28,831
9	107,853	87,392	70,814	57,380	46,494	41,564	37,157	33,217	29,696
10	110,682	90,014	72,938	59,101	47,889	42,811	38,272	34,214	30,586
11	110,682	92,714	75,126	60,874	49,326	44,095	39,420	35,240	31,504
12	110,682	95,496	77,380	62,700	50,806	45,418	40,602	36,297	32,449
13	110,682	98,360	79,701	64,581	52,330	46,781	41,820	37,386	33,423
14	110,682	101,311	82,093	66,519	53,900	48,184	43,075	38,508	34,425

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

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2003)

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

Deputy Under Secretary for Health.....		\$144,591
**		
Associate Deputy Under Secretary for Health.....		138,491

Assistant Under Secretaries for Health.....		134,408

	Maximum	Minimum
Medical Directors.....	\$114,678	\$129,972***
Service Directors.....	99,853	124,011
Director, National Center for Preventive Health.....	85,140	124,011

Physician and Dentist Schedule

Director Grade.....	\$99,853	\$124,011
Executive Grade.....	92,204	117,511
Chief Grade.....	85,140	110,682
Senior Grade.....	72,381	94,098
Intermediate Grade.....	61,251	79,629
Full Grade.....	51,508	66,961
Associate Grade.....	42,976	55,873

Clinical Podiatrist and Optometrist Schedule

Chief Grade.....	\$85,140	\$110,682
Senior Grade.....	72,381	94,098
Intermediate Grade.....	61,251	79,629
Full Grade.....	51,508	66,961
Associate Grade.....	42,976	55,873

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

Director Grade.....	\$85,140	\$110,682
Assistant Director Grade.....	72,381	94,098
Chief Grade.....	61,251	79,629
Senior Grade.....	51,508	66,961
Intermediate Grade.....	42,976	55,873
Full Grade.....	35,519	46,175
Associate Grade.....	30,565	39,736
Junior Grade.....	26,130	33,969

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

** Section 7404 (d) (1) of title 38, United States Code, states that the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$134,000.

*** Section 7404 (d) (2) of title 38, United States Code, states that the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$125,400.

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

Table 18 — Chronology of General Schedule Pay Legislation

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

Table 18 — Chronology of General Schedule Pay Legislation

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

January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12984 December 28, 1995
January 1, 1997	2.3	Locality Payments of 4.81 to 11.52 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13033 December 27, 1996
January 1, 1998	2.3	Locality Payments of 5.42 to 12.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13071 December 29, 1997
January 1, 1999	3.1	Locality Payments of 5.87 to 13.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13106 December 7, 1998
January 1, 2000	3.8	Locality Payments of 6.78 to 15.01 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13144 December 21, 1999
January 1, 2001	2.7	Locality Payments of 7.68 to 16.66 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13182 December 23, 2000
January 1, 2002	3.6	Locality Payments of 8.64 to 19.04 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13249 December 28, 2001

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

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

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

Corporation for National Service	42 U.S.C. 12651f(b)(1) [NX]	Senior level equivalent employees in pay band NX-2 of CNS' alternative personnel system [9]	June 15, 1995
Defense	10 U.S.C. 1595 [AD]	National Defense University Directors, Deans, and Professors [72]	Jan. 3, 1997
	10 U.S.C. 4021 [AD]	United States Army Command and General Staff College Civilian Staff and Faculty [5]	Jan. 3, 1997
	10 U.S.C. 4331 and 4338 [AD]	United States Army Military Academy Civilian Staff and Faculty [97]	Jan. 3, 1997
	10 U.S.C. 6952 [AD]	United States Naval Academy Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7043 [AD]	Naval Postgraduate School Academic Dean [1]	Jan. 3, 1997
	10 U.S.C. 7044 [AD]	Naval Postgraduate School Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	Naval War College Faculty [52]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	United States Marine Corps Command and Staff College	Jan. 3, 1997
	10 U.S.C. 9021 [AD]	Air University Civilian Faculty [30] Air Force Institute of Technology Civilian Faculty [114]	April 12, 2000
	10 U.S.C. 9314 [AD]	United States Air Force Academy Civilian Faculty [77]	July 28, 2000
	10 U.S.C. 9338 [AD]	Defense Acquisition University Faculty [305]	
	10 U.S.C. 1746 [AD]		
	Sec. 1101 of PL 105-261	Defense Advanced Research Projects Agency (DARPA) Experimental Personnel Management Program [20]	

Defense Nuclear Facilities Safety Board	Section 161d of the Atomic Energy Act of 1954 (Public Law 101-510) [DN]	Professional scientific and technical personnel [59]	Dec. 30, 1996
Energy	42 U.S.C. 7231(d) [EJ] P.L. 103-337 [EK] P.L. 92-463 [EI] 5 U.S.C. 3109 & 42 U.S.C. 7233 [ED, EF]	Scientific, engineering, professional, and administrative employees [200] Scientific, engineering, and technical employees [200] Miscellaneous types of positions [14] Experts and consultants [105]	Dec. 30, 1994 Dec. 30, 1994 Dec. 30, 1994 Dec. 30, 1994
Environmental Protection Agency	P.L. 95-190 [AD]	Miscellaneous types of positions [19]	Jan. 4, 1994
Export -Import Bank	P.L. 102-583 [AD]	Miscellaneous types of positions [35]	Jan. 24, 1994
General Services Administration	5 U.S.C. 3109 [ED, EF]	Experts and consultants [10]	June 7, 1999
Interior	Title 4 of D.C. Code [SP]	United States Park Police [620] Note: Under section 4-16(c)(3) of the D.C. Code, United States Park Police are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative action. However, locality payments are frozen at calendar year 2000 levels under section 902(b) of Public Law 106-554, December 21, 2000. Public Law 106-554, which took effect on July 1, 2001, provided for significant basic pay increases as part of a conversion to a new pay system.)	Aug. 10, 1998
Justice	5 U.S.C. 3151 [ES] Section 371(a) of Public Law 104-208 and 8 U.S.C. 1101(b)(4) [IJ]	Members of the FBI and DEA SES [232] Immigration judges [200] (Note: Immigration judges are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 371(c)(2)(B) of Public Law 104-208, September 30, 1996.)	Jan. 4, 1994 Dec. 29, 1996
Labor	P.L. 103-227 [AD]	Executive Director and other staff members of the National Skills Standards Board [6]	Apr. 22, 1996

National Archives	44 U.S.C. 2102 Note [AD]	Director of the Center for Legislative Archives [1]	July 15, 1994
	44 U.S.C. 2503(a) [AD]	Executive Director, National Historical Publications and Records Commission [1]	July 15, 1994
National Science Foundation	42 U.S.C. 1873(a)(1) [AD, EE, EG]	Professional and technical employees, experts and consultants [264]	Jan. 4, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [1]	Mar. 22, 1994
Nuclear Regulatory Commission	Atomic Energy Act of 1954 & Energy Reorganization Act of 1974 [SN, AJ]	Senior Level employees [41] and Administrative Judges [12]	Jan. 4, 1994
Office of Independent Counsel (Arlin M. Adams/ Larry D. Thompson)	28 U.S.C. 594(c) [no OPM pay plan]	Miscellaneous types of positions [28]	Mar. 7, 1994
Office of Personnel Management	5 U.S.C. 3109 [EF, ED, EH]	Experts and consultants [2]	Jan. 7, 1994
Overseas Private Investment Corporation	Section 233(d) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [20]	Jan. 31, 1996
Peace Corps	22 U.S.C. 2506(a)(2) [AD]	Miscellaneous types of positions [83]	Jan. 7, 1994
	5 U.S.C. 3109 [EE]	Experts and consultants [34]	Jan. 7, 1994
Securities and Exchange Commission	Section 203 of the Securities Litigation Uniform Standards Act of 1998 [EZ]	Economists [15]	Dec. 23, 1998
Small Business Administration	P.L. 96-382 [AD]	Miscellaneous types of positions [34]	Jan. 4, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [1]	Dec. 30, 1994
Smithsonian	5 U.S.C. 5375	Members of the police force of the National Zoological Park [13]	Jan. 7, 1994
Social Security Administration	42 U.S.C. 903(i) [AD]	Staff Director of the Social Security Advisory Board [1]	Feb. 20, 1998

State	<p>22 U.S.C. 1474 (1) [GG] 22 U.S.C. 4204 [GG]</p> <p>22 U.S.C. 287 [GG]</p> <p>22 U.S.C. 287 [AD]</p> <p>5 U.S.C. 3109 [ED, EF]</p>	<p>Non-U.S. citizen employees [307]</p> <p>Employees at the National Foreign Affairs Training Center [350]</p> <p>Employees at the U.S. Mission to the United Nations [58]</p> <p>Miscellaneous types of positions [12]</p> <p>Experts and consultants [50]</p>	<p>Jan. 4, 1994</p> <p>Jan. 7, 1994</p> <p>Jan. 7, 1994</p> <p>Jan. 7, 1994</p> <p>Jan. 7, 1994</p>
Treasury	<p>5 U.S.C. 5378 [TR]</p> <p>Title 4 of the D.C. code [LE]</p>	<p>Members of the police forces in the Bureau of Engraving and Printing and Bureau of the Mint [377]</p> <p>Uniformed Division of the U.S. Secret Service [1095]</p> <p>(Note: Uniformed Division officers are entitled to locality pay under 5 U.S.C. 5304 by law, not by administrative extension. See section 4-416(c)(3) of the D.C. Code, as amended by section 118 of Public Law 105-61, October 10, 1997.)</p>	<p>Jan. 31, 1994</p> <p>Jan. 31, 1994</p>
U.S. Trade and Development Agency	Section 661(c) (2) (C) of the Foreign Assistance Act of 1961 [AD]	Miscellaneous types of positions [2]	Dec. 9, 1998
Veterans Affairs	<p>38 U.S.C. 7404(b)(1) [VN]</p> <p>38 U.S.C. 7405(b)(2) [AD]</p> <p>38 U.S.C. 7404(a) [SR]</p> <p>38 U.S.C. 7101A [AL]</p>	<p>Physician assistants, optometrists, podiatrists, and expanded-function dental auxiliaries [1,139]</p> <p>Medical support personnel, trainees, and students [631]</p> <p>Non-physician, non-dentist, and non-nurse employees [4]</p> <p>Members of the Board of Veteran's Appeals [53]</p>	<p>Jan. 4, 1994</p> <p>Jan. 4, 1994</p> <p>April 5, 1994</p> <p>Dec. 30, 1994</p>

- ACKNOWLEDGMENTS -

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