



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

WOMEN ONLY

AGENCY - ALL AGENCIES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	790,169	291,422	16.6	186,504	10.6	49,759	2.8	34,960	2.0	20,199	1.2	498,747	28.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	688,790	256,258	18.6	167,738	12.2	43,606	3.2	28,375	2.1	16,539	1.2	432,532	31.4
GS-01	1,793	969	36.1	585	21.8	252	9.4	93	3.5	39	1.5	824	30.7
GS-02	3,573	1,806	31.7	1,101	19.3	444	7.8	161	2.8	100	1.8	1,767	31.0
GS-03	16,917	8,278	33.1	4,919	19.6	1,414	5.6	1,269	5.1	676	2.7	8,639	34.5
GS-04	45,559	21,169	31.9	13,442	20.2	3,448	5.2	2,036	3.1	2,243	3.4	24,390	36.7
GS-05	83,476	36,943	30.4	23,711	19.5	6,450	5.3	3,467	2.8	3,315	2.7	46,533	38.2
GS-06	64,187	26,259	29.3	17,976	20.0	4,088	4.6	2,335	2.6	1,860	2.1	37,928	42.3
GS-07	88,239	35,000	26.1	23,739	17.7	6,116	4.6	3,287	2.5	1,858	1.4	53,239	39.7
GS-08	33,505	14,545	28.4	10,660	20.8	2,596	5.1	806	1.6	483	0.9	18,960	37.1
GS-09	68,028	24,950	18.9	16,122	12.2	4,304	3.3	2,701	2.0	1,823	1.4	43,078	32.6
GS-10	8,124	2,772	16.7	1,916	11.5	365	2.2	300	1.8	191	1.1	5,352	32.2
GS-11	88,592	28,784	15.5	17,617	9.5	5,842	3.1	3,585	1.9	1,740	0.9	59,808	32.2
GS-12	86,808	27,805	12.5	18,324	8.2	4,463	2.0	3,852	1.7	1,166	0.5	59,003	26.4
GS-13	60,456	17,453	9.5	11,833	6.4	2,413	1.3	2,570	1.4	637	0.3	43,003	23.4
GS-14	25,953	6,469	7.5	4,199	4.8	915	1.1	1,056	1.2	299	0.3	19,484	22.4
GS-15	13,580	3,056	5.7	1,594	3.0	496	0.9	857	1.6	109	0.2	10,524	19.5
AVERAGE GRADE	8.7	8.1		8.1		8.1		8.7		7.3		9.0	
SENIOR PAY LEVELS	4,049	750	4.5	453	2.7	161	1.0	98	0.6	38	0.2	3,299	19.9
OTHER WHITE-COLLAR	72,740	21,854	15.9	9,591	7.0	4,342	3.2	5,404	3.9	2,517	1.8	50,886	37.0
TOTAL WAGE SYSTEMS	24,590	12,560	5.6	8,722	3.9	1,650	0.7	1,083	0.5	1,105	0.5	12,030	5.4

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF AGRICULTURE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	45,316	12,014	11.3	7,440	7.0	2,400	2.2	1,087	1.0	1,087	1.0	33,302	31.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	43,134	10,882	10.9	6,605	6.6	2,167	2.2	1,049	1.0	1,061	1.1	32,252	32.2
GS-01	220	64	16.3	26	6.6	23	5.9	11	2.8	4	1.0	156	39.7
GS-02	460	139	15.5	79	8.8	32	3.6	15	1.7	13	1.4	321	35.7
GS-03	1,613	399	10.7	138	3.7	139	3.7	77	2.1	45	1.2	1,214	32.6
GS-04	2,866	661	10.7	289	4.7	180	2.9	89	1.4	103	1.7	2,205	35.7
GS-05	4,967	1,224	13.1	629	6.7	317	3.4	113	1.2	165	1.8	3,743	40.0
GS-06	3,521	1,004	18.5	679	12.5	170	3.1	53	1.0	102	1.9	2,517	46.4
GS-07	9,246	2,630	17.1	1,799	11.7	437	2.8	155	1.0	239	1.6	6,616	43.1
GS-08	1,627	451	12.3	334	9.1	65	1.8	27	0.7	25	0.7	1,176	32.0
GS-09	5,239	1,123	8.2	598	4.4	255	1.9	122	0.9	148	1.1	4,116	30.2
GS-10	183	53	6.0	43	4.8	5	0.6	3	0.3	2	0.2	130	14.6
GS-11	4,832	983	7.4	514	3.9	225	1.7	133	1.0	111	0.8	3,849	29.1
GS-12	4,427	1,126	8.3	734	5.4	195	1.4	132	1.0	65	0.5	3,301	24.3
GS-13	2,587	716	8.8	521	6.4	91	1.1	76	0.9	28	0.3	1,871	23.0
GS-14	942	225	6.4	156	4.4	24	0.7	36	1.0	9	0.3	717	20.4
GS-15	404	84	4.1	66	3.2	9	0.4	7	0.3	2	0.1	320	15.6
AVERAGE GRADE	8.1	8.0		8.2		7.5		8.2		7.3		8.1	
SENIOR PAY LEVELS	106	24	5.4	18	4.1	4	0.9	---	---	2	0.5	82	18.5
OTHER WHITE-COLLAR	263	54	4.4	25	2.0	11	0.9	12	1.0	6	0.5	209	17.0
TOTAL WAGE SYSTEMS	1,813	1,054	21.3	792	16.0	218	4.4	26	0.5	18	0.4	759	15.3

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

WOMEN ONLY

AGENCY - DEPARTMENT OF COMMERCE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	21,075	7,711	17.9	5,668	13.1	951	2.2	909	2.1	183	0.4	13,364	31.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	19,837	7,236	18.2	5,359	13.5	832	2.1	887	2.2	158	0.4	12,601	31.7
GS-01	45	30	38.0	24	30.4	2	2.5	3	3.8	1	1.3	15	19.0
GS-02	145	91	40.3	33	14.6	51	22.6	5	2.2	2	0.9	54	23.9
GS-03	953	246	18.3	177	13.2	46	3.4	12	0.9	11	0.8	707	52.6
GS-04	3,882	1,017	20.0	770	15.2	148	2.9	63	1.2	36	0.7	2,865	56.5
GS-05	1,593	634	29.6	510	23.8	76	3.6	32	1.5	16	0.7	959	44.8
GS-06	1,272	479	31.0	403	26.1	41	2.7	23	1.5	12	0.8	793	51.4
GS-07	2,055	1,043	37.5	876	31.5	79	2.8	78	2.8	10	0.4	1,012	36.4
GS-08	731	334	38.5	298	34.3	20	2.3	13	1.5	3	0.3	397	45.7
GS-09	1,380	643	25.2	473	18.5	64	2.5	98	3.8	8	0.3	737	28.9
GS-10	180	95	24.5	88	22.7	4	1.0	3	0.8	---	---	85	22.0
GS-11	1,537	625	16.2	429	11.1	75	1.9	107	2.8	14	0.4	912	23.7
GS-12	2,489	961	15.2	682	10.8	119	1.9	134	2.1	26	0.4	1,528	24.1
GS-13	1,724	556	10.5	353	6.7	46	0.9	147	2.8	10	0.2	1,168	22.1
GS-14	1,318	376	7.7	182	3.7	46	0.9	139	2.9	9	0.2	942	19.3
GS-15	533	106	4.5	61	2.6	15	0.6	30	1.3	---	---	427	18.0
AVERAGE GRADE	8.3	8.3		8.1		7.8		10.4		7.7		8.3	
SENIOR PAY LEVELS	122	24	4.4	14	2.6	5	0.9	5	0.9	---	---	98	17.9
OTHER WHITE-COLLAR	985	411	21.1	264	13.6	110	5.7	14	0.7	23	1.2	574	29.5
TOTAL WAGE SYSTEMS	131	40	4.2	31	3.2	4	0.4	3	0.3	2	0.2	91	9.5

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
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AS OF SEPTEMBER 30, 2000**

WOMEN ONLY

AGENCY - DEPARTMENT OF THE AIR FORCE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	51,454	14,790	9.6	8,013	5.2	4,189	2.7	1,942	1.3	646	0.4	36,664	23.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	48,020	13,843	13.2	7,534	7.2	3,932	3.8	1,832	1.8	545	0.5	34,177	32.7
GS-01	263	116	31.1	29	7.8	72	19.3	15	4.0	---	---	147	39.4
GS-02	391	148	23.3	67	10.5	62	9.7	17	2.7	2	0.3	243	38.2
GS-03	1,071	442	29.4	271	18.0	102	6.8	56	3.7	13	0.9	629	41.8
GS-04	2,968	1,306	33.3	751	19.1	343	8.7	171	4.4	41	1.0	1,662	42.4
GS-05	8,343	3,023	28.2	1,688	15.8	873	8.2	371	3.5	91	0.8	5,320	49.7
GS-06	4,978	1,474	20.4	820	11.3	398	5.5	203	2.8	53	0.7	3,504	48.4
GS-07	6,277	1,777	17.3	969	9.4	498	4.8	252	2.4	58	0.6	4,500	43.7
GS-08	694	170	11.8	102	7.1	46	3.2	18	1.2	4	0.3	524	36.3
GS-09	6,413	1,597	10.8	865	5.8	463	3.1	197	1.3	72	0.5	4,816	32.4
GS-10	190	43	4.3	18	1.8	8	0.8	13	1.3	4	0.4	147	14.7
GS-11	6,674	1,651	9.8	811	4.8	527	3.1	209	1.2	104	0.6	5,023	30.0
GS-12	6,329	1,465	7.7	791	4.1	399	2.1	206	1.1	69	0.4	4,864	25.5
GS-13	2,622	511	4.4	284	2.4	115	1.0	88	0.8	24	0.2	2,111	18.1
GS-14	645	102	2.8	59	1.6	23	0.6	13	0.4	7	0.2	543	15.0
GS-15	162	18	1.3	9	0.6	3	0.2	3	0.2	3	0.2	144	10.2
AVERAGE GRADE	8.2	7.5		7.4		7.4		7.6		8.3		8.4	
SENIOR PAY LEVELS	28	3	1.3	3	1.3	---	---	---	---	---	---	25	10.6
OTHER WHITE-COLLAR	74	10	2.6	3	0.8	3	0.8	3	0.8	1	0.3	64	16.7
TOTAL WAGE SYSTEMS	3,332	934	1.9	473	1.0	254	0.5	107	0.2	100	0.2	2,398	4.9

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

WOMEN ONLY

AGENCY - DEPARTMENT OF THE ARMY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	82,409	27,355	12.3	18,176	8.2	4,663	2.1	3,563	1.6	953	0.4	55,054	24.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	78,691	25,792	15.1	17,263	10.1	4,400	2.6	3,234	1.9	895	0.5	52,899	31.0
GS-01	162	56	21.5	34	13.1	17	6.5	4	1.5	1	0.4	106	40.8
GS-02	221	73	18.6	51	13.0	10	2.6	10	2.6	2	0.5	148	37.8
GS-03	855	364	25.9	265	18.9	48	3.4	35	2.5	16	1.1	491	35.0
GS-04	7,307	3,769	36.3	2,643	25.5	659	6.4	376	3.6	91	0.9	3,538	34.1
GS-05	12,103	5,063	28.4	3,405	19.1	915	5.1	603	3.4	140	0.8	7,040	39.5
GS-06	7,573	2,517	22.4	1,700	15.1	434	3.9	291	2.6	92	0.8	5,056	44.9
GS-07	10,864	3,560	20.1	2,459	13.9	601	3.4	372	2.1	128	0.7	7,304	41.3
GS-08	1,783	546	16.8	397	12.2	83	2.5	48	1.5	18	0.6	1,237	38.0
GS-09	8,726	2,651	15.2	1,695	9.7	465	2.7	371	2.1	120	0.7	6,075	34.8
GS-10	1,310	391	18.5	213	10.1	75	3.6	94	4.5	9	0.4	919	43.6
GS-11	10,730	2,900	11.3	1,819	7.1	559	2.2	410	1.6	112	0.4	7,830	30.6
GS-12	9,969	2,483	8.0	1,639	5.3	349	1.1	381	1.2	114	0.4	7,486	24.2
GS-13	5,322	1,126	5.1	759	3.5	151	0.7	176	0.8	40	0.2	4,196	19.2
GS-14	1,334	240	3.5	152	2.2	27	0.4	53	0.8	8	0.1	1,094	15.9
GS-15	432	53	1.6	32	1.0	7	0.2	10	0.3	4	0.1	379	11.4
AVERAGE GRADE	8.3	7.5		7.5		7.4		8.0		8.0		8.7	
SENIOR PAY LEVELS	53	7	1.9	3	0.8	2	0.5	2	0.5	---	---	46	12.3
OTHER WHITE-COLLAR	433	172	14.0	5	0.4	20	1.6	147	11.9	---	---	261	21.2
TOTAL WAGE SYSTEMS	3,232	1,384	2.8	905	1.8	241	0.5	180	0.4	58	0.1	1,848	3.7

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF THE NAVY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	58,014	19,540	10.8	11,239	6.2	2,812	1.5	5,077	2.8	412	0.2	38,474	21.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	55,081	18,352	13.4	10,447	7.7	2,681	2.0	4,837	3.5	387	0.3	36,729	26.9
GS-01	75	40	30.5	16	12.2	10	7.6	13	9.9	1	0.8	35	26.7
GS-02	169	86	28.6	32	10.6	22	7.3	32	10.6	---	---	83	27.6
GS-03	623	282	26.0	155	14.3	55	5.1	67	6.2	5	0.5	341	31.4
GS-04	3,482	1,765	34.8	1,055	20.8	249	4.9	437	8.6	24	0.5	1,717	33.8
GS-05	6,864	2,988	27.7	1,794	16.7	443	4.1	701	6.5	50	0.5	3,876	36.0
GS-06	5,119	2,028	25.3	1,252	15.6	257	3.2	470	5.9	49	0.6	3,091	38.5
GS-07	7,681	2,942	25.5	1,724	15.0	396	3.4	752	6.5	70	0.6	4,739	41.1
GS-08	1,175	396	19.6	270	13.3	46	2.3	71	3.5	9	0.4	779	38.5
GS-09	5,939	1,913	16.5	1,041	9.0	301	2.6	530	4.6	41	0.4	4,026	34.8
GS-10	327	99	7.0	50	3.5	7	0.5	40	2.8	2	0.1	228	16.0
GS-11	8,154	2,191	10.5	1,146	5.5	358	1.7	631	3.0	56	0.3	5,963	28.6
GS-12	9,119	2,378	7.4	1,214	3.8	364	1.1	748	2.3	52	0.2	6,741	21.0
GS-13	4,797	1,026	4.7	577	2.6	137	0.6	288	1.3	24	0.1	3,771	17.2
GS-14	1,093	165	3.0	94	1.7	25	0.4	43	0.8	3	0.1	928	16.7
GS-15	464	53	1.3	27	0.6	11	0.3	14	0.3	1	*	411	9.7
AVERAGE GRADE	8.8	8.0		7.8		8.0		8.2		8.3		9.2	
SENIOR PAY LEVELS	72	6	0.9	2	0.3	1	0.2	3	0.5	---	---	66	10.4
OTHER WHITE-COLLAR	208	26	3.0	4	0.5	8	0.9	14	1.6	---	---	182	20.7
TOTAL WAGE SYSTEMS	2,653	1,156	2.6	786	1.8	122	0.3	223	0.5	25	0.1	1,497	3.4

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WOMEN ONLY

AGENCY - DEPARTMENT OF DEFENSE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	253,529	81,788	12.2	50,458	7.5	15,016	2.2	13,874	2.1	2,440	0.4	171,741	25.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	225,474	73,702	15.0	45,893	9.4	13,090	2.7	12,549	2.6	2,170	0.4	151,772	31.0
GS-01	564	251	29.6	100	11.8	106	12.5	43	5.1	2	0.2	313	37.0
GS-02	955	350	22.7	174	11.3	105	6.8	66	4.3	5	0.3	605	39.2
GS-03	7,204	3,643	39.1	2,029	21.8	571	6.1	974	10.5	69	0.7	3,561	38.2
GS-04	17,497	8,313	34.7	5,358	22.3	1,466	6.1	1,310	5.5	179	0.7	9,184	38.3
GS-05	32,291	13,183	28.5	8,291	17.9	2,586	5.6	1,979	4.3	327	0.7	19,108	41.3
GS-06	22,206	7,776	23.7	5,033	15.4	1,304	4.0	1,207	3.7	232	0.7	14,430	44.0
GS-07	29,701	10,110	21.9	6,480	14.0	1,734	3.8	1,588	3.4	308	0.7	19,591	42.4
GS-08	4,632	1,543	19.2	1,117	13.9	215	2.7	177	2.2	34	0.4	3,089	38.4
GS-09	24,228	7,317	14.9	4,520	9.2	1,358	2.8	1,182	2.4	257	0.5	16,911	34.5
GS-10	1,979	574	11.9	306	6.3	95	2.0	154	3.2	19	0.4	1,405	29.0
GS-11	30,721	8,286	11.1	4,920	6.6	1,627	2.2	1,418	1.9	321	0.4	22,435	30.0
GS-12	31,987	8,074	8.2	4,869	5.0	1,320	1.3	1,613	1.6	272	0.3	23,913	24.3
GS-13	15,715	3,344	5.3	2,104	3.3	471	0.7	658	1.0	111	0.2	12,371	19.4
GS-14	4,158	735	3.8	467	2.4	103	0.5	141	0.7	24	0.1	3,423	17.7
GS-15	1,636	203	1.8	125	1.1	29	0.3	39	0.3	10	0.1	1,433	12.7
AVERAGE GRADE	8.3	7.6		7.5		7.4		7.7		8.1		8.7	
SENIOR PAY LEVELS	308	38	2.0	16	0.9	11	0.6	10	0.5	1	0.1	270	14.5
OTHER WHITE-COLLAR	15,186	2,818	13.5	1,253	6.0	1,029	4.9	490	2.3	46	0.2	12,368	59.2
TOTAL WAGE SYSTEMS	12,561	5,230	3.3	3,296	2.1	886	0.6	825	0.5	223	0.1	7,331	4.7

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF EDUCATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	3,047	1,641	33.3	1,382	28.1	133	2.7	95	1.9	31	0.6	1,406	28.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,878	1,584	34.9	1,356	29.9	115	2.5	90	2.0	23	0.5	1,294	28.5
GS-01	4	4	80.0	2	40.0	1	20.0	1	20.0	---	---	---	---
GS-02	6	4	44.4	3	33.3	1	11.1	---	---	---	---	2	22.2
GS-03	22	13	38.2	8	23.5	3	8.8	1	2.9	1	2.9	9	26.5
GS-04	55	39	47.0	30	36.1	5	6.0	4	4.8	---	---	16	19.3
GS-05	66	48	62.3	45	58.4	1	1.3	2	2.6	---	---	18	23.4
GS-06	70	61	68.5	55	61.8	2	2.2	4	4.5	---	---	9	10.1
GS-07	231	160	58.2	142	51.6	6	2.2	11	4.0	1	0.4	71	25.8
GS-08	63	47	71.2	43	65.2	2	3.0	2	3.0	---	---	16	24.2
GS-09	187	132	54.3	120	49.4	3	1.2	8	3.3	1	0.4	55	22.6
GS-10	6	5	83.3	4	66.7	1	16.7	---	---	---	---	1	16.7
GS-11	260	173	50.6	154	45.0	10	2.9	8	2.3	1	0.3	87	25.4
GS-12	603	363	39.5	311	33.9	28	3.1	19	2.1	5	0.5	240	26.1
GS-13	659	325	30.4	271	25.3	29	2.7	19	1.8	6	0.6	334	31.2
GS-14	415	148	18.2	119	14.6	16	2.0	10	1.2	3	0.4	267	32.8
GS-15	231	62	12.3	49	9.7	7	1.4	1	0.2	5	1.0	169	33.5
AVERAGE GRADE	11.4	10.8		10.7		11.3		10.4		12.4		12.2	
SENIOR PAY LEVELS	48	8	6.5	5	4.1	2	1.6	1	0.8	---	---	40	32.5
OTHER WHITE-COLLAR	121	49	19.0	21	8.1	16	6.2	4	1.6	8	3.1	72	27.9
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF ENERGY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	5,983	1,939	12.3	1,264	8.0	389	2.5	196	1.2	90	0.6	4,044	25.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,778	1,911	14.0	1,250	9.2	379	2.8	194	1.4	88	0.6	3,867	28.3
GS-01	8	4	36.4	4	36.4	---	---	---	---	---	---	4	36.4
GS-02	14	8	50.0	4	25.0	3	18.8	1	6.3	---	---	6	37.5
GS-03	33	20	51.3	12	30.8	6	15.4	---	---	2	5.1	13	33.3
GS-04	59	24	30.0	13	16.3	6	7.5	1	1.3	4	5.0	35	43.8
GS-05	78	26	24.8	7	6.7	14	13.3	3	2.9	2	1.9	52	49.5
GS-06	304	123	38.0	68	21.0	33	10.2	11	3.4	11	3.4	181	55.9
GS-07	573	220	34.6	141	22.2	48	7.5	22	3.5	9	1.4	353	55.5
GS-08	294	117	35.1	96	28.8	10	3.0	6	1.8	5	1.5	177	53.2
GS-09	506	211	34.7	167	27.5	26	4.3	11	1.8	7	1.2	295	48.5
GS-10	26	10	7.0	6	4.2	1	0.7	2	1.4	1	0.7	16	11.2
GS-11	500	197	25.1	143	18.2	31	4.0	13	1.7	10	1.3	303	38.6
GS-12	967	329	17.3	210	11.0	73	3.8	34	1.8	12	0.6	638	33.5
GS-13	1,246	366	9.6	226	6.0	81	2.1	45	1.2	14	0.4	880	23.2
GS-14	757	178	6.3	106	3.8	35	1.2	29	1.0	8	0.3	579	20.5
GS-15	413	78	3.8	47	2.3	12	0.6	16	0.8	3	0.1	335	16.4
AVERAGE GRADE	11.1	10.5		10.5		10.3		11.3		9.9		11.3	
SENIOR PAY LEVELS	112	13	2.3	8	1.4	3	0.5	1	0.2	1	0.2	99	17.8
OTHER WHITE-COLLAR	33	7	3.3	3	1.4	4	1.9	---	---	---	---	26	12.3
TOTAL WAGE SYSTEMS	60	8	0.6	3	0.2	3	0.2	1	0.1	1	0.1	52	3.9

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	37,447	17,876	28.4	7,590	12.1	1,078	1.7	1,793	2.9	7,415	11.8	19,571	31.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	34,209	16,704	31.8	7,247	13.8	974	1.9	1,453	2.8	7,030	13.4	17,505	33.4
GS-01	57	47	61.0	22	28.6	---	---	7	9.1	18	23.4	10	13.0
GS-02	121	94	59.1	41	25.8	7	4.4	7	4.4	39	24.5	27	17.0
GS-03	537	463	69.5	78	11.7	11	1.7	22	3.3	352	52.9	74	11.1
GS-04	1,782	1,603	74.2	234	10.8	26	1.2	52	2.4	1,291	59.8	179	8.3
GS-05	2,479	2,141	71.4	323	10.8	43	1.4	43	1.4	1,732	57.7	338	11.3
GS-06	1,960	1,489	63.0	568	24.0	37	1.6	34	1.4	850	36.0	471	19.9
GS-07	3,254	1,957	46.8	1,188	28.4	124	3.0	98	2.3	547	13.1	1,297	31.0
GS-08	1,386	706	42.7	551	33.4	34	2.1	43	2.6	78	4.7	680	41.2
GS-09	3,800	1,924	39.7	777	16.0	128	2.6	145	3.0	874	18.0	1,876	38.7
GS-10	769	270	28.2	90	9.4	26	2.7	28	2.9	126	13.1	499	52.0
GS-11	3,494	1,544	31.4	641	13.0	111	2.3	200	4.1	592	12.0	1,950	39.7
GS-12	4,816	1,872	24.6	1,152	15.1	162	2.1	263	3.4	295	3.9	2,944	38.6
GS-13	5,625	1,672	16.2	1,081	10.5	168	1.6	299	2.9	124	1.2	3,953	38.2
GS-14	2,737	659	11.0	360	6.0	58	1.0	159	2.7	82	1.4	2,078	34.8
GS-15	1,392	263	7.4	141	4.0	39	1.1	53	1.5	30	0.8	1,129	31.8
AVERAGE GRADE	9.9	8.5		9.5		10.1		10.7		6.7		11.2	
SENIOR PAY LEVELS	343	83	6.8	44	3.6	14	1.2	18	1.5	7	0.6	260	21.4
OTHER WHITE-COLLAR	2,400	624	9.3	200	3.0	86	1.3	320	4.8	18	0.3	1,776	26.4
TOTAL WAGE SYSTEMS	495	465	18.7	99	4.0	4	0.2	2	0.1	360	14.5	30	1.2

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	6,061	3,318	32.3	2,635	25.6	428	4.2	189	1.8	66	0.6	2,743	26.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,966	3,283	32.7	2,608	26.0	422	4.2	188	1.9	65	0.6	2,683	26.7
GS-01	13	11	57.9	8	42.1	2	10.5	---	---	1	5.3	2	10.5
GS-02	19	14	50.0	13	46.4	1	3.6	---	---	---	---	5	17.9
GS-03	29	21	60.0	16	45.7	3	8.6	1	2.9	1	2.9	8	22.9
GS-04	137	112	62.2	95	52.8	10	5.6	4	2.2	3	1.7	25	13.9
GS-05	100	60	44.1	50	36.8	5	3.7	5	3.7	---	---	40	29.4
GS-06	98	65	56.5	47	40.9	12	10.4	4	3.5	2	1.7	33	28.7
GS-07	864	532	54.6	415	42.6	79	8.1	20	2.1	18	1.8	332	34.1
GS-08	114	81	65.3	71	57.3	7	5.6	2	1.6	1	0.8	33	26.6
GS-09	392	246	53.5	203	44.1	29	6.3	8	1.7	6	1.3	146	31.7
GS-10	63	56	87.5	54	84.4	2	3.1	---	---	---	---	7	10.9
GS-11	330	208	48.3	183	42.5	14	3.2	7	1.6	4	0.9	122	28.3
GS-12	1,614	833	30.9	624	23.2	129	4.8	62	2.3	18	0.7	781	29.0
GS-13	1,263	616	24.5	479	19.0	81	3.2	47	1.9	9	0.4	647	25.7
GS-14	584	275	20.2	232	17.0	23	1.7	18	1.3	2	0.1	309	22.7
GS-15	346	153	16.9	118	13.0	25	2.8	10	1.1	---	---	193	21.3
AVERAGE GRADE	11.0	10.6		10.6		10.6		11.3		9.6		11.5	
SENIOR PAY LEVELS	60	21	13.2	14	8.8	6	3.8	---	---	1	0.6	39	24.5
OTHER WHITE-COLLAR	35	14	19.7	13	18.3	---	---	1	1.4	---	---	21	29.6
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF THE INTERIOR PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	29,601	9,808	13.1	2,145	2.9	1,456	1.9	620	0.8	5,587	7.5	19,793	26.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	25,704	7,152	12.1	2,046	3.5	1,359	2.3	607	1.0	3,140	5.3	18,552	31.5
GS-01	86	30	21.9	14	10.2	5	3.6	6	4.4	5	3.6	56	40.9
GS-02	203	87	21.5	38	9.4	21	5.2	5	1.2	23	5.7	116	28.6
GS-03	609	240	18.8	52	4.1	48	3.8	20	1.6	120	9.4	369	29.0
GS-04	2,192	774	19.6	129	3.3	125	3.2	50	1.3	470	11.9	1,418	35.9
GS-05	3,851	1,194	17.6	241	3.6	182	2.7	83	1.2	688	10.2	2,657	39.3
GS-06	2,256	713	21.1	178	5.3	133	3.9	48	1.4	354	10.5	1,543	45.7
GS-07	3,598	1,027	17.7	386	6.6	227	3.9	72	1.2	342	5.9	2,571	44.2
GS-08	634	225	18.6	72	5.9	44	3.6	18	1.5	91	7.5	409	33.8
GS-09	3,114	764	11.1	227	3.3	172	2.5	78	1.1	287	4.2	2,350	34.1
GS-10	97	32	6.5	19	3.9	1	0.2	2	0.4	10	2.0	65	13.2
GS-11	3,427	809	8.9	238	2.6	164	1.8	95	1.0	312	3.4	2,618	28.9
GS-12	2,969	647	7.0	223	2.4	150	1.6	70	0.8	204	2.2	2,322	25.0
GS-13	1,646	368	6.1	140	2.3	60	1.0	40	0.7	128	2.1	1,278	21.1
GS-14	761	190	6.4	70	2.4	24	0.8	16	0.5	80	2.7	571	19.3
GS-15	261	52	3.9	19	1.4	3	0.2	4	0.3	26	1.9	209	15.6
AVERAGE GRADE	8.3	7.7		8.3		7.8		8.3		7.2		8.5	
SENIOR PAY LEVELS	94	22	6.9	6	1.9	5	1.6	1	0.3	10	3.1	72	22.6
OTHER WHITE-COLLAR	2,618	2,099	50.9	22	0.5	50	1.2	4	0.1	2,023	49.1	519	12.6
TOTAL WAGE SYSTEMS	1,185	535	4.7	71	0.6	42	0.4	8	0.1	414	3.7	650	5.8

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF JUSTICE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	48,372	18,873	15.1	11,995	9.6	4,969	4.0	1,584	1.3	325	0.3	29,499	23.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	45,910	18,192	16.0	11,570	10.2	4,801	4.2	1,516	1.3	305	0.3	27,718	24.3
GS-01	119	66	37.1	45	25.3	19	10.7	2	1.1	---	---	53	29.8
GS-02	223	138	43.0	86	26.8	47	14.6	5	1.6	---	---	85	26.5
GS-03	354	219	45.6	150	31.3	57	11.9	11	2.3	1	0.2	135	28.1
GS-04	817	505	42.4	294	24.7	171	14.4	34	2.9	6	0.5	312	26.2
GS-05	2,736	1,368	25.7	689	12.9	512	9.6	146	2.7	21	0.4	1,368	25.7
GS-06	3,718	1,579	28.5	1,005	18.1	447	8.1	100	1.8	27	0.5	2,139	38.6
GS-07	8,661	3,609	21.1	2,264	13.3	986	5.8	292	1.7	67	0.4	5,052	29.6
GS-08	4,249	1,903	20.4	1,425	15.3	347	3.7	98	1.1	33	0.4	2,346	25.1
GS-09	5,108	2,139	14.5	1,393	9.5	542	3.7	165	1.1	39	0.3	2,969	20.2
GS-10	872	259	12.4	189	9.0	55	2.6	14	0.7	1	---	613	29.3
GS-11	5,805	2,216	14.9	1,357	9.1	611	4.1	208	1.4	40	0.3	3,589	24.2
GS-12	5,572	2,161	13.0	1,358	8.2	570	3.4	201	1.2	32	0.2	3,411	20.5
GS-13	4,234	1,259	8.4	827	5.5	281	1.9	127	0.8	24	0.2	2,975	19.7
GS-14	1,937	489	7.4	328	4.9	91	1.4	62	0.9	8	0.1	1,448	21.8
GS-15	1,505	282	6.3	160	3.6	65	1.4	51	1.1	6	0.1	1,223	27.2
AVERAGE GRADE	9.3	8.8		8.8		8.5		9.2		8.9		9.6	
SENIOR PAY LEVELS	1,141	194	4.8	113	2.8	54	1.3	24	0.6	3	0.1	947	23.6
OTHER WHITE-COLLAR	855	249	12.2	133	6.5	66	3.2	40	2.0	10	0.5	606	29.6
TOTAL WAGE SYSTEMS	466	238	4.4	179	3.3	48	0.9	4	0.1	7	0.1	228	4.2

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF LABOR PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	7,990	3,830	23.8	2,905	18.1	569	3.5	293	1.8	63	0.4	4,160	25.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	7,907	3,805	24.1	2,883	18.3	568	3.6	293	1.9	61	0.4	4,102	26.0
GS-01	5	4	66.7	4	66.7	---	---	---	---	---	---	1	16.7
GS-02	16	15	53.6	14	50.0	1	3.6	---	---	---	---	1	3.6
GS-03	79	53	52.5	41	40.6	11	10.9	1	1.0	---	---	26	25.7
GS-04	155	119	49.4	98	40.7	19	7.9	2	0.8	---	---	36	14.9
GS-05	614	288	37.5	221	28.8	48	6.3	19	2.5	---	---	326	42.5
GS-06	596	334	47.2	274	38.8	40	5.7	13	1.8	7	1.0	262	37.1
GS-07	1,059	566	41.4	436	31.9	70	5.1	50	3.7	10	0.7	493	36.0
GS-08	209	134	59.8	119	53.1	12	5.4	1	0.4	2	0.9	75	33.5
GS-09	565	327	33.8	243	25.1	50	5.2	31	3.2	3	0.3	238	24.6
GS-10	12	10	71.4	10	71.4	---	---	---	---	---	---	2	14.3
GS-11	919	490	30.2	360	22.2	84	5.2	36	2.2	10	0.6	429	26.4
GS-12	1,869	846	17.5	599	12.4	147	3.0	86	1.8	14	0.3	1,023	21.1
GS-13	1,049	397	14.3	297	10.7	55	2.0	36	1.3	9	0.3	652	23.4
GS-14	544	166	11.5	131	9.0	23	1.6	8	0.6	4	0.3	378	26.1
GS-15	216	56	8.5	36	5.5	8	1.2	10	1.5	2	0.3	160	24.2
AVERAGE GRADE	10.0	9.5		9.4		9.6		10.2		10.4		10.4	
SENIOR PAY LEVELS	68	19	7.9	16	6.6	1	0.4	---	---	2	0.8	49	20.3
OTHER WHITE-COLLAR	14	5	15.6	5	15.6	---	---	---	---	---	---	9	28.1
TOTAL WAGE SYSTEMS	1	1	5.6	1	5.6	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF STATE PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	9,386	2,969	15.3	2,167	11.2	375	1.9	397	2.0	30	0.2	6,417	33.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	9,037	2,912	16.1	2,132	11.8	360	2.0	390	2.2	30	0.2	6,125	33.9
GS-01	26	26	92.9	26	92.9	---	---	---	---	---	---	---	---
GS-02	18	18	81.8	17	77.3	---	---	1	4.5	---	---	---	---
GS-03	51	33	50.0	31	47.0	1	1.5	1	1.5	---	---	18	27.3
GS-04	78	47	44.3	39	36.8	7	6.6	1	0.9	---	---	31	29.2
GS-05	461	149	25.4	90	15.3	23	3.9	35	6.0	1	0.2	312	53.2
GS-06	596	200	27.1	142	19.2	28	3.8	30	4.1	---	---	396	53.6
GS-07	1,131	464	34.7	335	25.1	59	4.4	67	5.0	3	0.2	667	49.9
GS-08	1,145	322	23.2	240	17.3	37	2.7	41	3.0	4	0.3	823	59.4
GS-09	1,049	399	20.0	290	14.5	47	2.4	56	2.8	6	0.3	650	32.6
GS-10	39	22	45.8	22	45.8	---	---	---	---	---	---	17	35.4
GS-11	1,159	412	15.8	285	10.9	56	2.1	67	2.6	4	0.2	747	28.6
GS-12	1,162	336	11.7	278	9.7	28	1.0	28	1.0	2	0.1	826	28.8
GS-13	749	232	15.8	190	13.0	21	1.4	17	1.2	4	0.3	517	35.3
GS-14	829	159	5.4	92	3.1	31	1.0	31	1.0	5	0.2	670	22.6
GS-15	544	93	5.1	55	3.0	22	1.2	15	0.8	1	0.1	451	24.5
AVERAGE GRADE	9.9	9.3		9.3		9.5		9.3		10.6		10.2	
SENIOR PAY LEVELS	269	42	3.9	28	2.6	8	0.7	6	0.6	---	---	227	21.1
OTHER WHITE-COLLAR	72	7	3.5	2	1.0	4	2.0	1	0.5	---	---	65	32.5
TOTAL WAGE SYSTEMS	8	8	12.1	5	7.6	3	4.5	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF TRANSPORTATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	17,666	5,570	8.8	3,911	6.2	873	1.4	517	0.8	269	0.4	12,096	19.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	9,895	3,641	13.7	2,733	10.3	448	1.7	320	1.2	140	0.5	6,254	23.5
GS-01	20	15	44.1	11	32.4	4	11.8	---	---	---	---	5	14.7
GS-02	53	38	53.5	30	42.3	5	7.0	2	2.8	1	1.4	15	21.1
GS-03	71	48	47.1	38	37.3	8	7.8	2	2.0	---	---	23	22.5
GS-04	187	104	38.5	76	28.1	13	4.8	11	4.1	4	1.5	83	30.7
GS-05	384	130	25.4	101	19.7	17	3.3	7	1.4	5	1.0	254	49.6
GS-06	811	292	30.1	212	21.8	47	4.8	24	2.5	9	0.9	519	53.5
GS-07	1,311	574	33.3	443	25.7	73	4.2	41	2.4	17	1.0	737	42.8
GS-08	501	260	46.0	221	39.1	17	3.0	13	2.3	9	1.6	241	42.7
GS-09	733	328	28.0	263	22.4	32	2.7	25	2.1	8	0.7	405	34.6
GS-10	137	48	24.1	39	19.6	1	0.5	1	0.5	7	3.5	89	44.7
GS-11	953	330	16.7	244	12.4	41	2.1	24	1.2	21	1.1	623	31.6
GS-12	1,705	562	9.4	416	7.0	67	1.1	53	0.9	26	0.4	1,143	19.1
GS-13	1,693	554	8.1	391	5.7	67	1.0	80	1.2	16	0.2	1,139	16.6
GS-14	1,069	299	6.0	204	4.1	51	1.0	29	0.6	15	0.3	770	15.5
GS-15	267	59	4.9	44	3.7	5	0.4	8	0.7	2	0.2	208	17.3
AVERAGE GRADE	10.2	9.7		9.6		9.6		10.4		10.2		10.5	
SENIOR PAY LEVELS	111	20	4.3	16	3.5	3	0.6	1	0.2	---	---	91	19.7
OTHER WHITE-COLLAR	7,604	1,885	5.5	1,143	3.3	421	1.2	196	0.6	125	0.4	5,719	16.6
TOTAL WAGE SYSTEMS	56	24	1.1	19	0.9	1	---	---	---	4	0.2	32	1.5

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF THE TREASURY PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	80,682	33,623	23.2	23,664	16.4	6,785	4.7	2,494	1.7	680	0.5	47,059	32.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	77,883	32,378	24.1	22,732	16.9	6,629	4.9	2,349	1.8	668	0.5	45,505	33.9
GS-01	102	67	42.1	52	32.7	13	8.2	2	1.3	---	---	35	22.0
GS-02	573	303	35.2	206	23.9	61	7.1	26	3.0	10	1.2	270	31.4
GS-03	3,036	1,558	38.8	1,137	28.3	320	8.0	65	1.6	36	0.9	1,478	36.8
GS-04	5,846	2,596	34.7	1,825	24.4	615	8.2	111	1.5	45	0.6	3,250	43.5
GS-05	8,224	3,972	37.3	2,783	26.1	914	8.6	207	1.9	68	0.6	4,252	39.9
GS-06	5,935	2,740	37.1	2,003	27.1	517	7.0	166	2.2	54	0.7	3,195	43.3
GS-07	11,186	4,791	32.6	3,329	22.7	1,063	7.2	303	2.1	96	0.7	6,395	43.5
GS-08	6,503	2,972	33.3	2,257	25.3	534	6.0	110	1.2	71	0.8	3,531	39.5
GS-09	7,126	3,033	24.0	2,056	16.2	732	5.8	202	1.6	43	0.3	4,093	32.3
GS-10	740	241	26.3	193	21.1	38	4.1	6	0.7	4	0.4	499	54.5
GS-11	8,231	3,339	21.5	2,221	14.3	725	4.7	314	2.0	79	0.5	4,892	31.5
GS-12	8,507	3,133	18.1	2,107	12.2	564	3.3	378	2.2	84	0.5	5,374	31.0
GS-13	7,867	2,615	12.1	1,825	8.4	391	1.8	344	1.6	55	0.3	5,252	24.3
GS-14	3,036	813	9.2	588	6.6	114	1.3	95	1.1	16	0.2	2,223	25.1
GS-15	971	205	6.5	150	4.8	28	0.9	20	0.6	7	0.2	766	24.4
AVERAGE GRADE	8.5	8.1		8.0		7.8		9.2		8.3		8.8	
SENIOR PAY LEVELS	168	23	3.3	13	1.9	6	0.9	2	0.3	2	0.3	145	20.7
OTHER WHITE-COLLAR	1,959	719	12.2	544	9.2	82	1.4	84	1.4	9	0.2	1,240	21.0
TOTAL WAGE SYSTEMS	672	503	12.9	375	9.6	68	1.7	59	1.5	1	*	169	4.3

* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - DEPARTMENT OF VETERANS AFFAIRS	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	124,758	46,958	21.4	31,390	14.3	6,745	3.1	7,770	3.5	1,053	0.5	77,800	35.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	81,123	31,045	22.5	22,426	16.2	4,387	3.2	3,464	2.5	768	0.6	50,078	36.2
GS-01	215	124	38.6	85	26.5	27	8.4	10	3.1	2	0.6	91	28.3
GS-02	243	113	28.3	73	18.3	29	7.3	9	2.3	2	0.5	130	32.5
GS-03	1,183	610	27.3	458	20.5	95	4.3	35	1.6	22	1.0	573	25.6
GS-04	6,803	3,592	32.8	2,913	26.6	391	3.6	217	2.0	71	0.6	3,211	29.3
GS-05	19,952	9,104	32.3	7,128	25.3	1,125	4.0	619	2.2	232	0.8	10,848	38.5
GS-06	15,728	6,623	29.9	5,174	23.3	815	3.7	471	2.1	163	0.7	9,105	41.1
GS-07	6,942	2,420	22.5	1,789	16.7	385	3.6	177	1.6	69	0.6	4,522	42.1
GS-08	2,387	756	18.7	573	14.2	119	2.9	47	1.2	17	0.4	1,631	40.3
GS-09	6,824	2,066	17.8	1,285	11.1	358	3.1	364	3.1	59	0.5	4,758	41.0
GS-10	2,089	566	13.4	383	9.1	97	2.3	72	1.7	14	0.3	1,523	36.2
GS-11	8,401	2,281	14.9	1,266	8.3	455	3.0	499	3.3	61	0.4	6,120	39.9
GS-12	4,819	1,228	12.2	674	6.7	226	2.2	300	3.0	28	0.3	3,591	35.6
GS-13	2,872	629	8.3	410	5.4	104	1.4	98	1.3	17	0.2	2,243	29.7
GS-14	814	190	7.4	106	4.1	30	1.2	47	1.8	7	0.3	624	24.1
GS-15	1,851	743	9.5	109	1.4	131	1.7	499	6.4	4	0.1	1,108	14.2
AVERAGE GRADE	7.4	6.8		6.4		7.2		9.0		6.7		7.8	
SENIOR PAY LEVELS	100	22	5.0	17	3.9	1	0.2	4	0.9	---	---	78	17.8
OTHER WHITE-COLLAR	36,909	11,822	23.2	5,451	10.7	2,003	3.9	4,153	8.1	215	0.4	25,087	49.2
TOTAL WAGE SYSTEMS	6,626	4,069	13.7	3,496	11.8	354	1.2	149	0.5	70	0.2	2,557	8.6

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - EQUAL EMPLOYMENT OPPORTUNITY COMMISSION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	1,833	1,217	43.8	951	34.2	198	7.1	58	2.1	10	0.4	616	22.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,812	1,204	44.1	942	34.5	195	7.1	57	2.1	10	0.4	608	22.2
GS-01	5	4	80.0	3	60.0	1	20.0	---	---	---	---	1	20.0
GS-02	10	9	90.0	7	70.0	1	10.0	1	10.0	---	---	1	10.0
GS-03	11	10	62.5	8	50.0	---	---	2	12.5	---	---	1	6.3
GS-04	15	11	64.7	6	35.3	5	29.4	---	---	---	---	4	23.5
GS-05	121	94	66.7	83	58.9	8	5.7	1	0.7	2	1.4	27	19.1
GS-06	138	108	71.5	91	60.3	11	7.3	5	3.3	1	0.7	30	19.9
GS-07	163	125	60.1	100	48.1	17	8.2	7	3.4	1	0.5	38	18.3
GS-08	40	35	81.4	26	60.5	7	16.3	2	4.7	---	---	5	11.6
GS-09	162	105	49.1	72	33.6	21	9.8	9	4.2	3	1.4	57	26.6
GS-10	140	103	51.8	80	40.2	19	9.5	4	2.0	---	---	37	18.6
GS-11	470	318	42.6	252	33.8	57	7.6	8	1.1	1	0.1	152	20.4
GS-12	265	165	37.8	126	28.8	26	5.9	11	2.5	2	0.5	100	22.9
GS-13	227	99	23.0	73	16.9	19	4.4	7	1.6	---	---	128	29.7
GS-14	45	18	15.7	15	13.0	3	2.6	---	---	---	---	27	23.5
AVERAGE GRADE	10.5	10.0		9.9		10.4		10.0		8.8		11.3	
SENIOR PAY LEVELS	21	13	28.3	9	19.6	3	6.5	1	2.2	---	---	8	17.4
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - ENVIRONMENTAL PROTECTION AGENCY	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	9,152	3,621	19.5	2,631	14.2	469	2.5	445	2.4	76	0.4	5,531	29.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	8,906	3,593	20.4	2,617	14.9	463	2.6	437	2.5	76	0.4	5,313	30.2
GS-01	13	12	75.0	11	68.8	1	6.3	---	---	---	---	1	6.3
GS-02	29	26	60.5	19	44.2	6	14.0	1	2.3	---	---	3	7.0
GS-03	48	38	56.7	30	44.8	6	9.0	1	1.5	1	1.5	10	14.9
GS-04	157	121	52.6	87	37.8	25	10.9	8	3.5	1	0.4	36	15.7
GS-05	105	67	48.9	53	38.7	12	8.8	2	1.5	---	---	38	27.7
GS-06	200	147	67.1	122	55.7	16	7.3	7	3.2	2	0.9	53	24.2
GS-07	630	390	52.8	304	41.2	48	6.5	32	4.3	6	0.8	240	32.5
GS-08	348	216	56.8	177	46.6	26	6.8	11	2.9	2	0.5	132	34.7
GS-09	536	290	41.0	226	31.9	32	4.5	21	3.0	11	1.6	246	34.7
GS-10	75	44	37.3	41	34.7	1	0.8	1	0.8	1	0.8	31	26.3
GS-11	671	296	30.0	221	22.4	33	3.3	31	3.1	11	1.1	375	38.0
GS-12	1,540	642	23.1	458	16.5	87	3.1	86	3.1	11	0.4	898	32.4
GS-13	2,757	892	14.0	586	9.2	110	1.7	173	2.7	23	0.4	1,865	29.3
GS-14	1,178	302	10.1	202	6.8	46	1.5	49	1.6	5	0.2	876	29.3
GS-15	619	110	6.1	80	4.4	14	0.8	14	0.8	2	0.1	509	28.2
AVERAGE GRADE	11.5	10.5		10.3		10.4		11.7		11.0		12.2	
SENIOR PAY LEVELS	93	12	3.7	6	1.9	2	0.6	4	1.2	---	---	81	25.2
OTHER WHITE-COLLAR	153	16	2.4	8	1.2	4	0.6	4	0.6	---	---	137	20.2
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - GENERAL SERVICES ADMINISTRATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	6,263	2,898	20.4	2,326	16.3	297	2.1	221	1.6	54	0.4	3,365	23.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,106	2,802	22.8	2,242	18.3	290	2.4	217	1.8	53	0.4	3,304	26.9
GS-01	5	5	62.5	3	37.5	2	25.0	---	---	---	---	---	---
GS-02	13	12	66.7	10	55.6	1	5.6	1	5.6	---	---	1	5.6
GS-03	32	28	63.6	24	54.5	3	6.8	1	2.3	---	---	4	9.1
GS-04	114	84	49.1	68	39.8	10	5.8	4	2.3	2	1.2	30	17.5
GS-05	177	111	40.8	94	34.6	10	3.7	7	2.6	---	---	66	24.3
GS-06	311	168	39.2	135	31.5	21	4.9	12	2.8	---	---	143	33.3
GS-07	674	344	32.2	276	25.8	35	3.3	25	2.3	8	0.7	330	30.9
GS-08	104	48	18.4	40	15.3	5	1.9	2	0.8	1	0.4	56	21.5
GS-09	534	272	27.7	210	21.4	32	3.3	21	2.1	9	0.9	262	26.7
GS-10	2	1	1.9	1	1.9	---	---	---	---	---	---	1	1.9
GS-11	640	320	26.6	256	21.2	41	3.4	15	1.2	8	0.7	320	26.6
GS-12	1,593	741	23.5	585	18.6	80	2.5	61	1.9	15	0.5	852	27.1
GS-13	1,219	473	17.5	381	14.1	33	1.2	51	1.9	8	0.3	746	27.5
GS-14	515	156	11.9	128	9.8	13	1.0	13	1.0	2	0.2	359	27.5
GS-15	173	39	6.5	31	5.2	4	0.7	4	0.7	---	---	134	22.3
AVERAGE GRADE	10.7	10.2		10.2		9.9		10.6		10.4		11.2	
SENIOR PAY LEVELS	33	7	6.1	5	4.3	1	0.9	1	0.9	---	---	26	22.6
OTHER WHITE-COLLAR	12	1	6.7	---	---	---	---	1	6.7	---	---	11	73.3
TOTAL WAGE SYSTEMS	112	88	4.8	79	4.3	6	0.3	2	0.1	1	0.1	24	1.3

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	6,338	1,883	10.0	1,219	6.5	321	1.7	271	1.4	72	0.4	4,455	23.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,217	1,859	10.3	1,200	6.7	319	1.8	270	1.5	70	0.4	4,358	24.2
GS-01	22	19	73.1	15	57.7	2	7.7	2	7.7	---	---	3	11.5
GS-02	24	14	53.8	9	34.6	3	11.5	2	7.7	---	---	10	38.5
GS-03	51	30	44.8	27	40.3	---	---	3	4.5	---	---	21	31.3
GS-04	85	44	27.7	31	19.5	6	3.8	7	4.4	---	---	41	25.8
GS-05	127	58	32.0	38	21.0	14	7.7	6	3.3	---	---	69	38.1
GS-06	454	181	38.5	147	31.3	23	4.9	4	0.9	7	1.5	273	58.1
GS-07	585	209	30.3	139	20.2	39	5.7	18	2.6	13	1.9	376	54.6
GS-08	279	107	37.0	79	27.3	14	4.8	8	2.8	6	2.1	172	59.5
GS-09	345	119	22.4	85	16.0	17	3.2	12	2.3	5	0.9	226	42.6
GS-10	71	29	13.5	22	10.2	3	1.4	1	0.5	3	1.4	42	19.5
GS-11	508	162	12.1	109	8.2	32	2.4	18	1.3	3	0.2	346	25.9
GS-12	853	251	13.5	178	9.6	30	1.6	33	1.8	10	0.5	602	32.4
GS-13	1,687	407	6.9	217	3.7	83	1.4	93	1.6	14	0.2	1,280	21.8
GS-14	738	162	4.3	82	2.2	34	0.9	38	1.0	8	0.2	576	15.3
GS-15	388	67	2.6	22	0.9	19	0.7	25	1.0	1	*	321	12.6
AVERAGE GRADE	10.9	10.1		9.6		10.5		11.5		10.3		11.3	
SENIOR PAY LEVELS	86	16	3.4	12	2.5	2	0.4	1	0.2	1	0.2	70	14.8
OTHER WHITE-COLLAR	10	---	---	---	---	---	---	---	---	---	---	10	16.7
TOTAL WAGE SYSTEMS	25	8	3.4	7	3.0	---	---	---	---	1	0.4	17	7.3

* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - OFFICE OF PERSONNEL MANAGEMENT PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	2,358	993	26.6	844	22.6	85	2.3	50	1.3	14	0.4	1,365	36.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,332	987	27.1	840	23.0	84	2.3	50	1.4	13	0.4	1,345	36.9
GS-01	13	1	6.7	1	6.7	---	---	---	---	---	---	12	80.0
GS-02	12	11	73.3	11	73.3	---	---	---	---	---	---	1	6.7
GS-03	147	48	21.0	42	18.3	4	1.7	2	0.9	---	---	99	43.2
GS-04	614	159	15.7	123	12.1	25	2.5	4	0.4	7	0.7	455	44.8
GS-05	179	64	30.8	53	25.5	7	3.4	4	1.9	---	---	115	55.3
GS-06	92	56	54.9	49	48.0	4	3.9	3	2.9	---	---	36	35.3
GS-07	248	164	55.4	148	50.0	8	2.7	7	2.4	1	0.3	84	28.4
GS-08	26	20	58.8	19	55.9	---	---	1	2.9	---	---	6	17.6
GS-09	142	61	30.2	52	25.7	6	3.0	1	0.5	2	1.0	81	40.1
GS-10	6	4	57.1	4	57.1	---	---	---	---	---	---	2	28.6
GS-11	231	146	45.5	132	41.1	7	2.2	7	2.2	---	---	85	26.5
GS-12	212	109	31.4	94	27.1	7	2.0	8	2.3	---	---	103	29.7
GS-13	265	104	20.5	84	16.5	6	1.2	11	2.2	3	0.6	161	31.7
GS-14	104	29	12.6	22	9.6	5	2.2	2	0.9	---	---	75	32.6
GS-15	41	11	9.5	6	5.2	5	4.3	---	---	---	---	30	25.9
AVERAGE GRADE	7.8	8.3		8.3		7.9		9.4		7.1		7.5	
SENIOR PAY LEVELS	22	4	8.0	2	4.0	1	2.0	---	---	1	2.0	18	36.0
OTHER WHITE-COLLAR	1	---	---	---	---	---	---	---	---	---	---	1	33.3
TOTAL WAGE SYSTEMS	3	2	6.9	2	6.9	---	---	---	---	---	---	1	3.4

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - SOCIAL SECURITY ADMINISTRATION PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	45,734	21,023	32.6	14,665	22.7	4,749	7.4	1,138	1.8	471	0.7	24,711	38.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	45,510	20,948	33.3	14,610	23.2	4,737	7.5	1,135	1.8	466	0.7	24,562	39.1
GS-01	204	147	57.6	99	38.8	36	14.1	6	2.4	6	2.4	57	22.4
GS-02	336	260	60.6	173	40.3	69	16.1	13	3.0	5	1.2	76	17.7
GS-03	465	322	51.9	231	37.3	58	9.4	21	3.4	12	1.9	143	23.1
GS-04	1,643	842	41.4	606	29.8	168	8.3	48	2.4	20	1.0	801	39.4
GS-05	3,818	2,302	48.1	1,664	34.8	471	9.8	127	2.7	40	0.8	1,516	31.7
GS-06	2,602	1,422	46.4	985	32.1	336	11.0	77	2.5	24	0.8	1,180	38.5
GS-07	3,359	2,017	48.1	1,388	33.1	463	11.0	107	2.6	59	1.4	1,342	32.0
GS-08	7,172	3,534	41.8	2,234	26.4	1,044	12.3	161	1.9	95	1.1	3,638	43.0
GS-09	3,947	2,316	45.7	1,913	37.7	295	5.8	82	1.6	26	0.5	1,631	32.2
GS-10	462	277	47.7	253	43.5	18	3.1	4	0.7	2	0.3	185	31.8
GS-11	13,387	4,759	26.3	2,987	16.5	1,378	7.6	278	1.5	116	0.6	8,628	47.7
GS-12	4,975	1,756	20.9	1,333	15.8	251	3.0	144	1.7	28	0.3	3,219	38.3
GS-13	2,285	720	15.4	545	11.6	101	2.2	52	1.1	22	0.5	1,565	33.4
GS-14	679	226	13.3	161	9.5	43	2.5	15	0.9	7	0.4	453	26.6
GS-15	176	48	9.7	38	7.7	6	1.2	---	---	4	0.8	128	25.8
AVERAGE GRADE	9.1	8.5		8.5		8.4		8.7		8.5		9.6	
SENIOR PAY LEVELS	170	41	3.5	23	1.9	10	0.8	3	0.3	5	0.4	129	10.9
OTHER WHITE-COLLAR	11	2	8.7	2	8.7	---	---	---	---	---	---	9	39.1
TOTAL WAGE SYSTEMS	43	32	8.2	30	7.7	2	0.5	---	---	---	---	11	2.8

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* - LESS THAN 0.05 PERCENT

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

WOMEN ONLY

AGENCY - ALL OTHER INDEPENDENT AGENCIES PAY PLAN AND GRADE	TOTAL NUMBER	TOTAL MINORITIES		BLACKS		HISPANICS		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE		WHITES	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL PAY PLANS	27,578	11,869	20.9	9,254	16.3	1,473	2.6	959	1.7	183	0.3	15,709	27.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	23,172	10,438	23.3	8,447	18.8	987	2.2	860	1.9	144	0.3	12,734	28.4
GS-01	47	38	58.5	30	46.2	8	12.3	---	---	---	---	9	13.8
GS-02	100	62	36.9	61	36.3	---	---	1	0.6	---	---	38	22.6
GS-03	389	236	41.3	192	33.6	24	4.2	17	3.0	3	0.5	153	26.7
GS-04	575	402	45.9	358	40.9	27	3.1	16	1.8	1	0.1	173	19.7
GS-05	1,153	726	35.4	618	30.2	65	3.2	27	1.3	16	0.8	427	20.8
GS-06	1,319	699	41.3	606	35.8	51	3.0	39	2.3	3	0.2	620	36.7
GS-07	2,768	1,648	45.1	1,361	37.3	136	3.7	117	3.2	34	0.9	1,120	30.7
GS-08	1,061	734	60.1	668	54.7	37	3.0	23	1.9	6	0.5	327	26.8
GS-09	2,111	1,135	36.8	949	30.8	105	3.4	60	1.9	21	0.7	976	31.7
GS-10	316	176	44.4	149	37.6	17	4.3	9	2.3	1	0.3	140	35.4
GS-11	2,446	1,105	27.4	877	21.7	103	2.6	103	2.6	22	0.5	1,341	33.2
GS-12	3,659	1,517	20.0	1,187	15.7	173	2.3	139	1.8	18	0.2	2,142	28.3
GS-13	3,049	1,043	14.7	779	11.0	108	1.5	146	2.1	10	0.1	2,006	28.3
GS-14	2,611	593	8.2	390	5.4	86	1.2	112	1.5	5	0.1	2,018	27.7
GS-15	1,568	324	6.3	222	4.3	47	0.9	51	1.0	4	0.1	1,244	24.3
AVERAGE GRADE	10.3	9.3		9.1		9.8		10.6		9.1		11.1	
SENIOR PAY LEVELS	574	104	4.7	68	3.1	19	0.9	15	0.7	2	0.1	470	21.3
OTHER WHITE-COLLAR	3,499	1,072	13.8	502	6.5	456	5.9	80	1.0	34	0.4	2,427	31.3
TOTAL WAGE SYSTEMS	333	255	12.9	237	12.0	11	0.6	4	0.2	3	0.2	78	3.9

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