

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

WOMEN ONLY

AGENCY - ALL AGENCIES	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	808,435	302,196	16.7	189,208	10.4	52,996	2.9	38,544	2.1	21,448	1.2	506,239	27.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	698,099	262,910	18.7	168,409	12.0	46,037	3.3	31,038	2.2	17,426	1.2	435,189	30.9
GS-01	1,653	821	30.7	506	19.0	174	6.5	106	4.0	35	1.3	832	31.2
GS-02	3,689	1,912	31.9	1,253	20.9	410	6.8	131	2.2	118	2.0	1,777	29.6
GS-03	15,894	7,514	29.8	4,005	15.9	1,424	5.6	1,420	5.6	665	2.6	8,380	33.2
GS-04	41,430	18,998	30.2	11,544	18.4	3,203	5.1	2,082	3.3	2,169	3.5	22,432	35.7
GS-05	77,036	34,675	29.5	21,641	18.4	6,097	5.2	3,490	3.0	3,447	2.9	42,361	36.1
GS-06	60,997	25,777	29.5	17,111	19.6	4,249	4.9	2,419	2.8	1,998	2.3	35,220	40.3
GS-07	88,926	35,520	25.6	23,477	16.9	6,541	4.7	3,475	2.5	2,027	1.5	53,406	38.4
GS-08	34,797	15,474	29.0	11,108	20.8	2,902	5.4	963	1.8	501	0.9	19,323	36.2
GS-09	70,063	26,066	20.1	16,836	13.0	4,488	3.5	2,909	2.2	1,833	1.4	43,997	34.0
GS-10	8,536	3,076	17.9	2,076	12.1	431	2.5	316	1.8	253	1.5	5,460	31.8
GS-11	89,364	30,378	15.9	18,087	9.5	6,399	3.4	4,043	2.1	1,849	1.0	58,986	30.9
GS-12	93,881	31,087	13.6	20,249	8.8	5,179	2.3	4,299	1.9	1,360	0.6	62,794	27.4
GS-13	67,570	20,486	10.4	13,776	7.0	2,915	1.5	3,084	1.6	711	0.4	47,084	24.0
GS-14	29,291	7,732	8.3	4,999	5.4	1,083	1.2	1,300	1.4	350	0.4	21,559	23.1
GS-15	14,972	3,394	6.0	1,741	3.1	542	1.0	1,001	1.8	110	0.2	11,578	20.4
AVERAGE GRADE	8.9	8.4		8.4		8.3		8.9		7.5		9.2	
SENIOR PAY LEVELS	4,415	784	4.4	455	2.5	161	0.9	127	0.7	41	0.2	3,631	20.3
OTHER WHITE COLLAR	83,604	27,413	15.5	13,006	7.3	5,272	3.0	6,274	3.5	2,861	1.6	56,191	31.7
TOTAL WAGE SYSTEMS	22,317	11,089	5.2	7,338	3.5	1,526	0.7	1,105	0.5	1,120	0.5	11,228	5.3

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	48,541	12,810	11.2	7,869	6.9	2,657	2.3	1,200	1.0	1,084	0.9	35,731	31.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	47,516	12,485	11.4	7,687	7.0	2,566	2.4	1,171	1.1	1,061	1.0	35,031	32.1
GS-01	238	73	17.5	35	8.4	22	5.3	8	1.9	8	1.9	165	39.5
GS-02	1,236	653	33.1	530	26.9	96	4.9	13	0.7	14	0.7	583	29.6
GS-03	2,114	591	11.5	301	5.8	168	3.3	88	1.7	34	0.7	1,523	29.6
GS-04	3,216	771	10.5	341	4.7	239	3.3	99	1.4	92	1.3	2,445	33.4
GS-05	5,331	1,294	12.4	614	5.9	409	3.9	129	1.2	142	1.4	4,037	38.6
GS-06	3,379	890	15.7	565	10.0	180	3.2	55	1.0	90	1.6	2,489	44.0
GS-07	9,712	2,901	17.7	1,988	12.2	493	3.0	157	1.0	263	1.6	6,811	41.6
GS-08	1,826	512	12.8	384	9.6	66	1.7	31	0.8	31	0.8	1,314	32.9
GS-09	5,753	1,232	8.4	640	4.4	310	2.1	140	1.0	142	1.0	4,521	30.8
GS-10	167	54	6.5	45	5.5	5	0.6	2	0.2	2	0.2	113	13.7
GS-11	5,047	1,047	8.0	584	4.5	205	1.6	150	1.1	108	0.8	4,000	30.5
GS-12	5,085	1,310	8.9	819	5.6	237	1.6	159	1.1	95	0.6	3,775	25.8
GS-13	2,907	807	9.3	590	6.8	104	1.2	84	1.0	29	0.3	2,100	24.1
GS-14	1,069	272	7.4	190	5.2	25	0.7	46	1.3	11	0.3	797	21.8
GS-15	436	78	3.6	61	2.9	7	0.3	10	0.5	---	---	358	16.7
AVERAGE GRADE	8.0	7.8		7.9		7.2		8.3		7.5		8.1	
SENIOR PAY LEVELS	108	18	4.0	12	2.7	5	1.1	---	---	1	0.2	90	20.0
OTHER WHITE COLLAR	317	67	4.8	31	2.2	10	0.7	19	1.4	7	0.5	250	17.9
TOTAL WAGE SYSTEMS	600	240	6.6	139	3.8	76	2.1	10	0.3	15	0.4	360	9.9

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	17,984	6,394	16.7	4,569	11.9	702	1.8	1,001	2.6	122	0.3	11,590	30.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	17,724	6,333	17.2	4,531	12.3	693	1.9	988	2.7	121	0.3	11,391	30.9
GS-01	32	21	31.8	14	21.2	1	1.5	6	9.1	---	---	11	16.7
GS-02	62	35	35.4	20	20.2	4	4.0	9	9.1	2	2.0	27	27.3
GS-03	849	169	13.1	111	8.6	39	3.0	5	0.4	14	1.1	680	52.6
GS-04	2,892	642	16.2	422	10.6	148	3.7	43	1.1	29	0.7	2,250	56.8
GS-05	1,159	479	30.0	351	22.0	71	4.5	41	2.6	16	1.0	680	42.6
GS-06	1,014	371	30.5	300	24.7	37	3.0	23	1.9	11	0.9	643	52.9
GS-07	1,946	988	36.9	838	31.3	58	2.2	84	3.1	8	0.3	958	35.7
GS-08	745	329	36.6	292	32.5	23	2.6	11	1.2	3	0.3	416	46.3
GS-09	1,185	555	26.2	390	18.4	44	2.1	117	5.5	4	0.2	630	29.7
GS-10	196	111	26.7	101	24.3	6	1.4	3	0.7	1	0.2	85	20.4
GS-11	1,207	470	14.9	310	9.8	48	1.5	108	3.4	4	0.1	737	23.4
GS-12	2,564	935	15.1	676	10.9	95	1.5	153	2.5	11	0.2	1,629	26.4
GS-13	1,748	631	11.7	401	7.4	56	1.0	167	3.1	7	0.1	1,117	20.7
GS-14	1,531	477	9.1	243	4.6	47	0.9	177	3.4	10	0.2	1,054	20.0
GS-15	594	120	4.8	62	2.5	16	0.6	41	1.6	1	*	474	18.8
AVERAGE GRADE	8.8	8.9		8.7		8.1		10.7		7.1		8.7	
SENIOR PAY LEVELS	137	29	5.1	18	3.2	3	0.5	8	1.4	---	---	108	19.1
OTHER WHITE COLLAR	26	3	3.9	1	1.3	2	2.6	---	---	---	---	23	30.3
TOTAL WAGE SYSTEMS	97	29	3.4	19	2.2	4	0.5	5	0.6	1	0.1	68	8.0

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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	50,910	14,708	9.7	7,973	5.2	3,987	2.6	2,091	1.4	657	0.4	36,202	23.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	47,473	13,760	13.1	7,494	7.1	3,737	3.6	1,976	1.9	553	0.5	33,713	32.1
GS-01	187	75	24.3	41	13.3	28	9.1	6	1.9	---	---	112	36.2
GS-02	387	141	21.7	56	8.6	65	10.0	19	2.9	1	0.2	246	37.8
GS-03	1,030	422	27.6	228	14.9	116	7.6	62	4.1	16	1.0	608	39.8
GS-04	2,699	1,201	32.8	651	17.8	339	9.3	168	4.6	43	1.2	1,498	40.9
GS-05	7,269	2,747	29.0	1,484	15.7	742	7.8	436	4.6	85	0.9	4,522	47.7
GS-06	4,521	1,429	21.4	788	11.8	394	5.9	198	3.0	49	0.7	3,092	46.3
GS-07	6,163	1,771	17.4	986	9.7	460	4.5	252	2.5	73	0.7	4,392	43.1
GS-08	659	158	12.1	99	7.6	39	3.0	18	1.4	2	0.2	501	38.4
GS-09	6,597	1,708	11.0	972	6.3	442	2.9	217	1.4	77	0.5	4,889	31.6
GS-10	185	46	5.0	23	2.5	7	0.8	16	1.7	---	---	139	15.0
GS-11	7,137	1,751	9.9	875	4.9	555	3.1	223	1.3	98	0.6	5,386	30.3
GS-12	6,742	1,544	8.0	859	4.4	380	2.0	228	1.2	77	0.4	5,198	26.8
GS-13	2,892	620	5.1	352	2.9	133	1.1	109	0.9	26	0.2	2,272	18.7
GS-14	779	121	2.9	64	1.6	29	0.7	22	0.5	6	0.1	658	16.0
GS-15	226	26	1.7	16	1.0	8	0.5	2	0.1	---	---	200	12.9
AVERAGE GRADE	8.4	7.7		7.7		7.6		7.7		8.3		8.7	
SENIOR PAY LEVELS	37	4	1.6	1	0.4	2	0.8	---	---	1	0.4	33	13.3
OTHER WHITE COLLAR	55	5	1.4	---	---	2	0.5	3	0.8	---	---	50	13.6
TOTAL WAGE SYSTEMS	3,345	939	2.0	478	1.0	246	0.5	112	0.2	103	0.2	2,406	5.2

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**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
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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	83,418	27,976	12.4	18,414	8.2	4,823	2.1	3,823	1.7	916	0.4	55,442	24.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	79,615	26,454	15.1	17,582	10.0	4,548	2.6	3,475	2.0	849	0.5	53,161	30.4
GS-01	165	58	20.5	34	12.0	19	6.7	3	1.1	2	0.7	107	37.8
GS-02	254	81	19.2	59	14.0	11	2.6	9	2.1	2	0.5	173	41.0
GS-03	842	341	23.2	230	15.6	56	3.8	41	2.8	14	1.0	501	34.1
GS-04	6,900	3,503	34.2	2,437	23.8	621	6.1	382	3.7	63	0.6	3,397	33.2
GS-05	11,029	4,886	28.7	3,334	19.6	849	5.0	580	3.4	123	0.7	6,143	36.1
GS-06	7,038	2,459	22.7	1,684	15.5	452	4.2	246	2.3	77	0.7	4,579	42.2
GS-07	11,027	3,671	20.2	2,501	13.8	615	3.4	433	2.4	122	0.7	7,356	40.5
GS-08	1,876	574	17.2	418	12.5	86	2.6	49	1.5	21	0.6	1,302	38.9
GS-09	9,226	2,833	15.3	1,825	9.9	512	2.8	387	2.1	109	0.6	6,393	34.5
GS-10	1,550	471	19.2	262	10.7	95	3.9	102	4.2	12	0.5	1,079	44.0
GS-11	10,822	3,044	11.8	1,860	7.2	561	2.2	505	2.0	118	0.5	7,778	30.2
GS-12	10,622	2,784	8.8	1,834	5.8	412	1.3	428	1.4	110	0.3	7,838	24.8
GS-13	6,036	1,350	5.8	860	3.7	200	0.9	233	1.0	57	0.2	4,686	20.1
GS-14	1,695	331	4.2	204	2.6	49	0.6	63	0.8	15	0.2	1,364	17.1
GS-15	533	68	1.9	40	1.1	10	0.3	14	0.4	4	0.1	465	12.8
AVERAGE GRADE	8.5	7.8		7.6		7.6		8.3		8.4		8.9	
SENIOR PAY LEVELS	53	4	1.0	2	0.5	1	0.3	1	0.3	---	---	49	12.7
OTHER WHITE COLLAR	534	199	13.7	6	0.4	18	1.2	175	12.0	---	---	335	23.0
TOTAL WAGE SYSTEMS	3,216	1,319	2.7	824	1.7	256	0.5	172	0.4	67	0.1	1,897	3.9

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AS OF SEPTEMBER 30, 2002**

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	56,387	19,261	10.6	10,756	5.9	2,801	1.5	5,303	2.9	401	0.2	37,126	20.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	53,444	18,082	13.1	10,014	7.3	2,669	1.9	5,019	3.6	380	0.3	35,362	25.7
GS-01	60	16	11.9	5	3.7	5	3.7	6	4.5	---	---	44	32.8
GS-02	161	66	20.2	23	7.1	15	4.6	27	8.3	1	0.3	95	29.1
GS-03	585	292	28.0	142	13.6	41	3.9	106	10.2	3	0.3	293	28.1
GS-04	2,971	1,574	34.7	900	19.8	202	4.5	456	10.0	16	0.4	1,397	30.8
GS-05	5,793	2,587	26.4	1,542	15.7	374	3.8	618	6.3	53	0.5	3,206	32.7
GS-06	4,465	1,851	25.3	1,109	15.1	243	3.3	464	6.3	35	0.5	2,614	35.7
GS-07	7,172	2,806	24.1	1,588	13.6	407	3.5	746	6.4	65	0.6	4,366	37.4
GS-08	1,143	404	20.2	267	13.4	49	2.5	80	4.0	8	0.4	739	37.0
GS-09	5,942	1,996	16.9	1,078	9.1	331	2.8	532	4.5	55	0.5	3,946	33.5
GS-10	333	107	7.6	64	4.5	9	0.6	31	2.2	3	0.2	226	16.0
GS-11	7,992	2,303	11.0	1,170	5.6	382	1.8	693	3.3	58	0.3	5,689	27.2
GS-12	9,400	2,534	8.0	1,277	4.0	396	1.3	810	2.6	51	0.2	6,866	21.8
GS-13	5,503	1,240	5.1	675	2.8	167	0.7	373	1.5	25	0.1	4,263	17.6
GS-14	1,311	236	3.8	137	2.2	37	0.6	58	0.9	4	0.1	1,075	17.2
GS-15	613	70	1.5	37	0.8	11	0.2	19	0.4	3	0.1	543	11.4
AVERAGE GRADE	9.1	8.3		8.1		8.4		8.4		8.6		9.5	
SENIOR PAY LEVELS	89	7	1.0	3	0.4	2	0.3	2	0.3	---	---	82	12.0
OTHER WHITE COLLAR	227	35	3.8	4	0.4	10	1.1	21	2.3	---	---	192	20.6
TOTAL WAGE SYSTEMS	2,627	1,137	2.7	735	1.7	120	0.3	261	0.6	21	---	1,490	3.5

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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	245,401	80,779	12.3	49,214	7.5	14,602	2.2	14,615	2.2	2,348	0.4	164,622	25.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	221,530	73,621	15.0	45,185	9.2	13,064	2.7	13,281	2.7	2,091	0.4	147,909	30.1
GS-01	807	399	31.5	247	19.5	83	6.6	66	5.2	3	0.2	408	32.2
GS-02	952	333	21.2	164	10.4	101	6.4	63	4.0	5	0.3	619	39.4
GS-03	6,344	3,436	40.8	1,687	20.0	564	6.7	1,125	13.3	60	0.7	2,908	34.5
GS-04	15,692	7,561	34.0	4,690	21.1	1,357	6.1	1,376	6.2	138	0.6	8,131	36.5
GS-05	28,116	11,965	28.5	7,477	17.8	2,303	5.5	1,893	4.5	292	0.7	16,151	38.4
GS-06	19,796	7,277	24.2	4,683	15.6	1,270	4.2	1,123	3.7	201	0.7	12,519	41.6
GS-07	29,077	10,007	21.5	6,328	13.6	1,732	3.7	1,644	3.5	303	0.7	19,070	40.9
GS-08	4,500	1,494	19.2	1,067	13.7	208	2.7	184	2.4	35	0.4	3,006	38.6
GS-09	24,853	7,741	15.2	4,798	9.4	1,433	2.8	1,240	2.4	270	0.5	17,112	33.6
GS-10	2,192	661	13.1	373	7.4	115	2.3	155	3.1	18	0.4	1,531	30.4
GS-11	31,289	8,860	11.7	5,218	6.9	1,720	2.3	1,601	2.1	321	0.4	22,429	29.6
GS-12	33,241	8,660	8.8	5,237	5.3	1,405	1.4	1,739	1.8	279	0.3	24,581	25.1
GS-13	17,673	4,021	5.9	2,475	3.6	585	0.9	837	1.2	124	0.2	13,652	20.0
GS-14	4,977	946	4.3	577	2.6	150	0.7	185	0.8	34	0.2	4,031	18.5
GS-15	2,021	260	2.1	164	1.3	38	0.3	50	0.4	8	0.1	1,761	14.2
AVERAGE GRADE	8.6	7.8		7.8		7.7		7.8		8.4		9.0	
SENIOR PAY LEVELS	290	30	1.6	15	0.8	6	0.3	8	0.4	1	0.1	260	13.6
OTHER WHITE COLLAR	11,396	2,100	12.9	977	6.0	639	3.9	449	2.8	35	0.2	9,296	57.2
TOTAL WAGE SYSTEMS	12,185	5,028	3.4	3,037	2.0	893	0.6	877	0.6	221	0.1	7,157	4.8

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	2,954	1,600	33.6	1,330	27.9	139	2.9	103	2.2	28	0.6	1,354	28.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,806	1,551	35.1	1,306	29.6	129	2.9	97	2.2	19	0.4	1,255	28.4
GS-01	2	2	66.7	2	66.7	---	---	---	---	---	---	---	---
GS-02	5	4	50.0	3	37.5	1	12.5	---	---	---	---	1	12.5
GS-03	12	10	55.6	7	38.9	3	16.7	---	---	---	---	2	11.1
GS-04	28	21	43.8	17	35.4	3	6.3	---	---	1	2.1	7	14.6
GS-05	39	24	38.1	21	33.3	3	4.8	---	---	---	---	15	23.8
GS-06	50	43	67.2	36	56.3	3	4.7	4	6.3	---	---	7	10.9
GS-07	214	154	61.4	130	51.8	10	4.0	13	5.2	1	0.4	60	23.9
GS-08	52	45	81.8	42	76.4	1	1.8	2	3.6	---	---	7	12.7
GS-09	178	130	57.8	110	48.9	11	4.9	8	3.6	1	0.4	48	21.3
GS-10	8	7	87.5	6	75.0	1	12.5	---	---	---	---	1	12.5
GS-11	236	162	53.8	142	47.2	10	3.3	10	3.3	---	---	74	24.6
GS-12	618	377	42.0	324	36.1	29	3.2	21	2.3	3	0.3	241	26.8
GS-13	685	354	32.2	294	26.8	31	2.8	21	1.9	8	0.7	331	30.1
GS-14	433	158	18.6	128	15.1	14	1.7	14	1.7	2	0.2	275	32.4
GS-15	246	60	11.3	44	8.3	9	1.7	4	0.8	3	0.6	186	35.2
AVERAGE GRADE	11.7	11.1		11.1		11.1		11.3		12.3		12.5	
SENIOR PAY LEVELS	49	8	5.8	3	2.2	1	0.7	3	2.2	1	0.7	41	29.7
OTHER WHITE COLLAR	99	41	20.0	21	10.2	9	4.4	3	1.5	8	3.9	58	28.3
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	6,107	1,955	12.1	1,226	7.6	424	2.6	213	1.3	92	0.6	4,152	25.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,854	1,913	14.1	1,210	8.9	412	3.0	204	1.5	87	0.6	3,941	29.0
GS-01	6	5	55.6	---	---	5	55.6	---	---	---	---	1	11.1
GS-02	9	4	26.7	1	6.7	2	13.3	1	6.7	---	---	5	33.3
GS-03	11	7	26.9	4	15.4	3	11.5	---	---	---	---	4	15.4
GS-04	77	40	35.7	26	23.2	8	7.1	2	1.8	4	3.6	37	33.0
GS-05	84	32	25.2	18	14.2	8	6.3	3	2.4	3	2.4	52	40.9
GS-06	225	78	32.8	34	14.3	24	10.1	11	4.6	9	3.8	147	61.8
GS-07	484	155	26.2	93	15.7	40	6.8	13	2.2	9	1.5	329	55.7
GS-08	307	134	36.3	103	27.9	16	4.3	11	3.0	4	1.1	173	46.9
GS-09	489	207	31.1	153	23.0	38	5.7	11	1.7	5	0.8	282	42.3
GS-10	29	10	9.7	4	3.9	2	1.9	2	1.9	2	1.9	19	18.4
GS-11	542	200	22.5	131	14.7	37	4.2	18	2.0	14	1.6	342	38.4
GS-12	994	359	19.2	235	12.5	76	4.1	34	1.8	14	0.7	635	33.9
GS-13	1,308	395	10.8	238	6.5	92	2.5	48	1.3	17	0.5	913	25.0
GS-14	807	204	7.2	121	4.3	44	1.6	33	1.2	6	0.2	603	21.3
GS-15	482	83	4.0	49	2.3	17	0.8	17	0.8	---	---	399	19.1
AVERAGE GRADE	11.3	10.8		10.8		10.7		11.5		10.0		11.5	
SENIOR PAY LEVELS	104	15	2.6	6	1.0	4	0.7	4	0.7	1	0.2	89	15.5
OTHER WHITE COLLAR	83	19	3.4	7	1.3	5	0.9	4	0.7	3	0.5	64	11.5
TOTAL WAGE SYSTEMS	66	8	0.6	3	0.2	3	0.2	1	0.1	1	0.1	58	4.2

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	41,766	19,958	28.3	8,276	11.7	1,344	1.9	2,218	3.1	8,120	11.5	21,808	30.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	38,046	18,568	31.2	7,907	13.3	1,208	2.0	1,750	2.9	7,703	12.9	19,478	32.7
GS-01	41	30	47.6	15	23.8	1	1.6	1	1.6	13	20.6	11	17.5
GS-02	138	109	60.2	28	15.5	10	5.5	6	3.3	65	35.9	29	16.0
GS-03	562	467	65.0	65	9.1	11	1.5	13	1.8	378	52.6	95	13.2
GS-04	1,786	1,586	71.0	178	8.0	24	1.1	48	2.1	1,336	59.8	200	9.0
GS-05	2,809	2,322	64.1	296	8.2	55	1.5	51	1.4	1,920	53.0	487	13.4
GS-06	1,970	1,554	63.5	472	19.3	49	2.0	40	1.6	993	40.5	416	17.0
GS-07	3,704	2,147	40.2	1,230	23.0	158	3.0	125	2.3	634	11.9	1,557	29.1
GS-08	1,414	772	45.3	583	34.2	47	2.8	42	2.5	100	5.9	642	37.7
GS-09	4,411	2,116	36.1	949	16.2	179	3.1	168	2.9	820	14.0	2,295	39.2
GS-10	685	301	34.3	77	8.8	24	2.7	21	2.4	179	20.4	384	43.7
GS-11	3,913	1,753	31.4	755	13.5	109	1.9	243	4.3	646	11.6	2,160	38.6
GS-12	5,354	2,253	25.9	1,361	15.7	203	2.3	341	3.9	348	4.0	3,101	35.7
GS-13	6,492	2,024	17.1	1,287	10.9	216	1.8	379	3.2	142	1.2	4,468	37.8
GS-14	3,190	814	12.3	444	6.7	79	1.2	198	3.0	93	1.4	2,376	35.9
GS-15	1,577	320	8.3	167	4.3	43	1.1	74	1.9	36	0.9	1,257	32.7
AVERAGE GRADE	10.0	8.7		9.9		10.1		11.0		6.7		11.2	
SENIOR PAY LEVELS	485	97	5.5	50	2.8	10	0.6	31	1.8	6	0.3	388	21.9
OTHER WHITE COLLAR	2,742	833	12.2	236	3.5	119	1.7	436	6.4	42	0.6	1,909	28.0
TOTAL WAGE SYSTEMS	493	460	18.9	83	3.4	7	0.3	1	*	369	15.1	33	1.4

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	6,160	3,501	34.0	2,784	27.1	438	4.3	211	2.1	68	0.7	2,659	25.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,112	3,473	34.3	2,764	27.3	431	4.3	210	2.1	68	0.7	2,639	26.0
GS-01	16	14	48.3	12	41.4	1	3.4	---	---	1	3.4	2	6.9
GS-02	29	24	57.1	23	54.8	1	2.4	---	---	---	---	5	11.9
GS-03	33	27	45.0	24	40.0	2	3.3	1	1.7	---	---	6	10.0
GS-04	135	102	52.6	81	41.8	11	5.7	5	2.6	5	2.6	33	17.0
GS-05	123	86	51.2	75	44.6	5	3.0	5	3.0	1	0.6	37	22.0
GS-06	81	56	54.9	46	45.1	7	6.9	3	2.9	---	---	25	24.5
GS-07	781	473	51.1	360	38.9	70	7.6	26	2.8	17	1.8	308	33.3
GS-08	125	97	68.8	88	62.4	6	4.3	3	2.1	---	---	28	19.9
GS-09	278	180	54.5	145	43.9	22	6.7	7	2.1	6	1.8	98	29.7
GS-10	49	44	88.0	42	84.0	2	4.0	---	---	---	---	5	10.0
GS-11	431	299	54.6	252	46.0	35	6.4	9	1.6	3	0.5	132	24.1
GS-12	1,660	894	34.6	678	26.2	136	5.3	59	2.3	21	0.8	766	29.6
GS-13	1,372	716	27.1	563	21.3	83	3.1	59	2.2	11	0.4	656	24.9
GS-14	611	276	20.3	222	16.3	29	2.1	22	1.6	3	0.2	335	24.7
GS-15	388	185	19.3	153	15.9	21	2.2	11	1.1	---	---	203	21.1
AVERAGE GRADE	11.1	10.8		10.7		10.9		11.3		9.8		11.6	
SENIOR PAY LEVELS	40	24	19.0	17	13.5	6	4.8	1	0.8	---	---	16	12.7
OTHER WHITE COLLAR	7	3	15.8	2	10.5	1	5.3	---	---	---	---	4	21.1
TOTAL WAGE SYSTEMS	1	1	16.7	1	16.7	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	31,317	10,322	13.2	2,172	2.8	1,555	2.0	688	0.9	5,907	7.5	20,995	26.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	27,309	7,486	12.0	2,078	3.3	1,438	2.3	674	1.1	3,296	5.3	19,823	31.7
GS-01	73	21	15.8	6	4.5	7	5.3	4	3.0	4	3.0	52	39.1
GS-02	178	69	16.9	24	5.9	19	4.6	6	1.5	20	4.9	109	26.7
GS-03	596	217	14.8	54	3.7	47	3.2	10	0.7	106	7.2	379	25.9
GS-04	2,079	683	17.0	122	3.0	103	2.6	46	1.1	412	10.2	1,396	34.7
GS-05	3,965	1,181	16.7	213	3.0	186	2.6	77	1.1	705	10.0	2,784	39.4
GS-06	2,260	759	22.1	177	5.2	148	4.3	61	1.8	373	10.9	1,501	43.7
GS-07	3,746	1,084	17.3	340	5.4	224	3.6	92	1.5	428	6.8	2,662	42.6
GS-08	731	263	19.8	96	7.2	56	4.2	18	1.4	93	7.0	468	35.3
GS-09	3,348	816	11.2	263	3.6	174	2.4	80	1.1	299	4.1	2,532	34.6
GS-10	132	48	8.4	28	4.9	2	0.3	6	1.0	12	2.1	84	14.7
GS-11	3,622	838	9.0	226	2.4	189	2.0	99	1.1	324	3.5	2,784	30.0
GS-12	3,509	807	8.0	273	2.7	180	1.8	98	1.0	256	2.6	2,702	26.9
GS-13	1,875	402	6.1	154	2.3	71	1.1	41	0.6	136	2.1	1,473	22.3
GS-14	896	239	7.5	85	2.7	28	0.9	30	0.9	96	3.0	657	20.6
GS-15	299	59	4.1	17	1.2	4	0.3	6	0.4	32	2.2	240	16.7
AVERAGE GRADE	8.5	8.0		8.6		8.1		8.7		7.4		8.6	
SENIOR PAY LEVELS	89	20	6.4	8	2.5	3	1.0	---	---	9	2.9	69	22.0
OTHER WHITE COLLAR	2,717	2,265	53.4	19	0.4	60	1.4	5	0.1	2,181	51.4	452	10.6
TOTAL WAGE SYSTEMS	1,202	551	4.9	67	0.6	54	0.5	9	0.1	421	3.7	651	5.8

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	50,341	20,009	15.4	12,303	9.4	5,553	4.3	1,801	1.4	352	0.3	30,332	23.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	47,815	19,312	16.3	11,866	10.0	5,388	4.5	1,725	1.5	333	0.3	28,503	24.0
GS-01	81	47	35.6	28	21.2	17	12.9	1	0.8	1	0.8	34	25.8
GS-02	194	118	41.1	76	26.5	37	12.9	5	1.7	---	---	76	26.5
GS-03	311	175	37.7	109	23.5	53	11.4	12	2.6	1	0.2	136	29.3
GS-04	873	536	41.2	287	22.0	192	14.7	52	4.0	5	0.4	337	25.9
GS-05	3,026	1,497	22.3	649	9.7	631	9.4	191	2.8	26	0.4	1,529	22.7
GS-06	2,945	1,286	26.1	761	15.4	401	8.1	100	2.0	24	0.5	1,659	33.7
GS-07	9,116	3,883	21.6	2,349	13.1	1,149	6.4	318	1.8	67	0.4	5,233	29.1
GS-08	4,541	2,120	21.2	1,549	15.5	416	4.2	124	1.2	31	0.3	2,421	24.3
GS-09	4,801	2,010	20.8	1,335	13.8	481	5.0	158	1.6	36	0.4	2,791	28.9
GS-10	1,015	333	14.1	231	9.8	78	3.3	19	0.8	5	0.2	682	28.8
GS-11	6,090	2,353	12.6	1,375	7.3	697	3.7	226	1.2	55	0.3	3,737	20.0
GS-12	5,906	2,454	14.7	1,529	9.2	662	4.0	227	1.4	36	0.2	3,452	20.7
GS-13	5,058	1,598	9.2	1,021	5.9	377	2.2	169	1.0	31	0.2	3,460	20.0
GS-14	2,209	595	8.2	396	5.5	126	1.7	63	0.9	10	0.1	1,614	22.3
GS-15	1,649	307	6.3	171	3.5	71	1.5	60	1.2	5	0.1	1,342	27.6
AVERAGE GRADE	9.4	8.9		9.1		8.6		9.2		9.1		9.7	
SENIOR PAY LEVELS	1,240	215	5.0	115	2.7	64	1.5	29	0.7	7	0.2	1,025	23.9
OTHER WHITE COLLAR	816	236	12.0	133	6.8	55	2.8	42	2.1	6	0.3	580	29.5
TOTAL WAGE SYSTEMS	470	246	4.5	189	3.5	46	0.8	5	0.1	6	0.1	224	4.1

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	8,226	3,882	23.8	2,888	17.7	579	3.6	352	2.2	63	0.4	4,344	26.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	8,147	3,865	24.1	2,875	18.0	579	3.6	349	2.2	62	0.4	4,282	26.7
GS-01	7	5	35.7	5	35.7	---	---	---	---	---	---	2	14.3
GS-02	18	12	54.5	12	54.5	---	---	---	---	---	---	6	27.3
GS-03	54	38	50.0	31	40.8	5	6.6	2	2.6	---	---	16	21.1
GS-04	145	107	49.1	80	36.7	19	8.7	8	3.7	---	---	38	17.4
GS-05	414	233	42.3	188	34.1	30	5.4	13	2.4	2	0.4	181	32.8
GS-06	653	334	44.0	261	34.4	47	6.2	21	2.8	5	0.7	319	42.0
GS-07	996	501	40.1	388	31.1	62	5.0	41	3.3	10	0.8	495	39.6
GS-08	204	119	55.1	105	48.6	9	4.2	2	0.9	3	1.4	85	39.4
GS-09	578	330	34.6	245	25.7	50	5.2	35	3.7	---	---	248	26.0
GS-10	15	9	50.0	8	44.4	---	---	1	5.6	---	---	6	33.3
GS-11	795	429	30.3	321	22.7	59	4.2	41	2.9	8	0.6	366	25.9
GS-12	2,251	1,056	19.6	730	13.6	201	3.7	106	2.0	19	0.4	1,195	22.2
GS-13	1,143	449	15.6	319	11.1	65	2.3	56	1.9	9	0.3	694	24.2
GS-14	626	188	12.0	153	9.8	21	1.3	10	0.6	4	0.3	438	28.0
GS-15	248	55	7.9	29	4.2	11	1.6	13	1.9	2	0.3	193	27.7
AVERAGE GRADE	10.3	9.8		9.7		10.1		10.4		10.5		10.7	
SENIOR PAY LEVELS	68	14	5.9	10	4.2	---	---	3	1.3	1	0.4	54	22.7
OTHER WHITE COLLAR	11	3	13.6	3	13.6	---	---	---	---	---	---	8	36.4
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	10,528	3,345	15.4	2,279	10.5	490	2.3	541	2.5	35	0.2	7,183	33.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	10,173	3,282	16.1	2,248	11.1	474	2.3	526	2.6	34	0.2	6,891	33.9
GS-01	4	4	57.1	4	57.1	---	---	---	---	---	---	---	---
GS-02	15	14	60.9	12	52.2	1	4.3	---	---	1	4.3	1	4.3
GS-03	49	37	53.6	35	50.7	---	---	2	2.9	---	---	12	17.4
GS-04	124	84	44.9	70	37.4	7	3.7	7	3.7	---	---	40	21.4
GS-05	528	189	28.0	88	13.0	53	7.9	47	7.0	1	0.1	339	50.2
GS-06	658	210	25.6	112	13.7	51	6.2	45	5.5	2	0.2	448	54.7
GS-07	1,103	431	31.6	291	21.3	71	5.2	64	4.7	5	0.4	672	49.2
GS-08	1,419	378	19.7	230	12.0	69	3.6	78	4.1	1	0.1	1,041	54.3
GS-09	1,057	417	23.5	314	17.7	37	2.1	60	3.4	6	0.3	640	36.1
GS-10	37	18	39.1	16	34.8	1	2.2	1	2.2	---	---	19	41.3
GS-11	1,489	546	15.7	365	10.5	73	2.1	101	2.9	7	0.2	943	27.1
GS-12	1,261	398	13.3	321	10.7	29	1.0	46	1.5	2	0.1	863	28.8
GS-13	882	288	16.3	230	13.0	30	1.7	23	1.3	5	0.3	594	33.6
GS-14	976	169	5.1	101	3.0	34	1.0	30	0.9	4	0.1	807	24.3
GS-15	571	99	5.2	59	3.1	18	1.0	22	1.2	---	---	472	24.9
AVERAGE GRADE	10.0	9.5		9.6		9.0		9.3		9.9		10.2	
SENIOR PAY LEVELS	276	43	3.9	26	2.4	7	0.6	9	0.8	1	0.1	233	21.1
OTHER WHITE COLLAR	72	14	7.9	1	0.6	7	4.0	6	3.4	---	---	58	32.8
TOTAL WAGE SYSTEMS	7	6	10.7	4	7.1	2	3.6	---	---	---	---	1	1.8

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	29,225	10,200	9.9	6,968	6.8	2,018	2.0	844	0.8	370	0.4	19,025	18.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	9,492	3,637	14.2	2,733	10.7	477	1.9	334	1.3	93	0.4	5,855	22.9
GS-01	15	9	39.1	7	30.4	1	4.3	1	4.3	---	---	6	26.1
GS-02	27	17	36.2	11	23.4	4	8.5	2	4.3	---	---	10	21.3
GS-03	69	43	41.0	34	32.4	7	6.7	1	1.0	1	1.0	26	24.8
GS-04	217	117	34.0	77	22.4	24	7.0	15	4.4	1	0.3	100	29.1
GS-05	387	156	26.0	103	17.2	35	5.8	12	2.0	6	1.0	231	38.5
GS-06	773	291	30.5	225	23.6	43	4.5	18	1.9	5	0.5	482	50.6
GS-07	1,164	515	29.8	383	22.2	82	4.8	39	2.3	11	0.6	649	37.6
GS-08	524	273	47.0	232	39.9	18	3.1	14	2.4	9	1.5	251	43.2
GS-09	732	372	31.1	289	24.2	40	3.3	36	3.0	7	0.6	360	30.1
GS-10	124	45	29.4	35	22.9	2	1.3	1	0.7	7	4.6	79	51.6
GS-11	825	336	20.1	261	15.6	41	2.4	25	1.5	9	0.5	489	29.2
GS-12	1,688	561	9.4	411	6.9	81	1.4	53	0.9	16	0.3	1,127	19.0
GS-13	1,574	527	8.9	404	6.9	47	0.8	68	1.2	8	0.1	1,047	17.8
GS-14	1,068	306	6.1	212	4.2	43	0.9	40	0.8	11	0.2	762	15.2
GS-15	305	69	5.4	49	3.8	9	0.7	9	0.7	2	0.2	236	18.5
AVERAGE GRADE	10.2	9.7		9.7		9.3		10.3		10.0		10.6	
SENIOR PAY LEVELS	137	27	4.5	19	3.2	6	1.0	2	0.3	---	---	110	18.4
OTHER WHITE COLLAR	19,536	6,514	8.7	4,199	5.6	1,533	2.1	507	0.7	275	0.4	13,022	17.5
TOTAL WAGE SYSTEMS	60	22	1.0	17	0.8	2	0.1	1	---	2	0.1	38	1.8

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	81,690	33,582	22.9	23,215	15.8	7,011	4.8	2,680	1.8	676	0.5	48,108	32.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	78,124	32,237	23.8	22,223	16.4	6,825	5.0	2,538	1.9	651	0.5	45,887	33.9
GS-01	115	57	32.8	40	23.0	13	7.5	2	1.1	2	1.1	58	33.3
GS-02	327	195	38.5	106	20.9	67	13.2	17	3.4	5	1.0	132	26.0
GS-03	2,953	1,176	28.9	697	17.2	341	8.4	100	2.5	38	0.9	1,777	43.7
GS-04	5,812	2,256	29.8	1,554	20.6	539	7.1	110	1.5	53	0.7	3,556	47.0
GS-05	7,181	3,256	33.1	2,295	23.3	715	7.3	187	1.9	59	0.6	3,925	39.8
GS-06	5,758	2,674	36.7	1,865	25.6	603	8.3	158	2.2	48	0.7	3,084	42.3
GS-07	11,058	4,829	31.6	3,313	21.7	1,129	7.4	295	1.9	92	0.6	6,229	40.8
GS-08	6,488	3,044	34.2	2,268	25.5	569	6.4	146	1.6	61	0.7	3,444	38.7
GS-09	7,339	3,160	28.3	2,270	20.4	630	5.7	207	1.9	53	0.5	4,179	37.5
GS-10	841	294	28.9	232	22.8	45	4.4	12	1.2	5	0.5	547	53.7
GS-11	8,657	3,762	21.6	2,379	13.7	940	5.4	367	2.1	76	0.4	4,895	28.1
GS-12	8,213	3,166	19.5	2,179	13.4	571	3.5	342	2.1	74	0.5	5,047	31.1
GS-13	9,204	3,215	13.5	2,200	9.2	517	2.2	436	1.8	62	0.3	5,989	25.1
GS-14	3,396	998	10.6	709	7.5	124	1.3	143	1.5	22	0.2	2,398	25.5
GS-15	782	155	6.2	116	4.6	22	0.9	16	0.6	1	*	627	25.1
AVERAGE GRADE	8.7	8.4		8.5		8.1		9.4		8.3		8.9	
SENIOR PAY LEVELS	196	30	4.1	18	2.4	5	0.7	5	0.7	2	0.3	166	22.5
OTHER WHITE COLLAR	2,873	950	12.4	687	9.0	136	1.8	104	1.4	23	0.3	1,923	25.1
TOTAL WAGE SYSTEMS	497	365	11.0	287	8.7	45	1.4	33	1.0	---	---	132	4.0

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	128,158	49,195	22.1	32,286	14.5	7,264	3.3	8,494	3.8	1,151	0.5	78,963	35.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	84,440	32,893	23.1	23,470	16.5	4,709	3.3	3,888	2.7	826	0.6	51,547	36.1
GS-01	108	67	39.0	43	25.0	9	5.2	15	8.7	---	---	41	23.8
GS-02	188	103	32.6	78	24.7	21	6.6	2	0.6	2	0.6	85	26.9
GS-03	1,038	570	30.0	433	22.8	93	4.9	24	1.3	20	1.1	468	24.6
GS-04	5,792	3,165	33.8	2,546	27.2	361	3.9	197	2.1	61	0.7	2,627	28.1
GS-05	18,867	8,897	33.0	6,962	25.8	1,072	4.0	646	2.4	217	0.8	9,970	37.0
GS-06	17,085	7,431	31.0	5,696	23.8	939	3.9	605	2.5	191	0.8	9,654	40.3
GS-07	7,861	2,855	23.7	2,093	17.4	469	3.9	212	1.8	81	0.7	5,006	41.6
GS-08	2,676	899	20.5	686	15.7	132	3.0	57	1.3	24	0.5	1,777	40.6
GS-09	7,131	2,272	19.1	1,421	11.9	378	3.2	407	3.4	66	0.6	4,859	40.8
GS-10	2,231	668	14.9	450	10.0	124	2.8	80	1.8	14	0.3	1,563	34.8
GS-11	9,086	2,564	16.0	1,431	8.9	504	3.1	551	3.4	78	0.5	6,522	40.6
GS-12	5,876	1,539	13.4	826	7.2	297	2.6	376	3.3	40	0.3	4,337	37.6
GS-13	3,410	781	9.4	520	6.2	128	1.5	113	1.4	20	0.2	2,629	31.5
GS-14	1,013	251	8.4	150	5.0	38	1.3	56	1.9	7	0.2	762	25.5
GS-15	2,078	831	10.1	135	1.6	144	1.7	547	6.6	5	0.1	1,247	15.1
AVERAGE GRADE	7.7	7.0		6.6		7.5		9.0		7.0		8.1	
SENIOR PAY LEVELS	118	20	4.0	17	3.4	---	---	2	0.4	1	0.2	98	19.8
OTHER WHITE COLLAR	37,407	12,489	24.4	5,617	11.0	2,179	4.3	4,448	8.7	245	0.5	24,918	48.8
TOTAL WAGE SYSTEMS	6,193	3,793	13.3	3,182	11.2	376	1.3	156	0.5	79	0.3	2,400	8.4

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	1,841	1,209	43.6	916	33.0	229	8.3	54	1.9	10	0.4	632	22.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,818	1,195	43.8	907	33.2	225	8.2	53	1.9	10	0.4	623	22.8
GS-01		---	---	---	---	---	---	---	---	---	---	---	---
GS-02	3	3	75.0	2	50.0	1	25.0	---	---	---	---	---	---
GS-03	6	4	50.0	4	50.0	---	---	---	---	---	---	2	25.0
GS-04	10	5	38.5	2	15.4	2	15.4	1	7.7	---	---	5	38.5
GS-05	117	89	65.9	67	49.6	18	13.3	2	1.5	2	1.5	28	20.7
GS-06	93	73	68.9	59	55.7	10	9.4	4	3.8	---	---	20	18.9
GS-07	163	121	63.7	100	52.6	17	8.9	4	2.1	---	---	42	22.1
GS-08	41	36	81.8	29	65.9	5	11.4	1	2.3	1	2.3	5	11.4
GS-09	110	76	52.4	53	36.6	16	11.0	4	2.8	3	2.1	34	23.4
GS-10	1	---	---	---	---	---	---	---	---	---	---	1	100.0
GS-11	152	116	59.2	91	46.4	18	9.2	6	3.1	1	0.5	36	18.4
GS-12	513	346	43.2	259	32.3	75	9.4	10	1.2	2	0.2	167	20.8
GS-13	269	167	37.0	129	28.6	27	6.0	10	2.2	1	0.2	102	22.6
GS-14	295	139	26.7	95	18.2	34	6.5	10	1.9	---	---	156	29.9
GS-15	45	20	17.9	17	15.2	2	1.8	1	0.9	---	---	25	22.3
AVERAGE GRADE	11	11		11		11		11		9		12	
SENIOR PAY LEVELS	23	14	30.4	9	19.6	4	8.7	1	2.2	---	---	9	19.6

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	9,267	3,712	19.8	2,672	14.3	480	2.6	478	2.6	82	0.4	5,555	29.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	8,996	3,679	20.8	2,654	15.0	473	2.7	470	2.7	82	0.5	5,317	30.1
GS-01	7	5	41.7	4	33.3	1	8.3	---	---	---	---	2	16.7
GS-02	18	16	57.1	13	46.4	3	10.7	---	---	---	---	2	7.1
GS-03	36	23	34.3	15	22.4	7	10.4	1	1.5	---	---	13	19.4
GS-04	130	89	43.6	63	30.9	13	6.4	12	5.9	1	0.5	41	20.1
GS-05	115	84	54.9	65	42.5	15	9.8	4	2.6	---	---	31	20.3
GS-06	131	97	67.8	75	52.4	14	9.8	7	4.9	1	0.7	34	23.8
GS-07	606	368	49.5	284	38.2	52	7.0	28	3.8	4	0.5	238	32.0
GS-08	331	202	57.4	162	46.0	27	7.7	10	2.8	3	0.9	129	36.6
GS-09	509	264	39.2	212	31.5	31	4.6	17	2.5	4	0.6	245	36.4
GS-10	68	38	31.7	35	29.2	1	0.8	1	0.8	1	0.8	30	25.0
GS-11	609	294	33.9	222	25.6	24	2.8	36	4.1	12	1.4	315	36.3
GS-12	1,479	672	26.5	485	19.2	90	3.6	78	3.1	19	0.8	807	31.9
GS-13	2,990	1,036	15.4	692	10.3	118	1.8	201	3.0	25	0.4	1,954	29.1
GS-14	1,226	347	11.5	230	7.6	54	1.8	54	1.8	9	0.3	879	29.1
GS-15	741	144	7.0	97	4.7	23	1.1	21	1.0	3	0.1	597	29.0
AVERAGE GRADE	11.8	10.9		10.8		10.8		11.8		11.8		12.3	
SENIOR PAY LEVELS	105	12	3.8	8	2.6	1	0.3	3	1.0	---	---	93	29.7
OTHER WHITE COLLAR	166	21	2.9	10	1.4	6	0.8	5	0.7	---	---	145	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 PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	6,411	2,990	21.0	2,319	16.3	324	2.3	259	1.8	88	0.6	3,421	24.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,265	2,906	23.1	2,250	17.9	318	2.5	253	2.0	85	0.7	3,359	26.7
GS-01	2	2	50.0	2	50.0	---	---	---	---	---	---	---	---
GS-02	5	5	55.6	5	55.6	---	---	---	---	---	---	---	---
GS-03	27	20	52.6	14	36.8	5	13.2	1	2.6	---	---	7	18.4
GS-04	91	68	45.0	50	33.1	10	6.6	7	4.6	1	0.7	23	15.2
GS-05	190	128	44.1	97	33.4	18	6.2	10	3.4	3	1.0	62	21.4
GS-06	218	130	43.5	105	35.1	17	5.7	6	2.0	2	0.7	88	29.4
GS-07	628	306	29.9	232	22.7	39	3.8	28	2.7	7	0.7	322	31.4
GS-08	94	46	22.1	38	18.3	4	1.9	3	1.4	1	0.5	48	23.1
GS-09	590	309	30.1	235	22.9	38	3.7	25	2.4	11	1.1	281	27.4
GS-10	2	1	2.4	1	2.4	---	---	---	---	---	---	1	2.4
GS-11	671	315	24.2	240	18.4	34	2.6	23	1.8	18	1.4	356	27.4
GS-12	1,656	811	25.3	629	19.6	91	2.8	70	2.2	21	0.7	845	26.4
GS-13	1,294	528	18.4	418	14.6	37	1.3	56	2.0	17	0.6	766	26.7
GS-14	594	191	12.9	150	10.1	20	1.3	17	1.1	4	0.3	403	27.2
GS-15	203	46	7.0	34	5.2	5	0.8	7	1.1	---	---	157	24.0
AVERAGE GRADE	11.0	10.5		10.5		10.1		10.8		10.8		11.4	
SENIOR PAY LEVELS	33	6	5.2	4	3.5	1	0.9	1	0.9	---	---	27	23.5
OTHER WHITE COLLAR	22	5	18.5	1	3.7	---	---	3	11.1	1	3.7	17	63.0
TOTAL WAGE SYSTEMS	91	73	4.9	64	4.3	5	0.3	2	0.1	2	0.1	18	1.2

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	6,424	1,896	10.0	1,224	6.5	314	1.7	285	1.5	73	0.4	4,528	24.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,310	1,874	10.3	1,208	6.6	311	1.7	284	1.6	71	0.4	4,436	24.3
GS-01	6	2	18.2	1	9.1	---	---	1	9.1	---	---	4	36.4
GS-02	10	5	31.3	5	31.3	---	---	---	---	---	---	5	31.3
GS-03	20	13	50.0	9	34.6	2	7.7	2	7.7	---	---	7	26.9
GS-04	48	23	32.4	19	26.8	1	1.4	2	2.8	1	1.4	25	35.2
GS-05	86	32	27.1	24	20.3	5	4.2	3	2.5	---	---	54	45.8
GS-06	394	161	35.3	129	28.3	27	5.9	2	0.4	3	0.7	233	51.1
GS-07	508	188	31.8	125	21.1	32	5.4	21	3.5	10	1.7	320	54.1
GS-08	290	109	36.5	81	27.1	15	5.0	6	2.0	7	2.3	181	60.5
GS-09	369	144	27.6	98	18.8	26	5.0	13	2.5	7	1.3	225	43.1
GS-10	73	31	19.1	24	14.8	1	0.6	2	1.2	4	2.5	42	25.9
GS-11	549	190	12.5	136	9.0	22	1.5	29	1.9	3	0.2	359	23.7
GS-12	892	249	12.8	175	9.0	33	1.7	29	1.5	12	0.6	643	33.1
GS-13	1,679	435	7.9	241	4.4	83	1.5	97	1.8	14	0.3	1,244	22.7
GS-14	892	195	4.8	102	2.5	40	1.0	45	1.1	8	0.2	697	17.0
GS-15	494	97	3.3	39	1.3	24	0.8	32	1.1	2	0.1	397	13.5
AVERAGE GRADE	11.3	10.7		10.3		11.0		12.0		10.6		11.6	
SENIOR PAY LEVELS	94	17	3.4	11	2.2	3	0.6	1	0.2	2	0.4	77	15.5
OTHER WHITE COLLAR	15	1	1.4	1	1.4	---	---	---	---	---	---	14	19.2
TOTAL WAGE SYSTEMS	5	4	7.4	4	7.4	---	---	---	---	---	---	1	1.9

* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	2,315	984	26.9	832	22.8	85	2.3	49	1.3	18	0.5	1,331	36.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,290	978	27.4	829	23.2	83	2.3	49	1.4	17	0.5	1,312	36.7
GS-01	14	1	5.9	---	---	---	---	---	---	1	5.9	13	76.5
GS-02	13	5	21.7	5	21.7	---	---	---	---	---	---	8	34.8
GS-03	94	30	19.9	27	17.9	1	0.7	---	---	2	1.3	64	42.4
GS-04	603	165	16.8	131	13.3	23	2.3	6	0.6	5	0.5	438	44.5
GS-05	175	65	29.5	52	23.6	10	4.5	3	1.4	---	---	110	50.0
GS-06	101	54	45.0	49	40.8	3	2.5	2	1.7	---	---	47	39.2
GS-07	245	156	52.5	144	48.5	5	1.7	6	2.0	1	0.3	89	30.0
GS-08	39	29	58.0	28	56.0	---	---	---	---	1	2.0	10	20.0
GS-09	131	39	22.2	34	19.3	4	2.3	1	0.6	---	---	92	52.3
GS-10	4	3	50.0	2	33.3	---	---	1	16.7	---	---	1	16.7
GS-11	218	144	49.5	132	45.4	5	1.7	5	1.7	2	0.7	74	25.4
GS-12	215	119	35.2	97	28.7	15	4.4	7	2.1	---	---	96	28.4
GS-13	271	116	22.6	94	18.3	7	1.4	12	2.3	3	0.6	155	30.2
GS-14	124	40	15.1	26	9.8	6	2.3	6	2.3	2	0.8	84	31.7
GS-15	43	12	9.8	8	6.6	4	3.3	---	---	---	---	31	25.4
AVERAGE GRADE	8.0	8.6		8.5		8.5		10.0		7.7		7.6	
SENIOR PAY LEVELS	21	4	8.7	1	2.2	2	4.3	---	---	1	2.2	17	37.0
OTHER WHITE COLLAR	1	---	---	---	---	---	---	---	---	---	---	1	14.3
TOTAL WAGE SYSTEMS	3	2	7.7	2	7.7	---	---	---	---	---	---	1	3.8

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	45,817	21,771	33.7	14,573	22.5	5,288	8.2	1,347	2.1	563	0.9	24,046	37.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	45,565	21,696	34.4	14,518	23.0	5,275	8.4	1,344	2.1	559	0.9	23,869	37.9
GS-01	36	27	55.1	15	30.6	9	18.4	1	2.0	2	4.1	9	18.4
GS-02	165	129	55.8	83	35.9	39	16.9	4	1.7	3	1.3	36	15.6
GS-03	324	224	53.1	157	37.2	46	10.9	12	2.8	9	2.1	100	23.7
GS-04	1,207	680	44.6	536	35.2	97	6.4	29	1.9	18	1.2	527	34.6
GS-05	3,171	1,888	46.7	1,324	32.7	394	9.7	133	3.3	37	0.9	1,283	31.7
GS-06	2,270	1,387	49.9	931	33.5	329	11.8	92	3.3	35	1.3	883	31.8
GS-07	3,422	2,100	48.6	1,357	31.4	521	12.0	176	4.1	46	1.1	1,322	30.6
GS-08	7,500	3,917	43.4	2,451	27.2	1,185	13.1	193	2.1	88	1.0	3,583	39.7
GS-09	4,351	2,657	48.2	2,022	36.7	445	8.1	115	2.1	75	1.4	1,694	30.7
GS-10	358	235	48.8	221	45.9	10	2.1	1	0.2	3	0.6	123	25.5
GS-11	11,596	4,630	29.6	2,677	17.1	1,520	9.7	300	1.9	133	0.9	6,966	44.6
GS-12	7,242	2,523	22.9	1,775	16.1	479	4.4	200	1.8	69	0.6	4,719	42.9
GS-13	2,769	915	17.0	685	12.7	141	2.6	63	1.2	26	0.5	1,854	34.5
GS-14	941	322	15.5	239	11.5	50	2.4	22	1.1	11	0.5	619	29.8
GS-15	213	62	11.9	45	8.6	10	1.9	3	0.6	4	0.8	151	28.9
AVERAGE GRADE	9.4	8.9		8.8		8.9		9.0		9.1		9.9	
SENIOR PAY LEVELS	189	40	3.2	22	1.8	11	0.9	3	0.2	4	0.3	149	12.0
OTHER WHITE COLLAR	24	8	14.0	7	12.3	1	1.8	---	---	---	---	16	28.1
TOTAL WAGE SYSTEMS	39	27	7.5	26	7.2	1	0.3	---	---	---	---	12	3.3

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* - LESS THAN 0.05 PERCENT

**TABLE 2 – RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAYPLAN AND GRADE
AS OF SEPTEMBER 30, 2002**

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	27,962	12,102	21.1	9,293	16.2	1,500	2.6	1,111	1.9	198	0.3	15,860	27.6
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	21,767	9,926	23.6	7,960	18.9	959	2.3	850	2.0	157	0.4	11,841	28.1
GS-01	43	30	45.5	26	39.4	4	6.1	---	---	---	---	13	19.7
GS-02	97	59	31.9	52	28.1	3	1.6	3	1.6	1	0.5	38	20.5
GS-03	392	237	36.1	187	28.5	27	4.1	21	3.2	2	0.3	155	23.6
GS-04	473	297	38.4	252	32.6	22	2.8	17	2.2	6	0.8	176	22.8
GS-05	1,153	778	37.9	662	32.2	61	3.0	40	1.9	15	0.7	375	18.2
GS-06	1,143	621	41.1	530	35.1	47	3.1	39	2.6	5	0.3	522	34.6
GS-07	2,392	1,358	42.9	1,111	35.1	128	4.0	89	2.8	30	0.9	1,034	32.6
GS-08	950	656	58.3	594	52.8	30	2.7	27	2.4	5	0.4	294	26.1
GS-09	1,870	1,039	38.1	860	31.6	101	3.7	60	2.2	18	0.7	831	30.5
GS-10	309	165	44.1	145	38.8	12	3.2	8	2.1	---	---	144	38.5
GS-11	2,340	1,070	27.8	839	21.8	109	2.8	95	2.5	27	0.7	1,270	33.0
GS-12	3,664	1,598	21.5	1,230	16.6	194	2.6	151	2.0	23	0.3	2,066	27.9
GS-13	2,967	1,081	16.1	821	12.3	100	1.5	144	2.1	16	0.2	1,886	28.1
GS-14	2,417	605	9.2	426	6.5	77	1.2	99	1.5	3	---	1,812	27.6
GS-15	1,557	332	6.7	225	4.5	44	0.9	57	1.2	6	0.1	1,225	24.8
AVERAGE GRADE	10.4	9.5		9.3		9.9		10.6		9.3		11.1	
SENIOR PAY LEVELS	613	101	4.4	66	2.9	19	0.8	13	0.6	3	0.1	512	22.4
OTHER WHITE COLLAR	5,274	1,841	16.5	1,053	9.4	510	4.6	243	2.2	35	0.3	3,433	30.7
TOTAL WAGE SYSTEMS	308	234	12.8	214	11.7	12	0.7	5	0.3	3	0.2	74	4.1

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