



**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	801,250	289,637	16.1	186,673	10.3	48,550	2.7	34,699	1.9	19,715	1.1	511,613	28.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	702,728	255,144	17.9	168,353	11.8	42,957	3.0	27,588	1.9	16,246	1.1	447,584	31.3
GS-01	2,190	1,269	40.4	859	27.3	301	9.6	71	2.3	38	1.2	921	29.3
GS-02	4,479	2,318	34.7	1,518	22.8	482	7.2	153	2.3	165	2.5	2,161	32.4
GS-03	18,845	8,626	31.4	5,096	18.5	1,531	5.6	1,285	4.7	714	2.6	10,219	37.2
GS-04	51,494	23,716	31.9	15,403	20.7	3,711	5.0	2,260	3.0	2,342	3.1	27,778	37.3
GS-05	94,146	40,758	30.3	26,627	19.8	6,964	5.2	3,769	2.8	3,398	2.5	53,388	39.7
GS-06	70,171	27,788	29.0	19,246	20.1	4,348	4.5	2,372	2.5	1,822	1.9	42,383	44.2
GS-07	93,725	36,615	25.7	25,436	17.9	6,159	4.3	3,202	2.2	1,818	1.3	57,110	40.1
GS-08	28,554	11,830	26.8	8,705	19.7	2,014	4.6	683	1.5	428	1.0	16,724	37.9
GS-09	68,058	23,719	17.9	15,384	11.6	4,082	3.1	2,548	1.9	1,705	1.3	44,339	33.4
GS-10	8,122	2,609	14.9	1,784	10.2	388	2.2	284	1.6	153	0.9	5,513	31.4
GS-11	88,419	27,600	14.4	16,786	8.8	5,685	3.0	3,475	1.8	1,654	0.9	60,819	31.7
GS-12	85,028	25,870	11.1	16,983	7.3	4,064	1.7	3,705	1.6	1,118	0.5	59,158	25.4
GS-13	54,338	14,664	8.2	9,896	5.5	2,043	1.1	2,171	1.2	554	0.3	39,674	22.1
GS-14	23,265	5,205	5.7	3,336	3.6	782	0.9	841	0.9	246	0.3	18,060	19.7
GS-15	11,894	2,557	4.8	1,294	2.4	403	0.8	769	1.4	91	0.2	9,337	17.6
AVERAGE GRADE	8.5	7.9		7.8		7.8		8.5		7.2		8.8	
SENIOR PAY LEVELS	3,458	611	3.9	377	2.4	124	0.8	81	0.5	29	0.2	2,847	18.3
OTHER WHITE COLLAR	69,389	20,702	17.2	8,675	7.2	3,743	3.1	5,967	5.0	2,317	1.9	48,687	40.5
TOTAL WAGE SYSTEMS	25,675	13,180	5.5	9,268	3.8	1,726	0.7	1,063	0.4	1,123	0.5	12,495	5.2

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF AGRICULTURE	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	45,428	11,681	10.8	7,297	6.8	2,299	2.1	996	0.9	1,089	1.0	33,747	31.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	43,263	10,465	10.4	6,353	6.3	2,082	2.1	973	1.0	1,057	1.0	32,798	32.5
GS-01	249	57	13.9	27	6.6	23	5.6	3	0.7	4	1.0	192	46.9
GS-02	621	170	16.4	95	9.2	36	3.5	19	1.8	20	1.9	451	43.5
GS-03	1,618	352	9.7	130	3.6	114	3.1	61	1.7	47	1.3	1,266	34.8
GS-04	3,156	737	11.5	333	5.2	205	3.2	96	1.5	103	1.6	2,419	37.8
GS-05	5,548	1,320	13.1	696	6.9	334	3.3	110	1.1	180	1.8	4,228	42.0
GS-06	3,983	1,074	18.0	739	12.4	176	3.0	48	0.8	111	1.9	2,909	48.8
GS-07	9,140	2,442	15.9	1,660	10.8	404	2.6	158	1.0	220	1.4	6,698	43.6
GS-08	1,530	427	11.5	320	8.6	56	1.5	21	0.6	30	0.8	1,103	29.8
GS-09	5,205	1,059	7.6	556	4.0	249	1.8	110	0.8	144	1.0	4,146	29.6
GS-10	159	49	6.8	36	5.0	7	1.0	3	0.4	3	0.4	110	15.2
GS-11	4,560	947	7.0	491	3.6	204	1.5	142	1.1	110	0.8	3,613	26.7
GS-12	4,134	1,007	7.6	676	5.1	175	1.3	109	0.8	47	0.4	3,127	23.6
GS-13	2,228	594	7.7	424	5.5	76	1.0	63	0.8	31	0.4	1,634	21.1
GS-14	800	163	4.9	116	3.5	14	0.4	27	0.8	6	0.2	637	19.2
GS-15	332	67	3.5	54	2.8	9	0.5	3	0.2	1	0.1	265	13.9
AVERAGE GRADE	7.9	7.8		8.0		7.3		8.1		7.1		7.9	
SENIOR PAY LEVELS	96	20	4.8	17	4.1	2	0.5	---	---	1	0.2	76	18.2
OTHER WHITE COLLAR	258	45	3.7	21	1.7	12	1.0	7	0.6	5	0.4	213	17.4
TOTAL WAGE SYSTEMS	1,811	1,151	22.9	906	18.1	203	4.0	16	0.3	26	0.5	660	13.2

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF COMMERCE	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	18,582	6,481	16.7	4,958	12.7	687	1.8	710	1.8	126	0.3	12,101	31.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	18,346	6,421	17.2	4,921	13.2	673	1.8	705	1.9	122	0.3	11,925	31.9
GS-01	38	24	33.3	16	22.2	2	2.8	5	6.9	1	1.4	14	19.4
GS-02	178	113	42.2	40	14.9	67	25.0	4	1.5	2	0.7	65	24.3
GS-03	1,484	386	18.9	297	14.6	50	2.5	20	1.0	19	0.9	1,098	53.9
GS-04	3,516	922	19.8	709	15.2	128	2.8	56	1.2	29	0.6	2,594	55.7
GS-05	1,512	687	33.6	583	28.5	59	2.9	32	1.6	13	0.6	825	40.3
GS-06	1,292	461	29.8	397	25.7	39	2.5	20	1.3	5	0.3	831	53.8
GS-07	2,049	1,026	35.4	903	31.2	55	1.9	60	2.1	8	0.3	1,023	35.3
GS-08	706	303	35.3	271	31.5	18	2.1	10	1.2	4	0.5	403	46.9
GS-09	1,146	500	22.7	384	17.4	44	2.0	67	3.0	5	0.2	646	29.3
GS-10	151	75	20.5	68	18.6	5	1.4	2	0.5	---	---	76	20.8
GS-11	1,215	410	12.0	291	8.5	39	1.1	70	2.1	10	0.3	805	23.6
GS-12	2,045	708	12.9	513	9.4	71	1.3	112	2.0	12	0.2	1,337	24.4
GS-13	1,552	460	9.2	272	5.4	51	1.0	128	2.6	9	0.2	1,092	21.8
GS-14	1,064	277	6.4	137	3.2	33	0.8	102	2.3	5	0.1	787	18.1
GS-15	398	69	3.2	40	1.9	12	0.6	17	0.8	---	---	329	15.3
AVERAGE GRADE	7.9	7.8		7.6		7.3		10.2		6.9		8.0	
SENIOR PAY LEVELS	94	17	3.2	6	1.1	9	1.7	2	0.4	---	---	77	14.5
OTHER WHITE COLLAR	22	6	9.5	4	6.3	1	1.6	1	1.6	---	---	16	25.4
TOTAL WAGE SYSTEMS	120	37	3.8	27	2.8	4	0.4	2	0.2	4	0.4	83	8.6

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**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	55,198	16,198	9.8	8,497	5.1	5,120	3.1	1,959	1.2	622	0.4	39,000	23.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	51,647	15,068	13.5	7,989	7.2	4,686	4.2	1,842	1.7	551	0.5	36,579	32.9
GS-01	340	188	38.1	72	14.6	107	21.7	8	1.6	1	0.2	152	30.8
GS-02	432	164	23.8	80	11.6	70	10.2	12	1.7	2	0.3	268	39.0
GS-03	1,206	522	30.5	303	17.7	139	8.1	68	4.0	12	0.7	684	40.0
GS-04	4,015	1,711	32.5	1,029	19.5	463	8.8	180	3.4	39	0.7	2,304	43.7
GS-05	10,015	3,448	28.0	1,816	14.7	1,095	8.9	424	3.4	113	0.9	6,567	53.3
GS-06	5,539	1,592	20.4	866	11.1	473	6.1	202	2.6	51	0.7	3,947	50.6
GS-07	6,444	1,809	17.2	942	8.9	552	5.2	248	2.4	67	0.6	4,635	44.0
GS-08	722	193	13.1	120	8.1	44	3.0	25	1.7	4	0.3	529	35.9
GS-09	6,713	1,706	10.9	887	5.7	556	3.5	186	1.2	77	0.5	5,007	32.0
GS-10	210	45	4.3	17	1.6	10	1.0	15	1.4	3	0.3	165	15.7
GS-11	6,727	1,717	9.7	786	4.4	652	3.7	189	1.1	90	0.5	5,010	28.3
GS-12	6,291	1,488	7.3	798	3.9	418	2.1	203	1.0	69	0.3	4,803	23.6
GS-13	2,361	396	3.4	226	2.0	85	0.7	69	0.6	16	0.1	1,965	17.1
GS-14	500	77	2.3	44	1.3	19	0.6	10	0.3	4	0.1	423	12.6
GS-15	132	12	0.9	3	0.2	3	0.2	3	0.2	3	0.2	120	9.1
AVERAGE GRADE	7.9	7.2		7.1		7.2		7.4		8.0		8.1	
SENIOR PAY LEVELS	16	1	0.5	1	0.5	---	---	---	---	---	---	15	6.9
OTHER WHITE COLLAR	82	24	5.8	3	0.7	17	4.1	4	1.0	---	---	58	13.9
TOTAL WAGE SYSTEMS	3,453	1,105	2.0	504	0.9	417	0.8	113	0.2	71	0.1	2,348	4.3

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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	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	86,193	28,014	12.1	18,778	8.1	4,658	2.0	3,636	1.6	942	0.4	58,179	25.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	82,505	26,487	15.0	17,861	10.1	4,416	2.5	3,329	1.9	881	0.5	56,018	31.7
GS-01	189	70	25.5	59	21.5	5	1.8	6	2.2	---	---	119	43.3
GS-02	281	124	26.7	103	22.2	13	2.8	5	1.1	3	0.6	157	33.8
GS-03	1,278	575	29.3	418	21.3	85	4.3	56	2.9	16	0.8	703	35.8
GS-04	8,695	4,248	35.4	3,020	25.2	708	5.9	441	3.7	79	0.7	4,447	37.1
GS-05	13,855	5,471	27.7	3,705	18.8	1,000	5.1	613	3.1	153	0.8	8,384	42.5
GS-06	8,508	2,714	22.0	1,836	14.9	439	3.6	324	2.6	115	0.9	5,794	46.9
GS-07	11,028	3,529	19.7	2,463	13.8	561	3.1	384	2.1	121	0.7	7,499	41.9
GS-08	1,785	513	15.5	374	11.3	78	2.4	43	1.3	18	0.5	1,272	38.3
GS-09	8,752	2,491	14.0	1,562	8.8	457	2.6	372	2.1	100	0.6	6,261	35.3
GS-10	1,248	359	16.7	194	9.0	68	3.2	88	4.1	9	0.4	889	41.4
GS-11	11,024	2,904	10.8	1,829	6.8	522	1.9	421	1.6	132	0.5	8,120	30.3
GS-12	9,835	2,353	7.3	1,556	4.8	331	1.0	371	1.2	95	0.3	7,482	23.3
GS-13	4,579	907	4.5	604	3.0	122	0.6	150	0.7	31	0.2	3,672	18.1
GS-14	1,135	192	2.8	116	1.7	22	0.3	48	0.7	6	0.1	943	13.7
GS-15	313	37	1.3	22	0.8	5	0.2	7	0.2	3	0.1	276	9.6
AVERAGE GRADE	8.0	7.3		7.2		7.2		7.8		7.9		8.4	
SENIOR PAY LEVELS	39	6	1.7	3	0.8	2	0.6	1	0.3	---	---	33	9.3
OTHER WHITE COLLAR	380	131	11.3	4	0.3	17	1.5	110	9.5	---	---	249	21.5
TOTAL WAGE SYSTEMS	3,269	1,390	2.6	910	1.7	223	0.4	196	0.4	61	0.1	1,879	3.6

* - LESS THAN 0.05 PERCENT

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BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	62,529	21,098	10.9	12,182	6.3	2,981	1.5	5,460	2.8	475	0.2	41,431	21.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	59,420	19,812	13.7	11,333	7.9	2,846	2.0	5,190	3.6	443	0.3	39,608	27.5
GS-01	96	43	28.3	21	13.8	9	5.9	13	8.6	---	---	53	34.9
GS-02	224	107	30.0	42	11.8	26	7.3	34	9.5	5	1.4	117	32.8
GS-03	881	408	27.5	237	16.0	64	4.3	100	6.8	7	0.5	473	31.9
GS-04	4,408	2,182	34.4	1,304	20.6	318	5.0	529	8.3	31	0.5	2,226	35.1
GS-05	8,434	3,568	28.3	2,137	16.9	512	4.1	850	6.7	69	0.5	4,866	38.5
GS-06	6,283	2,443	26.1	1,530	16.3	284	3.0	576	6.2	53	0.6	3,840	41.0
GS-07	8,078	3,032	25.3	1,765	14.7	419	3.5	768	6.4	80	0.7	5,046	42.1
GS-08	1,274	467	21.9	322	15.1	50	2.3	83	3.9	12	0.6	807	37.8
GS-09	6,276	1,945	16.0	1,041	8.6	328	2.7	532	4.4	44	0.4	4,331	35.7
GS-10	303	85	5.7	39	2.6	11	0.7	34	2.3	1	0.1	218	14.6
GS-11	8,305	2,173	9.9	1,129	5.1	339	1.5	646	2.9	59	0.3	6,132	27.9
GS-12	9,219	2,308	6.7	1,181	3.4	337	1.0	735	2.1	55	0.2	6,911	20.0
GS-13	4,296	871	4.3	482	2.4	120	0.6	246	1.2	23	0.1	3,425	17.0
GS-14	992	141	2.5	83	1.5	21	0.4	35	0.6	2	*	851	14.9
GS-15	351	39	1.1	20	0.5	8	0.2	9	0.2	2	0.1	312	8.4
AVERAGE GRADE	8.5	7.6		7.5		7.7		7.9		8.0		8.9	
SENIOR PAY LEVELS	53	5	0.9	1	0.2	2	0.4	2	0.4	---	---	48	8.6
OTHER WHITE COLLAR	126	18	2.6	4	0.6	5	0.7	9	1.3	---	---	108	15.8
TOTAL WAGE SYSTEMS	2,930	1,263	2.6	844	1.7	128	0.3	259	0.5	32	0.1	1,667	3.4

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AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF DEFENSE	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	267,496	85,523	12.1	52,991	7.5	15,828	2.2	14,199	2.0	2,505	0.4	181,973	25.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	240,298	77,539	15.0	48,326	9.4	14,105	2.7	12,869	2.5	2,239	0.4	162,759	31.5
GS-01	639	310	32.7	158	16.7	123	13.0	28	3.0	1	0.1	329	34.7
GS-02	1,118	456	26.3	258	14.9	132	7.6	56	3.2	10	0.6	662	38.2
GS-03	8,779	4,029	35.5	2,315	20.4	653	5.8	995	8.8	66	0.6	4,750	41.9
GS-04	21,038	9,763	34.1	6,459	22.5	1,698	5.9	1,428	5.0	178	0.6	11,275	39.3
GS-05	38,380	14,971	28.3	9,338	17.6	3,038	5.7	2,200	4.2	395	0.7	23,409	44.2
GS-06	25,426	8,666	23.9	5,634	15.5	1,427	3.9	1,336	3.7	269	0.7	16,760	46.1
GS-07	30,952	10,312	21.6	6,604	13.9	1,793	3.8	1,595	3.3	320	0.7	20,640	43.3
GS-08	4,885	1,609	19.0	1,175	13.9	202	2.4	190	2.2	42	0.5	3,276	38.6
GS-09	25,052	7,238	14.2	4,350	8.5	1,469	2.9	1,179	2.3	240	0.5	17,814	34.9
GS-10	1,868	516	10.3	269	5.4	93	1.9	139	2.8	15	0.3	1,352	27.1
GS-11	31,430	8,363	10.5	4,904	6.2	1,713	2.2	1,416	1.8	330	0.4	23,067	29.1
GS-12	31,971	7,789	7.5	4,647	4.5	1,281	1.2	1,606	1.5	255	0.2	24,182	23.3
GS-13	13,849	2,767	4.6	1,739	2.9	384	0.6	552	0.9	92	0.2	11,082	18.6
GS-14	3,594	597	3.1	383	2.0	77	0.4	119	0.6	18	0.1	2,997	15.6
GS-15	1,317	153	1.5	93	0.9	22	0.2	30	0.3	8	0.1	1,164	11.5
AVERAGE GRADE	8.1	7.3		7.3		7.2		7.5		7.9		8.4	
SENIOR PAY LEVELS	238	30	1.7	14	0.8	7	0.4	9	0.5	---	---	208	11.7
OTHER WHITE COLLAR	13,680	2,367	12.3	1,151	6.0	683	3.5	473	2.5	60	0.3	11,313	58.8
TOTAL WAGE SYSTEMS	13,280	5,587	3.3	3,500	2.0	1,033	0.6	848	0.5	206	0.1	7,693	4.5

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF EDUCATION	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	2,983	1,579	32.7	1,328	27.5	134	2.8	87	1.8	30	0.6	1,404	29.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,833	1,521	34.0	1,304	29.2	114	2.5	81	1.8	22	0.5	1,312	29.3
GS-01	8	7	70.0	4	40.0	3	30.0	---	---	---	---	1	10.0
GS-02	12	8	53.3	7	46.7	1	6.7	---	---	---	---	4	26.7
GS-03	29	21	52.5	14	35.0	3	7.5	4	10.0	---	---	8	20.0
GS-04	60	45	54.9	40	48.8	3	3.7	2	2.4	---	---	15	18.3
GS-05	75	54	59.3	49	53.8	2	2.2	2	2.2	1	1.1	21	23.1
GS-06	92	80	74.8	71	66.4	2	1.9	6	5.6	1	0.9	12	11.2
GS-07	305	201	55.1	179	49.0	13	3.6	9	2.5	---	---	104	28.5
GS-08	67	51	75.0	47	69.1	3	4.4	1	1.5	---	---	16	23.5
GS-09	186	123	49.0	108	43.0	10	4.0	4	1.6	1	0.4	63	25.1
71 GS-10	7	5	71.4	4	57.1	1	14.3	---	---	---	---	2	28.6
GS-11	220	151	50.3	131	43.7	12	4.0	8	2.7	---	---	69	23.0
GS-12	659	364	35.4	310	30.2	23	2.2	25	2.4	6	0.6	295	28.7
GS-13	607	269	26.2	226	22.0	21	2.0	16	1.6	6	0.6	338	33.0
GS-14	309	95	14.1	76	11.3	11	1.6	4	0.6	4	0.6	214	31.8
GS-15	197	47	11.4	38	9.2	6	1.5	---	---	3	0.7	150	36.5
AVERAGE GRADE	11.0	10.2		10.2		10.4		10.2		12.3		11.9	
SENIOR PAY LEVELS	42	10	9.3	5	4.6	3	2.8	2	1.9	---	---	32	29.6
OTHER WHITE COLLAR	108	48	20.3	19	8.1	17	7.2	4	1.7	8	3.4	60	25.4
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	6,111	1,946	12.1	1,284	8.0	398	2.5	180	1.1	84	0.5	4,165	25.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,946	1,925	13.6	1,272	9.0	393	2.8	177	1.3	83	0.6	4,021	28.4
GS-01	9	5	55.6	3	33.3	2	22.2	---	---	---	---	4	44.4
GS-02	18	8	38.1	6	28.6	1	4.8	---	---	1	4.8	10	47.6
GS-03	16	9	42.9	4	19.0	3	14.3	1	4.8	1	4.8	7	33.3
GS-04	33	17	34.7	10	20.4	4	8.2	2	4.1	1	2.0	16	32.7
GS-05	129	58	35.4	17	10.4	32	19.5	4	2.4	5	3.0	71	43.3
GS-06	384	159	39.8	94	23.5	43	10.8	14	3.5	8	2.0	225	56.3
GS-07	699	256	33.0	182	23.5	48	6.2	16	2.1	10	1.3	443	57.2
GS-08	321	137	30.2	118	26.0	8	1.8	4	0.9	7	1.5	184	40.6
GS-09	467	197	31.8	151	24.4	30	4.8	11	1.8	5	0.8	270	43.6
GS-10	17	3	4.2	2	2.8	---	---	1	1.4	---	---	14	19.4
GS-11	519	197	24.7	139	17.4	30	3.8	19	2.4	9	1.1	322	40.4
GS-12	1,066	345	16.0	225	10.4	79	3.7	27	1.3	14	0.6	721	33.5
GS-13	1,188	315	8.1	186	4.8	71	1.8	46	1.2	12	0.3	873	22.5
GS-14	710	167	6.1	99	3.6	33	1.2	25	0.9	10	0.4	543	19.9
GS-15	370	52	2.6	36	1.8	9	0.4	7	0.3	---	---	318	15.8
AVERAGE GRADE	10.8	10.2		10.1		10.0		11.0		9.8		11.2	
SENIOR PAY LEVELS	86	12	2.4	9	1.8	1	0.2	2	0.4	---	---	74	14.5
OTHER WHITE COLLAR	19	2	1.2	1	0.6	1	0.6	---	---	---	---	17	9.8
TOTAL WAGE SYSTEMS	60	7	0.5	2	0.2	3	0.2	1	0.1	1	0.1	53	4.1

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF HEALTH AND HUMAN SERVICES	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	34,776	16,663	28.7	6,984	12.0	939	1.6	1,473	2.5	7,267	12.5	18,113	31.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	32,118	15,627	31.9	6,679	13.6	860	1.8	1,217	2.5	6,871	14.0	16,491	33.6
GS-01	70	56	58.9	29	30.5	2	2.1	5	5.3	20	21.1	14	14.7
GS-02	173	145	67.1	68	31.5	6	2.8	7	3.2	64	29.6	28	13.0
GS-03	611	526	70.1	118	15.7	12	1.6	25	3.3	371	49.5	85	11.3
GS-04	1,791	1,605	73.2	213	9.7	32	1.5	58	2.6	1,302	59.4	186	8.5
GS-05	2,594	2,240	73.7	380	12.5	44	1.4	44	1.4	1,772	58.3	354	11.6
GS-06	2,076	1,494	61.2	648	26.5	48	2.0	35	1.4	763	31.2	582	23.8
GS-07	3,274	1,892	47.2	1,154	28.8	100	2.5	100	2.5	538	13.4	1,382	34.5
GS-08	1,352	645	41.2	501	32.0	38	2.4	34	2.2	72	4.6	707	45.1
GS-09	3,486	1,688	37.3	637	14.1	119	2.6	106	2.3	826	18.3	1,798	39.7
GS-10	765	224	24.1	81	8.7	30	3.2	26	2.8	87	9.4	541	58.2
GS-11	3,266	1,386	30.5	567	12.5	90	2.0	154	3.4	575	12.7	1,880	41.4
GS-12	4,610	1,661	22.8	1,023	14.0	142	2.0	225	3.1	271	3.7	2,949	40.5
GS-13	4,689	1,335	14.6	871	9.5	114	1.2	230	2.5	120	1.3	3,354	36.7
GS-14	2,245	516	10.0	275	5.3	55	1.1	119	2.3	67	1.3	1,729	33.4
GS-15	1,116	214	6.8	114	3.6	28	0.9	49	1.6	23	0.7	902	28.7
AVERAGE GRADE	9.6	8.1		9.2		9.8		10.5		6.5		11.0	
SENIOR PAY LEVELS	239	56	7.0	29	3.6	9	1.1	11	1.4	7	0.9	183	22.8
OTHER WHITE COLLAR	1,880	468	8.3	149	2.6	67	1.2	238	4.2	14	0.2	1,412	25.1
TOTAL WAGE SYSTEMS	539	512	19.1	127	4.7	3	0.1	7	0.3	375	14.0	27	1.0

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	5,926	3,189	31.9	2,553	25.6	403	4.0	168	1.7	65	0.7	2,737	27.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,847	3,162	32.3	2,532	25.9	399	4.1	167	1.7	64	0.7	2,685	27.5
GS-01	30	27	60.0	25	55.6	2	4.4	---	---	---	---	3	6.7
GS-02	38	33	75.0	30	68.2	2	4.5	1	2.3	---	---	5	11.4
GS-03	43	39	72.2	32	59.3	6	11.1	---	---	1	1.9	4	7.4
GS-04	40	28	47.5	25	42.4	1	1.7	1	1.7	1	1.7	12	20.3
GS-05	136	83	46.4	66	36.9	9	5.0	6	3.4	2	1.1	53	29.6
GS-06	159	101	55.5	82	45.1	14	7.7	3	1.6	2	1.1	58	31.9
GS-07	1,065	625	52.6	488	41.1	87	7.3	26	2.2	24	2.0	440	37.0
GS-08	109	80	67.2	69	58.0	10	8.4	1	0.8	---	---	29	24.4
GS-09	367	234	52.9	198	44.8	22	5.0	11	2.5	3	0.7	133	30.1
GS-10	53	48	88.9	46	85.2	---	---	1	1.9	1	1.9	5	9.3
GS-11	357	217	45.0	179	37.1	25	5.2	10	2.1	3	0.6	140	29.0
GS-12	1,804	880	28.0	677	21.6	126	4.0	59	1.9	18	0.6	924	29.4
GS-13	961	464	22.9	372	18.3	53	2.6	32	1.6	7	0.3	497	24.5
GS-14	441	192	18.2	154	14.6	24	2.3	12	1.1	2	0.2	249	23.6
GS-15	244	111	15.7	89	12.6	18	2.5	4	0.6	---	---	133	18.8
AVERAGE GRADE	10.6	10.2		10.2		10.3		10.9		9.4		11.1	
SENIOR PAY LEVELS	55	16	10.6	12	7.9	3	2.0	---	---	1	0.7	39	25.8
OTHER WHITE COLLAR	24	11	26.2	9	21.4	1	2.4	1	2.4	---	---	13	31.0
TOTAL WAGE SYSTEMS		---	---	---	---	---	---	---	---	---	---	---	---

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF THE INTERIOR	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	27,985	9,231	12.6	1,974	2.7	1,330	1.8	552	0.8	5,375	7.4	18,754	25.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	24,281	6,682	11.7	1,875	3.3	1,252	2.2	539	0.9	3,016	5.3	17,599	30.7
GS-01	77	30	22.4	14	10.4	9	6.7	4	3.0	3	2.2	47	35.1
GS-02	184	90	23.6	25	6.5	25	6.5	3	0.8	37	9.7	94	24.6
GS-03	560	242	20.5	34	2.9	39	3.3	11	0.9	158	13.4	318	26.9
GS-04	2,311	818	19.9	124	3.0	114	2.8	47	1.1	533	13.0	1,493	36.4
GS-05	3,745	1,128	17.0	227	3.4	188	2.8	78	1.2	635	9.6	2,617	39.4
GS-06	2,406	738	20.8	211	5.9	158	4.4	47	1.3	322	9.1	1,668	47.0
GS-07	3,289	931	16.9	340	6.2	192	3.5	73	1.3	326	5.9	2,358	42.7
GS-08	580	217	19.4	72	6.4	42	3.8	12	1.1	91	8.1	363	32.5
GS-09	3,007	700	10.2	224	3.3	153	2.2	69	1.0	254	3.7	2,307	33.6
GS-10	89	27	5.6	16	3.3	3	0.6	1	0.2	7	1.5	62	13.0
GS-11	3,068	666	7.6	195	2.2	144	1.6	73	0.8	254	2.9	2,402	27.5
GS-12	2,734	624	7.0	209	2.3	118	1.3	76	0.8	221	2.5	2,110	23.5
GS-13	1,419	304	5.3	121	2.1	48	0.8	32	0.6	103	1.8	1,115	19.5
GS-14	606	128	4.8	47	1.8	18	0.7	8	0.3	55	2.1	478	18.0
GS-15	206	39	3.2	16	1.3	1	0.1	5	0.4	17	1.4	167	13.5
AVERAGE GRADE	8.1	7.5		8.2		7.6		8.3		7.0		8.3	
SENIOR PAY LEVELS	76	19	6.1	7	2.3	4	1.3	1	0.3	7	2.3	57	18.4
OTHER WHITE COLLAR	2,497	2,005	50.4	22	0.6	39	1.0	7	0.2	1,937	48.7	492	12.4
TOTAL WAGE SYSTEMS	1,131	525	4.6	70	0.6	35	0.3	5	*	415	3.6	606	5.3

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF JUSTICE	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	47,509	18,261	14.9	11,805	9.6	4,635	3.8	1,497	1.2	324	0.3	29,248	23.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	45,088	17,563	15.8	11,327	10.2	4,484	4.0	1,442	1.3	310	0.3	27,525	24.7
GS-01	214	150	53.2	96	34.0	42	14.9	9	3.2	3	1.1	64	22.7
GS-02	242	148	43.0	108	31.4	33	9.6	5	1.5	2	0.6	94	27.3
GS-03	342	203	41.7	135	27.7	53	10.9	14	2.9	1	0.2	139	28.5
GS-04	1,047	610	39.2	359	23.1	167	10.7	70	4.5	14	0.9	437	28.1
GS-05	3,565	1,653	22.6	917	12.5	552	7.5	166	2.3	18	0.2	1,912	26.1
GS-06	4,740	1,916	27.2	1,266	18.0	499	7.1	110	1.6	41	0.6	2,824	40.1
GS-07	8,684	3,562	20.0	2,314	13.0	906	5.1	274	1.5	68	0.4	5,122	28.8
GS-08	3,556	1,626	20.2	1,220	15.1	299	3.7	77	1.0	30	0.4	1,930	23.9
GS-09	4,956	1,994	15.0	1,341	10.1	498	3.8	122	0.9	33	0.2	2,962	22.3
GS-10	950	274	9.6	170	6.0	73	2.6	26	0.9	5	0.2	676	23.8
GS-11	5,525	2,078	14.6	1,279	9.0	558	3.9	200	1.4	41	0.3	3,447	24.2
GS-12	4,484	1,687	13.0	1,042	8.0	448	3.4	175	1.3	22	0.2	2,797	21.5
GS-13	3,858	1,065	7.2	705	4.7	241	1.6	102	0.7	17	0.1	2,793	18.8
GS-14	1,570	373	6.3	243	4.1	68	1.1	55	0.9	7	0.1	1,197	20.1
GS-15	1,355	224	5.2	132	3.1	47	1.1	37	0.9	8	0.2	1,131	26.3
AVERAGE GRADE	8.9	8.4		8.4		8.2		8.8		8.4		9.3	
SENIOR PAY LEVELS	972	156	4.3	96	2.6	39	1.1	19	0.5	2	0.1	816	22.4
OTHER WHITE COLLAR	1,007	317	13.6	208	8.9	71	3.0	32	1.4	6	0.3	690	29.6
TOTAL WAGE SYSTEMS	442	225	4.3	174	3.3	41	0.8	4	0.1	6	0.1	217	4.1

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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, 1998**

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	7,937	3,735	23.4	2,893	18.1	524	3.3	256	1.6	62	0.4	4,202	26.4
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	7,860	3,714	23.7	2,875	18.4	522	3.3	256	1.6	61	0.4	4,146	26.5
GS-01	33	27	64.3	21	50.0	4	9.5	2	4.8	---	---	6	14.3
GS-02	40	31	55.4	24	42.9	7	12.5	---	---	---	---	9	16.1
GS-03	89	66	55.9	57	48.3	7	5.9	2	1.7	---	---	23	19.5
GS-04	155	98	39.2	81	32.4	15	6.0	2	0.8	---	---	57	22.8
GS-05	725	352	38.9	266	29.4	62	6.9	17	1.9	7	0.8	373	41.2
GS-06	705	395	48.1	330	40.2	39	4.8	21	2.6	5	0.6	310	37.8
GS-07	1,068	576	42.5	474	35.0	56	4.1	35	2.6	11	0.8	492	36.3
GS-08	198	128	61.2	113	54.1	12	5.7	1	0.5	2	1.0	70	33.5
GS-09	617	324	29.5	215	19.6	70	6.4	36	3.3	3	0.3	293	26.7
GS-10	12	10	66.7	10	66.7	---	---	---	---	---	---	2	13.3
GS-11	949	507	31.4	395	24.5	67	4.2	34	2.1	11	0.7	442	27.4
GS-12	1,629	666	14.5	475	10.4	116	2.5	66	1.4	9	0.2	963	21.0
GS-13	974	357	13.4	279	10.5	42	1.6	27	1.0	9	0.3	617	23.2
GS-14	479	136	10.4	107	8.1	22	1.7	6	0.5	1	0.1	343	26.1
GS-15	187	41	6.6	28	4.5	3	0.5	7	1.1	3	0.5	146	23.6
AVERAGE GRADE	9.6	9.0		8.9		9.2		9.8		9.7		10.2	
SENIOR PAY LEVELS	62	18	8.0	15	6.7	2	0.9	---	---	1	0.4	44	19.6
OTHER WHITE COLLAR	13	2	5.9	2	5.9	---	---	---	---	---	---	11	32.4
TOTAL WAGE SYSTEMS	2	1	3.8	1	3.8	---	---	---	---	---	---	1	3.8

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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, 1998**

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	7,159	2,302	14.8	1,640	10.5	311	2.0	324	2.1	27	0.2	4,857	31.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,461	2,176	15.6	1,600	11.5	269	1.9	282	2.0	25	0.2	4,285	30.7
GS-01	9	5	41.7	4	33.3	1	8.3	---	---	---	---	4	33.3
GS-02	39	22	47.8	21	45.7	1	2.2	---	---	---	---	17	37.0
GS-03	38	20	37.7	17	32.1	3	5.7	---	---	---	---	18	34.0
GS-04	111	44	28.8	31	20.3	8	5.2	5	3.3	---	---	67	43.8
GS-05	226	152	51.2	126	42.4	8	2.7	16	5.4	2	0.7	74	24.9
GS-06	160	103	52.3	91	46.2	4	2.0	7	3.6	1	0.5	57	28.9
GS-07	900	380	35.2	284	26.3	43	4.0	50	4.6	3	0.3	520	48.1
GS-08	843	276	25.9	207	19.5	37	3.5	30	2.8	2	0.2	567	53.3
GS-09	810	262	17.8	189	12.8	31	2.1	38	2.6	4	0.3	548	37.2
GS-10	34	22	48.9	21	46.7	1	2.2	---	---	---	---	12	26.7
GS-11	939	291	13.0	182	8.2	49	2.2	57	2.6	3	0.1	648	29.1
GS-12	958	289	11.5	223	8.8	26	1.0	35	1.4	5	0.2	669	26.5
GS-13	421	122	13.9	98	11.1	14	1.6	9	1.0	1	0.1	299	34.0
GS-14	594	119	5.0	72	3.0	22	0.9	22	0.9	3	0.1	475	19.8
GS-15	379	69	4.6	34	2.3	21	1.4	13	0.9	1	0.1	310	20.5
AVERAGE GRADE	10.0	9.2		9.0		9.9		9.7		10.1		10.4	
SENIOR PAY LEVELS	188	27	3.0	18	2.0	5	0.6	4	0.4	---	---	161	17.8
OTHER WHITE COLLAR	502	92	13.7	18	2.7	34	5.1	38	5.7	2	0.3	410	61.0
TOTAL WAGE SYSTEMS	8	7	10.1	4	5.8	3	4.3	---	---	---	---	1	1.4

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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, 1998**

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	17,849	5,522	8.5	3,896	6.0	833	1.3	512	0.8	281	0.4	12,327	19.0
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	17,164	5,251	8.6	3,652	6.0	821	1.3	504	0.8	274	0.5	11,913	19.6
GS-01	39	32	65.3	29	59.2	1	2.0	1	2.0	1	2.0	7	14.3
GS-02	60	41	50.6	25	30.9	6	7.4	5	6.2	5	6.2	19	23.5
GS-03	124	72	45.3	54	34.0	11	6.9	7	4.4	---	---	52	32.7
GS-04	270	148	38.6	102	26.6	31	8.1	9	2.3	6	1.6	122	31.9
GS-05	664	216	25.5	156	18.4	34	4.0	14	1.7	12	1.4	448	52.9
GS-06	1,478	475	28.6	303	18.2	105	6.3	40	2.4	27	1.6	1,003	60.4
GS-07	2,015	765	29.0	566	21.4	113	4.3	54	2.0	32	1.2	1,250	47.3
GS-08	569	287	44.7	245	38.2	17	2.6	18	2.8	7	1.1	282	43.9
GS-09	1,344	509	18.9	351	13.0	78	2.9	53	2.0	27	1.0	835	31.0
GS-10	246	81	15.9	61	12.0	11	2.2	3	0.6	6	1.2	165	32.4
GS-11	1,756	484	10.4	331	7.1	81	1.7	42	0.9	30	0.6	1,272	27.4
GS-12	2,932	823	5.8	565	4.0	120	0.8	88	0.6	50	0.3	2,109	14.8
GS-13	2,496	697	5.9	471	4.0	93	0.8	100	0.8	33	0.3	1,799	15.2
GS-14	2,479	478	3.0	292	1.8	99	0.6	57	0.4	30	0.2	2,001	12.5
GS-15	692	143	3.3	101	2.3	21	0.5	13	0.3	8	0.2	549	12.6
AVERAGE GRADE	10.4	9.7		9.6		9.7		10.4		10.0		10.7	
SENIOR PAY LEVELS	88	16	3.9	11	2.7	4	1.0	1	0.2	---	---	72	17.6
OTHER WHITE COLLAR	541	232	17.9	213	16.4	8	0.6	7	0.5	4	0.3	309	23.8
TOTAL WAGE SYSTEMS	56	23	1.0	20	0.9	---	---	---	---	3	0.1	33	1.4

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* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - DEPARTMENT OF THE TREASURY	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	78,600	32,405	22.8	22,881	16.1	6,481	4.6	2,386	1.7	657	0.5	46,195	32.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	75,965	31,241	23.7	21,958	16.6	6,371	4.8	2,266	1.7	646	0.5	44,724	33.9
GS-01	102	69	46.3	60	40.3	8	5.4	1	0.7	---	---	33	22.1
GS-02	864	488	41.9	384	32.9	68	5.8	25	2.1	11	0.9	376	32.2
GS-03	2,211	1,218	42.5	768	26.8	374	13.1	53	1.9	23	0.8	993	34.7
GS-04	6,376	2,886	35.9	2,085	26.0	620	7.7	125	1.6	56	0.7	3,490	43.5
GS-05	8,584	4,242	38.8	3,040	27.8	858	7.9	267	2.4	77	0.7	4,342	39.8
GS-06	6,439	2,945	37.5	2,174	27.7	566	7.2	138	1.8	67	0.9	3,494	44.5
GS-07	15,044	6,507	31.4	4,607	22.2	1,436	6.9	341	1.6	123	0.6	8,537	41.2
GS-08	2,557	1,022	31.8	756	23.5	201	6.2	40	1.2	25	0.8	1,535	47.7
GS-09	6,279	2,602	23.3	1,820	16.3	555	5.0	182	1.6	45	0.4	3,677	32.9
GS-10	1,106	363	25.8	285	20.3	55	3.9	11	0.8	12	0.9	743	52.9
GS-11	7,925	3,028	19.9	1,956	12.8	682	4.5	317	2.1	73	0.5	4,897	32.2
GS-12	8,291	2,913	16.4	1,964	11.1	510	2.9	364	2.1	75	0.4	5,378	30.3
GS-13	7,127	2,273	10.7	1,576	7.4	332	1.6	322	1.5	43	0.2	4,854	22.9
GS-14	2,387	557	7.1	391	5.0	87	1.1	67	0.9	12	0.2	1,830	23.5
GS-15	673	128	4.9	92	3.5	19	0.7	13	0.5	4	0.2	545	21.0
AVERAGE GRADE	8.3	7.8		7.7		7.5		9.0		8.0		8.7	
SENIOR PAY LEVELS	136	14	2.2	8	1.3	2	0.3	3	0.5	1	0.2	122	19.1
OTHER WHITE COLLAR	1,938	727	12.6	570	9.9	68	1.2	80	1.4	9	0.2	1,211	21.0
TOTAL WAGE SYSTEMS	561	423	12.2	345	9.9	40	1.2	37	1.1	1	*	138	4.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	131,055	48,177	20.0	31,913	13.3	6,720	2.8	8,473	3.5	1,071	0.4	82,878	34.5
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	81,157	30,720	22.1	22,465	16.2	4,157	3.0	3,343	2.4	755	0.5	50,437	36.3
GS-01	326	205	46.2	170	38.3	28	6.3	5	1.1	2	0.5	121	27.3
GS-02	274	153	36.5	103	24.6	34	8.1	8	1.9	8	1.9	121	28.9
GS-03	1,250	664	26.4	520	20.7	90	3.6	32	1.3	22	0.9	586	23.3
GS-04	8,669	4,438	32.4	3,590	26.2	468	3.4	283	2.1	97	0.7	4,231	30.9
GS-05	21,251	9,459	31.8	7,463	25.1	1,134	3.8	631	2.1	231	0.8	11,792	39.6
GS-06	14,784	5,905	28.5	4,636	22.3	719	3.5	404	1.9	146	0.7	8,879	42.8
GS-07	6,261	2,126	21.8	1,617	16.6	300	3.1	151	1.5	58	0.6	4,135	42.4
GS-08	2,196	669	17.3	497	12.9	106	2.7	47	1.2	19	0.5	1,527	39.6
GS-09	7,188	2,096	17.2	1,305	10.7	356	2.9	383	3.1	52	0.4	5,092	41.7
GS-10	1,614	363	10.4	233	6.7	65	1.9	55	1.6	10	0.3	1,251	35.8
GS-11	8,193	2,188	14.3	1,208	7.9	444	2.9	478	3.1	58	0.4	6,005	39.2
GS-12	4,253	1,065	11.3	602	6.4	184	1.9	251	2.7	28	0.3	3,188	33.8
GS-13	2,550	532	7.3	347	4.8	92	1.3	79	1.1	14	0.2	2,018	27.8
GS-14	585	144	6.6	71	3.2	29	1.3	39	1.8	5	0.2	441	20.1
GS-15	1,763	713	9.1	103	1.3	108	1.4	497	6.4	5	0.1	1,050	13.5
AVERAGE GRADE	7.2	6.6		6.2		7.1		8.8		6.5		7.6	
SENIOR PAY LEVELS	62	10	2.7	7	1.9	---	---	3	0.8	---	---	52	14.2
OTHER WHITE COLLAR	42,724	13,177	18.9	5,734	8.2	2,220	3.2	4,988	7.2	235	0.3	29,547	42.4
TOTAL WAGE SYSTEMS	7,112	4,270	13.5	3,707	11.7	343	1.1	139	0.4	81	0.3	2,842	9.0

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYEMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	1,703	1,141	44.4	926	36.0	167	6.5	39	1.5	9	0.4	562	21.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	1,677	1,124	44.6	914	36.2	163	6.5	38	1.5	9	0.4	553	21.9
GS-01	5	4	80.0	4	80.0	---	---	---	---	---	---	1	20.0
GS-02	12	9	64.3	7	50.0	2	14.3	---	---	---	---	3	21.4
GS-03	10	6	54.5	4	36.4	1	9.1	1	9.1	---	---	4	36.4
GS-04	12	6	37.5	5	31.3	1	6.3	---	---	---	---	6	37.5
GS-05	207	159	71.0	132	58.9	22	9.8	3	1.3	2	0.9	48	21.4
GS-06	112	91	75.8	77	64.2	8	6.7	5	4.2	1	0.8	21	17.5
GS-07	146	113	66.9	88	52.1	18	10.7	7	4.1	---	---	33	19.5
GS-08	42	34	79.1	27	62.8	5	11.6	1	2.3	1	2.3	8	18.6
GS-09	68	50	59.5	46	54.8	2	2.4	---	---	2	2.4	18	21.4
GS-11	75	57	52.8	49	45.4	5	4.6	3	2.8	---	---	18	16.7
GS-12	550	375	42.8	294	33.5	70	8.0	9	1.0	2	0.2	175	20.0
GS-13	196	125	34.8	106	29.5	13	3.6	5	1.4	1	0.3	71	19.8
GS-14	201	78	20.6	59	15.6	15	4.0	4	1.1	---	---	123	32.5
GS-15	41	17	14.8	16	13.9	1	0.9	---	---	---	---	24	20.9
AVERAGE GRADE	10.2	9.8		9.8		10.1		9.7		8.8		11.2	
SENIOR PAY LEVELS	26	17	36.2	12	25.5	4	8.5	1	2.1	---	---	9	19.1
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, 1998**

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	9,476	3,704	19.3	2,723	14.2	474	2.5	428	2.2	79	0.4	5,772	30.1
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	9,256	3,675	20.1	2,707	14.8	471	2.6	419	2.3	78	0.4	5,581	30.5
GS-01	36	34	77.3	30	68.2	4	9.1	---	---	---	---	2	4.5
GS-02	59	47	57.3	37	45.1	8	9.8	2	2.4	---	---	12	14.6
GS-03	68	52	52.0	40	40.0	8	8.0	4	4.0	---	---	16	16.0
GS-04	176	128	45.1	90	31.7	22	7.7	10	3.5	6	2.1	48	16.9
GS-05	211	137	46.1	95	32.0	25	8.4	13	4.4	4	1.3	74	24.9
GS-06	321	212	61.3	178	51.4	23	6.6	8	2.3	3	0.9	109	31.5
GS-07	902	503	44.4	388	34.2	66	5.8	41	3.6	8	0.7	399	35.2
GS-08	343	204	56.5	173	47.9	19	5.3	8	2.2	4	1.1	139	38.5
GS-09	716	346	34.5	270	26.9	36	3.6	28	2.8	12	1.2	370	36.9
GS-10	55	33	34.4	31	32.3	1	1.0	---	---	1	1.0	22	22.9
GS-11	683	294	26.4	223	20.0	36	3.2	30	2.7	5	0.4	389	34.9
GS-12	1,632	620	19.9	436	14.0	79	2.5	86	2.8	19	0.6	1,012	32.4
GS-13	2,474	736	12.5	486	8.3	97	1.6	141	2.4	12	0.2	1,738	29.5
GS-14	1,065	249	8.9	174	6.2	36	1.3	36	1.3	3	0.1	816	29.3
GS-15	515	80	4.9	56	3.4	11	0.7	12	0.7	1	0.1	435	26.8
AVERAGE GRADE	11.0	9.9		9.7		9.8		11.1		9.8		11.8	
SENIOR PAY LEVELS	82	10	3.5	6	2.1	---	---	3	1.1	1	0.4	72	25.3
OTHER WHITE COLLAR	138	19	3.1	10	1.6	3	0.5	6	1.0	---	---	119	19.6
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, 1998**

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	6,094	2,785	19.6	2,255	15.9	294	2.1	193	1.4	43	0.3	3,309	23.3
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	5,930	2,677	22.5	2,157	18.1	287	2.4	191	1.6	42	0.4	3,253	27.3
GS-01	10	8	61.5	5	38.5	3	23.1	---	---	---	---	2	15.4
GS-02	27	25	86.2	24	82.8	1	3.4	---	---	---	---	2	6.9
GS-03	48	43	69.4	36	58.1	6	9.7	---	---	1	1.6	5	8.1
GS-04	86	64	49.2	53	40.8	11	8.5	---	---	---	---	22	16.9
GS-05	264	169	44.7	124	32.8	27	7.1	16	4.2	2	0.5	95	25.1
GS-06	394	188	31.9	148	25.1	29	4.9	9	1.5	2	0.3	206	35.0
GS-07	751	400	35.3	333	29.4	35	3.1	27	2.4	5	0.4	351	31.0
GS-08	96	41	13.5	32	10.6	5	1.7	3	1.0	1	0.3	55	18.2
GS-09	602	297	28.0	237	22.4	35	3.3	20	1.9	5	0.5	305	28.8
GS-10	4	1	1.6	1	1.6	---	---	---	---	---	---	3	4.8
GS-11	605	285	26.6	233	21.7	32	3.0	13	1.2	7	0.7	320	29.9
GS-12	1,509	673	21.5	535	17.1	64	2.0	62	2.0	12	0.4	836	26.6
GS-13	1,026	355	14.9	291	12.2	25	1.0	34	1.4	5	0.2	671	28.2
GS-14	376	105	10.1	86	8.3	12	1.2	5	0.5	2	0.2	271	26.1
GS-15	132	23	4.5	19	3.7	2	0.4	2	0.4	---	---	109	21.1
AVERAGE GRADE	10.3	9.7		9.7		9.1		10.2		10.2		10.8	
SENIOR PAY LEVELS	32	7	5.9	6	5.0	1	0.8	---	---	---	---	25	21.0
OTHER WHITE COLLAR	1	---	---	---	---	---	---	---	---	---	---	1	33.3
TOTAL WAGE SYSTEMS	131	101	4.6	92	4.2	6	0.3	2	0.1	1	---	30	1.4

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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, 1998**

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	6,330	1,772	9.2	1,149	6.0	304	1.6	248	1.3	71	0.4	4,558	23.7
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	6,169	1,740	9.6	1,125	6.2	300	1.7	246	1.4	69	0.4	4,429	24.5
GS-01	17	11	52.4	10	47.6	1	4.8	---	---	---	---	6	28.6
GS-02	21	14	58.3	12	50.0	1	4.2	1	4.2	---	---	7	29.2
GS-03	51	29	44.6	22	33.8	3	4.6	4	6.2	---	---	22	33.8
GS-04	59	26	25.2	19	18.4	4	3.9	2	1.9	1	1.0	33	32.0
GS-05	191	68	29.8	51	22.4	13	5.7	3	1.3	1	0.4	123	53.9
GS-06	627	241	37.0	178	27.3	45	6.9	6	0.9	12	1.8	386	59.3
GS-07	612	200	30.2	145	21.9	29	4.4	17	2.6	9	1.4	412	62.1
GS-08	216	75	31.3	57	23.8	7	2.9	5	2.1	6	2.5	141	58.8
GS-09	353	119	23.8	79	15.8	20	4.0	15	3.0	5	1.0	234	46.7
GS-10	65	26	10.1	22	8.5	1	0.4	2	0.8	1	0.4	39	15.1
GS-11	476	144	11.6	93	7.5	24	1.9	22	1.8	5	0.4	332	26.7
GS-12	878	253	13.0	170	8.7	40	2.1	29	1.5	14	0.7	625	32.2
GS-13	1,713	375	6.0	193	3.1	77	1.2	94	1.5	11	0.2	1,338	21.3
GS-14	609	118	3.3	62	1.7	25	0.7	27	0.8	4	0.1	491	13.8
GS-15	281	41	1.8	12	0.5	10	0.4	19	0.8	---	---	240	10.6
AVERAGE GRADE	10.7	9.8		9.4		10.2		11.6		9.7		11.0	
SENIOR PAY LEVELS	70	13	2.8	10	2.1	2	0.4	1	0.2	---	---	57	12.2
OTHER WHITE COLLAR	57	8	2.5	5	1.5	1	0.3	1	0.3	1	0.3	49	15.1
TOTAL WAGE SYSTEMS	34	11	3.0	9	2.5	1	0.3	---	---	1	0.3	23	6.3

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

WOMEN ONLY

AGENCY - OFFICE OF PERSONNEL MANAGEMENT	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	2,319	923	25.1	815	22.1	62	1.7	38	1.0	8	0.2	1,396	37.9
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	2,290	919	25.7	811	22.7	62	1.7	38	1.1	8	0.2	1,371	38.4
GS-01	27	13	44.8	8	27.6	4	13.8	1	3.4	---	---	14	48.3
GS-02	27	16	50.0	16	50.0	---	---	---	---	---	---	11	34.4
GS-03	146	31	14.0	29	13.1	2	0.9	---	---	---	---	115	51.8
GS-04	634	155	15.4	126	12.5	22	2.2	3	0.3	4	0.4	479	47.7
GS-05	179	58	27.5	52	24.6	6	2.8	---	---	---	---	121	57.3
GS-06	102	66	55.9	57	48.3	6	5.1	3	2.5	---	---	36	30.5
GS-07	248	174	56.3	161	52.1	4	1.3	8	2.6	1	0.3	74	23.9
GS-08	28	23	60.5	20	52.6	---	---	2	5.3	1	2.6	5	13.2
GS-09	154	37	18.0	35	17.0	2	1.0	---	---	---	---	117	56.8
GS-10	5	2	40.0	2	40.0	---	---	---	---	---	---	3	60.0
GS-11	191	136	48.9	129	46.4	2	0.7	5	1.8	---	---	55	19.8
GS-12	204	102	28.7	92	25.9	3	0.8	6	1.7	1	0.3	102	28.7
GS-13	239	80	17.2	67	14.4	5	1.1	8	1.7	---	---	159	34.3
GS-14	72	21	10.4	14	7.0	4	2.0	2	1.0	1	0.5	51	25.4
GS-15	34	5	5.0	3	3.0	2	2.0	---	---	---	---	29	28.7
AVERAGE GRADE	7.5	8.0		8.0		6.8		9.5		7.1		7.2	
SENIOR PAY LEVELS	22	2	4.2	2	4.2	---	---	---	---	---	---	20	41.7
OTHER WHITE COLLAR	4	---	---	---	---	---	---	---	---	---	---	4	14.8
TOTAL WAGE SYSTEMS	3	2	5.9	2	5.9	---	---	---	---	---	---	1	2.9

* - LESS THAN 0.05 PERCENT

**TABLE 2 -- RACE/NATIONAL ORIGIN DISTRIBUTION OF FEDERAL CIVILIAN EMPLOYMENT
BY PAY PLAN AND GRADE
AS OF SEPTEMBER 30, 1998**

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	46,584	20,459	31.2	14,940	22.8	4,174	6.4	983	1.5	362	0.6	26,125	39.8
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	46,355	20,389	31.9	14,890	23.3	4,162	6.5	980	1.5	357	0.6	25,966	40.7
GS-01	171	126	61.2	91	44.2	26	12.6	6	2.9	3	1.5	45	21.8
GS-02	261	172	49.4	115	33.0	42	12.1	13	3.7	2	0.6	89	25.6
GS-03	909	356	31.0	253	22.0	75	6.5	27	2.3	1	0.1	553	48.1
GS-04	1,411	815	46.0	633	35.7	134	7.6	39	2.2	9	0.5	596	33.6
GS-05	4,551	2,703	49.5	2,129	39.0	446	8.2	102	1.9	26	0.5	1,848	33.8
GS-06	2,856	1,529	46.1	1,129	34.0	318	9.6	52	1.6	30	0.9	1,327	40.0
GS-07	3,301	1,900	48.1	1,485	37.6	325	8.2	66	1.7	24	0.6	1,401	35.5
GS-08	7,175	3,186	38.1	2,061	24.7	894	10.7	154	1.8	77	0.9	3,989	47.7
GS-09	3,783	2,166	44.8	1,901	39.4	203	4.2	46	1.0	16	0.3	1,617	33.5
GS-10	583	312	41.5	283	37.7	22	2.9	4	0.5	3	0.4	271	36.1
GS-11	13,870	4,686	24.6	2,949	15.5	1,330	7.0	295	1.6	112	0.6	9,184	48.3
GS-12	4,948	1,649	19.1	1,263	14.6	231	2.7	129	1.5	26	0.3	3,299	38.3
GS-13	1,856	571	13.7	437	10.5	79	1.9	36	0.9	19	0.5	1,285	30.8
GS-14	535	173	11.6	128	8.6	30	2.0	10	0.7	5	0.3	362	24.3
GS-15	145	45	10.5	33	7.7	7	1.6	1	0.2	4	0.9	100	23.3
AVERAGE GRADE	9.0	8.4		8.3		8.5		8.8		9.1		9.4	
SENIOR PAY LEVELS	177	36	2.8	18	1.4	10	0.8	3	0.2	5	0.4	141	10.8
OTHER WHITE COLLAR	5	---	---	---	---	---	---	---	---	---	---	5	41.7
TOTAL WAGE SYSTEMS	47	34	8.1	32	7.6	2	0.5	---	---	---	---	13	3.1

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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, 1998**

WOMEN ONLY

AGENCY - ALL OTHER INDEPENDENT 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	29,348	12,158	20.0	9,468	15.5	1,553	2.6	957	1.6	180	0.3	17,190	28.2
TOTAL, GENERAL SCHEDULE (GS) AND RELATED	24,424	10,613	22.4	8,610	18.2	1,010	2.1	855	1.8	138	0.3	13,811	29.1
GS-01	81	69	55.6	55	44.4	13	10.5	1	0.8	---	---	12	9.7
GS-02	211	129	40.8	113	35.8	9	2.8	4	1.3	3	0.9	82	25.9
GS-03	419	262	41.8	217	34.6	18	2.9	24	3.8	3	0.5	157	25.0
GS-04	543	363	44.1	316	38.4	23	2.8	22	2.7	2	0.2	180	21.9
GS-05	1,409	849	35.2	720	29.9	71	2.9	45	1.9	13	0.5	560	23.2
GS-06	1,635	949	47.1	803	39.9	80	4.0	60	3.0	6	0.3	686	34.0
GS-07	3,020	1,724	44.3	1,464	37.6	136	3.5	94	2.4	30	0.8	1,296	33.3
GS-08	1,185	790	57.5	724	52.7	35	2.5	24	1.7	7	0.5	395	28.7
GS-09	2,272	1,178	36.8	987	30.9	100	3.1	68	2.1	23	0.7	1,094	34.2
88 GS-10	339	175	41.2	143	33.6	20	4.7	10	2.4	2	0.5	164	38.6
GS-11	2,597	1,085	25.0	862	19.9	118	2.7	87	2.0	18	0.4	1,512	34.9
GS-12	3,737	1,377	17.0	1,042	12.9	158	2.0	166	2.1	11	0.1	2,360	29.2
GS-13	2,915	868	12.2	629	8.9	115	1.6	115	1.6	9	0.1	2,047	28.8
GS-14	2,544	519	7.0	350	4.7	68	0.9	95	1.3	6	0.1	2,025	27.2
GS-15	1,517	276	5.3	185	3.6	46	0.9	40	0.8	5	0.1	1,241	23.8
AVERAGE GRADE	10.0	8.9		8.7		9.6		10.2		8.9		10.9	
SENIOR PAY LEVELS	615	105	4.2	69	2.7	17	0.7	16	0.6	3	0.1	510	20.3
OTHER WHITE COLLAR	3,971	1,176	13.2	539	6.1	517	5.8	84	0.9	36	0.4	2,795	31.4
TOTAL WAGE SYSTEMS	338	264	12.5	250	11.8	9	0.4	2	0.1	3	0.1	74	3.5

* - LESS THAN 0.05 PERCENT