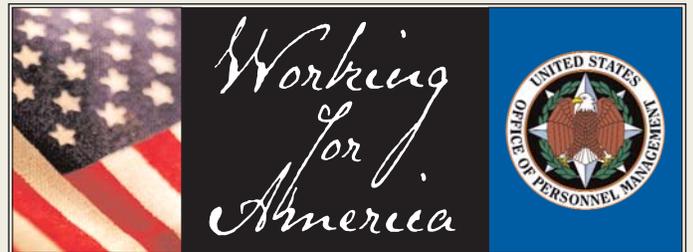


**FEDERAL CIVILIAN  
WORKFORCE STATISTICS**

*PAY STRUCTURE OF THE  
FEDERAL CIVIL SERVICE  
AS OF MARCH 2002*

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Kay Coles James, Director  
December 2003

## **Federal Civilian Workforce Statistics**

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# **Pay Structure of the Federal Civil Service**

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**As of March 31, 2002**

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

## FOREWORD

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

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

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<p>Tables containing salary and wage distribution data for full-time Federal civilian employees are presented. Data are presented in several different ways: pay system, geographic area, and agency. The major pay systems covered are the General Schedule, Wage Systems, and "Other Acts and Administrative Determination." The geographic areas covered are: All Areas (Worldwide); Total United States; Washington, DC-MD-VA-WV, Metropolitan Statistical Area (MSA); Foreign Countries; and U.S. Territories (including Puerto Rico).</p>	
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<p>Federal pay systems, Federal Employees Pay Comparability Act of 1990, data sources, population coverage, and salary schedules are discussed. Basic schedules of annual pay rates in effect at the time of this survey, upon which adjustments for locality and law enforcement officers were added where applicable. Tables are provided for the General Schedule, Foreign Service, Veterans Health Administration in the Department of Veterans Affairs, Senior Executive Service, Executive Schedule, Administrative Law Judges, Senior Level, and Members, Boards of Contract Appeals. Basic rates of pay were established by Executive Order 13249 on December 28, 2001. Locality Pay Extensions, Governmentwide Categories of Non-General Schedule Employees and Single Agency Categories of Non-General Schedule Employees.</p>	
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## Survey Analysis (See Appendix A for Graphic Presentations)

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

### Pay Plan

As of March 31, 2002, total employment was 1,681,537 up 21,224 from the previous year. **Figure 1** illustrates the employment distribution as follows: General Schedule -- 1,238,182 or 73.6 percent; Federal Wage System -- 193,021 or 11.5 percent; and pay systems under Other Acts and Administrative Determination -- 250,334 or 14.9 percent.

### Major Geographic Areas

**Figure 2** shows that most (96.9 percent) of the Federal civilian workforce covered by this survey was employed in the United States. The remainder worked in U.S. territories (12,049 or 0.7 percent) or foreign countries (40,742 or 2.4 percent).

**Table 15** shows that among States, the District of Columbia had the largest number of full-time Federal civilian employees (149,300 or 8.9 percent), while Delaware had the smallest Federal civilian employment population (2,565 or 0.2 percent).

Employment in Metropolitan Statistical Areas (MSAs) accounted for 84.6 percent (1,421,845) of full-time employment. The Washington, DC-MD-VA-WV, Metropolitan Statistical Area had the largest number of Federal civilian employees: 272,941 or 16.2 percent.

There are 19 Metropolitan Statistical Areas defined as Consolidated Metropolitan Statistical Areas

(CMSA's); Washington-Baltimore, DC-MD-VA-WV CMSA had the largest full-time Federal workforce (306,169) with an average adjusted basic salary of \$69,848. The CMSA with the second largest full-time workforce was NY-Northern NJ-Long Island, NY-NJ-CT-PA (60,856) with an average adjusted basic salary of \$58,640. **Table 16** illustrates additional CMSA and MSA salary data.

### Average Salaries

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

Overall, the average salary for full-time employees was \$55,715. Average (mean) salaries by major geographic areas were: United States -- \$55,932; the Washington, DC-MD-VA-WV, Metropolitan Statistical Area -- \$71,139; Foreign Countries -- \$50,870; and U.S. Territories -- \$42,852. Average salaries by major pay system were: General Schedule -- \$54,329. Federal Wage System -- \$39,892; and Other Acts and Administratively Determined Pay Systems -- \$74,771. **Figures 3 and 4, along with Table 2,** show more extensive average salary data.

### General Schedule

General Schedule (GS and GM) employment (1,238,182) increased by 18,741 workers or 1.5 percent since March 31, 2001. Seven grades (GS-7 through GS-9, and GS-12 through GS-15) had a combined increase of 23,222 workers, while eight grades (GS-1 through GS-6, and GS-10 and GS-11) had a combined loss of 4,481 workers. About 53.3 percent of the 4,481 employee decline was concentrated in GS grades 10 and 11 (staffed mostly by administrative and professional workers) while the remaining 46.7 percent of the total decline was at the GS-1 through GS-6 grades (primarily staffed with clerical and technical workers). **Figure 5** provides a chart and table reflecting these changes.

## Foreign Service and Department of Veterans Affairs Pay Systems

**Table 8** shows that there were 3,834 Foreign Service Officers with an average salary of \$87,972, and 7,845 Foreign Service Personnel with an average salary of \$58,133 as of March 31, 2002.

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

	Employment	Average Salary
Physicians & Dentists (VM)	7,505	\$106,676
Nurses (VN)	31,560	\$60,683
Podiatrists & Optometrists (VP)	304	\$95,629
Physicians Assistants (VN)	1,267	\$71,352

(See Table 9)

Physicians and Dentists (VM) were authorized increased special pay allowances in 1991 under section 7431 of Title 38, United States Code (U.S.C.) This special pay is not part of their basic pay and is not included in the average pay calculation shown above. The Nurses pay system (VN) was changed from a nationwide to a locality based system in 1991, and the average salaries above reflect that locality pay.

### Executive Schedule and Senior Executive Service

Executive Schedule (EX) employment totaled 446 with an average salary of \$134,978 as of March 31, 2002.

Employment in the Senior Executive Service (SES) totaled 6,996 with an average salary of \$135,717.

### Other Pay Plans

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

### Special Salary Rates

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

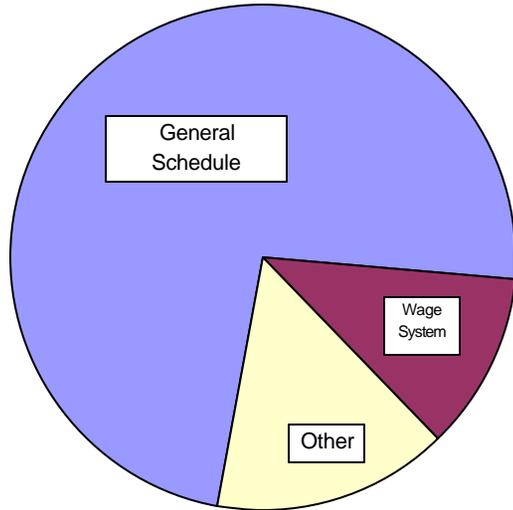
As of March 2002, there were 191,971 white-collar workers being paid special rate salaries (169,506 Title 5 and 22,465 Title 38). The white-collar special pay rate workforce was distributed as follows: **Professional** (28.3 percent), **Administrative** (30.3), **Technical** (18.1 percent), **Clerical** (10.8 percent), and **Other** (12.5 percent).

## APPENDIX A - STATISTICAL FIGURES

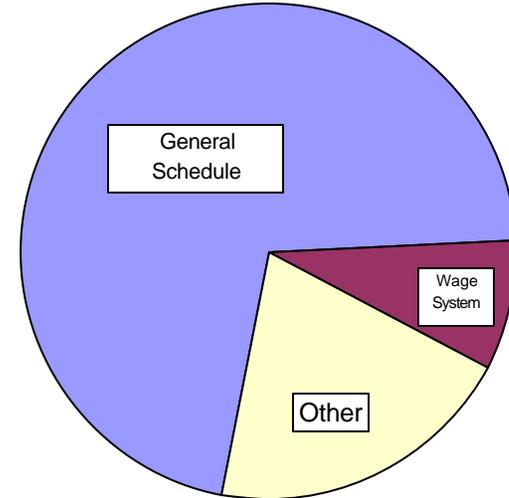
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**Figure 1**  
**DISTRIBUTION OF FULL-TIME EMPLOYMENT AND AGGREGATE ADJUSTED BASIC SALARIES BY MAJOR PAY SYSTEMS AS OF MARCH 31, 2002**

**Full-Time Employment**



**Aggregate Adjusted Basic Salaries**

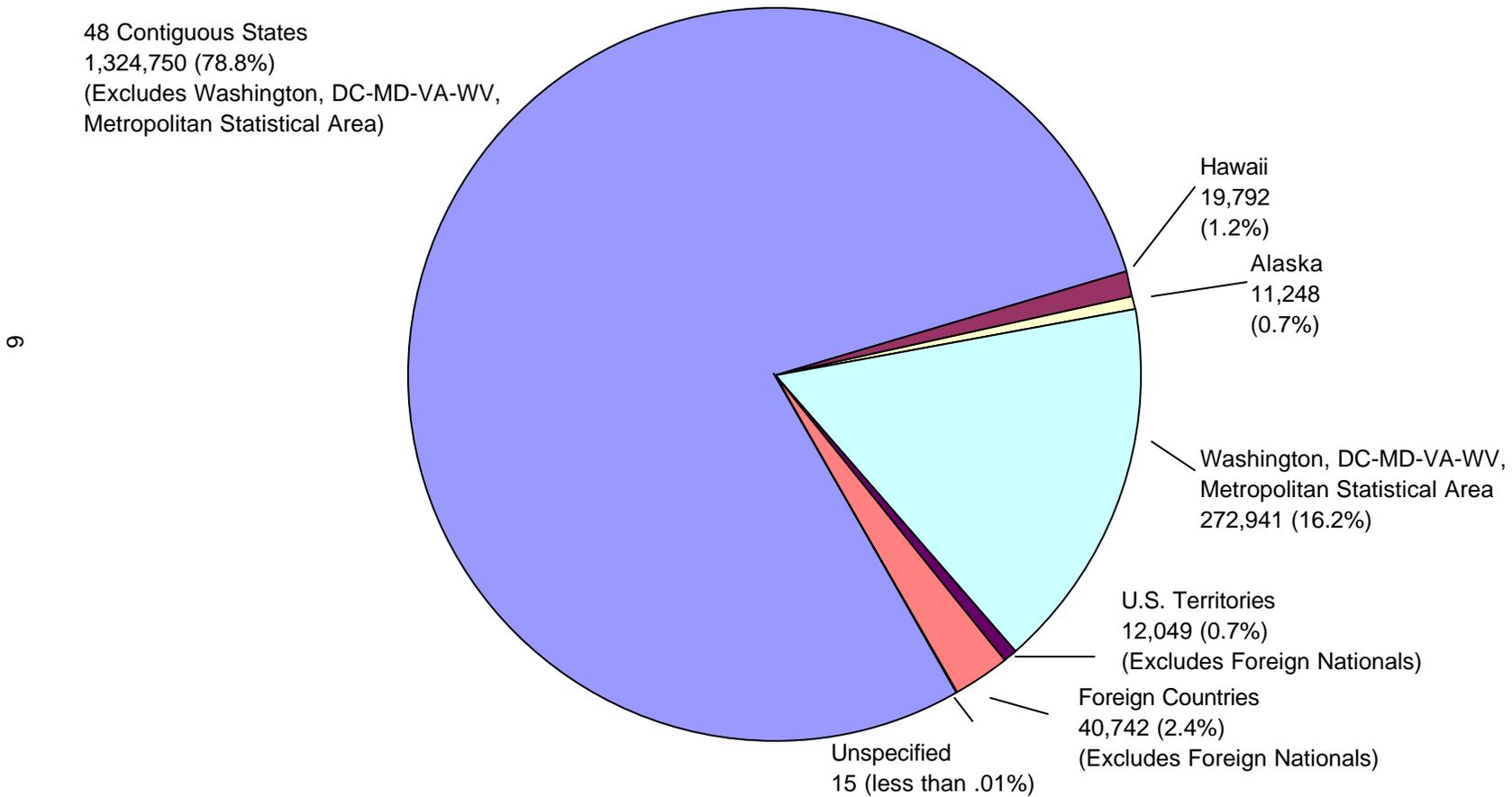


**Full-Time (000) and Aggregate Adjusted Basic Salaries (\$ millions) by Pay Category**

Pay System	2002	2001	2002	2001	2002	2001	2002	2001
General Schedule	1,238.2	1,219.4	73.6%	73.4%	\$67,269.5	63,085.6	71.8%	71.8%
Wage System	193.0	198.8	11.5	12.0	7,700.0	7,636.7	8.2	8.7
Other	250.3	242.1	14.9	14.5	18,717.6	17,126.7	20.0	19.5
Total	1,681.5	1,660.3	100.0	100.0	93,687.1	87,849.0	100.0	100.0

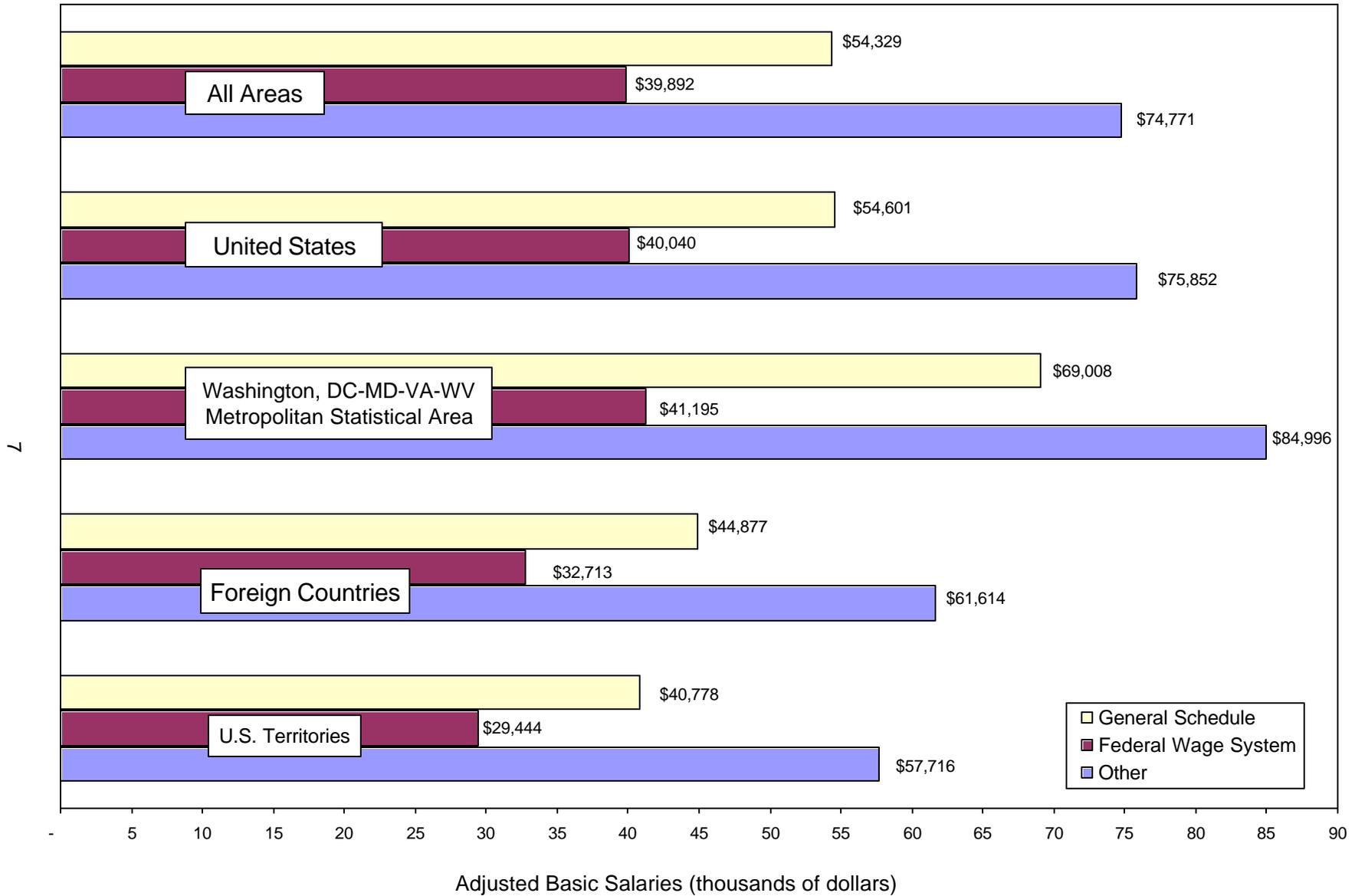
**Figure 2**  
**DISTRIBUTION OF NON-POSTAL FULL-TIME EMPLOYMENT**  
**BY GEOGRAPHIC AREA AS OF MARCH 31, 2002**

Total Full-Time Employment: 1,681,537



Source: U.S. Office of Personnel Management, Salary and Wage Survey: March 31, 2002.

**Figure 3**  
**AVERAGE ANNUAL ADJUSTED BASIC SALARIES BY GEOGRAPHIC**  
**AREA AND PAY CATEGORY AS OF MARCH 31, 2002**

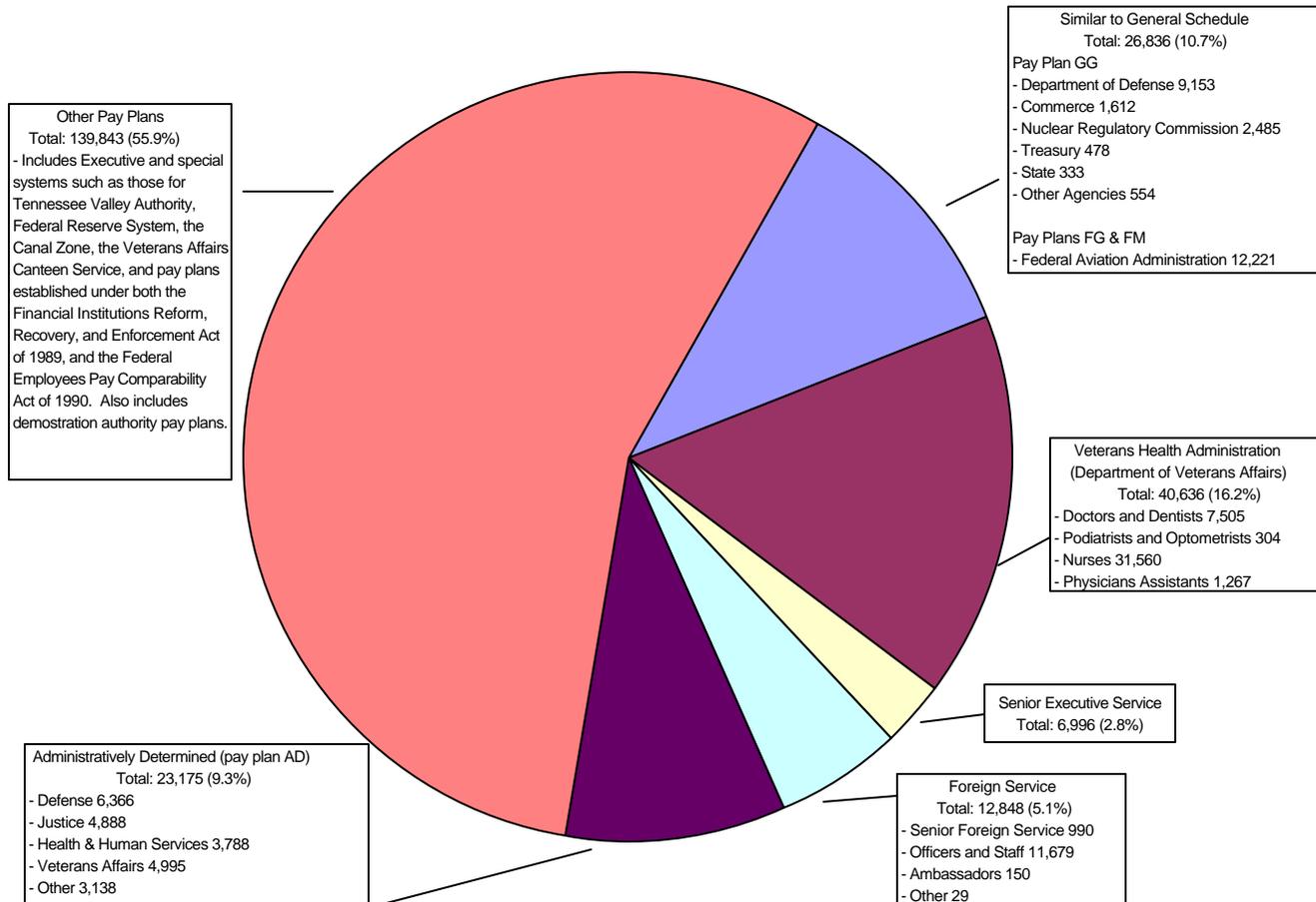


Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2002

**Figure 4**  
**DISTRIBUTION OF FULL-TIME EMPLOYMENT BY SELECTED PAY PLANS AND**  
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**CATEGORY AS OF MARCH 31, 2002**

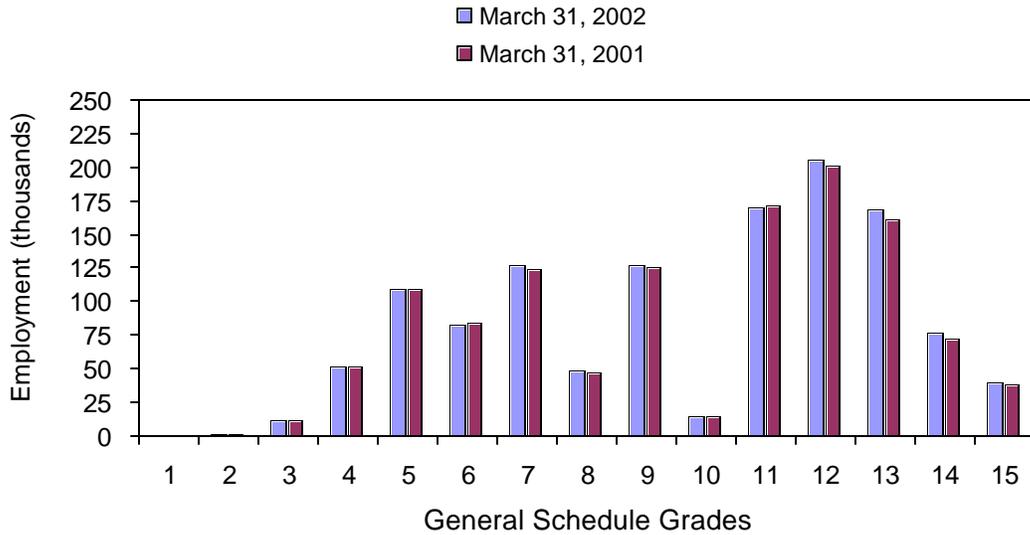
Total Full-Time Employment: 250,334

8



Source: U.S. Office of Personnel Management, Salary and Wage Survey, March 31, 2002

**Figure 5**  
**Distribution of General Schedule Employment**  
 All Areas -- as of March 31, 2002 and March 31, 2001



<b>Grade</b>	<b>2002</b>	<b>2001</b>	<b>Net Change</b>	<b>Percent Change</b>
1	397	546	-149	-27.29
2	1,657	1,721	-64	-3.72
3	11,666	11,748	-82	-0.70
4	51,485	52,033	-548	-1.05
5	109,238	110,075	-837	-0.76
6	83,511	83,925	-414	-0.49
7	127,818	124,258	3,560	2.87
8	48,958	48,024	934	1.94
9	127,840	125,250	2,590	2.07
10	15,221	15,263	-42	-0.28
11	169,945	172,290	-2,345	-1.36
12	205,120	200,577	4,543	2.26
13	168,881	161,702	7,179	4.44
14	76,866	73,087	3,779	5.17
15	39,579	38,942	637	1.64
<b>Total</b>	<b>1,238,182</b>	<b>1,219,441</b>	<b>18,741</b>	<b>1.54</b>

Governmentwide average grade under the General Schedule as of March 31, 2002 was 9.75

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

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TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>ALL AGENCIES, TOTAL</b>	1,681,537	1,238,182	193,021	250,334
<b>LEGISLATIVE BRANCH, TOTAL</b>	9,261	4,305	1,291	3,665
ARCHITECT OF THE CAPITOL	1,935	440	1,152	343
BOTANIC GARDEN	44	14	30	...
COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY	5	4	...	1
COMMISSION ON OCEAN POLICY	5	...	...	5
GOVERNMENT PRINTING OFFICE	2,974	...	21	2,953
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	8	...	...	8
LIBRARY OF CONGRESS	4,015	3,650	85	280
MEDICARE PAYMENT ADVISORY COMMISSION	30	...	...	30
MILLENNIAL HOUSING COMMISSION	7	6	...	1
UNITED STATES-CHINA SECURITY REVIEW COMMISSION	13	...	...	13
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	17	...	...	17
U.S. TAX COURT	208	191	3	14
<b>EXECUTIVE BRANCH, TOTAL</b>	1,672,276	1,233,877	191,730	246,669
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>				
COUNCIL OF ECONOMIC ADVISERS	31	9	...	22
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	19	12	...	7
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	92	...	35	57
NATIONAL SECURITY COUNCIL	46	38	...	8
OFFICE OF ADMINISTRATION	193	176	9	8
OFFICE OF MANAGEMENT AND BUDGET	484	410	...	74
OFFICE OF NATIONAL DRUG CONTROL POLICY	107	94	...	13
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	24	19	...	5
OFFICE OF THE U.S. TRADE REPRESENTATIVE	192	154	...	38
<b>EXECUTIVE DEPARTMENTS</b>				
DEPARTMENT OF AGRICULTURE	91,278	87,668	2,038	1,572
DEPARTMENT OF COMMERCE	31,708	23,244	522	7,942
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	635,774	428,939	141,749	65,086
DEFENSE LOGISTICS AGENCY	23,225	16,857	6,157	211
DEPARTMENT OF THE AIR FORCE	148,683	94,528	45,833	8,322
DEPARTMENT OF THE ARMY	217,960	157,524	47,090	13,346
DEPARTMENT OF THE NAVY	178,581	107,742	38,383	32,456
OFFICE OF THE SECRETARY OF DEFENSE	1,353	813	5	535
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	190	186	1	3
DEPARTMENT OF DEFENSE	65,782	51,289	4,280	10,213
DEPARTMENT OF EDUCATION	4,492	4,311	7	174
DEPARTMENT OF ENERGY	15,589	13,382	480	1,727
DEPARTMENT OF HEALTH AND HUMAN SERVICES	56,911	49,523	2,340	5,048
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,918	9,604	6	308
DEPARTMENT OF THE INTERIOR	65,683	52,581	6,979	6,123
DEPARTMENT OF JUSTICE	125,127	113,889	5,430	5,808
DEPARTMENT OF LABOR	15,702	15,443	17	242
DEPARTMENT OF STATE	17,661	6,633	56	10,972
DEPARTMENT OF TRANSPORTATION	66,421	12,874	1,747	51,800
DEPARTMENT OF THE TREASURY	156,848	144,515	1,798	10,535
DEPARTMENT OF VETERANS AFFAIRS	199,191	127,114	24,982	47,095

TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES</b>				
ADVISORY COUNCIL ON HISTORIC PRESERVATION	33	...	...	33
AFRICAN DEVELOPMENT FOUNDATION	23	22	...	1
AMERICAN BATTLE MONUMENTS COMMISSION	52	50	...	2
APPALACHIAN REGIONAL COMMISSION	9	8	...	1
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	27	27	...	...
ARCTIC RESEARCH COMMISSION	3	2	...	1
ARMED FORCES RETIREMENT HOME	696	461	204	31
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	2	...	...	2
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	28	24	...	4
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	1	...	...	1
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	26	25	...	1
COMMISSION OF FINE ARTS	6	5	...	1
COMMISSION ON CIVIL RIGHTS	69	67	...	2
COMMODITY FUTURES TRADING COMMISSION	474	451	...	23
CONSUMER PRODUCT SAFETY COMMISSION	444	429	...	15
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	593	120	...	473
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	895	881	...	14
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	93	28	...	65
DELTA REGIONAL AUTHORITY	2	...	...	2
ENVIRONMENTAL PROTECTION AGENCY	16,983	16,646	2	335
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,780	2,734	...	46
EXPORT-IMPORT BANK OF THE UNITED STATES	385	345	...	40
FARM CREDIT ADMINISTRATION	260	...	...	260
FARM CREDIT SYSTEM INSURANCE CORPORATION	9	...	...	9
FEDERAL MEDIATION AND CONCILIATION SERVICE	286	283	...	3
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	35	20	...	15
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	91	82	...	9
FEDERAL COMMUNICATIONS COMMISSION	1,934	1,868	9	57
FEDERAL DEPOSIT INSURANCE CORPORATION	5,938	...	30	5,908
FEDERAL ELECTION COMMISSION	345	331	...	14
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,595	2,877	148	570
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	7	6	...	1
FEDERAL HOUSING FINANCE BOARD	107	...	...	107
FEDERAL LABOR RELATIONS AUTHORITY	189	168	...	21
FEDERAL MARITIME COMMISSION	127	114	...	13
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	1,587	...	...	1,587
FEDERAL TRADE COMMISSION	1,011	962	8	41
GENERAL SERVICES ADMINISTRATION	13,801	12,116	1,545	140
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	3	...	1
INTER-AMERICAN FOUNDATION	39	37	...	2
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	248	...	105	143
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	5	...	...	5

TABLE 1 – FULL-TIME EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	TOTAL	GENERAL SCHEDULE	FEDERAL WAGE SYSTEMS	OTHER ACTS AND ADMINISTRATIVE DETERMINATION
<b>INDEPENDENT AGENCIES (CONTINUED)</b>				
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	15	1	...	14
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	5	...	...	5
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	3	2	...	1
MARINE MAMMAL COMMISSION	9	8	...	1
MERIT SYSTEMS PROTECTION BOARD	219	207	...	12
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	19	...	...	19
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,493	17,941	58	494
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,586	2,550	16	20
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	5	...	...	5
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	341	316	...	25
NATIONAL CAPITAL PLANNING COMMISSION	53	51	...	2
NATIONAL COUNCIL ON DISABILITY	12	11	...	1
NATIONAL CREDIT UNION ADMINISTRATION	918	...	...	918
NATIONAL EDUCATION GOALS PANEL	1	1	...	...
NATIONAL LABOR RELATIONS BOARD	1,918	1,795	5	118
NATIONAL MEDIATION BOARD	48	46	...	2
NATIONAL SCIENCE FOUNDATION	1,192	747	...	445
NATIONAL TRANSPORTATION SAFETY BOARD	409	387	...	22
NUCLEAR REGULATORY COMMISSION	2,723	...	...	2,723
NUCLEAR WASTE TECHNICAL REVIEW BOARD	12	3	...	9
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	59	44	...	15
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	58	48	8	2
OFFICE OF GOVERNMENT ETHICS	73	67	...	6
OFFICE OF SPECIAL COUNSEL	101	94	...	7
OVERSEAS PRIVATE INVESTMENT CORPORATION	177	159	1	17
PEACE CORPS	754	...	...	754
PENSION BENEFIT GUARANTY CORPORATION	727	703	...	24
PRESIDIO TRUST	446	...	...	446
RAILROAD RETIREMENT BOARD	1,129	1,106	9	14
SECURITIES AND EXCHANGE COMMISSION	2,960	2,861	...	99
SELECTIVE SERVICE SYSTEM	156	152	1	3
SMALL BUSINESS ADMINISTRATION	3,900	3,818	4	78
SMITHSONIAN INSTITUTION	4,808	3,828	838	142
SOCIAL SECURITY ADMINISTRATION	61,234	59,596	368	1,270
TENNESSEE VALLEY AUTHORITY	12,750	...	...	12,750
TRADE AND DEVELOPMENT AGENCY	40	36	...	4
U.S. HOLOCAUST MEMORIAL MUSEUM	224	201	16	7
BROADCASTING BOARD OF GOVERNORS	1,841	1,477	133	231
U.S. INSTITUTE OF PEACE	64	...	...	64
U.S. INTERNATIONAL TRADE COMMISSION	363	346	...	17
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,137	962	...	1,175
OFFICE OF PERSONNEL MANAGEMENT	2,550	2,478	27	45
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	11	...	...

**TABLE 2 -- AGGREGATE AND AVERAGE ADJUSTED BASIC SALARY OF FULL-TIME EMPLOYMENT BY PAY SYSTEM AND AREA, AS OF MARCH 31, 2002**

PAY SYSTEM	EMPLOYEES		AGGREGATE PAY		AVERAGE PAY			
	NUMBER	PERCENT	AMOUNT	PERCENT	MEAN ANNUAL	MEDIAN ANNUAL	MEAN HOURLY	MEDIAN HOURLY
<b>ALL AREAS</b>								
TOTAL	1,681,537	100.0	\$93,687,094,252	100.0	\$55,715	\$50,170	\$26.70	\$24.04
GENERAL SCHEDULE	1,238,182	73.6	\$67,269,455,649	71.8	\$54,329	\$50,356	\$26.03	\$24.13
FEDERAL WAGE SYSTEMS	193,021	11.5	\$7,700,019,086	8.2	\$39,892	\$39,349	\$19.11	\$18.85
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	250,334	14.9	\$18,717,619,517	20.0	\$74,771	\$70,219	\$35.83	\$33.65
<b>TOTAL UNITED STATES</b>								
TOTAL	1,628,731	100.0	\$91,097,443,622	100.0	\$55,932	\$50,283	\$26.80	\$24.09
GENERAL SCHEDULE	1,206,992	74.1	\$65,903,504,853	72.3	\$54,601	\$51,057	\$26.16	\$24.46
FEDERAL WAGE SYSTEMS	189,761	11.7	\$7,597,941,603	8.3	\$40,040	\$39,404	\$19.19	\$18.88
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	231,978	14.2	\$17,595,997,166	19.3	\$75,852	\$71,348	\$36.34	\$34.19
<b>WASHINGTON, D.C. METROPOLITAN AREA</b>								
TOTAL	272,941	100.0	\$19,416,815,738	100.0	\$71,139	\$70,022	\$34.09	\$33.55
GENERAL SCHEDULE	207,617	76.1	\$14,327,257,945	73.8	\$69,008	\$68,395	\$33.07	\$32.77
FEDERAL WAGE SYSTEMS	10,564	3.9	\$435,184,667	2.2	\$41,195	\$42,109	\$19.74	\$20.18
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	54,760	20.1	\$4,654,373,126	24.0	\$84,996	\$80,031	\$40.73	\$38.35
<b>FOREIGN COUNTRIES</b>								
TOTAL	40,742	100.0	\$2,072,548,333	100.0	\$50,870	\$49,225	\$24.37	\$23.59
GENERAL SCHEDULE	22,955	56.3	\$1,030,146,589	49.7	\$44,877	\$43,206	\$21.50	\$20.70
FEDERAL WAGE SYSTEMS	1,852	4.5	\$60,584,548	2.9	\$32,713	\$30,155	\$15.67	\$14.45
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	15,935	39.1	\$981,817,196	47.4	\$61,614	\$56,372	\$29.52	\$27.01
<b>U.S. TERRITORIES</b>								
TOTAL	12,049	100.0	\$516,322,316	100.0	\$42,852	\$39,165	\$20.53	\$18.77
GENERAL SCHEDULE	8,235	68.3	\$335,804,207	65.0	\$40,778	\$37,001	\$19.54	\$17.73
FEDERAL WAGE SYSTEMS	1,401	11.6	\$41,250,572	8.0	\$29,444	\$27,068	\$14.11	\$12.97
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	2,413	20.0	\$139,267,537	27.0	\$57,716	\$53,067	\$27.66	\$25.43
<b>Unspecified Geographic Area</b>								
TOTAL	15	100.0	\$779,981	100.0	\$51,999	\$39,250	\$24.92	\$18.81
GENERAL SCHEDULE	...	...	...	...	...	...	...	...
FEDERAL WAGE SYSTEMS	7	46.7	\$242,363	31.1	\$34,623	\$33,125	\$16.59	\$15.87
OTHER ACTS AND ADMINISTRATIVE DETERMINATION	8	53.3	\$537,618	68.9	\$67,202	\$44,500	\$32.20	\$21.32

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

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
<b>ALL AGENCIES, TOTAL</b>	1,238,182	397	1,657	11,666	51,485	109,238	83,511	127,818
<b>LEGISLATIVE BRANCH, TOTAL</b>	4,305	40	4	41	81	173	208	322
ARCHITECT OF THE CAPITOL	440	...	1	5	6	18	14	59
BOTANIC GARDEN	14	...	...	...	...	...	...	3
COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY	4	...	...	...	...	...	...	...
LIBRARY OF CONGRESS	3,650	40	3	35	71	146	184	234
MILLENNIAL HOUSING COMMISSION	6	...	...	...	...	...	...	1
U.S. TAX COURT	191	...	...	1	4	9	10	25
<b>EXECUTIVE BRANCH, TOTAL</b>	1,233,877	357	1,653	11,625	51,404	109,065	83,303	127,496
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISERS	9	...	...	...	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	12	...	...	...	...	...	1	1
NATIONAL SECURITY COUNCIL	38	...	...	...	...	...	...	2
OFFICE OF ADMINISTRATION	176	...	...	...	1	5	5	15
OFFICE OF MANAGEMENT AND BUDGET	410	...	...	...	...	...	2	9
OFFICE OF NATIONAL DRUG CONTROL POLICY	94	...	...	...	...	1	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	19	...	...	...	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	154	...	...	2	...	1	...	3
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	87,668	26	164	560	2,338	6,452	4,854	14,224
DEPARTMENT OF COMMERCE	23,244	4	10	79	373	781	617	2,184
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	428,939	116	450	3,449	19,022	40,841	29,832	43,848
DEFENSE LOGISTICS AGENCY	16,857	...	4	50	437	1,271	980	2,021
DEPARTMENT OF THE AIR FORCE	94,528	58	168	820	3,081	9,136	6,623	9,855
DEPARTMENT OF THE ARMY	157,524	19	124	852	9,389	16,151	10,539	17,415
DEPARTMENT OF THE NAVY	107,742	36	112	774	4,192	9,604	7,193	9,702
OFFICE OF THE SECRETARY OF DEFENSE	813	...	...	...	...	...	...	25
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	186	...	...	...	...	...	...	13
DEPARTMENT OF DEFENSE	51,289	3	42	953	1,923	4,679	4,497	4,817
DEPARTMENT OF EDUCATION	4,311	...	3	5	38	27	72	249
DEPARTMENT OF ENERGY	13,382	2	3	14	62	99	238	537
DEPARTMENT OF HEALTH AND HUMAN SERVICES	49,523	9	80	461	1,704	2,725	2,226	3,688
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,604	1	7	11	136	92	105	804
DEPARTMENT OF THE INTERIOR	52,581	20	68	351	1,590	4,305	2,964	5,302
DEPARTMENT OF JUSTICE	113,889	14	49	104	595	5,723	5,365	16,951
DEPARTMENT OF LABOR	15,443	3	10	54	192	581	574	1,126
DEPARTMENT OF STATE	6,633	1	13	43	62	153	180	550
DEPARTMENT OF TRANSPORTATION	12,874	4	16	46	139	390	585	1,090
DEPARTMENT OF THE TREASURY	144,515	19	470	4,258	14,268	13,745	8,027	15,711
DEPARTMENT OF VETERANS AFFAIRS	127,114	102	171	1,546	8,766	26,435	22,903	11,712
<b>INDEPENDENT AGENCIES</b>								
AFRICAN DEVELOPMENT FOUNDATION	22	...	...	...	...	...	...	2
AMERICAN BATTLE MONUMENTS COMMISSION	50	...	...	...	...	1	1	2
APPALACHIAN REGIONAL COMMISSION	8	...	...	...	...	...	...	...
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD	27	...	...	...	...	1	1	...
ARCTIC RESEARCH COMMISSION	2	...	...	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	461	...	...	...	45	122	58	42
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	24	...	...	...	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	25	...	...	...	...	...	1	2
COMMISSION OF FINE ARTS	5	...	...	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	67	...	...	...	...	5	1	6
COMMODITY FUTURES TRADING COMMISSION	451	...	...	...	3	7	13	27
CONSUMER PRODUCT SAFETY COMMISSION	429	...	...	...	2	1	5	20
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	120	...	...	...	1	2	4	8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	81	...	1	2	2	21	19	121
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	28	...	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	16,646	6	17	29	102	121	134	641
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,734	...	...	...	12	147	120	230
EXPORT-IMPORT BANK OF THE UNITED STATES	345	...	...	...	1	3	6	8
FEDERAL MEDIATION AND CONCILIATION SERVICE	283	...	...	...	...	2	10	10
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	20	...	...	...	...	...	...	...

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2002

GENERAL SCHEDULE GRADE								TOTAL	AGENCY
8	9	10	11	12	13	14	15	EMPLOYEES	
48,958	127,840	15,221	169,945	205,120	168,881	76,866	39,579	1,238,182	<b>ALL AGENCIES, TOTAL</b>
345	418	35	441	847	603	412	335	4,305	<b>LEGISLATIVE BRANCH, TOTAL</b>
20	30	10	44	81	78	49	25	440	ARCHITECT OF THE CAPITOL
...	4	...	2	1	3	...	1	14	BOTANIC GARDEN
...	...	...	...	1	1	...	2	4	COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY
319	348	13	363	746	497	356	295	3,650	LIBRARY OF CONGRESS
...	2	...	...	...	1	1	1	6	MILLENNIAL HOUSING COMMISSION
6	34	12	32	18	23	6	11	191	U.S. TAX COURT
48,613	127,422	15,186	169,504	204,273	168,278	76,454	39,244	1,233,877	<b>EXECUTIVE BRANCH, TOTAL</b>
...	1	1	...	3	2	2	...	9	<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>
...	2	...	...	1	...	1	6	12	COUNCIL OF ECONOMIC ADVISERS
2	2	10	3	1	8	4	6	38	COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY
11	11	2	16	26	24	33	27	176	NATIONAL SECURITY COUNCIL
...	...	...	...	...	...	...	...	...	OFFICE OF ADMINISTRATION
17	34	12	43	41	53	58	141	410	OFFICE OF MANAGEMENT AND BUDGET
3	3	8	5	5	9	34	26	94	OFFICE OF NATIONAL DRUG CONTROL POLICY
...	1	5	2	2	2	3	4	19	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
6	20	7	5	4	10	29	67	154	OFFICE OF THE U.S. TRADE REPRESENTATIVE
...	...	...	...	...	...	...	...	...	<b>EXECUTIVE DEPARTMENTS</b>
3,781	13,715	854	12,669	14,051	8,516	3,485	1,979	87,668	DEPARTMENT OF AGRICULTURE
448	1,656	230	2,637	4,548	4,651	3,379	1,647	23,244	DEPARTMENT OF COMMERCE
7,180	47,618	4,442	70,322	86,316	51,016	16,805	7,682	428,939	<b>DEPARTMENT OF DEFENSE, TOTAL</b>
140	2,428	30	3,465	3,404	1,723	625	279	16,857	DEFENSE LOGISTICS AGENCY
1,282	14,864	917	16,624	17,443	9,914	2,794	949	94,528	DEPARTMENT OF THE AIR FORCE
3,000	17,013	2,047	24,100	29,007	19,177	6,430	2,261	157,524	DEPARTMENT OF THE ARMY
1,714	10,690	1,223	18,296	24,328	13,424	4,216	2,238	107,742	DEPARTMENT OF THE NAVY
74	50	5	23	46	47	52	491	813	OFFICE OF THE SECRETARY OF DEFENSE
15	16	1	13	31	38	19	40	186	ORGANIZATION OF THE JOINT CHIEFS OF STAFF
955	2,557	219	7,801	12,057	6,693	2,669	1,424	51,289	DEPARTMENT OF DEFENSE
...	...	...	...	...	...	...	...	...	<b>DEPARTMENT OF EDUCATION</b>
55	239	8	322	908	1,073	797	515	4,311	DEPARTMENT OF EDUCATION
372	649	84	883	1,805	3,690	2,891	2,053	13,382	DEPARTMENT OF ENERGY
1,650	4,550	745	4,498	7,574	10,145	5,950	3,518	49,523	DEPARTMENT OF HEALTH AND HUMAN SERVICES
...	...	...	...	...	...	...	...	...	<b>DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT</b>
114	344	57	539	2,571	2,554	1,346	923	9,604	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
1,258	6,883	532	8,860	9,613	6,387	3,094	1,354	52,581	DEPARTMENT OF THE INTERIOR
9,633	14,475	1,821	14,208	16,776	16,652	6,894	4,629	113,889	DEPARTMENT OF JUSTICE
...	...	...	...	...	...	...	...	...	<b>DEPARTMENT OF LABOR</b>
211	993	17	1,364	5,262	2,891	1,487	678	15,443	DEPARTMENT OF LABOR
327	716	48	795	973	1,361	819	592	6,633	DEPARTMENT OF STATE
357	845	69	1,143	2,624	2,814	1,773	979	12,874	DEPARTMENT OF TRANSPORTATION
...	...	...	...	...	...	...	...	...	<b>DEPARTMENT OF THE TREASURY</b>
9,134	13,190	1,018	14,393	15,746	22,904	9,285	2,347	144,515	DEPARTMENT OF THE TREASURY
4,064	11,252	4,104	14,703	10,501	7,561	2,526	768	127,114	DEPARTMENT OF VETERANS AFFAIRS
...	...	...	...	...	...	...	...	...	<b>INDEPENDENT AGENCIES</b>
...	...	...	3	2	2	8	5	22	AFRICAN DEVELOPMENT FOUNDATION
3	10	2	13	4	7	4	3	50	AMERICAN BATTLE MONUMENTS COMMISSION
...	...	...	2	...	2	1	3	8	APPALACHIAN REGIONAL COMMISSION
1	...	...	4	6	4	7	3	27	ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD
...	...	...	...	1	...	1	...	2	ARCTIC RESEARCH COMMISSION
...	...	...	...	...	...	...	...	...	<b>ARMED FORCES RETIREMENT HOME</b>
12	39	19	52	38	19	12	3	461	ARMED FORCES RETIREMENT HOME
1	...	...	1	5	2	11	4	24	CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
...	...	...	...	...	...	...	...	...	<b>COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED</b>
1	2	...	2	6	7	2	2	25	COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
...	1	...	1	1	1	1	...	5	COMMISSION OF FINE ARTS
1	3	...	5	8	25	4	9	67	COMMISSION ON CIVIL RIGHTS
...	...	...	...	...	...	...	...	...	<b>COMMODITY FUTURES TRADING COMMISSION</b>
21	18	2	25	77	114	74	70	451	COMMODITY FUTURES TRADING COMMISSION
13	16	2	38	113	118	60	41	429	CONSUMER PRODUCT SAFETY COMMISSION
1	2	...	6	43	38	11	4	120	CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
...	...	...	...	...	...	...	...	...	<b>COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA</b>
30	98	3	98	319	94	50	23	881	COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA
2	2	4	3	4	5	3	5	28	DEFENSE NUCLEAR FACILITIES SAFETY BOARD
...	...	...	...	...	...	...	...	...	<b>ENVIRONMENTAL PROTECTION AGENCY</b>
357	663	120	809	2,537	6,313	2,890	1,907	16,646	ENVIRONMENTAL PROTECTION AGENCY
45	121	1	243	746	464	495	110	2,734	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
26	43	25	30	21	98	53	31	345	EXPORT-IMPORT BANK OF THE UNITED STATES
19	5	...	5	14	27	160	31	283	FEDERAL MEDIATION AND CONCILIATION SERVICE
8	1	1	4	1	1	1	3	20	FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	GENERAL SCHEDULE GRADE							
	TOTAL EMPLOYEES	1	2	3	4	5	6	7
<b>INDEPENDENT AGENCIES (CONTINUED)</b>								
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	82	...	...	...	1	...	1	4
FEDERAL COMMUNICATIONS COMMISSION	1,868	...	...	3	8	12	20	53
FEDERAL ELECTION COMMISSION	331	...	...	1	1	17	10	40
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,877	3	1	4	20	31	87	190
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	6	...	...	...	...	...	...	...
FEDERAL LABOR RELATIONS AUTHORITY	168	...	...	...	1	1	2	6
FEDERAL MARITIME COMMISSION	114	...	...	...	...	3	2	9
FEDERAL TRADE COMMISSION	962	...	1	2	4	11	27	84
GENERAL SERVICES ADMINISTRATION	12,116	...	4	28	117	244	320	970
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	3	...	...	...	...	...	...	1
INTER-AMERICAN FOUNDATION	37	...	...	...	1	3	3	1
INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA	1	...	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	2	...	...	...	...	...	...	...
MARINE MAMMAL COMMISSION	8	...	...	...	...	...	...	2
MERIT SYSTEMS PROTECTION BOARD	207	...	...	...	...	1	5	15
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,941	...	4	11	44	121	437	612
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,550	6	26	305	254	332	219	201
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	316	...	...	...	3	1	7	29
NATIONAL CAPITAL PLANNING COMMISSION	51	...	...	...	1	4	1	2
NATIONAL COUNCIL ON DISABILITY	11	...	...	...	...	1	...	1
NATIONAL EDUCATION GOALS PANEL	1	...	...	...	...	...	...	...
NATIONAL LABOR RELATIONS BOARD	1,795	2	...	2	3	89	108	188
NATIONAL MEDIATION BOARD	46	...	...	1	...	...	1	2
NATIONAL SCIENCE FOUNDATION	747	...	...	2	5	23	32	126
NATIONAL TRANSPORTATION SAFETY BOARD	387	...	...	...	4	5	3	17
NUCLEAR WASTE TECHNICAL REVIEW BOARD	3	...	...	...	...	...	...	1
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	44	...	...	...	1	1	...	1
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	48	...	...	...	...	3	...	11
OFFICE OF GOVERNMENT ETHICS	67	...	...	...	1	1	...	4
OFFICE OF SPECIAL COUNSEL	94	...	...	1	1	1	3	4
OVERSEAS PRIVATE INVESTMENT CORPORATION	159	...	...	...	...	2	1	4
PENSION BENEFIT GUARANTY CORPORATION	703	...	...	2	5	21	7	52
RAILROAD RETIREMENT BOARD	1,106	...	...	7	19	43	26	51
SECURITIES AND EXCHANGE COMMISSION	2,861	...	1	6	26	57	49	200
SELECTIVE SERVICE SYSTEM	152	...	...	...	3	2	31	17
SMALL BUSINESS ADMINISTRATION	3,818	...	...	11	72	194	101	404
SMITHSONIAN INSTITUTION	3,828	...	...	3	61	699	212	425
SOCIAL SECURITY ADMINISTRATION	59,596	13	59	170	1,195	4,115	2,515	4,203
TRADE AND DEVELOPMENT AGENCY	36	...	...	...	...	1	1	2
U.S. HOLOCAUST MEMORIAL MUSEUM	201	...	...	...	...	13	11	27
BROADCASTING BOARD OF GOVERNORS	1,477	...	1	3	4	11	13	30
U.S. INTERNATIONAL TRADE COMMISSION	346	...	...	...	1	...	1	28
AGENCY FOR INTERNATIONAL DEVELOPMENT	962	...	1	1	...	4	13	50
OFFICE OF PERSONNEL MANAGEMENT	2,478	6	23	48	94	209	110	303
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	11	...	...	...	...	...	1	1

TABLE 3 -- GRADE DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY AGENCY, ALL AREAS, AS OF MARCH 31, 2001

GENERAL SCHEDULE GRADE								TOTAL	AGENCY	
8	9	10	11	12	13	14	15	EMPLOYEES		
<b>INDEPENDENT AGENCIES (CONTINUED)</b>										
									82	FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
72	88	5	134	206	305	379	583	1,868		FEDERAL COMMUNICATIONS COMMISSION
5	34	...	44	28	66	58	27	331		FEDERAL ELECTION COMMISSION
37	205	...	411	879	439	365	205	2,877		FEDERAL EMERGENCY MANAGEMENT AGENCY
...	...	...	1	1	...	2	2	6		FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL
4	19	...	18	13	37	49	18	168		FEDERAL LABOR RELATIONS AUTHORITY
5	11	...	4	21	22	26	11	114		FEDERAL MARITIME COMMISSION
34	52	13	54	91	132	131	326	962		FEDERAL TRADE COMMISSION
219	1,013	46	1,241	3,114	2,754	1,420	626	12,116		GENERAL SERVICES ADMINISTRATION
...	...	...	1	...	...	...	1	3		HARRY S. TRUMAN SCHOLARSHIP FOUNDATION
...	1	...	4	5	12	6	1	37		INTER-AMERICAN FOUNDATION
...	...	...	...	...	1	...	...	1		INTERNATIONAL JOINT COMMISSION: UNITED STATES AND CANADA
...	1	...	...	...	...	1	...	2		JAPAN-UNITED STATES FRIENDSHIP COMMISSION
...	...	...	1	2	...	...	3	8		MARINE MAMMAL COMMISSION
4	10	...	16	12	15	47	82	207		MERIT SYSTEMS PROTECTION BOARD
294	535	180	1,484	1,914	5,605	3,959	2,741	17,941		NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
39	207	3	233	272	290	102	61	2,550		NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
14	23	...	32	43	77	44	43	316		NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
...	4	1	7	12	10	6	3	51		NATIONAL CAPITAL PLANNING COMMISSION
...	...	...	1	1	2	4	1	11		NATIONAL COUNCIL ON DISABILITY
...	...	...	...	...	...	...	1	1		NATIONAL EDUCATION GOALS PANEL
66	92	...	110	138	315	465	217	1,795		NATIONAL LABOR RELATIONS BOARD
2	3	4	1	6	4	11	11	46		NATIONAL MEDIATION BOARD
75	71	13	52	93	97	76	82	747		NATIONAL SCIENCE FOUNDATION
12	23	...	14	31	72	125	81	387		NATIONAL TRANSPORTATION SAFETY BOARD
...	1	...	...	1	...	...	...	3		NUCLEAR WASTE TECHNICAL REVIEW BOARD
2	7	1	6	3	4	14	4	44		OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
1	5	2	13	6	1	3	3	48		OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
2	2	...	3	8	22	10	14	67		OFFICE OF GOVERNMENT ETHICS
1	2	...	5	14	31	20	11	94		OFFICE OF SPECIAL COUNSEL
12	14	3	10	8	16	52	37	159		OVERSEAS PRIVATE INVESTMENT CORPORATION
8	19	...	69	126	176	143	75	703		PENSION BENEFIT GUARANTY CORPORATION
34	193	130	119	289	108	53	34	1,106		RAILROAD RETIREMENT BOARD
49	157	8	228	227	455	997	401	2,861		SECURITIES AND EXCHANGE COMMISSION
9	9	3	19	19	20	12	8	152		SELECTIVE SERVICE SYSTEM
30	200	...	429	1,104	704	362	207	3,818		SMALL BUSINESS ADMINISTRATION
111	417	12	557	478	422	239	192	3,828		SMITHSONIAN INSTITUTION
8,168	5,411	478	14,847	10,725	5,198	1,985	514	59,596		SOCIAL SECURITY ADMINISTRATION
...	5	2	2	8	5	4	6	36		TRADE AND DEVELOPMENT AGENCY
8	21	2	23	30	25	28	13	201		U.S. HOLOCAUST MEMORIAL MUSEUM
26	72	4	162	534	363	169	85	1,477		BROADCASTING BOARD OF GOVERNORS
12	24	2	11	33	104	67	63	346		U.S. INTERNATIONAL TRADE COMMISSION
48	80	12	77	130	202	213	131	962		AGENCY FOR INTERNATIONAL DEVELOPMENT
35	161	6	300	337	483	252	111	2,478		OFFICE OF PERSONNEL MANAGEMENT
...	1	...	1	5	...	1	1	11		UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION

TABLE 4 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, ALL AREAS, AS OF MARCH 31, 2002

	TOTALS	PERCENTS	STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
			1	2	3	4	5	6	7	8	9	10					
<b>TOTALS</b>	1,238,182	100.0	202,090	87,955	81,876	129,056	116,562	117,618	140,055	110,514	81,701	170,755	...	5.4	\$67,269,456	\$54,329	
<b>PERCENTS</b>	100.0	...	16.3	7.1	6.6	10.4	9.4	9.5	11.3	8.9	6.6	13.8	...	...	...	...	
<b>GRADE</b>																	
1	397	0.0	355	6	8	4	4	3	1	2	1	13	...	1.5	6,604	16,636	
2	1,657	0.1	1313	64	38	33	24	11	26	21	15	112	...	2.1	31,862	19,229	
3	11,666	0.9	6,692	880	402	464	363	353	462	443	367	1,240	...	3.3	254,906	21,850	
4	51,485	4.2	19,978	4,644	2,571	3,133	2,410	2,272	3,450	3,555	2,427	7,045	...	4.3	1,295,233	25,158	
5	109,238	8.8	28,756	8,257	5,394	7,303	7,037	7,196	10,368	10,292	7,257	17,378	...	5.2	3,172,004	29,038	
6	83,511	6.7	11,799	5,602	4,143	6,572	6,068	8,928	10,721	10,701	6,825	12,152	...	5.9	2,752,891	32,964	
7	127,818	10.3	22,592	7,142	7,130	11,159	11,412	11,646	16,889	13,966	8,857	17,025	...	5.6	4,660,654	36,463	
8	48,958	4.0	2,572	2,128	2,409	4,630	5,014	5,494	7,323	5,226	5,442	8,720	...	6.5	2,018,774	41,235	
9	127,840	10.3	22,605	10,008	11,231	15,007	12,443	10,576	12,021	9,701	8,036	16,212	...	5.1	5,627,783	44,022	
10	15,221	1.2	1,395	938	787	1,531	1,299	1,370	1,817	1,526	1,686	2,872	...	6.3	758,969	49,863	
11	169,945	13.7	23,356	14,295	12,524	19,257	18,043	14,840	18,598	14,416	11,335	23,281	...	5.4	9,089,543	53,485	
12	205,120	16.6	19,223	17,497	15,728	23,986	20,154	22,243	25,147	19,349	13,913	27,880	...	5.7	13,188,985	64,299	
13	168,881	13.6	21,034	10,273	12,633	22,438	18,821	18,433	20,344	13,340	9,992	21,573	...	5.5	13,004,524	77,004	
14	76,866	6.2	11,901	4,482	4,998	9,660	9,854	9,570	8,463	5,236	3,743	8,959	...	5.3	7,050,461	91,724	
15	39,579	3.2	8,519	1,739	1,880	3,879	3,616	4,683	4,425	2,740	1805	6,293	...	5.3	4,356,255	110,065	

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AVERAGE GRADE 9.7539  
 MEDIAN GRADE 11

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

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

TABLE 5 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, TOTAL UNITED STATES, AS OF MARCH 31, 2002

	TOTALS		STEPS											NO STEP	MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10					
<b>TOTALS</b>	1,206,992	100.0	194,941	84,134	78,979	125,258	113,887	115,203	137,478	108,729	80,472	167,911	...	5.5	\$65,903,505	\$54,601	
<b>PERCENTS</b>	100.0	...	16.2	7.0	6.5	10.4	9.4	9.5	11.4	9.0	6.7	13.9	...	...	...	...	
<b>GRADE</b>																	
1	391	0.0	352	6	8	4	2	3	1	2	1	12	...	1.5	6,508	16,646	
2	1,591	0.1	1271	51	35	30	24	11	26	21	13	109	...	2.1	30,735	19,318	
3	11,153	0.9	6,429	810	375	429	351	328	450	436	362	1,183	...	3.3	244,938	21,962	
4	49,323	4.1	18,993	4,276	2,404	2,951	2,320	2,190	3,381	3,497	2,385	6,926	...	4.3	1,248,295	25,309	
5	105,111	8.7	27,237	7,645	5,005	6,924	6,799	7,006	10,149	10,112	7,145	17,089	...	5.2	3,069,756	29,205	
6	81,335	6.7	11,250	5,351	3,976	6,353	5,899	8,744	10,532	10,519	6,725	11,986	...	5.9	2,691,246	33,088	
7	125,111	10.4	21,951	6,810	6,863	10,827	11,168	11,444	16,646	13,802	8,769	16,831	...	5.6	4,574,752	36,566	
8	48,363	4.0	2,505	2,090	2,370	4,558	4,961	5,424	7,229	5,173	5,396	8,657	...	6.5	1,997,163	41,295	
9	124,060	10.3	21,712	9,451	10,812	14,504	12,132	10,339	11,771	9,522	7,900	15,917	...	5.2	5,480,745	44,178	
10	14,911	1.2	1,349	903	756	1,486	1,269	1,349	1,788	1,511	1,659	2,841	...	6.3	745,613	50,004	
11	165,225	13.7	22,415	13,665	12,047	18,602	17,610	14,542	18,212	14,167	11,128	22,837	...	5.5	8,863,975	53,648	
12	199,406	16.5	18,570	16,903	15,198	23,261	19,611	21,659	24,548	18,944	13,619	27,093	...	5.7	12,854,873	64,466	
13	165,730	13.7	20,669	10,046	12,335	21,937	18,428	18,060	19,989	13,113	9,869	21,284	...	5.5	12,787,906	77,161	
14	76,016	6.3	11,776	4,406	4,929	9,551	9,722	9,463	8,376	5,191	3,712	8,890	...	5.3	6,981,269	91,839	
15	39,266	3.3	8,462	1,721	1,866	3,841	3,591	4,641	4,380	2,719	1,789	6,256	...	5.3	4,325,726	110,165	

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AVERAGE GRADE 9.7716  
 MEDIAN GRADE 11

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

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

TABLE 6 -- GRADE AND STEP DISTRIBUTION AND ADJUSTED BASIC SALARY STATISTICS OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT, WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2002

	TOTALS		STEPS											MEAN STEP	AGGREGATE SALARY (000)	MEAN SALARY
	TOTALS	PERCENTS	1	2	3	4	5	6	7	8	9	10	NO STEP			
<b>TOTALS</b>	207,617	100.0	35,900	15,653	14,790	23,125	19,696	19,437	21,821	15,914	12,542	28,739	...	5.3	\$14,327,258	\$69,008
<b>PERCENTS</b>	100.0	...	17.3	7.5	7.1	11.1	9.5	9.4	10.5	7.7	6.0	13.8	...	...	...	...
<b>GRADE</b>																
1	85	0.0	83	...	...	...	...	...	...	...	...	2	...	1.2	1406	16,548
2	233	0.1	185	10	9	4	5	2	5	2	3	8	...	1.9	4,644	19,932
3	713	0.3	425	66	33	23	15	16	41	33	16	45	...	2.9	15,927	22,338
4	2,325	1.1	1002	199	181	147	83	67	124	114	84	324	...	3.9	58,655	25,228
5	6,008	2.9	1,506	615	332	374	317	336	536	483	441	1,068	...	5.2	177,100	29,477
6	6,615	3.2	773	510	393	513	432	541	805	728	643	1,277	...	6.1	220,811	33,380
7	15,477	7.5	2,248	676	643	1,171	961	1,357	1,969	1,803	1,491	3,158	...	6.2	580,098	37,481
8	7,291	3.5	192	147	196	466	481	708	1,078	927	1,324	1,772	...	7.4	308,444	42,305
9	14,625	7.0	2,944	847	1,074	1,267	1,363	1,198	1,558	1,209	1,190	1,975	...	5.3	653,812	44,705
10	1,880	0.9	320	46	67	137	135	163	211	198	229	374	...	6.2	94,293	50,156
11	17,059	8.2	4,107	1,711	1,417	1,999	1,805	1,314	1,513	1063	672	1,458	...	4.5	895,985	52,523
12	30,026	14.5	4,920	3,571	2,914	3,749	2,662	2,804	3,117	2,178	1,317	2,794	...	4.8	1,898,107	63,215
13	45,404	21.9	6,346	3,725	3,909	6,639	4,990	4,310	4,668	3,169	2,264	5,384	...	5.2	3,470,391	76,434
14	35,802	17.2	5,580	2,431	2,517	4,450	4,428	3,953	3,696	2,346	1,733	4,668	...	5.3	3,285,788	91,777
15	24,074	11.6	5,269	1099	1105	2,186	2,019	2,668	2,500	1661	1135	4,432	...	5.4	2,661,789	110,567

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AVERAGE GRADE 11.5567  
 MEDIAN GRADE 13

NOTE- PERCENTAGES ARE ROUNDED INDEPENDENTLY AND NOT FORCED TO ADD TO TOTALS.  
 GS EMPLOYEES, I.E., THOSE FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE ONLY INCLUDED IN THE GRADE TOTALS AND NOT IN THE STEP TOTALS OR THE MEAN STEP.

TABLE 7 -- GRADE AND STEP PERCENT DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT BY SELECTED AREA, AS OF MARCH 31, 2002

GENERAL SCHEDULE GRADE	TOTAL	STEPS										NO STEP
		1	2	3	4	5	6	7	8	9	10	
<b>ALL AREAS</b>												
<b>TOTAL, ALL GRADES</b>	100.0	16.3	7.1	6.6	10.4	9.4	9.5	11.3	8.9	6.6	13.8	...
1	100.0	89.4	1.5	2.0	1.0	1.0	0.8	0.3	0.5	0.3	3.3	...
2	100.0	79.2	3.9	2.3	2.0	1.4	0.7	1.6	1.3	0.9	6.8	...
3	100.0	57.4	7.5	3.4	4.0	3.1	3.0	4.0	3.8	3.1	10.6	...
4	100.0	38.8	9.0	5.0	6.1	4.7	4.4	6.7	6.9	4.7	13.7	...
5	100.0	26.3	7.6	4.9	6.7	6.4	6.6	9.5	9.4	6.6	15.9	...
6	100.0	14.1	6.7	5.0	7.9	7.3	10.7	12.8	12.8	8.2	14.6	...
7	100.0	17.7	5.6	5.6	8.7	8.9	9.1	13.2	10.9	6.9	13.3	...
8	100.0	5.3	4.3	4.9	9.5	10.2	11.2	15.0	10.7	11.1	17.8	...
9	100.0	17.7	7.8	8.8	11.7	9.7	8.3	9.4	7.6	6.3	12.7	...
10	100.0	9.2	6.2	5.2	10.1	8.5	9.0	11.9	10.0	11.1	18.9	...
11	100.0	13.7	8.4	7.4	11.3	10.6	8.7	10.9	8.5	6.7	13.7	...
12	100.0	9.4	8.5	7.7	11.7	9.8	10.8	12.3	9.4	6.8	13.6	...
13	100.0	12.5	6.1	7.5	13.3	11.1	10.9	12.0	7.9	5.9	12.8	...
14	100.0	15.5	5.8	6.5	12.6	12.8	12.5	11.0	6.8	4.9	11.7	...
15	100.0	21.5	4.4	4.7	9.8	9.1	11.8	11.2	6.9	4.6	15.9	...
<b>WASHINGTON, DC-MD-VA-WV PRIMARY METROPOLITAN STATISTICAL AREA</b>												
<b>TOTAL, ALL GRADES</b>	100.0	17.3	7.5	7.1	11.1	9.5	9.4	10.5	7.7	6.0	13.8	...
1	100.0	97.6	...	...	...	...	...	...	...	...	2.4	...
2	100.0	79.4	4.3	3.9	1.7	2.1	0.9	2.1	0.9	1.3	3.4	...
3	100.0	59.6	9.3	4.6	3.2	2.1	2.2	5.8	4.6	2.2	6.3	...
4	100.0	43.1	8.6	7.8	6.3	3.6	2.9	5.3	4.9	3.6	13.9	...
5	100.0	25.1	10.2	5.5	6.2	5.3	5.6	8.9	8.0	7.3	17.8	...
6	100.0	11.7	7.7	5.9	7.8	6.5	8.2	12.2	11.0	9.7	19.3	...
7	100.0	14.5	4.4	4.2	7.6	6.2	8.8	12.7	11.6	9.6	20.4	...
8	100.0	2.6	2.0	2.7	6.4	6.6	9.7	14.8	12.7	18.2	24.3	...
9	100.0	20.1	5.8	7.3	8.7	9.3	8.2	10.7	8.3	8.1	13.5	...
10	100.0	17.0	2.4	3.6	7.3	7.2	8.7	11.2	10.5	12.2	19.9	...
11	100.0	24.1	10.0	8.3	11.7	10.6	7.7	8.9	6.2	3.9	8.5	...
12	100.0	16.4	11.9	9.7	12.5	8.9	9.3	10.4	7.3	4.4	9.3	...
13	100.0	14.0	8.2	8.6	14.6	11.0	9.5	10.3	7.0	5.0	11.9	...
14	100.0	15.6	6.8	7.0	12.4	12.4	11.0	10.3	6.6	4.8	13.0	...
15	100.0	21.9	4.6	4.6	9.1	8.4	11.1	10.4	6.9	4.7	18.4	...

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

GS EMPLOYEES, I.E., THOSE FORMERLY COVERED BY THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM, ARE INCLUDED IN THE TOTALS AND IN THE NO STEP TOTALS.

TABLE 8 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN FOREIGN SERVICE PAY SYSTEMS, ALL AREAS, AS OF MARCH 31, 2002

ADJUSTED BASIC		FOREIGN SERVICE STAFF AND OFFICERS BY GRADE AND STEP (PAY PLAN FO)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>TOTAL</b>	\$87,972	3,834	131	199	176	235	281	342	286	332	312	554	369	241	162	214
1	\$107,003	1,222	9	19	27	49	69	93	105	118	116	242	154	98	45	78
2	\$87,031	1,619	42	81	66	86	104	149	111	147	133	235	162	114	87	102
3	\$66,745	941	80	93	79	94	103	93	65	61	61	72	53	29	28	30
4	\$54,202	52	...	6	4	6	5	7	5	6	2	5	...	...	2	4
5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
6	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
9	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ADJUSTED BASIC		FOREIGN PERSONNEL (PAY PLAN FP)														
GRADE	AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>TOTAL</b>	\$58,133	7,845	956	629	480	427	572	564	543	447	556	742	414	379	340	796
1	\$104,621	451	16	14	18	24	32	41	32	32	44	74	40	33	8	43
2	\$86,536	954	29	27	40	41	71	105	110	83	96	127	62	55	49	59
3	\$67,207	1,356	160	93	78	92	113	101	100	86	108	165	91	57	40	72
4	\$54,088	2,299	275	228	196	169	186	136	153	114	190	200	73	84	62	233
5	\$46,375	1,094	68	80	45	29	71	105	68	56	48	85	58	63	108	210
6	\$40,709	843	93	49	47	42	66	41	49	49	44	54	66	76	49	118
7	\$32,992	474	167	65	26	17	21	24	19	21	17	28	14	7	12	36
8	\$27,953	235	98	49	16	8	8	7	7	3	5	5	9	1	4	15
9	\$25,915	134	48	24	12	5	3	4	5	3	4	4	1	3	8	10
AA	\$21,147	3	1	...	2	...	...	...	...	...	...	...	...	...	...	...
BB	\$19,239	2	1	...	...	...	1	...	...	...	...	...	...	...	...	...
CC	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
DD	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
EE	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

**TABLE 9 -- GRADE AND STEP DISTRIBUTION OF FULL-TIME EMPLOYMENT IN THE VETERANS HEALTH ADMINISTRATION, ALL AREAS, AS OF MARCH 31, 2002**

PHYSICIAN AND DENTIST EMPLOYMENT BY GRADE AND STEP												
GRADE	ADJUSTED BASIC AVERAGE SALARY	TOTAL	1	2	3	4	5	6	7	8	9	10
TOTAL	\$106,676	7,505	25	33	52	63	132	182	214	278	331	6,195
ASSOCIATE	...	...	...	...	...	...	...	...	...	...	...	...
FULL	...	...	...	...	...	...	...	...	...	...	...	...
INTERMEDIATE	\$66,933	5	1	1	1	...	...	...	...	...	2	...
SENIOR	\$89,525	180	2	...	1	4	7	8	6	9	11	132
CHIEF	\$106,907	7,126	21	32	50	59	124	173	206	268	293	5,900
EXECUTIVE	\$114,408	168	1	...	...	...	1	1	...	...	2	163
DIRECTOR	\$119,673	26	...	...	...	...	...	...	2	1	23	...

CLINICAL PODIATRIST AND OPTOMETRIST EMPLOYMENT BY GRADE AND STEP												
TOTAL	\$95,629	304	2	...	2	7	14	46	28	25	22	158
ASSOCIATE	56352	3	...	...	...	...	1	...	...	...	...	2
FULL	\$68,849	35	...	...	...	...	1	3	4	6	5	16
INTERMEDIATE	\$79,653	76	1	...	...	4	6	18	13	7	2	25
SENIOR	\$95,862	79	...	...	1	1	6	14	3	5	7	42
CHIEF	\$115,907	111	1	...	1	2	...	11	8	7	8	73

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NURSES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$60,683	31,560
NURSE - I	\$45,729	3,728
NURSE - II	\$57,487	18,137
NURSE - III	\$70,652	8,823
NURSE - IV	\$84,846	674
NURSE - V	\$108,498	198
NURSE - UNSPECIFIED	...	...

PHYSICIANS ASSISTANTS AND EXPANDED FUNCTION DENTAL AUXILIARIES		
	ADJUSTED BASIC AVERAGE SALARY	TOTAL
TOTAL	\$71,352	1,267
DIRECTOR	...	...
ASST DIRECTOR	\$93,916	1
CHIEF	\$80,516	434
SENIOR	\$70,268	626
INTERMEDIATE	\$58,880	101
FULL	\$52,885	82
ASSOCIATE	\$48,350	22
JUNIOR	\$30,288	1

**TABLE 10 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,681,537	100.0	1,238,182	100.0	193,021	100.0	250,334	100.0
AVERAGE SALARY								
MEAN	\$55,715	...	\$54,329	...	\$39,892	...	\$74,771	...
MEDIAN	\$50,170	...	\$50,356	...	\$39,349	...	\$70,219	...
LESS THAN \$18,000	3,087	0.2	439	0.0	1,487	0.8	1,161	0.5
18,000 - 18,999	3,212	0.2	1,475	0.1	852	0.4	885	0.4
19,000 - 19,999	5,389	0.3	4,045	0.3	898	0.5	446	0.2
20,000 - 20,999	5,492	0.3	3,947	0.3	1,238	0.6	307	0.1
21,000 - 21,999	3,276	0.2	1,211	0.1	1,701	0.9	364	0.1
22,000 - 22,999	21,820	1.3	19,630	1.6	1,692	0.9	498	0.2
23,000 - 23,999	9,708	0.6	6,738	0.5	2,410	1.2	560	0.2
24,000 - 24,999	20,821	1.2	17,633	1.4	2,213	1.1	975	0.4
25,000 - 25,999	20,999	1.2	17,828	1.4	2,290	1.2	881	0.4
26,000 - 26,999	15,322	0.9	11,681	0.9	2,796	1.4	845	0.3
27,000 - 27,999	26,702	1.6	22,737	1.8	3,135	1.6	830	0.3
28,000 - 28,999	24,766	1.5	20,388	1.6	3,430	1.8	948	0.4
29,000 - 29,999	22,268	1.3	16,879	1.4	4,627	2.4	762	0.3
30,000 - 30,999	33,110	2.0	28,063	2.3	3,800	2.0	1,247	0.5
31,000 - 31,999	30,689	1.8	23,972	1.9	5,488	2.8	1,229	0.5
32,000 - 32,999	40,146	2.4	32,417	2.6	6,024	3.1	1,705	0.7
33,000 - 33,999	36,859	2.2	28,918	2.3	6,497	3.4	1,444	0.6
34,000 - 34,999	30,654	1.8	23,367	1.9	5,718	3.0	1,569	0.6
35,000 - 35,999	32,642	1.9	24,070	1.9	6,517	3.4	2,055	0.8
36,000 - 36,999	33,624	2.0	22,872	1.8	8,768	4.5	1,984	0.8
37,000 - 37,999	43,292	2.6	30,435	2.5	10,666	5.5	2,191	0.9
38,000 - 38,999	37,917	2.3	27,938	2.3	7,833	4.1	2,146	0.9
39,000 - 39,999	39,248	2.3	27,125	2.2	9,224	4.8	2,899	1.2
40,000 - 40,999	28,299	1.7	18,285	1.5	7,485	3.9	2,529	1.0
41,000 - 41,999	31,350	1.9	21,420	1.7	7,704	4.0	2,226	0.9
42,000 - 42,999	31,098	1.8	19,487	1.6	9,292	4.8	2,319	0.9
43,000 - 43,999	27,718	1.6	15,042	1.2	10,258	5.3	2,418	1.0
44,000 - 44,999	29,071	1.7	20,047	1.6	6,611	3.4	2,413	1.0
45,000 - 45,999	30,731	1.8	19,523	1.6	8,185	4.2	3,023	1.2
46,000 - 46,999	33,304	2.0	25,948	2.1	4,684	2.4	2,672	1.1
47,000 - 47,999	21,833	1.3	13,358	1.1	5,839	3.0	2,636	1.1
48,000 - 48,999	33,761	2.0	24,360	2.0	6,492	3.4	2,909	1.2
49,000 - 49,999	27,576	1.6	21,310	1.7	2,603	1.3	3,663	1.5
50,000 - 50,999	14,688	0.9	9,138	0.7	2,929	1.5	2,621	1.0
51,000 - 51,999	26,460	1.6	19,334	1.6	2,430	1.3	4,696	1.9
52,000 - 52,999	22,381	1.3	16,085	1.3	3,241	1.7	3,055	1.2
53,000 - 53,999	11,897	0.7	6,842	0.6	1,858	1.0	3,197	1.3
54,000 - 54,999	30,023	1.8	24,801	2.0	1,531	0.8	3,691	1.5
55,000 - 55,999	24,266	1.4	18,842	1.5	1,622	0.8	3,802	1.5
56,000 - 56,999	20,354	1.2	15,323	1.2	1,340	0.7	3,691	1.5
57,000 - 57,999	28,550	1.7	23,093	1.9	1,807	0.9	3,650	1.5
58,000 - 58,999	23,124	1.4	18,908	1.5	1,119	0.6	3,097	1.2
59,000 - 59,999	28,558	1.7	23,735	1.9	1,167	0.6	3,656	1.5
60,000 - 60,999	14,374	0.9	9,606	0.8	923	0.5	3,845	1.5
61,000 - 61,999	24,758	1.5	20,314	1.6	834	0.4	3,610	1.4
62,000 - 62,999	10,969	0.7	7,569	0.6	490	0.3	2,910	1.2
63,000 - 63,999	24,809	1.5	20,872	1.7	775	0.4	3,162	1.3
64,000 - 64,999	13,522	0.8	10,145	0.8	337	0.2	3,040	1.2
65,000 - 65,999	22,281	1.3	18,614	1.5	287	0.1	3,380	1.4
66,000 - 66,999	25,068	1.5	21,210	1.7	292	0.2	3,566	1.4
67,000 - 67,999	13,438	0.8	9,983	0.8	294	0.2	3,161	1.3
68,000 - 68,999	24,368	1.4	20,562	1.7	161	0.1	3,645	1.5
69,000 - 69,999	11,949	0.7	8,898	0.7	181	0.1	2,870	1.1
70,000 - 70,999	32,680	1.9	27,613	2.2	304	0.2	4,763	1.9
71,000 - 71,999	12,216	0.7	9,173	0.7	76	0.0	2,967	1.2
72,000 - 72,999	20,354	1.2	16,585	1.3	130	0.1	3,639	1.5
73,000 - 73,999	17,529	1.0	14,298	1.2	33	0.0	3,198	1.3
74,000 - 74,999	8,938	0.5	6,221	0.5	126	0.1	2,591	1.0
75,000 - 75,999	20,828	1.2	17,578	1.4	69	0.0	3,181	1.3
76,000 - 76,999	6,209	0.4	3,491	0.3	33	0.0	2,685	1.1
77,000 - 77,999	21,472	1.3	18,101	1.5	78	0.0	3,293	1.3
78,000 - 78,999	9,101	0.5	6,646	0.5	6	0.0	2,449	1.0
79,000 - 79,999	17,840	1.1	14,900	1.2	11	0.0	2,929	1.2
80,000 - 89,999	107,644	6.4	82,365	6.7	77	0.0	25,202	10.1
90,000 - 99,999	52,664	3.1	37,716	3.0	3	0.0	14,945	6.0
100,000 - 109,999	43,852	2.6	24,975	2.0	...	...	18,877	7.5
110,000 - 119,999	33,724	2.0	19,897	1.6	...	...	13,827	5.5
120,000 - 129,999	11,467	0.7	2,114	0.2	...	...	9,353	3.7
130,000 - 139,999	11,464	0.7	47	0.0	...	...	11,417	4.6
140,000 - 149,999	890	0.1	...	...	...	...	890	0.4
150,000 AND OVER	1,044	0.1	...	...	...	...	1,044	0.4

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

**TABLE 11 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, TOTAL UNITED STATES  
AS OF MARCH 31, 2002**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	1,628,731	100.0	1,206,992	100.0	189,761	100.0	231,978	100.0
AVERAGE SALARY								
MEAN	\$55,932	...	\$54,601	...	\$40,040	...	\$75,852	...
MEDIAN	\$50,283	...	\$51,057	...	\$39,404	...	\$71,348	...
LESS THAN \$18,000	2,848	0.2	376	0.0	1,352	0.7	1,120	0.5
18,000 - 18,999	2,788	0.2	1,142	0.1	770	0.4	876	0.4
19,000 - 19,999	5,288	0.3	3,983	0.3	861	0.5	444	0.2
20,000 - 20,999	4,045	0.2	2,593	0.2	1,162	0.6	290	0.1
21,000 - 21,999	2,918	0.2	1,007	0.1	1,553	0.8	358	0.2
22,000 - 22,999	19,910	1.2	17,963	1.5	1,499	0.8	448	0.2
23,000 - 23,999	8,719	0.5	5,900	0.5	2,290	1.2	529	0.2
24,000 - 24,999	20,238	1.2	17,172	1.4	2,115	1.1	951	0.4
25,000 - 25,999	19,510	1.2	16,565	1.4	2,179	1.1	766	0.3
26,000 - 26,999	14,492	0.9	11,123	0.9	2,607	1.4	762	0.3
27,000 - 27,999	25,866	1.6	22,137	1.8	2,924	1.5	805	0.3
28,000 - 28,999	23,371	1.4	19,325	1.6	3,257	1.7	789	0.3
29,000 - 29,999	21,221	1.3	16,080	1.3	4,463	2.4	678	0.3
30,000 - 30,999	32,055	2.0	27,307	2.3	3,692	1.9	1,056	0.5
31,000 - 31,999	29,767	1.8	23,501	1.9	5,273	2.8	993	0.4
32,000 - 32,999	39,447	2.4	31,919	2.6	5,959	3.1	1,569	0.7
33,000 - 33,999	36,252	2.2	28,625	2.4	6,393	3.4	1,234	0.5
34,000 - 34,999	29,348	1.8	22,357	1.9	5,674	3.0	1,317	0.6
35,000 - 35,999	31,492	1.9	23,383	1.9	6,414	3.4	1,695	0.7
36,000 - 36,999	32,618	2.0	22,181	1.8	8,733	4.6	1,704	0.7
37,000 - 37,999	42,417	2.6	29,827	2.5	10,564	5.6	2,026	0.9
38,000 - 38,999	37,586	2.3	27,878	2.3	7,761	4.1	1,947	0.8
39,000 - 39,999	38,535	2.4	26,712	2.2	9,133	4.8	2,690	1.2
40,000 - 40,999	27,645	1.7	17,935	1.5	7,419	3.9	2,291	1.0
41,000 - 41,999	29,933	1.8	20,392	1.7	7,605	4.0	1,936	0.8
42,000 - 42,999	30,552	1.9	19,275	1.6	9,264	4.9	2,013	0.9
43,000 - 43,999	26,575	1.6	14,362	1.2	10,199	5.4	2,014	0.9
44,000 - 44,999	28,021	1.7	19,247	1.6	6,578	3.5	2,196	0.9
45,000 - 45,999	29,615	1.8	18,892	1.6	8,142	4.3	2,581	1.1
46,000 - 46,999	32,799	2.0	25,894	2.1	4,665	2.5	2,240	1.0
47,000 - 47,999	21,095	1.3	12,906	1.1	5,824	3.1	2,365	1.0
48,000 - 48,999	33,082	2.0	23,962	2.0	6,471	3.4	2,649	1.1
49,000 - 49,999	26,483	1.6	20,789	1.7	2,588	1.4	3,106	1.3
50,000 - 50,999	13,832	0.8	8,686	0.7	2,899	1.5	2,247	1.0
51,000 - 51,999	25,285	1.6	18,576	1.5	2,422	1.3	4,287	1.8
52,000 - 52,999	21,581	1.3	15,840	1.3	3,219	1.7	2,522	1.1
53,000 - 53,999	11,022	0.7	6,337	0.5	1,850	1.0	2,835	1.2
54,000 - 54,999	28,350	1.7	23,738	2.0	1,512	0.8	3,100	1.3
55,000 - 55,999	23,725	1.5	18,791	1.6	1,610	0.8	3,324	1.4
56,000 - 56,999	19,354	1.2	14,724	1.2	1,319	0.7	3,311	1.4
57,000 - 57,999	27,924	1.7	23,077	1.9	1,798	0.9	3,049	1.3
58,000 - 58,999	21,974	1.3	18,271	1.5	1,114	0.6	2,589	1.1
59,000 - 59,999	27,097	1.7	22,972	1.9	1,162	0.6	2,963	1.3
60,000 - 60,999	14,082	0.9	9,482	0.8	911	0.5	3,689	1.6
61,000 - 61,999	23,347	1.4	19,702	1.6	828	0.4	2,817	1.2
62,000 - 62,999	10,669	0.7	7,485	0.6	476	0.3	2,708	1.2
63,000 - 63,999	24,027	1.5	20,245	1.7	771	0.4	3,011	1.3
64,000 - 64,999	12,547	0.8	9,493	0.8	335	0.2	2,719	1.2
65,000 - 65,999	21,577	1.3	18,021	1.5	285	0.2	3,271	1.4
66,000 - 66,999	24,691	1.5	21,025	1.7	290	0.2	3,376	1.5
67,000 - 67,999	12,868	0.8	9,543	0.8	294	0.2	3,031	1.3
68,000 - 68,999	24,129	1.5	20,535	1.7	158	0.1	3,436	1.5
69,000 - 69,999	11,437	0.7	8,477	0.7	180	0.1	2,780	1.2
70,000 - 70,999	32,353	2.0	27,560	2.3	304	0.2	4,489	1.9
71,000 - 71,999	11,676	0.7	8,734	0.7	76	0.0	2,866	1.2
72,000 - 72,999	20,157	1.2	16,501	1.4	130	0.1	3,526	1.5
73,000 - 73,999	17,146	1.1	14,051	1.2	33	0.0	3,062	1.3
74,000 - 74,999	8,820	0.5	6,138	0.5	125	0.1	2,557	1.1
75,000 - 75,999	20,473	1.3	17,425	1.4	69	0.0	2,979	1.3
76,000 - 76,999	6,182	0.4	3,477	0.3	33	0.0	2,672	1.2
77,000 - 77,999	20,753	1.3	17,658	1.5	78	0.0	3,017	1.3
78,000 - 78,999	9,073	0.6	6,642	0.6	6	0.0	2,425	1.0
79,000 - 79,999	17,463	1.1	14,760	1.2	11	0.0	2,692	1.2
80,000 - 89,999	106,213	6.5	81,982	6.8	77	0.0	24,154	10.4
90,000 - 99,999	51,650	3.2	37,421	3.1	3	0.0	14,226	6.1
100,000 - 109,999	42,886	2.6	24,860	2.1	...	...	18,026	7.8
110,000 - 119,999	33,479	2.1	19,894	1.6	...	...	13,585	5.9
120,000 - 129,999	11,263	0.7	2,112	0.2	...	...	9,151	3.9
130,000 - 139,999	11,163	0.7	47	0.0	...	...	11,116	4.8
140,000 - 149,999	889	0.1	...	...	...	...	889	0.4
150,000 AND OVER	1,043	0.1	...	...	...	...	1,043	0.4

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

**TABLE 12 -- DISTRIBUTION OF FULL-TIME EMPLOYMENT BY ADJUSTED BASIC SALARY INTERVAL AND PAY SYSTEM, WASHINGTON DC-MD-VA-WV, METROPOLITAN STATISTICAL AREA, AS OF MARCH 31, 2002**

ANNUAL EQUIVALENT SALARY INTERVAL	ALL EMPLOYEES		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTALS	272,941	100.0	207,617	100.0	10,564	100.0	54,760	100.0
AVERAGE SALARY								
MEAN	\$71,139	...	\$69,008	...	\$41,195	...	\$84,996	...
MEDIAN	\$70,022	...	\$68,395	...	\$42,109	...	\$80,031	...
LESS THAN \$18,000	107	0.0	83	0.0	10	0.1	14	0.0
18,000 - 18,999	124	0.0	81	0.0	8	0.1	35	0.1
19,000 - 19,999	32	0.0	4	0.0	12	0.1	16	0.0
20,000 - 20,999	465	0.2	324	0.2	66	0.6	75	0.1
21,000 - 21,999	404	0.1	285	0.1	96	0.9	23	0.0
22,000 - 22,999	590	0.2	390	0.2	123	1.2	77	0.1
23,000 - 23,999	1,268	0.5	858	0.4	349	3.3	61	0.1
24,000 - 24,999	436	0.2	293	0.1	73	0.7	70	0.1
25,000 - 25,999	1,610	0.6	1,410	0.7	97	0.9	103	0.2
26,000 - 26,999	1,375	0.5	704	0.3	600	5.7	71	0.1
27,000 - 27,999	1,085	0.4	923	0.4	88	0.8	74	0.1
28,000 - 28,999	1,260	0.5	1,087	0.5	53	0.5	120	0.2
29,000 - 29,999	1,684	0.6	1,180	0.6	404	3.8	100	0.2
30,000 - 30,999	1,156	0.4	926	0.4	99	0.9	131	0.2
31,000 - 31,999	3,310	1.2	2,826	1.4	156	1.5	328	0.6
32,000 - 32,999	3,702	1.4	3,064	1.5	350	3.3	288	0.5
33,000 - 33,999	1,793	0.7	1,438	0.7	132	1.2	223	0.4
34,000 - 34,999	2,442	0.9	2,062	1.0	194	1.8	186	0.3
35,000 - 35,999	2,892	1.1	1,842	0.9	606	5.7	444	0.8
36,000 - 36,999	3,247	1.2	2,691	1.3	126	1.2	430	0.8
37,000 - 37,999	2,906	1.1	2,224	1.1	175	1.7	507	0.9
38,000 - 38,999	6,132	2.2	4,901	2.4	575	5.4	656	1.2
39,000 - 39,999	3,715	1.4	2,875	1.4	171	1.6	669	1.2
40,000 - 40,999	5,539	2.0	4,561	2.2	289	2.7	689	1.3
41,000 - 41,999	1,980	0.7	1,208	0.6	376	3.6	396	0.7
42,000 - 42,999	2,904	1.1	2,217	1.1	247	2.3	440	0.8
43,000 - 43,999	2,626	1.0	1,673	0.8	600	5.7	353	0.6
44,000 - 44,999	3,414	1.3	2,752	1.3	181	1.7	481	0.9
45,000 - 45,999	3,942	1.4	1,996	1.0	1,259	11.9	687	1.3
46,000 - 46,999	5,770	2.1	5,182	2.5	103	1.0	485	0.9
47,000 - 47,999	2,411	0.9	1,460	0.7	449	4.3	502	0.9
48,000 - 48,999	4,011	1.5	2,762	1.3	760	7.2	489	0.9
49,000 - 49,999	3,827	1.4	3,249	1.6	51	0.5	527	1.0
50,000 - 50,999	1,386	0.5	595	0.3	310	2.9	481	0.9
51,000 - 51,999	2,672	1.0	2,184	1.1	89	0.8	399	0.7
52,000 - 52,999	2,584	0.9	1,999	1.0	98	0.9	487	0.9
53,000 - 53,999	909	0.3	434	0.2	157	1.5	318	0.6
54,000 - 54,999	2,316	0.8	1,734	0.8	68	0.6	514	0.9
55,000 - 55,999	6,913	2.5	5,881	2.8	108	1.0	924	1.7
56,000 - 56,999	903	0.3	305	0.1	25	0.2	573	1.0
57,000 - 57,999	5,134	1.9	4,422	2.1	166	1.6	546	1.0
58,000 - 58,999	1,403	0.5	912	0.4	24	0.2	467	0.9
59,000 - 59,999	3,882	1.4	3,104	1.5	187	1.8	591	1.1
60,000 - 60,999	1,959	0.7	1,426	0.7	14	0.1	519	0.9
61,000 - 61,999	4,410	1.6	3,716	1.8	136	1.3	558	1.0
62,000 - 62,999	618	0.2	60	0.0	12	0.1	546	1.0
63,000 - 63,999	3,570	1.3	2,957	1.4	34	0.3	579	1.1
64,000 - 64,999	3,176	1.2	2,577	1.2	14	0.1	585	1.1
65,000 - 65,999	810	0.3	389	0.2	28	0.3	393	0.7
66,000 - 66,999	7,346	2.7	6,543	3.2	4	0.0	799	1.5
67,000 - 67,999	794	0.3	343	0.2	77	0.7	374	0.7
68,000 - 68,999	6,745	2.5	5,947	2.9	1	0.0	797	1.5
69,000 - 69,999	511	0.2	42	0.0	48	0.5	421	0.8
70,000 - 70,999	6,154	2.3	5,292	2.5	42	0.4	820	1.5
71,000 - 71,999	737	0.3	225	0.1	7	0.1	505	0.9
72,000 - 72,999	10,385	3.8	9,158	4.4	12	0.1	1,215	2.2
73,000 - 73,999	563	0.2	38	0.0	...	...	525	1.0
74,000 - 74,999	1,017	0.4	512	0.2	3	0.0	502	0.9
75,000 - 75,999	5,600	2.1	4,985	2.4	...	...	615	1.1
76,000 - 76,999	642	0.2	142	0.1	...	...	500	0.9
77,000 - 77,999	4,929	1.8	4,377	2.1	14	0.1	538	1.0
78,000 - 78,999	2,625	1.0	2,071	1.0	...	...	554	1.0
79,000 - 79,999	5,802	2.1	5,156	2.5	1	0.0	645	1.2
80,000 - 89,999	31,367	11.5	25,904	12.5	7	0.1	5,456	10.0
90,000 - 99,999	20,462	7.5	16,697	8.0	...	...	3,765	6.9
100,000 - 109,999	17,604	6.4	13,553	6.5	...	...	4,051	7.4
110,000 - 119,999	17,980	6.6	14,005	6.7	...	...	3,975	7.3
120,000 - 129,999	2,939	1.1	373	0.2	...	...	2,566	4.7
130,000 - 139,999	6,770	2.5	28	0.0	...	...	6,742	12.3
140,000 - 149,999	419	0.2	...	...	...	...	419	0.8
150,000 AND OVER	746	0.3	...	...	...	...	746	1.4

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

**TABLE 13 – FULL-TIME EMPLOYMENT IN SELECTED SENIOR PAY LEVELS PAY PLANS BY MAJOR GEOGRAPHIC AREA  
AS OF MARCH 31, 2002**

PAY SYSTEM (PAY PLAN) GRADE OR LEVEL	AREA				
	ALL AREAS	TOTAL UNITED STATES	WASHINGTON, DC-MD-VA-WV METROPOLITAN STATISTICAL AREA	OVERSEAS	UNSPECIFIED
<b>EXECUTIVE SCHEDULE (EX)</b>					
LEVEL V	19	19	19	...	...
LEVEL IV	275	274	271	...	1
LEVEL III	99	98	94	1	...
LEVEL II	36	36	36	...	...
LEVEL I	17	17	17	...	...
TOTALS	446	444	437	1	1
<b>SENIOR LEVEL (SL)</b>					
SL	500	494	417	7	...
<b>ADMINISTRATIVE LAW JUDGES (AL) AND CONTRACT APPEALS BOARD JUDGES (CA)</b>					
AL - 3	1,331	1,317	153	14	...
AL - 2	35	35	16	...	...
AL - 1	4	4	4	...	...
TOTALS	1,370	1,356	173	14	...
CA - 1	5	5	5	...	...
CA - 2	9	9	9	...	...
CA - 3	45	45	45	...	...
TOTALS	59	59	59	...	...
<b>SENIOR EXECUTIVE SERVICE (ES)</b>					
ES - 1	814	812	604	2	...
ES - 2	925	921	644	4	...
ES - 3	1,051	1,043	670	14	...
ES - 4	2,589	2,571	1,784	64	...
ES - 5	1,108	1,104	822	18	...
ES - 6	509	509	444	3	...
TOTALS	6,996	6,960	4,968	105	...
<b>MEDICAL (VM) AND NON-MEDICAL (AD &amp; SR) DIRECTORS IN THE VETERANS HEALTH ADMINISTRATION, DEPARTMENT OF VETERANS AFFAIRS</b>					
VM - DIRECTOR	26	25	...	1	...
AD - DIRECTOR	1	1	...	...	...
SR - DIRECTOR	61	61	41	...	...
TOTALS	88	87	41	1	...
<b>SENIOR FOREIGN SERVICE (FE) AND CHIEFS OF MISSION (FA)</b>					
FE - CAREER MINISTER	24	15	15	9	...
FE - MINISTER COUNSELOR	354	193	177	161	...
FE - COUNSELOR	612	289	269	323	...
TOTALS	990	497	461	493	...
FA - 4	...	...	...	...	...
FA - 3	92	...	...	91	1
FA - 2	58	1	1	57	...
FA - 1	...	...	...	...	...
TOTALS	150	1	1	148	1
<b>SPECIALLY QUALIFIED SCIENTIFIC AND PROFESSIONAL PERSONNEL (ST)</b>					
ST	298	298	126	...	...
<b>OTHER SENIOR PAY LEVEL EMPLOYMENT NOT SHOWN ABOVE</b>					
--	6,480	6,414	2,464	66	...
<b>TOTALS FOR SELECTED PAY SYSTEMS</b>	<b>17,377</b>	<b>16,610</b>	<b>9,147</b>	<b>835</b>	<b>2</b>

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
<b>ALL AGENCIES, TOTAL</b>	17,377	4,991	6,996	451	500	83	298	4,058
<b>LEGISLATIVE BRANCH, TOTAL</b>	156	33	...	6	75	18	3	21
ARCHITECT OF THE CAPITOL	18	...	...	...	...	18	...	...
COMMISSION ON AFFORDABLE HOUSING AND HEALTH FACILITY NEEDS FOR SENIORS IN THE 21ST CENTURY	1	1	...	...	...	...	...	...
COMMISSION ON OCEAN POLICY	3	3	...	...	...	...	...	...
GOVERNMENT PRINTING OFFICE	23	...	...	2	...	...	...	21
JOHN C. STENNIS CENTER FOR PUBLIC SERVICE	1	1	...	...	...	...	...	...
LIBRARY OF CONGRESS	78	...	...	4	71	...	3	...
MEDICARE PAYMENT ADVISORY COMMISSION	12	12	...	...	...	...	...	...
MILLENNIAL HOUSING COMMISSION	1	1	...	...	...	...	...	...
UNITED STATES-CHINA SECURITY REVIEW COMMISSION	4	4	...	...	...	...	...	...
U.S. COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	1	1	...	...	...	...	...	...
U.S. TAX COURT	14	10	...	...	4	...	...	...
<b>EXECUTIVE BRANCH, TOTAL</b>	17,221	4,958	6,996	445	425	65	295	4,037
<b>EXECUTIVE OFFICE OF THE PRESIDENT</b>								
COUNCIL OF ECONOMIC ADVISERS	5	1	1	3	...	...	...	...
COUNCIL ON ENVIRONMENTAL QUALITY/OFFICE OF ENVIRONMENTAL QUALITY	4	3	...	1	...	...	...	...
EXECUTIVE RESIDENCE AT THE WHITE HOUSE	5	5	...	...	...	...	...	...
NATIONAL SECURITY COUNCIL	8	...	...	1	7	...	...	...
OFFICE OF ADMINISTRATION	3	3	...	...	...	...	...	...
OFFICE OF MANAGEMENT AND BUDGET	74	2	67	5	...	...	...	...
OFFICE OF NATIONAL DRUG CONTROL POLICY	13	...	11	2	...	...	...	...
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	3	...	2	1	...	...	...	...
OFFICE OF THE U.S. TRADE REPRESENTATIVE	32	6	21	5	...	...	...	...
<b>EXECUTIVE DEPARTMENTS</b>								
DEPARTMENT OF AGRICULTURE	422	...	322	12	21	...	37	30
DEPARTMENT OF COMMERCE	545	80	349	23	8	...	44	41
<b>DEPARTMENT OF DEFENSE, TOTAL</b>	1,878	388	1,227	41	28	4	101	89
DEFENSE LOGISTICS AGENCY	47	23	24	...	...	...	...	...
DEPARTMENT OF THE AIR FORCE	236	19	155	7	11	...	28	16
DEPARTMENT OF THE ARMY	385	42	260	7	...	...	30	46
DEPARTMENT OF THE NAVY	667	267	330	7	7	...	29	27
OFFICE OF THE SECRETARY OF DEFENSE	281	...	257	20	3	...	1	...
ORGANIZATION OF THE JOINT CHIEFS OF STAFF	3	...	3	...	...	...	...	...
DEPARTMENT OF DEFENSE	259	37	198	...	7	4	13	...
DEPARTMENT OF EDUCATION	131	30	84	15	1	...	...	1
DEPARTMENT OF ENERGY	575	...	458	21	7	...	3	86
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,627	934	419	11	6	...	9	248
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	165	56	91	10	1	...	...	7
DEPARTMENT OF THE INTERIOR	320	10	232	17	23	...	26	12
DEPARTMENT OF JUSTICE	3,951	3,034	604	27	62	...	...	224
DEPARTMENT OF LABOR	235	2	163	14	12	...	...	44
DEPARTMENT OF STATE	1,131	9	153	33	2	...	...	934
DEPARTMENT OF TRANSPORTATION	498	33	213	19	6	...	...	227
DEPARTMENT OF THE TREASURY	736	33	587	20	19	...	...	77
DEPARTMENT OF VETERANS AFFAIRS	460	7	288	10	1	61	...	93
<b>INDEPENDENT AGENCIES</b>								
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	...	1	...	...	...	...	...
AFRICAN DEVELOPMENT FOUNDATION	1	...	...	1	...	...	...	...
AMERICAN BATTLE MONUMENTS COMMISSION	2	1	1	...	...	...	...	...
APPALACHIAN REGIONAL COMMISSION	1	...	...	1	...	...	...	...
ARCTIC RESEARCH COMMISSION	1	...	1	...	...	...	...	...
ARMED FORCES RETIREMENT HOME	4	4	...	...	...	...	...	...
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	1	...	1	...	...	...	...	...
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	4	...	1	3	...	...	...	...
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	1	...	1	...	...	...	...	...
COMMISSION OF FINE ARTS	1	...	1	...	...	...	...	...
COMMISSION ON CIVIL RIGHTS	2	...	2	...	...	...	...	...
COMMODITY FUTURES TRADING COMMISSION	23	...	18	3	...	...	...	2
CONSUMER PRODUCT SAFETY COMMISSION	15	...	13	2	...	...	...	...
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	15	...	3	2	...	...	...	10
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	14	3	...	...	11	...	...	...

TABLE 14 -- SENIOR PAY LEVELS EMPLOYMENT BY FEDERAL AGENCY AND PAY SYSTEM, ALL AREAS, AS OF MARCH 31, 2002

AGENCY	TOTAL	PAY SYSTEM						
		ADMINISTRATIVELY DETERMINED (AD)	SENIOR EXECUTIVE SERVICE (ES)	EXECUTIVE SCHEDULE (EX)	SENIOR LEVEL (SL)	STATUTORY RATE (SR)	SCIENTIFIC AND PROFESSIONAL (ST)	OTHER
<b>INDEPENDENT AGENCIES (CONTINUED)</b>								
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	39	...	7	4	...	...	...	28
DELTA REGIONAL AUTHORITY	1	1	...	...	...	...	...	...
ENVIRONMENTAL PROTECTION AGENCY	313	...	271	11	16	...	7	8
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	46	...	42	4	...	...	...	...
EXPORT-IMPORT BANK OF THE UNITED STATES	26	5	...	4	17	...	...	...
FARM CREDIT ADMINISTRATION	17	...	...	2	...	...	...	15
FARM CREDIT SYSTEM INSURANCE CORPORATION	3	...	...	...	...	...	...	3
FEDERAL MEDIATION AND CONCILIATION SERVICE	3	...	2	1	...	...	...	...
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	15	...	2	3	...	...	...	10
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	9	...	8	1	...	...	...	...
FEDERAL COMMUNICATIONS COMMISSION	57	...	40	4	11	...	...	2
FEDERAL DEPOSIT INSURANCE CORPORATION	223	...	...	3	...	...	...	220
FEDERAL ELECTION COMMISSION	14	...	...	8	6	...	...	...
FEDERAL EMERGENCY MANAGEMENT AGENCY	49	...	46	3	...	...	...	...
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	1	...	...	...	1	...	...	...
FEDERAL HOUSING FINANCE BOARD	13	...	...	4	...	...	...	9
FEDERAL LABOR RELATIONS AUTHORITY	21	...	13	3	...	...	...	5
FEDERAL MARITIME COMMISSION	13	...	6	4	...	...	...	3
FEDERAL RESERVE SYSTEM - BOARD OF GOVERNORS	5	...	...	5	...	...	...	...
FEDERAL TRADE COMMISSION	41	...	34	5	...	...	...	2
GENERAL SERVICES ADMINISTRATION	113	...	102	2	1	...	...	8
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	...	1	...	...	...	...	...
INTER-AMERICAN FOUNDATION	2	...	...	1	1	...	...	...
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNITED STATES AND MEXICO	4	4	...	...	...	...	...	...
INTERNATIONAL JOINT COMMISSION: UNITES STATES AND CANADA	2	2	...	...	...	...	...	...
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	2	2	...	...	...	...	...	...
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	...	1	...	...	...	...	...
MARINE MAMMAL COMMISSION	1	1	...	...	...	...	...	...
MERIT SYSTEMS PROTECTION BOARD	12	...	10	2	...	...	...	...
MORRIS K. UDALL SCHOLARSHIP AND EXCELLENCE IN NATIONAL ENVIRONMENTAL POLICY FOUNDATION	2	2	...	...	...	...	...	...
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	479	15	390	1	4	...	68	1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	19	1	10	1	7	...	...	...
NATIONAL COMMISSION ON LIBRARIES AND INFORMATION SCIENCE	3	2	1	...	...	...	...	...
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	21	1	17	2	1	...	...	...
NATIONAL CAPITAL PLANNING COMMISSION	2	...	2	...	...	...	...	...
NATIONAL COUNCIL ON DISABILITY	1	1	...	...	...	...	...	...
NATIONAL CREDIT UNION ADMINISTRATION	40	...	...	3	...	...	...	37
NATIONAL LABOR RELATIONS BOARD	118	...	57	5	...	...	...	56
NATIONAL MEDIATION BOARD	2	...	...	2	...	...	...	...
NATIONAL SCIENCE FOUNDATION	290	203	85	2	...	...	...	...
NATIONAL TRANSPORTATION SAFETY BOARD	22	...	11	4	3	...	...	4
NUCLEAR REGULATORY COMMISSION	223	...	145	6	...	...	...	72
NUCLEAR WASTE TECHNICAL REVIEW BOARD	8	8	...	...	...	...	...	...
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	15	...	3	1	...	...	...	11
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	2	...	2	...	...	...	...	...
OFFICE OF GOVERNMENT ETHICS	6	...	5	1	...	...	...	...
OFFICE OF SPECIAL COUNSEL	7	...	6	1	...	...	...	...
OVERSEAS PRIVATE INVESTMENT CORPORATION	15	13	...	2	...	...	...	...
PEACE CORPS	11	...	...	2	...	...	...	9
PENSION BENEFIT GUARANTY CORPORATION	24	...	...	...	24	...	...	...
PRESIDIO TRUST	20	20	...	...	...	...	...	...
RAILROAD RETIREMENT BOARD	14	...	10	4	...	...	...	...
SECURITIES AND EXCHANGE COMMISSION	82	...	70	3	...	...	...	9
SELECTIVE SERVICE SYSTEM	3	...	2	1	...	...	...	...
SMALL BUSINESS ADMINISTRATION	60	6	50	3	...	...	...	1
SMITHSONIAN INSTITUTION	116	...	...	...	112	...	...	4
SOCIAL SECURITY ADMINISTRATION	1,231	1	119	3	...	...	...	1,108
TENNESSEE VALLEY AUTHORITY	152	...	...	...	...	...	...	152
TRADE AND DEVELOPMENT AGENCY	4	1	2	1	...	...	...	...
U.S. HOLOCAUST MEMORIAL MUSEUM	6	2	...	...	4	...	...	...
BROADCASTING BOARD OF GOVERNORS	20	...	16	...	...	...	...	4
U.S. INSTITUTE OF PEACE	10	10	...	...	...	...	...	...
U.S. INTERNATIONAL TRADE COMMISSION	17	...	9	5	...	...	...	3
AGENCY FOR INTERNATIONAL DEVELOPMENT	178	13	25	12	...	...	...	128
OFFICE OF PERSONNEL MANAGEMENT	44	...	39	3	2	...	...	...

**TABLE 15 – AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2002**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
ALABAMA	35,545	\$55,429	24,674	\$55,643	4,230	\$35,341	6,641	\$67,432
ALASKA	11,248	\$51,269	7,453	\$46,839	2,070	\$53,981	1,725	\$67,158
ARIZONA	29,932	\$47,960	22,524	\$47,455	4,011	\$38,684	3,397	\$62,264
ARKANSAS	11,239	\$47,114	8,257	\$46,692	1,846	\$34,317	1,136	\$70,977
CALIFORNIA	138,684	\$56,171	98,559	\$53,230	16,040	\$41,426	24,085	\$78,027
COLORADO	32,257	\$57,399	26,558	\$56,323	2,340	\$37,468	3,359	\$79,793
CONNECTICUT	6,669	\$56,376	4,988	\$55,310	788	\$36,900	893	\$79,517
DELAWARE	2,565	\$49,402	1,720	\$47,723	648	\$45,028	197	\$78,446
DISTRICT OF COLUMBIA	149,300	\$72,246	115,060	\$70,300	5,465	\$39,916	28,775	\$86,166
FLORIDA	63,459	\$53,080	46,981	\$50,835	7,495	\$37,856	8,983	\$77,519
GEORGIA	64,343	\$51,598	48,236	\$51,321	10,137	\$37,909	5,970	\$77,088
HAWAII	19,792	\$49,197	12,981	\$46,815	5,550	\$50,442	1,261	\$68,237
IDAHO	7,826	\$49,537	6,328	\$49,844	964	\$38,087	534	\$66,573
ILLINOIS	40,347	\$58,232	31,022	\$55,958	3,749	\$41,802	5,576	\$81,929
INDIANA	18,115	\$52,206	11,868	\$49,109	2,159	\$42,037	4,088	\$66,566
IOWA	7,113	\$48,743	5,073	\$47,766	1,176	\$39,224	864	\$67,437
KANSAS	15,033	\$49,884	11,058	\$46,773	2,059	\$42,397	1,916	\$75,883
KENTUCKY	20,002	\$44,545	15,350	\$42,341	1,760	\$36,976	2,892	\$60,849
LOUISIANA	19,877	\$49,216	15,127	\$48,704	3,029	\$39,135	1,721	\$71,462
MAINE	8,450	\$50,058	5,316	\$52,833	2,665	\$40,493	469	\$72,967
MARYLAND	102,707	\$65,814	77,801	\$63,968	6,127	\$42,394	18,779	\$81,103
MASSACHUSETTS	24,352	\$56,557	19,221	\$54,943	2,142	\$37,607	2,989	\$80,522
MICHIGAN	21,427	\$57,064	16,915	\$55,527	2,050	\$45,004	2,462	\$77,667
MINNESOTA	13,146	\$54,931	9,527	\$50,643	1,524	\$41,403	2,095	\$84,271
MISSISSIPPI	16,655	\$48,877	11,632	\$48,249	2,673	\$35,511	2,350	\$67,191
MISSOURI	32,356	\$49,010	26,877	\$47,196	2,605	\$39,780	2,874	\$74,341
MONTANA	8,384	\$48,176	7,009	\$47,699	923	\$41,603	452	\$68,993
NEBRASKA	7,965	\$49,643	6,401	\$49,644	784	\$35,293	780	\$64,062
NEVADA	7,674	\$53,806	5,850	\$51,296	706	\$41,932	1,118	\$74,441
NEW HAMPSHIRE	3,034	\$63,554	1,856	\$54,245	290	\$37,143	888	\$91,634
NEW JERSEY	25,670	\$61,386	19,486	\$60,757	2,538	\$42,319	3,646	\$78,024
NEW MEXICO	21,262	\$50,238	15,623	\$49,958	2,054	\$36,417	3,585	\$59,380
NEW YORK	57,002	\$54,531	43,078	\$51,606	5,850	\$37,518	8,074	\$82,463
NORTH CAROLINA	30,562	\$48,874	20,839	\$48,487	6,281	\$40,077	3,442	\$67,276
NORTH DAKOTA	5,047	\$47,068	3,577	\$46,867	865	\$39,723	605	\$58,757

**TABLE 15 -- AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR STATES, AS OF MARCH 31, 2002**

STATE	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY
OHIO	41,642	\$57,497	32,377	\$54,977	3,179	\$41,938	6,086	\$79,031
OKLAHOMA	33,088	\$48,900	19,321	\$49,797	9,567	\$39,840	4,200	\$65,408
OREGON	17,345	\$52,314	13,634	\$51,668	2,094	\$44,346	1,617	\$68,074
PENNSYLVANIA	61,295	\$50,696	47,738	\$50,508	9,161	\$39,513	4,396	\$76,046
RHODE ISLAND	5,820	\$61,772	3,001	\$52,488	543	\$36,161	2,276	\$80,123
SOUTH CAROLINA	15,887	\$49,506	11,156	\$48,188	2,169	\$36,722	2,562	\$66,067
SOUTH DAKOTA	6,973	\$45,782	4,855	\$46,304	1,052	\$37,091	1,066	\$51,980
TENNESSEE	33,991	\$50,777	19,008	\$44,025	2,638	\$35,304	12,345	\$64,479
TEXAS	101,612	\$51,438	76,693	\$49,928	12,967	\$36,432	11,952	\$77,406
UTAH	26,424	\$46,383	18,973	\$46,362	6,087	\$39,743	1,364	\$76,296
VERMONT	2,993	\$48,792	2,482	\$47,223	216	\$35,321	295	\$71,851
VIRGINIA	112,862	\$61,189	84,332	\$61,526	10,745	\$38,028	17,785	\$73,583
WASHINGTON	43,313	\$53,993	28,961	\$53,206	9,724	\$46,970	4,628	\$73,667
WEST VIRGINIA	12,283	\$50,627	9,825	\$49,938	1,341	\$38,188	1,117	\$71,623
WISCONSIN	11,176	\$49,257	8,195	\$48,240	1,714	\$38,210	1,267	\$70,782
WYOMING	4,593	\$46,999	3,507	\$46,745	755	\$40,202	331	\$65,194
UNSPECIFIED 1/	18,395	\$59,888	18,109	\$59,808	216	\$41,693	70	...
<b>TOTALS</b>	<b>1,628,731</b>	<b>\$55,932</b>	<b>1,206,992</b>	<b>\$54,601</b>	<b>189,761</b>	<b>\$40,040</b>	<b>231,978</b>	<b>\$75,852</b>

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

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002**

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	27,518	\$57,494	20,475	\$56,181	3,650	\$39,632	3,393	\$84,637
BOSTON, MA-NH	15,980	\$62,658	12,502	\$61,039	1,058	\$37,091	2,420	\$82,195
BROCKTON, MA	996	\$48,666	619	\$46,199	183	\$31,865	194	\$72,384
FITCHBURG-MINSTER, MA	277	\$29,561	276	\$29,474	...	...	1	\$53,554
LAWRENCE, MA-NH	2,699	\$38,160	2,627	\$37,242	24	\$38,622	48	\$88,159
LOWELL, MA-NH	702	\$45,888	639	\$45,638	50	\$37,201	13	\$91,599
MANCHESTER, NH	891	\$55,039	606	\$52,129	95	\$32,504	190	\$75,585
NASHUA, NH	624	\$95,308	139	\$63,434	...	...	485	...
NEW BEDFORD, MA	111	\$60,275	102	\$58,416	...	...	9	\$81,352
PORTSMOUTH-ROCHESTER, NH-ME	4,924	\$51,956	2,691	\$60,141	2,223	\$41,888	10	\$87,101
WORCESTER, MA-CT	314	\$57,205	274	\$55,655	17	\$34,696	23	\$92,297
CHICAGO-GARY-KENOSHA, IL-IN-WI	25,617	\$61,495	19,503	\$58,040	1,651	\$38,661	4,463	\$85,036
CHICAGO, IL	25,005	\$61,575	19,056	\$58,136	1,599	\$38,628	4,350	\$85,079
GARY, IN	497	\$57,486	394	\$54,197	46	\$39,153	57	\$95,022
KANKAKEE, IL	89	\$64,300	33	\$52,112	...	...	56	\$71,482
KENOSHA, WI	26	\$50,725	20	\$52,847	6	\$43,653	...	...
CINCINNATI-HAMILTON, OH-KY-IN	10,542	\$45,354	9,533	\$42,911	287	\$35,315	722	\$81,601
CINCINNATI, OH-KY-IN	10,493	\$45,333	9,484	\$42,875	287	\$35,315	722	\$81,601
§ HAMILTON-MIDDLETOWN, OH	49	\$49,811	49	\$49,811	...	...	...	...
CLEVELAND-AKRON-LORAIN, OH	10,294	\$61,383	7,856	\$57,188	525	\$37,589	1,913	\$85,141
AKRON, OH	424	\$56,736	280	\$55,111	81	\$44,396	63	\$79,821
CLEVELAND-LORAIN-ELYRIA, OH	9,870	\$61,583	7,576	\$57,265	444	\$36,347	1,850	\$85,322
DALLAS-FORT WORTH, TX	22,226	\$60,388	16,050	\$55,655	1,115	\$39,364	5,061	\$80,030
DALLAS, TX	13,575	\$58,224	10,836	\$55,362	506	\$33,849	2,233	\$77,633
FORT WORTH-ARLINGTON, TX	8,651	\$63,785	5,214	\$56,265	609	\$43,946	2,828	\$81,922
DENVER-BOULDER-GREELEY, CO	20,239	\$62,407	16,557	\$60,623	1,079	\$39,586	2,603	\$83,221
BOULDER-LONGMONT, CO	1,616	\$80,468	305	\$58,418	69	\$39,615	1,242	\$88,153
DENVER, CO	18,398	\$60,992	16,072	\$60,801	967	\$39,215	1,359	\$78,752
GREELEY, CO	225	\$48,403	180	\$48,436	43	\$47,864	2	\$57,015
DETROIT-ANN ARBOR-FLINT, MI	13,904	\$60,362	11,337	\$58,583	1,001	\$47,754	1,566	\$81,296
ANN ARBOR, MI	2,054	\$56,552	1,497	\$55,050	226	\$46,832	331	\$69,983
DETROIT, MI	11,630	\$60,978	9,679	\$59,170	766	\$48,037	1,185	\$84,107
FLINT, MI	220	\$63,360	161	\$56,144	9	\$46,842	50	\$89,569
HOUSTON-GALVESTON-BRAZORIA, TX	12,737	\$67,040	9,861	\$63,997	648	\$35,795	2,228	\$89,592
BRAZORIA, TX	82	\$51,369	66	\$53,920	16	\$40,845	...	...
GALVESTON-TEXAS CITY, TX	406	\$62,054	393	\$62,608	11	\$42,598	2	\$60,156
HOUSTON, TX	12,249	\$67,310	9,402	\$64,126	621	\$35,544	2,226	\$89,619
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	41,956	\$57,608	30,926	\$54,843	4,146	\$40,335	6,884	\$80,429
LOS ANGELES-LONG BEACH, CA	21,508	\$59,328	16,333	\$55,174	1,199	\$35,662	3,976	\$83,528

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002**

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
ORANGE COUNTY, CA	4,443	\$57,002	3,886	\$56,689	362	\$41,171	195	\$92,632
RIVERSIDE-SAN BERNARDINO, CA	9,933	\$49,947	6,309	\$48,879	2,116	\$41,740	1,508	\$65,931
VENTURA, CA	6,072	\$64,489	4,398	\$60,540	469	\$45,293	1,205	\$86,374
MIAMI-FORT LAUDERDALE, FL	12,702	\$56,936	9,648	\$52,138	734	\$36,218	2,320	\$83,446
FORT LAUDERDALE, FL	2,132	\$59,691	1,810	\$55,036	3	\$43,744	319	\$86,250
MIAMI, FL	10,570	\$56,380	7,838	\$51,468	731	\$36,187	2,001	\$82,999
MILWAUKEE-RACINE, WI	4,461	\$51,635	3,294	\$49,700	533	\$39,468	634	\$71,918
MILWAUKEE-WAUKESHA, WI	4,407	\$51,605	3,244	\$49,654	533	\$39,468	630	\$71,919
RACINE, WI	54	\$54,086	50	\$52,678	...	...	4	\$71,674
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	60,856	\$58,640	48,098	\$56,339	4,876	\$37,548	7,882	\$85,728
BERGEN-PASSAIC, NJ	620	\$64,270	501	\$60,983	6	\$42,582	113	\$79,997
BRIDGEPORT, CT	488	\$63,231	392	\$61,729	15	\$38,352	81	\$75,104
DANBURY, CT	290	\$52,112	248	\$52,810	42	\$47,993	...	...
DUTCHESS COUNTY, NY	560	\$49,308	416	\$45,254	48	\$30,225	96	\$76,419
JERSEY CITY, NJ	256	\$54,069	213	\$55,287	41	\$46,241	2	\$84,793
MIDDLESEX-SOMERSET-HUNTERDON, NJ	1,874	\$57,769	1,369	\$57,359	258	\$36,250	247	\$82,516
MONMOUTH-OCEAN, NJ	7,377	\$66,390	6,537	\$67,025	484	\$43,860	356	\$85,368
NASSAU-SUFFOLK, NY	9,655	\$51,706	7,404	\$42,722	553	\$38,235	1,698	\$95,268
NEW HAVEN-MERIDEN, CT	1,878	\$54,815	1,250	\$51,218	194	\$31,447	434	\$75,623
NEW YORK, NY	25,457	\$60,044	20,284	\$57,231	1,438	\$37,242	3,735	\$84,098
NEWARK, NJ	8,061	\$62,385	6,773	\$61,079	485	\$39,679	803	\$87,119
NEWBURGH, NY-PA	3,475	\$44,678	1,975	\$47,413	1,246	\$34,908	254	\$71,338
STAMFORD-NORWALK, CT	141	\$66,829	134	\$65,679	1	\$37,963	6	\$97,320
TRENTON, NJ	651	\$62,576	539	\$62,541	60	\$42,448	52	\$86,167
WATERBURY, CT	73	\$58,469	63	\$57,353	5	\$36,927	5	\$94,063
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, P	38,143	\$52,955	30,074	\$50,921	3,804	\$42,297	4,265	\$76,810
ATLANTIC-CAPE MAY, NJ	2,431	\$67,694	324	\$52,491	140	\$43,939	1,967	\$71,888
PHILADELPHIA, PA-NJ	32,796	\$52,124	27,834	\$51,104	3,112	\$42,640	1,850	\$83,425
VINELAND-MILLVILLE-BRIDGETON, NJ	482	\$50,565	374	\$48,274	59	\$51,622	49	\$66,776
WILMINGTON-NEWARK, DE-MD	2,434	\$49,916	1,542	\$47,928	493	\$38,554	399	\$71,639
PORTLAND-SALEM, OR-WA	11,450	\$57,014	8,903	\$56,717	1,070	\$44,308	1,477	\$68,012
PORTLAND-VANCOUVER, OR-WA	10,683	\$57,703	8,378	\$57,038	1,011	\$44,462	1,294	\$72,353
SALEM, OR	767	\$47,424	525	\$51,594	59	\$41,680	183	\$37,313
SACRAMENTO-YOLO, CA	6,637	\$58,008	5,688	\$55,746	228	\$41,864	721	\$80,962
SACRAMENTO, CA	6,276	\$57,894	5,340	\$55,472	220	\$41,813	716	\$80,901
YOLO, CA	361	\$59,989	348	\$59,947	8	\$43,253	5	\$89,731
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	27,111	\$64,580	20,880	\$62,295	2,172	\$45,329	4,059	\$86,634
OAKLAND, CA	7,420	\$62,715	5,907	\$56,867	300	\$45,526	1,213	\$95,444
SAN FRANCISCO, CA	11,723	\$66,095	8,990	\$64,847	791	\$41,235	1,942	\$81,997
SAN JOSE, CA	5,261	\$69,297	4,112	\$68,216	353	\$43,426	796	\$86,351

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SANTA CRUZ-WATSONVILLE, CA	88	\$65,046	88	\$65,046	...	...	...	...
SANTA ROSA, CA	321	\$56,916	221	\$53,762	29	\$46,054	71	\$71,170
VALLEJO-FAIRFIELD-NAPA, CA	2,298	\$53,125	1,562	\$53,596	699	\$50,807	37	\$76,991
SAN JUAN-CAGUAS-ARECIBO, PR	8,505	\$42,890	5,861	\$40,696	877	\$26,176	1,767	\$58,464
ARECIBO, PR	57	\$48,045	51	\$46,683	...	...	6	\$59,622
CAGUAS, PR	89	\$44,698	81	\$46,633	8	\$25,107	...	...
SAN JUAN-BAYAMON, PR	8,359	\$42,835	5,729	\$40,558	869	\$26,186	1,761	\$58,460
SEATTLE-TACOMA-BREMERTON, WA	32,889	\$54,405	21,081	\$53,665	8,564	\$47,467	3,244	\$77,529
BREMERTON, WA	13,319	\$53,481	6,594	\$57,511	6,456	\$48,265	269	\$79,865
OLYMPIA, WA	480	\$56,577	423	\$56,143	5	\$40,317	52	\$61,672
SEATTLE-BELLEVUE-EVERETT, WA	13,163	\$59,181	9,901	\$54,910	551	\$42,916	2,711	\$78,086
TACOMA, WA	5,927	\$45,699	4,163	\$44,362	1,552	\$45,784	212	\$71,321
WASHINGTON-BALTIMORE, DC-MD-VA-WV	306,169	\$69,848	235,119	\$67,808	13,327	\$41,368	57,723	\$84,734
BALTIMORE, MD	33,031	\$59,302	27,360	\$58,786	2,721	\$42,079	2,950	\$79,974
HAGERSTOWN, MD	197	\$48,883	142	\$50,659	42	\$38,817	13	\$62,004
WASHINGTON, DC-MD-VA-WV	272,941	\$71,139	207,617	\$69,008	10,564	\$41,195	54,760	\$84,996
∞ ABILENE, TX	476	\$44,522	356	\$43,855	81	\$33,874	39	\$72,728
AGUADILLA, PR	233	\$43,562	97	\$37,123	46	\$30,910	90	\$56,969
ALBANY, GA	2,130	\$46,670	1,115	\$48,947	844	\$41,057	171	\$59,521
ALBANY-SCHENECTADY-TROY, NY	3,671	\$53,734	2,542	\$53,536	640	\$41,184	489	\$71,185
ALBUQUERQUE, NM	9,560	\$55,552	6,964	\$52,466	614	\$36,405	1,982	\$72,325
ALEXANDRIA, LA	1,564	\$46,005	1,011	\$44,630	349	\$38,661	204	\$65,383
ALLENTOWN-BETHLEHEM-EASTON, PA	534	\$45,243	427	\$38,657	18	\$39,520	89	\$77,999
ALTOONA, PA	491	\$48,600	291	\$43,332	55	\$35,101	145	\$64,294
AMARILLO, TX	1,134	\$50,019	811	\$47,859	85	\$26,191	238	\$65,891
ANCHORAGE, AK	6,752	\$53,192	4,474	\$48,552	1,112	\$53,075	1,166	\$71,108
ANNISTON, AL	3,539	\$39,612	1,153	\$46,475	2,326	\$35,508	60	\$66,816
APPLETON-OSHKOSH-NEENAH, WI	197	\$55,991	146	\$51,767	15	\$45,406	36	\$77,534
ASHEVILLE, NC	1,696	\$50,173	1,059	\$45,669	149	\$27,072	488	\$67,001
ATHENS, GA	887	\$55,780	845	\$55,719	33	\$37,073	9	...
ATLANTA, GA	30,127	\$57,630	24,973	\$54,113	961	\$41,732	4,193	\$82,223
AUBURN-OPELIKA, AL	163	\$53,634	152	\$54,298	8	\$32,432	3	\$76,502
AUGUSTA-AIKEN, GA-SC	5,114	\$47,461	4,083	\$46,583	460	\$30,859	571	\$67,113
AUSTIN-SAN MARCOS, TX	7,059	\$43,899	6,472	\$42,247	270	\$36,848	317	\$83,628
BAKERSFIELD, CA	7,391	\$62,706	1,570	\$55,650	863	\$46,245	4,958	\$67,806
BANGOR, ME	619	\$52,690	386	\$51,301	123	\$38,228	110	\$73,734
BARNSTABLE-YARMOUTH, MA	62	\$55,727	50	\$54,044	...	...	12	\$62,739
BATON ROUGE, LA	781	\$57,338	590	\$54,413	55	\$34,479	136	\$79,274
BEAUMONT-PORT ARTHUR, TX	1,342	\$46,767	1,100	\$45,259	186	\$45,196	56	\$81,615

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002**

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
BELLINGHAM, WA	471	\$49,126	445	\$49,172	18	\$45,171	8	\$55,508
BENTON HARBOR, MI	77	\$49,472	72	\$48,802	3	\$39,076	2	\$89,180
BILLINGS, MT	1,113	\$55,837	998	\$53,950	25	\$38,267	90	\$81,649
BILOXI-GULFPORT-PASCAGOULA, MS	6,656	\$48,829	4,990	\$49,433	1,024	\$35,213	642	\$65,853
BINGHAMTON, NY	272	\$58,513	223	\$58,422	21	\$41,146	28	\$72,261
BIRMINGHAM, AL	4,769	\$49,281	4,044	\$47,681	251	\$33,080	474	\$71,510
BISMARCK, ND	726	\$53,370	617	\$53,226	65	\$43,415	44	\$70,094
BLOOMINGTON, IN	60	\$50,031	53	\$51,070	7	\$42,166	...	...
BLOOMINGTON-NORMAL, IL	198	\$34,997	181	\$34,889	15	\$31,247	2	\$72,836
BOISE CITY, ID	3,630	\$51,326	2,690	\$52,356	621	\$37,378	319	\$69,789
BROWNSVILLE-HARLINGEN-SAN BENITO, TX	1,804	\$46,863	1,708	\$46,430	73	\$41,658	23	\$95,514
BRYAN-COLLEGE STATION, TX	513	\$52,629	478	\$52,797	23	\$38,860	12	\$72,309
BUFFALO-NIAGARA FALLS, NY	5,035	\$50,560	4,139	\$48,667	395	\$42,609	501	\$72,468
BURLINGTON, VT	1,791	\$48,333	1,563	\$46,921	115	\$37,735	113	\$78,653
CANTON-MASSILLON, OH	172	\$50,576	137	\$47,745	15	\$43,195	20	\$75,504
CASPER, WY	465	\$57,377	345	\$55,114	21	\$57,370	99	\$65,264
CEDAR RAPIDS, IA	280	\$62,138	183	\$56,552	13	\$42,350	84	\$77,369
CHAMPAIGN-URBANA, IL	574	\$61,697	295	\$52,562	6	\$38,697	273	\$72,072
CHARLESTON-NORTH CHARLESTON, SC	6,466	\$51,187	4,152	\$48,099	740	\$37,945	1,574	\$65,557
CHARLESTON, WV	918	\$55,260	618	\$53,175	164	\$41,685	136	\$81,104
CHARLOTTE-GASTONIA-ROCK HILL, NC-SC	2,820	\$52,578	1,855	\$48,407	380	\$32,340	585	\$78,952
CHARLOTTESVILLE, VA	735	\$64,376	176	\$52,682	19	\$38,275	540	\$69,106
CHATTANOOGA, TN-GA	4,734	\$63,419	363	\$48,818	65	\$36,781	4,306	\$65,052
CHEYENNE, WY	1,588	\$48,052	1,167	\$47,862	328	\$40,968	93	\$75,419
CHICO-PARADISE, CA	158	\$44,794	146	\$44,511	9	\$43,321	3	\$63,019
CLARKSVILLE-HOPKINSVILLE, TN-KY	3,001	\$40,831	1,950	\$40,742	452	\$36,254	599	\$44,577
COLORADO SPRINGS, CO	6,167	\$47,684	5,005	\$48,266	784	\$32,441	378	\$71,590
COLUMBIA, MO	1,236	\$50,631	825	\$48,770	101	\$31,982	310	\$61,659
COLUMBIA, SC	4,782	\$47,464	3,425	\$46,602	754	\$34,591	603	\$68,453
COLUMBUS, GA-AL	3,443	\$40,180	2,355	\$40,180	731	\$32,135	357	\$56,652
COLUMBUS, OH	8,462	\$52,528	7,689	\$51,915	440	\$41,559	333	\$81,162
CORPUS CHRISTI, TX	4,402	\$46,684	1,977	\$48,863	2,291	\$43,023	134	\$77,113
CORVALLIS, OR	439	\$56,753	407	\$57,727	23	\$35,787	9	\$66,293
CUMBERLAND, MD-WV	381	\$46,280	314	\$45,812	61	\$45,403	6	\$79,713
DANVILLE, VA	44	\$48,879	39	\$49,621	4	\$34,571	1	\$77,178
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	5,230	\$56,029	4,391	\$57,442	759	\$45,797	80	\$75,545
DAYTON-SPRINGFIELD, OH	13,752	\$60,291	9,747	\$57,300	1,137	\$43,703	2,868	\$77,031
DAYTONA BEACH, FL	318	\$65,603	181	\$47,070	5	\$24,948	132	\$92,556
DECATUR, AL	1,133	\$61,768	76	\$47,995	4	\$34,248	1,053	\$62,867
DECATUR, IL	86	\$49,520	55	\$50,542	26	\$42,745	5	\$73,507

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002**

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
DES MOINES, IA	2,318	\$50,727	1,645	\$49,034	374	\$39,449	299	\$74,149
DOTHAN, AL	1,996	\$49,178	1,690	\$49,568	152	\$35,804	154	\$58,104
DOVER, DE	1,163	\$46,125	755	\$45,745	405	\$46,680	3	\$66,762
DUBUQUE, IA	42	\$46,020	29	\$46,602	12	\$45,008	1	\$41,271
DULUTH-SUPERIOR, MN-WI	902	\$51,371	644	\$51,224	201	\$46,741	57	\$69,362
EAU CLAIRE, WI	167	\$55,473	121	\$54,331	18	\$36,470	28	\$72,625
EL PASO, TX	6,060	\$46,218	5,125	\$45,906	619	\$34,790	316	\$73,664
ELKHART-GOSHEN, IN	34	\$49,040	30	\$49,850	4	\$42,961	...	...
ELMIRA, NY	73	\$60,233	48	\$56,461	1	\$37,733	24	\$68,714
ENID, OK	185	\$42,064	171	\$42,332	14	\$38,788	...	...
ERIE, PA	555	\$48,254	350	\$43,827	54	\$36,572	151	\$62,693
EUGENE-SPRINGFIELD, OR	883	\$51,928	706	\$48,972	65	\$46,457	112	\$73,734
EVANSVILLE-HENDERSON, IN-KY	357	\$50,688	217	\$45,558	56	\$39,088	84	\$71,672
FARGO-MOORHEAD, ND-MN	1,300	\$50,804	806	\$48,163	241	\$39,391	253	\$70,087
FAYETTEVILLE, NC	6,191	\$42,964	4,533	\$42,418	866	\$33,400	792	\$56,550
FAYETTEVILLE-SPRINGDALE-ROGERS, AR	815	\$47,305	577	\$44,024	85	\$31,668	153	\$68,368
FLAGSTAFF, AZ-UT	2,313	\$44,256	1,722	\$45,460	265	\$39,012	326	\$42,159
FLORENCE, AL	1,405	\$53,756	98	\$49,156	42	\$37,776	1,265	\$54,643
FLORENCE, SC	194	\$52,549	140	\$51,345	19	\$28,931	35	\$70,186
δ FORT COLLINS-LOVELAND, CO	1,471	\$59,794	1,321	\$59,416	64	\$45,027	86	\$76,579
FORT MYERS-CAPE CORAL, FL	426	\$54,969	321	\$48,284	14	\$30,341	91	\$82,339
FORT PIERCE-PORT ST. LUCIE, FL	255	\$49,929	221	\$47,024	11	\$32,362	23	\$86,253
FORT SMITH, AR-OK	603	\$51,410	346	\$50,292	180	\$39,361	77	\$84,599
FORT WALTON BEACH, FL	4,624	\$52,479	3,522	\$52,664	871	\$44,358	231	\$80,278
FORT WAYNE, IN	839	\$51,564	469	\$49,145	214	\$43,330	156	\$70,131
FRESNO, CA	8,205	\$38,077	7,441	\$36,008	370	\$36,994	394	\$78,177
GADSDEN, AL	98	\$45,691	77	\$45,094	15	\$37,677	6	\$73,382
GAINESVILLE, FL	2,118	\$49,090	1,380	\$44,830	174	\$27,927	564	\$66,043
GLENS FALLS, NY	59	\$51,297	53	\$51,895	5	\$40,421	1	\$74,000
GOLDSBORO, NC	764	\$43,155	548	\$45,329	215	\$37,552	1	\$56,084
GRAND FORKS, ND-MN	642	\$48,034	453	\$46,912	109	\$39,928	80	\$65,437
GRAND JUNCTION, CO	743	\$50,009	579	\$48,228	56	\$35,317	108	\$67,176
GRAND RAPIDS-MUSKEGON-HOLLAND, MI	917	\$59,670	698	\$53,720	29	\$43,017	190	\$84,066
GREAT FALLS, MT	971	\$47,096	608	\$46,285	295	\$43,379	68	\$70,473
GREEN BAY, WI	266	\$59,264	151	\$53,139	12	\$41,968	103	\$70,258
GREENSBORO-WINSTON-SALEM-HIGH POINT, N	1,457	\$56,414	1,268	\$53,042	23	\$34,907	166	\$85,154
GREENVILLE, NC	118	\$53,645	102	\$53,341	10	\$51,785	6	\$61,911
GREENVILLE-SPARTANBURG-ANDERSON, SC	732	\$54,489	542	\$50,730	58	\$36,104	132	\$78,003
HARRISBURG-LEBANON-CARLISLE, PA	7,982	\$52,044	6,367	\$53,396	1,225	\$37,686	390	\$75,066
HARTFORD, CT	2,212	\$59,444	1,649	\$58,446	271	\$38,266	292	\$84,734

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
HATTIESBURG, MS	462	\$43,213	201	\$46,684	252	\$38,146	9	...
HICKORY-MORGANTON-LENOIR, NC	89	\$50,374	74	\$51,676	11	\$33,569	4	\$72,487
HONOLULU, HI	18,685	\$49,373	12,206	\$46,992	5,328	\$50,649	1,151	\$68,717
HOUMA, LA	115	\$49,584	108	\$50,801	7	\$30,813	...	...
HUNTINGTON-ASHLAND, WV-KY-OH	1,873	\$49,772	1,455	\$48,419	200	\$40,323	218	\$67,470
HUNTSVILLE, AL	12,710	\$68,266	10,276	\$66,255	86	\$36,197	2,348	\$78,238
INDIANAPOLIS, IN	8,187	\$55,082	6,432	\$49,748	440	\$42,252	1,315	\$85,468
IOWA CITY, IA	992	\$45,547	667	\$42,613	97	\$35,096	228	\$58,576
JACKSON, MI	37	\$51,962	33	\$50,734	...	...	4	\$62,100
JACKSON, MS	3,367	\$49,814	2,537	\$47,427	327	\$32,504	503	\$73,108
JACKSON, TN	229	\$55,682	110	\$52,839	32	\$37,554	87	\$65,945
JACKSONVILLE, FL	11,166	\$50,305	7,600	\$49,898	2,818	\$39,595	748	\$94,788
JACKSONVILLE, NC	2,750	\$41,878	1,536	\$40,018	834	\$42,572	380	\$47,869
JAMESTOWN, NY	43	\$52,429	38	\$52,260	4	\$46,457	1	\$82,776
JANESVILLE-BELOIT, WI	34	\$51,871	34	\$51,871	...	...	...	...
JOHNSON CITY-KINGSPORT-BRISTOL, TN-VA	1,998	\$45,567	1,122	\$42,748	263	\$27,460	613	\$58,493
JOHNSTOWN, PA	780	\$52,720	626	\$52,242	113	\$47,378	41	\$74,747
JONESBORO, AR	179	\$54,755	101	\$52,975	34	\$43,565	44	\$67,488
JOPLIN, MO	142	\$46,899	106	\$47,182	21	\$34,641	15	\$62,057
4 KALAMAZOO-BATTLE CREEK, MI	2,917	\$50,047	2,224	\$50,105	412	\$39,082	281	\$65,664
KANSAS CITY, MO-KS	19,894	\$52,055	16,767	\$48,432	777	\$42,724	2,350	\$80,990
KILLEEN-TEMPLE, TX	5,676	\$43,334	4,094	\$43,646	1,162	\$32,721	420	\$69,648
KNOXVILLE, TN	3,611	\$60,002	1,568	\$59,601	300	\$37,983	1,743	\$64,152
KOKOMO, IN	27	\$50,330	26	\$49,286	...	...	1	\$77,477
LA CROSSE, WI-MN	200	\$53,087	179	\$54,103	16	\$41,636	5	\$53,358
LAFAYETTE, LA	430	\$56,314	361	\$53,381	15	\$39,721	54	\$80,529
LAFAYETTE, IN	160	\$54,726	135	\$53,558	4	\$46,321	21	\$63,830
LAKE CHARLES, LA	181	\$52,612	122	\$53,329	28	\$38,761	31	\$62,303
LAKELAND-WINTER HAVEN, FL	271	\$44,653	240	\$45,129	27	\$34,842	4	\$82,287
LANCASTER, PA	141	\$49,644	132	\$49,746	5	\$36,285	4	\$62,995
LANSING-EAST LANSING, MI	1,001	\$54,001	675	\$51,613	201	\$49,218	125	\$74,589
LAREDO, TX	1,743	\$45,263	1,687	\$44,933	35	\$36,945	21	\$85,643
LAS CRUCES, NM	2,710	\$56,116	2,234	\$55,868	256	\$38,117	220	\$79,576
LAS VEGAS, NV-AZ	4,698	\$56,167	3,558	\$53,211	365	\$45,325	775	\$74,842
LAWRENCE, KS	350	\$44,196	183	\$45,904	22	\$39,960	145	\$42,682
LAWTON, OK	2,243	\$42,216	1,965	\$42,914	252	\$33,862	26	\$70,425
LEWISTON-AUBURN, ME	96	\$47,841	87	\$49,175	9	\$34,943	...	...
LEXINGTON, KY	2,987	\$47,689	2,062	\$47,398	536	\$33,222	389	\$69,166
LIMA, OH	103	\$55,795	96	\$56,729	7	\$42,986	...	...
LINCOLN, NE	1,701	\$48,703	1,375	\$48,621	217	\$36,906	109	\$73,212

**TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002**

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
LITTLE ROCK-NORTH LITTLE ROCK, AR	5,663	\$47,784	4,106	\$46,618	754	\$31,281	803	\$69,242
LONGVIEW-MARSHALL, TX	126	\$56,677	68	\$50,055	4	\$36,961	54	\$66,478
LOUISVILLE, KY-IN	4,613	\$49,197	2,647	\$50,012	305	\$36,837	1,661	\$50,167
LUBBOCK, TX	520	\$56,372	377	\$53,703	32	\$25,761	111	\$74,261
LYNCHBURG, VA	108	\$49,230	90	\$49,340	13	\$38,825	5	\$74,309
MACON, GA	13,458	\$46,488	8,147	\$51,665	5,109	\$37,076	202	\$75,753
MADISON, WI	2,035	\$52,226	1,517	\$50,867	233	\$35,001	285	\$73,544
MANSFIELD, OH	255	\$51,119	137	\$52,206	92	\$44,167	26	\$69,992
MAYAGUEZ, PR	335	\$44,710	268	\$42,398	16	\$24,620	51	\$63,161
MCALLEN-EDINBURG-MISSION, TX	1,644	\$46,451	1,488	\$46,049	113	\$39,525	43	\$78,577
MEDFORD-ASHLAND, OR	1,115	\$47,168	929	\$46,701	124	\$39,237	62	\$70,024
MELBOURNE-TITUSVILLE-PALM BAY, FL	4,111	\$62,816	3,520	\$63,643	330	\$42,347	261	\$77,542
MEMPHIS, TN-AR-MS	11,130	\$44,849	8,833	\$38,796	663	\$35,123	1,634	\$81,518
MERCED, CA	510	\$41,583	458	\$41,605	47	\$39,102	5	\$62,905
MINNEAPOLIS-ST PAUL, MN-WI	8,331	\$59,268	5,803	\$53,108	707	\$39,282	1,821	\$86,658
MISSOULA, MT	934	\$52,963	897	\$52,976	25	\$38,472	12	\$82,184
MOBILE, AL	1,328	\$57,896	1,138	\$55,724	72	\$43,873	118	\$87,402
MODESTO, CA	194	\$49,290	179	\$47,907	6	\$41,270	9	\$82,144
MONROE, LA	162	\$52,374	106	\$51,524	22	\$38,364	34	\$64,092
MONTGOMERY, AL	4,563	\$49,159	3,620	\$49,050	594	\$35,401	349	\$73,702
MUNCIE, IN	46	\$48,477	46	\$48,477	...	...	...	...
MYRTLE BEACH, SC	124	\$56,631	77	\$49,255	...	...	47	\$68,715
NAPLES, FL	191	\$44,580	156	\$46,120	33	\$33,661	2	...
NASHVILLE, TN	6,530	\$50,518	4,455	\$48,178	698	\$35,124	1,377	\$65,892
NEW LONDON-NORWICH, CT-RI	1,555	\$51,536	1,220	\$52,490	260	\$37,666	75	\$84,108
NEW ORLEANS, LA	10,284	\$51,240	8,535	\$50,867	914	\$35,770	835	\$71,992
NORFOLK-VIRGINIA BEACH-NEWPORT NEWS, VA-	37,555	\$50,159	24,623	\$53,846	7,085	\$36,888	5,847	\$50,713
OCALA, FL	148	\$48,134	139	\$47,433	3	\$31,013	6	\$72,928
ODESSA-MIDLAND, TX	143	\$62,631	92	\$55,669	2	\$31,963	49	\$76,954
OKLAHOMA CITY, OK	22,439	\$50,608	11,697	\$51,897	7,222	\$40,681	3,520	\$66,691
OMAHA, NE-IA	4,472	\$51,361	3,575	\$51,559	374	\$33,590	523	\$62,715
ORLANDO, FL	4,221	\$58,405	3,554	\$55,422	105	\$28,613	562	\$82,838
OWENSBORO, KY	47	\$51,267	44	\$50,187	1	\$44,328	2	\$78,508
PANAMA CITY, FL	2,109	\$56,736	1,149	\$47,622	171	\$40,583	789	\$73,509
PARKERSBURG-MARIETTA, WV-OH	1,805	\$47,294	1,708	\$47,477	88	\$38,098	9	...
PENSACOLA, FL	4,501	\$48,767	3,751	\$47,828	499	\$41,711	251	\$76,823
PEORIA-PEKIN, IL	1,177	\$53,465	802	\$52,284	281	\$47,642	94	\$80,950
PHOENIX-MESA, AZ	9,823	\$51,971	7,419	\$49,698	1,176	\$38,918	1,228	\$78,201
PINE BLUFF, AR	1,430	\$47,743	952	\$51,990	446	\$35,143	32	\$97,018
PITTSBURGH, PA	8,486	\$52,642	6,006	\$51,064	1,163	\$39,949	1,317	\$71,046

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METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
PITTSFIELD, MA	102	\$56,482	93	\$57,199	6	\$35,768	3	\$75,681
POCATELLO, ID	140	\$51,081	122	\$51,056	10	\$38,461	8	\$67,233
PONCE, PR	308	\$41,952	224	\$39,957	41	\$25,669	43	\$67,869
PORTLAND, ME	523	\$59,347	359	\$55,340	46	\$35,711	118	\$80,752
PROVIDENCE-FALL RIVER-WARWICK, RI-MA	2,116	\$54,858	1,539	\$53,575	280	\$34,934	297	\$80,286
PROVO-OREM, UT	329	\$47,032	297	\$47,919	32	\$38,799	...	...
PUEBLO, CO	459	\$48,810	337	\$48,973	40	\$33,944	82	\$55,392
PUNTA GORDA, FL	25	\$50,897	22	\$45,450	...	...	3	\$90,839
RALEIGH-DURHAM-CHAPEL HILL, NC	5,364	\$58,825	4,109	\$57,685	378	\$31,364	877	\$75,999
RAPID CITY, SD	1,119	\$45,984	861	\$46,512	230	\$39,332	28	\$84,377
READING, PA	190	\$53,612	145	\$51,560	17	\$37,229	28	\$74,184
REDDING, CA	799	\$47,097	657	\$44,823	63	\$44,511	79	\$68,067
RENO, NV	1,713	\$53,165	1,140	\$50,269	240	\$39,221	333	\$73,127
RICHLAND-KENNEWICK-PASCO, WA	863	\$69,141	654	\$68,359	82	\$51,573	127	\$84,516
RICHMOND-PETERSBURG, VA	9,708	\$50,791	7,917	\$50,795	1,080	\$37,919	711	\$70,305
ROANOKE, VA	2,062	\$47,365	1,417	\$43,299	218	\$29,402	427	\$70,030
ROCHESTER, MN	511	\$51,785	431	\$49,876	39	\$52,111	41	\$71,539
ROCHESTER, NY	1,781	\$47,250	1,150	\$45,171	336	\$34,998	295	\$69,305
ROCKFORD, IL	197	\$58,835	132	\$52,012	7	\$40,902	58	\$76,528
ROCKY MOUNT, NC	51	\$50,347	49	\$50,311	...	...	2	\$51,237
SAGINAW-BAY CITY-MIDLAND, MI	638	\$49,174	404	\$43,238	78	\$42,593	156	\$67,837
ST. CLOUD, MN	941	\$44,660	626	\$41,110	154	\$35,800	161	\$66,935
ST. JOSEPH, MO	290	\$51,002	174	\$50,937	113	\$50,303	3	\$81,082
ST. LOUIS, MO-IL	14,355	\$50,058	12,011	\$48,510	1,220	\$41,661	1,124	\$75,722
SALINAS, CA	3,936	\$57,673	2,264	\$50,964	385	\$40,485	1,287	\$74,619
SALT LAKE CITY-OGDEN, UT	22,440	\$46,425	15,794	\$46,169	5,414	\$39,698	1,232	\$79,268
SAN ANGELO, TX	786	\$45,566	602	\$46,174	117	\$33,350	67	\$61,438
SAN ANTONIO, TX	19,464	\$46,903	14,463	\$46,796	2,858	\$34,095	2,143	\$64,702
SAN DIEGO, CA	28,683	\$55,069	18,469	\$51,699	4,814	\$41,300	5,400	\$78,871
SAN LUIS OBISPO-ATASCADERO-PASO ROBLES,	223	\$45,953	175	\$45,730	28	\$36,386	20	\$61,295
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	2,274	\$52,439	1,886	\$52,135	311	\$45,585	77	\$87,583
SANTA FE, NM	1,099	\$50,708	895	\$52,080	131	\$36,581	73	\$59,230
SARASOTA-BRADENTON, FL	279	\$52,269	228	\$48,783	14	\$30,756	37	\$81,894
SAVANNAH, GA	1,580	\$51,893	1,279	\$51,631	219	\$39,671	82	\$88,618
SCRANTON-WILKES-BARRE-HAZLETON, PA	2,744	\$41,981	2,180	\$38,749	253	\$33,106	311	\$71,856
SHARON, PA	40	\$46,576	34	\$46,559	5	\$39,975	1	\$80,173
SHEBOYGAN, WI	18	\$50,020	18	\$50,020	...	...	...	...
SHERMAN-DENISON, TX	71	\$53,279	55	\$50,637	12	\$46,203	4	...
SHREVEPORT-BOSSIER CITY, LA	2,494	\$46,982	1,496	\$44,530	630	\$38,227	368	\$71,942
SIoux CITY, IA-NE	463	\$47,471	265	\$48,415	145	\$39,129	53	\$65,577

TABLE 16 - AVERAGE ADJUSTED BASIC SALARIES OF FULL-TIME EMPLOYMENT BY PAY SYSTEM FOR METROPOLITAN STATISTICAL AREAS, AS OF MARCH 31, 2002

METROPOLITAN STATISTICAL AREA	TOTAL		GENERAL SCHEDULE		FEDERAL WAGE SYSTEMS		OTHER ACTS AND ADMINISTRATIVE DETERMINATION	
	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE SALARY	NUMBER OF EMPLOYEES	AVERAGE STATE	NUMBER OF EMPLOYEES	AVERAGE SALARY
SIoux FALLS, SD	1,274	\$49,665	809	\$49,012	231	\$35,582	234	\$65,829
SOUTH BEND, IN	235	\$59,190	160	\$53,477	10	\$41,080	65	\$76,037
SPOKANE, WA	2,172	\$51,705	1,513	\$49,142	322	\$39,931	337	\$74,459
SPRINGFIELD, IL	1,068	\$51,281	723	\$50,684	234	\$42,538	111	\$73,607
SPRINGFIELD, MO	1,222	\$51,608	922	\$50,556	188	\$40,085	112	\$79,609
SPRINGFIELD, MA	2,158	\$47,083	1,435	\$47,451	552	\$38,085	171	\$73,035
STATE COLLEGE, PA	171	\$56,231	152	\$56,643	12	\$45,180	7	\$66,230
STeUBENVILLE-WEIRTON, OH-WV	37	\$46,929	21	\$45,925	15	\$44,388	1	...
STOCKTON-LODI, CA	2,331	\$41,990	867	\$45,091	1,393	\$37,865	71	\$85,051
SUMTER, SC	554	\$42,187	449	\$43,339	103	\$36,756	2	\$63,333
SYRACUSE, NY	2,148	\$52,129	1,384	\$49,402	304	\$38,466	460	\$69,363
TALLAHASSEE, FL	918	\$53,937	765	\$51,507	72	\$45,416	81	\$84,462
TAMPA-ST. PETERSBURG-CLEARWATER, FL	9,145	\$50,622	6,390	\$47,699	736	\$27,712	2,019	\$68,227
TERRE HAUTE, IN	818	\$51,698	534	\$48,640	200	\$51,898	84	\$70,664
TEXARKANA, TX-TEXARKANA, AR	2,778	\$40,520	1,262	\$45,975	1,496	\$35,466	20	\$74,326
TOLEDO, OH	626	\$54,212	384	\$51,508	176	\$51,454	66	\$77,301
TOPEKA, KS	2,033	\$45,497	1,440	\$44,202	362	\$38,356	231	\$64,759
TUCSON, AZ	6,163	\$47,519	3,990	\$47,413	1,510	\$40,019	663	\$65,239
TULSA, OK	2,048	\$55,590	1,588	\$53,994	254	\$42,998	206	\$83,423
TUSCALOOSA, AL	1,014	\$43,351	653	\$41,994	194	\$31,556	167	\$62,363
TYLER, TX	143	\$61,044	121	\$54,985	2	\$43,556	20	\$99,451
UTICA-ROME, NY	1,264	\$54,956	832	\$44,543	87	\$42,322	345	\$83,253
VICTORIA, TX	49	\$50,837	43	\$49,722	...	...	6	\$58,833
VISALIA-TULARE-PORTERVILLE, CA	767	\$36,002	679	\$36,108	87	\$34,977	1	\$53,379
WACO, TX	1,354	\$44,190	972	\$43,097	182	\$25,715	200	\$66,317
WATERLOO-CEDAR FALLS, IA	163	\$48,491	96	\$45,587	37	\$43,574	30	\$63,848
WAUSAU, WI	66	\$50,794	57	\$51,558	7	\$39,608	2	\$68,144
WEST PALM BEACH-BOCA RATON, FL	2,169	\$50,274	1,404	\$45,451	246	\$28,131	519	\$73,818
WHEELING, WV-OH	314	\$58,490	251	\$59,239	51	\$41,646	12	...
WICHITA, KS	2,342	\$51,797	1,382	\$48,406	549	\$46,563	411	\$70,189
WICHITA FALLS, TX	1,428	\$41,294	1,270	\$41,838	156	\$36,549	2	\$65,881
WILLIAMSPORT, PA	239	\$55,329	150	\$50,438	29	\$46,461	60	\$71,843
WILMINGTON, NC	708	\$50,473	519	\$49,869	146	\$44,628	43	\$77,606
YAKIMA, WA	854	\$45,049	612	\$45,341	144	\$43,941	98	\$44,854
YORK, PA	2,019	\$44,264	1,158	\$50,548	850	\$35,088	11	\$91,804
YOUNGSTOWN-WARREN, OH	1,109	\$47,966	787	\$45,832	233	\$47,924	89	\$66,946
YUBA CITY, CA	698	\$44,481	489	\$44,497	202	\$44,441	7	\$44,492
YUMA, AZ	2,035	\$47,125	1,706	\$47,765	244	\$40,837	85	\$52,343
<b>TOTALS</b>	<b>1,421,845</b>	<b>\$57,032</b>	<b>1,051,310</b>	<b>\$55,455</b>	<b>156,239</b>	<b>\$39,997</b>	<b>214,296</b>	<b>\$77,188</b>

**TABLE 17 -- DISTRIBUTION OF FULL-TIME GENERAL SCHEDULE EMPLOYMENT IN THE CONTIGUOUS UNITED STATES  
BY LOCALITY PAY AREA AS OF MARCH 31, 2002**

LOCALITY PAY AREA	GENERAL SCHEDULE EMPLOYMENT	2002 COMPARABILITY ADJUSTMENT (PERCENT)	ADJUSTED BASIC MEAN SALARY
ATLANTA, GA	24,973	9.74	\$54,112
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT	23,526	13.57	\$55,705
CHICAGO-GARY-KENOSHA, IL-IN-WI	19,503	14.58	\$58,040
CINCINNATI-HAMILTON, OH-KY-IN	9,533	12.09	\$42,910
CLEVELAND-AKRON, OH	7,856	10.33	\$57,188
COLUMBUS, OH	7,689	10.70	\$51,915
DALLAS-FORT WORTH, TX	16,050	10.90	\$55,655
DAYTON-SPRINGFIELD, OH	9,747	9.62	\$57,300
DENVER-BOULDER-GREELEY, CO	16,557	13.34	\$60,622
DETROIT-ANN ARBOR-FLINT, MI	11,337	14.71	\$58,583
HARTFORD, CT	2,864	14.11	\$55,911
HOUSTON-GALVESTON-BRAZORIA, TX	9,861	18.61	\$63,997
HUNTSVILLE, AL	10,276	9.08	\$66,255
INDIANAPOLIS, IN	6,432	8.85	\$49,747
KANSAS CITY, MO-KS	16,767	9.28	\$48,432
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA	33,658	16.05	\$54,949
MIAMI-FORT LAUDERDALE, FL	9,648	12.45	\$52,137
MILWAUKEE-RACINE, WI	3,294	10.05	\$49,700
MINNEAPOLIS-ST. PAUL, MN-WI	5,803	11.56	\$53,107
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA	48,098	15.23	\$56,338
ORLANDO, FL	3,554	8.67	\$55,421
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD	30,074	12.11	\$50,920
PITTSBURGH, PA	6,006	9.52	\$51,063
PORTLAND-SALEM, OR-WA	8,903	11.64	\$56,716
RICHMOND-PETERSBURG, VA	7,917	9.67	\$50,794
SACRAMENTO-YOLO, CA	5,688	11.99	\$55,745
ST. LOUIS, MO-IL	12,011	8.98	\$48,509
SAN DIEGO, CA	18,469	12.70	\$51,698
SAN FRANCISCO-OAKLAND-SAN JOSE, CA	23,144	19.04	\$61,186
SEATTLE-TACOMA-BREMERTON, WA	21,081	11.77	\$53,665
WASHINGTON-BALTIMORE, DC-MD-VA-WV	241,564	11.48	\$67,841
REST OF THE CONTIGUOUS UNITED STATES CONSISTING OF THOSE PORTIONS OF THE CONTIGUOUS 48 STATES NOT LOCATED WITHIN ANOTHER LOCALITY PAY AREA 1/	514,675	8.64	\$48,390
<b>TOTALS</b>	<b>1,186,558</b>		<b>\$54,735</b>

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

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

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## Federal Pay Systems

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

### Statutory Pay Systems

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

According to subchapter III of chapter 53 of Title 5, United States Code, the **General Schedule** pay system covers, with specific exemptions, most "white-collar" positions in the executive branch and certain legislative branch agencies. The General Schedule consists of 15 grades, each broadly defined in law in terms of work difficulty, responsibility, and the qualifications required for performance. A salary range of 10 steps is provided for each grade. Within-grade advancement is scheduled after each 52 weeks of service in the first three steps in a grade, after 104 weeks in steps 4, 5, and 6, and after 156 weeks in steps 7, 8, and 9. To qualify for advancement to the next higher step, an employee must demonstrate work at an acceptable level of competence. Employees demonstrating "high quality performance" may advance more rapidly through the rate range for their grades by being granted additional step increases, called "quality step increases (QSI)." An employee may receive only one QSI during any 52-week period.

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

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

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

### Other Major Pay Systems

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

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

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

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

The **Performance Management and Recognition System** ("Merit Pay") was abolished under Public Law 103-89, (The Performance Management and Recognition System Termination Act of 1993). The

Termination Act called for a gradual transition from the GM to the GS pay plan. For this survey, GM employees are included in the General Schedule pay category.

## Federal Employees Pay Comparability Act of 1990

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

### Locality Pay

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

receive the higher of their special salary rate or locality pay.

For 2002, the nationwide adjustment was 2.7 percent. Locality adjustments were granted in 31 Metropolitan Statistical Areas (MSA) and the "Rest of U.S." pay area, which includes employees in the 48 contiguous states not covered in one of the other 31 specified locality pay areas.

**Table 17** shows that the locality rates ranged from 8.64 percent to 16.05 percent. On the average, locality rates increased by 1.19 percentage points in 2002 to 10.95 percent.

Special geographic pay adjustments are authorized for law enforcement officers (LEOs) employed in two MSAs (Boston, and New York). In 2002, the pay adjustments were 16 percent above the regular scheduled basic pay rate. LEOs receive the higher of (1) any applicable special salary rate, (2) any applicable special pay adjustment, or (3) their locality pay rate.

See **Table 17** for employment, 2002 comparability (locality) adjustment, and the average annual salary for each designated locality pay area (which in some cases differ from metropolitan statistical areas shown in other Tables).

## Data Source, Population, Coverage and Quality

### Data Source

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

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

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

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

Non-CPDF agencies responding to this survey are:

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

### Population

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

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

### Data Coverage

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

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

### Data Quality and Corrections

Data for this survey were obtained from the Central Personnel Data File (CPDF) and from a special survey covering nonparticipating agencies. Of the 1.70 million full-time active employee records available for this survey, 2,036 or 0.12 percent were rejected for having unspecified or invalid work schedule, tenure, pay plan, grade, step, or salary.

**2002 PAY RATES FOR GENERAL SCHEDULE AND OTHER WHITE-COLLAR EMPLOYEES  
(EXCLUDING LOCALITY PAY)**

**GENERAL SCHEDULE**

As adjusted by Executive Order 13249, December 28, 2001

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>	\$14,757	\$15,249	\$15,740	\$16,228	\$16,720	\$17,009	\$17,492	\$17,981	\$18,001	\$18,456
<b>2</b>	16,592	16,985	17,535	18,001	18,201	18,736	19,271	19,806	20,341	20,876
<b>3</b>	18,103	18,706	19,309	19,912	20,515	21,118	21,721	22,324	22,927	23,530
<b>4</b>	20,322	20,999	21,676	22,353	23,030	23,707	24,384	25,061	25,738	26,415
<b>5</b>	22,737	23,495	24,253	25,011	25,769	26,527	27,285	28,043	28,801	29,559
<b>6</b>	25,344	26,189	27,034	27,879	28,724	29,569	30,414	31,259	32,104	32,949
<b>7</b>	28,164	29,103	30,042	30,981	31,920	32,859	33,798	34,737	35,676	36,615
<b>8</b>	31,191	32,231	33,271	34,311	35,351	36,391	37,431	38,471	39,511	40,551
<b>9</b>	34,451	35,599	36,747	37,895	39,043	40,191	41,339	42,487	43,635	44,783
<b>10</b>	37,939	39,204	40,469	41,734	42,999	44,264	45,529	46,794	48,059	49,324
<b>11</b>	41,684	43,073	44,462	45,851	47,240	48,629	50,018	51,407	52,796	54,185
<b>12</b>	49,959	51,624	53,289	54,954	56,619	58,284	59,949	61,614	63,279	64,944
<b>13</b>	59,409	61,389	63,369	65,349	67,329	69,309	71,289	73,269	75,249	77,229
<b>14</b>	70,205	72,545	74,885	77,225	79,565	81,905	84,245	86,585	88,925	91,265
<b>15</b>	82,580	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357

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<b>SENIOR EXECUTIVE SERVICE (ES)</b>	
ES-1	\$113,000
ES-2	118,300
ES-3	123,700
ES-4	129,800
ES-5	130,000
ES-6	130,000

<b>EXECUTIVE SCHEDULE (EX)</b>	
Level I	\$166,700
Level II	150,000
Level III	138,200
Level IV	130,000
Level V	121,600

<b>ADMINISTRATIVE LAW JUDGES (AL)</b>	
AL-3/A	\$86,500
AL-3/B	93,100
AL-3/C	99,800
AL-3/D	106,500
AL-3/E	113,100
AL-3/F	119,700
AL-2	126,500
AL-1	130,000

<b>SENIOR LEVEL (SL &amp; ST)</b>	
Minimum	\$99,096
Maximum	130,000

<b>MEMBERS, BOARDS OF CONTRACT APPEALS (CA)</b>	
Chairman	\$130,000
Vice Chair	126,100
Others	122,200

## SCHEDULE 2 -- FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$82,580	\$66,914	\$54,220	\$43,934	\$35,599	\$31,825	\$28,450	\$25,434	\$22,737
2	85,057	68,921	55,847	45,252	36,667	32,780	29,304	26,197	23,419
3	87,609	70,989	57,522	46,610	37,767	33,763	30,183	26,983	24,122
4	90,237	73,119	59,248	48,008	38,900	34,776	31,088	27,792	24,845
5	92,945	75,312	61,025	49,448	40,067	35,819	32,021	28,626	25,591
6	95,733	77,572	62,856	50,932	41,269	36,894	32,981	29,485	26,358
7	98,605	79,899	64,742	52,459	42,507	38,001	33,971	30,370	27,149
8	101,563	82,296	66,684	54,033	43,782	39,141	34,990	31,281	27,964
9	104,610	84,765	68,684	55,654	45,096	40,315	36,040	32,219	28,803
10	107,357	87,308	70,745	57,324	46,449	41,524	37,121	33,186	29,667
11	107,357	89,927	72,867	59,044	47,842	42,770	38,234	34,181	30,557
12	107,357	92,625	75,053	60,815	49,277	44,053	39,381	35,207	31,473
13	107,357	95,403	77,305	62,639	50,756	45,375	40,563	36,263	32,418
14	107,357	98,265	79,624	64,519	52,278	46,736	41,780	37,351	33,390

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

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2002)

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

Deputy Under Secretary for Health . . . . .	\$140,243	**
Associate Deputy Under Secretary for Health . . . . .	134,327	***
Assistant Under Secretaries for Health . . . . .	130,367	***

	<b>Minimum</b>	<b>Maximum</b>	
Medical Directors . . . . .	\$111,230	\$126,064	***
Service Directors . . . . .	96,851	120,282	
Director, National Center for Preventive Health . . . . .	82,580	120,282	

**Physician and Dentist Schedule**

Director Grade . . . . .	\$96,851	\$120,282
Executive Grade . . . . .	89,432	113,978
Chief Grade . . . . .	82,580	107,357
Senior Grade . . . . .	70,205	91,265
Intermediate Grade . . . . .	59,409	77,229
Full Grade . . . . .	49,959	64,944
Associate Grade . . . . .	41,684	54,185

**Clinical Podiatrist and Optometrist Schedule**

Chief Grade . . . . .	\$82,580	\$107,357
Senior Grade . . . . .	70,205	91,265
Intermediate Grade . . . . .	59,409	77,229
Full Grade . . . . .	49,959	64,944
Associate Grade . . . . .	41,684	54,185

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

Director Grade . . . . .	\$82,580	\$107,357
Assistant Director Grade . . . . .	70,205	91,265
Chief Grade . . . . .	59,409	77,229
Senior Grade . . . . .	49,959	64,944
Intermediate Grade . . . . .	41,684	54,185
Full Grade . . . . .	34,451	44,783
Associate Grade . . . . .	29,646	38,538
Junior Grade . . . . .	25,344	32,949

- \* This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Service. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.
- \*\* Section 7404 (d) (1) of title 38, United States Code, states that the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$130,000.
- \*\*\* Section 7404 (d) (2) of title 38, United States Code, states that the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$121,600.
- \*\*\*\* Section 301 (a) of Public Law 102-40, states that these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107 (b) as in effect on August 14, 1990, with subsequent adjustments.

**Table 18 — Chronology of General Schedule Pay Legislation**

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

**Table 18 — Chronology of General Schedule Pay Legislation**

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
October 1, 1973	4.8	Increase ranged from 4.6 percent to 5.2 percent	Executive Order 11739, October 3, 1973
October 4, 1974	5.5	5.5 percent for all employees	Executive Order 11811, October 7, 1974
October 1, 1975	5.0	5.0 percent for all employees	Executive Order 11883, October 6, 1975
October 1, 1976	5.2	Increase ranged from 4.2 percent to 6.9 percent	Executive Order 11941, October 1, 1976
October 1, 1977	7.0	7.0 percent for all employees	Executive Order 12010, October 1, 1977
October 1, 1978	5.5	5.5 percent for all employees	Executive Order 12087, October 1, 1978
October 1, 1979	7.0	7.0 percent for all employees	Executive Order 12165, October 1, 1979
October 1, 1980	9.1	9.1 percent for all employees	Executive Order 12248, October 1, 1980
October 1, 1981	4.8	4.8 percent for all employees	Executive Order 12330, October 15, 1981
October 1, 1982	4.0	4.0 percent for all employees	Executive Order 12387, October 8, 1982
January 1, 1984	4.0	4.0 percent for all employees	Executive Order 12456, December 30, 1983, as amended by Executive Order 12477, May 23, 1984
January 1, 1985	3.5	3.5 percent for all employees	Executive Order 12496, December 24, 1984
January 1, 1986	None		
January 1, 1987	3.0	3.0 percent for all employees	Executive Order 12496, December 24, 1986
January 1, 1988	2.0	2.0 percent for all employees	Executive Order 12622, December 31, 1987
January 1, 1989	4.1	4.1 percent for all employees	Executive Order 12663, January 6, 1989
January 1, 1990	3.6	3.6 percent for all employees	Executive Order 12698, December 23, 1989
January 1, 1991	4.1	4.1 percent for all employees	Executive Order 12736, December 12, 1990
January 1, 1992	4.2	4.2 percent for all employees	Executive Order 12786, December 26, 1991
January 1, 1993	3.7	3.7 percent for all employees	Executive Order 12826, December 30, 1992
January 1, 1994	None	Locality Payments of 3.09 to 6.52 percent	The Federal Employee Pay Comparability Act of 1990 and Presidential memorandum of December 1, 1993
January 1, 1995	2.0	Locality Payments of 3.74 to 8.53 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12944 December 28, 1994
January 1, 1996	2.0	Locality Payments of 4.13 to 9.40 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 12984 December 28, 1995

**Table 18 — Chronology of General Schedule Pay Legislation**

Effective Date	Increase (percent)	Comments	Public Law or Executive Order and Date Approved
January 1, 1997	2.3	Locality Payments of 4.81 to 11.52 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13033 December 27, 1996
January 1, 1998	2.3	Locality Payments of 5.42 to 12.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13071 December 29, 1997
January 1, 1999	3.1	Locality Payments of 5.87 to 13.06 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13106 December 7, 1998
January 1, 2000	3.8	Locality Payments of 6.78 to 15.01 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13144 December 21, 1999
January 1, 2001	2.7	Locality Payments of 7.68 to 16.66 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13182 December 23, 2000
January 1, 2002	3.6	Locality Payments of 8.64 to 19.04 percent	The Federal Employees Pay Comparability Act of 1990 and Executive Order 13249 December 28, 2001

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

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

**LOCALITY PAY EXTENSIONS  
SINGLE-AGENCY CATEGORIES OF NON-GENERAL SCHEDULE EMPLOYEES**

Agency	Pay Authority [pay plan code]	Types of Employees [number of employees] <sup>(1)</sup>	Original Approval Date
Agency for International Development	22 U.S.C. 2385 [AD]	Miscellaneous types of positions [66]	Jan. 7, 1994
	22 U.S.C. 2386 [EE, EG]	Experts and consultants under the Foreign Assistance Act [15]	Jan. 7, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [15]	Jan. 7, 1994
Agriculture	5 CFR 213.3102(l) [EG]	Temporary, intermittent, and seasonal employees [1]	Feb. 9, 1994
	5 U.S.C. 3109 [ED, EF]	Experts and consultants [3]	Feb. 9, 1994
American Battle Monuments Commission	36 U.S.C. 121 [AD]	Secretary of the American Battle Monuments Commission [1]	Nov. 25, 1996
Commerce	35 U.S.C. 3(c) [AD]	Examiners-in-chief on the Board of Patent Appeals and Interferences [8]	Jan. 4, 1994
	35 U.S.C. 3(e) [AD]	Attorney examiners (trademark) on the Trademark Trial & Appeal Board [48]	Jan. 4, 1994
Corporation for National Service	42 U.S.C. 12651f(b)(1) [NX]	Senior level equivalent employees in pay band NX-2 of CNS' alternative personnel system [9]	June 15, 1995

Defense	10 U.S.C. 1595 [AD]	National Defense University Directors, Deans, and Professors [72]	Jan. 3, 1997
	10 U.S.C. 4021 [AD]	United States Army Command and General Staff College Civilian Staff and Faculty [5]	Jan. 3, 1997
	10 U.S.C. 4331 and 4338 [AD]	United States Army Military Academy Civilian Staff and Faculty [97]	Jan. 3, 1997
	10 U.S.C. 6952 [AD]	United States Naval Academy Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7043 [AD]	Naval Postgraduate School Academic Dean [1]	Jan. 3, 1997
	10 U.S.C. 7044 [AD]	Naval Postgraduate School Civilian Faculty [322]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	Naval War College Faculty [52]	Jan. 3, 1997
	10 U.S.C. 7478 [AD]	United States Marine Corps Command and Staff College	Jan. 3, 1997
	10 U.S.C. 9021 [AD]	Air University Civilian Faculty [30]	Jan. 3, 1997
	10 U.S.C. 9314 [AD]	Air Force Institute of Technology Civilian Faculty [114]	Jan. 3, 1997
	10 U.S.C. 9338 [AD]	United States Air Force Academy Civilian Faculty [77]	Jan. 3, 1997
10 U.S.C. 1746 [AD]	Defense Acquisition University Faculty [305]	April 12, 2000	
Sec. 1101 of PL 105-261	Defense Advanced Research Projects Agency (DARPA) Experimental Personnel Management Program [20]	July 28, 2000	
Defense Nuclear Facilities Safety Board	Section 161d of the Atomic Energy Act of 1954 (Public Law 101-510) [DN]	Professional scientific and technical personnel [59]	Dec. 30, 1996

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

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

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

## - ACKNOWLEDGMENTS -

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