

IMPLEMENTATION OF LOCALITY-BASED COM-
PARABILITY PAYMENTS FOR GENERAL SCHEDULE
EMPLOYEES FOR CALENDAR YEAR 1995

COMMUNICATION

FROM

THE PRESIDENT OF THE UNITED STATES

TRANSMITTING

HIS REPORT ON THE IMPLEMENTATION OF LOCALITY-BASED
COMPARABILITY PAYMENTS FOR GENERAL SCHEDULE EMPLOY-
EES FOR CALENDAR YEAR 1995, PURSUANT TO 5 U.S.C. 5304(d)(3)



JANUARY 4, 1995.—Referred to the Committee on Government Reform and
Oversight and ordered to be printed

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THE WHITE HOUSE,
Washington, November 30, 1994.

Hon. THOMAS S. FOLEY,
Speaker of the House of Representatives,
Washington, DC.

DEAR MR. SPEAKER: In accordance with section 5304(d)(3) of title 5, United States Code, I hereby report to the Congress on the implementation of locality-based comparability payments for General Schedule employees for calendar year 1995.

I have directed the President's Pay Agent to put into effect the locality-based comparability payments shown on the enclosed table, effective in January 1995. The report of the President's Pay Agent, which includes the information required by section 5304(d)(3) regarding comparability payments for 1995 and 1996, is also enclosed.

Sincerely,

WILLIAM J. CLINTON.

Locality-Based Comparability Payments
Effective January 1995

<u>Pay Locality</u>	<u>Comparability Payment</u>
Atlanta MSA	4.66‡
Boston CMSA	6.97‡
Chicago CMSA	6.92‡
Cincinnati CMSA	5.33‡
Cleveland CMSA	4.23‡
Columbus, OH, MSA	5.30‡
Dallas CMSA	5.65‡
Dayton MSA	5.19‡
Denver CMSA	5.75‡
Detroit CMSA	6.59‡
Houston CMSA	8.53‡
Huntsville MSA	4.39‡
Indianapolis MSA	4.58‡
Kansas City MSA	3.97‡
Los Angeles CMSA ¹	7.39‡
Miami CMSA	5.39‡
New York CMSA	7.30‡
Philadelphia CMSA	6.26‡
Portland, OR, CMSA	4.71‡
Richmond MSA	4.00‡
Sacramento CMSA	5.27‡
St. Louis MSA	4.28‡
San Diego MSA	6.14‡
San Francisco CMSA	8.14‡
Seattle CMSA	5.84‡
Washington CMSA ²	5.48‡
Rest of United States ³	3.74‡

NOTE: MSA means Metropolitan Statistical Area and CMSA means Consolidated Metropolitan Statistical Area, both as defined by the Office of Management and Budget (OMB) in OMB Bulletin Number 94-07, July 5, 1994.

¹Pay locality also includes Santa Barbara County and Edwards Air Force Base, CA.

²Pay locality also includes St. Marys County, MD.

³Does not include Alaska, Hawaii, or U.S. territories or possessions.

**REPORT ON LOCALITY-BASED COMPARABILITY
PAYMENTS FOR THE GENERAL SCHEDULE**

**ANNUAL REPORT
OF
THE PRESIDENT'S PAY AGENT
1994**

November 29, 1994

MEMORANDUM TO THE PRESIDENT

SUBJECT: ANNUAL REPORT ON LOCALITY-BASED COMPARABILITY PAYMENTS
FOR THE GENERAL SCHEDULE

In accordance with the provisions of section 5304 of title 5, United States Code, and section 2 of Executive Order 12748, we are submitting to you our report and recommendations on locality-based comparability payments scheduled to become effective in January 1995 and January 1996.

For the locality payments effective in January 1995, the cost of the recommended locality payments has been limited to 0.6 percent of the estimated aggregate fiscal year 1995 executive branch civilian payroll in accordance with section 630(c) of Public Law 103-329. We recommend your approval for implementation.

Our report also contains locality payments for January 1996 which we would recommend if the adjustments were made in accordance with section 5304 of title 5. You do not need to make a decision on the 1996 rates at this time.

The development of these recommendations has been greatly facilitated by the thoughtful work of the Federal Salary Council. We have adopted the Council's recommendations on pay areas and the methodology for comparing Federal and non-Federal rates of pay in their entirety. Our decisions on these issues are contained in the report.

The President's Pay Agent:

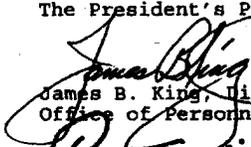
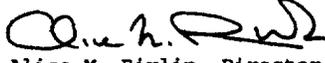

James B. King, Director
Office of Personnel Management
Robert B. Reich
Secretary of Labor
Alice M. Rivlin, Director
Office of Management and Budget

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INTRODUCTION

The Federal Employees Pay Comparability Act of 1990 (FEPCA) replaced the nationwide General Schedule with a method for setting pay for white-collar employees that uses a combination of across-the-board and locality pay adjustments. The policy for General Schedule (GS) pay fixing is that--

- (1) there be equal pay for substantially equal work within each local pay area;
- (2) within each local pay area, pay distinctions be maintained in keeping with work and performance distinctions;
- (3) Federal pay rates be comparable with non-Federal pay rates for the same levels of work within the same local pay area; and
- (4) any existing pay disparities between Federal and non-Federal employees should be completely eliminated.

(5 U.S.C. 5301)

The across-the-board pay adjustment provides the same percentage increase to the statutory pay systems (as defined in 5 U.S.C. 5302(1)) in all locations. This adjustment is linked to changes in the wage and salary component, private industry workers, of the Employment Cost Index minus 0.5 percentage point. Locality-based comparability payments for GS employees, which are in addition to the across-the-board increase, are mandated for each locality having a pay disparity between Federal and non-Federal pay of greater than 5 percent.

As part of the annual locality pay adjustment process, the Pay Agent prepares and submits a report to the President which--

- (1) compares rates of pay under the General Schedule with rates of pay for non-Federal workers for the same levels of work within each pay locality, based on surveys conducted by the Bureau of Labor Statistics;
- (2) identifies each locality in which a pay disparity exists and specifies the size of each pay disparity;
- (3) recommends appropriate comparability payments; and
- (4) includes the views and recommendations of the Federal Salary Council (FSC), individual members of the FSC, and employee organizations.

In addition, for fiscal year 1995 the Pay Agent is responsible for applying the special cost limitations contained in Public Law 103-329 to the locality pay adjustment.¹

The President's Pay Agent consists of the Secretary of Labor and the Directors of the Office of Management and Budget and the Office of Personnel Management.

This report fulfills the Agent's responsibility under 5 U.S.C. 5304(d), as amended, and section 630(c) of Pub. L. 103-329. It recommends locality pay adjustments for 1995 and recommends the locality pay adjustments for 1996, should they be made in accordance with 5 U.S.C. 5304. Federal civilian pay raises in 1996, both the ECI-based and local comparability payment adjustments, will be decided by the President based on his overall budget and economic policies. The report on the 1995 adjustments was originally required by section 8(b)(1) of Pub. L. 102-378, but has been modified by section 630(c) of Pub. L. 103-329. The report on the 1996 adjustments is required by 5 U.S.C. 5304(d)(1).

1. Section 630(c) of Public Law 103-329 of September 30, 1994, the Treasury, Postal Service and General Government Appropriations Act, 1995.

ACROSS-THE-BOARD AND LOCALITY ADJUSTMENTS

Under the Federal Employees Pay Comparability Act of 1990, Federal General Schedule salary adjustments, beginning in January 1994, consist of two components: (1) a general increase linked to the Employment Cost Index (ECI) and applicable to the General Schedule, Foreign Service pay schedules, and pay schedules established under title 38 for Veterans Health Administration employees;² and (2) a General Schedule locality adjustment that applies only to specific areas of the continental United States where non-Federal pay exceeds Federal pay by more than 5 percent.

Only the locality adjustment was implemented in January 1994. In his FY 1994 budget message, the President proposed and Congress ultimately accepted cancellation of a general ECI-based increase of 2.2 percent. The locality portion of the pay increase took effect as scheduled, on the first pay period beginning on or after January 1, 1994.

The formula for the general increase (defined in section 5303 of title 5) provides that the pay rates for each statutory pay system be increased by a percentage equal to the 12-month percentage increase in the ECI, minus one-half of one percentage point. The 12-month reference period ends with the September preceding the effective date of the adjustment by 15 months.

Thus, the ECI reference period for the January 1995 increase is the 12 months ending September 30, 1993. During that period, the ECI increased by 3.1 percent. Therefore, the January 1995 ECI-based adjustment, if granted, would be 2.6 percent (3.1 minus 0.5). However, under Pub. L. 103-329, the general increase for January 1995 will be 2 percent instead of the 2.6 percent ECI-based increase.

The change in the ECI for the 12 months ending September 30, 1994, is 2.9 percent. This will serve as the basis for the January 1996 ECI-based adjustment, which, if granted, would be 2.4 percent (2.9 percent minus 0.5 percentage point).

The locality component of the pay adjustment is mandated under FEPCA to be phased in over a 9-year period. In 1994, the minimum comparability increase was two-tenths of the amount needed to reduce the pay disparity to 5 percent. For each successive year, the comparability increase will be at least an additional one-tenth of the amount needed to close the gap to 5 percent. The goal is to reduce pay disparities to no more than 5 percent not later than the year 2002 (5 U.S.C. 5304(a)).

2. Excluding positions subject to section 7451 of title 38.

In addition to reducing the across-the-board adjustment for 1995, Pub. L. 103-329 imposes a budgetary cap for the locality portion of the pay increase scheduled for January 1995. Under the cap, the annualized cost of locality pay adjustments will be equal to 0.6 percent of the estimated aggregate fiscal year 1995 executive branch civilian payroll.

LOCALITY PAY SURVEYS

The initial needs of FEPCA required the Bureau of Labor Statistics (BLS) to restructure its wage survey programs to provide necessary compensation data for use in implementing locality pay; at the same time, the BLS surveys also met a wide variety of private sector and State and local government respondent needs. Since this initial restructuring, BLS has continued to refine the survey process to make maximum use of its limited resources, to increase the number and scope of surveys, and to meet changing priorities.

At the direction of the Pay Agent, BLS surveyed a total of 34 critical areas, including the "Rest of United States" (RUS) for the 1995 and 1996 locality adjustments.

BLS continued to survey the 28 critical areas, including RUS, that were established as pay localities for the 1994 comparability payments. In addition to the initial 28 critical areas, the Pay Agent directed the addition of 6 new critical areas for BLS surveys in 1994. The six new surveys represent metropolitan areas that were previously in RUS. The complete list of surveys, excluding RUS, covered the following Metropolitan Statistical Areas (MSA's), Primary Metropolitan Statistical Areas (PMSA's), and Consolidated Metropolitan Statistical Areas (CMSA's):

Initial Critical Areas (27)

Washington, DC; New York; Los Angeles; Philadelphia; San Francisco; Norfolk; Chicago; Atlanta; Boston; Denver; San Antonio; St. Louis; Kansas City; San Diego; Dallas; Salt Lake City; Dayton; Seattle; Detroit; Oklahoma City; Huntsville; Sacramento; Houston; Memphis; Indianapolis; Cincinnati; and Cleveland;

Additional Critical Areas (6)

Portland, OR; Miami; Richmond; Columbus, OH; New Orleans; and Albuquerque.

Two critical surveys were conducted in each of the Washington, DC; New York; Los Angeles; San Francisco; and Boston CMSA's.

BLS surveyed a total of 21,116 establishments in the 34 critical areas, of which 2,502 were State or local governments. In the 33 metropolitan areas, BLS surveyed 14,464 establishments, including 1,466 State and local governments. The RUS survey involved the survey of 62 additional MSA's and 70 non-metropolitan counties. A total of 6,652 establishments were surveyed in RUS, including 1,036 State and local governments.

Industrial and Establishment Size Coverage

As required by FEPCA, the BLS salary survey includes collection of salary data from State and local governments, which have large numbers of workers, especially in certain occupations that are unique to government functions. Before 1991, BLS surveys for the Pay Agent covered only private sector goods-producing and service-producing industries. Inclusion of governments in the salary comparison process was proposed in 1978 and again in 1980, but these additions were not approved by Congress. (BLS has visited State and local governments to gather benefit and wage data since 1978 for other programs.)

The industry scope of the surveys includes mining, construction, and manufacturing; service-producing industries--including transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; and services industries--and State and local governments. Households, agriculture, and the self-employed are excluded. The survey covers establishments employing 50 or more workers.

Occupational Coverage

BLS surveyed 107 work levels distributed over 25 occupations in each critical area for the 1995 and 1996 local comparability payments. Table 1 identifies these jobs by occupation and work level, including the GS grade equivalent.

At the direction of the Pay Agent, three work levels were deleted from the 110 surveyed in 1991/93 for the 1994 local comparability payments due to their poor publication record. The dropped jobs were Budget Analyst Supervisor I and II (deleting an entire occupation) and Buyer/Contracting Specialist V. Elimination of these work levels allows BLS to better utilize its resources in improving and expanding data collection.

Table 1. Full Job List for Critical Surveys

Occupation by Category	Work Level by General Schedule (GS) Grade Equivalent																	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
Professional																		
Accountant					I	II	III	IV	V	VI								
Accountant, Public					I	II	III	IV	V	VI								
Attorney							I	II	III	IV	V	VI						
Engineer					I	II	III	IV	V	VI	VII	VIII						
Buyer/Contracting Specialist					I	II	III	IV										
Administrative																		
Budget Analyst					I	II	III	IV										
Computer Programmer					I	II	III	IV	V									
Computer Systems Analyst							I	II	III	IV	V							
Computer Sys Adm Supv/Mgr					I	II	III	IV	V	VI								
Personnel Specialist					I	II	III	IV	V	VI								
Personnel Supervisor/Mgr					I	II	III	IV	V	VI								
Tax Collector					I	II	III	IV	V	VI								
Technical																		
Computer Operator					I	II	III	IV	V									
Drafter					I	II	III	IV	V	VI								
Engineering Technician					I	II	III	IV	V	VI								
Engineering Technician, Civil					I	II	III	IV	V	VI								

3. Levels I and II cover Federal employees in both professional and technical categories. Level V was dropped in 1994 due to its poor publication record in the 1991/93 surveys.

4. Budget Analyst Supervisor I and II were dropped in 1994 due to a poor publication record in the 1991/93 survey.

Occupation by Category	Work Level by General Schedule (GS) Grade Equivalent														
	GS-1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Clerical															
Clerk, Accounting'		I	II	III	IV										
Clerk, General	I	II	III	IV											
Key Entry Operator		I	II												
Personnel Assistant'			I	II	III	IV									
Secretary				I	II	III	IV								
Word Processor'				I	II	III	IV	V							
Officers, Protective															
Corrections Officer															
Firefighter															
Police Officer, Uniformed															

- 5. Levels III and IV cover Federal employees in both clerical and technical categories.
- 6. Level IV covers Federal employees in the technical category.
- 7. Level III covers Federal employees in both clerical and technical categories.

PAY LOCALITIES

Under 5 U.S.C. 5304(e)(2)(A), the Federal Salary Council made a unanimous recommendation to the Pay Agent on the composition of pay localities for 1995 and 1996. This recommendation was transmitted to the Pay Agent in a memorandum dated September 20, 1994 (see Appendix I). The Council recommended, subject to certain threshold criteria, the continuation of the 28 pay areas established for 1994 and the establishment of 6 additional pay areas which, with the exception of RUS and 3 "areas of application" described below, correspond to the most recent metropolitan area definitions set forth by the Office of Management and Budget (OMB).

The Council also recommended that any pay area should be dropped as a separate pay locality and combined with RUS if it meets either of the following criteria:

- o The area has low publishability rates and a pay disparity 2/10 of a percentage point or more below the RUS pay disparity; or
- o The area pay disparity is below the RUS pay disparity in three surveys.

As the data in Tables 3 to 5 show, the pay disparity in 7 of the 34 recommended pay areas is at least 2/10 of a percentage point below the RUS pay disparity of 22.13 percent:

<u>Area</u>	<u>Pay Disparity</u>	<u>GS Payroll</u> (millions)
Albuquerque MSA	13.39%	\$349.547
Memphis MSA	17.82	262.296
New Orleans MSA	21.77	343.345
Norfolk MSA	19.98	1,099.253
Oklahoma City MSA	21.30	528.338
Salt Lake City MSA	21.47	526.639
San Antonio MSA	20.96	714.645
Rest of U.S.	22.13	17,113.601
Average	21.73	20,937.664

In addition, the number of work levels published in each of these metropolitan areas was below average. The Pay Agent concurs with the Council that the above seven areas should be dropped as separate pay localities and incorporated in the RUS pay locality. We have combined the seven locations with RUS using GS base payroll weights to ensure cost neutrality. BLS is instructed to remove Albuquerque, New Orleans, Norfolk, Oklahoma City, and Salt Lake City from the locality pay surveys requested by the Pay

Agent. The Pay Agent requested that Memphis and San Antonio be removed from the critical surveys in July 1994.

The Council further recommended the continued use of two sets of criteria, the meeting of either one of which would qualify additional areas for inclusion within one of the 27 MSA/CMSA pay areas. (See pages 2-6 of the Council's September 20, 1994, memorandum in Appendix I.) The application of these criteria results in the continued inclusion of the following three "areas of application" in the indicated pay localities:

<u>Area of Application</u>	<u>Pay Locality</u>
St. Mary's County, MD	Washington, DC CMSA
Santa Barbara County, CA	Los Angeles CMSA
Edwards Air Force Base, CA	Los Angeles CMSA

The Pay Agent continues to be impressed by the diligence of the Council in the complex and controversial task of designating locality pay areas and greatly respects the judgment of the Council in reaching its conclusions.

In view of the foregoing, the Pay Agent establishes the following 27 areas as pay localities for 1995 and 1996:

Pay Localities

Atlanta MSA	Los Angeles CMSA +
Boston CMSA	Miami CMSA
Chicago CMSA	New York CMSA
Cincinnati CMSA	Philadelphia CMSA
Cleveland CMSA	Portland, OR CMSA
Columbus, OH MSA	Richmond MSA
Dallas CMSA	Sacramento CMSA
Dayton MSA	St. Louis MSA
Denver CMSA	San Diego MSA
Detroit CMSA	San Francisco CMSA
Houston CMSA	Seattle CMSA
Huntsville MSA	Washington, DC CMSA +
Indianapolis MSA	Rest of U.S.
Kansas City MSA	

+ indicates inclusion of 1 or more areas of application

COMPARING GENERAL SCHEDULE AND NON-FEDERAL PAY

How Local Pay Disparities Are Measured

Locality-based comparability payments are a function of local disparities between Federal and non-Federal pay. Pay disparities are measured for each pay area by comparing the scheduled annual pay rates of General Schedule⁸ workers in an area to the annual rates generally paid to non-Federal workers for the same levels of work in the same area. Non-Federal rates are estimated on a sample basis by BLS area surveys, while GS rates are determined from Federal personnel records for the relevant populations of GS workers.⁹

The reference dates of the BLS surveys vary over the survey cycle. To ensure that local pay disparities are measured as of one common date, it is necessary to "age" the BLS survey data to a common reference date before comparing it to GS pay data of the same date. March 1994 is the common reference and comparison date in this report.¹⁰

Since 5 U.S.C. 5302(6) requires that each local pay disparity be expressed as a single percentage, the comparison of GS and non-Federal rates of pay in a locality requires that the two sets of rates be reduced to one pair of rates, a GS average and a non-Federal average. An important principle in averaging each set of rates is that the rates of individual survey jobs and job categories are weighted by Federal GS employment in equivalent classifications. Weighting by Federal employment ensures that the influence of each non-Federal survey job on the overall non-Federal average is proportionate to the frequency of that job in the Federal sector.

8. The scheduled annual rate is the General Schedule rate of basic pay for the employee's grade and step (or relative position in the rate range), inclusive of a special rate under section 403 of FEPCA, but exclusive of a special rate under 5 U.S.C. 5305, an adjusted annual rate under subpart A of 5 CFR part 531, a special law enforcement adjusted rate under subpart C of 5 CFR part 531, and a locality rate under subpart F of 5 CFR part 531.

9. Each non-Federal "rate" is an estimate of the mean straight-time earnings of full-time non-Federal workers in the job, based on the BLS survey sample. Each GS rate is the mean scheduled annual rate of all full-time permanent year-round GS workers in the relevant group.

10. The Employment Cost Index (ECI) based on wages and salaries for white-collar civilian workers excluding those in sales was used to age the BLS data.

Non-Federal pay is represented by the survey of 107 jobs distributed over 25 occupations (as listed in Table 1 above).¹¹ Each of the 107 surveyed jobs has been equated to a GS occupational definition and grade level and classified among 5 broad "PATCO" categories--professional (P), administrative (A), technical (T), clerical (C), and protective officer (O). (See Appendix IV for details.)

Table 2.

Number of Survey Jobs by Grade and PATCO Category						
Grade	P	A	T	C	O	Total
GS-1				1		1
GS-2				3		3
GS-3			3	5		8
GS-4			4	5		9
GS-5	3	4	4	4	2	17
GS-6			2	1	1	4
GS-7	4	4	4	1	1	14
GS-8			1	1		2
GS-9	5	5	2			12
GS-11	5	5	2			12
GS-12	4	5				9
GS-13	3	4				7
GS-14	2	3				5
GS-15	2	2				4
Totals	28	32	22	21	4	107

Table 2 summarizes the distribution of survey jobs by PATCO category and grade. The 107 jobs are distributed among 35 category levels, which are in turn distributed among 14 grade levels (there is no survey job at grade 10). For example, grade GS-1 is represented by only one job in the clerical category (General Clerk I). By contrast, grade GS-5 is represented by 17 jobs distributed among all 5 categories, including 3 in the

11. In this report, "job" means a level of an occupation--e.g., Attorney II or Secretary V.

professional category (Accountant I, Engineer I, and Contracting Specialist I), 4 in the administrative category (Budget Analyst I, Computer Programmer I, Personnel Specialist I, and Tax Collector I), etc.

Due to variations in local industry mix, labor force size, and other factors, BLS is not able to publish rates for all 107 jobs in any area surveyed. On average, an area survey published pay data for about two-thirds of the 107 jobs, ranging from a low of 47 jobs in the Albuquerque survey to a high of 97 in the Rest of U.S. survey. Salary data for unpublished jobs may be substituted from alternative sources, as explained below in the section on "Methodology Issues."

The non-Federal rates for the published jobs are averaged in three stages. In the first stage, job rates are averaged within PATCO category by grade level. The jobs surveyed at each grade represent directly the Federal workers in equivalent job classifications (e.g., engineers) and indirectly other Federal workers in the same PATCO category (e.g., other professionals) at that grade. At grade 5, for example, the three job rates in the professional category are averaged to one rate for the GS-5 professional category. In the same manner, job rates are averaged within the administrative, technical, clerical, and protective officer categories at grade 5. For averaging within category, each job rate is weighted by the CONUS¹² full-time permanent year-round employment in GS positions that match the job.¹³

When the first stage averages are complete, grade 5 is represented by 5 category rates in lieu of its original 17 job rates. Similarly, grades 1 and 2 are each represented by one category rate, grades 3 and 4 each by two category rates, grade 6 by three category rates, and so on.

In the second stage, the category rates are averaged by grade level to one grade level rate for each grade represented. Thus, at grade 5 the five category rates are averaged to one GS-5 rate. For averaging by grade, each category rate is weighted by the local full-time permanent year-round GS employment in the category at the grade.

12. Continental United States, comprising the 48 contiguous States plus the District of Columbia. The reason for CONUS weighting in the first stage is explained below.

13. Five of the 107 survey jobs match Federal classifications in 2 PATCO categories. Buyer/Contracting Specialist I and II each match a Federal technical as well as a professional classification. Similarly, Accounting Clerk III and IV and Word Processor III each match a technical and a clerical classification. Each of the five job rates is averaged under both categories in the first stage averaging, with appropriate weighting.

In the third stage, the 14 grade rates are weighted by the corresponding local full-time permanent year-round GS grade level employment and averaged to a single overall non-Federal rate for the locality. This overall non-Federal average is the non-Federal rate to which the overall average GS rate is compared.

Since GS rates by grade are not based on a sample, but rather on a census of the relevant GS populations, the first two stages of the above process are omitted in deriving the GS average rate. For each grade level represented by a non-Federal average derived in stage two, we average the scheduled rates of all full-time permanent year-round GS employees at the grade in the area. The overall GS average rate is the weighted average of these GS grade level rates, using the same weights as those used to average the non-Federal grade level rates.

The pay disparity, finally, is the percentage by which the overall average non-Federal rate exceeds the overall average GS rate.¹⁴

As indicated above, at the first stage of averaging the non-Federal data, the weights represent national or CONUS GS employment, while local GS employment is used to weight the second and third stage averages. Recall that GS employment weights are meant to ensure that the effect of each non-Federal pay rate on the overall non-Federal average reflects the relative frequency of Federal employment in matching Federal job classifications. Why not use local weights at all three stages?

The use of local weights in the first (job level) stage of averaging has an undesirable effect. A published survey job whose Federal counterpart has no local GS incumbents will "drop out" in stage one and have no effect on the overall average. This might be appropriate if the survey job represented only those GS workers in the Federal counterpart job; but in the second stage of averaging, each survey job represents part or all of a broader PATCO category level, and in the third stage each PATCO category level represents part or all of a broader grade level. If a job is allowed to drop out due to zero local GS employment, some GS incumbents of other classifications in the same PATCO category level--not represented by a specific survey job--will be unrepresented.

14. An equivalent procedure for computing the pay disparity compares aggregate pay rather than average pay, where aggregate pay is defined as the sum across grades of the grade level rate times the grade level GS employment. In fact, the law defines "pay disparity" in terms of a comparison of pay aggregates rather than pay averages (5 U.S.C. 5302(6)). Algebraically, however, the percentage difference between sector aggregates (as defined) is exactly the same as the percentage difference between sector averages.

For this reason, national or CONUS weights are used in the first stage of averaging. CONUS weights are used only where retention of each published survey observation is most important--at the job level or stage one. Local weights are used at all other stages.

Methodology Issue--Publishability and Substitute Data.

The above comparison methodology is an adaptation and modification of methods developed over the years to compute comparability gaps under the Federal Pay Comparability Act of 1970. For example, the multi-stage method of weighting by GS employment and PATCO category was adopted in 1976. However, differences between FEPCA locality pay and comparability adjustments under the 1970 Act required some changes in method and created some new methodological issues. For the 1994 comparability payments, the Pay Agent adopted the Federal Salary Council's recommendations for resolving these issues. The same methods are continued for 1995 and 1996, with one significant modification.

BLS surveys the 107 jobs identified in Table 1 in each critical area. However, survey of a job is no guarantee that the salary data collected, if any, will meet BLS criteria for publication. BLS publication criteria are designed to ensure statistically reliable estimates and to protect confidentiality of individual establishments in the survey.

On average, the critical areas surveyed produced publishable data for about two-thirds of the 107 jobs, ranging from a low of 47 in the Albuquerque survey to a high of 97 in the Rest of U.S. survey. Although some jobs tend to publish more than others, the list of published jobs varied from area to area. Only 19 of the 107 jobs published in all 34 survey localities.

The fact that the set of published jobs varies from area to area is a concern because the gap between Federal and non-Federal pay varies by job as well as by area. If area pay gaps are not based on the same set of jobs in each area, the differences between those gaps are caused not only by differences in the pay of Federal and non-Federal workers for the same jobs (as intended), but also by differences in the set of jobs for which pay data are published.

For 1994, the Pay Agent adopted a data substitution strategy recommended by the Federal Salary Council to address this concern. Alternatives to BLS' published all-industry survey data on a job were substituted for the missing data when a job did not publish. If BLS had published private industry or State and local government data for the job, those data were substituted for the missing all-industry data, adding an average of 2.3 jobs per locality. If neither all-industry nor industry data were

published for a job, data from the Rest of U.S. survey of the job were substituted, adding about 24.6 jobs per locality. The 1994 substitutions ensured that no local pay gap was based on data for fewer than 101 jobs. The drawback was that this strategy relied heavily on RUS data--i.e., on pay levels outside of the pay localities where they were used.

For 1995 and 1996, the Pay Agent has replaced the RUS data substitutions with estimates produced by a multiple regression model of non-Federal pay, again as recommended by the Federal Salary Council. OPM staff developed the model to estimate local non-Federal pay differentials for the surveyed jobs. It produces estimates of the pay of unpublished jobs based on multiple regression analysis of the pay of published jobs. The model assumes that pay varies with three factors--geographic area, occupation, and work level--and it accounts for about 96 percent of the variation in the pay rates published by BLS. In most cases, the difference between the rate estimated by the model and the actual published rate is less than 9 percent. As a source of data substitutes for unpublished jobs, the model produces more accurate and less biased pay estimates than the RUS data. A technical report on the OPM model is provided in Appendix II.

With the OPM model and the completion of two or more survey cycles in each critical area, the Pay Agent's strategy for maximizing the jobs represented in local pay disparities is to use data from the highest available source in the following ranked list:

- (1) all-industry data from the latest survey of the area;
- (2) average of State/local government and private industry data from the latest survey of the area, if both published;
- (3) State/local government or private industry data from latest survey of the area, when only one published;
- (4) all-industry data from the next latest survey of the area;
- (5) average of State/local government and private industry data from next latest survey of the area, if both published;
- (6) State/local government or private industry data from next latest survey of the area, when only one published; or
- (7) the model estimate.

This strategy ensures that all 107 jobs are represented in each local pay gap. Appendix III identifies the number and source of all data substitutions by area.

LOCAL PAY DISPARITIES AND COMPARABILITY PAYMENTS

Table 3 lists pay disparities for 34 survey localities, derives the recommended local comparability payments under 5 U.S.C. 5304(a)(3)(B) for 1995, and shows the disparities that would remain if the recommended payments were adopted. However, section 630 of Pub. L. 103-329 overrides 5 U.S.C. 5304(a) for purposes of the 1995 local comparability payments.

In lieu of setting locality payments at 3/10 of the amount needed to reduce the local gap to 5 percent, Pub. L. 103-329 provides that the annualized cost of the increase in locality payments in 1995 "shall be equal to 0.6 percent of the estimated aggregate fiscal year 1995 executive branch civilian payroll"¹⁵ OMB estimates that 0.6 percent of the aggregate fiscal year 1995 executive branch civilian payroll is \$500.4 million. In view of Pub. L. 103-329, the Pay Agent determined the fraction that, when substituted for the 3/10 fraction in 5 U.S.C. 5304(a)(3)(B), produces locality payments whose increased annualized cost is approximately equal to \$500.4 million. The required fraction is 0.235. Table 4 lists the locality rates and other relevant information under Pub. L. 103-329. We recommend that the table 4 rates be implemented to conform with Pub. L. 103-329.

Table 5 provides the same information for 1996 under 5 U.S.C. 5304(a)(3)(C) as Table 3 provides for 1995 under 5 U.S.C. 5304(a)(3)(B). Locality pay for 1996 is not affected by Pub. L. 103-329.

Among the pay disparities in column 1 of each table are those of seven asterisked localities--Albuquerque, Memphis, New Orleans, Norfolk, Oklahoma City, Salt Lake City, and San Antonio--that are at least 2/10 of a point below the Rest of U.S. disparity. The Pay Agent has adopted the Council's recommendation to drop any area as a separate pay locality when the pay disparity is 2/10 of a percentage point or more below RUS and to merge it with the RUS pay locality. The RUS pay disparity has been recomputed to include the seven dropped areas on a cost-neutral basis. The adjusted RUS pay gap is the weighted average of the RUS, Albuquerque, Memphis, New Orleans, Norfolk, Oklahoma City, Salt Lake City, and San Antonio pay disparities, or 21.73 percent, using area GS base payroll for weights to ensure approximate cost neutrality.¹⁶ The "RUS-adjusted disparity" in Column 2 contains the adjusted RUS pay disparity for the expanded RUS and seven dropped areas and the local pay disparity for all other areas.

15. Section 630(c) of Pub. L. 103-329 of September 30, 1994, the Treasury, Postal Service and General Government Appropriations Act, 1995.

16. See page 9 for the derivation of this weighted average.

Table 3.
Local Pay Disparities and 1995 Comparability Payments Under 5 U.S.C. 5304(a)(3)(B)

Pay Locality	-1- Pay Disparity	-2- RUS-adj Disparity	-3- Disparity to Close	-4- Locality Payment	-5- Remaining Disparity
*Albuquerque MSA	13.39	21.73	15.93	4.78	16.18
Atlanta MSA	25.82	25.82	19.83	5.95	18.75
Boston CMSA	36.14	36.14	29.66	8.90	25.01
Chicago CMSA	35.92	35.92	29.45	8.84	24.88
Cincinnati CMSA	28.81	28.81	22.68	6.80	20.61
Cleveland CMSA	23.92	23.92	18.02	5.41	17.56
Columbus, OH MSA	28.67	28.67	22.54	6.76	20.52
Dallas CMSA	30.26	30.26	24.06	7.22	21.49
Dayton MSA	28.18	28.18	22.08	6.62	20.22
Denver CMSA	30.68	30.68	24.46	7.34	21.74
Detroit CMSA	34.43	34.43	28.03	8.41	24.00
Houston CMSA	43.13	43.13	36.31	10.89	29.07
Huntsville MSA	24.60	24.60	18.67	5.60	17.99
Indianapolis MSA	25.44	25.44	19.47	5.84	18.52
Kansas City MSA	22.74	22.74	16.90	5.07	16.82
Los Angeles CMSA +	38.03	38.03	31.46	9.44	25.12
*Memphis MSA	17.82	21.73	15.93	4.78	16.18
Miami CMSA	29.07	29.07	22.92	6.88	20.76
*New Orleans MSA	21.77	21.73	15.93	4.78	16.18
New York CMSA	37.63	37.63	31.08	9.32	25.90
*Norfolk MSA	19.98	21.73	15.93	4.78	16.18
*Oklahoma City MSA	21.30	21.73	15.93	4.78	16.18
Philadelphia CMSA	32.96	32.96	26.63	7.99	23.12
Portland OR-WA CMSA	26.06	26.06	20.06	6.02	18.90
Richmond MSA	22.87	22.87	17.02	5.11	16.90
Sacramento CMSA	28.56	28.56	22.44	6.73	20.45
St. Louis MSA	24.14	24.14	18.23	5.47	17.70
*Salt Lake City MSA	21.47	21.73	15.93	4.78	16.18
*San Antonio MSA	20.96	21.73	15.93	4.78	16.18
San Diego MSA	32.42	32.42	26.11	7.83	22.80
San Francisco CMSA	41.38	41.38	34.65	10.40	28.06
Seattle CMSA	31.09	31.09	24.85	7.46	21.99
Washington, DC CMSA +	29.50	29.50	23.33	7.00	21.03
Rest of U.S.	22.13	21.73	15.93	4.78	16.18

Table 4.
Local Pay Disparities and 1995 Comparability Payments Under Section 630 of Pub. L. 103-329

Pay Locality	-1- Pay Disparity	-2- RUS-adj Disparity	-3- Disparity to Close	-4- Locality Payment	-5- Remaining Disparity
*Albuquerque MSA	13.39	21.73	15.93	3.74	17.34
Atlanta MSA	25.82	25.82	19.83	4.66	20.22
Boston CMSA	36.14	36.14	29.66	6.97	27.27
Chicago CMSA	35.92	35.92	29.45	6.92	27.12
Cincinnati CMSA	28.81	28.81	22.68	5.33	22.29
Cleveland CMSA	23.92	23.92	18.02	4.23	18.89
Columbus, OH MSA	28.67	28.67	22.54	5.30	22.19
Dallas CMSA	30.26	30.26	24.06	5.65	23.29
Dayton MSA	28.18	28.18	22.08	5.19	21.86
Denver CMSA	30.68	30.68	24.46	5.75	23.57
Detroit CMSA	34.43	34.43	28.03	6.59	26.12
Houston CMSA	43.13	43.13	36.31	8.53	31.88
Huntsville MSA	24.60	24.60	18.67	4.39	19.36
Indianapolis MSA	25.44	25.44	19.47	4.58	19.95
Kansas City MSA	22.74	22.74	16.90	3.97	18.05
Los Angeles CMSA *	38.03	38.03	31.46	7.39	28.53
*Memphis MSA	17.82	21.73	15.93	3.74	17.34
Miami CMSA	29.07	29.07	22.92	5.39	22.47
*New Orleans MSA	21.77	21.73	15.93	3.74	17.34
New York CMSA	37.63	37.63	31.08	7.30	28.27
*Norfolk MSA	19.98	21.73	15.93	3.74	17.34
*Oklahoma City MSA	21.30	21.73	15.93	3.74	17.34
Philadelphia CMSA	32.96	32.96	26.63	6.26	25.13
Portland OR-WA CMSA	26.06	26.06	20.06	4.71	20.39
Richmond MSA	22.87	22.87	17.02	4.00	18.14
Sacramento CMSA	28.56	28.56	22.44	5.27	22.12
St. Louis MSA	24.14	24.14	18.23	4.28	19.04
*Salt Lake City MSA	21.47	21.73	15.93	3.74	17.34
*San Antonio MSA	20.96	21.73	15.93	3.74	17.34
San Diego MSA	32.42	32.42	26.11	6.14	24.76
San Francisco CMSA	41.38	41.38	34.65	8.14	30.74
Seattle CMSA	31.09	31.09	24.85	5.84	23.86
Washington, DC CMSA *	29.50	29.50	23.33	5.48	22.77
Rest of U.S.	22.13	21.73	15.93	3.74	17.34

Table 5.
Local Pay Disparities and 1996 Comparability Payments Under 5 U.S.C. 5304(a)(3)(C)

Pay Locality	-1- Pay Disparity	-2- RUS-adj Disparity	-3- Disparity to Close	-4- Locality Payment	-5- Remaining Disparity
*Albuquerque MSA	13.39	21.73	15.93	6.37	14.44
Atlanta MSA	25.82	25.82	19.83	7.93	16.58
Boston CMSA	36.14	36.14	29.66	11.86	21.71
Chicago CMSA	35.92	35.92	29.45	11.78	21.60
Cincinnati CMSA	28.81	28.81	22.68	9.07	18.10
Cleveland CMSA	23.92	23.92	18.02	7.21	15.59
Columbus, OH MSA	28.67	28.67	22.54	9.02	18.02
Dallas CMSA	30.26	30.26	24.06	9.62	18.83
Dayton MSA	28.18	28.18	22.08	8.83	17.78
Denver CMSA	30.68	30.68	24.46	9.78	19.04
Detroit CMSA	34.43	34.43	28.03	11.21	20.88
Houston CMSA	43.13	43.13	36.31	14.52	24.98
Huntsville MSA	24.60	24.60	18.67	7.47	15.94
Indianapolis MSA	25.44	25.44	19.47	7.79	16.37
Kansas City MSA	22.74	22.74	16.90	6.76	14.97
Los Angeles CMSA *	38.03	38.03	31.46	12.58	22.61
*Memphis MSA	17.82	21.73	15.93	6.37	14.44
Miami CMSA	29.07	29.07	22.92	9.17	18.23
*New Orleans MSA	21.77	21.73	15.93	6.37	14.44
New York CMSA	37.63	37.63	31.08	12.43	22.41
*Norfolk MSA	19.98	21.73	15.93	6.37	14.44
*Oklahoma City MSA	21.30	21.73	15.93	6.37	14.44
Philadelphia CMSA	32.96	32.96	26.63	10.65	20.16
Portland OR-WA CMSA	26.06	26.06	20.06	8.02	16.70
Richmond MSA	22.87	22.87	17.02	6.81	15.04
Sacramento CMSA	28.56	28.56	22.44	8.98	17.97
St. Louis MSA	24.14	24.14	18.23	7.29	15.71
*Salt Lake City MSA	21.47	21.73	15.93	6.37	14.44
*San Antonio MSA	20.96	21.73	15.93	6.37	14.44
San Diego MSA	32.42	32.42	26.11	10.44	19.90
San Francisco CMSA	41.38	41.38	34.65	13.86	24.17
Seattle CMSA	31.09	31.09	24.85	9.94	19.24
Washington, DC CMSA *	29.50	29.50	23.33	9.33	18.45
Rest of U.S.	22.13	21.73	15.93	6.37	14.44

The law requires comparability payments only in localities where the pay disparity exceeds 5 percent; the goal is to reduce local pay disparities to no more than 5 percent not later than the year 2002 (5 U.S.C. 5304(a)(3)(I)). The Pay Agent recommends not exceeding the minimum required locality pay levels. The gap to be closed, then, is the gap between the current GS rate and a target GS rate which the non-Federal rate exceeds by 5 percent. The "Disparity to Close" for each area is shown in column 3.

In accordance with the cited laws, the "Locality Payment" in column 4 is 30 percent of the disparity to close in Table 3, 23.5 percent in Table 4, and 40 percent in Table 5. Finally, column 5 shows the pay disparity that would remain in each area if the indicated payments were made.

The actual remaining pay disparity as of January 1995 or 1996 may differ from the calculations above for two reasons. First, Federal pay will have increased by the amount of the general increases effective in January 1995 and 1996. Second, non-Federal pay will have increased by some amount from March 1994 to January 1995 and January 1996. For purposes of this report, we assume that future changes in Federal and non-Federal pay will substantially cancel each other out and that the gaps will remain about the same.

COST OF LOCALITY PAYMENTS**Effect of Public Law 103-329, the Treasury, Postal Service and General Government Appropriations Act, 1995**

The cost of locality payments in 1995 is controlled by section 630(c) of Pub. L. 103-329. The annualized cost of local comparability payments must equal 0.6 percent of the estimated aggregate FY 1995 executive branch civilian payroll. OMB has determined that 0.6 percent of the estimated aggregate FY 1995 executive branch civilian payroll equals \$500.4 million. Therefore, the Pay Agent had to identify a set of local comparability payments under 5 U.S.C. 5304 that would cost approximately \$500.4 million more in 1995 than local comparability pay cost in 1994.¹⁷

This problem is not as daunting as it may seem at first. Locality payments under 5 U.S.C. 5304(a)(3) are computed by taking a mandated fraction of the amount needed to reduce the local pay disparity to 5 percent. For 1995, the fraction mandated by section 5304(a)(3)(B) is 3/10. Since locality payments computed by taking 3/10 of the amounts needed to reduce local pay disparities to 5 percent would increase costs by more than \$500.4 million, the Pay Agent had to find a fraction, less than 3/10, that would result in a cost increase of approximately \$500.4 million. The fraction that complies with Pub. L. 103-329 is 0.235. Given the local pay disparities in Table 4, 0.235 of the amounts needed to reduce local pay disparities to 5 percent would increase the cost of local comparability pay in 1995 by approximately \$500.220 million. A factor of 0.2351 would cost approximately \$502.778 million and would exceed the threshold amount.

How the Cost of Locality Pay Is Estimated

The cost of locality payments is the sum of all individual comparability payments during a calendar year, offset by special rates or existing geographic adjustments. This amount is estimated using OPM records on all Federal employees duty-stationed within the continental United States as of March 1994 and covered by the General Schedule or other pay plan to which locality pay was extended in 1994, together with the percentage locality payments from Table 4, above. The estimate assumes that the average number and distribution of GS employees (by locality, grade, and step) in CONUS during 1995 will not differ from the number and distribution in March 1994.

17. All cost estimates cover both General Schedule employees and employees under other pay plans to whom local comparability pay was extended in 1994.

The cost estimate does not include any increase in premium pay costs or Government contributions for retirement, life insurance, or other employee benefits that may be attributed to locality payments.

Cost estimates are derived as follows. First, both the "scheduled annual rate of pay" (as defined in 5 CFR 531.602) and the annual rate inclusive of special rates and geographic adjustments are determined for each employee. Both annual rates are converted to expected annual earnings by multiplying each by an appropriate work schedule factor.¹⁸ A "gross locality payment" is computed for each employee by multiplying expected annual earnings from the scheduled annual rate by the percentage locality payment for the employee's pay locality. The sum of these gross locality payments is the cost of locality pay before offset by special rates and existing geographic adjustments.

Second, for each employee, the gross locality payment is compared to the amount by which expected annual earnings from the annual rate inclusive of special rates and existing geographic adjustments exceeds the expected annual earnings from the scheduled annual rate. This second amount is the "cost" of any special rate or existing geographic adjustment. If the gross locality payment is less than or equal to the cost of any special rate or existing geographic adjustment, the net locality payment is set to zero. In this case, the locality payment is completely offset. If the gross locality payment is greater than the cost of any special rate or existing geographic adjustment, the net locality payment is set equal to the gross locality payment minus the cost of any special rate or existing geographic adjustment. In this case, the locality payment is at most partially offset. If the scheduled annual rate is the same as the annual rate inclusive of special rates and existing geographic adjustments (i.e., the cost of any special rate or existing geographic adjustment is zero), then there is no offset and the net locality payment equals the gross locality payment.

The sum of the net locality payments so derived is the estimated cost of local comparability payments.

Estimated Cost of Locality Payments in 1995

Table 6 below compares the cost of locality payments under 5 U.S.C. 5304(a)(3)(B) as identified in Table 3 to the costs under Pub. L. 103-329 as identified in Table 4.

The "1994 Baseline" cost would be the cost of locality pay in 1995 if the 1994 locality rates were not increased, i.e., the

¹⁸. The work schedule factor equals 1 for full-time employees and one of several values less than 1 for the several categories of non-full-time employees.

percentage locality adjustments authorized in January 1994 on top of base pay increased, where appropriate, by the 2 percent across-the-board adjustment in January 1995.

Table 6.

Local Comparability Payment 1995 Cost Alternatives (in millions)					
Cost Component	1994 Baseline	3/10 of Target in 1995		0.235 of Target in 1995	
		Total Pmts	1995 Incr	Total Pmts	1995 Incr
Net locality payments	1,757.432	2,977.685	1,220.253	2,257.652	500.220
Special rates offsets	214.769	323.037	NA	264.902	NA
IGA offsets*	265.117	360.266	NA	338.130	NA
LEO offsets**	35.884	49.213	NA	42.207	NA
Gross locality payments	2,273.202	3,710.201	1,220.253	2,902.891	500.220

*IGA's are the Interim Geographic Adjustments of 8 percent to which employees are entitled in the Los Angeles, New York, and San Francisco CMSA's.

**LEO payments are geographic pay adjustments to which law enforcement officers are entitled in eight metropolitan areas.

The "3/10 of Target in 1995" columns show what the total locality payments would be in the absence of Pub. L. 103-329 and the net increase in 1995. The "1995 Incr" is the 1995 total payment minus the 1994 baseline. The "0.235 of Target in 1995" columns show the same thing under Pub. L. 103-329.

Estimated Cost of Locality Payments in 1996

We estimate that increasing local comparability payments to the levels indicated for 1996 would raise payments \$2 billion over the 1995 levels under Pub.L. 103-329. This estimate was derived from March 1994 Federal employment and salary data adjusted for the 2 percent general adjustment for 1995 and the 2.4 percent general adjustment that employees would receive beginning in January 1996 under current law, if implemented.

RECOMMENDATIONS OF THE FEDERAL SALARY COUNCIL AND EMPLOYEE ORGANIZATIONS

For the second year in a row, the deliberations and recommendations of the Federal Salary Council have had an important and constructive influence on the findings and recommendations of the Pay Agent.

Survey data and pay computations were made available to the Federal Salary Council. In addition, unions and employee organizations were invited to send comments for consideration and inclusion in the Pay Agent's report.

The comments of unions and employee organizations not represented on the Federal Salary Council appear in Appendix XI. The recommendations of the Federal Salary Council on pay areas and pay comparison methodology appear in Appendix I.

Following its October 1993 meeting with the Pay Agent on the 1994 locality payments, the Federal Salary Council held 11 meetings in 1993 and 1994, focusing on the 1995 and 1996 payments.

The members of the Federal Salary Council are:

Anthony F. Ingrassia	Vice-Chairman (Acting Chairman);
Charles H. Fay	Associate Director, Institute of Management and Labor Relations, Rutgers University;
Lucille A. Joel	American Nurses Association;
John F. Leyden	Secretary-Treasurer, Public Employee Department, AFL-CIO;
John N. Sturdivant	President, American Federation of Government Employees;
Peter A. Tchirkow	American Federation of Government Employees/AFL-CIO;
Robert M. Tobias	President, National Treasury Employees Union; and
Sheila K. Velazco	National Federation of Federal Employees.

On October 6, 1994, the President announced his intention to appoint former Alaska Governor William J. Sheffield as member and Chair of the Federal Salary Council, a position which has been vacant since the Council was established. The Pay Agent recognizes and thanks Anthony F. Ingrassia for his very able and productive contributions as Acting Chairman.

FUTURE SURVEYS

The Pay Agent with input from the Federal Salary Council and non-Council organizations is continually planning expanded coverage and improved and more efficient surveys to enhance the effectiveness of the FEPCA pay reforms. As described in "Locality Pay Surveys" above, six new areas were added in 1994 to include more Federal workers in critical area surveys using the full job list.

The joint efforts of OPM and BLS in 1994 will result in the following changes in the job list for surveys conducted in 1995: a new generic Scientist occupation with eight work levels; a revised Attorney occupation, including prosecutors and public defenders; a revised Personnel Assistant occupation, including non-employment functions; and restoration of the Director of Personnel occupation. In addition, industrial and quality control engineers have been added to the Engineer occupation. Job development efforts will continue in 1995 with a focus on financial management and information systems occupations.

In an attempt to balance the critical needs of the locality pay program, the Pay Agent provided guidance on its survey priorities to BLS in a letter of July 7, 1994, to Commissioner Abraham, reproduced in Appendix XII. This letter lists, in order, directions for adding cities and jobs to the on-going survey redesign; it also drops Memphis and San Antonio from the list of critical locality surveys. The Pay Agent directs BLS to eliminate Albuquerque, New Orleans, Norfolk, Oklahoma City, and Salt Lake City from the list of critical areas to be surveyed.

APPENDICES

**REPORT ON LOCALITY-BASED COMPARABILITY
PAYMENTS FOR THE GENERAL SCHEDULE**

**ANNUAL REPORT
OF
THE PRESIDENT'S PAY AGENT
1994**

**APPENDICES TO THE 1994 REPORT OF THE
PRESIDENT'S PAY AGENT**

- I. **Recommendations of the Federal Salary Council.**
- II. **A Model for Estimating Non-Federal Wages and Wage Differentials from BLS Surveys for Federal Locality Pay.**
- III. **Table of the number of work levels published by BLS in each locality and the number available under the recommendations of the Federal Salary Council.**
- IV. **Table of the GS series that match the 107 survey jobs.**
- V. **Table of the ECI measures used to age BLS survey data to March 1994.**
- VI. **List of surveys conducted in the Rest of the United States.**
- VII. **Listing of survey jobs showing the number of survey areas in which each job published.**
- VIII. **Table showing the average salary for each survey job in each survey area.**
- IX. **27 area pay tables.**
- X. **Tables showing grade level data and overall gap calculations for each survey area.**
- XI. **Views and recommendations of employee organizations not represented on the Federal Salary Council.**
- XII. **Pay Agent's Guidance to BLS.**

APPENDIX I

Recommendations of the Federal Salary Council.



Federal Salary Council
 1900 E Street, Northwest
 Washington, D.C. 20415

SEP 20 1994

MEMORANDUM FOR PRESIDENT'S PAY AGENT
HONORABLE JAMES B. KING
HONORABLE ALICE M. RIVLIN
HONORABLE ROBERT B. REICH

FROM: FEDERAL SALARY COUNCIL

SUBJECT: Pay Locality Recommendations for 1995-96
Comparability Payments

As authorized by the Federal Employees Pay Comparability Act of 1990 (FEPCA) in 5 U.S.C. 5304 (e)(2)(A), the members of the Federal Salary Council recommend 34 pay localities for the purpose of determining locality-based comparability payments in 1995 and 1996, subject to the caveats set forth in our memorandum of March 3, 1994 and reiterated below. The recommended pay localities are:

A -- the 27 pay locality areas, other than "Rest of U.S.," established for the 1994 comparability payments:

Atlanta, GA; Boston-Brockton-Nashua, MA-NH-ME-CT;
 Chicago-Gary-Kenosha, IL-IN-WI; Cincinnati-Hamilton, OH-
 KY-IN; Cleveland-Akron, OH; Dallas-Fort Worth, TX;
 Dayton-Springfield, OH; Denver-Boulder-Greeley, CO;
 Detroit-Ann Arbor-Flint, MI; Houston-Galveston-Brazoria,
 TX; Huntsville, AL; Indianapolis, IN; Kansas City, MO-KS;
 Los Angeles-Riverside-Orange County, CA; Memphis, TN-AR-
 MS; New York-Northern New Jersey-Long Island, NY-NJ-CT-
 PA; Norfolk-Virginia Beach-Newport News, VA-NC; Oklahoma
 City, OK; Philadelphia-Wilmington-Atlantic City, PA-NJ-
 DE-MD; Sacramento-Yolo, CA; St. Louis, MO-IL; Salt Lake
 City-Ogden UT; San Antonio, TX; San Diego, CA; San
 Francisco-Oakland-San Jose, CA; Seattle-Tacoma-Bremerton,
 WA; and Washington-Baltimore, DC-MD-VA-WV.

B -- the six additional Metropolitan Areas surveyed in the second round by the Bureau of Labor Statistics at the direction of the Pay Agent:

Portland - Salem, OR-WA CMSA; Miami-Ft. Lauderdale, FL CMSA; Richmond-Petersburg, VA MSA; Columbus, OH MSA; New Orleans, LA MSA; and Albuquerque, NM MSA

C -- All the remaining metropolitan and nonmetropolitan areas in the contiguous 48 States ("Rest of the United States" or RUS).

As a year ago, the Council continues to believe that until resources are available to survey all appropriate areas, the data for those localities with gaps below RUS should be folded into RUS in a manner incurring no additional costs. Furthermore, as stated in our March 3, 1994 recommendations to the Pay Agent, the Council believes any areas with low publishability rates in which gaps are 2/10 of a percent or more below RUS or are below RUS in three surveys be dropped and the resources diverted to survey areas where greater publishability can be expected.

Whether any of the 33 areas listed in A and B, above, meet these thresholds can not be determined at this time. To calculate specific pay gaps requires not only survey data from the areas in question, but also data needed to estimate pay for the jobs which failed to publish. Last year, the Council recommended and the Pay Agent approved use of RUS data as a substitute for missing data. We now believe a multiple regression model developed by Office of Personnel Management technical staff provides more accurate data for this purpose. The model is explained in attachment 1 and we recommend its use.

When all necessary data are available and pay gaps determined, we recommend any of the 33 areas listed in A and B, above, which meet the cited caveats be dropped as separate pay localities and from future surveys.

The identification of areas of application, that is areas which would receive the same pay as the pay locality to which attached, has received considerable attention by the Council. Last year, the Council recommended and the Pay Agent approved two sets of criteria for use in defining areas of application, one for identifying county-wide areas and the second for identifying Federal facilities crossing pay locality boundaries. The criteria deliberately were restrictive. The Council believed then, and continues to believe, that since pay localities cover entire MSA's and CMSA's--areas often much broader than the actual BLS survey areas used to measure pay gaps--areas of application should be rare exceptions to MSA-CMSA boundaries.

Only two counties and one Federal facility met the criteria for the 1994 comparability payments. However, in the past year, the Council has received requests covering 10 separate geographic areas for removal from RUS and identification as areas of application to pay localities with higher rates. These areas are listed in attachment 2.

The Council carefully reviewed all written requests and heard oral presentations at its September 9, 1994 public meeting on behalf of two areas--Hartford County, CT and Monterey County, CA. All areas proposed (see attachment 2) are contiguous to existing pay localities except Aspen, CO. The Council appreciates the thought and effort that went into the requests, both written and oral. By its very nature, a locality-based pay system will result in understandable feelings of inequity and unfairness for those employees stationed just outside an identified geographic boundary. This is particularly true when budget constraints prevent surveying a sufficient number of areas to assure more accurate identification of differing labor markets. In this regard, the Council repeats its previous recommendation that full implementation of FEPCA requires approximately 50 survey areas. We refer to our memorandum of January 21, 1994.

The Council carefully considered both the application of the existing criteria and the possibility of revising the criteria. During the course of these discussions and particularly during the Hartford presentation, it became apparent that clarification was needed concerning the criterion for assessing commuting patterns. The criterion adopted last year required that a contiguous county "demonstrate some economic linkage with the survey area for the pay locality (e.g., commuting patterns based on 1990 census data)."

In developing and applying this criterion, the Council relied solely on the commuting data available at that time from the Census Bureau, which reported commuting statistics based on commuting into or from the central counties, or in the case of New England, the central cores, of the areas then under consideration as CMSA's or MSA's (termed "interim MSA's" during the review process for OMB). They had been identified by the Census Bureau for the purpose of considering whether to add any outlying areas to the interim MSA's.

In the Council's view, these identified central counties and cores were reflective of an area's labor market. We believe they continue to be appropriate for determining whether counties contiguous to a pay locality should be identified as areas of application.

In regards to Hartford County, the pay locality in question is the New York CMSA, and less than 2 percent commute into or from the previously identified central counties. Commuting into or from the entire New York CMSA exceeds the 5 percent threshold applied by the Council, but most involves the Waterbury, CT and New Haven-Meriden, CT PMSA's, which do not include any of these central counties. Even if commuting into or from all the BLS survey areas of the New York CMSA is considered--which includes a limited survey in the Danbury, CT PMSA--the total would not meet the 5 percent threshold.

The Council appreciates and understands the concerns of Hartford employees and their supporters. The members particularly wish to thank Representative Barbara B. Kennelly, 1st District, Connecticut, for taking the time from a busy schedule to make a personal presentation to the Council. Her comments, and those of representatives of Senators Lieberman and Dodd, as well as representatives of Federal labor and management organizations were informative and useful in assessing a difficult situation.

The Council supports, and previously has recommended, that high priority be given to surveying the Hartford MSA and identifying it as a separate pay locality. This is unlikely in the near future in light of continual BLS budget cuts. Based on the Hartford presentations, including supplemental information provided after the September 9 meeting, the Council considered revising the commuting criterion for county-wide areas of application. However, we believe it continues to be in the best interests of the locality pay program to apply the same four criteria as last year. The criteria, as clarified above, are in attachment 3.

In arriving at this recommendation, we were cognizant of the fact that in two related provisions of FEPCA (interim geographic adjustments and law enforcement differentials) Congress limited the higher pay authorizations to the geographic boundaries of the MSA's and CMSA's involved.

We are mindful, of course, of the potential staffing and morale problems that could result from differing pay schedules in neighboring areas. Hartford supporters, including Senators Lieberman and Dodd, provided a list of agencies with facilities in Hartford and elsewhere in Connecticut to underscore concerns for equitable treatment. We appreciate the effort that went into preparing the list. The concerns expressed are real, but not unique to Hartford. Similar situations exist in regards to other pay localities under FEPCA, General Schedule special rates, the Department of Veterans Affairs locality pay system and the interim geographic adjustments and law enforcement differentials mentioned previously.

The Federal Salary Council has no authority to make recommendations concerning these differentials. Even if Hartford County were to meet the criteria as an area of application to the New York pay locality, a significant disparity in pay would remain. Hartford employees would receive only the difference between the pay for the Rest of the United States and the New York locality, not the 8 percent interim adjustment, the 16 percent law enforcement differential or the higher special rates being paid in the New York CMSA. In 1994, that difference amounted to only 2.68 percent and it is not expected to be much greater in 1995 given the proposed cap on locality increases of .6 of a percent of payroll.

To the extent that hiring and retention are adversely affected or problems can be reasonably expected, we urge Federal agencies to utilize fully the many flexibilities contained in FEPCA, such as recruitment and relocation bonuses, retention allowances and special pay rates. We note also that MSA and CMSA boundaries are updated periodically by the Office of Management and Budget, based on latest available data, which could benefit the Hartford MSA as occurred for the New Haven MSA in December 1992.

The Council also wishes to note the personal presentation made on behalf of Monterey County as a proposed area of application to the San Francisco pay locality. In this instance the County does not meet the Council criterion for a significant level of urbanization, defined as a population density of more than 200 per square mile or at least 90 percent of the population in urbanized areas. Monterey does not meet either definition. While we acknowledge the concerns

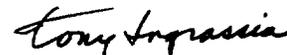
of employees living in the highest cost areas of the county, we do not believe they should be addressed through defining Monterey as an area of application.

In summary, after carefully considering the requests and supporting documentation for the 10 areas proposed as areas of application we find that none meet the criteria identified by the Council. The two counties identified as meeting the criteria last year--St. Mary's County, MD, and Santa Barbara County, CA, continue to do so and we recommend they again be included in the Washington-Baltimore and Los Angeles pay localities, respectively.

Although not discussed herein, we believe Edwards Air Force Base continues to be the only Federal facility crossing pay locality boundaries meeting the area of application criteria. We recommend Edwards again be included in the Los Angeles pay locality.

We appreciate the opportunity to make these recommendations. We would be happy to discuss them with you if you wish further information or clarification.

By direction of the Council


Anthony F. Ingrassia
Acting Chairman

3 Attachments

A METHOD OF ESTIMATING LOCAL NON-FEDERAL PAY FOR SURVEY JOBS THAT DO NOT PUBLISH

The Office of Personnel Management (OPM) has developed a model for estimating the non-Federal pay of jobs that do not publish in Bureau of Labor Statistics (BLS) locality surveys. The BLS surveys are used to calculate pay gaps for the new locality pay system for General Schedule employees. Such a model is needed because the surveys have not produced publishable data for the same set of jobs across pay areas.

For example, to determine the 1994 locality payments, 110 jobs were surveyed in each of 28 pay areas, but an average of only 75 jobs were published per area.¹ Also, the published jobs differed from place to place; only 22 jobs published in all 28 areas.

Without a means of estimating the pay of unpublished jobs, area pay gaps would be affected not only by differences in the pay of Federal and non-Federal workers for the same jobs (as intended), but also by the unintended impact of which jobs happen to publish.

To assure that the gaps for all areas are based on the same jobs, the OPM model estimates the pay of unpublished jobs using multiple regression analysis of the pay of the jobs which were published. The model assumes that pay varies with three factors--geographic area, occupation, and work level (GS grade).² The analysis uses all of the published pay rates in all survey areas combined to develop estimates of pay rates by area, occupation, and grade. The attached table shows the 110 survey jobs by occupation and grade level.³

The model was tested by comparing the pay rate predicted for each job and area with the actual pay rate published by BLS for the same job and area. In most cases, the difference between the rate predicted by the model and the actual published rate for a job was less than 9 percent. Some predicted rates are above the published rates and others are below, but these highs and lows cancel each other out. The OPM model accounts for about 96 percent of the variation in the pay rates published by BLS.⁴

Finally, the model produces more accurate and less biased estimates than the alternative used last year--the published rate for the job in the Rest of U.S. (RUS) survey. (RUS data were used to represent unpublished local salary rates to compute the 1994 comparability payments.)

For these reasons, the Federal Salary Council has recommended use of the model for unpublished jobs in the gap calculations for 1995 comparability payments. The OPM non-Federal pay model will ensure that area pay gaps (and the comparability payments based on those gaps) are based on the complete set of survey jobs in each pay area.

NOTES

1. A job may not "publish" in a locality for either of two reasons: (1) the Bureau of Labor Statistics did not find any data on the job, or (2) the data could not be published because it did not meet BLS quality or confidentiality standards.
2. Since area and occupation are not numerical variables, they are represented in the model as "dummy" variables. A dummy variable is assigned a value of one when it is "true" of an observation and zero otherwise.
3. A "job" is a specific level of work within an occupation--e.g., Secretary IV or Engineer II. The 110 jobs consist of 26 occupations with from 1 to 8 work levels each. The numbers of survey jobs, occupations, and pay areas cited are all from the surveys conducted for the 1994 comparability payments. There will be one less occupation and may be several more areas when the model is estimated for the 1995 comparability payments.
4. The percent variation explained is based on an "R-square" statistic of .985 and the 9 percent prediction interval on a regression standard error (in log units) of .08573. Multiple regression analysis uses the "least squares" principle and a complex set of mathematical equations (widely available in computerized statistical packages) to estimate the parameters of the model. The model parameters identified by this method minimize the sum of the squared errors of the model pay estimates.

**Letters/Reports Received by Federal Salary Council
Urging Changes in Pay Locality Boundaries**

<u>Location</u>	<u>Correspondent(s)</u>
1. Include Hartford, New London (or all CT counties) in New York pay locality - Report re Hartford	- CT Congressional Delegation - Rep. De Lauro on behalf of constituents - Rep. Kennelly - Federal Executive Assn of CT - AFGE, NTEU, FLEO local officers
2. Include Rhode Island in Boston pay locality - Letter - Formal Report	- Senator Chafee - Federal Executive Council of R.I. Congressional Delegation
3. Include Monterey County	- Individual FAA Controller - Senator Feinstein on behalf of (different) FAA Controller
4. Include New Boston Township, NH in Boston pay locality	- Rep. Swett - Rep. Zeliff, Smith and Senator Gregg
5. Include Portland, ME in Boston pay locality	- Senator Mitchell on behalf of FAA Controllers - Rep. Snowe on behalf of FAA Controller

<u>Location</u>	<u>Correspondent(s)</u>
6. Include North Berwick Township, ME, in Boston pay locality	- Senator Mitchell on behalf of constituent
7. Include Larimer County, CO in Denver pay locality	- Senator Brown on behalf of constituents - Senator Campbell on behalf of constituent
8. Include Barnstable, Dukes, Nantucket, MA Counties in Boston pay localities	- Senator Kerry, Rep. Studs, numerous Federal Employees
9. Include Aspen, CO in Denver pay locality	- Rep. McInnis
10. Include Hampden County, MA (Springfield) in Boston pay locality	- Senators Kennedy and Kerry Rep. Neal

FEDERAL SALARY COUNCIL**Criteria for Recommendation as Areas
of Application to Pay Localities**

- A. County-wide areas of application. To be considered, the affected county must,
1. Be contiguous to a pay locality
 2. Contain at least 2,000 GS-GM employees
 3. Have a significant level of urbanization, based on 1990 Census data. A "significant level of urbanization" is defined as a population density of more than 200 per square mile or at least 90 percent of the population in urbanized areas.
 4. Demonstrate some economic linkage with the pay locality, defined as commuting at a level of 5 percent or more into or from the areas in question. The areas in question are the contiguous county under consideration and the central counties (or in the case of New England, the central cores) identified by the Census Bureau for the process of defining the CMSA's or MSA's involved.
- B. Federal facilities crossing pay locality boundaries. To be included in the pay locality the portion of a federal facility which crosses pay locality boundaries and which is not in the pay locality must,
- o have at least 1,000 GS-GM employees,
 - o have the duty station(s) of the majority of GS-GM employees within 10 miles of the prime critical survey boundary area, and
 - o have a significant number of its employees commuting from the pay locality.



Federal Salary Council
1900 E Street, Northwest
Washington, D.C. 20416

NOV 7 1994

MEMORANDUM FOR PRESIDENT'S PAY AGENT
HONORABLE JAMES B. KING
HONORABLE ALICE M. RIVLIN
HONORABLE ROBERT B. REICH

FROM: FEDERAL SALARY COUNCIL

SUBJECT: Level of Comparability Payments for January 1995 and 1996

As authorized by the Federal Employees Pay Comparability Act of 1990 (FEPCA) in 5 USC 5304(e)(2)(A), the members of the Federal Salary Council present their recommendations for the level of comparability payments in pay localities for January 1995 and 1996.

Our recommendations are based on (1) the provisions in FEPCA; (2) the Treasury, Postal Service and General Government Appropriations Act for FY 95 (P.L. 103-329); (3) previous recommendations made to you concerning identification of pay localities and the process of comparing rates of pay payable under the General Schedule with rates of pay for the same levels of work performed by non-Federal workers and (4) other methodology decisions noted below which are required in addition to those approved for comparability payment calculations in January 1994.

The methodology recommended to calculate pay gaps for 1995 and 1996 comparability payments is generally the same as that used for the 1994 calculations. It relies on a job list covering 25 occupations and 107 work levels; MEAN salaries from Bureau of Labor Statistics surveys; combined FMSA data for 8 CMSA's; MIXED GS full-time permanent year-round employment weights; use of the Nationwide ECI, white-collar less sales occupations, for aging data to a common reference month; and regular GS salaries excluding add-ons such as previous comparability payments, interim geographic adjustments, law enforcement geographic adjustments, and special rates.

Additionally, the following required changes/decisions are recommended by the Council for 1995/96 gap calculations:

- o BLS combined a number of surveys within eight CMSA's. Combined files were limited to CRITICAL, STAT, or AWS+ surveys. AWS or SCA surveys were not used because of limited job and industry coverage. Although BLS' policy on waivers and its variance publication criterion resulted in a number of jobs that published in a PMSA being excluded from the combined CMSA data, we recommend retrieval of the data on these suppressed jobs and use of the combined data.
- o The Council supports use of as much survey data as possible. Two or more surveys were available in all but six locations this year. The Council recommends using the two most recent surveys in each location after appropriate aging. Earlier data are judged too old for use. The Council selects the following priority for survey data use:
 - Current survey All Industry
 - Current survey State/Local and Private
 - Current survey State/Local or Private
 - Previous survey All Industry
 - Previous survey State/Local and Private
 - Previous survey State/Local or Private
- o As previously recommended, the Council supports use of a statistical model for estimating the salaries of jobs that were not published in either of the last two local surveys. The model was derived by OPM using the most recent survey in each location. The model provides better estimates of local salaries than using RUS fills as was done last year.
- o The Council methodology calculates the pay gaps as of March 1994. BLS survey data were aged to March 1994, and the March 1994 Salary and Wage file provided the GS data. In our view, there is no option under the statute to include the January 1995 ECI-based 2 percent adjustment in calculating the pay gaps. Since non-Federal pay rates are used as of March 1994, FEPCA requires comparison with General Schedule rates for the same date. Apart from the issue of legality, we note the 2 percent ECI-based increase roughly coincides with the expected change in non-Federal salaries from March 1994 to January 1995, and the 2.4 percent ECI-based adjustment required by FEPCA for 1996 will roughly offset the expected change in non-Federal pay from January 1995 to January 1996.

Based on calculations provided by OPM staff in applying the methodology proposed by the Council, the overall gap between base General Schedule average salaries and non-Federal average salaries surveyed by BLS was 27.56 percent as of March 1994. The amount needed to reduce the pay disparity to 5 percent (the target gap)

averages 21.48 percent. The proposed comparability payments for the pay localities are shown in enclosure 1. The overall average increase in locality rates in January 1995 would be 1.09 percentage points. The overall cost is consistent with the provision in P.L. 103-329 requiring that pay adjustments made under 5 U.S.C. 5304(A)(3)(B) be equal to 0.6 percent of the estimated aggregate fiscal year 1995 executive branch civilian payroll of \$83.4 Billion.

An iterative process was used to determine the phase-in factor that would yield a cost of approximately \$500.4 million (0.6 percent of civilian payroll):

FACTOR	COST
.2347	\$502.065 million
.2346	\$500.452 million
.2345	\$500.003 million

The .2346 factor (23.46 percent of the target gap) results in a cost most closely matching the approximate cost authorized.

Six of the proposed pay localities have gaps below the Rest of the United States locality and, as previously recommended, should be folded into RUS using base GS payroll rates (cost neutral). The locations are Albuquerque, Memphis, Norfolk, Oklahoma City, Salt Lake City and San Antonio. Gaps in all of these localities are more than 2/10 of a percentage point below RUS. Therefore, as previously recommended, they should be dropped from further Bureau of Labor Statistics surveys. The resources thus freed up should be utilized to survey additional metropolitan areas in the order previously recommended by the Council: Minneapolis, Phoenix, Pittsburgh, Tampa, Milwaukee, Orlando and Hartford. (St. Louis, which was below RUS in 1994, is above RUS for 1995 and should continue to be surveyed.)

Starting with the January 1996 comparability payments, FEPCA requires the Pay Agent to make recommendations to the President no later than 13 months before the start of the calendar year for which comparability payments are intended. Therefore, we are including recommendations for January 1996 payments in addition to those for January 1995. As a result of this one-time requirement to make recommendations for two years simultaneously, we must apply identical pay gaps, reflecting the difference between Federal and non-Federal pay as of March 1994.

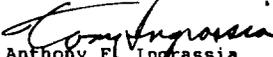
While the gaps are the same, the percentage to be reduced differs-- 23.46 percent in 1995 per P.L. 103-329 and 40 percent in 1996 per FEPCA.

The pay gaps (both actual and at the target level needed to reduce pay disparity to 5 percent) and the recommended comparability payments for 1996 are shown in enclosure 1. The overall average increase would be 3.55 percentage points. The comparability increases will be applied to the base General Schedule effective at that time. The increases received by employees will be the difference between the new locality schedule and their actual salary.

We also show in enclosure 2 the effective net increases for January 1995 reflecting the General Schedule increase of 2 percent and the comparability increases. A diagram showing how locality pay and effective net increases are derived is contained in enclosure 3.

We thank you for the opportunity to make our recommendations. We request that if you have any questions concerning them, a meeting be scheduled as authorized by FEPCA for the Council members to explain and support their views directly to you.

By direction of the Council:


Anthony F. Incrassia
Acting Chairman

Enclosures (3)

1994 PAY GAPS FOR THE FSC--WITH LOCATIONS BELOW RUS ROLLED INTO RUS

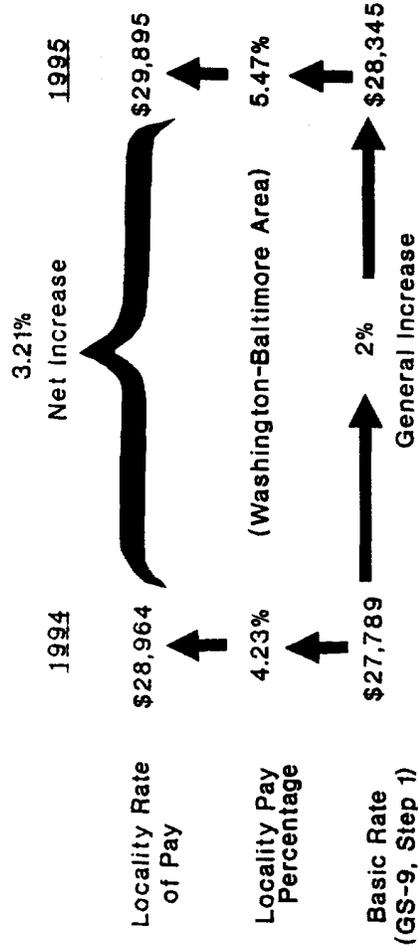
LOCAL PAY AREA	3/94		3/94 MDL FILL		1995		1995		1996	
	BASE	1994	MDL FILL	TARGET	FEPCA	1995	INCREASE	FEPCA	INCREASE	
	PAYROLL	RATE	GAP	GAP	.3 RATE	.2366 RATE	OVER 94	.4 RATE	OVER 95	
Albuquerque* (RUS)	\$349,546,595	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Atlanta	\$1,027,750,267	3.86%	25.82%	19.83%	5.95%	4.65%	0.79%	7.93%	3.28%	
Boston	\$989,258,205	5.47%	36.14%	29.66%	8.90%	6.96%	1.49%	11.86%	4.90%	
Chicago	\$1,013,058,601	5.34%	35.92%	29.45%	8.84%	6.91%	1.57%	11.78%	4.87%	
Cincinnati	\$266,285,463	4.22%	28.81%	22.68%	6.80%	5.32%	1.10%	9.07%	3.75%	
Cleveland	\$421,838,813	3.34%	23.92%	18.02%	5.61%	4.23%	0.89%	7.21%	2.98%	
Columbus*	\$329,181,069	3.09%	28.67%	22.54%	6.76%	5.29%	2.20%	9.02%	3.73%	
Dallas	\$747,800,140	4.21%	30.26%	24.06%	7.22%	5.64%	1.43%	9.62%	3.98%	
Dayton	\$693,661,974	3.77%	28.18%	22.06%	6.62%	5.18%	1.41%	8.83%	3.65%	
Denver	\$944,613,704	4.54%	30.68%	24.46%	7.34%	5.74%	1.20%	9.78%	4.04%	
Detroit	\$538,096,371	4.84%	34.43%	28.03%	8.41%	6.58%	1.74%	11.21%	4.63%	
Houston	\$496,741,053	6.52%	43.13%	36.31%	10.89%	8.52%	2.00%	14.52%	6.00%	
Mantoloking	\$424,650,863	4.10%	24.60%	18.67%	5.60%	4.38%	0.28%	7.47%	3.09%	
Indianapolis	\$413,587,215	3.68%	25.44%	19.47%	5.84%	4.57%	0.89%	7.79%	3.22%	
Kansas City	\$677,256,249	3.30%	22.74%	16.90%	5.07%	3.96%	0.66%	6.76%	2.80%	
Los Angeles	\$1,735,001,742	5.69%	38.03%	31.46%	9.44%	7.38%	1.69%	12.58%	5.20%	
Memphis (RUS)	\$262,295,662	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Miami*	\$365,591,217	3.09%	29.07%	22.92%	6.88%	5.38%	2.29%	9.17%	3.79%	
New Orleans*	\$343,345,041	3.09%	25.65%	19.67%	5.90%	4.61%	1.52%	7.87%	3.26%	
New York	\$2,298,559,021	5.77%	37.63%	31.08%	9.32%	7.29%	1.52%	12.43%	5.14%	
Norfolk (RUS)	\$1,099,252,732	3.28%	21.73%	15.93%	4.78%	3.74%	0.46%	6.37%	2.63%	
Oklahoma City (RUS)	\$528,338,131	3.34%	21.73%	15.93%	4.78%	3.74%	0.40%	6.37%	2.63%	
Philadelphia	\$1,363,019,082	4.96%	32.96%	26.63%	7.99%	6.25%	1.29%	10.65%	4.40%	
Portland*	\$402,720,507	3.09%	26.06%	20.06%	6.02%	4.71%	1.62%	8.02%	3.31%	
Richmond*	\$308,362,910	3.09%	22.87%	17.02%	5.11%	3.99%	0.90%	6.81%	2.82%	
RUS	\$17,113,601,118	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Sacramento	\$445,013,901	3.69%	28.56%	22.44%	6.73%	5.26%	1.57%	8.98%	3.72%	
St. Louis	\$743,365,503	3.09%	24.14%	18.23%	5.47%	4.28%	1.19%	7.29%	3.01%	
Salt Lake City (RUS)	\$526,639,037	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
San Antonio (RUS)	\$716,644,623	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
San Diego	\$650,065,324	3.88%	32.42%	26.11%	7.83%	6.13%	2.25%	10.44%	4.31%	
San Francisco	\$1,313,852,481	6.18%	41.38%	34.65%	10.40%	8.13%	1.95%	13.86%	5.73%	
Seattle	\$722,317,463	3.92%	31.09%	24.85%	7.46%	5.83%	1.91%	9.94%	4.11%	
Washington	\$13,234,917,276	4.23%	29.50%	23.33%	7.00%	5.47%	1.24%	9.33%	3.86%	
TOTAL/AVERAGES	\$53,904,209,393	3.95%	27.56%	21.48%	6.45%	5.04%	1.09%	8.59%	3.55%	

* Location was part of RUS in 1994. (RUS) Location has been combined with RUS for 1995.

Effective Increase in Locality Adjusted Rates in 1995
 (Includes the 2 percent ECI-based and locality increases)

Locality	1994 to 1995 Increase
Albuquerque (RUS)	2.64%
Atlanta	2.78%
Boston	3.44%
Chicago	3.52%
Cincinnati	3.08%
Cleveland	2.88%
Columbus, OH	4.18%
Dallas	3.40%
Dayton	3.39%
Denver	3.17%
Detroit	3.69%
Houston	3.92%
Huntsville	2.27%
Indianapolis	2.88%
Kansas City	2.65%
Los Angeles IGA Area	2.00%
Santa Barbara/Edwards AFB	3.63%
Memphis (RUS)	2.64%
Miami	4.27%
New Orleans	3.50%
New York	2.00%
Norfolk (RUS)	2.45%
Oklahoma City (RUS)	2.39%
Philadelphia	3.25%
Portland, OR	3.60%
Richmond	2.89%
Rest of U.S. (RUS)	2.64%
Sacramento	3.54%
St. Louis	3.18%
Salt Lake City (RUS)	2.64%
San Antonio (RUS)	2.64%
San Diego	4.21%
San Francisco	2.12%
Seattle	3.87%
Washington	3.21%

GENERAL SCHEDULE PAY ADJUSTMENTS JANUARY 1995



To calculate an employee's 1995 locality rate of pay:

- (1) Increase 1994 basic rate by the 2 percent general increase.
- (2) Increase 1995 basic rate by the locality pay percentage for 1995 (5.47 percent).



Federal Salary Council
1900 E Street, Northwest
Washington, D.C. 20415

NOV 28 1994

MEMORANDUM FOR PRESIDENT'S PAY AGENT
HONORABLE JAMES B. KING
HONORABLE ALICE M. RIVLIN
HONORABLE ROBERT B. REICH

FROM: FEDERAL SALARY COUNCIL

SUBJECT: Corrected Recommendation on Level of Comparability Payments

The Federal Salary Council has been advised by the Pay Agent's staff of an error in the pay gap the staff originally calculated for the proposed New Orleans pay locality. The error resulted from inadvertently over-aging non-Federal Bureau of Labor Statistics survey data for New Orleans to the common date of March 1994 for gap calculations purposes.

The revised data results in a pay gap of 21.77 percent for New Orleans, instead of the 25.65 percent gap reported in the Council's November 7, 1994 recommendations. The revised gap is below the gap of 22.13 percent calculated for the Rest of the United States pay locality.

Based on the corrected calculations, and consistent with our earlier recommendations, we recommend New Orleans remain in RUS, as it was for 1994 comparability payments and be dropped from further BLS surveys. This would result in a total of seven locations dropped from further surveys. We again recommend the resources thus freed up be utilized to survey additional metropolitan areas in the order previously recommended by the Council: Minneapolis, Phoenix, Pittsburgh, Tampa, Milwaukee, Orlando and Hartford.

The corrected pay gaps (both actual and at the target level needed to reduce pay disparity to 5 percent) and the recommended comparability payments for 1995 and 1996 are shown in enclosure 1. Also shown in enclosure 2 are the effective net increases for January 1995 reflecting the General Schedule increase of 2 percent and the comparability increases.

A revised phase-in factor of .2350 is needed to most closely match the approximate cost authorized (0.6 percent of the estimated aggregate fiscal year 1995 executive branch civilian payroll of \$83.4 billion). This produces a cost of approximately \$500.2 million.

It is unfortunate that erroneous data was originally provided the Council. However, the staff's diligence in finding and reporting the error is commendable. The integrity of the locality pay system depends on accurate data and full compliance with the Federal Employees Pay Comparability Act.

By the direction of the Council:



Anthony F. Ingrassia
Acting Chairman

Enclosures (2)

Enclosure 1

1994 PAY GAPS FOR THE FSC--WITH LOCATIONS BELOW RUS ROLLED INTO RUS (CORRECTED FOR NEW ORLEANS)

LOCALITY SURVEY AREA	3/94		3/94		1995		1995		1996	
	BASE GS PAYROLL	1994 RATE	MOL FILL GAP	MOL FILL TARGET	FEPCA RATE	1995 RATE	INCREASE OVER 94	FEPCA RATE	1996 RATE	INCREASE OVER 95
Albuquerque* (RUS)	\$349,546,595	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Atlanta	\$1,027,750,287	3.86%	25.82%	19.83%	5.95%	4.66%	0.80%	7.93%	3.27%	
Boston	\$989,258,205	5.47%	36.14%	29.66%	8.90%	6.97%	1.50%	11.06%	4.80%	
Chicago	\$1,013,058,601	5.34%	35.92%	29.45%	8.84%	6.92%	1.58%	11.78%	4.86%	
Cincinnati	\$266,285,483	4.22%	28.81%	22.68%	6.80%	5.33%	1.11%	9.07%	3.74%	
Cleveland	\$621,838,813	3.34%	23.92%	18.02%	5.41%	4.23%	0.89%	7.21%	2.98%	
Columbus*	\$329,181,069	3.09%	28.67%	22.54%	6.76%	5.30%	2.21%	9.02%	3.72%	
Dallas	\$747,800,140	4.21%	30.26%	24.06%	7.22%	5.65%	1.44%	9.62%	3.97%	
Dayton	\$693,661,974	3.77%	28.18%	22.08%	6.62%	5.19%	1.42%	8.83%	3.64%	
Denver	\$944,613,704	4.54%	30.68%	24.46%	7.34%	5.75%	1.21%	9.78%	4.03%	
Detroit	\$538,096,371	4.84%	34.43%	28.03%	8.61%	6.59%	1.75%	11.21%	4.62%	
Houston	\$496,741,053	6.52%	43.13%	36.31%	10.89%	8.53%	2.01%	14.52%	5.99%	
Knoxville	\$624,650,863	4.10%	24.60%	18.67%	5.60%	4.39%	0.29%	7.47%	3.08%	
Indianapolis	\$413,587,215	3.68%	25.44%	19.47%	5.84%	4.58%	0.90%	7.79%	3.21%	
Kansas City	\$677,256,249	3.30%	22.74%	16.90%	5.07%	3.97%	0.67%	6.76%	2.79%	
Los Angeles	\$1,735,001,742	5.69%	38.03%	31.46%	9.44%	7.39%	1.70%	12.50%	5.19%	
Memphis (RUS)	\$262,295,662	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Miami*	\$363,591,217	3.09%	29.07%	22.92%	6.88%	5.39%	2.30%	9.17%	3.78%	
New Orleans* (RUS)	\$343,345,041	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
New York	\$2,298,559,021	5.77%	37.63%	31.08%	9.32%	7.30%	1.53%	12.43%	5.13%	
Norfolk (RUS)	\$1,099,252,732	5.28%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Oklahoma City (RUS)	\$528,338,131	3.34%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Philadelphia	\$1,363,019,082	4.96%	32.96%	26.63%	7.99%	6.26%	1.30%	10.85%	4.39%	
Portland*	\$402,720,507	3.09%	26.06%	20.06%	6.02%	4.71%	1.62%	8.02%	3.31%	
Richmond*	\$308,362,910	3.09%	22.87%	17.02%	5.11%	4.00%	0.91%	6.81%	2.81%	
RUS	\$17,113,601,118	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
Sacramento	\$445,013,901	3.69%	28.56%	22.44%	6.73%	5.27%	1.58%	8.98%	3.71%	
St. Louis	\$743,365,503	3.09%	24.14%	18.23%	5.47%	4.28%	1.19%	7.29%	3.01%	
Salt Lake City (RUS)	\$526,639,037	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
San Antonio (RUS)	\$716,644,623	3.09%	21.73%	15.93%	4.78%	3.74%	0.65%	6.37%	2.63%	
San Diego	\$690,065,324	3.88%	32.42%	26.11%	7.83%	6.14%	2.26%	10.44%	4.30%	
San Francisco	\$1,313,852,481	6.18%	41.38%	34.65%	10.40%	8.14%	1.96%	13.86%	5.72%	
Seattle	\$922,317,463	3.92%	31.09%	24.85%	7.46%	5.84%	1.92%	9.94%	4.10%	
Washington	\$13,234,917,276	4.23%	29.50%	23.33%	7.00%	5.48%	1.25%	9.33%	3.85%	
TOTAL/AVERAGES	\$53,904,209,393	3.95%	27.33%	21.46%	6.44%	5.04%	1.09%	8.58%	3.54%	

* Location was part of RUS in 1994. (RUS) Location has been combined with RUS for 1995.

**Effective Increase in Locality Adjusted Rates in 1995
(Includes the 2 percent ECI-based and locality increases)**

Locality	1994 to 1995 Increase
Albuquerque (RUS)	2.64%
Atlanta	2.79%
Boston	3.45%
Chicago	3.53%
Cincinnati	3.09%
Cleveland	2.88%
Columbus, OH	4.19%
Dallas	3.41%
Dayton	3.40%
Denver	3.18%
Detroit	3.70%
Houston	3.92%
Huntsville	2.28%
Indianapolis	2.89%
Kansas City	2.66%
Los Angeles IGA Area	2.00%
Santa Barbara Co./Edwards AFB	3.64%
Memphis (RUS)	2.64%
Miami	4.28%
New Orleans (RUS)	2.64%
New York	2.00%
Norfolk (RUS)	2.45%
Oklahoma City (RUS)	2.39%
Philadelphia	3.26%
Portland, OR	3.60%
Richmond	2.90%
Rest of U.S. (RUS)	2.64%
Sacramento	3.55%
St. Louis	3.18%
Salt Lake City (RUS)	2.64%
San Antonio (RUS)	2.64%
San Diego	4.22%
San Francisco	2.13%
Seattle	3.88%
Washington	3.22%

APPENDIX II

**A Model for Estimating Non-Federal
Wages and Wage Differentials from BLS
Surveys for Federal Locality Pay.**

**A MODEL FOR ESTIMATING NON-FEDERAL WAGES
AND WAGE DIFFERENTIALS FROM BLS SURVEYS
FOR FEDERAL LOCALITY PAY**

**U.S. Office of Personnel Management
Office of Compensation Policy
October 31, 1994**

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2. Regression Statistics for the Estimated Model
3. Analysis of Residuals by Area, Grade, and Occupation
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**A MODEL FOR ESTIMATING NON-FEDERAL WAGES AND WAGE DIFFERENTIALS
FROM BLS AREA SURVEYS FOR FEDERAL LOCALITY PAY**

Introduction

The implementation of locality pay for Federal white collar workers in 1994 raised a number of methodological problems. Not least among them was the variation between localities in the set of survey jobs for which the Bureau of Labor Statistics published non-Federal salary data. For 1994, BLS surveyed 110 jobs in 27 metropolitan areas and the Rest of United States (RUS) for the Federal pay program, but the survey data met BLS publication criteria for only two-thirds of those jobs per area, on average. For 1995, the average number published per area was again only two-thirds of the 107 jobs surveyed in 34 survey areas (including RUS). Further, the identity of the jobs published varies between areas. Only 22 jobs published in all 28 areas for 1994 and only 19 published in all 34 areas for 1995. For 1995, the number published ranged from a low of 47 in the Albuquerque survey to a high of 97 in RUS. Since pay differences between Federal and non-Federal workers vary as much by job as by area, this interarea variation in the benchmark jobs by which Federal pay is adjusted has been a major concern of the Federal Salary Council and the President's Pay Agent.¹

This paper describes a multivariate model of non-Federal wages and wage differentials for the 107 jobs surveyed in 33 localities and RUS. The 107 survey jobs consist of from one to eight work levels of 25 occupations. Each work level is equated to one of the 15 grade levels of the Federal General Schedule, as shown in Table 1. The model estimates mean annual pay rates for the complete survey job list in each pay locality with a specifiable confidence interval for each estimate.

The model makes pay a function of geographic area, occupation, and work level defined as GS grade equivalent. Since area and occupation are categorical rather than numerical variables, they are defined in terms of "dummy" variables, with Rest of U.S. serving as the reference category for 33 area dummies and secretary as the reference for 24 occupation dummies.

In this model, pay in area i for occupation j at grade level k^2 is equal to a reference or base wage--defined as the hypothetical rate for secretaries at grade level 0 in the RUS survey area--

1. The President's Pay Agent (1993), p. 13. The solution to the problem for the 1994 locality adjustments was to substitute data published in the Rest of U.S. survey for missing data in the other localities. This solution has obvious drawbacks.

2. As in Appendix 1, i is an index of the $i = 1$ to 34 areas, j of the $j = 1$ to 25 occupations, and k of the $k = 1$ to 15 GS grades.

plus three kinds of wage differentials³ and an error term:

- o a differential for area i relative to RUS,
- o a differential for occupation j relative to secretary,
- o a differential for grade level k relative to a grade value of zero, and
- o an error term to capture the effect of pay determinants not in the model.

Appendix 1 contains a mathematical specification.

Multiple regression analysis is used to estimate the parameters for the base wage and three kinds of differentials. The analysis also measures how well the model fits the sample data and the distribution of errors. Regression results based on the survey sample for the 1995 pay gaps and three related samples are reported in Appendix 2. The model explains about 96 percent of the variation in pay ($R^2 = .962$). Over two-thirds of the observed values are within plus or minus 9 percent of the corresponding model estimates (regression standard error = .08658). The plots of errors (or "residuals") by estimated (or "predicted") values in Appendices 2 and 3 suggest that the model estimates are generally unbiased.

Appendix 4 provides descriptive information on the sample used in the current estimation--2,443 observations across 34 survey areas, 25 occupations, and 15 grade levels.⁴ Appendix 5 analyzes the effect of using model estimates of non-Federal pay to compute local disparities between Federal and non-Federal pay.

The model assumes that area, occupational, and grade differentials are independent of each other--that there is no "interaction" between them. In other words, it assumes that occupational differentials are constant across areas and area differentials constant across occupations. If the differential estimated for occupation j is 10 percent, the model is saying that, in each area, workers in occupation j earn 10 percent more than secretaries of the same grade, give or take an allowance for model error. If the differential estimated for area i is 5 percent, the model is saying that workers in area i earn 5 percent more than their RUS counterparts in the same occupation and grade, plus or minus the estimate error. Furthermore, grade

3. "Wage differential" in this report means the percentage by which the wage of a defined group of workers exceeds the wage of the relevant reference group, holding other relevant variables constant.

4. All data has been aged to March 1994 by the Employment Cost Index for civilian white collar wages excluding sales.

Table 1

Occupation	Work Level by General Schedule Grade Equivalent															
	GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15	
Accounting Clerk		I	II	III	IV											
Key Entry Operator		I	II													
Word Processor				I	II	III										
Personnel Assistant				I	II	III	IV									
General Clerk		I	II	III	IV											
Accountant						I	II	III								
Public Accountant						I	II	III	IV							
Budget Analyst						I	II	III	IV							
Tax Collector						I	II	III	IV							
Personnel Specialist						I	II	III	IV	V	VI					
Personnel Supervisor/Manager												I	II	III	IV	V
Attorney																
Engineer																
Engineering Technician																
Buyer/Contracting Specialist																
Civil Engineering Technician																
Drafter																
Computer Operator																
Computer Programmer																
Computer Systems Analyst																
Exp. Systems Analyst Supv/Mgr																
Corrections Officer																
Firefighter																
Police Officer																
Secretary																

differentials (the payline slope) are assumed not to vary across areas or occupations. This non-interaction or independence assumption is, of course, a gross simplification of the actual pay relationships among non-Federal jobs. Even the relative pay ranks among the 25 occupations may differ between areas, let alone their relative pay levels--especially among those occupations for which the labor market is primarily local (e.g., clerical and technical occupations). This simplification undoubtedly accounts for a good part of the error in the model estimates.

However, the test of the model should be whether it provides a measure of non-Federal pay that is adequate for the purposes of Federal pay comparability--and whether a better alternative is available. A model that allowed for full interaction among the area, occupational, and grade differentials would require almost a thousand variables and could not be estimated from published BLS data. We could perhaps estimate such a model (or some approximation to it) if we had the "micro-data" of individual worker pay rates from which BLS computes its published pay averages. However, to the best of our knowledge, BLS will not release this micro-data.

Since they do not vary by location or occupation, the grade differentials of the proposed model are like those of the Federal General Schedule (see Table 4 and related discussion). In fact, the model may be thought of as a multidimensional "payline".⁵ Instead of modeling pay as a bivariate function of grade level (as in the normal payline), it is modeled here as a multivariate function of occupation, location, and grade level.

In the remainder of this paper, the area, occupation, and grade differentials estimated by the model are explained in turn. Then the model error is analyzed for evidence of bias. The paper concludes with an evaluation of and recommendation on how the model should be used in the locality pay program.

5. Pay "hyperplane" would be the technically more accurate term. A payline is graphed in 2-dimensional space and a "pay-plane" might be graphed in 3-dimensions. As the proposed model has 55 variables or dimensions, it cannot be graphed.

Area Differentials

The area differential is the percentage by which surveyed wages in an area exceed those in RUS, holding the wage effects of occupation and grade level constant. Table 2 lists the area differentials estimated by the model in descending order for the 34 survey areas.

Table 2 displays the area wage differential, the regression coefficient on which the differential is based, and two statistics for evaluating and interpreting the coefficient--the T statistic and the significance level. Because the model is estimated in logarithmic form, the regression coefficients are in log units. The antilog of an area coefficient in log units is the ratio of the area i wage to the RUS area wage, holding occupation and grade level constant. The regression coefficients are converted to the percentage differentials in Table 2 as follows:

$$\text{percentage differential} = 100[\exp(\text{regression coefficient}) - 1]$$

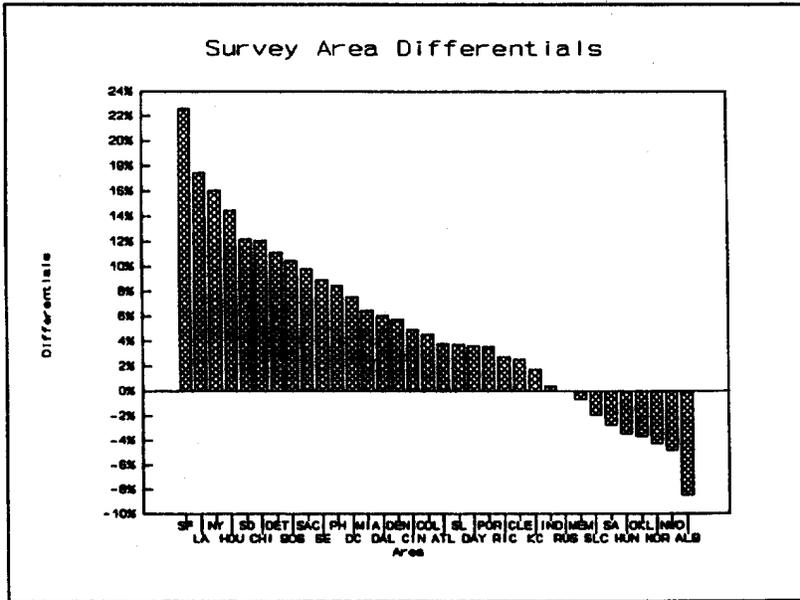
The T statistic is the basis of the significance level of an estimate. A regression coefficient is an estimate of the true value of the coefficient. The significance level is the probability that the true value of the coefficient is zero, given its estimated value and standard error. A value of zero would mean that the coefficient has no effect on wages. So, the higher the significance level, the more probable it is that wages in the area are not significantly different from wages in RUS, holding the effects of occupation and grade level constant.

As Table 2 and Figure 1 show, the estimated area differentials range from a high of 22.62 percent in San Francisco to a low of minus 8.44 percent in Albuquerque. Using the .05 level to test significance, most of the estimates are highly significant. But six areas are not significantly different from RUS--Cleveland, Kansas City, Indianapolis, Memphis, Salt Lake City, and San Antonio. Note that Memphis, Salt Lake City, San Antonio, Huntsville, Oklahoma City, Norfolk, New Orleans, and Albuquerque all have negative wage differentials with respect to RUS and that in the last five areas these differentials are significant.

Table 2. Area Differentials				
Survey Area	Differential	Coefficient	T	Sig T
San Francisco OMSA	22.62%	0.203891	16.351	0
Los Angeles OMSA	17.52%	0.161414	12.877	0.0001
New York OMSA	16.07%	0.149006	12.043	0.0001
Houston FMSA	14.50%	0.135428	10.743	0.0001
San Diego MSA	12.23%	0.115421	8.404	0.0001
Chicago OMSA	12.07%	0.113982	8.705	0.0001
Detroit FMSA	11.17%	0.105873	8.115	0.0001
Boston OMSA	10.51%	0.099919	7.811	0.0001
Sacramento FMSA	9.84%	0.093837	6.982	0.0001
Seattle FMSA	8.97%	0.085936	6.022	0.0001
Philadelphia OMSA	8.50%	0.081605	6.318	0.0001
Washington DC OMSA	7.57%	0.072933	5.818	0.0001
Miami FMSA	6.51%	0.063106	4.323	0.0001
Dallas FMSA	6.08%	0.059060	4.558	0.0001
Denver FMSA	5.75%	0.055945	4.164	0.0001
Cincinnati FMSA	4.96%	0.048383	3.459	0.0006
Columbus OH MSA	4.55%	0.044464	3.223	0.0013
Atlanta MSA	3.85%	0.037808	2.889	0.0039
St. Louis MSA	3.78%	0.037131	2.804	0.0051
Dayton MSA	3.59%	0.035314	2.407	0.0161
Portland OR OMSA	3.56%	0.034966	2.475	0.0134
Richmond MSA	2.73%	0.026891	1.942	0.0523
Cleveland FMSA	2.55%	0.025139	1.862	0.0627
Kansas City MSA	1.72%	0.017096	1.296	0.1951
Indianapolis MSA	0.42%	0.004146	0.289	0.7728
Rest of U.S.	0	Base	NA	NA
Memphis MSA	-0.67%	-0.006696	-0.448	0.6542
Salt Lake City MSA	-1.93%	-0.019528	-1.404	0.1605
San Antonio MSA	-2.72%	-0.027580	-1.833	0.0669
Huntsville MSA	-3.45%	-0.035062	-2.404	0.0163
Oklahoma City MSA	-3.67%	-0.037419	-2.607	0.0092
Norfolk MSA	-4.23%	-0.043260	-2.968	0.0030

Table 2. Area Differentials				
Survey Area	Differential	Coefficient	T	Sig T
New Orleans MSA	-4.81%	-0.049335	-3.456	0.0006
Albuquerque MSA	-8.44%	-0.088143	-5.701	0.0001

Figure 1



Occupational Differentials

The occupational differential is the percentage by which surveyed wages for an occupation exceed those of the secretary occupation, holding the wage effects of area and grade level constant. Table 3 lists the occupation differentials in descending order for the 25 occupations surveyed. The explanation above of the statistics in Table 2 is also applicable to Table 3.

As Table 3 and Figure 2 show, the estimated occupation differentials range from a high of 40.71 percent for police to a low of minus 16.97 percent for public accountant. Only one occupation is not significantly different from secretary at the .05 level--systems analyst supervisor. The other occupation differentials are highly significant.

Figure 2

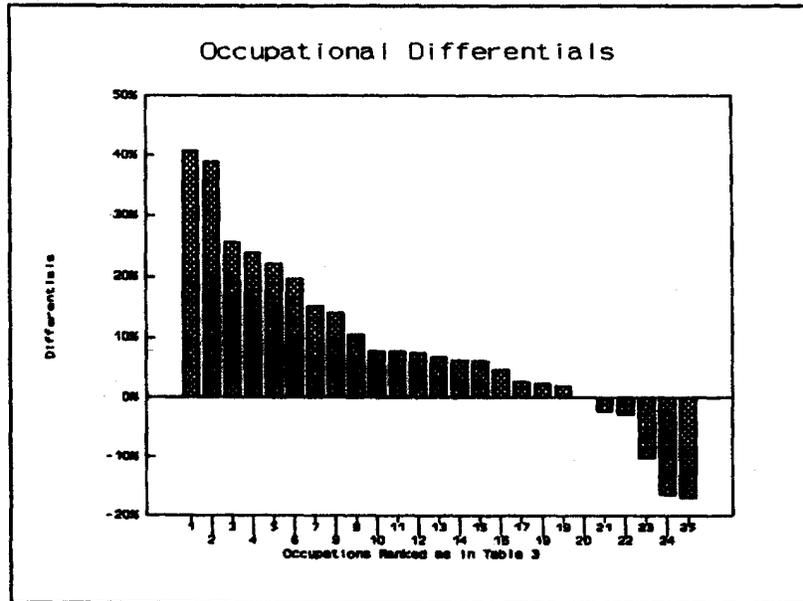


Table 3. Occupational Differentials					
Rk	Occupation	Differential	Coefficient	T	Sig T
1	Police	40.71%	0.341529	25.368	0.0001
2	Firefighter	38.86%	0.328273	20.032	0.0001
3	Engineer	25.53%	0.227357	23.15	0.0001
4	Drafter	23.92%	0.214502	19.575	0.0001
5	Engineer Tech	22.12%	0.199828	18.755	0.0001
6	Personnel Supv	19.72%	0.179978	10.934	0.0001
7	Civ Engr Tech	15.17%	0.141257	13.368	0.0001
8	Attorney	14.10%	0.131889	10.5	0.0001
9	Buyer/Contr Spec	10.55%	0.100302	9.43	0.0001
10	Key Entry Optr	7.69%	0.074108	5.264	0.0001
11	Wbrd Processor	7.66%	0.073808	5.971	0.0001
12	General Clerk	7.43%	0.071705	6.024	0.0001
13	Accountant	6.82%	0.065936	6.59	0.0001
14	Accounting Clk	6.23%	0.060417	5.504	0.0001
15	Personnel Spec	6.03%	0.05855	5.569	0.0001
16	Budget Analyst	4.72%	0.046152	3.134	0.0017
17	Prsnl Assistant	2.70%	0.026649	2.009	0.0447
18	Computer Prgrmr	2.35%	0.023226	2.16	0.0309
19	Systems An Supv	1.96%	0.019388	1.285	0.199
20	Secretary	0	Base	NA	NA
21	Systems Analyst	-2.25%	-0.022787	-1.997	0.0459
22	Computer Optr	-2.82%	-0.028651	-2.674	0.0076
23	Tax Collector	-10.06%	-0.106081	-7.2	0.0001
24	Correction Ofcr	-16.36%	-0.178679	-10.878	0.0001
25	Public Accountant	-16.97%	-0.186003	-15.191	0.0001

Work Level Differentials

The work level or grade differential is more conveniently expressed as a ratio than as a percentage. It is the ratio of the wages of workers at grade k ($k = 1$ to 15) to those of workers receiving no grade differential⁶, holding the wage effects of area and occupation constant. This part of the model is similar to the payline used for many years in the Federal pay comparability program; as specified in Appendix 1, it uses two terms from a transformed GS scale--an "x-grade" and its square. Figure 3 and Table 4 compare the non-Federal grade differentials estimated by the model with differentials computed from the 1993-1994 regular General Schedule.

Figure 3 shows that the non-Federal grade differentials estimated by the model are essentially similar to those of the Federal General Schedule, though somewhat larger above the lowest grades. For example, at grade 15 (x-grade = 19), the model estimates that non-Federal workers receive 7.21 times as much as their counterparts in the same occupation and area before a grade differential is applied. This exceeds the corresponding differential for Federal workers at grade 15, who receive 6.38 times what a Federal worker at the hypothetical grade of 0 would receive.

Table 4 shows the coefficients estimated in log units for the two grade differential terms and evaluates the differential at each grade. The model coefficients indicate that non-Federal $\log(\text{wages})$ increase by .154283 for each x-grade while decreasing by .002647 for each unit of the x-grade squared. In contrast, the GS coefficients show that Federal GS $\log(\text{wages})$ increase by .11894 for each x-grade while decreasing by .001126 for each unit of the x-grade squared. The statistical significance of the grade coefficients is extremely high (see Appendix 2).

6. The wage without a grade differential (or with a grade level of zero) would be represented on a conventional payline at the point where the payline intercepts the vertical axis.

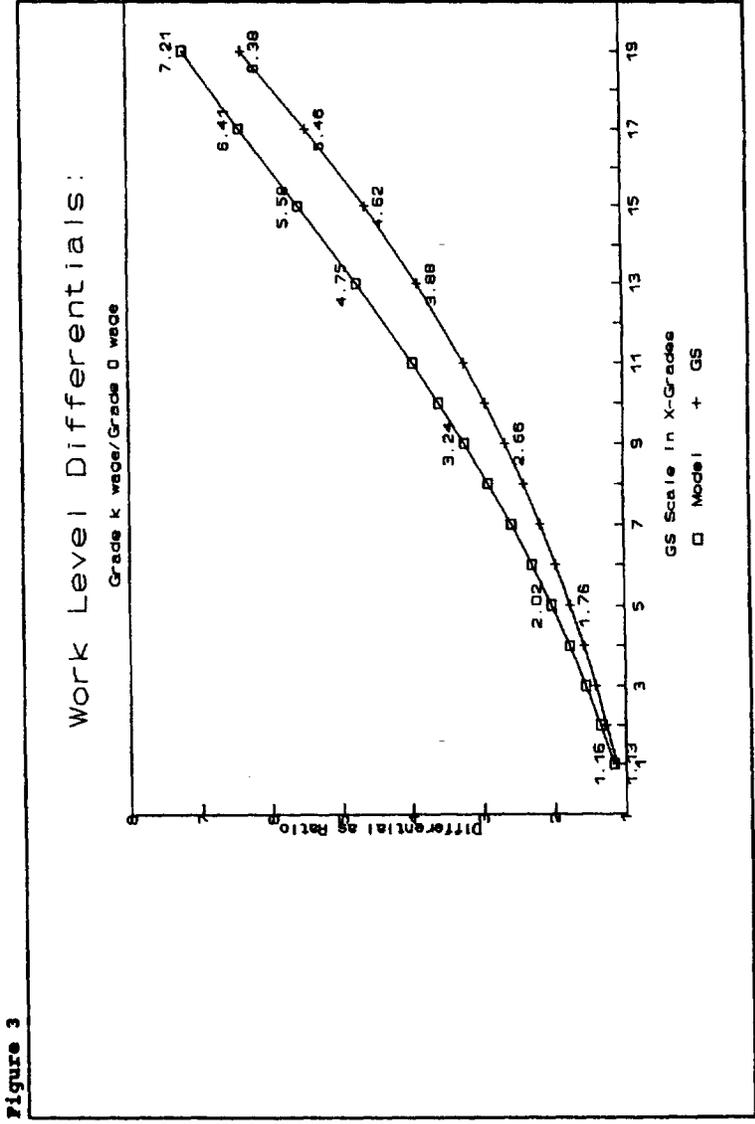


Table 4. Comparison of Model and General Schedule Grade Differentials									
Estimated Coefficients:					Grade Differentials				
Model:	0.154283	-0.002647	Model		General Schedule				
GS:	0.118940	-0.001126	Log Units	Proportion	Log Units	Proportion			
GS-Grade	X-Grade	X-GrdSqrd							
1	1	1	0.1516	1.16	0.1178	1.13			
2	2	4	0.2980	1.35	0.2334	1.26			
3	3	9	0.4390	1.55	0.3467	1.41			
4	4	16	0.5748	1.78	0.4577	1.58			
5	5	25	0.7052	2.02	0.5665	1.76			
6	6	36	0.8304	2.29	0.6731	1.96			
7	7	49	0.9503	2.59	0.7774	2.18			
8	8	64	1.0649	2.90	0.8795	2.41			
9	9	81	1.1741	3.24	0.9793	2.66			
10	10	100	1.2781	3.59	1.0768	2.94			
11	11	121	1.3768	3.96	1.1721	3.23			
12	13	169	1.5583	4.75	1.3559	3.88			
13	15	225	1.7187	5.58	1.5308	4.62			
14	17	289	1.8578	6.41	1.6966	5.46			
15	19	361	1.9758	7.21	1.8534	6.38			

Model Error

An important characteristic of a good model is lack of bias. The model error should not be correlated with other variables in the model. We evaluate this characteristic by examining the estimate errors or residuals for any systematic relationship with the other variables in the model. Ideally, there should be no relationship; the residuals should be randomly distributed.

In this model, the residual is the published wage (in log units) minus the wage estimated by the model (in log units). In other words, the residual is the error of the model estimate for a specific job in a specific area. A positive residual is the amount by which the model underestimated the wage while a negative residual is the amount by which the model overestimated the wage (in log units). Since the model was estimated from the 2,443 locally published all-industry wages, there are exactly 2,443 residuals to analyze. A global plot of these residuals against the corresponding model estimates appears in Appendix 2 on page 2-5.

To analyze the residuals in more detail, we broke the global plot down by the three explanatory factors:

- (1) by the 34 pay areas,
- (2) by the 15 individual grade levels, and
- (3) by the 25 occupations.

We also plotted the entire set of residuals against the GS 1-15 grade range. Printouts of the three sets of plots are provided in Appendix 3.⁷ Our evaluation, based on visual inspection of the plots, is as follows.

By Pay Area

In general, the errors appear to be essentially random in most areas. However, the plot of Sacramento and, to a lesser extent, Los Angeles, San Diego and San Francisco, indicate some tendency to underestimate the lower pay levels and overestimate the higher.

7. For frequency distributions of the sample by occupation, area, and grade, see Appendix 4.

By Grade

The plot against the entire grade range does not indicate any systematic bias, i.e., tendency for the residual to become higher or lower as you move up the grade scale. However, the estimates at grade 1 do tend to be high while those at grade 8 tend to be low. These grades have the fewest observations in the sample (22 at grade 1 and 25 at grade 8).

By Occupation

The errors in most occupations appear to be random. However, there are some exceptions. For attorneys, the residuals appear to be positively correlated with the wage estimates, i.e., the higher the estimate, the higher the residual. The model tends to overestimate attorney wages at the lower levels and underestimate them at the higher. This suggests that the model grade differentials--which do not vary with occupation--are lower than the observed grade differentials of the surveyed attorneys.

Similarly, for computer programmers and engineers, the residuals appear to be negatively correlated with the wage estimates, i.e., the higher the estimate, lower the residual. This suggests that the model grade differentials exceed the observed grade differentials for the surveyed programmers and engineers.

The limited departures noted above from the norm of randomly distributed residuals are attributable to the model's non-interaction or independence assumption, discussed earlier. For example, if grade differentials could vary by occupation, the (relatively weak) correlations noted for attorney, computer programmer, and engineer would disappear.

Notwithstanding the noted imperfections, the model estimates are on the whole unbiased. They are certainly less biased and more accurate than the alternative--the RUS data used for 1994.

Conclusions

The model presented in this paper can be put to good use in the Federal local pay comparability program. First, it provides a way to compare non-Federal survey results by area and occupation that is not distorted by inter-area variations in the published job set or distribution of Federal employees. This analytical use can serve, for example, to rank the pay localities or the surveyed occupations purely on the basis of relative pay in the non-Federal sectors. This is not the same as ranking them by the relative gap between Federal and non-Federal pay. For example, Table 2 shows that Houston has the fourth highest area differential, behind San Francisco, Los Angeles, and New York. But both this year and last Houston had the highest pay gap, based primarily on published survey data. The discrepancy is explained by area differences in Federal employment and which jobs publish.

Second, the model provides tests of statistical significance not available under current methodology. For example, it identifies those areas whose non-Federal wages are significantly lower than wages in RUS, and those areas not significantly different from RUS. Both kinds of information could be of value in setting survey policy and defining pay localities.

Third, the model estimates provide substitutes for the pay of jobs that do not publish locally. Use of model estimates for unpublished jobs will ensure that all local pay gaps are based on the complete set of 107 survey jobs, so that the gaps are not so distorted by differences in local publishability. Model estimates provide an alternative to the "RUS-fill" solution used for 1994.

Fourth, the model can be adapted to perform other tests on locality pay data. For example, a test of the size and significance of sector wage differentials (e.g., private versus State and local sector) can be performed on appropriately modified data sets by adding a single dummy variable for sector. Appendix 2 includes the regression statistics for such a test, showing that, when occupation, area, and grade are held constant, State and local government wages are 3.87 percent lower than private sector wages for the surveyed jobs.

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APPENDIX III

Table of the number of work levels published by BLS in each locality and the number available under the recommendations of the Federal Salary Council.

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SOURCE OF WORKLEVELS IN GAP MEASURES

LOCAL PAY AREA	3/93 INDUSTRY AND RUS FILLS WORKLVLS (110 MAX)	3/94 ADDS TO		3/94 INDUSTRY FILLS	PREVIOUS SURVEY FILLS	TOTAL SURVEY FILLS	MODEL FILLS	TOTAL WORKLEVELS
		ALL INDUS LOCAL	OPM CMSA					
Albuquerque*	101	47	0	6	0	53	54	107
Atlanta	101	80	0	1	6	87	20	107
Boston CMSA	104	83	4	2	11	100	7	107
Chicago CMSA	106	73	7	8	13	101	6	107
Cincinnati	101	64	0	5	6	75	32	107
Cleveland	101	72	0	8	4	84	23	107
Columbus*	101	67	0	6	0	73	34	107
Dallas	102	83	0	4	5	92	15	107
Dayton	101	55	0	5	9	69	38	107
Denver	101	73	0	3	6	82	25	107
Detroit	101	81	0	7	4	94	13	107
Houston	102	92	0	0	2	94	13	107
Huntsville	101	56	0	1	3	60	47	107
Indianapolis	101	59	0	1	4	64	43	107
Kansas City	102	78	0	2	2	82	25	107
Los Angeles CMSA	106	86	8	1	3	98	9	107
Memphis	101	52	0	4	0	56	51	107
Miami*	101	56	0	4	0	64	43	107
New Orleans*	108	60	0	4	0	64	43	107
New York CMSA	101	93	6	1	5	105	2	107
Norfolk	101	56	0	8	6	70	37	107
Oklahoma City	101	59	0	3	3	65	42	107
Philadelphia CMSA	101	75	9	4	7	95	12	107
Portland CMSA*	101	59	3	1	0	63	44	107
Richmond*	101	66	0	3	0	69	38	107
RUS	101	97	0	2	0	99	8	107
Sacramento	102	73	0	3	4	80	27	107
St. Louis	103	77	0	4	5	86	21	107
Salt Lake City	101	65	0	3	6	74	33	107
San Antonio	102	51	0	4	3	58	49	107
San Diego	102	68	0	3	5	76	31	107
San Francisco CMSA	106	92	4	2	4	102	5	107
Seattle	101	60	0	3	3	66	41	107
Washington CMSA	103	90	4	1	6	101	6	107
AVERAGES	102.3	70.5	1.3	3.6	4.0	79.4	27.6	107.0

APPENDIX IV

Table of the GS series that match the 107 survey jobs.

FEDERAL CLASSIFICATIONS BY BLS SURVEY JOB
 CONUS GEOGRAPHIC SCOPE AS OF MARCH 1994

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----- JOBCODE=1061 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	2	0503	A	Accounting Clerk I (GS-525+)	1	1	1.00	\$15,701
C	2	0525	A	Accounting Clerk I (GS-525+)	3	1	3.00	\$16,339
					4		4.00	

----- JOBCODE=1062 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	3	0503	A	Accounting Clerk II (GS-525+)	39	0.5	19.50	\$16,713
C	3	0525	A	Accounting Clerk II (GS-525+)	49	1.0	49.00	\$16,720
					88		68.50	

----- JOBCODE=1063 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	4	0503	A	Accounting Clerk III (GS-503)	682	0.5	341.00	\$18,664
F	4	0525	A	Accounting Clerk III (GS-525)	690	1.0	690.00	\$18,703
					1,372		1,031.00	

----- JOBCODE=1064 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	5	0503	H	Accounting Clerk IV (GS-503)	2,039	0.4	815.60	\$21,015
F	5	0525	H	Accounting Clerk IV (GS-525)	4,287	1.0	4,287.00	\$21,170
					6,326		5,102.60	

----- JOBCODE=1121 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	2	0356	A	Key Entry Operator I (GS-356)	13	1	13.00	\$14,731

FEDERAL CLASSIFICATIONS BY BLS SURVEY JOB
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JOB CODE=1122									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	3	0336	A	Key Entry Operator II (GS-356)	308	1	308.00	\$16,625	
JOB CODE=1141									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	4	0318	A	Secretary I (GS-318)	5,614	1	5,614.00	\$19,079	
JOB CODE=1142									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	5	0318	N	Secretary II (GS-318)	31,245	1	31,245.00	\$21,363	
JOB CODE=1143									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	6	0318	N	Secretary III (GS-318)	22,487	1	22,487.00	\$23,989	
JOB CODE=1144									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	7	0318	N	Secretary IV (GS-318)	12,325	1	12,325.00	\$26,968	
JOB CODE=1163									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	8	0318	N	Secretary V (GS-318)	5,100	1	5,100.00	\$30,531	
JOB CODE=1231									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	3	0322	A	Word Processor I (GS-322+)	731	1	731.00	\$16,564	
C	3	0326	A	Word Processor I (GS-322+)	1,459	1	1,459.00	\$16,551	
					2,190		2,190.00		

FEDERAL CLASSIFICATIONS BY BLS SURVEY JOB
 CONUS GEOGRAPHIC SCOPE AS OF MARCH 1994

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----- JOBCODE=1232 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	4	0322	A	Word Processor II (GS-322+)	3,739	1	3,739.00	\$18,704
C	4	0326	A	Word Processor II (GS-322+)	8,323	1	8,323.00	\$18,576
					12,062		12,062.00	

----- JOBCODE=1233 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	5	0322	N	Word Processor III (GS-322+)	162	1	162.00	\$21,146
F	5	0326	N	Word Processor III (GS-322+)	2,769	1	2,769.00	\$20,705
					2,931		2,931.00	

----- JOBCODE=1311 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	3	0203	A	Personnel Assistant (Employment) I (GS-203)	37	1	37.00	\$16,222

----- JOBCODE=1312 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	4	0203	A	Personnel Assistant (Employment) II (GS-203)	867	1	867.00	\$18,674

----- JOBCODE=1313 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
C	5	0203	A	Personnel Assistant (Employment) III (GS-203)	3,014	1	3,014.00	\$20,963

----- JOBCODE=1314 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	6	0203	A	Personnel Assistant (Employment) IV (GS-203)	2,653	1	2,653.00	\$23,430

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JOB CODE=1331									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	1	0303	A	General Clerk I (GS-303)	18	1	18.00	\$13,620	
JOB CODE=1332									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	2	0303	A	General Clerk II (GS-303)	158	1	158.00	\$15,043	
JOB CODE=1333									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	3	0303	A	General Clerk III (GS-303)	1,592	1	1,592.00	\$16,694	
JOB CODE=1334									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
C	4	0303	A	General Clerk IV (GS-303)	8,829	1	8,829.00	\$19,003	
JOB CODE=1401									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
P	5	0510	A	Accountant I (GS-510)	92	1	92.00	\$20,830	
JOB CODE=1402									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
P	7	0510		Accountant II (GS-510)	441	1	441.00	\$24,758	
JOB CODE=1403									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
P	9	0510	A	Accountant III (GS-510)	1,267	1	1,267.00	\$29,997	

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----- JOBCODE=1404 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	11	0510	A	Accountant IV (GS-510)	2,421	0.95	2,299.95	\$37,029

----- JOBCODE=1405 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	12	0510	A	Accountant V (GS-510)	3,916	0.9	3,524.40	\$45,292

----- JOBCODE=1406 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	13	0510	A	Accountant VI (GS-510)	2,489	0.8	1,991.20	\$55,498

----- JOBCODE=1431 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	7	0512	A	Public Accountant I (GS-512)	69	1	69.00	\$23,233

----- JOBCODE=1432 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	9	0512	A	Public Accountant II (GS-512)	163	1	163.00	\$28,442

----- JOBCODE=1433 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	11	0512	A	Public Accountant III (GS-512)	5,164	1	5,164.00	\$37,522

----- JOBCODE=1434 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	12	0512	A	Public Accountant IV (GS-512)	3,560	1	3,560.00	\$45,436

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JOB CODE=1451									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	5	0560	A	Budget Analyst I (GS-560)	62	1	62.00	\$21,306	
JOB CODE=1452									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	7	0560	A	Budget Analyst II (GS-560)	402	1	402.00	\$25,099	
JOB CODE=1453									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	9	0560	A	Budget Analyst III (GS-560)	2,924	1	2,924.00	\$30,906	
JOB CODE=1454									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	11	0560	N	Budget Analyst IV (GS-560)	2,879	1	2,879.00	\$36,987	
JOB CODE=1461									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	5	1169	N	Tax Collector I (GS-1169)	6	1	6.00	\$16,340	
JOB CODE=1482									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	7	1169	N	Tax Collector II (GS-1169)	50	1	50.00	\$24,004	
JOB CODE=1483									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	9	1169	N	Tax Collector III (GS-1169)	808	1	808.00	\$30,541	

----- JOB CODE=1511 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	5	0201	A	Personnel Specialist I (GS-201+)	48	1	48.00	\$21,987
A	5	0205	A	Personnel Specialist I (GS-201+)	1	1	1.00	\$20,784
A	5	0212	A	Personnel Specialist I (GS-201+)	4	1	4.00	\$22,923
A	5	0221	A	Personnel Specialist I (GS-201+)	1	1	1.00	\$20,784
A	5	0230	A	Personnel Specialist I (GS-201+)	6	1	6.00	\$20,275
A	5	0233	A	Personnel Specialist I (GS-201+)	1	1	1.00	\$20,784
A	5	0235	A	Personnel Specialist I (GS-201+)	12	1	12.00	\$21,395
A	5	0260	A	Personnel Specialist I (GS-201+)	6	1	6.00	\$19,664
					79		79.00	

----- JOB CODE=1512 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	7	0201	A	Personnel Specialist II (GS-201+)	292	1	292.00	\$25,209
A	7	0205	A	Personnel Specialist II (GS-201+)	24	1	24.00	\$25,713
A	7	0212	A	Personnel Specialist II (GS-201+)	53	1	53.00	\$25,314
A	7	0221	A	Personnel Specialist II (GS-201+)	36	1	36.00	\$25,219
A	7	0223	A	Personnel Specialist II (GS-201+)	6	1	6.00	\$24,483
A	7	0230	A	Personnel Specialist II (GS-201+)	43	1	43.00	\$25,146
A	7	0233	A	Personnel Specialist II (GS-201+)	8	1	8.00	\$24,420
A	7	0235	A	Personnel Specialist II (GS-201+)	57	1	57.00	\$25,772
A	7	0243	A	Personnel Specialist II (GS-201+)	1	1	1.00	\$22,717
A	7	0260	A	Personnel Specialist II (GS-201+)	57	1	57.00	\$25,041
					577		577.00	

----- JOB CODE=1513 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	9	0201	A	Personnel Specialist III (GS-201+)	957	1	957.00	\$30,153
A	9	0205	A	Personnel Specialist III (GS-201+)	489	1	489.00	\$31,446
A	9	0212	A	Personnel Specialist III (GS-201+)	271	1	271.00	\$29,887
A	9	0221	A	Personnel Specialist III (GS-201+)	92	1	92.00	\$29,359
A	9	0222	A	Personnel Specialist III (GS-201+)	1	1	1.00	\$28,715
A	9	0223	A	Personnel Specialist III (GS-201+)	20	1	20.00	\$31,678
A	9	0230	A	Personnel Specialist III (GS-201+)	291	1	291.00	\$30,577
A	9	0233	A	Personnel Specialist III (GS-201+)	19	1	19.00	\$29,641
A	9	0235	A	Personnel Specialist III (GS-201+)	240	1	240.00	\$30,866
A	9	0243	A	Personnel Specialist III (GS-201+)	8	1	8.00	\$27,789
A	9	0260	A	Personnel Specialist III (GS-201+)	160	1	160.00	\$30,173
					2,548		2,548.00	

FEDERAL CLASSIFICATIONS BY BLS SURVEY JOB
 COMUS GEOGRAPHIC SCOPE AS OF MARCH 1994

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JOBCODE=1514

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	11	0201	N	Personnel Specialist IV (GS-201+)	1,984	1	1,984.00	837,539
A	11	0205	N	Personnel Specialist IV (GS-201+)	245	1	245.00	837,844
A	11	0212	N	Personnel Specialist IV (GS-201+)	1,119	1	1,119.00	837,745
A	11	0221	N	Personnel Specialist IV (GS-201+)	579	1	579.00	838,217
A	11	0222	N	Personnel Specialist IV (GS-201+)	6	1	6.00	838,845
A	11	0223	N	Personnel Specialist IV (GS-201+)	45	1	45.00	837,833
A	11	0230	N	Personnel Specialist IV (GS-201+)	642	1	642.00	837,564
A	11	0233	N	Personnel Specialist IV (GS-201+)	197	1	197.00	837,811
A	11	0235	N	Personnel Specialist IV (GS-201+)	710	1	710.00	837,788
A	11	0243	N	Personnel Specialist IV (GS-201+)	6	1	6.00	838,799
A	11	0260	N	Personnel Specialist IV (GS-201+)	513	1	513.00	837,327
					6,046		6,046.00	

JOBCODE=1515

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	12	0201	N	Personnel Specialist V (GS-201+)	2,036	1	2,036.00	845,471
A	12	0205	N	Personnel Specialist V (GS-201+)	199	1	199.00	846,884
A	12	0212	N	Personnel Specialist V (GS-201+)	744	1	744.00	845,452
A	12	0221	N	Personnel Specialist V (GS-201+)	511	1	511.00	846,490
A	12	0222	N	Personnel Specialist V (GS-201+)	26	1	26.00	846,888
A	12	0223	N	Personnel Specialist V (GS-201+)	25	1	25.00	847,350
A	12	0230	N	Personnel Specialist V (GS-201+)	534	1	534.00	845,670
A	12	0233	N	Personnel Specialist V (GS-201+)	325	1	325.00	846,323
A	12	0235	N	Personnel Specialist V (GS-201+)	729	1	729.00	845,738
A	12	0243	N	Personnel Specialist V (GS-201+)	74	1	74.00	846,616
A	12	0260	N	Personnel Specialist V (GS-201+)	621	1	621.00	845,770
					5,826		5,826.00	

JOBCODE=1516

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	13	0201	N	Personnel Specialist VI (GS-201+)	1,318	1	1,318.00	855,728
A	13	0205	N	Personnel Specialist VI (GS-201+)	19	1	19.00	857,298
A	13	0212	N	Personnel Specialist VI (GS-201+)	165	1	165.00	856,806
A	13	0221	N	Personnel Specialist VI (GS-201+)	171	1	171.00	856,834
A	13	0223	N	Personnel Specialist VI (GS-201+)	28	1	28.00	855,811
A	13	0230	N	Personnel Specialist VI (GS-201+)	210	1	210.00	854,987
A	13	0233	N	Personnel Specialist VI (GS-201+)	228	1	228.00	856,684
A	13	0235	N	Personnel Specialist VI (GS-201+)	305	1	305.00	855,844
A	13	0243	N	Personnel Specialist VI (GS-201+)	3	1	3.00	856,437
A	13	0260	N	Personnel Specialist VI (GS-201+)	389	1	389.00	854,923
					2,836		2,836.00	

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JOBCODE=1531

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	11	0201	S	Personnel Supervisor/Manager I (GS-201+)	225	0.95	213.75	\$37,728
A	11	0205	S	Personnel Supervisor/Manager I (GS-201+)	246	1.00	246.00	\$38,168
A	11	0212	S	Personnel Supervisor/Manager I (GS-201+)	26	1.00	26.00	\$37,935
A	11	0221	S	Personnel Supervisor/Manager I (GS-201+)	10	1.00	10.00	\$36,555
A	11	0230	S	Personnel Supervisor/Manager I (GS-201+)	31	1.00	31.00	\$37,528
A	11	0233	S	Personnel Supervisor/Manager I (GS-201+)	4	1.00	4.00	\$40,349
A	11	0235	S	Personnel Supervisor/Manager I (GS-201+)	19	1.00	19.00	\$36,576
A	11	0260	S	Personnel Supervisor/Manager I (GS-201+)	15	1.00	15.00	\$37,584
					576		564.75	

JOBCODE=1532

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	12	0201	S	Personnel Supervisor/Manager II (GS-201+)	816	0.85	693.60	\$46,653
A	12	0205	S	Personnel Supervisor/Manager II (GS-201+)	208	1.00	208.00	\$44,973
A	12	0212	S	Personnel Supervisor/Manager II (GS-201+)	190	1.00	190.00	\$46,589
A	12	0221	S	Personnel Supervisor/Manager II (GS-201+)	90	1.00	90.00	\$46,953
A	12	0222	S	Personnel Supervisor/Manager II (GS-201+)	2	1.00	2.00	\$49,028
A	12	0230	S	Personnel Supervisor/Manager II (GS-201+)	76	1.00	76.00	\$46,766
A	12	0233	S	Personnel Supervisor/Manager II (GS-201+)	68	1.00	68.00	\$47,566
A	12	0235	S	Personnel Supervisor/Manager II (GS-201+)	140	1.00	140.00	\$47,080
A	12	0243	S	Personnel Supervisor/Manager II (GS-201+)	3	1.00	3.00	\$47,661
A	12	0260	S	Personnel Supervisor/Manager II (GS-201+)	104	1.00	104.00	\$46,606
					1,697		1,574.60	

JOBCODE=1533

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	13	0201	S	Personnel Supervisor/Manager III (GS-201+)	1,047	0.7	732.90	\$56,566
A	13	0205	S	Personnel Supervisor/Manager III (GS-201+)	103	1.0	103.00	\$54,090
A	13	0212	S	Personnel Supervisor/Manager III (GS-201+)	211	1.0	211.00	\$56,453
A	13	0221	S	Personnel Supervisor/Manager III (GS-201+)	121	1.0	121.00	\$56,949
A	13	0222	S	Personnel Supervisor/Manager III (GS-201+)	2	1.0	2.00	\$56,042
A	13	0223	S	Personnel Supervisor/Manager III (GS-201+)	6	1.0	6.00	\$56,750
A	13	0230	S	Personnel Supervisor/Manager III (GS-201+)	114	1.0	114.00	\$56,913
A	13	0233	S	Personnel Supervisor/Manager III (GS-201+)	87	1.0	87.00	\$56,663
A	13	0235	S	Personnel Supervisor/Manager III (GS-201+)	197	1.0	197.00	\$56,416
A	13	0243	S	Personnel Supervisor/Manager III (GS-201+)	38	1.0	38.00	\$56,217
A	13	0260	S	Personnel Supervisor/Manager III (GS-201+)	211	1.0	211.00	\$55,609
					2,137		1,822.90	

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PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	14	0201	S	Personnel Supervisor/Manager IV (GS-201+)	922	0.55	507.10	\$67,594
A	14	0205	S	Personnel Supervisor/Manager IV (GS-201+)	27	1.00	27.00	\$64,348
A	14	0212	S	Personnel Supervisor/Manager IV (GS-201+)	77	1.00	77.00	\$66,914
A	14	0221	S	Personnel Supervisor/Manager IV (GS-201+)	51	1.00	51.00	\$67,601
A	14	0222	S	Personnel Supervisor/Manager IV (GS-201+)	3	1.00	3.00	\$67,329
A	14	0223	S	Personnel Supervisor/Manager IV (GS-201+)	6	1.00	6.00	\$70,158
A	14	0230	S	Personnel Supervisor/Manager IV (GS-201+)	62	1.00	62.00	\$66,358
A	14	0233	S	Personnel Supervisor/Manager IV (GS-201+)	66	1.00	66.00	\$66,909
A	14	0235	S	Personnel Supervisor/Manager IV (GS-201+)	122	1.00	122.00	\$67,529
A	14	0243	S	Personnel Supervisor/Manager IV (GS-201+)	8	1.00	8.00	\$65,311
A	14	0260	S	Personnel Supervisor/Manager IV (GS-201+)	125	1.00	125.00	\$65,967
					1,469		1,054.10	

----- JOBCODE=1535 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
A	15	0201	S	Personnel Supervisor/Manager V (GS-201+)	453	0.25	113.25	\$80,631
A	15	0205	S	Personnel Supervisor/Manager V (GS-201+)	5	1.00	5.00	\$81,507
A	15	0212	S	Personnel Supervisor/Manager V (GS-201+)	14	1.00	14.00	\$81,487
A	15	0221	S	Personnel Supervisor/Manager V (GS-201+)	4	1.00	4.00	\$83,889
A	15	0222	S	Personnel Supervisor/Manager V (GS-201+)	1	1.00	1.00	\$83,015
A	15	0223	S	Personnel Supervisor/Manager V (GS-201+)	4	1.00	4.00	\$86,589
A	15	0230	S	Personnel Supervisor/Manager V (GS-201+)	4	1.00	4.00	\$79,931
A	15	0233	S	Personnel Supervisor/Manager V (GS-201+)	22	1.00	22.00	\$80,083
A	15	0235	S	Personnel Supervisor/Manager V (GS-201+)	44	1.00	44.00	\$80,900
A	15	0243	S	Personnel Supervisor/Manager V (GS-201+)	11	1.00	11.00	\$80,614
A	15	0260	S	Personnel Supervisor/Manager V (GS-201+)	85	1.00	85.00	\$78,436
					647		307.25	

----- JOBCODE=1601 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	9	0905	A	Attorney I (GS-905)	23	1	23.00	\$28,755

----- JOBCODE=1602 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	11	0905	A	Attorney II (GS-905)	330	1	330.00	\$35,084

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-----JOBCODE=1603-----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	12	0905	A	Attorney III (GS-905)	1,803	1	1,803.00	944,824

-----JOBCODE=1604-----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	13	0905	A	Attorney IV (GS-905)	4,022	1	4,022.00	953,022

-----JOBCODE=1605-----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	14	0905	A	Attorney V (GS-905)	5,307	1	5,307.00	964,256

-----JOBCODE=1606-----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	15	0905	A	Attorney VI (GS-905)	5,202	1	5,202.00	978,815

-----JOBCODE=1711-----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	5	0801	A	Engineer I (GS-801+) OCS ENGINEERS	12	1	12.00	920,326
P	5	0810	A	Engineer I (GS-801+) OCS ENGINEERS	30	1	30.00	918,421
P	5	0819	A	Engineer I (GS-801+) OCS ENGINEERS	16	1	16.00	919,562
P	5	0830	A	Engineer I (GS-801+) OCS ENGINEERS	11	1	11.00	921,117
P	5	0850	A	Engineer I (GS-801+) OCS ENGINEERS	8	1	8.00	919,562
P	5	0855	A	Engineer I (GS-801+) OCS ENGINEERS	15	1	15.00	918,747
P	5	0858	A	Engineer I (GS-801+) OCS ENGINEERS	1	1	1.00	918,340
P	5	0861	A	Engineer I (GS-801+) OCS ENGINEERS	4	1	4.00	918,644
P	5	0890	A	Engineer I (GS-801+) OCS ENGINEERS	1	1	1.00	918,340
P	5	0893	A	Engineer I (GS-801+) OCS ENGINEERS	2	1	2.00	921,090
					100		100.00	

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JOBCODE=1712

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	7	0801	A	Engineer II (GS-801+) OCS ENGINEERS	108	1	108.00	\$23,334
P	7	0804	A	Engineer II (GS-801+) OCS ENGINEERS	10	1	10.00	\$22,793
P	7	0806	A	Engineer II (GS-801+) OCS ENGINEERS	2	1	2.00	\$22,717
P	7	0810	A	Engineer II (GS-801+) OCS ENGINEERS	193	1	193.00	\$23,078
P	7	0819	A	Engineer II (GS-801+) OCS ENGINEERS	93	1	93.00	\$24,150
P	7	0830	A	Engineer II (GS-801+) OCS ENGINEERS	91	1	91.00	\$23,374
P	7	0850	A	Engineer II (GS-801+) OCS ENGINEERS	67	1	67.00	\$24,176
P	7	0854	A	Engineer II (GS-801+) OCS ENGINEERS	14	1	14.00	\$23,204
P	7	0855	A	Engineer II (GS-801+) OCS ENGINEERS	166	1	166.00	\$23,497
P	7	0858	A	Engineer II (GS-801+) OCS ENGINEERS	5	1	5.00	\$22,717
P	7	0861	A	Engineer II (GS-801+) OCS ENGINEERS	37	1	37.00	\$22,717
P	7	0880	A	Engineer II (GS-801+) OCS ENGINEERS	1	1	1.00	\$22,717
P	7	0890	A	Engineer II (GS-801+) OCS ENGINEERS	18	1	18.00	\$23,432
P	7	0893	A	Engineer II (GS-801+) OCS ENGINEERS	31	1	31.00	\$23,083
					836		836.00	

JOBCODE=1713

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	9	0801	A	Engineer III (GS-801+) OCS ENGINEERS	195	1	195.00	\$28,781
P	9	0804	A	Engineer III (GS-801+) OCS ENGINEERS	3	1	3.00	\$27,789
P	9	0806	A	Engineer III (GS-801+) OCS ENGINEERS	13	1	13.00	\$28,888
P	9	0810	A	Engineer III (GS-801+) OCS ENGINEERS	504	1	504.00	\$29,220
P	9	0819	A	Engineer III (GS-801+) OCS ENGINEERS	180	1	180.00	\$29,276
P	9	0830	A	Engineer III (GS-801+) OCS ENGINEERS	219	1	219.00	\$29,273
P	9	0840	A	Engineer III (GS-801+) OCS ENGINEERS	26	1	26.00	\$32,927
P	9	0850	A	Engineer III (GS-801+) OCS ENGINEERS	125	1	125.00	\$28,508
P	9	0854	A	Engineer III (GS-801+) OCS ENGINEERS	62	1	62.00	\$31,045
P	9	0855	A	Engineer III (GS-801+) OCS ENGINEERS	503	1	503.00	\$28,879
P	9	0858	A	Engineer III (GS-801+) OCS ENGINEERS	22	1	22.00	\$29,262
P	9	0861	A	Engineer III (GS-801+) OCS ENGINEERS	114	1	114.00	\$28,406
P	9	0880	A	Engineer III (GS-801+) OCS ENGINEERS	13	1	13.00	\$28,359
P	9	0881	A	Engineer III (GS-801+) OCS ENGINEERS	7	1	7.00	\$28,980
P	9	0890	A	Engineer III (GS-801+) OCS ENGINEERS	50	1	50.00	\$29,382
P	9	0892	A	Engineer III (GS-801+) OCS ENGINEERS	2	1	2.00	\$28,252
P	9	0893	A	Engineer III (GS-801+) OCS ENGINEERS	43	1	43.00	\$29,663
					2,081		2,081.00	

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PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	11	0801	A	Engineer IV (GS-801+) OCS ENGINEERS	740	1	740.00	\$38,816
P	11	0804	A	Engineer IV (GS-801+) OCS ENGINEERS	13	1	13.00	\$36,449
P	11	0806	A	Engineer IV (GS-801+) OCS ENGINEERS	127	1	127.00	\$37,851
P	11	0810	A	Engineer IV (GS-801+) OCS ENGINEERS	2,702	1	2,702.00	\$38,800
P	11	0819	A	Engineer IV (GS-801+) OCS ENGINEERS	562	1	562.00	\$38,787
P	11	0830	A	Engineer IV (GS-801+) OCS ENGINEERS	1,606	1	1,606.00	\$38,288
P	11	0840	A	Engineer IV (GS-801+) OCS ENGINEERS	241	1	241.00	\$36,149
P	11	0850	A	Engineer IV (GS-801+) OCS ENGINEERS	811	1	811.00	\$37,601
P	11	0854	A	Engineer IV (GS-801+) OCS ENGINEERS	228	1	228.00	\$35,863
P	11	0855	A	Engineer IV (GS-801+) OCS ENGINEERS	2,392	1	2,392.00	\$37,046
P	11	0858	A	Engineer IV (GS-801+) OCS ENGINEERS	47	1	47.00	\$37,773
P	11	0861	A	Engineer IV (GS-801+) OCS ENGINEERS	547	1	547.00	\$37,240
P	11	0880	A	Engineer IV (GS-801+) OCS ENGINEERS	38	1	38.00	\$36,803
P	11	0881	A	Engineer IV (GS-801+) OCS ENGINEERS	48	1	48.00	\$37,323
P	11	0890	A	Engineer IV (GS-801+) OCS ENGINEERS	119	1	119.00	\$40,340
P	11	0892	A	Engineer IV (GS-801+) OCS ENGINEERS	7	1	7.00	\$37,146
P	11	0893	A	Engineer IV (GS-801+) OCS ENGINEERS	109	1	109.00	\$37,819
P	11	0894	A	Engineer IV (GS-801+) OCS ENGINEERS	8	1	8.00	\$37,827
					10,345		10,345.00	

----- JOB CODE=1715 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	12	0801	A	Engineer V (GS-801+) OCS ENGINEERS	3,293	1	3,293.00	\$47,328
P	12	0804	A	Engineer V (GS-801+) OCS ENGINEERS	34	1	34.00	\$46,974
P	12	0806	A	Engineer V (GS-801+) OCS ENGINEERS	405	1	405.00	\$46,986
P	12	0810	A	Engineer V (GS-801+) OCS ENGINEERS	4,962	1	4,962.00	\$48,244
P	12	0819	A	Engineer V (GS-801+) OCS ENGINEERS	1,705	1	1,705.00	\$46,102
P	12	0830	A	Engineer V (GS-801+) OCS ENGINEERS	5,615	1	5,615.00	\$47,224
P	12	0840	A	Engineer V (GS-801+) OCS ENGINEERS	1,243	1	1,243.00	\$46,367
P	12	0850	A	Engineer V (GS-801+) OCS ENGINEERS	1,980	1	1,980.00	\$46,948
P	12	0854	A	Engineer V (GS-801+) OCS ENGINEERS	782	1	782.00	\$45,254
P	12	0855	A	Engineer V (GS-801+) OCS ENGINEERS	11,025	1	11,025.00	\$46,219
P	12	0858	A	Engineer V (GS-801+) OCS ENGINEERS	87	1	87.00	\$46,581
P	12	0861	A	Engineer V (GS-801+) OCS ENGINEERS	2,283	1	2,283.00	\$45,984
P	12	0880	A	Engineer V (GS-801+) OCS ENGINEERS	157	1	157.00	\$47,196
P	12	0881	A	Engineer V (GS-801+) OCS ENGINEERS	111	1	111.00	\$46,130
P	12	0890	A	Engineer V (GS-801+) OCS ENGINEERS	51	1	51.00	\$47,540
P	12	0892	A	Engineer V (GS-801+) OCS ENGINEERS	9	1	9.00	\$46,884
P	12	0893	A	Engineer V (GS-801+) OCS ENGINEERS	478	1	478.00	\$47,016
P	12	0894	A	Engineer V (GS-801+) OCS ENGINEERS	30	1	30.00	\$47,998
					34,250		34,250.00	

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PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	13	0801	A	Engineer VI (GS-801+) OCS ENGINEERS	6,192	1	6,192.00	856,449
P	13	0804	A	Engineer VI (GS-801+) OCS ENGINEERS	54	1	54.00	855,589
P	13	0806	A	Engineer VI (GS-801+) OCS ENGINEERS	322	1	322.00	855,873
P	13	0810	A	Engineer VI (GS-801+) OCS ENGINEERS	3,007	1	3,007.00	857,990
P	13	0819	A	Engineer VI (GS-801+) OCS ENGINEERS	1,398	1	1,398.00	854,435
P	13	0830	A	Engineer VI (GS-801+) OCS ENGINEERS	2,264	1	2,264.00	856,975
P	13	0840	A	Engineer VI (GS-801+) OCS ENGINEERS	356	1	356.00	857,747
P	13	0850	A	Engineer VI (GS-801+) OCS ENGINEERS	944	1	944.00	858,015
P	13	0854	A	Engineer VI (GS-801+) OCS ENGINEERS	736	1	736.00	855,944
P	13	0855	A	Engineer VI (GS-801+) OCS ENGINEERS	6,237	1	6,237.00	857,236
P	13	0858	A	Engineer VI (GS-801+) OCS ENGINEERS	75	1	75.00	855,567
P	13	0861	A	Engineer VI (GS-801+) OCS ENGINEERS	2,781	1	2,781.00	856,055
P	13	0880	A	Engineer VI (GS-801+) OCS ENGINEERS	103	1	103.00	858,218
P	13	0881	A	Engineer VI (GS-801+) OCS ENGINEERS	146	1	146.00	856,929
P	13	0890	A	Engineer VI (GS-801+) OCS ENGINEERS	46	1	46.00	857,734
P	13	0892	A	Engineer VI (GS-801+) OCS ENGINEERS	17	1	17.00	856,438
P	13	0893	A	Engineer VI (GS-801+) OCS ENGINEERS	395	1	395.00	854,203
P	13	0894	A	Engineer VI (GS-801+) OCS ENGINEERS	12	1	12.00	859,035
					25,085		25,085.00	

----- JOB CODE=1717 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	14	0801	A	Engineer VII (GS-801+) OCS ENGINEERS	4,813	1	4,813.00	867,649
P	14	0804	A	Engineer VII (GS-801+) OCS ENGINEERS	30	1	30.00	866,455
P	14	0806	A	Engineer VII (GS-801+) OCS ENGINEERS	184	1	184.00	867,750
P	14	0810	A	Engineer VII (GS-801+) OCS ENGINEERS	1,200	1	1,200.00	869,005
P	14	0819	A	Engineer VII (GS-801+) OCS ENGINEERS	499	1	499.00	866,317
P	14	0830	A	Engineer VII (GS-801+) OCS ENGINEERS	762	1	762.00	868,855
P	14	0840	A	Engineer VII (GS-801+) OCS ENGINEERS	237	1	237.00	867,227
P	14	0850	A	Engineer VII (GS-801+) OCS ENGINEERS	338	1	338.00	868,594
P	14	0854	A	Engineer VII (GS-801+) OCS ENGINEERS	345	1	345.00	867,405
P	14	0855	A	Engineer VII (GS-801+) OCS ENGINEERS	2,990	1	2,990.00	868,342
P	14	0858	A	Engineer VII (GS-801+) OCS ENGINEERS	23	1	23.00	868,126
P	14	0861	A	Engineer VII (GS-801+) OCS ENGINEERS	1,868	1	1,868.00	867,712
P	14	0880	A	Engineer VII (GS-801+) OCS ENGINEERS	36	1	36.00	870,226
P	14	0881	A	Engineer VII (GS-801+) OCS ENGINEERS	62	1	62.00	868,779
P	14	0890	A	Engineer VII (GS-801+) OCS ENGINEERS	39	1	39.00	867,445
P	14	0892	A	Engineer VII (GS-801+) OCS ENGINEERS	11	1	11.00	867,508
P	14	0893	A	Engineer VII (GS-801+) OCS ENGINEERS	139	1	139.00	868,429
P	14	0894	A	Engineer VII (GS-801+) OCS ENGINEERS	4	1	4.00	869,709
					13,580		13,580.00	

----- JOBCODE=1718 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	15	0801	A	Engineer VIII (GS-001+) OCS ENGINEERS	2,675	1	2,675.00	\$81,704
P	15	0804	A	Engineer VIII (GS-001+) OCS ENGINEERS	3	1	3.00	\$76,302
P	15	0806	A	Engineer VIII (GS-001+) OCS ENGINEERS	92	1	92.00	\$81,446
P	15	0810	A	Engineer VIII (GS-001+) OCS ENGINEERS	492	1	492.00	\$82,846
P	15	0819	A	Engineer VIII (GS-001+) OCS ENGINEERS	187	1	187.00	\$80,418
P	15	0830	A	Engineer VIII (GS-001+) OCS ENGINEERS	204	1	204.00	\$81,995
P	15	0840	A	Engineer VIII (GS-001+) OCS ENGINEERS	193	1	193.00	\$82,615
P	15	0850	A	Engineer VIII (GS-001+) OCS ENGINEERS	75	1	75.00	\$82,856
P	15	0854	A	Engineer VIII (GS-001+) OCS ENGINEERS	132	1	132.00	\$81,945
P	15	0855	A	Engineer VIII (GS-001+) OCS ENGINEERS	1,079	1	1,079.00	\$82,178
P	15	0858	A	Engineer VIII (GS-001+) OCS ENGINEERS	14	1	14.00	\$79,997
P	15	0861	A	Engineer VIII (GS-001+) OCS ENGINEERS	948	1	948.00	\$81,545
P	15	0880	A	Engineer VIII (GS-001+) OCS ENGINEERS	9	1	9.00	\$81,008
P	15	0881	A	Engineer VIII (GS-001+) OCS ENGINEERS	19	1	19.00	\$85,333
P	15	0890	A	Engineer VIII (GS-001+) OCS ENGINEERS	31	1	31.00	\$79,581
P	15	0892	A	Engineer VIII (GS-001+) OCS ENGINEERS	7	1	7.00	\$81,178
P	15	0893	A	Engineer VIII (GS-001+) OCS ENGINEERS	55	1	55.00	\$82,492
P	15	0894	A	Engineer VIII (GS-001+) OCS ENGINEERS	2	1	2.00	\$86,589
					6,217		6,217.00	

----- JOBCODE=1801 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	3	0802	A	Engineering Technician I (GS-002+)	12	0.9	10.80	\$17,079

----- JOBCODE=1802 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	4	0802	A	Engineering Technician II (GS-002+)	99	0.9	89.10	\$18,434
T	4	0856	A	Engineering Technician II (GS-002+)	39	1.0	39.00	\$17,135
					138		128.10	

----- JOBCODE=1803 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	5	0802	N	Engineering Technician III (GS-002+)	332	0.9	298.80	\$20,615
T	5	0856	N	Engineering Technician III (GS-002+)	84	1.0	84.00	\$19,780
					416		382.80	

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----- JOB CODE=1804 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	7	0802	N	Engineering Technician IV (GS-802+)	1,373	0.9	1,235.70	826,330
T	7	0856	N	Engineering Technician IV (GS-802+)	258	1.0	258.00	824,739
					1,631		1,493.70	

----- JOB CODE=1805 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	9	0802	A	Engineering Technician V (GS-802+)	4,482	0.9	4,033.80	832,905
T	9	0856	A	Engineering Technician V (GS-802+)	1,667	1.0	1,667.00	832,210
					6,149		5,700.80	

----- JOB CODE=1806 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	11	0802	A	Engineering Technician VI (GS-802+)	7,089	0.9	6,380.10	839,773
T	11	0856	A	Engineering Technician VI (GS-802+)	5,184	1.0	5,184.00	839,178
					12,273		11,564.10	

----- JOB CODE=1811 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	5	1102	N	Buyer/Contracting Specialist I (GS-1102)	178	1	178.00	822,837
T	5	1105	N	Buyer/Contracting Specialist I (GS-1105)	1,387	1	1,387.00	821,288
					1,565		1,565.00	

----- JOB CODE=1812 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	7	1102	N	Buyer/Contracting Specialist II (GS-1102)	1,056	1	1,056.00	824,956
T	7	1105	N	Buyer/Contracting Specialist II (GS-1105)	1,965	1	1,965.00	826,298
					3,021		3,021.00	

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----- JOBCODE=1813 -----

PATCD	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	9	1102	N	Buyer/Contracting Specialist III (GS-1102)	4,203	1	4,203.00	\$30,662

----- JOBCODE=1814 -----

PATCD	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
P	11	1102	A	Buyer/Contracting Specialist IV (GS-1102)	6,718	1	6,718.00	\$37,226

----- JOBCODE=2081 -----

PATCD	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	3	0802	A	Civil Engineering Technician I (GS-817*)	12	0.1	1.20	\$17,079
T	3	0809	A	Civil Engineering Technician I (GS-817*)	1	1.0	1.00	\$15,577
T	3	0817	A	Civil Engineering Technician I (GS-817*)	9	1.0	9.00	\$15,415
					22		11.20	

----- JOBCODE=2082 -----

PATCD	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	4	0802	A	Civil Engineering Technician II (GS-817*)	99	0.1	9.90	\$18,434
T	4	0809	A	Civil Engineering Technician II (GS-817*)	6	1.0	6.00	\$18,668
T	4	0817	A	Civil Engineering Technician II (GS-817*)	60	1.0	60.00	\$18,040
					165		75.90	

----- JOBCODE=2083 -----

PATCD	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	5	0802	N	Civil Engineering Technician III (GS-817*)	352	0.1	35.20	\$20,615
T	5	0809	N	Civil Engineering Technician III (GS-817*)	31	1.0	31.00	\$20,646
T	5	0817	N	Civil Engineering Technician III (GS-817*)	137	1.0	137.00	\$20,583
					500		201.20	

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JOBCODE=2084

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	7	0802	N	Civil Engineering Technician IV (GS-817*)	1,373	0.1	137.30	\$26,330
T	7	0809	N	Civil Engineering Technician IV (GS-817*)	328	1.0	328.00	\$26,774
T	7	0817	N	Civil Engineering Technician IV (GS-817*)	142	1.0	142.00	\$26,331
					1,843		607.30	

JOBCODE=2085

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	9	0802	A	Civil Engineering Technician V (GS-817*)	4,482	0.1	448.20	\$32,905
T	9	0809	A	Civil Engineering Technician V (GS-817*)	791	1.0	791.00	\$33,135
T	9	0817	A	Civil Engineering Technician V (GS-817*)	74	1.0	74.00	\$31,868
					5,347		1,313.20	

JOBCODE=2086

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	11	0802	A	Civil Engineering Technician VI (GS-817*)	7,089	0.1	708.90	\$39,773
T	11	0809	A	Civil Engineering Technician VI (GS-817*)	611	1.0	611.00	\$39,865
T	11	0817	A	Civil Engineering Technician VI (GS-817*)	26	1.0	26.00	\$39,961
					7,726		1,345.90	

JOBCODE=2222

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	4	0818	A	Drafter II (GS-818)	26	1	26.00	\$18,451

JOBCODE=2223

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
T	5	0818	N	Drafter III (GS-818)	112	1	112.00	\$21,395

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JOBCODE=2224									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	7	0818	N	Drafter IV (GS-818)	200	1	200.00	826,237	
JOBCODE=2851									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	4	0332	A	Computer Operator I (GS-332)	78	1	78.00	918,710	
JOBCODE=2852									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	5	0332	N	Computer Operator II (GS-332)	607	1	607.00	921,313	
JOBCODE=2853									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	6	0332	N	Computer Operator III (GS-332)	914	1	914.00	923,366	
JOBCODE=2854									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	7	0332	N	Computer Operator IV (GS-332)	2,311	1	2,311.00	926,010	
JOBCODE=2855									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
1	8	0332	N	Computer Operator V (GS-332)	974	1	974.00	929,491	
JOBCODE=2901									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	5	0336	N	Computer Programmer I (GS-336)	196	1	196.00	920,613	

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JOB CODE=2902									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	7	0334	N	Computer Programmer II (GS-334)	1,140	1	1,140.00	\$24,478	
JOB CODE=2903									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	9	0334	N	Computer Programmer III (GS-334)	4,075	0.75	3,056.25	\$29,939	
A	9	0334	S	Computer Programmer III (GS-334)	127	1.00	127.00	\$32,033	
					4,202		3,183.25		
JOB CODE=2904									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	11	0334	N	Computer Programmer IV (GS-334)	10,704	0.5	5,352.00	\$37,084	
A	11	0334	S	Computer Programmer IV (GS-334)	244	1.0	244.00	\$38,084	
					10,948		5,596.00		
JOB CODE=2905									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	12	0334	N	Computer Programmer V (GS-334)	17,836	0.25	4,459.00	\$45,784	
A	12	0334	S	Computer Programmer V (GS-334)	1,177	0.25	294.25	\$46,043	
					19,013		4,753.25		
JOB CODE=2911									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	9	0334	N	Systems Analyst I (GS-334)	4,075	0.25	1,018.75	\$29,939	
JOB CODE=2912									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL ENPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN	
A	11	0334	N	Systems Analyst II (GS-334)	10,704	0.5	5,352.00	\$37,084	

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JOB CODE=2913									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	12	0334	N	Systems Analyst III (GS-334)	17,836	0.75	13,377.00		845,784
JOB CODE=2914									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	13	0334	N	Systems Analyst IV (GS-334)	7,739	1	7,739.00		555,178
JOB CODE=2915									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	14	0334	N	Systems Analyst V (GS-334)	1,644	1	1,644.00		866,155
JOB CODE=2921									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	12	0334	S	Systems Analyst Supervisor/Manager I (GS-334)	1,177	0.75	882.75		846,045
JOB CODE=2922									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	13	0334	S	Systems Analyst Supervisor/Manager II (GS-334)	2,912	1	2,912.00		856,397
JOB CODE=2923									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	14	0334	S	Systems Analyst Supervisor/Manager III (GS-334)	2,412	1	2,412.00		867,547
JOB CODE=2924									
PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL WEIGHT	FEDERAL MEAN
A	15	0334	S	Systems Analyst Supervisor/Manager IV (GS-334)	961	1	961.00		881,008

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----- JOBCODE=5100 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
0	7	0007	N	Corrections Officer (GS-107)	3,674	1	3,674.00	926,748

----- JOBCODE=5200 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
0	5	0001	N	Firefighter (GS-081)	2,097	1	2,097.00	929,711

----- JOBCODE=5301 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
0	5	0003	N	Police I (GS-083)	1,858	1	1,858.00	920,691

----- JOBCODE=5302 -----

PATCO	GRADE	SERIES	SUPV	TITLE	FEDERAL EMPLMT	FACTOR	FEDERAL WEIGHT	FEDERAL MEAN
0	6	0003	N	Police II (GS-083)	2,176	1.	2,176.00	923,276
					***** 431,054		***** 380,078.25	

APPENDIX V

**Table of the ECI measures used to age BLS survey data
to March 1994.**

ECI DATA USED TO ME CRITICAL MSA SURVEYS TO MARCH 1994

PUBLISHED ECI CIVILIAN WORKERS WHITE-COLLAR LESS SALES INDECS AND SALARIES

SURVEY LOCATION	REF DATE	1/93	2/93	3/93	4/93	5/93	6/93	7/93	8/93	9/93	10/93	11/93	12/93	1/94	2/94	3/94	ECI BASE	ECI 3/94	ACTING FACTOR
Albuquerque MSA	9-93																119.0000	119.5	1.0127119
Atlanta MSA	4-93					116.40											116.4000	119.5	1.0266323
Boston OMSA	5-93					116.40											116.4000	119.5	1.0248714
Chicago OMSA	4-93					116.40											116.4000	119.5	1.0266323
Cincinnati PMSA	4-93					116.40											116.4000	119.5	1.0266323
Cleveland PMSA	6-93					116.8											116.8000	119.5	1.0231164
Columbus MSA	11-93												118.47				118.4667	119.5	1.0087226
Dallas PMSA	12-93												118.70				118.7000	119.5	1.0067397
Dayton-Springfield MSA	2-94																119.2333	119.5	1.0222065
Denver PMSA	12-93																118.7000	119.5	1.0067397
Detroit PMSA	11-93																118.4667	119.5	1.0087226
Houston PMSA	3-93					116.2											116.2000	119.5	1.0283993
Kansas City MSA	1-94																118.97	119.5	1.0044820
Indianapolis MSA	6-93																116.8	119.5	1.0231164
Kansas City MSA	7-93																117.20	119.5	1.0162466
Los Angeles OMSA	9-93																118.00	119.5	1.0127119
Memphis MSA	10-93																118.23	119.5	1.0107133
Miami PMSA	9-93																118.00	119.5	1.0127119
New Orleans MSA	5-93																116.80	119.5	1.0248714

ECI DATA USED TO AGE CRITICAL AREA SURVEYS TO MARCH 1994

SURVEY LOCATION	REF DATE	PUBLISHED ECI CIVILIAN WORKERS WHITE-COLLAR LESS SALES (AGES AND SALARIES)																		
		1/93	2/93	3/93	4/93	5/93	6/93	7/93	8/93	9/93	10/93	11/93	12/93	1/94	2/94	3/94	BASE	ECI 3/94	ECI FACTOR	
New York OMSA	4-93																116.0000	119.5	1.0266323	
																	116.40			
Worcester PMSA	8-93																117.60	119.5	1.0161565	
OhioName City MSA	2-94																119.23	119.2333	119.5	1.0022365
Philadelphia OMSA	9-93																118.00	119.5	1.0127119	
Portland OMSA	7-93																117.20	119.5	1.0198246	
Rest of U.S. (RUS)	8-93																117.60	119.5	1.0161565	
Richmond MSA	7-93																117.20	119.5	1.0198246	
Sacramento MSA	12-93																117.20	119.5	1.0198246	
St. Louis MSA	3-94																118.70	119.5	1.0067397	
																	119.5	119.5000	119.5	1.0000000
Salt Lake City MSA	4-93																116.40	119.5	1.0266323	
San Antonio MSA	7-93																117.20	119.5	1.0198246	
San Diego MSA	8-93																117.60	119.5	1.0161565	
San Francisco OMSA	2-93																115.83	119.5	1.016667	
Seattle PMSA	10-93																118.23	119.5	1.0107133	
Washington, D.C. OMSA	10-93																118.23	119.5	1.0107133	

APPENDIX VI

List of surveys conducted in the Rest of the United States.

RUS Survey Locations

The BLS data in "Rest of U.S." for the 1995/96 Pay Agent's report covers 62 metropolitan areas and 70 nonmetropolitan counties. To meet budget limitations, BLS aged previous survey data for some of the locations rather than conducting a new survey.

Metropolitan Areas

Abilene, TX MSA	Longview-Marshall, TX MSA
Appleton-Oshkosh-Neenah, WI MSA	Louisville, KY-IN MSA
Augusta, GA-SC MSA	Milwaukee, WI PMSA
Austin, TX MSA	Minneapolis-St. Paul, MN-WI MSA
Billings, MT MSA	Mobile, AL MSA
Bloomington-Normal, IL MSA	Nashville, TN MSA
Boise City, ID MSA	New Britain, CT PMSA
Bradenton, FL MSA	Omaha, NE-IA MSA
Buffalo, NY PMSA	Orlando, FL MSA
Burlington, VT MSA	Parkersburg-Marietta, WV-OH MSA
Champaign-Urbana-Rantoul, IL MSA	Pawtucket, RI-MA PMSA
Charleston, SC MSA	Phoenix, AZ MSA
Charlotte-Gastonia, NC-SC MSA	Pittsburgh, PA PMSA
Chattanooga, TN-GA MSA	Portland, ME MSA
Colorado Springs, CO MSA	Poughkeepsie, NY MSA
Corpus Christi, TX MSA	Reading, PA MSA
Cumberland, MD-WV MSA	Rochester, NY MSA
Davenport-Moline, IA-IL MSA	Saginaw-Bay City, MI MSA
Decatur, IL MSA	Saint Cloud, MN MSA
Elkhart-Goshen, IN MSA	Salem, OR MSA
Elmira, NY MSA	San Angelo, TX MSA
Evansville, IN-KY MSA	Santa Barbara, CA MSA
Florence, SC MSA	Scranton-Wilkes Barre, PA MSA
Fort Myers-Cape Coral, FL MSA	Shreveport, LA MSA
Fort Wayne, IN MSA	South Bend-Mishawaka, IN MSA
Fresno, CA MSA	Tampa-St. Petersburg, FL MSA
Gainesville, FL MSA	Toledo, OH MSA
Hartford, CT PMSA	Utica-Rome, NY MSA
Jackson, MS MSA	Visalia-Tulare, CA MSA
Kokomo, IN MSA	Worcester, MA MSA
Little Rock, AR MSA	York, PA MSA

Nonmetropolitan Counties/Parishes

Acadia, LA	McDowell, NC
Apache, AZ	McIntosh, GA
Bannock, ID	McKean, PA
Beaufort, SC	Mercer, OH
Blue Earth, MN	Monona, IA
Bonner, ID	Monroe, FL
Box Elder, UT	Murray, GA
Butler, MO	Nacogdoches, TX
Carroll, IA	Natchitoches, LA
Carroll, NH	Obion, TN
Cass, IA	Oconto, WI
Childress, TX	Orleans, VT
Clinton, NY	Oxford, ME
Delaware, NY	Pittsburg, OK
Dodge, NE	Polk, TX
Dyer, TN	San Juan, NM
Eastland, TX	San Luis Obispo, CA
Finney, KS	Sawyer, WI
Franklin, IL	Scioto, OH
Franklin, MS	Scotts Bluff, NE
Gallia, OH	Scurry, TX
Giles, VA	Sumter, AL
Gillespie, TX	Sweetwater, WY
Gladwin, MI	Talbot, GA
Grant, WV	Teton, MT
Greenwood, SC	Tompkins, NY
Hardin, TN	Trinity, CA
Harnett, NC	Trousdale, TN
Lane, KS	Umatilla, OR
Limestone, AL	Van Buren, MI
Livingston, IL	Vermilion, IL
Manitowoc, WI	Wabaunsee, KS
Marion, MS	Warren, PA
Martin, NC	White, IL
Mason, WV	Williams, OH

APPENDIX VII

**Listing of survey jobs showing the number of survey areas
in which each job published.**

SURVEY JOBS BY NUMBER OF AREAS PUBLISHED--34 PAY AREAS
NOTE: COVERAGE IS AT THE ALL INDUSTRY LEVEL.

JOB NAME	FREQUENCY
ACCOUNTING CLERKS II	34
SECRETARIES II	34
SECRETARIES III	34
SECRETARIES IV	34
ACCOUNTANTS II	34
ACCOUNTANTS III	34
ACCOUNTANTS IV	34
PERSONNEL SPECIALISTS II	34
PERSONNEL SPECIALISTS III	34
ENGINEERS I	34
ENGINEERS II	34
ENGINEERS III	34
ENGINEERS IV	34
BUYERS/CONTRACTING SPECIALISTS II	34
DRAFTERS II	34
COMPUTER OPERATORS II	34
SYSTEMS ANALYSTS I	34
SYSTEMS ANALYSTS II	34
SYSTEMS ANALYSTS III	34
ACCOUNTING CLERKS III	33
ACCOUNTING CLERKS IV	33
SECRETARIES I	33
WORD PROCESSORS II	33
GENERAL CLERKS II	33
GENERAL CLERKS III	33
PERSONNEL SPECIALISTS IV	33
BUYERS/CONTRACTING SPECIALISTS I	33
BUYERS/CONTRACTING SPECIALISTS III	33
COMPUTER PROGRAMMERS II	33
COMPUTER PROGRAMMERS III	33
POLICE OFFICERS, UNIFORMED I	33
KEY ENTRY OPERATORS II	32
ACCOUNTANTS I	32
ENGINEERS V	32
DRAFTERS III	32
COMPUTER OPERATORS III	32
KEY ENTRY OPERATORS I	31
GENERAL CLERKS IV	31
CIVIL ENGINEERING TECHNICIANS III	31
CORRECTIONS OFFICERS	31
FIREFIGHTERS	31
ATTORNEYS III	29
ENGINEERING TECHNICIANS III	29
CIVIL ENGINEERING TECHNICIANS IV	29
ENGINEERING TECHNICIANS IV	28
WORD PROCESSORS I	26
ACCOUNTING CLERKS I	25
SECRETARIES V	25
PERSONNEL CLERKS/ASSISTANTS III	25
ENGINEERS VI	25
CIVIL ENGINEERING TECHNICIANS II	25
SYSTEMS ANALYST SUPERVISSR/MGRS I	25
ENGINEERING TECHNICIANS II	24
COMPUTER PROGRAMMERS I	24
PUBLIC ACCOUNTANTS I	23

SURVEY JOBS BY NUMBER OF AREAS PUBLISHED--34 PAY AREAS
NOTE: COVERAGE IS AT THE ALL INDUSTRY LEVEL.

JOB NAME	FREQUENCY
COMPUTER OPERATORS I	23
SYSTEMS ANALYSTS IV	23
SYSTEMS ANALYST SUPERVISSR/MGRS II	23
PERSONNEL CLERKS/ASSISTANTS II	22
GENERAL CLERKS I	22
ACCOUNTANTS V	22
PUBLIC ACCOUNTANTS III	22
PERSONNEL SPECIALISTS V	22
ENGINEERING TECHNICIANS V	22
DRAFTERS IV	22
COMPUTER OPERATORS IV	22
ATTORNEYS II	21
COMPUTER PROGRAMMERS IV	21
PUBLIC ACCOUNTANTS I	20
ATTORNEYS IV	20
BUDGET ANALYST III	19
BUYERS/CONTRACTING SPECIALISTS IV	19
DRAFTERS I	19
POLICE OFFICERS, UNIFORMED II	19
WORD PROCESSORS III	17
PERSONNEL SUPERVISORS/MGRS II	17
ENGINEERS VII	17
PUBLIC ACCOUNTANTS IV	16
TAX COLLECTORS II	16
ATTORNEYS V	14
CIVIL ENGINEERING TECHNICIANS V	14
PERSONNEL SPECIALISTS I	13
BUDGET ANALYST II	12
BUDGET ANALYST IV	12
PERSONNEL SUPERVISORS/MGRS I	12
CIVIL ENGINEERING TECHNICIANS I	11
SYSTEMS ANALYST SUPERVISSR/MGRS III	11
PERSONNEL CLERKS/ASSISTANTS IV	10
TAX COLLECTORS I	10
TAX COLLECTORS III	9
PERSONNEL SUPERVISORS/MGRS III	9
ATTORNEYS I	9
ACCOUNTANTS VI	8
ENGINEERS VIII	5
ENGINEERING TECHNICIANS I	5
ENGINEERING TECHNICIANS VI	5
COMPUTER PROGRAMMERS V	5
BUDGET ANALYST I	4
PERSONNEL SPECIALISTS VI	4
SYSTEMS ANALYSTS V	4
PERSONNEL CLERKS/ASSISTANTS I	3
ATTORNEYS VI	3
PERSONNEL SUPERVISORS/MGRS IV	1
PERSONNEL SUPERVISORS/MGRS V	0
CIVIL ENGINEERING TECHNICIANS VI	0
COMPUTER OPERATORS V	0
SYSTEMS ANALYST SUPERVISSR/MGRS IV	0

APPENDIX VIII

**Table showing the average salary for each survey job
in each survey area.**

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS, ALL INDUSTRY DATA AGED TO 3/94 10:30 Wednesday, November 23, 1

JOB CODE	JOB NAME	ALBUQUERQUE	ATLANTA	BOSTON	CHICAGO	CINCINNATI	CLEVELAND	COLUMBUS	DALLAS	DAYTON
1061	ACCOUNTING CLERKS I	\$14,487 M	\$16,862 M	\$14,210 O	\$14,703 M	\$16,895 M	\$15,505 M	\$17,547 M	\$17,988 O	\$16,656 O
1062	ACCOUNTING CLERKS II	\$15,348 M	\$20,050 M	\$20,869 M	\$20,370 M	\$17,751 M	\$19,023 M	\$18,439 M	\$19,348 M	\$17,747 M
1063	ACCOUNTING CLERKS III	\$19,093 M	\$23,632 M	\$23,645 M	\$22,830 M	\$22,403 M	\$22,912 M	\$23,220 M	\$22,493 M	\$21,661 M
1064	ACCOUNTING CLERKS IV	\$22,321 M	\$27,837 M	\$27,488 M	\$27,535 M	\$26,467 M	\$27,601 M	\$26,898 M	\$26,373 M	\$26,568 M
1121	KEY ENTRY OPERATORS I	\$14,108 M	\$18,232 M	\$19,328 M	\$16,093 M	\$15,559 M	\$16,465 M	\$15,655 M	\$16,097 M	\$15,711 M
1122	KEY ENTRY OPERATORS II	\$17,264 M	\$21,280 M	\$26,072 M	\$20,210 M	\$19,195 M	\$19,448 M	\$22,117 M	\$19,357 M	\$19,992 M
1141	SECRETARIES I	\$17,036 M	\$19,195 M	\$22,378 M	\$22,510 M	\$18,447 M	\$22,752 M	\$20,804 M	\$20,920 M	\$20,722 M
1142	SECRETARIES II	\$20,464 M	\$22,189 M	\$25,140 M	\$25,022 M	\$22,295 M	\$23,765 M	\$23,640 M	\$24,391 M	\$21,713 M
1143	SECRETARIES III	\$22,468 M	\$27,108 M	\$28,075 M	\$28,712 M	\$25,290 M	\$26,748 M	\$27,423 M	\$27,526 M	\$26,098 M
1144	SECRETARIES IV	\$25,105 M	\$31,064 M	\$32,559 M	\$32,935 M	\$31,118 M	\$30,638 M	\$29,262 M	\$31,720 M	\$30,117 M
1145	SECRETARIES V	\$33,491 M	\$37,267 M	\$38,057 M	\$38,977 M	\$34,219 M	\$37,066 M	\$35,092 M	\$37,960 M	\$33,680 M
1231	WORD PROCESSORS I	\$17,140 M	\$21,077 O	\$22,581 O	\$21,120 M	\$19,034 M	\$17,797 M	\$21,487 M	\$22,231 M	\$18,373 M
1232	WORD PROCESSORS II	\$19,040 M	\$23,900 M	\$23,912 M	\$24,435 M	\$23,205 M	\$23,659 M	\$24,692 M	\$23,332 M	\$22,392 M
1233	WORD PROCESSORS III	\$22,368 M	\$27,963 M	\$29,410 M	\$28,498 M	\$25,640 M	\$25,051 M	\$24,061 M	\$27,894 M	\$25,307 M
1311	PERSONNEL CLERKS/ASSISTANTS I	\$16,350 M	\$18,545 M	\$21,865 O	\$17,570 O	\$16,742 M	\$18,312 M	\$18,669 M	\$18,963 M	\$18,499 M
1312	PERSONNEL CLERKS/ASSISTANTS II	\$18,728 M	\$22,028 M	\$23,432 M	\$23,966 M	\$21,440 M	\$22,326 M	\$23,010 M	\$20,134 M	\$18,269 M
1313	PERSONNEL CLERKS/ASSISTANTS III	\$21,338 M	\$24,862 M	\$26,207 M	\$25,610 M	\$25,664 M	\$25,416 M	\$23,903 M	\$24,223 M	\$24,533 M
1314	PERSONNEL CLERKS/ASSISTANTS IV	\$24,183 M	\$28,390 M	\$31,385 M	\$30,017 O	\$27,720 M	\$27,083 M	\$30,995 M	\$28,018 M	\$27,977 M
1331	GENERAL CLERKS I	\$12,500 M	\$13,153 M	\$19,332 O	\$15,432 M	\$16,437 M	\$13,376 O	\$14,972 M	\$14,314 M	\$14,518 M
1332	GENERAL CLERKS II	\$14,241 M	\$16,200 M	\$18,094 M	\$17,430 M	\$16,040 M	\$17,691 M	\$16,864 M	\$14,988 M	\$15,972 M
1333	GENERAL CLERKS III	\$19,425 M	\$22,937 M	\$21,190 M	\$20,892 M	\$20,050 M	\$21,314 M	\$20,541 M	\$20,186 M	\$18,165 M
1334	GENERAL CLERKS IV	\$25,000 M	\$26,038 M	\$27,007 M	\$27,375 M	\$25,343 M	\$25,843 M	\$24,796 M	\$24,163 M	\$26,202 M
1401	ACCOUNTANTS I	\$28,323 M	\$29,995 M	\$31,225 M	\$32,562 M	\$31,010 M	\$30,212 M	\$29,314 M	\$30,723 M	\$31,264 M
1402	ACCOUNTANTS II	\$33,126 M	\$38,229 M	\$39,178 M	\$39,512 M	\$38,122 M	\$37,779 M	\$38,456 M	\$39,743 M	\$38,312 M
1403	ACCOUNTANTS III	\$43,460 M	\$50,259 M	\$49,106 M	\$51,168 M	\$48,709 M	\$49,500 M	\$50,381 M	\$51,959 M	\$49,743 M
1404	ACCOUNTANTS IV	\$52,084 M	\$61,380 M	\$67,039 M	\$64,535 M	\$69,255 O	\$60,698 M	\$69,470 M	\$67,331 M	\$58,188 O
1405	ACCOUNTANTS V	\$61,142 M	\$69,349 M	\$86,524 O	\$82,554 M	\$70,086 M	\$68,678 M	\$69,812 M	\$83,628 M	\$69,178 M
1406	ACCOUNTANTS VI	\$22,040 M	\$29,353 O	\$28,769 M	\$30,049 M	\$29,460 M	\$29,253 M	\$25,165 M	\$29,938 M	\$24,936 M
1431	PUBLIC ACCOUNTANTS I	\$27,109 M	\$30,423 M	\$31,651 M	\$32,615 M	\$30,957 M	\$30,798 M	\$31,479 M	\$33,031 M	\$31,193 M
1432	PUBLIC ACCOUNTANTS II	\$33,069 M	\$36,745 O	\$34,587 M	\$38,175 M	\$36,647 M	\$35,754 M	\$38,552 M	\$36,282 M	\$38,201 M
1433	PUBLIC ACCOUNTANTS III	\$40,465 M	\$53,407 O	\$42,574 O	\$38,167 O	\$41,330 M	\$49,128 M	\$46,225 M	\$44,297 M	\$45,804 M
1434	PUBLIC ACCOUNTANTS IV	\$21,758 M	\$26,627 M	\$25,170 O	\$29,356 O	\$24,941 M	\$26,589 M	\$32,046 M	\$25,208 M	\$24,617 M
1451	BUDGET ANALYST I	\$27,799 M	\$31,973 M	\$31,491 M	\$31,651 M	\$33,952 M	\$34,901 M	\$39,033 M	\$30,043 M	\$33,301 M
1452	BUDGET ANALYST II	\$34,774 M	\$38,550 M	\$38,750 M	\$42,023 M	\$39,861 M	\$44,913 M	\$44,913 M	\$36,492 M	\$40,192 M
1453	BUDGET ANALYST III	\$47,995 M	\$47,532 M	\$48,678 M	\$48,625 M	\$48,709 M	\$49,447 M	\$48,627 M	\$48,603 M	\$49,184 M
1454	BUDGET ANALYST IV									

SOURCE CODES: "M" = New BLS Survey; "O" = Old BLS Survey; "M" = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 25, 1

JOB CODE	JOB NAME	ALBUQUERQUE	ATLANTA	BOSTON	CHICAGO	CINCINNATI	CLEVELAND	COLUMBUS	DALLAS	DAYTON
1481	TAX COLLECTORS I	\$18,685 M	\$21,193 M	\$22,551 M	\$22,871 M	\$21,619 M	\$17,850 M	\$21,335 M	\$21,669 M	\$21,161 M
1482	TAX COLLECTORS II	\$23,874 M	\$26,979 M	\$31,065 M	\$29,221 M	\$31,074 M	\$28,720 M	\$27,259 M	\$28,962 M	\$27,011 M
1483	TAX COLLECTORS III	\$34,842 M	\$33,872 M	\$36,043 M	\$40,459 M	\$34,232 M	\$35,446 M	\$34,098 M	\$30,163 M	\$33,708 M
1511	PERSONNEL SPECIALISTS I	\$22,029 M	\$24,986 M	\$27,924 M	\$28,022 M	\$25,252 M	\$26,750 M	\$25,153 M	\$27,463 M	\$25,890 M
1512	PERSONNEL SPECIALISTS II	\$26,741 M	\$30,637 M	\$32,238 M	\$33,417 M	\$33,470 M	\$30,425 M	\$32,099 M	\$30,448 M	\$30,387 M
1513	PERSONNEL SPECIALISTS III	\$36,632 M	\$38,977 M	\$40,565 M	\$41,009 M	\$39,192 M	\$39,270 M	\$38,350 M	\$39,642 M	\$37,728 M
1514	PERSONNEL SPECIALISTS IV	\$46,519 M	\$51,649 M	\$52,041 M	\$50,473 M	\$52,451 M	\$49,874 M	\$54,626 M	\$49,128 M	\$48,594 M
1515	PERSONNEL SPECIALISTS V	\$51,701 M	\$59,669 M	\$63,197 M	\$66,085 M	\$71,806 M	\$63,887 M	\$59,032 M	\$65,696 M	\$61,197 M
1516	PERSONNEL SPECIALISTS VI	\$60,692 M	\$68,839 M	\$80,286 M	\$83,936 M	\$69,570 M	\$67,972 M	\$69,290 M	\$83,890 M	\$66,667 M
1531	PERSONNEL SUPERVISORS/MGRS I	\$47,363 M	\$53,684 M	\$49,959 M	\$58,119 M	\$55,808 M	\$54,526 M	\$55,590 M	\$45,772 M	\$55,063 M
1532	PERSONNEL SUPERVISORS/MGRS II	\$58,376 M	\$65,337 M	\$67,679 M	\$71,164 M	\$66,916 M	\$65,378 M	\$66,654 M	\$68,340 M	\$66,047 M
1533	PERSONNEL SUPERVISORS/MGRS III	\$68,528 M	\$77,726 M	\$83,532 M	\$90,146 M	\$78,553 M	\$76,748 M	\$78,245 M	\$90,311 M	\$77,533 M
1534	PERSONNEL SUPERVISORS/MGRS IV	\$78,760 M	\$89,332 M	\$102,107 M	\$116,100 M	\$90,281 M	\$88,207 M	\$89,928 M	\$91,250 M	\$89,109 M
1535	PERSONNEL SUPERVISORS/MGRS V	\$86,623 M	\$100,518 M	\$108,960 M	\$131,411 M	\$101,587 M	\$99,253 M	\$101,190 M	\$102,677 M	\$100,268 M
1601	ATTORNEYS I	\$37,887 M	\$42,973 M	\$37,843 M	\$39,828 M	\$43,430 M	\$33,889 M	\$43,280 M	\$35,272 M	\$42,866 M
1602	ATTORNEYS II	\$46,400 M	\$46,944 M	\$47,984 M	\$55,605 M	\$38,229 M	\$45,557 M	\$45,022 M	\$54,738 M	\$52,497 M
1603	ATTORNEYS III	\$42,879 M	\$63,840 M	\$66,826 M	\$71,592 M	\$62,877 M	\$64,687 M	\$62,201 M	\$67,059 M	\$64,528 M
1604	ATTORNEYS IV	\$65,311 M	\$85,012 M	\$88,976 M	\$88,595 M	\$74,864 M	\$81,577 M	\$74,372 M	\$87,350 M	\$73,892 M
1605	ATTORNEYS V	\$75,062 M	\$104,902 M	\$113,676 M	\$116,847 M	\$86,042 M	\$86,065 M	\$85,706 M	\$106,382 M	\$84,925 M
1606	ATTORNEYS VI	\$84,462 M	\$95,799 M	\$155,534 M	\$133,559 M	\$96,817 M	\$94,593 M	\$96,439 M	\$97,857 M	\$95,560 M
1711	ENGINEERS I	\$32,858 M	\$31,867 M	\$34,374 M	\$36,572 M	\$35,182 M	\$33,835 M	\$34,167 M	\$33,608 M	\$32,883 M
1712	ENGINEERS II	\$37,975 M	\$37,534 M	\$39,925 M	\$39,459 M	\$41,277 M	\$38,671 M	\$41,554 M	\$37,960 M	\$37,008 M
1713	ENGINEERS III	\$44,778 M	\$46,409 M	\$45,635 M	\$46,623 M	\$46,463 M	\$44,386 M	\$47,543 M	\$44,462 M	\$44,263 M
1714	ENGINEERS IV	\$53,955 M	\$54,269 M	\$55,670 M	\$56,515 M	\$52,932 M	\$53,018 M	\$58,313 M	\$54,056 M	\$54,346 M
1715	ENGINEERS V	\$64,716 M	\$64,299 M	\$69,708 M	\$68,224 M	\$70,162 M	\$62,821 M	\$67,507 M	\$66,220 M	\$67,751 M
1716	ENGINEERS VI	\$76,423 M	\$78,062 M	\$86,438 M	\$80,201 M	\$76,827 M	\$75,650 M	\$80,010 M	\$80,271 M	\$79,250 M
1717	ENGINEERS VII	\$82,581 M	\$88,274 M	\$101,413 M	\$92,712 M	\$94,662 M	\$81,311 M	\$94,291 M	\$91,859 M	\$93,433 M
1718	ENGINEERS VIII	\$92,923 M	\$105,386 M	\$121,803 M	\$114,943 M	\$106,516 M	\$104,069 M	\$106,099 M	\$107,549 M	\$105,133 M
1801	ENGINEERING TECHNICIANS I	\$19,442 M	\$21,333 M	\$23,442 M	\$21,589 M	\$22,286 M	\$21,774 M	\$22,199 M	\$22,325 M	\$21,997 M
1802	ENGINEERING TECHNICIANS II	\$22,269 M	\$26,305 M	\$26,260 M	\$25,878 M	\$23,632 M	\$23,310 M	\$23,272 M	\$26,373 M	\$25,576 M
1803	ENGINEERING TECHNICIANS III	\$25,372 M	\$31,652 M	\$34,107 M	\$31,920 M	\$28,658 M	\$29,200 M	\$30,995 M	\$30,410 M	\$31,474 M
1804	ENGINEERING TECHNICIANS IV	\$32,417 M	\$37,882 M	\$38,454 M	\$40,689 M	\$36,678 M	\$34,528 M	\$36,512 M	\$37,958 M	\$35,545 M
1805	ENGINEERING TECHNICIANS V	\$40,551 M	\$46,677 M	\$44,462 M	\$49,069 M	\$39,640 M	\$40,016 M	\$41,607 M	\$44,982 M	\$37,999 M
1806	ENGINEERING TECHNICIANS VI	\$49,642 M	\$56,328 M	\$54,976 M	\$60,786 M	\$56,927 M	\$56,704 M	\$56,704 M	\$57,538 M	\$56,188 M
1811	BUYERS/CONTRACTING SPECIALISTS I	\$34,842 M	\$26,427 M	\$27,488 M	\$27,589 M	\$26,038 M	\$25,949 M	\$26,267 M	\$26,583 M	\$27,412 M
1812	BUYERS/CONTRACTING SPECIALISTS II	\$30,379 M	\$32,648 M	\$33,446 M	\$34,112 M	\$32,668 M	\$31,704 M	\$32,729 M	\$33,640 M	\$32,831 M

SOURCE CODES: "M" = New BLS Survey; "O" = Old BLS Survey; "M" = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	ALBUQUERQUE	ATLANTA	BOSTON	CHICAGO	CINCINNATI	CLEVELAND	COLUMBUS	DALLAS	DAYTON
1813	BUYERS/CONTRACTING SPECIALISTS III	\$40,822 N	\$41,490 N	\$43,447 N	\$44,592 N	\$43,522 N	\$40,443 N	\$40,504 N	\$43,203 N	\$44,611 N
1814	BUYERS/CONTRACTING SPECIALISTS IV	\$44,957 N	\$49,457 N	\$53,429 N	\$54,902 N	\$56,942 N	\$51,312 N	\$51,332 N	\$50,806 N	\$50,865 N
2081	CIVIL ENGINEERING TECHNICIANS I	\$17,827 N	\$17,590 N	\$23,619 N	\$20,122 N	\$23,847 N	\$22,326 N	\$19,017 N	\$17,776 N	\$20,745 N
2082	CIVIL ENGINEERING TECHNICIANS II	\$20,306 N	\$22,349 N	\$28,235 N	\$23,432 N	\$25,717 N	\$23,659 N	\$20,269 N	\$20,238 N	\$23,906 N
2083	CIVIL ENGINEERING TECHNICIANS III	\$24,947 N	\$27,910 N	\$32,399 N	\$30,315 N	\$31,385 N	\$29,413 N	\$29,577 N	\$27,054 N	\$27,716 N
2084	CIVIL ENGINEERING TECHNICIANS IV	\$28,323 N	\$32,027 N	\$43,128 N	\$38,323 N	\$36,037 N	\$31,597 N	\$34,778 N	\$30,986 N	\$32,205 N
2085	CIVIL ENGINEERING TECHNICIANS V	\$38,244 N	\$43,377 N	\$64,917 N	\$46,498 N	\$44,324 N	\$33,942 N	\$34,091 N	\$34,971 N	\$43,269 N
2086	CIVIL ENGINEERING TECHNICIANS VI	\$46,837 N	\$53,124 N	\$84,945 N	\$57,328 N	\$53,688 N	\$42,455 N	\$43,478 N	\$54,265 N	\$62,991 N
2221	DRAFTERS I	\$19,729 N	\$20,532 N	\$21,084 N	\$22,911 N	\$20,119 N	\$18,809 N	\$21,171 N	\$23,069 N	\$20,618 N
2222	DRAFTERS II	\$24,737 N	\$26,840 N	\$25,673 N	\$25,237 N	\$22,864 N	\$22,912 N	\$25,992 N	\$25,164 N	\$25,263 N
2223	DRAFTERS III	\$25,747 N	\$30,744 N	\$33,340 N	\$31,705 N	\$29,440 N	\$30,736 N	\$30,628 N	\$29,991 N	\$28,500 N
2224	DRAFTERS IV	\$32,896 N	\$37,320 N	\$44,549 N	\$38,924 N	\$37,709 N	\$36,553 N	\$39,874 N	\$37,004 N	\$42,540 N
2851	COMPUTER OPERATORS I	\$17,720 N	\$18,407 N	\$19,535 N	\$19,700 N	\$17,522 N	\$16,304 N	\$18,072 N	\$19,871 N	\$20,049 N
2852	COMPUTER OPERATORS II	\$19,568 N	\$21,793 N	\$23,325 N	\$23,847 N	\$22,777 N	\$21,900 N	\$22,337 N	\$22,965 N	\$21,713 N
2853	COMPUTER OPERATORS III	\$26,899 N	\$28,177 N	\$28,929 N	\$28,017 N	\$27,322 N	\$26,855 N	\$26,898 N	\$26,740 N	\$26,985 N
2854	COMPUTER OPERATORS IV	\$25,796 N	\$34,272 N	\$36,562 N	\$32,722 N	\$29,549 N	\$32,876 N	\$31,416 N	\$30,777 N	\$31,422 N
2855	COMPUTER OPERATORS V	\$28,927 N	\$32,810 N	\$34,913 N	\$49,548 N	\$33,139 N	\$32,397 N	\$33,029 N	\$33,515 N	\$32,728 N
2901	COMPUTER PROGRAMMERS I	\$21,265 N	\$23,283 N	\$27,595 N	\$30,477 N	\$28,942 N	\$26,695 N	\$27,476 N	\$24,118 N	\$31,318 N
2902	COMPUTER PROGRAMMERS II	\$27,953 N	\$31,044 N	\$32,453 N	\$35,449 N	\$31,813 N	\$30,372 N	\$31,835 N	\$32,035 N	\$33,647 N
2903	COMPUTER PROGRAMMERS III	\$34,072 N	\$38,892 N	\$37,383 N	\$41,751 N	\$37,052 N	\$36,553 N	\$37,195 N	\$37,488 N	\$38,695 N
2904	COMPUTER PROGRAMMERS IV	\$41,622 N	\$42,954 N	\$45,156 N	\$45,875 N	\$44,217 N	\$42,827 N	\$42,027 N	\$44,357 N	\$45,985 N
2905	COMPUTER PROGRAMMERS V	\$49,907 N	\$50,527 N	\$60,233 N	\$58,339 N	\$57,207 N	\$55,893 N	\$56,983 N	\$57,821 N	\$56,464 N
2911	SYSTEMS ANALYSTS I	\$32,541 N	\$38,870 N	\$37,416 N	\$42,344 N	\$39,138 N	\$39,164 N	\$37,773 N	\$40,214 N	\$39,252 N
2912	SYSTEMS ANALYSTS II	\$39,082 N	\$47,265 N	\$45,529 N	\$49,344 N	\$46,302 N	\$42,041 N	\$43,603 N	\$44,671 N	\$45,443 N
2913	SYSTEMS ANALYSTS III	\$45,780 N	\$53,307 N	\$54,550 N	\$54,729 N	\$56,622 N	\$50,779 N	\$51,431 N	\$54,948 N	\$54,232 N
2914	SYSTEMS ANALYSTS IV	\$53,951 N	\$60,525 N	\$64,957 N	\$66,139 N	\$63,034 N	\$58,878 N	\$62,779 N	\$64,857 N	\$65,506 N
2921	SYSTEMS ANALYST SUPERVISOR/MS I	\$45,253 N	\$53,574 N	\$61,541 N	\$62,610 N	\$64,053 N	\$57,067 N	\$59,343 N	\$57,307 N	\$58,994 N
2922	SYSTEMS ANALYST SUPERVISOR/MS II	\$58,341 N	\$65,872 N	\$72,591 N	\$72,955 N	\$73,897 N	\$66,876 N	\$69,679 N	\$67,583 N	\$69,490 N
2923	SYSTEMS ANALYST SUPERVISOR/MS III	\$67,075 N	\$76,078 N	\$84,366 N	\$88,167 N	\$86,807 N	\$75,121 N	\$76,587 N	\$90,129 N	\$89,325 N
2924	SYSTEMS ANALYST SUPERVISOR/MS IV	\$75,475 N	\$85,606 N	\$91,091 N	\$92,381 N	\$86,516 N	\$84,528 N	\$86,177 N	\$87,444 N	\$85,392 N
5100	CORRECTIONS OFFICERS	\$20,359 N	\$21,280 N	\$29,837 N	\$29,076 N	\$21,868 N	\$22,006 N	\$24,964 N	\$20,953 N	\$25,472 N
5200	FIREFIGHTERS	\$24,842 N	\$25,504 N	\$33,573 N	\$39,178 N	\$33,430 N	\$34,901 N	\$34,620 N	\$30,515 N	\$33,615 N
5301	POLICE OFFICERS, UNIFORMED I	\$28,797 N	\$26,520 N	\$33,894 N	\$41,472 N	\$33,257 N	\$34,155 N	\$32,624 N	\$31,302 N	\$34,032 N
5302	POLICE OFFICERS, UNIFORMED II	\$33,133 N	\$37,580 N	\$39,988 N	\$48,028 N	\$34,379 N	\$35,913 N	\$32,466 N	\$37,547 N	\$42,284 N

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SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	DENVER	DETROIT	HOUSTON	INDIANAP.	KANSAS CITY	LOS ANGELES	MEMPHIS	MIAMI
1081	ACCOUNTING CLERKS I	\$16,620 M	\$13,921 M	\$17,139 M	\$15,080 M	\$16,269 O	\$15,453 M	\$14,533 M	\$16,366 M
1082	ACCOUNTING CLERKS III	\$18,665 M	\$19,438 M	\$19,281 M	\$18,170 M	\$18,374 M	\$21,044 M	\$17,370 M	\$18,196 M
1083	ACCOUNTING CLERKS III	\$22,021 M	\$23,903 M	\$24,155 M	\$23,471 M	\$21,613 M	\$23,997 M	\$20,950 M	\$22,310 M
1084	ACCOUNTING CLERKS IV	\$27,265 M	\$32,466 M	\$29,511 M	\$29,839 M	\$25,808 M	\$27,900 M	\$27,161 M	\$26,213 M
1121	KEY ENTRY OPERATORS I	\$16,306 M	\$17,547 M	\$16,443 M	\$16,304 M	\$15,399 M	\$18,354 M	\$17,212 M	\$17,036 M
1122	KEY ENTRY OPERATORS II	\$22,588 M	\$19,846 M	\$19,978 M	\$18,616 M	\$18,809 M	\$22,668 M	\$18,865 M	\$21,044 M
1141	SECRETARIES I	\$19,305 M	\$25,111 M	\$21,584 M	\$18,900 M	\$19,329 M	\$25,422 M	\$19,897 M	\$19,409 M
1142	SECRETARIES II	\$23,077 M	\$25,269 M	\$25,441 M	\$19,774 M	\$20,887 M	\$22,468 M	\$22,329 M	\$23,312 M
1143	SECRETARIES III	\$25,639 M	\$29,997 M	\$28,547 M	\$26,953 M	\$26,109 M	\$30,379 M	\$24,950 M	\$26,789 M
1144	SECRETARIES IV	\$30,934 M	\$32,308 M	\$34,224 M	\$32,610 M	\$29,431 M	\$34,124 M	\$29,583 M	\$29,694 M
1145	SECRETARIES V	\$34,971 M	\$40,189 M	\$43,061 M	\$32,614 O	\$35,366 M	\$41,066 M	\$32,294 M	\$35,971 M
1231	WORD PROCESSORS I	\$20,101 O	\$18,755 M	\$19,281 M	\$14,282 M	\$18,797 M	\$26,262 M	\$18,606 M	\$18,037 M
1232	WORD PROCESSORS II	\$22,808 M	\$25,269 M	\$24,691 M	\$19,251 M	\$19,608 M	\$25,843 M	\$21,424 M	\$22,099 M
1233	WORD PROCESSORS III	\$25,429 M	\$30,890 M	\$27,583 M	\$23,387 M	\$24,331 M	\$31,696 M	\$24,266 M	\$31,540 M
1311	PERSONNEL CLERKS/ASSISTANTS I	\$18,865 M	\$19,851 M	\$20,447 M	\$17,242 M	\$16,090 O	\$21,880 M	\$17,738 M	\$19,050 M
1312	PERSONNEL CLERKS/ASSISTANTS II	\$20,553 M	\$22,695 M	\$22,923 M	\$19,749 M	\$20,538 M	\$24,156 M	\$20,317 M	\$21,786 M
1313	PERSONNEL CLERKS/ASSISTANTS III	\$23,542 M	\$26,372 M	\$27,369 M	\$22,129 M	\$23,949 M	\$27,426 M	\$23,148 M	\$24,822 M
1314	PERSONNEL CLERKS/ASSISTANTS IV	\$27,931 M	\$29,629 M	\$29,778 M	\$25,101 M	\$26,521 M	\$31,390 M	\$26,235 M	\$28,131 M
1331	GENERAL CLERKS I	\$14,209 M	\$13,816 M	\$15,425 M	\$13,131 M	\$13,161 M	\$16,469 M	\$13,921 M	\$14,927 M
1332	GENERAL CLERKS II	\$15,991 M	\$17,567 M	\$17,407 M	\$14,395 M	\$13,594 M	\$19,409 M	\$14,844 M	\$17,279 M
1333	GENERAL CLERKS III	\$19,609 M	\$21,434 M	\$21,852 M	\$18,223 M	\$19,011 M	\$23,259 M	\$19,949 M	\$19,303 M
1334	GENERAL CLERKS IV	\$23,856 M	\$26,005 M	\$24,262 M	\$22,694 M	\$23,153 M	\$26,108 M	\$20,423 M	\$21,097 M
1401	ACCOUNTANTS I	\$25,719 M	\$25,952 M	\$27,958 M	\$24,339 O	\$25,967 M	\$30,063 M	\$25,003 M	\$23,945 M
1402	ACCOUNTANTS II	\$30,620 M	\$34,252 M	\$33,046 M	\$30,185 M	\$30,493 M	\$33,227 M	\$29,951 M	\$31,276 M
1403	ACCOUNTANTS III	\$40,005 M	\$40,924 M	\$40,490 M	\$37,143 M	\$39,136 M	\$41,138 M	\$37,426 M	\$38,818 M
1404	ACCOUNTANTS IV	\$51,382 M	\$51,851 M	\$55,862 M	\$49,661 M	\$44,641 M	\$52,109 M	\$50,848 M	\$52,372 M
1405	ACCOUNTANTS V	\$63,808 M	\$63,934 M	\$73,483 M	\$61,883 M	\$60,802 M	\$66,558 M	\$56,504 M	\$56,328 M
1406	ACCOUNTANTS VI	\$70,618 M	\$54,110 M	\$100,209 M	\$64,475 M	\$67,927 M	\$83,016 M	\$64,330 M	\$71,126 M
1432	PUBLIC ACCOUNTANTS I	\$28,065 O	\$31,783 M	\$30,314 M	\$29,519 M	\$28,675 M	\$29,378 M	\$23,910 M	\$32,489 M
1433	PUBLIC ACCOUNTANTS II	\$31,208 O	\$34,568 M	\$32,992 M	\$30,235 M	\$30,955 M	\$31,993 M	\$29,909 M	\$34,493 M
1434	PUBLIC ACCOUNTANTS III	\$35,705 O	\$37,201 O	\$36,635 M	\$34,475 M	\$33,616 M	\$38,396 M	\$34,630 M	\$41,350 M
1435	PUBLIC ACCOUNTANTS IV	\$46,162 O	\$43,311 O	\$47,667 M	\$44,399 M	\$41,366 M	\$56,790 M	\$43,980 M	\$53,279 M
1451	BUDGET ANALYST I	\$28,130 M	\$25,164 M	\$27,209 M	\$23,861 M	\$24,172 M	\$27,925 M	\$23,604 M	\$25,311 M
1452	BUDGET ANALYST II	\$33,451 M	\$35,146 M	\$34,764 M	\$29,315 M	\$29,584 O	\$34,598 M	\$30,158 M	\$39,979 M
1453	BUDGET ANALYST III	\$40,372 M	\$42,710 M	\$45,150 M	\$38,136 M	\$37,915 M	\$41,508 M	\$37,725 M	\$40,432 M
1454	BUDGET ANALYST IV	\$49,188 M	\$44,987 O	\$58,379 M	\$44,908 M	\$47,898 M	\$49,367 M	\$44,202 M	\$49,789 M

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JOB CODE	JOB NAME	DENVER	DETROIT	HOUSTON	MINNESOTA	INDIANAP.	KANSAS CITY	LOS ANGELES	MEMPHIS	MIAMI
1481	TAX COLLECTORS I	\$21,581 M	\$22,686 M	\$21,852 M	\$19,704 M	\$20,492 M	\$16,806 M	\$32,487 O	\$20,271 M	\$24,789 M
1482	TAX COLLECTORS II	\$27,574 M	\$28,211 M	\$29,855 M	\$25,175 M	\$26,182 M	\$24,055 M	\$37,321 M	\$23,740 M	\$24,620 M
1483	TAX COLLECTORS III	\$34,492 M	\$36,711 O	\$36,742 M	\$31,492 M	\$32,751 M	\$33,178 M	\$39,041 M	\$32,398 M	\$34,740 M
1511	PERSONNEL SPECIALISTS I	\$26,170 O	\$28,211 M	\$28,601 M	\$23,230 M	\$24,564 M	\$25,661 M	\$31,909 M	\$23,899 M	\$25,626 M
1512	PERSONNEL SPECIALISTS II	\$30,548 M	\$35,148 M	\$33,367 M	\$30,551 M	\$33,143 M	\$29,578 M	\$32,068 M	\$28,698 M	\$30,011 M
1513	PERSONNEL SPECIALISTS III	\$38,045 M	\$40,462 M	\$41,937 M	\$36,776 M	\$39,875 M	\$38,924 M	\$41,350 M	\$37,142 M	\$38,501 M
1514	PERSONNEL SPECIALISTS IV	\$49,442 M	\$54,005 M	\$55,755 M	\$49,541 M	\$49,874 M	\$49,438 M	\$53,480 M	\$50,321 M	\$50,728 M
1515	PERSONNEL SPECIALISTS V	\$55,420 M	\$67,664 M	\$73,483 M	\$54,519 M	\$63,343 M	\$61,279 M	\$64,556 M	\$56,088 M	\$60,143 M
1516	PERSONNEL SUPERVISORS/NGRS I	\$70,099 M	\$83,162 M	\$75,898 M	\$64,001 M	\$66,500 M	\$67,428 M	\$77,096 M	\$65,862 M	\$70,602 M
1531	PERSONNEL SUPERVISORS/NGRS II	\$56,232 M	\$52,492 M	\$56,451 M	\$51,340 M	\$53,393 M	\$54,089 M	\$57,067 M	\$48,111 M	\$56,436 M
1532	PERSONNEL SUPERVISORS/NGRS III	\$71,411 M	\$67,654 M	\$69,841 M	\$61,558 M	\$64,020 M	\$64,854 M	\$69,461 M	\$72,799 M	\$70,199 M
1533	PERSONNEL SUPERVISORS/NGRS III	\$79,149 M	\$89,256 M	\$92,818 M	\$72,264 M	\$75,153 M	\$76,133 M	\$86,497 M	\$76,343 M	\$79,718 M
1534	PERSONNEL SUPERVISORS/NGRS IV	\$90,867 M	\$95,624 M	\$98,492 M	\$83,053 M	\$86,374 M	\$87,500 M	\$101,085 M	\$85,443 M	\$91,620 M
1535	PERSONNEL SUPERVISORS/NGRS V	\$102,358 M	\$107,398 M	\$110,628 M	\$93,454 M	\$97,191 M	\$98,458 M	\$113,744 M	\$96,143 M	\$103,094 M
1601	ATTORNEYS I	\$37,751 M	\$41,187 M	\$53,773 M	\$39,953 M	\$41,590 M	\$39,050 M	\$43,468 M	\$41,102 M	\$41,826 M
1602	ATTORNEYS II	\$49,337 M	\$52,902 M	\$62,718 M	\$48,930 M	\$50,620 M	\$49,458 M	\$59,165 M	\$48,216 M	\$52,109 M
1603	ATTORNEYS III	\$65,906 M	\$65,510 M	\$76,642 M	\$58,668 M	\$63,301 M	\$64,095 M	\$73,469 M	\$63,060 M	\$64,720 M
1604	ATTORNEYS IV	\$87,350 M	\$77,536 M	\$98,121 M	\$68,871 M	\$71,625 M	\$84,910 M	\$88,765 M	\$70,832 M	\$98,258 M
1605	ATTORNEYS V	\$86,696 M	\$77,803 M	\$112,688 M	\$79,154 M	\$82,319 M	\$83,392 M	\$97,098 M	\$81,431 M	\$87,319 M
1606	ATTORNEYS VI	\$97,552 M	\$102,367 M	\$105,623 M	\$89,046 M	\$92,628 M	\$93,835 M	\$139,118 O	\$91,609 M	\$98,233 M
1711	ENGINEERS I	\$34,028 M	\$35,775 M	\$38,295 M	\$33,553 M	\$32,983 M	\$34,781 M	\$34,737 M	\$30,004 M	\$31,382 M
1712	ENGINEERS II	\$40,214 M	\$40,241 M	\$42,044 M	\$37,823 M	\$41,455 M	\$39,156 M	\$42,036 M	\$37,004 M	\$38,501 M
1713	ENGINEERS III	\$49,809 M	\$46,703 M	\$48,953 M	\$45,146 M	\$44,066 M	\$44,978 M	\$49,050 M	\$44,111 M	\$47,678 M
1714	ENGINEERS IV	\$59,502 M	\$57,210 M	\$59,504 M	\$55,818 M	\$53,550 M	\$53,102 M	\$58,755 M	\$54,955 M	\$55,907 M
1715	ENGINEERS V	\$71,411 M	\$70,186 M	\$71,608 M	\$67,119 M	\$67,126 M	\$64,413 M	\$69,356 M	\$68,219 M	\$65,598 M
1716	ENGINEERS VI	\$84,257 M	\$84,160 M	\$82,534 M	\$78,627 M	\$78,800 M	\$75,265 M	\$80,062 M	\$77,950 M	\$83,506 M
1717	ENGINEERS VII	\$93,537 M	\$99,710 M	\$95,496 M	\$87,050 M	\$90,565 M	\$91,744 M	\$91,566 M	\$89,589 M	\$94,046 M
1718	ENGINEERS VIII	\$107,325 M	\$112,819 M	\$116,954 O	\$97,988 M	\$101,907 M	\$103,233 M	\$109,440 M	\$100,808 M	\$108,096 M
1801	ENGINEERING TECHNICIANS I	\$22,455 M	\$23,405 M	\$23,988 O	\$17,430 M	\$21,322 M	\$21,600 M	\$24,953 M	\$21,092 M	\$22,617 M
1802	ENGINEERING TECHNICIANS II	\$26,530 M	\$28,158 M	\$28,172 M	\$22,338 M	\$24,422 M	\$24,073 M	\$27,320 M	\$24,158 M	\$25,905 M
1803	ENGINEERING TECHNICIANS III	\$32,648 M	\$35,198 M	\$33,957 M	\$29,360 M	\$29,892 M	\$29,949 M	\$35,496 M	\$31,740 M	\$29,515 M
1804	ENGINEERING TECHNICIANS IV	\$36,492 M	\$42,868 M	\$41,294 M	\$32,068 M	\$35,274 M	\$36,137 M	\$40,137 M	\$33,168 M	\$37,711 M
1805	ENGINEERING TECHNICIANS V	\$44,776 M	\$47,176 M	\$49,756 M	\$44,471 M	\$45,051 M	\$45,051 M	\$46,413 M	\$43,992 M	\$47,172 M
1806	ENGINEERING TECHNICIANS VI	\$57,359 M	\$60,206 M	\$61,272 M	\$52,369 M	\$54,463 M	\$55,173 M	\$58,119 M	\$53,876 M	\$57,771 M
1811	BUYERS/CONTRACTING SPECIALISTS I	\$25,009 M	\$27,212 M	\$27,958 M	\$24,883 M	\$24,883 M	\$24,586 M	\$29,219 M	\$25,433 M	\$25,468 M
1812	BUYERS/CONTRACTING SPECIALISTS II	\$32,035 M	\$34,353 M	\$33,081 M	\$31,440 M	\$32,610 M	\$32,654 M	\$33,654 M	\$30,636 M	\$32,436 M

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SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/74 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	DENVER	DETROIT	HOUSTON	MUNTSVILLE	INDIANAP.	KANSAS CITY	LOS ANGELES	MEMPHIS	MIAMI
1813	BUYERS/CONTRACTING SPECIALISTS III	\$43,570 M	\$47,966 M	\$47,346 M	\$37,980 M	\$42,734 M	\$42,694 M	\$43,302 M	\$44,479 M	\$39,872 M
1814	BUYERS/CONTRACTING SPECIALISTS IV	\$51,540 M	\$59,101 M	\$62,022 M	\$51,425 M	\$49,304 M	\$50,633 M	\$50,633 M	\$48,772 M	\$52,298 M
2081	CIVIL ENGINEERING TECHNICIANS I	\$21,178 M	\$23,588 M	\$17,942 M	\$19,336 M	\$19,066 M	\$16,993 M	\$30,864 M	\$15,107 M	\$16,403 M
2082	CIVIL ENGINEERING TECHNICIANS II	\$26,373 M	\$25,427 M	\$22,816 M	\$20,454 M	\$19,715 M	\$33,174 M	\$18,108 M	\$18,108 M	\$23,787 M
2083	CIVIL ENGINEERING TECHNICIANS III	\$27,998 M	\$30,890 M	\$30,207 M	\$24,849 M	\$24,031 M	\$27,347 M	\$38,343 M	\$23,424 M	\$27,267 M
2084	CIVIL ENGINEERING TECHNICIANS IV	\$36,230 M	\$36,301 M	\$40,276 M	\$28,301 M	\$33,422 M	\$35,101 M	\$44,934 M	\$29,109 M	\$26,213 M
2085	CIVIL ENGINEERING TECHNICIANS V	\$45,720 M	\$40,261 M	\$45,204 M	\$40,320 M	\$41,961 M	\$39,907 M	\$52,762 M	\$41,489 M	\$44,489 M
2086	CIVIL ENGINEERING TECHNICIANS VI	\$54,096 M	\$56,885 M	\$58,571 M	\$49,390 M	\$51,365 M	\$52,035 M	\$56,691 M	\$50,811 M	\$54,488 M
2221	DRAFTERS I	\$20,605 M	\$18,177 M	\$25,012 M	\$19,966 M	\$21,437 M	\$22,863 M	\$29,003 M	\$22,319 M	\$23,208 M
2222	DRAFTERS II	\$24,852 M	\$25,794 M	\$28,761 M	\$23,268 M	\$23,019 M	\$24,055 M	\$28,428 M	\$23,845 M	\$26,951 M
2223	DRAFTERS III	\$29,991 M	\$31,625 M	\$34,974 M	\$28,249 M	\$30,265 M	\$30,587 M	\$34,388 M	\$27,950 M	\$29,164 M
2224	DRAFTERS IV	\$37,995 M	\$41,345 M	\$47,614 M	\$39,078 M	\$38,365 M	\$38,446 M	\$41,771 M	\$35,688 M	\$38,248 M
2851	COMPUTER OPERATORS I	\$19,400 M	\$16,033 M	\$19,978 M	\$18,686 M	\$18,010 M	\$15,931 M	\$21,466 M	\$16,423 M	\$20,616 M
2852	COMPUTER OPERATORS II	\$23,174 M	\$25,062 M	\$22,602 M	\$20,402 M	\$20,994 M	\$21,559 M	\$24,298 M	\$21,108 M	\$22,638 M
2853	COMPUTER OPERATORS III	\$26,216 M	\$30,155 M	\$27,369 M	\$27,098 M	\$26,383 M	\$26,923 M	\$29,694 M	\$27,582 M	\$28,165 M
2854	COMPUTER OPERATORS IV	\$30,882 M	\$36,931 M	\$34,346 M	\$27,202 M	\$28,290 M	\$33,614 M	\$34,810 M	\$27,985 M	\$31,803 M
2855	COMPUTER OPERATORS V	\$33,411 M	\$35,121 M	\$36,175 M	\$30,504 M	\$31,724 M	\$32,138 M	\$37,127 M	\$31,382 M	\$33,651 M
2901	COMPUTER PROGRAMMERS I	\$29,728 M	\$27,728 M	\$33,668 M	\$24,901 M	\$25,683 M	\$26,498 M	\$29,430 M	\$27,003 M	\$24,737 M
2902	COMPUTER PROGRAMMERS II	\$33,688 M	\$32,099 M	\$37,116 M	\$30,551 M	\$30,532 M	\$32,445 M	\$33,174 M	\$30,846 M	\$31,170 M
2903	COMPUTER PROGRAMMERS III	\$40,110 M	\$37,878 M	\$42,258 M	\$36,672 M	\$35,540 M	\$37,784 M	\$41,633 M	\$37,109 M	\$39,187 M
2904	COMPUTER PROGRAMMERS IV	\$44,619 M	\$48,647 M	\$47,240 M	\$43,692 M	\$42,020 M	\$44,608 M	\$51,422 M	\$45,154 M	\$49,789 M
2905	COMPUTER PROGRAMMERS V	\$53,899 M	\$60,592 M	\$62,410 M	\$52,627 M	\$54,732 M	\$55,445 M	\$64,053 M	\$54,161 M	\$58,056 M
2911	SYSTEMS ANALYSTS I	\$38,065 M	\$39,874 M	\$42,418 M	\$34,672 M	\$36,286 M	\$39,189 M	\$42,352 M	\$36,794 M	\$36,709 M
2912	SYSTEMS ANALYSTS II	\$44,566 M	\$45,127 M	\$50,667 M	\$44,623 M	\$44,893 M	\$45,615 M	\$48,784 M	\$44,427 M	\$45,833 M
2913	SYSTEMS ANALYSTS III	\$52,379 M	\$55,791 M	\$59,879 M	\$50,482 M	\$53,018 M	\$52,412 M	\$56,382 M	\$52,585 M	\$56,275 M
2914	SYSTEMS ANALYSTS IV	\$63,974 M	\$65,195 M	\$71,448 M	\$59,533 M	\$61,360 M	\$65,262 M	\$69,699 M	\$60,699 M	\$65,087 M
2915	SYSTEMS ANALYSTS V	\$74,272 M	\$78,074 M	\$81,626 M	\$67,811 M	\$70,522 M	\$71,441 M	\$80,080 M	\$69,762 M	\$74,885 M
2921	SYSTEMS ANALYST SUPERVISOR/MGRS I	\$57,465 M	\$57,788 M	\$61,539 M	\$52,426 M	\$52,804 M	\$58,094 M	\$61,709 M	\$53,954 M	\$57,833 M
2922	SYSTEMS ANALYST SUPERVISOR/MGRS II	\$63,916 M	\$70,133 M	\$72,840 M	\$61,543 M	\$66,696 M	\$66,696 M	\$71,424 M	\$63,314 M	\$67,891 M
2923	SYSTEMS ANALYST SUPERVISOR/MGRS III	\$81,111 M	\$81,437 M	\$90,032 M	\$70,732 M	\$73,560 M	\$74,519 M	\$86,128 M	\$72,767 M	\$78,028 M
2924	SYSTEMS ANALYST SUPERVISOR/MGRS IV	\$87,172 M	\$91,635 M	\$94,384 M	\$79,589 M	\$82,772 M	\$83,851 M	\$96,669 M	\$81,879 M	\$87,799 M
5100	CONNECTIONS OFFICERS	\$87,172 M	\$91,635 M	\$94,384 M	\$79,589 M	\$82,772 M	\$83,851 M	\$96,669 M	\$81,879 M	\$87,799 M
5200	FIREFIGHTERS	\$34,342 M	\$34,462 M	\$33,421 M	\$20,925 M	\$20,674 M	\$21,719 M	\$40,631 M	\$20,161 M	\$29,219 M
5301	POLICE OFFICERS, UNIFORMED I	\$36,492 M	\$39,566 M	\$29,886 M	\$25,372 M	\$31,917 M	\$30,375 M	\$47,257 M	\$27,687 M	\$41,930 M
5302	POLICE OFFICERS, UNIFORMED II	\$38,268 M	\$46,227 M	\$41,433 M	\$31,887 M	\$26,589 M	\$31,118 M	\$54,377 M	\$29,214 M	\$38,185 M

SOURCE CODES: *M = New BLS Survey; *OP = Old BLS Survey; *M* = Modified

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS, ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	NEW ORLEANS	NEW YORK	MORFOLK	OKLAHOMA CITY	PHILA.	PORTLAND	REST OF US	RICHMOND	SACRAMENTO
1061	ACCOUNTING CLERKS I	\$13,131 M	\$17,630 M	\$14,026 M	\$16,824 M	\$16,772 M	\$16,611 M	\$15,030 M	\$15,505 M	\$19,121 O
1062	ACCOUNTING CLERKS II	\$17,081 M	\$21,547 M	\$17,623 M	\$16,860 M	\$19,040 M	\$18,904 M	\$17,376 M	\$18,639 M	\$22,440 M
1063	ACCOUNTING CLERKS III	\$20,816 M	\$24,862 M	\$21,327 M	\$20,670 M	\$23,576 M	\$22,674 M	\$21,360 M	\$21,613 M	\$25,114 M
1064	ACCOUNTING CLERKS IV	\$25,460 M	\$30,262 M	\$24,186 M	\$24,533 M	\$30,485 M	\$27,826 M	\$25,296 M	\$24,214 M	\$27,159 M
1121	KEY ENTRY OPERATORS I	\$15,372 M	\$19,086 M	\$17,517 M	\$14,980 M	\$16,772 M	\$18,054 M	\$16,539 M	\$16,303 M	\$17,722 M
1122	KEY ENTRY OPERATORS II	\$17,027 M	\$22,990 M	\$20,798 M	\$17,016 M	\$21,347 M	\$19,581 M	\$19,395 M	\$19,595 M	\$21,863 M
1141	SECRETARIES I	\$17,881 M	\$23,619 M	\$17,835 M	\$18,635 M	\$20,411 M	\$19,117 M	\$18,470 M	\$19,966 M	\$21,811 M
1142	SECRETARIES II	\$20,976 M	\$28,573 M	\$21,751 M	\$20,409 M	\$23,859 M	\$22,941 M	\$21,592 M	\$22,833 M	\$26,905 M
1143	SECRETARIES III	\$24,393 M	\$30,744 M	\$24,026 M	\$23,654 M	\$27,215 M	\$25,383 M	\$25,083 M	\$26,339 M	\$27,526 M
1144	SECRETARIES IV	\$31,011 M	\$35,716 M	\$26,778 M	\$27,977 M	\$32,015 M	\$30,375 M	\$29,054 M	\$28,304 M	\$30,829 M
1145	SECRETARIES V	\$30,946 M	\$42,667 M	\$34,358 O	\$31,317 M	\$38,608 M	\$33,668 M	\$36,199 M	\$34,162 M	\$34,971 M
1231	WORD PROCESSORS I	\$15,799 M	\$20,905 M	\$16,809 M	\$17,590 M	\$18,511 M	\$17,205 M	\$17,993 M	\$19,382 M	\$18,037 M
1232	WORD PROCESSORS II	\$16,920 M	\$26,660 M	\$20,163 M	\$17,956 M	\$22,731 M	\$21,666 M	\$21,010 M	\$22,348 M	\$24,695 M
1233	WORD PROCESSORS III	\$23,253 M	\$31,276 M	\$23,395 M	\$23,332 M	\$24,109 M	\$25,298 M	\$23,920 M	\$25,095 M	\$26,832 M
1311	PERSONNEL CLERKS/ASSISTANTS I	\$16,997 M	\$19,054 M	\$17,101 M	\$17,201 M	\$19,722 O	\$18,493 M	\$15,929 M	\$16,344 M	\$19,614 M
1312	PERSONNEL CLERKS/ASSISTANTS II	\$18,147 M	\$23,205 M	\$20,481 M	\$19,702 M	\$23,532 M	\$21,181 M	\$19,369 M	\$21,011 M	\$21,445 M
1313	PERSONNEL CLERKS/ASSISTANTS III	\$20,122 M	\$27,750 M	\$27,560 M	\$25,210 M	\$24,133 M	\$23,920 M	\$23,920 M	\$23,939 M	\$25,377 M
1314	PERSONNEL CLERKS/ASSISTANTS IV	\$25,140 M	\$32,455 M	\$25,293 M	\$25,441 M	\$33,483 O	\$27,351 M	\$25,509 M	\$27,131 M	\$29,009 M
1331	GENERAL CLERKS I	\$10,675 M	\$15,026 M	\$13,102 O	\$13,780 M	\$15,612 M	\$13,222 M	\$13,230 M	\$14,285 M	\$15,393 M
1332	GENERAL CLERKS II	\$13,984 M	\$18,927 M	\$15,241 M	\$16,025 M	\$17,721 M	\$15,772 M	\$15,400 M	\$16,833 M	\$17,870 M
1333	GENERAL CLERKS III	\$18,468 M	\$21,333 M	\$18,364 M	\$19,417 M	\$19,956 M	\$19,966 M	\$18,999 M	\$18,904 M	\$22,178 M
1334	GENERAL CLERKS IV	\$20,069 M	\$23,793 M	\$20,490 M	\$27,402 O	\$21,532 M	\$23,312 M	\$22,121 M	\$24,798 M	\$26,373 M
1401	ACCOUNTANTS I	\$22,525 M	\$27,589 M	\$25,349 M	\$24,167 M	\$26,741 M	\$25,117 M	\$24,873 M	\$26,657 M	\$28,103 M
1402	ACCOUNTANTS II	\$27,862 M	\$32,542 M	\$29,848 M	\$29,076 M	\$31,223 M	\$29,949 M	\$29,636 M	\$31,649 M	\$32,926 M
1403	ACCOUNTANTS III	\$38,216 M	\$41,170 M	\$36,992 M	\$34,381 M	\$39,926 M	\$38,499 M	\$37,839 M	\$39,561 M	\$38,799 M
1404	ACCOUNTANTS IV	\$52,094 M	\$53,208 M	\$47,258 M	\$50,944 M	\$50,210 M	\$51,263 M	\$48,633 M	\$44,716 M	\$46,716 M
1405	ACCOUNTANTS V	\$54,143 M	\$67,850 M	\$54,475 M	\$66,351 M	\$62,903 M	\$66,908 M	\$62,447 M	\$71,382 M	\$58,251 M
1406	ACCOUNTANTS VI	\$63,562 M	\$80,949 M	\$63,949 M	\$64,324 M	\$72,654 M	\$69,152 M	\$78,376 M	\$68,598 M	\$73,343 M
1431	PUBLIC ACCOUNTANTS I	\$26,047 M	\$31,972 M	\$23,052 M	\$23,187 M	\$29,008 M	\$24,851 M	\$27,254 M	\$27,188 M	\$26,439 M
1432	PUBLIC ACCOUNTANTS II	\$27,969 M	\$33,737 M	\$29,004 M	\$29,004 M	\$33,997 M	\$26,498 M	\$30,324 M	\$28,834 M	\$31,600 O
1433	PUBLIC ACCOUNTANTS III	\$33,253 M	\$40,762 M	\$34,028 M	\$35,521 M	\$38,343 M	\$31,118 M	\$34,716 M	\$32,817 M	\$36,420 O
1434	PUBLIC ACCOUNTANTS IV	\$42,087 M	\$57,102 M	\$49,952 O	\$43,591 M	\$49,325 M	\$45,789 M	\$44,612 M	\$49,119 M	\$48,565 M
1451	BUDGET ANALYST I	\$22,619 M	\$29,052 M	\$22,757 M	\$22,990 M	\$25,424 M	\$24,608 M	\$24,650 M	\$24,410 M	\$26,100 M
1452	BUDGET ANALYST II	\$28,899 M	\$32,722 M	\$30,747 M	\$29,266 M	\$34,705 M	\$31,441 M	\$29,048 M	\$29,047 M	\$33,348 M
1453	BUDGET ANALYST III	\$36,150 M	\$42,827 M	\$39,109 M	\$34,118 O	\$40,770 M	\$39,330 M	\$39,533 M	\$38,181 M	\$44,104 M
1454	BUDGET ANALYST IV	\$44,273 M	\$51,116 M	\$44,543 M	\$43,116 M	\$48,332 M	\$48,167 M	\$46,594 M	\$47,780 M	\$49,600 M

SOURCE CODES: *M* = New BLS Survey; *O* = Old BLS Survey; *M* = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS, ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	NEW ORLEANS	NEW YORK	MORFOLK	OCLANDOMA CITY	PHILA.	PORTLAND	REST OF US	RICHMOND	SACRAMENTO
1481	TAX COLLECTORS I	\$13,464 M	\$21,387 M	\$19,543 M	\$19,658 M	\$22,142 M	\$21,133 M	\$20,407 M	\$20,963 M	\$27,526 M
1482	TAX COLLECTORS II	\$17,988 M	\$29,840 M	\$26,259 O	\$21,244 M	\$27,435 M	\$31,917 M	\$23,867 M	\$28,728 M	\$29,466 M
1483	TAX COLLECTORS III	\$23,859 M	\$39,409 M	\$31,235 O	\$31,418 M	\$33,389 M	\$33,776 M	\$36,199 M	\$33,504 M	\$37,393 M
1511	PERSONNEL SPECIALISTS I	\$22,901 M	\$27,642 M	\$23,041 M	\$23,176 M	\$25,210 M	\$24,915 M	\$25,435 M	\$24,715 M	\$26,426 M
1512	PERSONNEL SPECIALISTS II	\$27,222 M	\$32,989 M	\$29,478 M	\$25,990 M	\$30,590 M	\$30,377 M	\$28,377 M	\$30,428 M	\$32,402 M
1513	PERSONNEL SPECIALISTS III	\$37,682 M	\$40,902 M	\$37,469 M	\$35,493 M	\$38,291 M	\$38,871 M	\$37,204 M	\$37,012 M	\$43,465 M
1514	PERSONNEL SPECIALISTS IV	\$46,917 M	\$52,986 M	\$50,699 M	\$45,379 M	\$50,949 M	\$48,694 M	\$49,799 M	\$49,651 M	\$51,802 M
1515	PERSONNEL SPECIALISTS V	\$67,747 M	\$67,262 M	\$64,074 M	\$54,391 M	\$67,668 M	\$60,483 M	\$60,489 M	\$62,130 M	\$66,752 M
1516	PERSONNEL SPECIALISTS VI	\$83,094 M	\$79,425 O	\$83,478 M	\$63,850 M	\$79,158 O	\$68,643 M	\$72,132 M	\$68,091 M	\$72,806 M
1531	PERSONNEL SUPERVISORS/MGRS I	\$50,613 M	\$54,675 M	\$50,921 M	\$51,219 M	\$55,009 M	\$55,064 M	\$52,022 M	\$54,421 M	\$58,403 M
1532	PERSONNEL SUPERVISORS/MGRS II	\$60,686 M	\$74,266 M	\$61,056 M	\$61,413 M	\$66,297 M	\$66,024 M	\$66,152 M	\$65,493 M	\$66,962 M
1533	PERSONNEL SUPERVISORS/MGRS III	\$71,240 M	\$88,702 M	\$71,674 M	\$72,094 M	\$93,442 O	\$77,506 M	\$86,569 M	\$76,882 M	\$70,048 M
1534	PERSONNEL SUPERVISORS/MGRS IV	\$81,876 M	\$128,314 M	\$82,375 M	\$82,858 M	\$93,331 M	\$89,078 M	\$86,017 M	\$88,362 M	\$94,480 M
1535	PERSONNEL SUPERVISORS/MGRS V	\$92,130 M	\$112,361 M	\$92,691 M	\$93,234 M	\$103,019 M	\$100,233 M	\$96,789 M	\$99,427 M	\$106,311 M
1601	ATTORNEYS I	\$39,386 M	\$41,704 M	\$35,351 M	\$34,920 M	\$31,898 M	\$42,851 M	\$34,663 M	\$42,306 M	\$43,449 M
1602	ATTORNEYS II	\$42,754 M	\$49,457 M	\$46,201 M	\$44,884 M	\$45,901 M	\$45,774 M	\$45,300 M	\$52,057 M	\$44,462 M
1603	ATTORNEYS III	\$54,656 M	\$65,444 M	\$52,233 M	\$55,641 M	\$68,249 M	\$61,917 M	\$60,912 M	\$53,420 M	\$60,453 M
1604	ATTORNEYS IV	\$67,895 M	\$92,017 M	\$70,174 M	\$68,709 M	\$79,799 M	\$76,308 M	\$71,154 M	\$74,715 M	\$68,160 M
1605	ATTORNEYS V	\$78,032 M	\$118,644 M	\$83,266 M	\$78,968 M	\$111,569 M	\$86,896 M	\$100,656 M	\$81,512 M	\$76,968 M
1606	ATTORNEYS VI	\$87,804 M	\$147,889 M	\$88,339 M	\$88,857 M	\$100,088 M	\$95,527 M	\$92,845 M	\$94,739 M	\$86,879 M
1711	ENGINEERS I	\$39,978 M	\$35,182 M	\$34,663 M	\$33,458 M	\$34,968 M	\$33,454 M	\$33,870 M	\$36,269 M	\$33,077 M
1712	ENGINEERS II	\$43,128 M	\$41,384 M	\$37,627 M	\$38,208 M	\$39,187 M	\$37,118 M	\$38,950 M	\$37,862 M	\$41,001 M
1713	ENGINEERS III	\$49,106 M	\$48,869 M	\$45,036 M	\$46,716 M	\$49,102 M	\$45,137 M	\$45,354 M	\$49,384 M	\$44,566 M
1714	ENGINEERS IV	\$61,648 M	\$58,332 M	\$53,715 M	\$54,633 M	\$57,541 M	\$54,599 M	\$54,297 M	\$57,987 M	\$52,568 M
1715	ENGINEERS V	\$75,099 M	\$67,763 M	\$65,781 M	\$68,638 M	\$69,303 M	\$65,262 M	\$64,565 M	\$68,980 M	\$62,445 M
1716	ENGINEERS VI	\$86,069 M	\$80,321 M	\$81,022 M	\$82,001 M	\$80,274 M	\$78,007 M	\$78,006 M	\$86,613 M	\$70,514 M
1717	ENGINEERS VII	\$85,849 M	\$91,589 M	\$86,372 M	\$86,878 M	\$91,682 M	\$93,400 M	\$89,437 M	\$92,649 M	\$79,698 M
1718	ENGINEERS VIII	\$96,600 M	\$117,792 M	\$97,188 M	\$97,758 M	\$111,721 O	\$105,096 M	\$102,667 M	\$104,251 M	\$111,469 M
1801	ENGINEERING TECHNICIANS I	\$20,211 M	\$20,174 O	\$20,334 M	\$20,454 M	\$23,039 M	\$21,689 M	\$21,380 M	\$21,812 M	\$23,322 M
1802	ENGINEERING TECHNICIANS II	\$23,150 M	\$27,535 M	\$24,291 M	\$24,741 M	\$29,219 M	\$23,949 M	\$26,672 M	\$24,984 M	\$26,714 M
1803	ENGINEERING TECHNICIANS III	\$35,388 M	\$35,877 M	\$30,899 O	\$29,857 M	\$32,700 M	\$28,038 M	\$30,801 M	\$31,489 M	\$31,197 M
1804	ENGINEERING TECHNICIANS IV	\$41,740 M	\$38,282 M	\$35,103 O	\$35,181 M	\$38,976 M	\$34,091 M	\$36,674 M	\$38,287 M	\$34,754 M
1805	ENGINEERING TECHNICIANS V	\$53,695 M	\$46,517 M	\$42,412 M	\$41,235 M	\$46,307 M	\$40,623 M	\$42,179 M	\$45,484 M	\$49,987 M
1806	ENGINEERING TECHNICIANS VI	\$51,627 M	\$55,716 O	\$51,942 M	\$52,246 M	\$57,911 M	\$56,168 M	\$47,629 M	\$53,716 M	\$59,574 M
1811	BUYERS/CONTRACTING SPECIALISTS I	\$24,553 M	\$28,124 M	\$24,821 M	\$24,420 M	\$26,846 M	\$27,241 M	\$25,085 M	\$26,604 M	\$28,332 O
1812	BUYERS/CONTRACTING SPECIALISTS II	\$29,570 M	\$35,182 M	\$31,541 M	\$30,587 M	\$34,019 M	\$33,826 M	\$32,017 M	\$32,871 M	\$34,552 M

SOURCE CODES: "NY" = New BLS Survey; "OR" = Old BLS Survey; "M" = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GRPS; ALL INDUSTRY DATA AGED TO 3/YR. 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	NEW ORLEANS	NEW YORK	NORFOLK	OKLAHOMA CITY	PHILA.	PORTLAND	REST OF US	RICHMOND	SACRAMENTO
1813	BUYERS/CONTRACTING SPECIALISTS III	\$41,042 M	\$46,142 M	\$41,120 M	\$45,411 M	\$44,092 M	\$42,164 M	\$43,289 M	\$45,402 M	\$44,671 M
1814	BUYERS/CONTRACTING SPECIALISTS IV	\$46,736 M	\$55,232 M	\$47,021 M	\$47,297 M	\$50,282 M	\$50,867 M	\$51,016 M	\$50,438 M	\$56,311 M
2081	CIVIL ENGINEERING TECHNICIANS I	\$19,042 M	\$22,028 M	\$15,612 M	\$19,522 M	\$20,359 M	\$20,728 M	\$16,080 M	\$16,427 M	\$24,118 M
2082	CIVIL ENGINEERING TECHNICIANS II	\$18,895 M	\$29,835 M	\$19,951 M	\$21,349 M	\$24,842 M	\$23,133 M	\$20,798 M	\$21,878 M	\$28,051 M
2083	CIVIL ENGINEERING TECHNICIANS III	\$21,030 M	\$31,599 M	\$25,206 M	\$27,873 M	\$27,479 M	\$28,516 M	\$25,773 M	\$24,427 M	\$35,023 M
2084	CIVIL ENGINEERING TECHNICIANS IV	\$25,460 M	\$36,465 M	\$30,747 M	\$39,902 M	\$36,286 M	\$34,888 M	\$32,017 M	\$31,277 M	\$41,525 M
2085	CIVIL ENGINEERING TECHNICIANS V	\$37,705 M	\$49,190 M	\$41,549 M	\$40,765 M	\$39,478 M	\$42,946 M	\$34,981 M	\$36,056 M	\$47,922 M
2086	CIVIL ENGINEERING TECHNICIANS VI	\$48,690 M	\$61,809 M	\$48,987 M	\$49,276 M	\$55,502 M	\$45,611 M	\$51,153 M	\$52,347 M	\$56,185 M
2221	DRAFTERS I	\$25,450 M	\$30,850 M	\$23,127 M	\$20,756 M	\$23,379 M	\$22,316 M	\$19,269 M	\$22,135 M	\$23,667 M
2222	DRAFTERS II	\$30,691 M	\$35,020 M	\$27,704 M	\$26,359 M	\$31,698 M	\$28,994 M	\$31,329 M	\$26,816 M	\$35,600 M
2223	DRAFTERS IV	\$35,762 M	\$44,699 M	\$34,407 M	\$33,165 M	\$40,295 M	\$37,206 M	\$38,265 M	\$36,907 M	\$42,522 M
2851	COMPUTER OPERATORS I	\$18,421 M	\$20,264 M	\$16,670 M	\$16,285 M	\$18,407 M	\$20,042 M	\$16,723 M	\$18,427 M	\$21,392 M
2852	COMPUTER OPERATORS II	\$20,229 M	\$25,077 M	\$21,065 M	\$20,366 M	\$23,471 M	\$23,365 M	\$21,118 M	\$22,250 M	\$24,748 M
2853	COMPUTER OPERATORS III	\$25,450 M	\$30,477 M	\$25,509 M	\$26,365 M	\$28,375 M	\$27,347 M	\$26,723 M	\$29,861 M	\$29,854 M
2854	COMPUTER OPERATORS IV	\$26,817 M	\$36,304 M	\$26,980 M	\$27,138 M	\$33,333 M	\$31,543 M	\$33,552 M	\$28,941 M	\$31,720 M
2855	COMPUTER OPERATORS V	\$30,072 M	\$40,017 M	\$30,255 M	\$30,433 M	\$34,279 M	\$32,717 M	\$31,595 M	\$32,454 M	\$34,701 M
2901	COMPUTER PROGRAMMERS I	\$22,106 M	\$28,712 M	\$25,509 M	\$24,115 M	\$29,641 M	\$26,051 M	\$26,202 M	\$25,436 M	\$25,509 M
2902	COMPUTER PROGRAMMERS II	\$30,691 M	\$33,792 M	\$27,704 M	\$27,769 M	\$33,597 M	\$29,524 M	\$30,696 M	\$29,578 M	\$31,931 M
2903	COMPUTER PROGRAMMERS III	\$34,507 M	\$39,993 M	\$34,366 M	\$33,301 M	\$37,922 M	\$36,216 M	\$36,095 M	\$34,569 M	\$37,668 M
2904	COMPUTER PROGRAMMERS IV	\$44,515 M	\$47,746 M	\$43,533 M	\$43,780 M	\$46,149 M	\$47,075 M	\$43,343 M	\$46,697 M	\$48,603 M
2905	COMPUTER PROGRAMMERS V	\$51,881 M	\$52,184 M	\$52,198 M	\$52,403 M	\$57,920 M	\$56,445 M	\$50,858 M	\$55,991 M	\$59,667 M
2911	SYSTEMS ANALYSTS I	\$34,387 M	\$41,223 M	\$33,658 M	\$38,155 M	\$42,932 M	\$33,791 M	\$36,992 M	\$38,977 M	\$41,263 M
2912	SYSTEMS ANALYSTS II	\$46,065 M	\$47,679 M	\$41,808 M	\$42,954 M	\$46,445 M	\$43,809 M	\$43,202 M	\$44,340 M	\$46,454 M
2913	SYSTEMS ANALYSTS III	\$54,923 M	\$56,407 M	\$49,693 M	\$49,012 M	\$56,219 M	\$55,279 M	\$51,843 M	\$50,872 M	\$52,431 M
2914	SYSTEMS ANALYSTS IV	\$59,165 M	\$66,406 M	\$58,519 M	\$58,862 M	\$66,930 M	\$63,281 M	\$62,818 M	\$68,980 M	\$59,823 M
2915	SYSTEMS ANALYSTS V	\$66,890 M	\$78,329 M	\$67,257 M	\$67,651 M	\$76,202 M	\$72,730 M	\$70,230 M	\$72,165 M	\$77,140 M
2921	SYSTEMS ANALYST SUPERVISOR/MGRS I	\$51,683 M	\$49,865 M	\$53,609 M	\$53,762 M	\$57,793 M	\$58,306 M	\$57,431 M	\$60,356 M	\$55,210 M
2922	SYSTEMS ANALYST SUPERVISOR/MGRS II	\$60,671 M	\$73,026 M	\$63,040 M	\$61,398 M	\$67,826 M	\$66,007 M	\$64,617 M	\$66,590 M	\$62,131 M
2923	SYSTEMS ANALYST SUPERVISOR/MGRS III	\$69,729 M	\$83,729 M	\$70,154 M	\$70,465 M	\$85,010 M	\$83,863 M	\$81,694 M	\$83,232 M	\$80,453 M
2924	SYSTEMS ANALYST SUPERVISOR/MGRS IV	\$78,468 M	\$109,769 M	\$78,940 M	\$79,402 M	\$99,438 M	\$95,363 M	\$92,430 M	\$94,676 M	\$90,539 M
5100	CORRECTIONS OFFICERS	\$17,954 M	\$35,555 M	\$19,951 M	\$17,330 M	\$28,638 M	\$31,561 M	\$25,720 M	\$31,772 M	\$42,154 M
5200	FIREFIGHTERS	\$22,431 M	\$40,049 M	\$28,101 M	\$27,405 M	\$33,793 M	\$40,252 M	\$26,990 M	\$35,207 M	\$36,492 M
5301	POLICE OFFICERS, UNIFORMED I	\$21,437 M	\$41,437 M	\$27,307 M	\$24,219 M	\$35,548 M	\$39,348 M	\$28,577 M	\$50,428 M	\$41,211 M
5302	POLICE OFFICERS, UNIFORMED II	\$34,444 M	\$44,592 M	\$32,177 M	\$21,652 M	\$43,057 M	\$41,189 M	\$33,711 M	\$33,507 M	\$44,396 M

SOURCE CODES: 'M' = New BLS Survey; 'O' = Old BLS Survey; 'M' = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	ST. LOUIS	SALT LAKE CITY	SAN ANTONIO	SAN DIEGO	SAN FRANCISCO	SEATTLE	WASHINGTON DC
1061	ACCOUNTING CLERKS I	\$16,457 M	\$14,383 M	\$14,550 M	\$18,003 M	\$19,611 M	\$17,400 M	\$17,529 M
1062	ACCOUNTING CLERKS II	\$18,997 M	\$17,697 M	\$18,480 M	\$19,793 M	\$22,727 M	\$19,476 M	\$20,055 M
1063	ACCOUNTING CLERKS III	\$21,290 M	\$21,707 M	\$19,807 M	\$27,837 M	\$26,811 M	\$22,740 M	\$23,477 M
1064	ACCOUNTING CLERKS IV	\$26,457 M	\$25,610 M	\$25,702 M	\$27,837 M	\$29,765 M	\$27,056 M	\$28,056 M
1121	KEY ENTRY OPERATORS I	\$15,448 M	\$15,078 M	\$14,921 M	\$18,251 M	\$19,826 M	\$17,897 M	\$18,002 M
1122	KEY ENTRY OPERATORS II	\$18,445 M	\$18,927 M	\$17,417 M	\$21,169 M	\$24,554 M	\$22,213 M	\$20,792 M
1141	SECRETARIES I	\$19,270 M	\$18,427 M	\$19,011 M	\$22,492 M	\$25,756 M	\$22,865 M	\$21,265 M
1142	SECRETARIES II	\$22,655 M	\$20,585 M	\$22,941 M	\$26,926 M	\$27,455 M	\$24,950 M	\$24,266 M
1143	SECRETARIES III	\$29,769 M	\$24,327 M	\$24,374 M	\$27,857 M	\$30,356 M	\$27,161 M	\$27,898 M
1144	SECRETARIES IV	\$30,988 M	\$28,925 M	\$28,094 M	\$32,282 M	\$34,279 M	\$31,793 M	\$31,793 M
1145	SECRETARIES V	\$37,914 M	\$31,882 M	\$31,627 M	\$37,522 M	\$41,586 M	\$37,373 M	\$35,488 M
1231	WORD PROCESSORS I	\$18,072 M	\$16,575 M	\$19,840 M	\$20,110 M	\$22,188 M	\$20,493 M	\$21,055 M
1232	WORD PROCESSORS II	\$21,876 M	\$22,180 M	\$18,745 M	\$24,132 M	\$27,563 M	\$25,161 M	\$24,793 M
1233	WORD PROCESSORS III	\$23,363 M	\$23,957 M	\$23,764 M	\$30,694 M	\$34,924 M	\$29,084 M	\$29,109 M
1311	PERSONNEL CLERKS/ASSISTANTS I	\$18,333 M	\$17,312 M	\$17,371 M	\$20,042 M	\$19,694 M	\$19,459 M	\$20,008 M
1312	PERSONNEL CLERKS/ASSISTANTS II	\$20,676 M	\$18,232 M	\$20,710 M	\$22,106 M	\$26,059 M	\$22,289 M	\$21,897 M
1313	PERSONNEL CLERKS/ASSISTANTS III	\$23,155 M	\$22,617 M	\$24,480 M	\$25,402 M	\$28,691 M	\$23,142 M	\$23,740 M
1314	PERSONNEL CLERKS/ASSISTANTS IV	\$27,410 M	\$29,959 M	\$25,695 M	\$29,642 M	\$32,344 M	\$28,781 M	\$30,319 M
1331	GENERAL CLERKS I	\$13,228 M	\$13,420 M	\$13,043 M	\$15,729 M	\$19,772 M	\$15,529 M	\$14,728 M
1332	GENERAL CLERKS II	\$16,561 M	\$14,917 M	\$14,697 M	\$16,827 M	\$20,900 M	\$16,160 M	\$16,990 M
1333	GENERAL CLERKS III	\$19,382 M	\$17,058 M	\$19,117 M	\$21,010 M	\$24,769 M	\$20,686 M	\$20,266 M
1334	GENERAL CLERKS IV	\$23,748 M	\$19,462 M	\$25,436 M	\$25,085 M	\$28,638 M	\$24,740 M	\$25,530 M
1401	ACCOUNTANTS I	\$25,467 M	\$26,199 M	\$22,727 M	\$25,302 M	\$31,807 M	\$26,004 M	\$26,477 M
1402	ACCOUNTANTS II	\$29,998 M	\$30,049 M	\$28,781 M	\$33,023 M	\$35,192 M	\$31,161 M	\$31,740 M
1403	ACCOUNTANTS III	\$38,018 M	\$37,427 M	\$38,074 M	\$39,955 M	\$44,004 M	\$39,426 M	\$39,268 M
1404	ACCOUNTANTS IV	\$50,309 M	\$48,120 M	\$50,427 M	\$51,387 M	\$53,729 M	\$50,848 M	\$50,164 M
1405	ACCOUNTANTS V	\$63,069 M	\$59,349 M	\$55,358 M	\$64,299 M	\$67,268 M	\$68,219 M	\$66,880 M
1406	ACCOUNTANTS VI	\$78,465 M	\$65,485 M	\$64,959 M	\$76,746 M	\$78,390 M	\$72,768 M	\$77,325 M
1431	PUBLIC ACCOUNTANTS I	\$28,436 M	\$23,605 M	\$23,416 M	\$31,329 M	\$30,410 M	\$26,056 M	\$30,050 M
1432	PUBLIC ACCOUNTANTS II	\$30,206 M	\$29,528 M	\$29,291 M	\$34,421 M	\$33,097 M	\$29,161 M	\$31,161 M
1433	PUBLIC ACCOUNTANTS III	\$34,405 M	\$36,163 M	\$35,873 M	\$39,638 M	\$38,792 M	\$32,899 M	\$33,281 M
1434	PUBLIC ACCOUNTANTS IV	\$45,570 M	\$43,360 M	\$43,012 M	\$50,732 M	\$50,935 M	\$45,489 M	\$50,321 M
1451	BUDGET ANALYST I	\$24,662 M	\$23,303 M	\$23,116 M	\$26,070 M	\$29,137 M	\$25,895 M	\$26,740 M
1452	BUDGET ANALYST II	\$31,509 M	\$29,567 M	\$27,347 M	\$33,405 M	\$37,759 M	\$32,866 M	\$34,320 M
1453	BUDGET ANALYST III	\$39,415 M	\$39,995 M	\$35,912 M	\$40,379 M	\$47,066 M	\$42,373 M	\$39,794 M
1454	BUDGET ANALYST IV	\$48,271 M	\$46,142 M	\$45,267 M	\$49,269 M	\$57,167 M	\$48,216 M	\$50,099 M

SOURCE CODES: "M" = New BLS Survey; "O" = Old BLS Survey; "W" = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/YR 10:50 Wednesday, November 25, 1

JOB CODE	JOB NAME	ST. LOUIS	SALT LAKE CITY	SAN ANTONIO	SAN DIEGO	SAN FRANCISCO	SEATTLE	WASHINGTON DC
1481	TAX COLLECTORS I	\$16,656 O	\$20,905 M	\$19,382 M	\$26,514 M	\$28,313 M	\$22,238 M	\$23,318 M
1482	TAX COLLECTORS II	\$27,060 M	\$25,343 M	\$25,366 M	\$35,911 M	\$32,505 M	\$28,413 M	\$27,412 M
1483	TAX COLLECTORS III	\$35,849 M	\$25,159 O	\$31,728 M	\$39,902 M	\$39,815 M	\$35,542 M	\$39,340 M
1511	PERSONNEL SPECIALISTS I	\$26,665 M	\$22,830 M	\$23,405 M	\$27,003 M	\$31,592 M	\$26,218 M	\$26,216 M
1512	PERSONNEL SPECIALISTS II	\$30,154 M	\$27,910 M	\$26,976 M	\$31,359 M	\$36,052 M	\$31,004 M	\$31,287 M
1513	PERSONNEL SPECIALISTS III	\$38,539 M	\$36,411 M	\$36,799 M	\$43,520 M	\$43,520 M	\$39,689 M	\$39,689 M
1514	PERSONNEL SPECIALISTS IV	\$50,986 M	\$48,174 M	\$49,916 M	\$50,646 M	\$56,308 M	\$49,374 M	\$50,628 M
1515	PERSONNEL SPECIALISTS V	\$65,881 M	\$53,373 M	\$56,929 M	\$60,330 M	\$68,772 M	\$61,532 M	\$63,692 M
1516	PERSONNEL SPECIALISTS VI	\$68,792 M	\$65,003 M	\$66,481 M	\$74,394 M	\$89,136 M	\$72,233 M	\$71,300 M
1531	PERSONNEL SUPERVISORS/MGRS I	\$51,976 M	\$48,174 M	\$51,726 M	\$59,978 M	\$65,387 M	\$54,868 M	\$57,902 M
1532	PERSONNEL SUPERVISORS/MGRS II	\$68,225 M	\$62,522 M	\$62,021 M	\$71,555 M	\$75,597 M	\$71,851 M	\$69,326 M
1533	PERSONNEL SUPERVISORS/MGRS III	\$77,674 M	\$73,395 M	\$72,806 M	\$83,999 M	\$89,834 M	\$81,558 M	\$81,913 O
1534	PERSONNEL SUPERVISORS/MGRS IV	\$89,271 M	\$86,354 M	\$83,677 M	\$96,561 M	\$105,471 M	\$93,726 M	\$92,528 M
1535	PERSONNEL SUPERVISORS/MGRS V	\$100,450 M	\$96,917 M	\$96,156 M	\$108,631 M	\$118,679 M	\$106,476 M	\$106,112 M
1601	ATTORNEYS I	\$31,665 M	\$40,578 M	\$40,253 M	\$46,441 M	\$51,845 M	\$45,091 M	\$37,373 M
1602	ATTORNEYS II	\$46,453 M	\$49,696 M	\$49,297 M	\$52,869 M	\$64,367 M	\$55,223 M	\$50,690 M
1603	ATTORNEYS III	\$62,444 M	\$56,568 M	\$58,510 O	\$72,661 M	\$74,898 M	\$61,797 M	\$60,691 M
1604	ATTORNEYS IV	\$82,807 M	\$69,949 M	\$69,368 M	\$86,886 M	\$89,619 M	\$85,379 M	\$82,378 M
1605	ATTORNEYS V	\$102,836 O	\$80,393 M	\$79,748 M	\$92,008 M	\$102,890 M	\$89,335 M	\$111,171 M
1606	ATTORNEYS VI	\$95,754 M	\$90,641 M	\$89,735 M	\$103,530 M	\$107,995 M	\$100,322 M	\$99,226 M
1711	ENGINEERS I	\$33,071 M	\$33,363 M	\$32,605 M	\$56,834 M	\$38,846 M	\$35,383 M	\$32,109 M
1712	ENGINEERS II	\$36,508 M	\$38,015 M	\$38,499 M	\$40,643 M	\$43,305 M	\$40,058 M	\$38,110 M
1713	ENGINEERS III	\$42,654 M	\$45,340 M	\$45,774 M	\$46,308 M	\$50,451 M	\$46,742 M	\$46,742 M
1714	ENGINEERS IV	\$51,872 M	\$55,605 M	\$57,085 M	\$54,615 M	\$60,659 M	\$56,333 M	\$58,217 M
1715	ENGINEERS V	\$62,808 M	\$65,872 M	\$71,263 M	\$63,082 M	\$71,264 M	\$68,324 M	\$70,377 M
1716	ENGINEERS VI	\$72,373 O	\$77,955 M	\$76,339 M	\$75,466 M	\$85,589 M	\$85,516 M	\$79,115 M
1717	ENGINEERS VII	\$82,527 O	\$92,328 O	\$87,337 M	\$87,983 M	\$103,051 M	\$96,284 M	\$91,906 M
1718	ENGINEERS VIII	\$105,324 M	\$99,523 M	\$98,724 M	\$97,579 O	\$117,182 M	\$110,592 M	\$106,897 M
1801	ENGINEERING TECHNICIANS I	\$22,037 M	\$20,083 O	\$20,656 M	\$23,831 M	\$22,727 M	\$23,139 M	\$23,108 M
1802	ENGINEERING TECHNICIANS II	\$25,415 M	\$22,777 M	\$23,659 M	\$25,773 M	\$28,047 M	\$26,503 M	\$25,203 O
1803	ENGINEERING TECHNICIANS III	\$29,862 M	\$28,284 M	\$26,956 M	\$29,478 M	\$32,291 M	\$30,197 M	\$33,109 M
1804	ENGINEERING TECHNICIANS IV	\$38,331 M	\$35,449 M	\$36,461 M	\$37,680 M	\$40,457 M	\$39,321 M	\$36,628 M
1805	ENGINEERING TECHNICIANS V	\$47,703 M	\$40,442 O	\$43,082 M	\$46,412 M	\$47,550 M	\$46,261 M	\$44,958 M
1806	ENGINEERING TECHNICIANS VI	\$56,290 M	\$53,189 M	\$52,763 M	\$60,874 M	\$54,642 M	\$59,105 M	\$49,524 O
1811	BUYERS/CONTRACTING SPECIALISTS I	\$24,634 M	\$25,022 M	\$23,047 M	\$23,520 M	\$30,033 M	\$28,214 M	\$27,213 M
1812	BUYERS/CONTRACTING SPECIALISTS II	\$33,071 M	\$31,225 M	\$30,746 M	\$34,770 M	\$37,395 M	\$32,741 M	\$32,899 M

SOURCE CODES: "M" = New BLS Survey; "O" = Old BLS Survey; "M" = Model data

SALARY MEANS AND SOURCES USED FOR CALCULATION OF LOCAL COMPARABILITY GAPS; ALL INDUSTRY DATA AGED TO 3/94 10:50 Wednesday, November 23, 1

JOB CODE	JOB NAME	ST. LOUIS	SALT LAKE CITY	SAN ANTONIO	SAN DIEGO	SAN FRANCISCO	SEATTLE	WASHINGTON DC
1813	BUYERS/CONTRACTING SPECIALISTS III	\$42,914 N	\$40,902 N	\$41,313 N	\$41,331 N	\$46,475 N	\$43,689 M	\$42,584 N
1814	BUYERS/CONTRACTING SPECIALISTS IV	\$51,403 N	\$48,150 M	\$47,764 M	\$49,799 M	\$53,296 N	\$53,506 M	\$50,269 N
2081	CIVIL ENGINEERING TECHNICIANS I	\$18,905 N	\$18,428 O	\$17,532 O	\$20,419 N	\$32,993 N	\$31,823 M	\$17,864 N
2082	CIVIL ENGINEERING TECHNICIANS II	\$22,759 N	\$19,142 N	\$23,684 N	\$29,953 N	\$36,804 N	\$36,793 N	\$27,266 N
2083	CIVIL ENGINEERING TECHNICIANS III	\$28,175 N	\$24,542 N	\$24,905 N	\$36,251 N	\$43,144 N	\$34,584 N	\$28,477 N
2084	CIVIL ENGINEERING TECHNICIANS IV	\$36,508 N	\$30,102 N	\$26,604 N	\$40,908 M	\$49,322 N	\$39,952 N	\$33,793 N
2085	CIVIL ENGINEERING TECHNICIANS V	\$41,908 O	\$36,250 N	\$29,578 N	\$47,961 M	\$50,290 N	\$45,164 M	\$37,215 N
2086	CIVIL ENGINEERING TECHNICIANS VI	\$53,088 M	\$50,163 N	\$49,761 M	\$57,411 M	\$62,722 N	\$52,428 M	\$50,119 N
2221	DRAFTERS I	\$23,592 N	\$17,430 N	\$20,981 M	\$21,184 M	\$22,029 N	\$23,481 M	\$21,739 N
2222	DRAFTERS II	\$25,415 N	\$24,648 N	\$21,559 N	\$26,144 M	\$31,324 N	\$24,950 M	\$26,266 N
2223	DRAFTERS III	\$31,717 N	\$29,782 N	\$31,543 N	\$32,759 N	\$35,622 N	\$31,425 N	\$30,287 N
2224	DRAFTERS IV	\$35,623 N	\$35,233 M	\$34,950 M	\$38,051 N	\$41,962 N	\$39,152 M	\$39,110 N
2851	COMPUTER OPERATORS I	\$17,134 N	\$16,200 N	\$16,674 N	\$21,721 M	\$23,479 M	\$21,090 M	\$18,686 M
2852	COMPUTER OPERATORS III	\$21,144 N	\$21,227 N	\$19,754 N	\$23,338 M	\$26,005 N	\$22,740 M	\$23,582 N
2853	COMPUTER OPERATORS IIII	\$27,238 N	\$28,872 N	\$29,519 N	\$28,260 M	\$31,700 N	\$28,056 M	\$28,529 N
2854	COMPUTER OPERATORS IV	\$31,196 N	\$32,935 N	\$27,406 M	\$31,620 M	\$34,870 M	\$30,701 M	\$31,688 M
2855	COMPUTER OPERATORS V	\$32,788 M	\$30,982 M	\$30,733 M	\$35,438 M	\$43,291 O	\$34,428 M	\$33,983 M
2901	COMPUTER PROGRAMMERS I	\$25,467 N	\$25,925 N	\$24,539 N	\$26,065 M	\$29,658 M	\$25,308 M	\$27,425 N
2902	COMPUTER PROGRAMMERS II	\$30,102 N	\$31,920 N	\$30,002 N	\$32,865 N	\$36,320 N	\$30,372 N	\$32,846 N
2903	COMPUTER PROGRAMMERS III	\$36,300 N	\$38,389 N	\$35,379 N	\$37,416 N	\$40,995 N	\$35,846 M	\$39,373 N
2904	COMPUTER PROGRAMMERS IV	\$43,435 N	\$46,677 M	\$42,270 M	\$51,019 M	\$47,147 N	\$49,537 M	\$46,111 N
2905	COMPUTER PROGRAMMERS V	\$56,567 M	\$53,451 M	\$53,022 M	\$61,174 M	\$66,832 M	\$59,396 M	\$53,270 M
2911	SYSTEMS ANALYSTS I	\$38,175 N	\$37,747 N	\$33,626 N	\$39,267 M	\$43,197 N	\$37,057 M	\$37,847 N
2912	SYSTEMS ANALYSTS II	\$44,268 N	\$43,682 N	\$40,464 N	\$47,735 N	\$51,042 M	\$42,584 N	\$46,637 N
2913	SYSTEMS ANALYSTS III	\$53,174 N	\$53,614 N	\$53,865 N	\$56,416 N	\$60,391 N	\$50,533 N	\$54,323 M
2914	SYSTEMS ANALYSTS IV	\$62,808 M	\$59,925 M	\$64,254 N	\$60,899 O	\$70,008 M	\$66,590 M	\$62,324 M
2915	SYSTEMS ANALYSTS V	\$72,887 M	\$68,872 M	\$68,320 M	\$78,823 M	\$77,139 O	\$76,533 M	\$71,632 O
2921	SYSTEMS ANALYST SUPERVISOR/MGRS I	\$55,882 N	\$52,932 N	\$52,819 M	\$60,939 M	\$67,053 N	\$56,007 M	\$59,692 N
2922	SYSTEMS ANALYST SUPERVISOR/MGRS II	\$66,037 M	\$62,506 M	\$62,005 M	\$70,862 M	\$73,823 M	\$63,113 M	\$68,324 N
2923	SYSTEMS ANALYST SUPERVISOR/MGRS III	\$83,953 N	\$71,839 M	\$71,263 M	\$82,218 M	\$82,435 M	\$74,671 O	\$78,273 N
2924	SYSTEMS ANALYST SUPERVISOR/MGRS IV	\$85,548 M	\$80,835 M	\$80,187 M	\$92,516 M	\$94,009 O	\$89,826 M	\$88,666 M
5100	CORRECTIONS OFFICERS	\$23,592 N	\$21,333 N	\$17,205 N	\$36,039 N	\$41,532 N	\$31,320 M	\$28,372 M
5200	FIREFIGHTERS	\$32,654 N	\$29,087 N	\$30,162 N	\$39,056 N	\$45,469 N	\$42,321 M	\$33,214 N
5301	POLICE OFFICERS, UNIFORMED I	\$32,446 N	\$28,765 N	\$30,959 M	\$41,755 N	\$47,711 N	\$42,163 N	\$33,583 N
5302	POLICE OFFICERS, UNIFORMED II	\$43,226 N	\$35,486 M	\$35,201 M	\$46,889 M	\$50,466 M	\$44,742 N	\$44,268 M

SOURCE CODES: "M" = New BLS Survey; "O" = Old BLS Survey; "N" = Model data

APPENDIX IX

27 area pay tables.

PROPOSED SALARY TABLE NO. 95-ATL
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.66%
FOR THE LOCALITY PAY AREA OF ATLANTA, GA
(Net Increase: 2.79%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,707	\$13,131	\$13,552	\$13,974	\$14,398	\$14,646	\$15,062	\$15,482	\$15,501	\$15,891					
2	14,286	14,626	15,100	15,501	15,672	16,132	16,593	17,053	17,514	17,974					
3	15,589	16,109	16,629	17,150	17,670	18,190	18,710	19,230	19,750	20,271					
4	17,500	18,083	18,666	19,249	19,832	20,415	20,998	21,581	22,164	22,747					
5	19,579	20,232	20,885	21,538	22,191	22,844	23,497	24,150	24,803	25,456					
6	21,824	22,551	23,278	24,006	24,733	25,461	26,188	26,915	27,643	28,370					
7	24,251	25,059	25,867	26,675	27,483	28,291	29,099	29,907	30,715	31,523					
8	26,858	27,753	28,648	29,542	30,437	31,332	32,227	33,122	34,017	34,911					
9	29,666	30,655	31,644	32,633	33,622	34,611	35,600	36,589	37,578	38,567					
10	32,670	33,759	34,849	35,938	37,028	38,117	39,207	40,296	41,386	42,475					
11	35,893	37,089	38,286	39,482	40,678	41,874	43,071	44,267	45,463	46,660					
12	43,019	44,453	45,887	47,321	48,755	50,189	51,622	53,056	54,490	55,924					
13	51,156	52,861	54,566	56,270	57,975	59,680	61,385	63,090	64,795	66,500					
14	60,452	62,466	64,481	66,496	68,510	70,525	72,540	74,555	76,569	78,584					
15	71,107	73,478	75,848	78,219	80,589	82,960	85,330	87,701	90,071	92,442					

PROPOSED SALARY TABLE NO. 96-BOS
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.97%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT
 (Net Increase: 3.48 %)

		Effective January 1995														
		ANNUAL Rates by Grade and Step														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,987	\$13,420	\$13,852	\$14,283	\$14,716	\$14,969	\$15,394	\$15,824	\$15,643	\$16,241						
2	14,601	14,949	15,434	15,843	16,018	16,488	16,959	17,430	17,900	18,371						
3	15,933	16,465	16,996	17,528	18,060	18,591	19,123	19,655	20,186	20,718						
4	17,886	18,482	19,078	19,674	20,270	20,866	21,461	22,057	22,653	23,249						
5	20,011	20,678	21,346	22,013	22,681	23,348	24,016	24,683	25,351	26,018						
6	22,305	23,049	23,792	24,536	25,279	26,023	26,766	27,509	28,253	28,996						
7	24,786	25,612	26,438	27,263	28,089	28,915	29,741	30,567	31,392	32,218						
8	27,451	28,365	29,280	30,194	31,109	32,024	32,938	33,853	34,767	35,682						
9	30,321	31,332	32,342	33,353	34,364	35,375	36,386	37,397	38,408	39,418						
10	33,391	34,504	35,618	36,731	37,845	38,958	40,072	41,186	42,299	43,413						
11	36,685	37,908	39,131	40,353	41,576	42,799	44,021	45,244	46,467	47,689						
12	43,969	45,434	46,900	48,365	49,831	51,296	52,762	54,227	55,693	57,158						
13	52,285	54,027	55,770	57,512	59,255	60,998	62,740	64,483	66,225	67,968						
14	61,786	63,845	65,904	67,963	70,023	72,082	74,141	76,200	78,259	80,318						
15	72,676	75,089	77,522	79,945	82,368	84,791	87,214	89,637	92,059	94,482						

PROPOSED SALARY TABLE NO. 95-CHI

INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.92%
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI
(Net Increase: 3.53%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,981	\$13,414	\$13,845	\$14,276	\$14,709	\$14,962	\$15,387	\$15,817	\$15,836	\$16,234
2	14,595	14,942	15,426	15,836	16,010	16,481	16,951	17,422	17,892	18,362
3	15,926	16,457	16,989	17,520	18,051	18,583	19,114	19,645	20,177	20,708
4	17,878	18,474	19,069	19,665	20,260	20,856	21,451	22,047	22,642	23,238
5	20,002	20,669	21,336	22,003	22,670	23,337	24,005	24,672	25,339	26,006
6	22,295	23,038	23,781	24,524	25,267	26,010	26,754	27,497	28,240	28,983
7	24,774	25,600	26,425	27,251	28,076	28,902	29,727	30,552	31,378	32,203
8	27,438	28,352	29,266	30,180	31,094	32,009	32,923	33,837	34,751	35,665
9	30,306	31,317	32,327	33,338	34,348	35,358	36,369	37,379	38,390	39,400
10	33,375	34,488	35,601	36,714	37,827	38,940	40,053	41,166	42,279	43,392
11	36,668	37,890	39,112	40,335	41,557	42,779	44,001	45,223	46,445	47,667
12	43,948	45,413	46,878	48,343	49,808	51,272	52,737	54,202	55,667	57,132
13	52,260	54,002	55,744	57,486	59,227	60,969	62,711	64,452	66,194	67,936
14	61,757	63,815	65,873	67,932	69,990	72,048	74,106	76,164	78,223	80,281
15	72,643	75,064	77,486	79,908	82,329	84,751	87,173	89,595	92,016	94,438

PROPOSED SALARY TABLE NO. 96-CIN

INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.33%
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN
(Net Increase: 3.09%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,788	\$13,215	\$13,639	\$14,064	\$14,490	\$14,916	\$15,342	\$15,768	\$16,194	\$16,620	\$17,046	\$17,472	\$17,898	\$18,324	\$18,750
2	14,378	14,720	15,197	15,600	15,772	16,236	16,699	17,162	17,626	18,089	18,553	19,017	19,480	19,944	20,408
3	15,889	16,212	16,736	17,259	17,783	18,306	18,830	19,353	19,877	20,400	20,924	21,447	21,971	22,494	23,018
4	17,612	18,199	18,786	19,372	19,959	20,546	21,132	21,719	22,306	22,892	23,479	24,066	24,653	25,240	25,827
5	19,704	20,361	21,019	21,676	22,333	22,990	23,648	24,305	24,962	25,619	26,276	26,934	27,591	28,248	28,905
6	21,963	22,695	23,427	24,160	24,892	25,624	26,356	27,088	27,820	28,552	29,285	30,017	30,750	31,482	32,215
7	24,406	25,219	26,032	26,845	27,659	28,472	29,285	30,098	30,911	31,724	32,537	33,350	34,163	34,976	35,789
8	27,030	27,930	28,831	29,731	30,632	31,533	32,433	33,334	34,234	35,135	36,036	36,937	37,838	38,739	39,640
9	29,856	30,851	31,847	32,842	33,837	34,833	35,828	36,823	37,819	38,814	39,810	40,805	41,801	42,797	43,792
10	32,879	33,975	35,072	36,168	37,265	38,361	39,458	40,554	41,651	42,747	43,844	44,941	46,038	47,135	48,232
11	36,123	37,327	38,531	39,735	40,939	42,143	43,346	44,550	45,754	46,958	48,162	49,366	50,570	51,774	52,978
12	43,295	44,738	46,181	47,624	49,067	50,510	51,953	53,396	54,839	56,282	57,725	59,168	60,611	62,054	63,497
13	51,483	53,199	54,915	56,631	58,347	60,062	61,778	63,494	65,210	66,926	68,642	70,358	72,074	73,790	75,506
14	60,839	62,866	64,894	66,921	68,949	70,977	73,004	75,032	77,059	79,087	81,115	83,143	85,171	87,199	89,227
15	71,562	73,948	76,334	78,719	81,105	83,491	85,877	88,262	90,648	93,034	95,420	97,806	100,192	102,578	104,964

PROPOSED SALARY TABLE NO. 95-CLE
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.23%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON, OH
(Net Increase: 2.88%)

Effective January 1995

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10
GS-1	\$17,655	\$13,077	\$13,497	\$13,917	\$14,339	\$14,586	\$15,000	\$15,419	\$15,825
2	14,227	14,566	15,038	15,438	15,607	16,066	16,525	16,983	17,442
3	15,525	16,043	16,561	17,079	17,597	18,115	18,633	19,151	19,669
4	17,428	18,009	18,589	19,170	19,751	20,331	20,912	21,492	22,073
5	19,498	20,149	20,799	21,449	22,100	22,750	23,401	24,051	24,701
6	21,734	22,458	23,183	23,907	24,632	25,356	26,080	26,805	27,529
7	24,151	24,956	25,760	26,565	27,370	28,174	28,979	29,784	30,588
8	26,748	27,639	28,530	29,421	30,312	31,203	32,095	32,986	33,877
9	29,544	30,529	31,514	32,499	33,484	34,469	35,454	36,439	37,424
10	32,535	33,620	34,705	35,790	36,876	37,961	39,046	40,131	41,216
11	35,746	36,937	38,128	39,320	40,511	41,702	42,894	44,085	45,276
12	42,843	44,271	45,699	47,127	48,555	49,982	51,410	52,838	54,266
13	50,946	52,643	54,341	56,039	57,737	59,435	61,133	62,831	64,529
14	60,203	62,210	64,216	66,223	68,229	70,235	72,242	74,248	76,255
15	70,815	73,176	75,537	77,897	80,258	82,619	84,980	87,341	89,701

PROPOSED SALARY TABLE NO. 95-COL
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.30%
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH
 (Net Increase: 4.19%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,784	\$13,211	\$13,635	\$14,060	\$14,486	\$14,736	\$15,154	\$15,577	\$15,996	\$15,988					
2	14,373	14,716	15,193	15,596	15,768	16,231	16,694	17,158	17,621	18,084					
3	15,684	16,208	16,731	17,254	17,778	18,301	18,824	19,348	19,871	20,395					
4	17,607	18,194	18,780	19,367	19,953	20,540	21,126	21,713	22,299	22,886					
5	19,698	20,356	21,013	21,670	22,327	22,984	23,641	24,298	24,955	25,612					
6	21,957	22,689	23,421	24,153	24,884	25,616	26,348	27,080	27,812	28,544					
7	24,399	25,212	26,025	26,838	27,651	28,464	29,277	30,089	30,902	31,715					
8	27,022	27,922	28,823	29,723	30,623	31,524	32,424	33,324	34,225	35,125					
9	29,847	30,842	31,837	32,833	33,828	34,823	35,818	36,813	37,808	38,803					
10	32,869	33,966	35,062	36,158	37,254	38,350	39,446	40,543	41,639	42,735					
11	36,113	37,316	38,520	39,723	40,927	42,131	43,334	44,538	45,741	46,945					
12	43,283	44,725	46,168	47,610	49,053	50,496	51,938	53,381	54,823	56,266					
13	51,469	53,184	54,899	56,615	58,330	60,045	61,761	63,476	65,191	66,907					
14	60,821	62,848	64,875	66,902	68,929	70,956	72,983	75,010	77,037	79,065					
15	71,542	73,927	76,312	78,697	81,082	83,467	85,852	88,237	90,622	93,007					

PROPOSED SALARY TABLE NO. 95-DFW
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.85%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
 (Net Increase: 3.41%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,827	\$13,255	\$13,681	\$14,106	\$14,534	\$14,785	\$15,204	\$15,629	\$15,648	\$16,041					
2	14,421	14,765	15,243	15,648	15,820	16,285	16,750	17,215	17,679	18,144					
3	15,737	16,262	16,787	17,312	17,837	18,362	18,887	19,412	19,937	20,462					
4	17,666	18,254	18,843	19,431	20,020	20,608	21,197	21,785	22,374	22,962					
5	19,764	20,423	21,082	21,742	22,401	23,060	23,719	24,379	25,038	25,697					
6	22,030	22,764	23,499	24,233	24,967	25,701	26,436	27,170	27,904	28,639					
7	24,480	25,296	26,111	26,927	27,743	28,558	29,374	30,189	31,005	31,821					
8	27,112	28,015	28,919	29,822	30,725	31,628	32,532	33,435	34,338	35,242					
9	29,946	30,945	31,943	32,942	33,940	34,938	35,937	36,935	37,934	38,932					
10	32,979	34,078	35,178	36,278	37,378	38,478	39,578	40,677	41,777	42,877					
11	36,233	37,440	38,648	39,855	41,063	42,271	43,478	44,686	45,893	47,101					
12	43,426	44,874	46,321	47,769	49,216	50,663	52,111	53,558	55,006	56,453					
13	51,640	53,361	55,082	56,803	58,524	60,245	61,966	63,687	65,408	67,129					
14	61,023	63,057	65,091	67,125	69,158	71,192	73,226	75,260	77,294	79,327					
15	71,780	74,173	76,566	78,959	81,352	83,745	86,138	88,530	90,923	93,316					

PROPOSED SALARY TABLE NO. 95-DAY
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.19%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH
(Net Increase: 3.40%)

Effective January 1995

	ANNUAL Rates by Grade and Step									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,771	\$13,197	\$13,621	\$14,045	\$14,471	\$14,720	\$15,138	\$15,561	\$15,980	\$15,971
2	14,358	14,700	15,177	15,580	15,751	16,214	16,677	17,140	17,602	18,065
3	15,668	16,191	16,714	17,236	17,759	18,282	18,805	19,328	19,850	20,373
4	17,589	18,175	18,761	19,347	19,932	20,518	21,104	21,690	22,276	22,862
5	19,678	20,334	20,991	21,647	22,303	22,960	23,616	24,273	24,929	25,585
6	21,934	22,665	23,396	24,127	24,859	25,590	26,321	27,052	27,783	28,514
7	24,374	25,186	25,998	26,810	27,622	28,434	29,246	30,058	30,870	31,682
8	26,994	27,893	28,793	29,692	30,591	31,491	32,390	33,289	34,189	35,088
9	29,816	30,810	31,804	32,798	33,792	34,786	35,780	36,774	37,768	38,763
10	32,835	33,930	35,025	36,120	37,215	38,310	39,405	40,500	41,595	42,690
11	36,075	37,277	38,480	39,682	40,884	42,087	43,289	44,491	45,693	46,896
12	43,237	44,678	46,120	47,561	49,002	50,443	51,884	53,325	54,766	56,207
13	51,415	53,128	54,842	56,555	58,269	59,982	61,696	63,410	65,123	66,837
14	60,758	62,783	64,808	66,832	68,857	70,882	72,907	74,932	76,957	78,982
15	71,467	73,850	76,232	78,615	80,997	83,380	85,762	88,145	90,528	92,910

PROPOSED SALARY TABLE NO. 95-DEN
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 3.75%
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO
 (Net Increase: 3.18%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,839	\$13,267	\$13,694	\$14,120	\$14,548	\$14,979	\$15,218	\$15,644	\$15,663	\$16,056
2	14,435	14,779	15,258	15,663	15,835	16,300	16,766	17,231	17,696	18,162
3	15,751	16,277	16,803	17,328	17,854	18,379	18,905	19,431	19,956	20,482
4	17,682	18,271	18,861	19,450	20,039	20,628	21,217	21,806	22,395	22,984
5	19,783	20,443	21,102	21,762	22,422	23,082	23,742	24,402	25,062	25,722
6	22,051	22,786	23,521	24,256	24,991	25,726	26,461	27,196	27,931	28,666
7	24,503	25,320	26,136	26,953	27,769	28,585	29,402	30,218	31,034	31,851
8	27,138	28,042	28,946	29,850	30,754	31,658	32,563	33,467	34,371	35,275
9	29,975	30,974	31,974	32,973	33,972	34,972	35,971	36,970	37,970	38,969
10	33,010	34,111	35,212	36,312	37,413	38,514	39,615	40,716	41,817	42,918
11	36,267	37,476	38,684	39,893	41,102	42,311	43,519	44,728	45,937	47,145
12	43,467	44,916	46,365	47,814	49,263	50,711	52,160	53,609	55,058	56,506
13	51,688	53,411	55,134	56,856	58,579	60,302	62,024	63,747	65,470	67,192
14	61,081	63,117	65,153	67,188	69,224	71,260	73,295	75,331	77,367	79,402
15	71,848	74,243	76,638	79,033	81,429	83,824	86,219	88,614	91,010	93,405

PROPOSED SALARY TABLE NO. 95-DET
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.59%
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI
 (Net Increase: 3.70%)

	Effective January 1995									
	ANNUAL Rates by Grade and Step									
	2	3	4	5	6	7	8	9	10	11
GS-1	\$12,941	\$13,373	\$13,802	\$14,232	\$14,664	\$14,916	\$15,339	\$15,768	\$15,767	\$16,184
2	14,550	14,896	15,379	15,787	15,961	16,430	16,899	17,368	17,837	18,306
3	15,877	16,406	16,936	17,466	17,996	18,525	19,055	19,585	20,115	20,644
4	17,823	18,417	19,010	19,604	20,198	20,791	21,385	21,979	22,573	23,166
5	19,940	20,605	21,270	21,935	22,600	23,265	23,931	24,596	25,261	25,926
6	22,226	22,967	23,708	24,449	25,189	25,930	26,671	27,412	28,153	28,893
7	24,698	25,521	26,344	27,167	27,989	28,812	29,635	30,458	31,281	32,104
8	27,353	28,264	29,176	30,087	30,999	31,910	32,821	33,733	34,644	35,555
9	30,213	31,220	32,227	33,235	34,242	35,249	36,257	37,264	38,271	39,278
10	33,272	34,382	35,491	36,601	37,710	38,820	39,930	41,039	42,149	43,258
11	36,555	37,773	38,992	40,210	41,428	42,647	43,865	45,083	46,302	47,520
12	43,813	45,273	46,733	48,194	49,654	51,114	52,574	54,035	55,495	56,955
13	52,099	53,835	55,572	57,308	59,044	60,781	62,517	64,254	65,990	67,726
14	61,566	63,618	65,670	67,722	69,774	71,826	73,878	75,929	77,981	80,033
15	72,418	74,833	77,247	79,661	82,075	84,490	86,904	89,318	91,732	94,147

PROPOSED SALARY TABLE NO. 95-HOU
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.53%
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX
 (Net Increase: 3.52%)

		Effective January 1995									
		ANNUAL Rates by Grade and Step									
		1	2	3	4	5	6	7	8	9	10
GS-1	\$13,177	\$13,616	\$14,054	\$14,491	\$14,930	\$15,188	\$15,619	\$16,055	\$16,074	\$16,478	
2	14,814	15,167	15,659	16,074	16,251	16,729	17,206	17,684	18,161	18,639	
3	16,166	16,705	17,244	17,784	18,323	18,863	19,402	19,941	20,481	21,020	
4	18,147	18,752	19,356	19,961	20,565	21,170	21,774	22,379	22,983	23,588	
5	20,303	20,980	21,657	22,334	23,012	23,689	24,366	25,043	25,721	26,398	
6	22,631	23,385	24,139	24,894	25,648	26,402	27,156	27,911	28,665	29,419	
7	25,147	25,985	26,823	27,661	28,499	29,337	30,175	31,012	31,850	32,688	
8	27,851	28,779	29,707	30,635	31,563	32,491	33,419	34,346	35,274	36,202	
9	30,753	31,788	32,814	33,840	34,865	35,891	36,916	37,942	38,968	39,993	
10	33,878	35,007	36,137	37,267	38,397	39,527	40,656	41,786	42,916	44,046	
11	37,220	38,461	39,701	40,942	42,182	43,423	44,663	45,904	47,144	48,385	
12	44,810	46,097	47,584	49,071	50,558	52,044	53,531	55,018	56,505	57,992	
13	53,047	54,815	56,583	58,351	60,119	61,887	63,655	65,423	67,191	68,959	
14	62,867	64,776	66,865	68,955	71,044	73,133	75,222	77,311	79,401	81,490	
15	73,736	76,195	78,653	81,111	83,569	86,027	88,486	90,944	93,402	95,860	

PROPOSED SALARY TABLE NO. 95-HINT
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.39%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL
 (Net Increase: 2.28%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,674	\$13,097	\$13,517	\$13,938	\$14,361	\$14,608	\$15,023	\$15,442	\$15,461	\$15,850
2	14,249	14,589	15,061	15,461	15,631	16,091	16,550	17,009	17,469	17,928
3	15,549	16,068	16,587	17,105	17,624	18,143	18,662	19,181	19,699	20,218
4	17,455	18,037	18,618	19,199	19,781	20,362	20,944	21,525	22,107	22,688
5	19,528	20,180	20,831	21,482	22,134	22,785	23,437	24,088	24,739	25,391
6	21,767	22,493	23,218	23,944	24,669	25,395	26,120	26,846	27,571	28,297
7	24,188	24,994	25,800	26,606	27,412	28,218	29,024	29,829	30,635	31,441
8	26,789	27,681	28,574	29,466	30,359	31,251	32,144	33,036	33,929	34,821
9	29,589	30,576	31,562	32,549	33,535	34,522	35,508	36,495	37,481	38,468
10	32,585	33,672	34,759	35,845	36,932	38,019	39,106	40,192	41,279	42,366
11	35,801	36,994	38,187	39,380	40,573	41,766	42,960	44,153	45,346	46,539
12	42,908	44,339	45,769	47,199	48,629	50,059	51,489	52,919	54,350	55,780
13	51,024	52,724	54,425	56,125	57,826	59,526	61,227	62,927	64,628	66,328
14	60,296	62,305	64,315	66,324	68,334	70,343	72,353	74,362	76,372	78,381
15	70,824	73,288	75,652	78,017	80,381	82,746	85,110	87,475	89,839	92,204

PROPOSED SALARY TABLE NO. 96-IND
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.58%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN
(Net Increase: 2.89%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,697	\$13,121	\$13,542	\$13,964	\$14,387	\$14,835	\$15,050	\$15,471	\$15,489	\$15,878
2	14,275	14,615	15,089	15,489	15,860	16,120	16,580	17,040	17,500	17,961
3	15,577	16,097	16,617	17,136	17,656	18,176	18,696	19,216	19,735	20,255
4	17,487	18,069	18,652	19,234	19,817	20,399	20,982	21,564	22,147	22,729
5	19,564	20,216	20,869	21,522	22,174	22,827	23,479	24,132	24,784	25,437
6	21,807	22,534	23,261	23,988	24,714	25,441	26,168	26,895	27,622	28,349
7	24,232	25,040	25,847	26,654	27,462	28,269	29,076	29,884	30,691	31,498
8	26,837	27,731	28,626	29,520	30,414	31,308	32,202	33,096	33,991	34,885
9	29,643	30,631	31,620	32,608	33,596	34,585	35,573	36,561	37,549	38,538
10	32,645	33,733	34,822	35,911	36,999	38,088	39,177	40,265	41,354	42,443
11	35,866	37,061	38,256	39,452	40,647	41,842	43,038	44,233	45,429	46,624
12	42,987	44,419	45,852	47,285	48,718	50,150	51,583	53,016	54,449	55,881
13	51,117	52,820	54,524	56,227	57,931	59,635	61,338	63,042	64,745	66,449
14	60,405	62,419	64,432	66,445	68,458	70,471	72,484	74,498	76,511	78,524
15	71,053	73,421	75,790	78,159	80,528	82,896	85,265	87,634	90,003	92,371

PROPOSED SALARY TABLE NO. 96-KC
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 3.97%
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS
 (Net Increase: 2.66%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,623	\$13,044	\$13,463	\$13,882	\$14,303	\$14,550	\$14,962	\$15,380	\$15,786	\$15,786	\$15,786	\$15,786	\$15,786	\$15,786	\$15,786
2	14,192	14,530	15,001	15,399	15,568	16,026	16,483	16,941	17,398	17,856	17,856	17,856	17,856	17,856	17,856
3	15,486	16,003	16,520	17,037	17,553	18,070	18,587	19,103	19,620	20,137	20,137	20,137	20,137	20,137	20,137
4	17,385	17,964	18,543	19,122	19,701	20,280	20,860	21,439	22,018	22,597	22,597	22,597	22,597	22,597	22,597
5	19,450	20,098	20,747	21,396	22,045	22,694	23,342	23,991	24,640	25,289	25,289	25,289	25,289	25,289	25,289
6	21,680	22,402	23,125	23,848	24,570	25,293	26,015	26,738	27,461	28,183	28,183	28,183	28,183	28,183	28,183
7	24,091	24,894	25,696	26,499	27,301	28,104	28,907	29,709	30,512	31,315	31,315	31,315	31,315	31,315	31,315
8	26,681	27,570	28,459	29,348	30,237	31,125	32,014	32,903	33,792	34,681	34,681	34,681	34,681	34,681	34,681
9	29,470	30,453	31,435	32,418	33,400	34,383	35,365	36,348	37,330	38,313	38,313	38,313	38,313	38,313	38,313
10	32,454	33,537	34,619	35,701	36,784	37,866	38,948	40,031	41,113	42,195	42,195	42,195	42,195	42,195	42,195
11	35,657	36,845	38,033	39,222	40,410	41,598	42,787	43,975	45,164	46,352	46,352	46,352	46,352	46,352	46,352
12	42,736	44,160	45,585	47,009	48,433	49,858	51,282	52,707	54,131	55,555	55,555	55,555	55,555	55,555	55,555
13	50,818	52,512	54,206	55,899	57,593	59,287	60,980	62,674	64,368	66,061	66,061	66,061	66,061	66,061	66,061
14	60,053	62,054	64,056	66,057	68,059	70,060	72,062	74,063	76,064	78,066	78,066	78,066	78,066	78,066	78,066
15	70,638	72,993	75,348	77,703	80,058	82,413	84,768	87,123	89,478	91,833	91,833	91,833	91,833	91,833	91,833

PROPOSED SALARY TABLE NO. 95-LA

INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.39%
 FOR THE LOCALITY PAY AREA OF LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA.
 (INCLUDING SANTA BARBARA COUNTY AND ALL OF EDWARDS AIR FORCE BASE)
 (Net Increase: 3.64% for Santa Barbara Co./Edwards AFB)

Effective January 1995

ANNUAL Rates by Grade and Step

GS-1	\$13,038	\$13,473	\$13,906	\$14,339	\$14,774	\$15,028	\$15,454	\$15,886	\$15,906	\$16,305
2	14,659	15,008	15,494	15,906	16,081	16,553	17,026	17,498	17,971	18,443
3	15,996	16,529	17,063	17,597	18,131	18,664	19,198	19,732	20,266	20,799
4	17,957	18,555	19,153	19,751	20,349	20,947	21,546	22,144	22,742	23,340
5	20,089	20,760	21,430	22,100	22,770	23,440	24,110	24,780	25,450	26,120
6	22,393	23,139	23,886	24,632	25,378	26,125	26,871	27,617	28,364	29,110
7	24,883	25,712	26,541	27,370	28,200	29,029	29,858	30,687	31,516	32,345
8	27,558	28,477	29,395	30,313	31,231	32,149	33,068	33,986	34,904	35,822
9	30,440	31,455	32,469	33,484	34,499	35,514	36,529	37,544	38,558	39,573
10	33,522	34,640	35,758	36,876	37,994	39,111	40,229	41,347	42,465	43,583
11	36,629	38,057	39,284	40,512	41,739	42,967	44,194	45,422	46,649	47,877
12	44,142	45,613	47,084	48,555	50,027	51,498	52,969	54,440	55,912	57,383
13	52,490	54,239	55,989	57,738	59,488	61,237	62,986	64,736	66,485	68,235
14	62,028	64,096	66,163	68,230	70,297	72,365	74,432	76,499	78,567	80,634
15	72,962	75,394	77,827	80,259	82,691	85,124	87,556	89,989	92,421	94,853

PROPOSED SALARY TABLE NO. 96-MFL
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.35%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL
 (Net Increase: 4.28%)

Effective January 1996

ANNUAL Rates by Grade and Step

GS-1	\$12,795	\$13,222	\$13,647	\$14,072	\$14,499	\$14,748	\$15,167	\$15,590	\$15,609	\$16,001
2	14,386	14,728	15,206	15,609	15,781	16,245	16,709	17,172	17,636	18,100
3	15,698	16,222	16,745	17,269	17,793	18,317	18,841	19,364	19,888	20,412
4	17,622	18,209	18,796	19,383	19,970	20,557	21,144	21,731	22,318	22,905
5	19,715	20,373	21,031	21,688	22,346	23,003	23,661	24,319	24,976	25,634
6	21,976	22,708	23,441	24,173	24,906	25,638	26,371	27,103	27,836	28,568
7	24,420	25,234	26,047	26,861	27,674	28,488	29,302	30,115	30,929	31,742
8	27,045	27,946	28,847	29,748	30,650	31,551	32,452	33,353	34,254	35,155
9	29,873	30,869	31,865	32,861	33,857	34,852	35,848	36,844	37,840	38,836
10	32,897	33,995	35,092	36,189	37,286	38,383	39,480	40,577	41,674	42,771
11	36,144	37,348	38,553	39,757	40,962	42,167	43,371	44,576	45,780	46,985
12	43,320	44,763	46,207	47,651	49,095	50,539	51,983	53,428	54,870	56,314
13	51,513	53,229	54,946	56,663	58,380	60,097	61,813	63,530	65,247	66,964
14	60,873	62,902	64,931	66,960	68,988	71,017	73,046	75,075	77,103	79,132
15	71,803	73,990	76,377	78,764	81,151	83,538	85,926	88,313	90,700	93,087

PROPOSED SALARY TABLE NO. 95-NY
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.50%
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN
NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$13,027	\$13,462	\$13,894	\$14,327	\$14,761	\$15,016	\$15,442	\$15,873	\$15,892	\$16,291					
2	14,646	14,995	15,481	15,892	16,067	16,539	17,011	17,483	17,956	18,428					
3	15,982	16,516	17,049	17,582	18,115	18,649	19,182	19,715	20,249	20,782					
4	17,942	18,539	19,137	19,735	20,332	20,930	21,528	22,125	22,723	23,321					
5	20,073	20,742	21,412	22,081	22,751	23,420	24,090	24,759	25,429	26,099					
6	22,374	23,120	23,866	24,611	25,357	26,103	26,849	27,594	28,340	29,086					
7	24,862	25,691	26,519	27,348	28,176	29,004	29,833	30,661	31,489	32,318					
8	27,535	28,453	29,370	30,288	31,205	32,122	33,040	33,957	34,875	35,792					
9	30,414	31,428	32,442	33,456	34,470	35,484	36,498	37,512	38,526	39,540					
10	33,484	34,611	35,728	36,845	37,962	39,079	40,196	41,313	42,430	43,547					
11	36,799	38,025	39,251	40,478	41,704	42,931	44,157	45,384	46,610	47,836					
12	44,105	45,575	47,045	48,515	49,985	51,455	52,925	54,395	55,865	57,335					
13	52,446	54,194	55,942	57,690	59,438	61,186	62,934	64,682	66,429	68,177					
14	61,976	64,042	66,108	68,173	70,239	72,304	74,370	76,435	78,501	80,566					
15	72,901	75,331	77,761	80,192	82,622	85,052	87,483	89,913	92,343	94,774					

PROPOSED SALARY TABLE NO. 95-POR
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.71%
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA
(Net Increase: 3.60%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,713	\$13,137	\$13,559	\$13,981	\$14,405	\$14,653	\$15,069	\$15,490	\$15,509	\$15,898					
2	14,293	14,633	15,108	15,509	15,679	16,140	16,601	17,061	17,522	17,983					
3	15,597	16,117	16,637	17,158	17,678	18,199	18,719	19,239	19,760	20,280					
4	17,509	18,092	18,675	19,258	19,841	20,425	21,008	21,591	22,174	22,758					
5	19,588	20,241	20,895	21,548	22,202	22,855	23,508	24,162	24,815	25,469					
6	21,834	22,562	23,290	24,017	24,745	25,473	26,201	26,928	27,656	28,384					
7	24,262	25,071	25,879	26,687	27,496	28,304	29,113	29,921	30,729	31,538					
8	26,871	27,766	28,661	29,556	30,452	31,347	32,242	33,138	34,033	34,928					
9	29,680	30,670	31,659	32,649	33,638	34,628	35,617	36,607	37,596	38,586					
10	32,685	33,775	34,865	35,955	37,045	38,135	39,225	40,315	41,405	42,496					
11	35,910	37,107	38,304	39,501	40,698	41,894	43,091	44,288	45,485	46,682					
12	43,040	44,475	45,909	47,344	48,778	50,213	51,647	53,082	54,516	55,951					
13	51,180	52,886	54,592	56,297	58,003	59,709	61,415	63,120	64,826	66,532					
14	60,480	62,496	64,512	66,527	68,543	70,559	72,575	74,590	76,606	78,622					
15	71,141	73,513	75,884	78,256	80,628	82,999	85,371	87,743	90,114	92,486					

PROPOSED SALARY TABLE NO. 95-RCH
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.00%
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA
 (Net Increase: 2.90%)

Effective January 1998

ANNUAL Rates by Grade and Step

GS-1	\$12,627	\$13,048	\$13,467	\$13,886	\$14,307	\$14,554	\$14,967	\$15,385	\$15,403	\$15,790
2	14,196	14,534	15,005	15,403	15,573	16,031	16,488	16,946	17,403	17,861
3	15,491	16,008	16,525	17,041	17,558	18,075	18,592	19,109	19,626	20,143
4	17,390	17,969	18,548	19,128	19,707	20,286	20,866	21,445	22,024	22,603
5	19,455	20,104	20,753	21,402	22,051	22,700	23,349	23,998	24,647	25,296
6	21,686	22,409	23,132	23,854	24,577	25,300	26,023	26,746	27,468	28,191
7	24,098	24,901	25,704	26,506	27,309	28,112	28,915	29,718	30,521	31,324
8	26,688	27,578	28,467	29,356	30,245	31,134	32,024	32,913	33,802	34,691
9	29,479	30,462	31,444	32,427	33,410	34,393	35,376	36,358	37,341	38,324
10	32,464	33,546	34,629	35,712	36,794	37,877	38,959	40,042	41,125	42,207
11	35,667	36,856	38,044	39,233	40,422	41,610	42,799	43,988	45,177	46,365
12	42,748	44,173	45,598	47,023	48,447	49,872	51,297	52,722	54,147	55,571
13	50,833	52,527	54,221	55,916	57,610	59,304	60,998	62,692	64,386	66,081
14	60,070	62,072	64,074	66,076	68,078	70,080	72,082	74,084	76,086	78,088
15	70,659	73,014	75,370	77,725	80,081	82,437	84,792	87,148	89,503	91,859

PROPOSED SALARY TABLE NO. 98-RUS
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 3.74%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
 (Net Increase: 2.84%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,595	\$13,015	\$13,433	\$13,851	\$14,272	\$14,517	\$14,929	\$15,346	\$15,365	\$15,751					
2	14,161	14,498	14,968	15,365	15,534	15,980	16,447	16,903	17,360	17,816					
3	15,452	15,968	16,483	16,999	17,514	18,030	18,546	19,061	19,577	20,092					
4	17,346	17,924	18,502	19,080	19,658	20,236	20,813	21,391	21,969	22,547					
5	19,407	20,054	20,701	21,349	21,996	22,643	23,291	23,938	24,585	25,233					
6	21,632	22,353	23,074	23,795	24,516	25,237	25,958	26,679	27,400	28,121					
7	24,038	24,838	25,639	26,440	27,241	28,042	28,843	29,644	30,445	31,245					
8	26,622	27,509	28,396	29,283	30,170	31,057	31,944	32,831	33,718	34,605					
9	29,405	30,385	31,366	32,346	33,326	34,307	35,287	36,268	37,248	38,228					
10	32,382	33,462	34,542	35,622	36,702	37,782	38,862	39,942	41,022	42,102					
11	35,578	36,763	37,949	39,135	40,321	41,506	42,692	43,878	45,064	46,249					
12	42,641	44,063	45,484	46,905	48,326	49,747	51,169	52,590	54,011	55,432					
13	50,706	52,386	54,066	55,746	57,426	59,106	60,786	62,466	64,146	65,826					
14	59,920	61,917	63,914	65,911	67,908	69,905	71,902	73,899	75,896	77,893					
15	70,482	72,832	75,181	77,531	79,881	82,231	84,580	86,930	89,280	91,629					

PROPOSED SALARY TABLE NO. 98-SAC
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.27%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA
(Net Increase: 3.56%)

Effective January 1988

ANNUAL Rates by Grade and Step

GS-1	\$12,781	\$13,207	\$13,631	\$14,056	\$14,482	\$14,731	\$15,149	\$15,573	\$15,992	\$15,983
2	14,369	14,711	15,188	15,592	15,763	16,226	16,690	17,153	17,816	18,079
3	15,680	16,203	16,726	17,250	17,773	18,296	18,819	19,342	19,866	20,389
4	17,602	18,189	18,775	19,361	19,948	20,534	21,120	21,707	22,293	22,879
5	19,693	20,350	21,007	21,664	22,320	22,977	23,634	24,291	24,948	25,605
6	21,951	22,683	23,414	24,146	24,877	25,609	26,341	27,072	27,804	28,536
7	24,382	25,205	26,017	26,830	27,643	28,456	29,268	30,081	30,894	31,706
8	27,014	27,914	28,815	29,715	30,615	31,515	32,415	33,315	34,215	35,115
9	29,839	30,834	31,828	32,823	33,818	34,813	35,808	36,802	37,797	38,792
10	32,860	33,956	35,052	36,148	37,243	38,339	39,435	40,531	41,627	42,723
11	36,102	37,306	38,509	39,712	40,915	42,119	43,322	44,525	45,728	46,931
12	43,270	44,712	46,155	47,597	49,039	50,481	51,923	53,366	54,808	56,250
13	51,454	53,169	54,884	56,598	58,313	60,028	61,743	63,458	65,173	66,888
14	60,804	62,830	64,857	66,883	68,910	70,936	72,963	74,989	77,016	79,042
15	71,521	73,906	76,290	78,675	81,059	83,443	85,828	88,212	90,596	92,981

PROPOSED SALARY TABLE NO. 96-STL
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.28%
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL
(Net Increase: 3.18%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,661	\$13,083	\$13,503	\$13,923	\$14,346	\$14,593	\$15,007	\$15,426	\$15,445	\$15,833
2	14,234	14,573	15,046	15,445	15,615	16,074	16,533	16,991	17,450	17,909
3	15,533	16,051	16,569	17,087	17,606	18,124	18,642	19,160	19,679	20,197
4	17,437	18,017	18,598	19,179	19,760	20,341	20,922	21,503	22,083	22,664
5	19,508	20,158	20,809	21,460	22,110	22,761	23,412	24,063	24,713	25,364
6	21,744	22,469	23,194	23,919	24,643	25,368	26,093	26,818	27,542	28,267
7	24,163	24,968	25,773	26,578	27,383	28,188	28,993	29,798	30,603	31,408
8	26,760	27,652	28,544	29,435	30,327	31,218	32,110	33,001	33,893	34,785
9	29,558	30,544	31,529	32,515	33,500	34,485	35,471	36,456	37,442	38,427
10	32,551	33,637	34,722	35,808	36,893	37,979	39,064	40,150	41,235	42,321
11	35,763	36,955	38,147	39,339	40,531	41,722	42,914	44,106	45,298	46,490
12	42,863	44,292	45,721	47,149	48,578	50,006	51,435	52,864	54,292	55,721
13	50,970	52,669	54,367	56,066	57,765	59,464	61,162	62,861	64,560	66,258
14	60,232	62,240	64,247	66,254	68,262	70,269	72,276	74,284	76,291	78,299
15	70,849	73,211	75,573	77,935	80,297	82,659	85,021	87,382	89,744	92,106

PROPOSED SALARY TABLE NO. 95-SD
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.14%
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA
 (Net Increase: 4.22%)

Effective January 1995

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,886	\$13,316	\$13,744	\$14,172	\$14,602	\$14,853	\$15,275	\$15,701	\$15,720	\$16,115
2	14,488	14,833	15,314	15,720	15,893	16,360	16,827	17,294	17,761	18,228
3	15,810	16,337	16,865	17,392	17,920	18,447	18,975	19,502	20,030	20,557
4	17,748	18,339	18,930	19,521	20,112	20,704	21,295	21,886	22,477	23,068
5	19,856	20,518	21,180	21,843	22,505	23,167	23,829	24,492	25,154	25,816
6	22,132	22,870	23,608	24,345	25,083	25,821	26,558	27,296	28,034	28,771
7	24,594	25,413	26,233	27,052	27,871	28,691	29,510	30,330	31,149	31,968
8	27,238	28,145	29,053	29,960	30,868	31,775	32,683	33,590	34,498	35,405
9	30,085	31,088	32,091	33,094	34,097	35,100	36,104	37,107	38,110	39,113
10	33,132	34,237	35,341	36,446	37,551	38,656	39,761	40,866	41,971	43,076
11	36,401	37,614	38,827	40,040	41,253	42,467	43,680	44,893	46,106	47,319
12	43,628	45,082	46,536	47,990	49,444	50,898	52,352	53,807	55,261	56,715
13	51,879	53,608	55,337	57,066	58,795	60,524	62,253	63,982	65,711	67,440
14	61,306	63,350	65,393	67,436	69,479	71,522	73,566	75,609	77,652	79,695
15	72,113	74,517	76,921	79,325	81,729	84,133	86,537	88,941	91,345	93,749

PROPOSED SALARY TABLE NO. 95-SF

INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.14%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(Net Increase: 2.13%)

Effective January 1995

ANNUAL Rates by Grade and Step

GS-1	\$13,129	\$13,567	\$14,003	\$14,439	\$14,877	\$15,133	\$15,562	\$15,997	\$16,017	\$16,419
2	14,761	15,113	15,602	16,017	16,193	16,669	17,145	17,620	18,096	18,572
3	16,107	16,645	17,182	17,720	18,257	18,795	19,332	19,870	20,407	20,945
4	18,082	18,684	19,287	19,889	20,491	21,094	21,696	22,298	22,901	23,503
5	20,230	20,905	21,579	22,254	22,929	23,604	24,279	24,953	25,628	26,303
6	22,549	23,301	24,052	24,804	25,556	26,307	27,059	27,810	28,562	29,314
7	25,057	25,892	26,727	27,562	28,396	29,231	30,066	30,901	31,736	32,571
8	27,751	28,675	29,600	30,525	31,449	32,374	33,298	34,223	35,148	36,072
9	30,652	31,674	32,696	33,718	34,740	35,762	36,784	37,806	38,828	39,850
10	33,756	34,882	36,007	37,133	38,259	39,385	40,510	41,636	42,762	43,888
11	37,087	38,323	39,559	40,795	42,031	43,267	44,503	45,739	46,975	48,211
12	44,450	45,931	47,413	48,894	50,376	51,857	53,339	54,820	56,302	57,784
13	52,857	54,618	56,380	58,141	59,903	61,665	63,426	65,188	66,949	68,711
14	62,462	64,543	66,625	68,707	70,788	72,870	74,952	77,034	79,115	81,197
15	73,471	75,921	78,370	80,820	83,269	85,718	88,168	90,617	93,066	95,516

PROPOSED SALARY TABLE NO. 95-SEA
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.84%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA
 (Net Increase: 3.86%)

Effective January 1995

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GS-1	\$12,850	\$13,279	\$13,705	\$14,132	\$14,560	\$14,911	\$15,231	\$15,657	\$15,676	\$16,070				
2	14,447	14,791	15,271	15,676	15,848	16,314	16,780	17,246	17,711	18,177				
3	15,765	16,291	16,817	17,343	17,869	18,395	18,921	19,447	19,973	20,499				
4	17,698	18,287	18,877	19,466	20,056	20,645	21,235	21,824	22,414	23,003				
5	19,799	20,460	21,120	21,781	22,441	23,102	23,762	24,423	25,083	25,743				
6	22,070	22,805	23,541	24,277	25,012	25,748	26,483	27,219	27,954	28,690				
7	24,524	25,341	26,158	26,975	27,793	28,610	29,427	30,244	31,061	31,878				
8	27,161	28,066	28,971	29,875	30,780	31,685	32,590	33,495	34,400	35,305				
9	30,000	31,001	32,001	33,001	34,001	35,001	36,001	37,002	38,002	39,002				
10	33,038	34,140	35,242	36,343	37,445	38,547	39,649	40,751	41,852	42,954				
11	36,298	37,508	38,717	39,927	41,137	42,347	43,556	44,766	45,976	47,186				
12	43,504	44,954	46,404	47,854	49,305	50,755	52,205	53,655	55,105	56,555				
13	51,732	53,457	55,181	56,905	58,629	60,353	62,077	63,801	65,526	67,250				
14	61,133	63,171	65,208	67,245	69,283	71,320	73,358	75,395	77,433	79,470				
15	71,909	74,306	76,703	79,101	81,498	83,895	86,292	88,690	91,087	93,484				

PROPOSED SALARY TABLE NO. 95-DCB
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.48%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(Net Increase: 3.22%)

Effective January 1995

ANNUAL Rates by Grade and Step

GS-1	\$12,806	\$13,234	\$13,659	\$14,084	\$14,511	\$14,761	\$15,180	\$15,604	\$15,623	\$16,015
2	14,398	14,741	15,219	15,623	15,795	16,259	16,723	17,167	17,651	18,115
3	15,711	16,235	16,760	17,284	17,808	18,332	18,857	19,381	19,905	20,429
4	17,637	18,225	18,812	19,400	19,987	20,575	21,162	21,750	22,337	22,925
5	19,732	20,390	21,049	21,707	22,365	23,023	23,681	24,340	24,998	25,656
6	21,995	22,728	23,461	24,194	24,927	25,660	26,393	27,126	27,859	28,592
7	24,441	25,255	26,069	26,884	27,698	28,512	29,327	30,141	30,955	31,770
8	27,068	27,970	28,872	29,774	30,676	31,578	32,479	33,381	34,283	35,185
9	29,898	30,895	31,892	32,889	33,885	34,882	35,879	36,876	37,873	38,869
10	32,926	34,024	35,122	36,220	37,318	38,416	39,514	40,612	41,710	42,808
11	36,174	37,380	38,586	39,791	40,997	42,203	43,408	44,614	45,819	47,025
12	43,356	44,802	46,247	47,692	49,137	50,582	52,027	53,472	54,917	56,362
13	51,557	53,275	54,993	56,711	58,430	60,148	61,866	63,584	65,303	67,021
14	60,925	62,956	64,986	67,017	69,047	71,078	73,108	75,139	77,169	79,200
15	71,664	74,053	76,442	78,832	81,221	83,610	85,999	88,388	90,777	93,166

APPENDIX X

Tables showing grade level data and overall gap calculations for each survey area.

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 1
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY=ALBUQUERQUE -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$14,247.26	\$15,979	1	-10.84
3	\$17,076.91	\$16,517	86	3.39
4	\$18,901.40	\$18,995	481	-0.49
5	\$21,516.30	\$21,290	998	1.06
6	\$24,574.09	\$23,946	659	2.62
7	\$28,373.69	\$26,274	700	7.99
8	\$29,283.30	\$28,267	325	3.60
9	\$37,296.41	\$31,625	713	17.93
11	\$45,036.19	\$38,003	1,038	18.51
12	\$54,257.64	\$46,047	1,286	17.83
13	\$66,989.84	\$55,483	1,063	20.74
14	\$73,595.34	\$65,784	814	11.87
15	\$84,205.29	\$80,361	229	4.78

			8,393	

----- LOCALITY=ATLANTA -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,153.00	\$14,891	2	-11.67
2	\$16,365.62	\$14,085	8	16.19
3	\$21,312.21	\$16,440	149	29.64
4	\$21,900.86	\$18,908	1,054	15.83
5	\$23,917.42	\$21,135	2,215	13.16
6	\$28,817.54	\$23,474	1,944	22.76
7	\$33,263.62	\$26,086	2,827	27.52
8	\$33,819.79	\$29,724	638	13.78
9	\$40,703.77	\$31,163	1,940	30.62
11	\$48,472.67	\$37,395	2,931	29.62
12	\$58,408.68	\$45,815	4,360	27.49
13	\$71,108.76	\$55,319	3,382	28.54
14	\$83,026.66	\$66,077	2,054	25.65
15	\$94,192.55	\$80,047	773	17.67

			24,277	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 2
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY=BOSTON -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$19,332.00	\$13,090	1	47.69
2	\$18,096.45	\$14,852	13	21.85
3	\$22,411.08	\$17,816	137	25.79
4	\$23,868.03	\$19,063	1,156	25.21
5	\$26,629.86	\$21,288	2,671	25.09
6	\$30,721.99	\$23,975	1,761	28.14
7	\$35,756.20	\$26,322	2,142	35.84
8	\$35,325.98	\$29,309	518	20.53
9	\$41,504.14	\$31,334	1,736	32.46
11	\$49,400.31	\$38,007	3,671	29.98
12	\$62,917.90	\$46,253	4,434	36.03
13	\$81,055.66	\$56,149	2,746	44.36
14	\$94,734.42	\$66,297	1,660	42.89
15	\$118,640.95	\$80,548	621	47.29
			23,267	

----- LOCALITY=CHICAGO -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$15,452.00	\$12,749	4	21.20
2	\$17,268.35	\$14,150	10	22.04
3	\$20,896.57	\$16,447	345	27.05
4	\$24,122.36	\$18,759	1,852	28.59
5	\$26,697.10	\$21,327	2,815	25.18
6	\$30,494.57	\$24,196	1,829	26.03
7	\$34,815.73	\$26,088	2,159	33.45
8	\$48,272.29	\$29,613	668	63.01
9	\$43,670.52	\$31,344	2,491	39.33
11	\$50,197.52	\$37,847	3,658	32.63
12	\$61,847.19	\$45,701	4,264	35.33
13	\$77,280.34	\$55,587	2,973	39.03
14	\$93,514.20	\$65,697	1,761	42.34
15	\$109,597.78	\$80,189	599	36.67
			25,428	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 3
 NON-PAYLINE PSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY=CINCINNATI -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,023.81	\$13,922	3	15.10
3	\$19,502.00	\$16,449	43	18.56
4	\$22,493.18	\$18,712	668	20.21
5	\$23,780.68	\$21,055	738	12.95
6	\$27,302.84	\$23,403	694	16.66
7	\$32,868.67	\$25,918	998	26.82
8	\$33,280.88	\$29,343	292	13.42
9	\$40,270.58	\$31,360	556	28.41
11	\$49,200.15	\$37,734	811	30.39
12	\$63,658.53	\$45,240	762	40.71
13	\$76,175.13	\$55,477	791	37.31
14	\$86,649.47	\$67,439	338	28.49
15	\$97,208.04	\$80,220	122	21.18
			6,816	

----- LOCALITY=CLEVELAND -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,376.00	\$13,212	2	1.24
2	\$17,549.96	\$15,626	8	12.31
3	\$19,343.83	\$16,413	169	17.86
4	\$23,794.17	\$18,330	673	29.81
5	\$25,161.57	\$21,211	1,012	18.63
6	\$27,289.79	\$23,743	674	14.94
7	\$32,289.73	\$26,175	790	23.36
8	\$32,983.12	\$29,789	264	10.72
9	\$38,635.20	\$31,103	663	24.22
11	\$48,041.57	\$38,215	1,398	25.71
12	\$58,052.97	\$45,600	1,560	27.31
13	\$71,779.86	\$55,688	1,459	28.90
14	\$79,293.32	\$66,124	1,029	19.92
15	\$95,586.60	\$80,782	347	18.33
			10,048	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 4
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY=COLUMBUS OH -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,789.80	\$15,113	3	11.10
3	\$21,092.34	\$15,433	213	36.67
4	\$23,233.59	\$18,152	647	27.99
5	\$25,008.51	\$20,100	1,465	24.42
6	\$29,722.61	\$22,283	1,054	33.39
7	\$33,301.43	\$24,846	973	34.03
8	\$33,320.74	\$28,108	204	18.55
9	\$40,675.63	\$31,026	1,094	31.10
11	\$48,927.89	\$37,404	1,424	30.81
12	\$58,283.41	\$45,452	1,660	28.23
13	\$69,295.09	\$55,017	730	25.95
14	\$82,545.27	\$66,513	201	24.10
15	\$92,151.98	\$80,094	62	15.05

			9,730	

----- LOCALITY=DALLAS -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$14,314.00	\$13,720	1	4.33
2	\$16,944.67	\$15,979	1	6.04
3	\$20,907.30	\$16,372	87	27.70
4	\$22,337.01	\$18,814	624	18.73
5	\$25,485.15	\$21,326	1,747	19.50
6	\$28,217.51	\$23,914	1,260	18.00
7	\$32,017.50	\$26,196	1,674	22.22
8	\$34,167.59	\$29,661	453	15.19
9	\$40,450.44	\$31,057	1,309	30.25
11	\$47,976.81	\$37,547	2,610	27.78
12	\$61,212.16	\$45,763	3,572	33.76
13	\$76,564.35	\$55,531	2,378	37.88
14	\$89,095.91	\$65,637	1,521	35.74
15	\$95,983.29	\$79,605	537	20.57

			17,774	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 5
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY-DAYTON -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$14,518.00	\$12,300	1	18.03
2	\$15,968.25	\$15,493	3	3.07
3	\$18,820.66	\$16,420	78	14.62
4	\$22,173.03	\$18,697	601	18.59
5	\$23,569.85	\$21,071	1,585	11.86
6	\$27,649.66	\$23,596	1,274	17.18
7	\$32,579.54	\$25,968	1,060	25.46
8	\$32,815.15	\$29,113	167	12.72
9	\$39,959.64	\$31,227	1,300	27.97
11	\$49,037.79	\$37,718	1,751	30.01
12	\$60,435.52	\$45,592	4,110	32.56
13	\$73,918.15	\$55,899	2,866	32.24
14	\$85,361.32	\$67,246	1,174	26.94
15	\$97,133.01	\$81,377	466	19.36
			16,436	

----- LOCALITY-DENVER -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$14,209.00	\$14,891	1	-4.58
2	\$16,028.78	\$14,076	11	13.87
3	\$20,151.38	\$16,277	73	23.80
4	\$22,449.95	\$18,568	819	20.91
5	\$24,562.51	\$20,856	1,986	17.77
6	\$27,423.21	\$23,476	1,687	16.81
7	\$32,764.28	\$25,837	2,010	26.81
8	\$33,594.71	\$29,248	612	14.86
9	\$42,266.39	\$30,902	1,798	36.78
11	\$49,682.13	\$37,566	3,010	32.25
12	\$61,250.73	\$46,044	4,663	33.03
13	\$76,806.31	\$55,863	3,091	37.49
14	\$86,031.85	\$65,797	1,786	30.75
15	\$97,991.14	\$80,300	692	22.03
			22,239	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 6
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=DETROIT -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,816.00	\$14,891	1	-7.22
2	\$17,464.12	\$14,825	9	17.80
3	\$20,764.86	\$16,460	129	26.15
4	\$25,243.32	\$18,677	751	35.16
5	\$27,310.34	\$21,152	1,471	29.11
6	\$30,948.66	\$23,622	927	31.02
7	\$36,501.72	\$25,761	1,125	41.69
8	\$35,424.07	\$29,412	392	20.44
9	\$42,344.68	\$30,983	1,312	36.67
11	\$50,565.22	\$38,026	2,290	32.98
12	\$62,477.63	\$46,082	2,645	35.58
13	\$76,751.73	\$55,534	1,608	38.21
14	\$88,154.36	\$66,643	649	32.28
15	\$101,624.30	\$80,412	225	26.38
			13,534	

----- LOCALITY=HOUSTON -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
3	\$20,402.60	\$16,396	63	24.44
4	\$23,988.99	\$18,657	487	28.58
5	\$26,894.17	\$21,139	1,096	27.23
6	\$29,531.01	\$23,598	571	25.14
7	\$36,456.19	\$25,803	840	41.29
8	\$36,898.32	\$29,235	254	26.21
9	\$45,500.95	\$31,018	873	46.69
11	\$54,174.38	\$37,604	1,579	44.07
12	\$66,413.01	\$44,913	1,762	47.87
13	\$82,342.84	\$55,189	2,011	49.20
14	\$95,179.48	\$65,995	1,277	44.22
15	\$108,395.17	\$80,160	577	35.22
			11,390	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 7
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY-HUNTSVILLE -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$14,697.57	\$13,901	5	5.73
3	\$16,586.47	\$16,506	43	0.49
4	\$20,451.13	\$18,862	377	8.43
5	\$21,445.72	\$21,352	1,072	0.44
6	\$25,520.38	\$24,000	648	6.33
7	\$30,103.88	\$25,947	688	16.02
8	\$31,505.72	\$29,660	140	6.22
9	\$38,658.11	\$30,378	915	27.26
11	\$48,105.05	\$37,173	1,797	29.41
12	\$57,939.20	\$45,548	3,168	27.20
13	\$73,284.15	\$55,740	2,866	31.47
14	\$83,081.84	\$67,777	1,495	22.58
15	\$92,597.48	\$81,287	538	13.91

			13,752	

----- LOCALITY-INDIANAPOLIS -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$15,218.78	\$14,946	12	1.83
3	\$18,542.34	\$16,289	347	13.83
4	\$21,036.43	\$18,750	773	12.19
5	\$23,911.43	\$21,047	1,184	13.61
6	\$26,124.09	\$23,314	783	12.05
7	\$31,869.88	\$25,776	1,030	23.64
8	\$32,117.17	\$29,166	272	10.12
9	\$40,164.35	\$30,903	633	29.97
11	\$47,418.75	\$37,359	1,560	26.93
12	\$61,047.23	\$45,436	2,600	34.36
13	\$70,649.62	\$55,724	938	26.78
14	\$78,531.66	\$65,243	592	20.37
15	\$89,990.82	\$79,204	144	13.62

			10,868	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 8
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=KANSAS CITY -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,594.00	\$14,091	1	-8.71
2	\$15,562.44	\$15,569	5	-0.04
3	\$18,387.11	\$16,863	212	9.04
4	\$21,499.40	\$18,905	1,467	13.72
5	\$23,701.49	\$21,307	1,952	11.24
6	\$27,277.20	\$23,705	1,498	15.07
7	\$33,187.68	\$26,146	1,080	26.93
8	\$32,490.70	\$29,733	565	9.27
9	\$39,749.11	\$31,367	1,635	26.72
11	\$47,730.54	\$37,957	2,248	25.75
12	\$58,077.29	\$45,934	2,919	26.44
13	\$71,121.35	\$55,649	1,668	27.80
14	\$79,860.45	\$66,066	1,061	20.88
15	\$91,244.08	\$80,123	312	13.88

			17,423	

----- LOCALITY=LOS ANGELES -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$16,469.00	\$11,903	1	38.36
2	\$19,240.21	\$14,344	10	34.13
3	\$24,218.91	\$16,523	350	46.58
4	\$25,645.42	\$18,522	2,465	38.46
5	\$29,056.26	\$21,219	5,051	36.94
6	\$33,555.32	\$23,596	3,094	42.21
7	\$36,938.24	\$26,037	3,876	41.87
8	\$37,483.22	\$29,447	1,184	27.29
9	\$43,826.27	\$31,419	4,483	39.49
11	\$52,252.64	\$38,288	8,058	36.47
12	\$64,098.62	\$46,296	8,974	38.45
13	\$76,954.59	\$55,785	4,279	37.95
14	\$89,715.78	\$65,972	1,937	35.99
15	\$111,480.27	\$79,509	601	40.21

			44,363	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 9
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=MEMPHIS -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$15,015.09	\$15,367	12	-2.29
3	\$18,977.46	\$17,211	200	10.26
4	\$20,779.99	\$19,065	1,031	9.00
5	\$24,060.17	\$21,522	933	11.79
6	\$26,543.17	\$23,696	834	12.02
7	\$29,533.06	\$26,408	1,020	11.83
8	\$31,450.74	\$29,681	262	5.96
9	\$40,112.08	\$31,650	666	26.74
11	\$47,855.53	\$38,201	794	25.27
12	\$58,626.47	\$46,419	622	26.30
13	\$68,394.30	\$55,237	437	23.82
14	\$75,809.27	\$65,246	436	16.19
15	\$87,197.21	\$79,674	97	9.44
			7,344	

----- LOCALITY=MIAMI -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
3	\$18,827.64	\$16,139	65	16.66
4	\$21,758.72	\$18,501	495	17.61
5	\$26,193.72	\$21,034	931	24.53
6	\$27,951.00	\$23,592	538	18.48
7	\$32,391.41	\$25,841	877	25.35
8	\$33,746.47	\$29,346	326	15.00
9	\$40,909.14	\$30,795	963	32.84
11	\$50,170.51	\$37,415	1,610	34.09
12	\$59,532.62	\$45,113	1,350	31.96
13	\$72,592.62	\$54,622	1,002	32.90
14	\$82,080.64	\$64,585	715	27.09
15	\$94,617.78	\$78,725	211	20.19
			9,083	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 10
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=NEW ORLEANS -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
3	\$17,240.62	\$16,277	153	5.92
4	\$18,561.24	\$18,816	728	-1.35
5	\$22,512.18	\$21,157	1,269	6.41
6	\$25,333.83	\$23,690	895	6.94
7	\$30,696.96	\$25,999	902	18.07
8	\$30,186.81	\$29,768	249	1.41
9	\$41,660.19	\$31,443	859	32.49
11	\$47,520.33	\$37,785	1,481	25.77
12	\$60,308.10	\$45,985	1,580	31.15
13	\$71,793.41	\$55,820	909	28.62
14	\$77,233.60	\$67,061	280	15.17
15	\$86,529.15	\$79,945	91	8.24
			9,396	

----- LOCALITY=NEW YORK -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$15,024.00	\$12,596	4	19.28
2	\$18,904.59	\$14,311	37	32.10
3	\$21,198.89	\$16,830	429	25.96
4	\$25,078.76	\$18,533	3,665	35.32
5	\$28,401.35	\$21,215	6,701	33.87
6	\$33,117.65	\$23,676	4,469	39.88
7	\$36,140.84	\$26,107	4,800	38.43
8	\$40,327.86	\$29,444	1,456	36.96
9	\$43,512.34	\$31,284	5,065	39.09
11	\$51,159.14	\$38,049	9,097	34.46
12	\$63,146.66	\$46,736	10,631	35.11
13	\$78,128.84	\$56,262	6,714	38.87
14	\$95,015.37	\$66,849	3,311	42.13
15	\$121,388.10	\$80,849	1,104	50.14
			57,483	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 11
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=NORFOLK VA -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$15,382.26	\$14,459	18	6.39
3	\$17,733.94	\$16,689	359	6.26
4	\$20,073.11	\$18,920	1,697	6.09
5	\$23,523.06	\$21,321	3,498	10.33
6	\$25,791.54	\$23,895	2,366	7.94
7	\$29,610.76	\$26,335	2,284	12.44
8	\$30,952.49	\$29,276	663	5.73
9	\$39,352.61	\$31,682	2,694	24.21
11	\$47,445.30	\$38,335	5,331	23.76
12	\$57,235.41	\$46,325	5,669	23.55
13	\$71,356.52	\$56,636	2,503	25.99
14	\$81,233.82	\$67,811	1,009	19.79
15	\$91,188.66	\$80,733	448	12.95

			28,539	

----- LOCALITY=OKLAHOMA CITY -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$15,919.92	\$15,547	2	2.40
3	\$18,995.28	\$16,369	99	16.04
4	\$21,179.44	\$19,005	619	11.44
5	\$22,270.31	\$21,355	1,367	4.29
6	\$24,552.54	\$23,711	711	3.55
7	\$29,148.18	\$26,022	1,180	12.01
8	\$30,508.23	\$29,553	287	3.23
9	\$38,434.63	\$31,545	1,778	21.84
11	\$47,258.38	\$37,835	2,551	24.91
12	\$57,932.95	\$45,607	2,577	27.03
13	\$70,808.59	\$54,667	1,498	29.53
14	\$76,444.62	\$65,045	681	17.53
15	\$85,930.47	\$77,913	229	10.29

			13,579	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 12
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY-PHILADELPHIA -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$15,612.00	\$13,487	1	15.76
2	\$17,628.81	\$14,734	20	19.65
3	\$19,412.05	\$16,728	453	16.05
4	\$22,283.78	\$18,712	2,425	19.09
5	\$25,879.66	\$21,094	3,967	22.69
6	\$31,990.47	\$23,597	2,760	35.57
7	\$34,467.89	\$25,839	3,303	33.39
8	\$34,941.36	\$29,349	879	19.05
9	\$41,901.26	\$31,595	3,861	32.62
11	\$50,352.07	\$38,168	5,624	31.92
12	\$62,780.85	\$46,213	6,412	35.85
13	\$76,326.67	\$56,004	3,387	36.29
14	\$94,331.63	\$66,653	1,597	41.53
15	\$99,863.13	\$79,793	579	25.15

			35,268	

----- LOCALITY-PORTLAND OR -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,222.00	\$14,891	1	-11.21
2	\$15,960.70	\$14,572	6	9.53
3	\$18,934.33	\$16,521	61	14.61
4	\$21,817.66	\$18,439	385	18.32
5	\$24,928.69	\$20,994	899	18.74
6	\$27,682.05	\$23,407	616	18.26
7	\$32,606.30	\$26,051	947	25.16
8	\$32,890.63	\$29,379	304	11.95
9	\$40,107.58	\$31,429	1,063	27.61
11	\$48,431.90	\$38,275	1,577	26.54
12	\$60,275.40	\$46,600	1,915	29.35
13	\$72,852.38	\$56,795	1,266	28.27
14	\$85,354.45	\$67,523	470	26.41
15	\$96,274.45	\$80,352	154	19.82

			9,664	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 13
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=REST OF U.S. -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$13,230.00	\$12,379	36	6.87
2	\$15,403.35	\$14,661	363	5.06
3	\$18,506.76	\$16,742	6,119	10.54
4	\$21,037.22	\$18,872	33,102	11.47
5	\$23,490.90	\$21,232	60,389	10.64
6	\$26,340.23	\$23,778	36,648	10.78
7	\$32,405.18	\$26,154	48,237	23.90
8	\$31,964.54	\$29,590	15,622	8.02
9	\$39,880.13	\$31,618	57,479	26.13
11	\$47,163.86	\$38,416	78,265	22.77
12	\$58,276.31	\$46,290	69,416	25.89
13	\$71,869.59	\$56,164	37,932	27.96
14	\$85,760.05	\$66,824	12,482	28.34
15	\$92,769.73	\$80,086	4,172	15.84

			460,262	

----- LOCALITY=RICHMOND VA -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,763.27	\$14,334	5	16.95
3	\$19,249.80	\$17,065	165	12.80
4	\$22,563.39	\$19,206	682	17.48
5	\$24,319.12	\$21,483	1,137	13.20
6	\$26,999.27	\$24,116	772	11.96
7	\$31,096.58	\$26,371	828	17.92
8	\$32,917.50	\$29,971	215	9.83
9	\$40,915.30	\$31,526	882	29.78
11	\$48,404.56	\$38,375	1,225	26.14
12	\$58,470.51	\$46,480	1,386	25.80
13	\$72,835.25	\$56,261	724	29.46
14	\$81,845.23	\$67,117	242	21.94
15	\$91,336.71	\$79,720	87	14.57

			8,350	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 14
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY-SACRAMENTO -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$17,895.73	\$14,488	7	23.52
3	\$20,056.56	\$16,636	46	20.56
4	\$24,596.32	\$18,789	406	30.91
5	\$25,718.88	\$21,378	847	20.31
6	\$29,857.68	\$23,741	470	25.76
7	\$34,551.03	\$26,118	1,123	32.29
8	\$34,727.19	\$29,536	143	17.58
9	\$45,541.78	\$32,358	1,507	40.74
11	\$50,973.96	\$38,709	2,373	31.69
12	\$59,269.56	\$46,628	2,363	27.11
13	\$67,340.56	\$56,235	825	19.75
14	\$80,786.15	\$66,581	305	21.34
15	\$96,478.75	\$79,857	95	20.81

			10,510	

----- LOCALITY-SALT LAKE CITY -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
3	\$17,066.38	\$16,819	127	1.47
4	\$20,498.15	\$19,078	907	7.44
5	\$22,448.17	\$21,199	1,459	5.89
6	\$28,929.26	\$23,510	861	23.05
7	\$32,327.98	\$26,011	1,808	24.29
8	\$31,021.04	\$28,962	467	7.11
9	\$38,796.50	\$32,146	1,852	20.69
11	\$47,710.99	\$38,328	2,314	24.48
12	\$58,696.22	\$46,106	2,332	27.31
13	\$68,844.90	\$55,566	936	23.90
14	\$77,173.66	\$64,879	491	18.95
15	\$87,993.07	\$79,048	123	11.32

			13,677	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 15
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=SAN ANTONIO -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$14,529.71	\$15,439	8	-5.89
3	\$19,311.77	\$16,712	505	15.56
4	\$20,935.80	\$19,133	1,654	9.42
5	\$23,773.54	\$21,518	3,051	10.48
6	\$26,369.33	\$23,951	1,442	10.10
7	\$29,634.25	\$26,168	1,911	13.25
8	\$30,826.13	\$29,493	337	4.52
9	\$38,105.90	\$31,513	2,562	20.92
11	\$46,852.41	\$37,741	3,450	24.14
12	\$59,715.72	\$45,796	3,260	30.40
13	\$69,535.22	\$55,301	1,440	25.74
14	\$78,884.20	\$66,587	425	18.47
15	\$89,017.57	\$79,914	134	11.39
			20,179	

----- LOCALITY=SAN DIEGO -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,436.01	\$14,925	10	10.12
3	\$21,300.03	\$16,328	155	30.45
4	\$23,936.51	\$18,287	1,108	30.89
5	\$28,348.14	\$20,882	2,264	35.75
6	\$31,179.35	\$23,402	1,564	33.23
7	\$34,586.90	\$25,927	1,774	33.40
8	\$35,716.00	\$29,403	391	21.47
9	\$41,954.50	\$31,205	2,475	34.45
11	\$51,839.43	\$38,137	3,294	35.93
12	\$60,572.37	\$46,327	3,177	30.75
13	\$71,537.68	\$55,569	1,148	28.74
14	\$85,862.29	\$66,223	463	29.66
15	\$98,159.21	\$79,756	132	23.07
			17,955	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 16
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
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----- LOCALITY=SAN FRANCISCO -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$20,790.75	\$14,894	5	39.59
3	\$23,409.75	\$16,956	227	38.06
4	\$27,505.11	\$18,997	1,550	44.79
5	\$29,565.57	\$21,535	3,385	37.29
6	\$33,524.51	\$24,280	2,302	38.07
7	\$37,844.56	\$26,526	2,708	42.67
8	\$43,025.21	\$29,848	701	44.15
9	\$45,446.28	\$31,613	3,019	43.76
11	\$53,290.06	\$38,726	5,047	37.61
12	\$66,673.40	\$46,829	5,891	42.38
13	\$81,570.10	\$56,065	3,658	45.49
14	\$94,584.35	\$66,310	2,061	42.64
15	\$107,967.15	\$80,558	911	34.02
			31,465	

----- LOCALITY=SEATTLE -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,319.21	\$15,031	17	8.57
3	\$20,854.51	\$16,765	205	24.39
4	\$24,263.14	\$18,803	1,325	29.04
5	\$26,737.37	\$21,141	2,360	26.47
6	\$29,685.61	\$23,562	1,508	25.99
7	\$33,618.47	\$25,745	1,893	30.58
8	\$34,635.33	\$28,119	765	23.17
9	\$42,557.84	\$31,422	2,158	35.44
11	\$50,334.84	\$38,678	4,092	30.14
12	\$61,615.18	\$46,734	4,651	31.84
13	\$77,463.83	\$56,314	2,056	37.56
14	\$85,314.14	\$66,040	1,134	29.19
15	\$98,492.91	\$79,691	377	23.59
			22,541	

LOCALITY PAY DISPARITIES BY GS GRADES AS OF MARCH 1994 17
 NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS
 7:12 Tuesday, November 29, 1994

----- LOCALITY=ST. LOUIS -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
2	\$16,477.43	\$15,447	35	6.67
3	\$18,808.37	\$16,730	323	12.42
4	\$22,016.32	\$18,785	1,283	17.20
5	\$23,782.87	\$21,450	2,265	10.88
6	\$27,819.92	\$24,118	1,462	15.35
7	\$33,212.67	\$26,329	1,654	26.14
8	\$33,259.36	\$29,708	377	11.95
9	\$40,616.05	\$31,348	1,771	29.57
11	\$47,755.93	\$38,309	3,109	24.66
12	\$59,275.86	\$46,381	4,070	27.80
13	\$70,341.25	\$56,004	1,964	25.60
14	\$84,707.45	\$66,830	770	26.75
15	\$94,856.76	\$79,933	237	18.67

			19,320	

----- LOCALITY=WASHINGTON DC -----

GS GRADE	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
1	\$14,738.00	\$12,260	19	20.21
2	\$17,041.38	\$14,641	126	16.39
3	\$20,754.52	\$16,339	1,140	27.02
4	\$24,148.64	\$18,572	7,553	30.03
5	\$26,001.40	\$20,899	16,661	24.41
6	\$29,493.37	\$23,588	18,290	25.04
7	\$32,852.13	\$26,468	25,613	24.12
8	\$34,706.34	\$30,144	8,971	15.14
9	\$40,903.02	\$31,328	19,069	30.56
11	\$49,063.79	\$37,224	26,482	31.81
12	\$61,095.50	\$45,228	46,806	35.08
13	\$72,195.49	\$55,203	50,270	30.78
14	\$87,912.07	\$66,645	36,840	31.91
15	\$98,693.15	\$80,613	22,739	22.43

			280,579	

PAY GAPS BY AREA, NON-PAYLINE FSC METHOD WITH MIXED WEIGHTS 18
7:12 Tuesday, November 29, 1994

LOCALITY	NO. GRDS AVGD	AVERAGE NONFEDERAL SALARY	AVERAGE FEDERAL SALARY	GS LOCAL EMPLOYMENT	PERCENT GAP
ALBUQUERQUE	13	\$44,219.67	\$38,999.27	8,393	13.3859
ATLANTA	14	\$49,864.72	\$39,633.37	24,277	25.8150
BOSTON	14	\$53,162.27	\$39,050.66	23,267	36.1367
CHICAGO	14	\$51,386.77	\$37,807.96	25,428	35.9152
CINCINNATI	13	\$45,060.50	\$34,982.12	6,816	28.8101
CLEVELAND	14	\$49,796.09	\$40,184.69	10,048	23.9181
COLUMBUS OH	13	\$42,194.59	\$32,792.63	9,730	28.6709
DALLAS	14	\$52,373.53	\$40,206.03	17,774	30.2629
DAYTON	14	\$52,992.52	\$41,343.43	16,436	28.1764
DENVER	14	\$52,679.07	\$40,312.67	22,239	30.6762
DETROIT	14	\$50,666.42	\$37,688.76	13,534	34.4338
HOUSTON	12	\$60,690.49	\$42,402.73	11,390	43.1287
HUNTSVILLE	13	\$55,451.68	\$44,505.32	13,752	24.5956
INDIANAPOLIS	13	\$45,734.72	\$36,460.79	10,868	25.4353
KANSAS CITY	14	\$44,599.20	\$36,335.13	17,423	22.7440
LOS ANGELES	14	\$51,233.04	\$37,118.23	44,363	38.0266
MEMPHIS	13	\$38,252.41	\$32,466.64	7,344	17.8207
MIAMI	12	\$48,745.55	\$37,765.97	9,083	29.0727
NEW ORLEANS	12	\$42,444.40	\$34,857.43	9,396	21.7657
NEW YORK	14	\$52,233.59	\$37,952.96	57,483	37.6272
NORFOLK VA	13	\$44,045.12	\$36,711.71	28,539	19.9756
OKLAHOMA CITY	13	\$45,811.01	\$37,765.40	13,579	21.3042
PHILADELPHIA	14	\$48,577.11	\$36,534.75	35,268	32.9614
PORTLAND OR	14	\$48,801.38	\$38,713.07	9,664	26.0592
REST OF U.S.	14	\$42,311.94	\$34,646.02	460,262	22.1264
RICHMOND VA	13	\$42,739.68	\$34,785.16	8,350	22.8676
SACRAMENTO	13	\$48,489.59	\$37,716.84	10,510	28.5622
SALT LAKE CITY	12	\$42,673.33	\$35,131.77	13,677	21.4665
SAN ANTONIO	13	\$40,715.59	\$33,659.90	20,179	20.9617
SAN DIEGO	13	\$45,676.73	\$34,493.43	17,955	32.4215
SAN FRANCISCO	13	\$55,571.51	\$39,307.54	31,465	41.3762
SEATTLE	13	\$49,342.49	\$37,639.42	22,541	31.0926
ST. LOUIS	13	\$45,777.70	\$36,874.96	19,320	24.1431
WASHINGTON DC	14	\$58,397.00	\$45,093.77	280,579	29.5013
TOTAL, ALL AREAS				1,330,932	

APPENDIX XI

**Views and recommendations of employee organizations not
represented on the Federal Salary Council.**

NATIONAL ASSOCIATION
PLANT PROTECTION AND QUARANTINE OFFICE SUPPORT EMPLOYEES
POST OFFICE BOX 9268
SAVANNAH, GEORGIA 31412

November 15, 1994

Ruth O'Donnell
Chief, Salary Systems Division
Office of Personnel Management Room 6H31
1900 E Street Northwest
Washington, DC 20415

Dear Ms. O'Donnell:

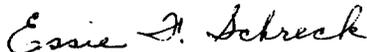
This reply is our acknowledgment of the correspondence of November 7, 1994, from Donald J. Winstead Acting Assistant Director for Compensation Policy, regarding our views and recommendations pertaining to the establishment or modification of pay localities, the coverage of future locality surveys, the process of comparing rates of pay, and the level of comparability payments.

We are in agreement with the proposed regulations on pay areas as presented in the Federal Register, Vol. 59, No. 200 of October 18, 1994.

We also are in agreement with the FSC'S recommendation to the Pay Agent on the process of comparing rates of pay and level of comparability payments.

The approximate number of General Schedule employees that our organization represents totals 205 secretarial-support employees from the Regions of the U.S. Department of Agriculture, Animal & Plant Health Inspection Service, Plant Protection and Quarantine, which includes Puerto Rico and the Virgin Islands.

Sincerely,



Essie F. Schreck, CPS
President, NAPPQOSE

cc:
Charolette Henry
Vice-President, NAPPQOSE

U of PWCE • UNION OF PUBLIC WORK CENTER, SAN FRANCISCO BAY EMPLOYEES

November 17, 1994

MAXON POWELL, President

Ms. Ruth O'Donnell
 Chief, Salary Systems Division
 Office of Personnel Management
 Room 6H31
 1900 E. Street NW
 Washington, D.C. 20415

Dear Ms. O'Donnell:

It is my pleasure to offer comments on the President's Pay Agent's report, comparing General Schedule pay rates with rates generally paid to non-federal workers for the same levels of work in various pay localities. I have reviewed the Office of Personnel Management (OPM), October 19, 1994 Federal Register, for the proposed regulations on pay areas and the recommendations of the Federal Salary Council (FSC) to the Pay Agent on the process of comparing rates of pay and the level of comparability payments. The following are my views and recommendations.

- * Establishment or Modification of Pay Localities:
 The U of PWCE supports the proposal to establish the six new locality pay areas as listed.
- * Coverage of Future Locality Surveys:
 The U of PWCE recommends expansion of the San Francisco, Oakland, San Jose, CA GSMA to include Stockton, Sacramento, Yolo, CA area. (see enclosure). After considerable evaluation of the process, the U of PWCE agrees and supports the methodology used in comparing rates of pay. Well done!
- * Level of Comparability Payments:
 The recommendations of the FSC for 1995 and 1996 seem adequate and the U of PWCE supports the recommendations.

I hope these comments and recommendations can be incorporated successfully into your report and will be considered as you shape your decisions for the future. As requested, the U of PWCE represents approximately 465 General Schedule employees.

Sincerely,

 Maxon Powell, President
 Union of Public Works Center,
 San Francisco Bay Employees

encl: (1)

P.O. Box 24622, Main Post Office, Oakland, CA 94623
 (415) 235-7352

Enclosure (1) UPWCE

The U of PWCE represents the Navy Public Works Center, San Francisco Bay (PWCSFB) which serves Federal installations in the Bay Area to Stockton. This expansive coverage are requires significant planning and management involvement to maintain a successful organization. Due to OPM rulings and the boundaries established as Pay areas, the Stockton area receives a significantly lower salary rate than San Francisco Bay Area. As a result many of the bargaining units that work exclusively in the Stockton area receive less wages than their Bay Area co-workers. This causes division and undue hardships giving the appearance of inequitable treatment. If Stockton were included in the CHSA for San Francisco Bay Area, this undue hardship would be eliminated. Your thoughtful consideration of this recommendation would be appreciated.

FMA

Federal Managers Association

November 17, 1994

Ms. Ruth O'Donnell
Chief
Salary Systems Division
Office of Personnel Management, Room 6H31
Washington, DC 20415

Dear Ms. O'Donnell:

On behalf of the 200,000 managers and supervisors in the Federal Government whose interests are represented by FMA I thank you for OPM's November 7, 1994, solicitation on behalf of the President's Pay Agent for our comment on several issues relating to 1995 and 1996 General Schedule pay increases. Please find attached FMA's comments for inclusion in the annual report of the President's Pay Agent.

With kindest regards, I am

Sincerely yours,

Michael B. Styles

Michael B. Styles
President

Encl.



1641 Prince Street • Alexandria VA 22314-2818 • (703) 683-8700 • FAX (703) 683-8707

COMMENTS OF THE FEDERAL MANAGERS ASSOCIATION FOR INCLUSION IN THE
ANNUAL REPORT OF THE PRESIDENT'S PAY AGENT - NOVEMBER 11, 1994

FMA has been invited to comment on four pay related issues: the establishment or modification of pay localities, the coverage of future locality surveys, the process of comparing rates of pay, and the level of comparability payments. FMA has reviewed the November 7 memo of the Federal Salary Council to the President's Pay Agent and concurs with the Council's recommendations on locality pay boundaries, survey coverage and the process for comparing rates of pay. FMA appreciates and applauds the work the Council has performed in formulating its recommendations in accordance with the requirements of the Federal Employees Pay Comparability Act (FEPCA - P.L. 101-509).

While the Council was restrained in making its recommendations by a salary cap imposed by Congress in response to the President's FY 1995 Budget proposal, FMA is concerned by the level of comparability payments being recommended for 1995. It was the hope of FMA that after FEPCA was enacted the Executive practice of setting an alternative pay plan would end and Federal employees would be placed on a straight path toward receiving comparable pay for comparable work. Sadly, this has not been the case. This year, Federal employees did not receive the 2.2% national ECI-based increase called for by FEPCA's pay setting formula. In 1995, Federal employees are now likely to receive a national increase that is .6% less than called for by FEPCA and locality increases that are roughly half of what FEPCA envisioned.

FMA has three major concerns it would like to see addressed by the President's Pay Agent: 1) the objective pay setting criteria in FEPCA should be allowed to operate in their intended manner to close the Federal pay gap by 2003; 2) pay adjustments should be fully funded so as to not put further pressure on agencies to reduce personnel levels; and 3) FMA supports the creation of an equitable compensatory structure that recognizes the extra duties and responsibilities Federal employees must assume when they become managers and supervisors.

FMA believes that successfully making the Federal Government work better and cost less directly depends on fully upholding the principle of comparable pay for comparable work established in the Federal Salary Reform Act of 1962 (P.L. 87-793) and reiterated by FEPCA. Reducing Federal pay is inconsistent with the goal of producing a smaller, more highly skilled and efficient government.

The Civil Service now faces the very real possibility the 272,900 position workforce reduction enacted earlier this year will be increased. With this in mind, it becomes increasingly important that pay adjustments granted by Congress be fully funded. Federal agencies will be asked to absorb \$700 million next year to make up for the unfunded nature of the pay adjustments required by law. This unfunded mandate will put pressure on agencies to conduct a "silent RIF." That is agencies will be forced to reduce personnel levels in order to meet their obligation to provide pay adjustments.

Civil Service restructuring plans call for a doubling of the span of control of managers and supervisors. These plans will also require managers to take on many new and added responsibilities. FMA feels that now is the time for the Administration to keep the 1990 pay reform act on track toward closing the gap between Federal and non-Federal salaries. In order for a smaller Civil Service to be more efficient, it must be able to continue to attract and retain the best and brightest employees.

As the Administration formulates its Civil Service pay policy for 1995 and 1996, FMA urges the Pay Agent to accept the recommendations of the Salary Council. FMA supports the Council's recommendations for 1995 pay adjustments and calls on the Administration to fully fund the average 3.55% locality adjustment and 2.4% national increase scheduled for 1996.

Respectfully Submitted,

Michael B. Styles
Michael B. Styles
President



**Organization of Professional Employees
of the U. S. Department of Agriculture**

P.O. BOX No. 381 ► WASHINGTON, D. C. 20044 ► PHONE: 202-720-4898
FAX: 202-720-2799

*Organized
April 6, 1979*

November 17, 1994

Ruth O'Donnell
Chief, Salary Systems Division
Office of Personnel Management
1900 F. Street, N.W.,
Room 6H3
Washington, D.C. 20415

Dear Ms. O'Donnell:

In reference to your letter of November 7, 1994 requesting comments regarding the implementation of the Federal Employees Pay Comparability Act of 1990, the Organization of Professional Employees of the U.S. Department of Agriculture has the following comment:

1. Establishment or modification of pay localities and coverage of future locality surveys: We are concerned that this may be proceeding at a slow pace. Inequities may arise if additional research to determine new localities depends upon the funds obtained when locations previously included are dropped from the list.
2. Process of comparing rates of pay: Our members in urban areas and especially in Washington, D.C., are concerned that the adjustment rates are too low. Because some agencies rotate employees through the Washington, D.C. offices, employees from the Rest of the United States (RUS) often suffer hardship on temporary or permanent reassignments to areas of high-cost real estate such as metropolitan Washington, D.C.
3. The slow pace of achieving comparability and the postponing of larger incremental increases to the future (i.e., 4.23 in 1995 and 4.4 in 1996) suggests the possibility that comparability may not be achieved, particularly in the present political climate.

We appreciate the opportunity to comment on this report.

Sincerely,

Ted Patterson, President

APPENDIX XII

Pay Agent's Guidance to BLS.

The President's Pay Agent
Washington, D.C. 20415-6001

JUL 7 1994

Ms. Katharine Abraham
Commissioner
U.S. Bureau of Labor Statistics
2 Massachusetts Avenue NE.
Washington, DC 20212

Dear Commissioner Abraham:

This provides you with our requirements for redesign of the locality pay surveys beginning in 1995, as requested by George Stelluto's letter of December 10, 1993.

We have reviewed the recommendations of the Federal Salary Council in its memorandum of March 3, 1994 (enclosed), which modified the Council's earlier recommendations (January 21, 1994) to reflect resource reductions in the FY 95 BLS budget. Although we are in general agreement with the substance of the recommendations made by the Council, we believe certain changes in the priority order of the Council's recommendations must be made in light of recent discussions with your staff regarding survey resources. These priorities are discussed further below.

The six areas added in 1994 (Portland, Miami, New Orleans, Richmond, Columbus, and Albuquerque), plus the 27 areas (32 PMSA's) continued from the 1991-93 surveys, provide 33 metropolitan areas (38 PMSA's), plus the Rest of U.S. (RUS) area. The Pay Agent believes that new areas should be added to these 34 areas in descending order of non-agricultural employment (given a threshold number of GS employees) and that areas should be dropped when experience shows that the local pay gap cannot be expected to rise above the RUS gap in the foreseeable future. We are changing the primary selection criterion for new areas from GS employment to non-agricultural employment to maximize the publishability of survey data. Experience has shown that the number of survey jobs published in an area is highly correlated with its non-agricultural employment.

We understand, based on informal discussions with your staff, that budget cuts may affect the timing of survey redesign in 1995, but that decisions have not yet been made. Our specific priorities for the use of BLS resources beyond those already committed for the 34 areas and the current job list are listed in rank order below. Other longer range job development projects are already underway and should continue as planned.

Ms. Katharine Abraham

2

1. In 1995, implement the Attorney job, revised to include prosecutors and public defenders; the Personnel Assistant job, revised to also include non-employment functions; and the Director of Personnel job. Combine the data collected for Director of Personnel with that collected for Personnel Supervisor/Manager. Also, combine the data collected for Engineering Technician and Civil Engineering Technician to improve publishability.
2. Drop the Memphis and San Antonio critical area surveys. Given the 1993 pay gap results, it seems unlikely that the gap in these areas will rise above the RUS gap.
3. Continue to conduct critical area surveys in Minneapolis, Phoenix, Pittsburgh, Tampa, and Milwaukee, in this order, in 1995 and beyond.
4. Add the new Scientist job to the 1995 survey if present testing proves successful. This will significantly increase the population of Federal series represented in the survey.
5. Expand surveys to full CMSA coverage where a substantial proportion of the CMSA non-agricultural employment is outside the critical PMSA(s).
6. Plan to add new critical areas from the following list of 11 in descending order of non-agricultural employment as resources permit either in 1995 or in later years-- Orlando, Hartford, Nashville, Buffalo, Raleigh, Louisville, Las Vegas, Austin, Jacksonville, Albany, and Birmingham.

We also agree with the Council's earlier recommendation that BLS should not try to include "areas of application" in its survey design and should continue to use appropriate aging techniques in lieu of full surveys for portions of RUS.

Finally, we continue to be interested in pursuing survey redesign efforts based on the redefinition of metropolitan areas following the 1990 census. As you know, this work was scheduled to begin in 1995. We continue to believe this redesign effort should be given high priority, as resources permit.

Ms. Katharine Abraham

3

We appreciate the excellent support and close cooperation of the Bureau in implementing the surveys for the locality pay program and ask that you inform us of how many of these priorities can be implemented and how your redesign plans will be changed based on the latest budget cuts.

The President's Pay Agent:



Leon E. Panetta, Director
Office of Management and Budget


Robert B. Reich
Secretary of Labor
James B. King, Director
Office of Personnel Management

Enclosures



Federal Salary Council
 1900 E Street, Northwest
 Washington, D.C. 20418

MAR 3 1994

MEMORANDUM FOR PRESIDENT'S PAY AGENT
HONORABLE JAMES B. KING
HONORABLE LEON E. PANETTA
HONORABLE ROBERT B. REICH

FROM: FEDERAL SALARY COUNCIL

SUBJECT: Addressing Impact of BLS Budget Reductions on Survey Redesign

In our memo to you of January 21, 1994, the Federal Salary Council made a series of recommendations concerning additional surveys and jobs to be considered in the Bureau of Labor Statistics' redesign of its locality pay surveys.

We continue to believe these recommendations are sound and would contribute to improvements in locality pay implementation in future years. However, at the Council's February 23, 1994 meeting we were informed of the significant reductions (48 FTE, \$3.9 billion) proposed in the Department of Labor's FY 95 budget for BLS resources devoted to locality pay surveys. While we hope reductions of this magnitude do not become necessary, we nevertheless believe it is appropriate to advise you of the priorities we recommend for assigning available resources. It is our understanding BLS wishes to receive policy direction from the Pay Agent by the end of March to assure timely implementation of its planned redesign.

As a general rule the Council favors actions designed to increase publishability of work levels and representativeness of surveys within existing pay localities over adding surveys in new areas.

To this end we support BLS' on-going enhancement of samples in 1994 surveys and recommend this continue. We also support BLS' efforts to extend survey coverage to additional PMSA's within CMSA pay localities.

To free up resources, we recommend surveys be dropped in areas where non-agricultural employment data and experience in completed surveys indicate low publishability and pay gaps below the Rest of the United States (RUS) pay locality. As a general rule of thumb we suggest areas in which gaps are 2/10 of a percent or more below RUS or which are below RUS in three surveys be dropped. Based on current information this would result in dropping surveys for Memphis and San Antonio and possibly affect Albuquerque, Norfolk, Richmond, Salt Lake City and St. Louis.

We support BLS' continued surveys in the 27 pay localities plus RUS identified for 1994 comparability payments. We also recommend the following areas being surveyed in 1994 be continued under the redesign: Miami, Portland, Columbus, New Orleans--all previously approved by the Pay Agent--Minneapolis, Phoenix, Pittsburgh, Tampa and Milwaukee. Included in this group would be Richmond and Albuquerque, also previously approved by the pay agent, unless dropped pursuant to the criteria noted in the previous paragraph.

It is our understanding that due to BLS' planned surveys for other purposes in Minneapolis, Phoenix, Pittsburgh, Tampa and Milwaukee these areas could be included with limited additional resources.

Our further recommendations are:

- o Revise the attorney definition to include public defenders and prosecutors and add the director of personnel job, expanding it to include labor relations director. Also combine survey data for engineering technician and civil engineering technician to improve publishability.
- o If more resources are available, test the scientist definition and add it to the survey job list as soon as possible.
- o Increase survey coverage in pay localities to include full CMSA's, selecting them in descending order of non-agricultural employment in Primary Metropolitan Statistical areas not already being surveyed.
- o If any resources remain, add new surveys in descending order of non-agricultural employment.

Thank you for this opportunity to make recommendations for the best use of available resources. We would be happy to meet with you if further explanation is needed.

By direction of the Council:


Anthony F. Ingrassia
Acting Chairman



Federal Salary Council
 1900 E Street, Northwest
 Washington, D.C. 20415

JAN 21 1994

MEMORANDUM FOR PRESIDENT'S PAY AGENT
HONORABLE JAMES B. KING
HONORABLE LEON E. FANELTA
HONORABLE ROBERT B. REICH

FROM: FEDERAL SALARY COUNCIL

SUBJECT: Recommendations on Additional Surveys and Jobs

The Federal Salary Council, at its January 18, 1994 meeting, considered criteria to be used in identifying additional metropolitan areas as potential pay localities under the Federal Employees Pay Comparability Act of 1990 (FEPCA).

The Council was informed that based on improved productivity, the Bureau of Labor Statistics expects to significantly increase the number of surveys it can conduct under the survey redesign scheduled to begin in January, 1995.

To date, all surveys approved by the Pay Agent have been selected solely on the basis of the number of General Schedule employees in the metropolitan area. Because of publishability problems experienced in the first round of surveys, the Council believes that non-agricultural employment in a metropolitan area should be used as an additional factor in making future survey decisions. This criterion increases the likelihood of BLS getting sufficient job matches. With few exceptions, the areas with higher non-agricultural employment produced the greatest number of job matches in the first round of surveys.

Therefore, the Council recommends that metropolitan areas with approximately 2,500 General Schedule employees and at least 375,000 non-agriculture employees be considered for full scale (critical) surveys, leading to their potential designation as pay localities.

Sixteen metropolitan areas meet these criteria, in addition to five of the six areas previously approved for second round surveys by the Pay Agent (Portland, OR, Miami, Richmond, Columbus, OH and New Orleans). They are, in descending order of non-agricultural employment:

Minneapolis-St Paul, Phoenix, Pittsburgh, Tampa, Milwaukee, Orlando, Hartford, Nashville, Buffalo, Raleigh, NC, Louisville, Las Vegas, Austin, TX, Jacksonville, Albany, NY and Birmingham.

If resources do not permit surveying all 16, we recommend selections be made in descending order of non-agricultural employment.

The Council also considered BLS pay relatives as an additional criterion to be applied. However, based on the limited data available at this time, (mostly private sector clerical pay relatives) we do not believe they are a consistently reliable indicator of overall non-Federal pay. If comprehensive pay relative data becomes available before final decisions on the survey redesign must be made, this criterion could be an added consideration.

The Council also received reports that BLS is taking several initiatives to increase survey coverage and publishability in 1994 during the transition to the 1995 survey redesign which will reflect the 1990 Census of Population and the Office of Management and Budget's June 1993 metropolitan area definitions. These include selectively supplementing the samples in "critical" areas to increase the number of occupational levels meeting publication criteria; increasing survey coverage in some or all of the Consolidated Metropolitan Statistical Areas that the Pay Agent designated for locality pay adjustments in 1994; raising five survey areas from their current status as AWS+ surveys to the full job list (Minneapolis, Milwaukee, Phoenix, Pittsburgh and Tampa); and restoring health care occupations to the survey job list which were dropped due to 1992 budget reductions.

All of these actions have previously been recommended by the Council. We support them with the caveat that we are not prepared to recommend use of the medical occupations at this time. It is our understanding that OPM intends to give agencies with Title 5 medical personnel the Title 38 pay authorities, including locality pay, currently applying only to the Department of Veterans Affairs (DVA). If this is done, few if any of these jobs would continue under FEPCA rates so there would be no basis to consider them in locality determinations.

At any rate, since this data will not be fully available and usable until decisions must be made for the January 1997 locality payments, the Council will defer making a recommendation at this time. We note, however, the possibility of duplication and confusion between BLS and DVA surveys and urge the Pay Agent to pursue appropriate consultation and coordination by BLS and DVA to avoid such counter-productive activities.

As to the other on-going efforts by OPM and BLS to expand job definitions to enhance or supplement publishability of jobs currently surveyed, the Council's views are as follows:

Attorney - The Council approves efforts to expand coverage by including public defenders and prosecutors in state and local governments. We also request a review of the survey job linkage to GS grades at the entry level and request that OPM report back to the Council before any final Pay Agent decision.

Scientist - The Council agrees that BLS and OPM should continue with final testing of the scientist job. Some subcoding would be desirable to allow specialties to be examined separately. These could include engineer, computer scientist, biological scientist, etc. If final tests are satisfactory the broad scientist job should be included in the 1995 survey plan.

Personnel Clerk - The Council agrees that OPM and BLS should continue to explore ways to broaden coverage of the personnel clerk job to include human resource information, compensation benefits, insurance and training clerk duties. This job should be targeted for the 1995 survey plan.

Personnel Manager - In the past, BLS has had poor publishability of the personnel manager and director of personnel jobs. The Council supports efforts to use both jobs, dropping the previous exclusion of labor relations responsibilities from the director of personnel job, and combining the data collected to produce one pay figure at each surveyed grade. This should be done in 1995 if at all possible.

Tax Collector - The Council supports changing the publication criteria to permit greater publishability of the tax collector job. It is found mainly in one or two state and local government "establishments" and, therefore, often fails BLS' confidentiality standard. Reducing the required minimum number of establishments for publishability should increase coverage of this job.

ADP Manager - The rapid growth of the ADP function in agencies calls for a high priority study designed to identify an ADP Manager survey job. The job could include Local Area Network (LAN) administrators, LAN supervisors, data base managers, system software development and other ADP manager positions currently excluded from the computer-related jobs in the survey. The Council recommends quick action on this study and also supports modification of existing ADP jobs to include micro computer work. The current definitions are based on mainframe work, while emphasis in and out of government is shifting dramatically to micro computer environments.

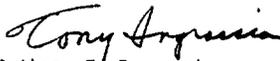
Engineering Technicians - BLS has had low publishability of the separate jobs of engineering technicians and civil engineering technicians at the higher grades. The Council recommends combining the two related positions to improve publishability, if possible.

Financial Manager - Although of lower priority than the previously mentioned initiatives, the Council recommends BLS and OPM study a new financial management job that would include budget analyst, chief accounting, forecasting and financial management duties. Publishability in the first round was particularly low for budget analyst jobs. A combined financial manager job could be expected to have greater publishability.

Claims Examiner - Another longer term project should be the study of a claims examiner job that would cover examiners in insurance companies, state and local governments and other activities. Many similar jobs are included in the General Schedule.

We believe these recommendations will contribute to improvements in locality pay implementation in future years. We are mindful of BLS' time table for completing its survey redesign and urge quick consideration by the Pay Agent. We appreciate the opportunity to make these recommendations and would be happy to meet with you if further explanation is needed.

By direction of the Council:


Anthony F. Ingrassia
Acting Chairman