

**RECRUITMENT, RELOCATION, AND
RETENTION INCENTIVES**

CALENDAR YEAR 2005

REPORT TO THE CONGRESS

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
AUGUST 2006

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT

I am pleased to present the Office of Personnel Management's (OPM's) report to Congress on the use of recruitment, relocation, and retention incentives in Federal agencies for calendar year 2005. In 2005, 34 agencies paid 5,998 recruitment, relocation, and retention incentives to employees that were worth more than \$51 million.

The mission of OPM is to ensure the Federal Government has an effective civilian workforce. In light of the upcoming retirement wave and the increasing competition for talent we face, it is crucial for agencies to have the necessary human capital flexibilities to attract and retain the talent they need to meet their specific agency missions. OPM has led the way to encourage agencies to implement effective human capital strategies to attract and retain highly-qualified individuals for Federal service.

Section 101(c) of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, October 30, 2004) requires OPM to submit a report annually to specified committees of the United States Senate and the United States House of Representatives with information on the use of recruitment, relocation, and retention incentives in Federal agencies during calendar years 2005-2009. Section 5753 of title 5, United States Code, authorizes agencies to pay recruitment and relocation incentives to recruit new employees and relocate current employees to positions that are likely to be difficult to fill in the absence of an incentive. Section 5754 of title 5, United States Code, authorizes agencies to pay retention incentives to help retain employees with unusually high or unique qualifications or employees who are fulfilling a special agency need that makes it essential to retain the employees when the employees would be likely to leave the Federal service in the absence of an incentive.

The recruitment, relocation, and retention incentive authorities were significantly enhanced by the Federal Workforce Flexibility Act of 2004 and OPM's implementing regulations issued in May 2005. We are currently preparing final regulations for these new authorities, and we will continue to assist agencies in taking full advantage of these and other human capital flexibilities to attract and retain well-qualified, high-performing employees.

This report is available on OPM's Web site at www.opm.gov/oca.

Linda M. Springer
Director

**RECRUITMENT, RELOCATION, AND RETENTION INCENTIVES
CALENDAR YEAR 2005**

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I. EXECUTIVE SUMMARY

Section 101(c) of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, October 30, 2004) requires the Office Of Personnel Management (OPM) to submit an annual report to specified committees of the United States Senate and the United States House of Representatives on agencies' use of the recruitment, relocation, and retention incentive authorities in 5 U.S.C. 5753 and 5754 during calendar years 2005-2009. ("Agency" is used in this report generally to refer to a Federal department or independent agency.)

On December 9, 2005, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit a report on their use of recruitment, relocation, and retention incentives in calendar year 2005. We invited agencies to comment on any barriers they faced in using these incentives as human capital flexibilities.

Overall, 34 Federal agencies paid 5,998 recruitment, relocation, and retention incentives worth more than \$51 million during calendar year 2005. This was comprised of 2,037 recruitment incentives totaling over \$17.8 million, 1,079 relocation incentives totaling over \$11.5 million, and 2,882 retention incentives totaling over \$21.6 million. Agencies provided very positive responses regarding the effect these incentives had on recruitment and retention efforts. Most agencies reported no barriers to using these incentives. However, some agencies were concerned about funding. A few agencies also reported it would be helpful to have the flexibility to pay recruitment incentives to current employees and retention incentives to employees likely to leave for other Federal jobs.

II. BACKGROUND

On May 13, 2005, OPM issued interim regulations at 5 CFR part 575, subparts A, B, and C, to implement section 101 of the Federal Workforce Flexibility Act of 2004 (the Act) (Public Law 108-411, October 30, 2004). (See 70 FR 25732.) Section 101 amended 5 U.S.C. 5753 and 5754 by providing new authorities to pay recruitment, relocation, and retention incentives. (Although 5 U.S.C. 5753 and 5754 use the term "bonus," OPM uses the term "incentive" in place of "bonus" in the regulations to differentiate these kinds of payments—which are designed to provide a monetary incentive for an individual or group to accept a new position or to remain employed in the current position(s)—from payments which are used to reward an individual or group for quality of performance (the typical context in which the term "bonus" is used).) The new authorities provide agencies with additional flexibility to help recruit and retain employees and better meet agency strategic human capital needs. The amended law replaced the former authorities provided by 5 U.S.C. 5753 and 5754. The interim regulations replaced the former regulations at 5 CFR part 575, subparts A, B, and C, to pay recruitment and relocation bonuses and retention allowances.

Under 5 U.S.C. 5753 and 5 CFR, part 575, subparts A and B, an agency may pay a recruitment incentive to an employee newly-appointed to a position in the Federal service or a relocation incentive to a current employee who must relocate to accept a position in a different geographic area when the agency determines the position is likely to be difficult to fill in the absence of an incentive. The employee must sign an agreement to fulfill a period of service with the agency.

A recruitment or relocation incentive may not exceed 25 percent of the employee's annual rate of basic pay in effect at the beginning of the service period multiplied by the number of years (including fractions of a year) in the service period (not to exceed 4 years). With OPM approval, this cap may be increased to 50 percent, based on a critical agency need, as long as the total incentive does not exceed 100 percent of the employee's annual rate of basic pay. A recruitment or relocation incentive may be paid as an initial lump-sum payment at the beginning of the service period, in installments throughout the service period, as a final-lump sum payment upon completion of the service period, or in a combination of these methods.

Under 5 U.S.C. 5754 and 5 CFR part 575, subpart C, an agency may pay a retention incentive to a current employee if the agency determines the unusually high or unique qualifications of the employee or a special need of the agency for the employee's services makes it essential to retain the employee and the employee would be likely to leave the Federal service in the absence of a retention incentive. The retention incentive may not exceed 25 percent of an employee's rate of basic pay. An agency also may authorize a retention incentive for a group or category of employees not to exceed 10 percent of the employees' rate of basic pay. With OPM approval, an agency may authorize a retention incentive for an individual or group or category of employees of up to 50 percent, based on a critical agency need. For most payment options, an employee must sign an agreement to fulfill a period of service with the agency. A retention incentive may be paid in installments after the completion of designated periods of service within the overall service period required by the service agreement or in a single lump sum after completion of the full service period required by the service agreement.

The Act also amended 5 U.S.C. 5753(b) to allow OPM to prescribe by regulation circumstances in which agencies could pay a recruitment incentive to a current employee (of the same or a different agency) who moves to a position in the same geographic area that is likely to be difficult to fill in the absence of an incentive. Congress also amended 5 U.S.C. 5754 to allow OPM to prescribe circumstances in which agencies could pay a retention incentive to a current employee who would be likely to leave his or her position for a different position in the Federal service in the absence of a retention incentive. Under section 101(a)(3) of the Act, Congress requested OPM to monitor the use of recruitment and retention incentives under these circumstances to ensure they are an effective use of the Federal Government's funds and do not adversely affect the ability of those Government agencies that lose employees to other Government agencies to carry out their mission. Because of the possible costly effects of interagency competition, we did not provide this authority to agencies in the interim regulations. Instead, we invited comments and recommendations from interested parties on the circumstances in which it would be appropriate to authorize recruitment and retention incentives to current employees to promote and prevent interagency movements. We will address these comments in the final regulations.

Section 101(c) of the Act requires OPM to submit an annual report to the Senate Committee on Governmental Affairs and the House Committee on Government Reform on agencies' use of the new recruitment, relocation, and retention incentive authorities in 5 U.S.C. 5753 and 5754 during calendar years 2005-2009. The law directs OPM to provide the following information for agencies that have used these authorities:

For recruitment and relocation incentives—

- The number and dollar amount paid in the calendar year—
 - To individuals holding positions within each pay grade, pay level, or other pay classification; and
 - If applicable, to individuals who moved between positions that were in different agencies but the same geographic area (including the names of the agencies involved); and
- A determination of the extent to which such incentives furthered the purposes of 5 U.S.C. 5753.

For retention incentives—

- The number and dollar amount paid in the calendar year—
 - To individuals holding positions within each pay grade, pay level, or other pay classification; and
 - If applicable, to prevent individuals from moving between positions that were in different agencies but the same geographic area (including the names of the agencies involved); and
- A determination of the extent to which such incentives furthered the purposes of 5 U.S.C. 5754.

III. AGENCY REPORTS

OPM's regulations at 5 CFR 575.113(b), 575.213(b), and 575.313(b) require agencies to submit a written report to OPM by March 31 in each of the years 2006-2010 on their use of recruitment, relocation, and retention incentives during the previous calendar year. On December 9, 2005, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit their calendar year report for 2005. Since OPM's interim regulations implementing the new recruitment, relocation, and retention incentives authorities were issued on May 13, 2005, and agencies could not authorize any incentives under the new authorities until that date, the memorandum set the reporting period for use of these new authorities from May 13 - December 31, 2005.

To meet congressional reporting requirements, OPM asked agencies to provide the following information:

- A description of how each authority was used by the agency between May 13, 2005, and December 31, 2005, including information on how the use of these authorities improved the agency's recruitment and retention efforts;
- The number and dollar amount of each category of incentive (recruitment, relocation, and retention) paid between May 13, 2005, and December 31, 2005, by pay plan, occupational series, and grade, pay band, or other work-level designator; and
- Information on any barriers the agency is facing in using the recruitment, relocation, and retention incentive authorities as human capital flexibilities.

The memorandum also stated agencies' reports should not include any data or information on the use of the former recruitment and relocation bonus and retention allowance authorities in effect

prior to May 1, 2005. Since OPM did not authorize any circumstance in the interim regulations in which recruitment or retention incentives could be used to encourage or discourage interagency moves, we did not request information from agencies on the use of incentives in these circumstances.

We received responses from 89 agencies. (See Attachment 1 for a list of the reporting agencies.) In calendar year 2005, 34 Federal agencies paid 5,998 employees recruitment, relocation, and retention incentives costing \$51,086,199. Of this amount, agencies paid 2,037 recruitment incentives totaling \$17,869,007, 1,079 relocation incentives totaling \$11,580,820, and 2,882 retention incentives totaling \$21,636,373. (See Attachment 2 for detailed agency reports.)

Agency Data

Table 1 shows the number and amount of each type of incentive paid by agency from May 13 - December 31, 2005. (A blank cell indicates that the agency did not pay any of that type of incentive in calendar year 2005.)

The 11 agencies that made the most extensive use of recruitment, relocation, and retention incentives were—

- Agriculture,
- Commerce,
- Defense,
- Energy,
- Health and Human Services,
- Homeland Security,
- Interior,
- Justice,
- Treasury,
- Veterans Affairs, and
- National Aeronautics and Space Administration (NASA).

Defense and Health and Human Services were by far the largest users—

- Defense paid 3,516 incentives totaling \$25,622,370, and
- Health and Human Services paid 1,160 incentives totaling \$13,783,046.

Agriculture, Energy, Justice, and Treasury used more than 100 but less than 300 recruitment, relocation, and retention incentives totaling between \$1,216,722 and \$2,273,331.

Commerce, Homeland Security, Interior, Veterans Affairs, and NASA used more than 50 but less than 100 recruitment, relocation, and retention incentives totaling between \$1,139,005 and \$194,017.

Of these top 11 agencies, all were cabinet-level agencies, with the exception of NASA. In addition, although NASA has its own authorities to offer recruitment, relocation, and retention

bonuses under 5 U.S.C. 9804 and 9805, it also takes advantage of, and is among the top users of, recruitment, relocation, and retention incentives under the 5 U.S.C. 5753 and 5754 authorities.

TABLE 1

Agency	Recruitment Incentives		Relocation Incentives		Retention Incentives		Total Incentives	
	Number	Amount Paid	Number	Amount Paid	Number	Amount Paid	Number	Amount Paid
Departments								
Agriculture	130	\$861,213	61	\$389,922	31	\$482,214	222	\$1,733,349
Commerce	54	\$475,652	4	\$70,392	7	\$14,101	65	\$560,145
Defense	1331	\$11,350,138	715	\$7,679,855	1470	\$6,592,377	3516	\$25,622,370
Energy	53	\$409,102	13	\$245,072	74	\$837,460	140	\$1,491,634
Health and Human Services	121	\$1,682,715	21	\$203,926	1018	\$11,896,405	1160	\$13,783,046
Homeland Security	7	\$89,134	38	\$294,849	41	\$191,504	86	\$575,487
Interior	6	\$45,646	14	\$223,703	33	\$327,557	53	\$596,906
Justice	143	\$1,224,188	68	\$929,631	51	\$119,512	262	\$2,273,331
Labor	25	\$198,721	13	\$156,187	2	\$16,848	40	\$371,756
State	1	\$11,217					1	\$11,217
Transportation	26	\$124,962	2	\$30,000	10	\$129,208	38	\$284,170
Treasury	10	\$144,663	80	\$575,906	57	\$496,153	147	\$1,216,722
Veterans Affairs	13	\$83,714	6	\$28,554	38	\$81,749	57	\$194,017
Independent Agencies								
African Development Foundation					1	\$505	1	\$505
Broadcasting Board of Governors	1	\$25,000					1	\$25,000
Chemical Safety and Hazard Investigation Board	5	\$62,841					5	\$62,841
Consumer Product Safety Commission	1	\$25,000					1	\$25,000
Environmental Protection Agency	10	\$119,732			16	\$147,118	26	\$266,850
Federal Election Commission					2	\$10,250	2	\$10,250
Federal Trade Commission	14	\$124,000					14	\$124,000
General Services Administration	4	\$62,562	8	\$100,475	18	\$181,683	30	\$344,720
National Aeronautics and Space Administration	51	\$486,658	35	\$637,347	1	\$15,000	87	\$1,139,005
National Archives and Records Administration					1	\$17,542	1	\$17,542
National Capital Planning Commission					1	\$17,318	1	\$17,318
National Mediation Board	1	\$14,000					1	\$14,000
National Science Foundation	3	\$34,681			2	\$26,238	5	\$60,919
Office of Personnel Management	1	\$2,500					1	\$2,500
Overseas Private Investment Corporation	1	\$7,500			3	\$7,658	4	\$15,158

Pension Benefit Guarantee Corporation	3	\$43,000	1	\$15,000	1	\$16,939	5	\$74,939
Railroad Retirement Board					1	\$2,653	1	\$2,653
Small Business Administration	2	\$14,131					2	\$14,131
Smithsonian Institution	4	\$23,336					4	\$23,336
Social Security Administration	3	\$31,000			3	\$8,382	6	\$39,382
Tax Court	13	\$92,000					13	\$92,000
Total	2037	\$17,869,007	1079	\$11,580,820	2882	\$21,636,373	5998	\$51,086,199

Table 2 shows that Defense was by far the largest single user of recruitment incentives during the reporting period, with 1,331 incentives totaling \$11,350,138. Agriculture, Health and Human Services, and Justice each used more than 100 recruitment incentives. Commerce, Energy, and NASA each used more than 50 recruitment incentives.

In some agencies, a majority of recruitment incentives were used for certain occupations—

- Defense used nearly 39 percent of its recruitment incentives (515 of 1,331) for **engineering and architecture** occupations and nearly 19 percent of its recruitment incentives (250 of 1,331) for **health care** occupations,
- Justice used more than 65 percent of its recruitment incentives (93 of 143) for **intelligence** occupations, and
- Health and Human Services used nearly 77 percent of its recruitment incentives (93 of 121) for **health care** occupations.

Other agencies, such as Agriculture, used recruitment incentives to help recruit new hires to a variety of occupations, spreading its 130 recruitment incentives among—

- **Veterinary medical science** (30 percent; 39 of 130),
- **Food inspection** (26 percent, 34 of 130), and
- **Statistics** (22 percent, 29 of 130).

Agriculture used its remaining recruitment incentives to recruit employees for an assortment of additional occupations.

TABLE 2

Recruitment Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	1331	65.34%	\$11,350,138	63.52%
Justice	143	7.02%	\$1,224,188	6.85%
Agriculture	130	6.38%	\$861,213	4.82%
Health and Human Services	121	5.94%	\$1,682,715	9.42%
Commerce	54	2.65%	\$475,652	2.66%

Energy	53	2.60%	\$409,102	2.29%
National Aeronautics and Space Administration	51	2.50%	\$486,658	2.72%
<i>All others</i>	154	7.56%	\$1,379,340	7.72%
Total	2037		\$17,869,006	

Table 3 shows that Defense was by far the major user of relocation incentives during the reporting period, paying 715 incentives totaling \$7,679,855. Agriculture, Justice, and Treasury paid more than 60 but less than 90 relocation incentives each, and Homeland Security and NASA paid 38 and 35 relocation incentives, respectively.

Most agencies had a certain set of occupations for which they used the majority of their relocation incentives—

- Defense used more than 20 percent (147 of 715) of its relocation incentives for **engineering** occupations and 9 percent (65 of 715) for **computer science** and **information technology** occupations.
- Justice used more than 75 percent (51 of 68) of its relocation incentives for **criminal investigators**.
- Homeland Security used more than 84 percent (32 of 38) of its relocation incentives for **border patrol agents**.
- NASA used more than 57 percent (20 of 35) of its relocation incentives for **engineering** occupations.

In contrast, Treasury used its 80 relocation incentives for a variety of occupations.

TABLE 3

Relocation Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	715	66.27%	\$7,679,855	66.32%
Treasury	80	7.41%	\$575,906	4.97%
Justice	68	6.30%	\$929,631	8.03%
Agriculture	61	5.65%	\$389,922	3.37%
Homeland Security	38	3.52%	\$294,849	2.55%
National Aeronautics and Space Administration	35	3.24%	\$637,347	5.50%
<i>All others</i>	82	7.60%	\$1,073,309	9.27%
Total	1079		\$11,580,819	

Table 4 shows that of the reporting agencies, Defense and Health and Human Services used the most retention incentives. Defense used more retention incentives than Health and Human Services (1,470 versus 1,018), but Health and Human Services' total expenditures for retention incentives (\$11,896,405) were almost twice as much as Defense's (\$6,592,377).

Beyond Defense and Health and Human Services, the use of retention incentives dropped significantly, with the following agencies paying between 30 and 75 retention incentives each:

- Agriculture,
- Energy,
- Homeland Security,
- Interior,
- Justice,
- Treasury, and
- Veterans Affairs.

Defense used most of its 1,470 retention incentives to retain employees in four groups of occupations—

- **Health care** occupations (39 percent, 577 of 1,470),
- **Transportation** occupations (11 percent, 158 of 1,470) (including 137 in aircraft operation and air navigation),
- **Information technology** (8 percent, 119 of 1,470), and
- **Police and security** occupations (8 percent, 117 of 1,470).

Health and Human Services used most of its 1,018 retention incentives to retain employees in two major groups of occupations—

- **Health care** occupations (70 percent, 715 of 1,018), and
- **Biological sciences** occupations (17 percent, 178 of 1,018) (including 168 in pharmacology occupations).

TABLE 4

Retention Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	1470	51.01%	\$6,592,377	30.47%
Health and Human Services	1018	35.32%	\$11,896,405	54.98%
Energy	74	2.57%	\$837,460	3.87%
Treasury	57	1.98%	\$496,153	2.29%
Justice	51	1.77%	\$119,512	0.55%
Homeland Security	41	1.42%	\$191,504	0.89%
Veterans Affairs	38	1.32%	\$81,749	0.38%
Interior	33	1.15%	\$327,557	1.51%
Agriculture	31	1.08%	\$482,214	2.23%
<i>All others</i>	69	2.39%	\$611,443	2.83%
Total	2882	100.00%	\$21,636,373	100.00%

Occupational Data

During the reporting period, agencies used recruitment incentives for employees in many different occupations. Table 5 lists the occupations for which agencies used recruitment incentives most frequently. Of the top 13 occupations for which recruitment incentives were used, agencies used them most frequently for 2 groups of occupations: engineering and health care. Of the top occupations shown in Table 5, agencies paid 506 recruitment incentives to engineering occupations (\$3,976,312) and 256 recruitment incentives to health care occupations (\$3,838,245).

TABLE 5

Recruitment Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0855	Electronics Engineering	169	8.30%	\$1,222,685	6.84%
0830	Mechanical Engineering	132	6.48%	\$1,047,528	5.86%
0132	Intelligence	127	6.23%	\$898,597	5.03%
0511	Auditing	123	6.04%	\$729,973	4.09%
0610	Nurse	111	5.45%	\$1,001,558	5.61%
0602	Medical Officer	103	5.06%	\$2,152,685	12.05%
2210	Information Technology Management	70	3.44%	\$565,146	3.16%
0301	Miscellaneous Administration and Program	66	3.24%	\$703,044	3.93%
0801	General Engineering	65	3.19%	\$647,706	3.62%
0861	Aerospace Engineering	50	2.45%	\$318,772	1.78%
0854	Computer Engineering	47	2.31%	\$342,964	1.92%
0850	Electrical Engineering	43	2.11%	\$396,657	2.22%
0680	Dental Officer	42	2.06%	\$684,002	3.83%
<i>All others -- 124 occupations</i>		889	43.64%	\$7,157,688	40.06%
Total		2037		\$17,869,006	

Table 6 shows that of the top seven occupations for which relocation incentives were paid during the reporting period, the two fields most likely to use relocation incentives were criminal investigating (65/\$997,058), and engineering (70/\$976,806).

TABLE 6

Relocation Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1811	Criminal Investigating	65	6.02%	\$977,058	8.44%
0801	General Engineering	39	3.61%	\$625,332	5.40%
1102	Contracting	39	3.61%	\$444,725	3.84%
2210	Information Technology Management	37	3.43%	\$166,221	1.44%

1896	Border Patrol Agent	32	2.97%	\$204,604	1.77%
0810	Civil Engineering	31	2.87%	\$351,474	3.03%
1530	Statistics	30	2.78%	\$125,056	1.08%
<i>All others -- 138 occupations</i>		806	74.70%	\$8,686,349	75.01%
Total		1079		\$11,580,819	

Table 7 shows that retention incentives were used most often to retain employees who work in health care occupations. Of the top 10 occupations for which retention incentives were used, 5 were in health care and biological science occupations—i.e., nurse, medical officer, pharmacology, physician’s assistant, and practical nurse. In these 5 occupations, agencies paid 1,286 retention incentives for a total of \$11,188,319 in retention incentives.

TABLE 7

Retention Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0610	Nurse	533	18.49%	\$2,609,061	12.06%
0602	Medical Officer	464	16.10%	\$6,394,310	29.55%
2210	Information Technology Management	177	6.14%	\$979,293	4.53%
0405	Pharmacology	168	5.83%	\$1,705,073	7.88%
2181	Aircraft Operation	134	4.65%	\$792,469	3.66%
0083	Police	106	3.68%	\$430,334	1.99%
1529	Mathematical Statistics	74	2.57%	\$750,232	3.47%
0603	Physician's Assistant	65	2.26%	\$375,111	1.73%
0340	Program Management	63	2.19%	\$688,282	3.18%
0620	Practical Nurse	56	1.94%	\$104,764	0.48%
<i>All others -- 139 occupations</i>		1042	36.16%	\$6,807,444	31.46%
Total		2882		\$21,636,373	

Pay Plan Data

Agencies overwhelmingly used recruitment, relocation, and retention incentives for employees in General Schedule (GS) occupations during the reporting period. Table 8 shows that, in each of the three categories of incentives, payment of incentives to employees in GS occupations far exceeds the total payment of incentives to all other pay plans combined. Since approximately 70 percent of the Federal workforce is under the GS system, a high usage of recruitment, relocation, and retention incentives is not surprising. However, use of incentives for GS employees represents approximately 81 percent of all incentives paid. Therefore, agencies are using proportionately more recruitment, relocation, and retention incentives for their GS employees than for employees under other pay plans. Specific information on agency use of recruitment, relocation, and retention incentives by pay plan can be found in Attachment 2. Pay plan definitions are in Attachment 3.

TABLE 8

Pay Plan	Recruitment Incentives		Relocation Incentives		Retention Incentives		Total Incentives	
	Number	Amount Paid	Number	Amount Paid	Number	Amount Paid	Number	Amount Paid
GS	1568	\$14,239,980	689	\$6,512,093	2625	\$19,842,895	4882	\$40,594,968
All others	469	\$3,629,025	390	\$5,068,727	257	\$1,793,478	1116	\$10,491,230
Total	2037	\$17,869,006	1079	\$11,580,820	2882	\$21,636,373	5998	\$51,086,199

Incentives by General Schedule Grade

Since the grading system for other pay plans varies greatly, the following three tables summarize incentive usage only by GS grade. Specific information on agency use of recruitment, relocation, and retention incentives by grade or work level in other pay systems may be found in Attachment 2. As Table 9 shows, agencies appear to have used recruitment incentives most often to hire GS employees at the entry level. The most frequent use is at the GS-07 level (393 newly-appointed employees), followed closely by the GS-09 level (338 newly-appointed employees). The next significant grade usage appears to be at the mid-career level, with 199 recruitment incentives at GS-11, 170 at GS-12, and 128 at GS-13.

TABLE 9

Recruitment Incentives Paid by GS Grade				
Grade	Number	Percent Of Total Number	Amount Paid	Percent Of Total Amount Paid
07	393	25.06%	\$2,697,557	18.94%
09	338	21.56%	\$2,615,162	18.36%
11	199	12.69%	\$1,820,651	12.79%
12	170	10.84%	\$1,717,134	12.06%
13	128	8.16%	\$1,584,494	11.13%
All others (8 grades)	340	21.68%	\$3,804,982	26.72%
Total	1568		\$14,239,980	

In contrast, as shown in Table 10, agencies were most likely to use relocation incentives for employees at the mid-to-upper GS grade levels, with the most relocation incentives paid to employees at GS-11, GS-13, and GS-12 (in declining order), where agencies paid between 144 and 136 relocation incentives. The use of relocation incentives then dropped to 72 employees at the GS-14 level.

TABLE 10

Relocation Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
11	144	20.90%	\$1,086,813	16.69%
13	138	20.03%	\$1,405,155	21.58%
12	136	19.74%	\$1,494,373	22.95%
14	72	10.45%	\$877,200	13.47%
<i>All others (8 grades)</i>	199	28.88%	\$1,648,552	25.32%
Total	689		\$6,512,093	

Finally, as shown in Table 11, agencies were most likely to use retention incentives to retain employees at the upper and mid-GS grade levels, with agencies paying between 467 and 346 incentives to employees at GS-15, GS-14, GS-12, GS-11, and GS-13 (in declining order), but overall paid the most to those at the highest of these GS grade levels. In terms of overall dollars spent on retention incentives, use of these incentives goes down in order from GS-15 to GS-11 levels, with agencies paying \$6,692,547 in retention incentives to GS-15 employees to \$1,537,864 to GS-11 employees.

TABLE 11

Retention Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
15	467	17.79%	\$6,692,547	33.73%
14	404	15.39%	\$4,380,544	22.08%
12	388	14.78%	\$2,116,276	10.67%
11	366	13.94%	\$1,537,864	7.75%
13	346	13.18%	\$2,366,396	11.93%
<i>All others (10 grades)</i>	654	24.91%	\$2,749,269	13.86%
Total	2625		\$19,842,895	

IV. AGENCY COMMENTS

Agency use of incentives and effect on recruitment and retention

We asked agencies to provide a description of how each of the recruitment, relocation, and retention incentive authorities was used during the reporting period, including information on whether (and how) the use of these authorities improved recruitment and retention efforts. Of the 89 agencies that submitted reports, 34 agencies had used the incentives, 55 had not. Of the

34 that had used the incentives, 30 (18 departments and 12 independent agencies) provided the requested information.

Departments

Departments cited the use of recruitment, relocation, and retention incentives most often for the following reasons:

- To target specific occupations that present particular hiring or retention challenges for reasons such as competition from the private sector for that skill set or an overall shortage in the workforce of a particular skill set;
- To resolve specific hiring and retention problems in particular regional areas, such as to address an unwillingness of employees to work in high cost-of-living, overseas, remote, or undesirable locations, or to address skills imbalances in particular regions or areas; and
- To meet a very specific staffing challenge (such as avoiding a reduction in force) or as a tool to have the necessary workforce (be that one employee or many employees) necessary for the accomplishment of an important agency mission.

The following are excerpts from agency comments regarding how they used recruitment, relocation, and retention incentives.

Department of Agriculture

Agriculture used recruitment incentives to recruit employees in hard-to-fill positions in the Washington, DC, area due to the high cost of living; to compete with a high-paying job offer; to recruit an employee with exceptional knowledge and ability based on extensive, in-depth masters work; and as leverage to compete for candidates in hard-to-fill positions. Agriculture used relocation incentives to address difficulties in recruiting highly-qualified applicants willing to relocate to high cost-of-living areas. Agriculture used retention incentives to retain key staff members who were performing critical work, retain employees during a period of high turnover causing large knowledge and skill gaps, and retain employees during difficult recruiting periods.

Department of Commerce

Having the flexibility to offer the incentive authorities has allowed Commerce to remain competitive with the private sector and other Federal agencies, to improve its ability to recruit and retain a high-quality workforce, and to better meet Commerce's human capital needs. The incentives have assisted Commerce when special qualifications are needed, when there is a shortage of available talent for a highly qualified position, and when high turnover rates exist. Commerce prefers to use recruitment incentives rather than the superior qualifications and special needs pay-setting authority to successfully hire selected candidates. Relocation incentives were used to recruit candidates successfully in geographic areas that are typically hard to fill and do not receive a high number of qualified applicants. Commerce has not needed to use as many retention incentives as it had in the past. This is partly due to implementation of a demonstration project, which has afforded management greater flexibility in establishing

employee salaries. However, retention incentives are still a valuable management tool for retaining employees in difficult-to-fill and highly specialized positions.

Department of Defense

Defense used all three incentives during this period to bridge the pay gap between Federal and private sector salaries. Recruitment incentives enhance efforts to recruit for hard-to-fill occupations. Relocation and retention incentives enable the retention of already trained, valued employees and negate the need to go through the lengthy recruitment process. Installations provided a number of examples to illustrate the effectiveness of the recruitment, relocation, and retention incentive authorities.

- Recruitment incentives attract graduating college students across the country for difficult-to-fill intern positions.
- Recruitment and retention incentives attract and retain scientists and engineers in research and test laboratories.
- Recruitment incentives attract candidates in information technology, financial management, air traffic control, and safety management to overseas positions. Without the incentives, these jobs would have been vacant longer or filled by candidates with lesser skills.
- Recruitment incentives for linguists and police officers are addressing a need to significantly increase those skill populations.
- Recruitment incentives play a major part in the successful conversion of over 1,200 military health care billets to civilian positions.
- Recruitment incentives are effective for filling positions in occupations requiring a positive education.
- Recruitment and relocation incentives offset the high cost of housing in metropolitan areas.
- Recruitment and relocation incentives continue to be vital to staffing efforts in the Balkans and rebasing efforts in the European theater.
- Relocation incentives attract highly-qualified employees to critical positions in rural areas.
- Relocation incentives defray relocation costs both in the U.S. and overseas.
- Relocation incentives encourage employees to accept extended assignments and thereby ensure project continuity in connection with Operation Enduring Freedom and Operation Iraqi Freedom.
- Relocation incentives increase employee interest in working in overseas locations where locality payments do not apply.
- Retention incentives, in conjunction with longer service contracts, provide mission continuity between tours, allow for rapid deployment execution, and significantly decrease the time required for new operational centers to be at full strength.
- Retention incentive calculations now include an employee's locality payments, which has increased the upper threshold for employees in locality pay areas and decreased the pay gap between Federal and private sector salaries, thereby decreasing the knowledge loss of retirement eligible employees who remain longer in key positions.
- Retention incentives make it possible to retain employees in hard-to-fill positions who consider higher-paying private sector positions in high-cost locations or in areas with limited candidate resources.

- Retention incentives help retain high-level employees possessing key critical skills or vast amounts of institutional knowledge.
- Retention incentives enhance the ability to retain employees with unique, mission-required skills who would command larger salaries in the private sector (e.g., medical staff, engineers, attorneys, critical wastewater treatment plant operators, seismic modeling experts, and physicists).
- Retention incentives have stabilized the installation's workforce by stemming the loss of telecommunications employees and information technology staff, particularly to contractors.
- Retention incentives allow retention of vital lower-graded employees.
- Group retention incentives for security guards and police officers have drastically reduced the turnover rate in those occupations.
- Group retention incentives are used for realty employees serving classified customers when these employees require security clearances above top-secret and when competition exists with companies who offer bonuses of up to \$30,000 to individuals with such clearances.

Department of Energy

Energy paid recruitment incentives for a wide variety of occupations in different pay plans that were difficult to fill due to the lack of available highly qualified candidates and/or to undesirable geographical locations (i.e., high cost-of-living areas or remote locations). Energy paid a number of relocation incentives, including to incentivize a senior manager to relocate from headquarters to a field office and to incentivize movement and retention of four wage board employees as a result of consolidating field operations in two rather remote locations in the midwest. Retention incentives were primarily used to retain Energy's technical workforce in the engineering and physical science occupations at GS-14 or equivalent.

Department of Homeland Security

Homeland Security found these incentives useful in recruiting employees for hard-to-fill positions and retaining employees with critical skills. The use of relocation incentives was particularly helpful in the reassignment of border patrol agents and supervisors to the southwest border.

Department of Health and Human Services

Health and Human Services reported that, overall, its managers are very pleased with the recruitment, relocation, and retention incentives program. Regional area offices have mentioned that recruitment, relocation, and retention incentives have improved their ability to recruit and retain employees who would have otherwise been lost to the private sector and noted that the incentives are highly effective in both recruiting and retaining staff in many of Health and Human Services' remote locations. They also provide a competitive edge in attracting and retaining more highly-qualified health professionals.

Department of the Interior

These incentives have improved Interior's ability to recruit and retain highly qualified individuals for positions that have historically been difficult to fill because of competition from the private sector and/or because of the remote location of the position. Relocation incentives were used to encourage current employees in surplus positions to move to other geographical locations where their competencies would be more effectively utilized.

The Bureau of Reclamation offered a group retention incentive to Hoover Dam police officers in grades GS-05 through GS-12 because the Dam is designated as a National Critical Infrastructure and it is imperative for dam security that these positions be adequately staffed. Maintaining a viable and effective security program with duly authorized law enforcement officers is an expensive undertaking because of the costs associated with recruitment and training. The group retention incentive over a 3-year period of time has proved to be a valuable tool in helping to retain the Bureau's cadre of law enforcement officers.

The U.S. Fish and Wildlife Service used recruitment and relocation incentives to fill highly technical positions located in either remote locations or in duty stations with high costs of living. A relocation incentive was used to fill the vacancy of a GS-13 refuge manager on the island of Guam. In response to the devastation caused by Hurricane Katrina, the Minerals Management Service used recruitment and relocation incentives as part of a larger package of benefits to attract and retain highly qualified employees with expertise in petroleum exploration, drilling, and transportation. These employees were instrumental in helping Interior restore off-shore drilling of oil and the repair and maintenance of oil and gas pipelines.

Department of Justice

Recruitment and retention incentives have been very helpful in attracting and retaining highly qualified candidates to hard-to-fill positions in the Bureau of Prisons, particularly in health care occupations. Experienced candidates are often reluctant to accept or remain at positions for a number of reasons, including lower salaries than the private sector, the remote location of the prisons, and candidates' lack of interest in working in a prison setting. Not only have recruitment incentives helped meet this hiring need, but they have also proved an especially effective tool because they require a 2-year service agreement, and in most cases employees continue beyond the 2-year time frame.

The Drug Enforcement Administration (DEA) uses relocation incentives to attract DEA special agents, as well as other employees with the necessary language and technical skills to staff critical positions in hard-to-fill posts. In the past, hard-to-fill posts such as Kabul, Afghanistan, Guaynabo, Puerto Rico and Port au Prince, Haiti, would suffer from staffing shortages, making it more difficult to conduct international drug investigations and enforcement operations there.

The Executive Office of United States Trustees used relocation incentives to maintain current staffing levels by reassigning employees to areas where shortages exist.

The Office of Inspector General used a retention incentive to retain an employee in a very "hard-to-fill" position of operations research analyst (the position was advertised three times prior to a good candidate being located) after the employee received several outside offers. Relocation incentives were offered to seasoned special agents who were recruited for "one-person" offices and were expected to hit the ground running.

The Federal Bureau of Investigations (FBI) used retention incentives to retain the services of employees serving in critical functions throughout the FBI. In some instances, the need for retention is due to the individual's unique investigative vision, managerial expertise, and professional judgment which are crucial to the FBI's ability to execute its mission, while in other

instances the retention need is directly related to the individual's involvement in important FBI investigations. Some incentives were required to retain the services of individuals holding unique professional or technical credentials for which the FBI has experienced significant recruitment difficulties, making their expertise nearly irreplaceable.

Department of Labor

Through the use of recruitment incentives, Labor attracted highly qualified employees to several information technology, statistician, and economist positions, and attracted individuals to the MBA Fellows program all of whom could have found higher-paying work in the private sector. When an Employment and Training Administration regional office was closed, Labor used relocation incentives to help relocate employees to another region, thereby avoid the necessity of a reduction in force. The Veterans Employment and Training Service used relocation incentives to persuade employees to relocate to less desirable locations.

Department of Transportation

Transportation used recruitment, relocation and retention incentives to meet staffing needs in remote areas, such as Massena, NY, and in highly competitive job market areas such as Washington, DC, where there is significant competition from the private industry for well-qualified talent for specialized positions in the engineering, information technology and transportation planning fields. When candidates for engineering and transportation positions receive private industry job offers with higher salary offers than those the Federal Government can provide, recruitment incentives provide Transportation with a competitive advantage in the hiring process. Retention incentives have prevented retirement eligible senior level employees from separating, affording Transportation additional time for knowledge sharing and succession planning. One of the relocation incentives authorized by Transportation resulted in an employee accepting a position in an area with a lower cost of living compared to the duty station of the original position. Because the employee is receiving a decrease in pay as a result of geographic conversion under the new pay administration rules, the employee would not have accepted the position without the relocation incentive.

Department of the Treasury

While Treasury does not make extensive use of the incentives, they are used when critically needed to maintain critical skills, knowledge, and competencies and to facilitate Treasury's ability to compete in the labor market, retain highly qualified and skilled employees, promote succession planning, and fill critical, hard-to-fill positions. Some examples of how Treasury bureaus used the incentives follow.

When an applicant would have lost \$7,500 in salary, a bureau used a recruitment incentive to attract her, since her background and experience in terrorism and her exceptional qualifications will be invaluable to enhance agency efforts to combat terrorism.

The Internal Revenue Service (IRS) has been using relocation incentives effectively to relocate employees who possess the unique skills and experience to fill mission-critical occupations and to support the restructuring efforts of the IRS. This incentive has been helpful in addressing restructuring initiatives created by Hurricane Katrina. Another bureau used a relocation

incentive to fill a position for a supervisory criminal investigator (special agent in charge) to bring the best qualified candidate to the Washington, DC, position.

A retention incentive helped retain a Treasury employee whose exceptional knowledge, skills, and abilities in the field of Oracle infrastructures represent a significant contribution to the overall operation of the bureau. Another bureau used a retention incentive to retain its program office's project manager by matching a private job sector offer. Treasury reports that retention incentives help reduce turnover and retain well-trained, experienced, and quality personnel to maintain essential operations at a high level; allow bureaus to address important program requirements by providing extra compensation to employees to stay past their projected retirement date; allow bureaus to compete with higher paying corporate employers in the continuing demand for employees with exceptional technical and managerial skills; and make it possible to retain those that demonstrate the required skills and expertise needed to complete on-going, mission-critical projects and programs.

Department of Veterans Affairs

Veterans Affairs reported over half of the retention and recruitment incentive payments and over one third of the relocation incentive payments were paid to health care providers. Incentives are necessary to recruit and retain personnel with high or unique qualifications in specializations such as cardiology and surgery. In most cases these positions have been vacant for over 6 months. Incentives are often what is needed to attract candidates to such vacant positions.

While the primary use of incentives is for health care providers, incentive payments are key in the recruitment and retention of others whose positions are not linked directly to patient care. They have been vital in high cost-of-living areas and have been used extensively to recruit and retain personnel, such as information technologists and criminal investigators, with the competencies essential to support the Department's mission.

Independent agencies

Independent agencies cited several different reasons for their use of recruitment, relocation, and retention incentives. A number of the independent agencies used only one or two recruitment, relocation, and retention incentives during the reporting period, but used these incentives judiciously and strategically to resolve a very specific staffing challenge or to retain an employee who was crucial to the accomplishment of an important agency mission. Some independent agencies used incentives to target specific occupations that present particular hiring or retention challenges or to resolve specific hiring and retention problems that certain regional areas presented. Other agencies used recruitment, relocation, and retention incentives to recruit and retain employees in high cost-of-living, remote, or undesirable locations, or to address skills imbalances in regional centers or offices. Examples of each of these uses of recruitment, relocation, and retention incentives by independent agencies follow.

African Development Foundation

The chief financial officer for the African Development Foundation had received tentative job offers with increased pay, sign-on bonuses, and future pay increases beyond those provided under the General Schedule. The Foundation used a retention incentive to retain this individual

at a time when the agency is making significant changes to its organization, is receiving an increased budget, and will be expanding its role and financial support for its programs.

Broadcasting Board of Governors

The Broadcasting Board of Governors used a recruitment incentive to attract and hire a highly talented television managing editor whose services were needed to provide editorial leadership for major agency international television broadcasting initiatives. Without the incentive, the agency could not have hired this individual away from the commercial broadcasting industry, as her private sector salary was significantly above the highest rate of the grade to which she was appointed and included benefits unavailable to her as a Federal employee.

Chemical Safety & Hazard Investigation Board

The Chemical Safety & Hazard Investigation Board used recruitment incentives to secure top talent in two of its hard-to-fill positions—investigator and recommendation specialist. These incentives helped it hire two senior level, GS-14 investigators from the private sector and a mid-level, GS-12 investigator. They also helped the agency hire two top-level college students, who were being heavily recruited by the private sector, to GS-07 investigator and recommendation specialist positions.

Consumer Product Safety Commission

The Consumer Product Safety Commission paid one recruitment incentive to recruit a GS-12 general engineer for its Division of Combustion and Fire Sciences, Directorate for Engineering Science. This position plays a key role in fulfilling the Commission's highest priority engineering projects, including the flammability of mattresses, bedclothes and upholstered furniture; managing the rulemaking effort to address the safety of cigarette lighters; and managing a project addressing carbon monoxide hazards, including those posed by the use of portable electrical generators. The position requires knowledge of both textile technology and general engineering disciplines and, historically, has been one of the most difficult positions to fill. The incumbent, who was found only after extensive advertising of the position, was uniquely qualified for this position, since she had a BS degree in electrical and fire protection engineering, an MS degree in mechanical engineering, and private sector experience which closely matched the position requirements. Without a recruitment incentive, which she indicated would be helpful in defraying the substantial cost associated with relocating to Washington, DC, it is very unlikely that the Commission would have been able to fill this mission-critical position with such a high-caliber person.

Environmental Protection Agency

The Environmental Protection Agency (EPA) used the incentive authorities to compete with the private sector for highly-desired talent to recruit and retain key employees in various occupations that contribute to the success of the agency's mission. EPA used retention incentives to retain information technology specialists who possessed both expert knowledge of its systems and the high-level information technology skills needed to implement complex agency information systems. EPA also used recruitment incentives to attract scientists and engineers with the unique, specialized skills and professional experience the agency needed.

Federal Election Commission

The Federal Election Commission used a retention incentive to retain its Director of Budget, Planning and Management for 3 months past the date he had planned to retire so he could help the agency through the FY 2005 Performance and Accountability Report process and the FY 2006 budget submission.

Federal Trade Commission

The Federal Trade Commission used recruitment incentives to recruit highly-qualified, Ph.D. economists. The Commission explained that individuals completing doctoral degrees in economics are very likely to be lured by faculty posts where they can focus primarily on independent research. Since the Commission's work depends on sound economic analysis of market factors, such as barriers to intra-market competition, this kind of mission-directed economic analysis does not allow for the pursuit of "pure" economic research. The Commission finds that without offering recruitment incentives and using the superior qualifications and special needs pay-setting authority, it would be nearly impossible for them to recruit the kind of Ph.D. economists it needs.

General Services Administration

Although the 30 employees for which the General Services Administration (GSA) used incentives represent only 0.23 percent of its employee population, it considers recruitment, relocation, and retention incentives (as well as other pay flexibilities, such as the superior qualifications and special needs pay-setting authority) important human resources flexibilities to solve specific staffing problems and to meet strategic human capital management objectives. Recruitment and retention incentives have been particularly helpful in high cost-of-living areas where locality pay alone does not attract the quality candidates needed to meet GSA's mission. For example, it used a \$25,000 recruitment incentive to hire an individual for a GS-15 position in the Public Buildings Service in its New York office, where the high cost of living and dynamic economy in which management skills are in high demand, have made it historically difficult to attract talented mid-level managers. Of the 18 retention incentives paid, 17 were for areas where the cost of living is considerably higher than average and the market for high-quality employees is very competitive (14 in Washington, DC, 2 in Chicago, 1 in Los Angeles). All four recruitment incentives were similarly paid in high cost-of-living areas (one each in San Francisco, Washington, DC, Atlanta, and New York). Relocation incentives were used for positions located primarily in the western United States, typically for hard-to-fill positions where previous recruitment efforts had not produced candidates with the necessary experience and skills.

National Aeronautics and Space Administration

Although external hiring was limited during 2005, almost all National Aeronautics and Space Administration (NASA) centers needed to use recruitment incentives at least once to attract the candidate of choice. Although the incentive amount often was not large, it provided what was necessary to "close the deal" with the candidate.

Relocation incentives have been particularly effective in NASA's efforts to address skill imbalances and strengthen core competencies at centers, and will continue to be important to the

agency to leverage its workforce effectively. NASA anticipates it will need both recruitment and relocation incentives over the next several years to encourage employees to accept positions at the newly-established NASA Shared Services Center located at Stennis Space Center, since the surrounding area was devastated by Hurricane Katrina and there is limited housing availability there.

National Capital Planning Commission

The National Capital Planning Commission used a retention incentive to retain a GS-15 level community planning specialist who had been offered a position with a local county park authority. The employee is the only licensed engineer on staff, and his experience and abilities in his field would be nearly impossible to replace. He had been involved in the creation of the Legacy Plan, a 21st century vision for the National Capital region, and his involvement is critical to develop and implement initiatives from the Plan. Further, his technical expertise on issues of physical security will improve the Commission's ability to address these issues in the nation's capital.

Railroad Retirement Board

The Railroad Retirement Board used a retention incentive to retain a Medicare contractor operations specialist and ensure there was no disruption of service to the public. The employee's departure would have negatively affected the agency's ability to analyze budget requests submitted by its Medicare carrier to monitor ongoing budgetary activities.

Social Security Administration

Although the Social Security Administration is able to meet most of its hiring needs through a proactive national recruiting program, it has used incentives in a targeted and strategic manner to recruit or retain individuals with highly technical or unique qualifications. Most incentives are used to recruit or retain information technology specialists.

Tax Court

Due to the competitiveness of the market from which potential candidates are drawn, the U.S. Tax Court has had ongoing difficulties recruiting the most highly-qualified candidates for the position of law clerk/attorney-adviser. The Court has adopted a policy of using recruitment incentives for these positions at the GS-11 and GS-12 levels. Incentives are only offered to those who meet specific criteria, including a certain class standing, grade point average, specialized credentials, special academic background, and/or unique experience. As a result of this policy, the Court has significantly improved its ability to appoint quality candidates as law clerks/attorney-advisers to its judges.

Barriers to using recruitment, relocation, and retention incentives

We asked agencies to provide information on any barriers they were facing in using the recruitment, relocation, and retention incentive authorities as human capital flexibilities. Based on the responses we received, it appears that most agencies are not experiencing significant barriers in using these flexibilities. Altogether, 89 agencies submitted recruitment, relocation, and retention incentives reports to OPM. Of these, 55 submitted negative reports saying that they had not used any of the incentives during the reporting period, and 34 submitted positive

reports detailing their use of the incentives during the reporting period. None of the agencies submitting negative reports cited any barriers causing them to not use the incentives. In fact, several agencies said, although they did not use any of the incentives during the reporting period, they appreciated their availability as human capital flexibilities that they could use in the future should the need arise. Of the 34 agencies that submitted positive reports, 2 departments—Commerce and Energy—made a point of mentioning they had experienced no barriers to the use of recruitment, relocation, and retention incentives as human capital flexibilities.

Three agencies, which included two departments (Agriculture and Defense) and one independent agency (the Pension Benefit Guaranty Corporation), did mention some barriers to their use of the flexibilities. Their comments are as follows:

- Agriculture said the number one barrier to using any of the incentives was availability of funding. Several components also said it would be helpful if they were allowed to pay recruitment incentives to their current employees who move to other Federal positions in the same geographic area that are likely to be difficult to fill, or retention incentives to their current employees who would be likely to leave their positions for different positions in the Federal service in the absence of such an incentive.
- Defense stated the most significant and obvious barrier to use of recruitment, relocation, and retention incentives is a lack of organizational or central funding. Since components' budgets are fixed, this constrains use of the incentives. Defense also mentioned the restriction on interagency use of recruitment and retention incentives hampers management's ability to effectively utilize these flexibilities. Defense stated that the ability to offer these incentives not only to new employees and employees who would otherwise leave Federal service, but also to employees who may be seeking employment in other agencies, is essential.
- The Pension Benefit Guaranty Corporation mentioned that recruitment, relocation, and retention incentives are still relatively new to the agency, so managers are not well versed in the flexibilities the incentives offer them as they make hiring decisions.

V. CONCLUSION

One of the biggest challenges facing Federal agencies is attracting and retaining the high-quality employees they need to achieve their missions. The newly-enhanced recruitment, relocation, and retention incentive authorities are building on the success of the former authorities by providing invaluable compensation flexibilities to agencies to meet their recruitment and retention challenges. As evidenced by the information in this report, Federal agencies are using recruitment, relocation, and retention incentives strategically to address these challenges and build and maintain a high-performing workforce with essential skills and competencies. OPM is committed to ensuring that agencies have the flexibilities they need to attract and retain an effective civilian workforce. We are developing the final regulations for the recruitment, relocation, and retention incentive authorities and are using comments we received on the interim regulations to help explore ways in which we can make these compensation tools even more effective. We expect an increase in the use of recruitment, relocation, and retention incentives in

calendar year 2006 and beyond—especially as agencies increase their competition for talent during the upcoming retirement wave. We will continue to provide further guidance to agencies to assist them in taking full advantage of these and other human capital flexibilities to attract and retain well-qualified, high-performing Federal employees.

REPORTING AGENCIES

DEPARTMENTS

Agriculture	Interior
Commerce	Justice
Defense	Labor
Education	State
Energy	Transportation
Health and Human Services	Treasury
Homeland Security	Veterans Affairs
Housing and Urban Development	

INDEPENDENT AGENCIES

African Development Foundation	Holocaust Memorial Museum
Agency for International Development	Inter-American Foundation
American Battle Monuments Commission	International Trade Commission
Arctic Research Commission	James Madison Memorial Fellowship Foundation
Armed Forces Retirement Home	Japan-US Friendship Commission
Barry M. Goldwater Scholarship and Excellence in Education Foundation	Marine Mammal Commission
Broadcasting Board of Governors	Morris K Udall Foundation
Chemical Safety and Hazard Investigation Board	Merit Systems Protection Board
Christopher Columbus Fellowship Foundation	National Aeronautics and Space Administration
Commission on Civil Rights	National Archives and Records Administration
Commission of Fine Arts	National Capital Planning Commission
Committee for Purchase from People Who Are Blind or Severely Disabled	National Credit Union Administration
Commodity Futures Trading Commission	National Endowment for the Arts
Consumer Product Safety Commission	National Endowment for the Humanities
Corporation for National & Community Service	National Gallery of Art
Defense Nuclear Facilities Safety Board	National Labor Relations Board
Election Assistance Commission	National Mediation Board
Environmental Protection Agency	National Science Foundation
Equal Employment Opportunity Commission	Nuclear Regulatory Commission
Executive Office of the President	Occupational Safety and Health Review Commission
Export-Import Bank	Office of Government Ethics
Farm Credit Administration	Office of Navajo and Hopi Indian Relocation
Federal Communications Commission	Office of Personnel Management
Federal Deposit Insurance Corporation	Office of Special Counsel
Federal Election Commission	Overseas Private Investment Corporation
Federal Energy Regulatory Commission	Pension Benefit Guarantee Corporation
Federal Housing Finance Board	Postal Rate Commission
Federal Labor Relations Authority	Presidio Trust
Federal Maritime Commission	Railroad Retirement Board
Federal Mediation and Conciliation Service	Securities and Exchange Commission
Federal Mine Safety and Health Review Commission	Selective Service System
Federal Retirement Thrift Investment Board	Small Business Administration
Federal Trade Commission	Smithsonian Institution
General Services Administration	Social Security Administration
Government Printing Office	Surface Transportation Board
Harry S. Truman Scholarship Foundation	Tax Court
	Trade and Development Agency

AGENCY REPORTS FOR CALENDAR YEAR 2005

Recruitment Incentives

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
DEPARTMENTS						
Agriculture	GS	0101	SOCIAL SCIENCE	13	1	\$5,000
	GS	0110	ECONOMIST	09	1	\$4,500
	GS	0401	GEN NAT RESOURCES MGT & BIO SCI	14	1	\$15,000
	GS	0403	MICROBIOLOGY	12	1	\$4,000
	GS	0434	PLANT PATHOLOGY	11	2	\$3,000
	GS	0440	GENETICS	11	2	\$2,000
	GS	0470	SOIL SCIENCE	11	1	\$10,000
	GS	0470	SOIL SCIENCE	12	1	\$2,500
	GS	0501	FINANCIAL ADMIN & PROG	09	1	\$5,204
	GS	0630	DIETITIAN & NUTRITIONIST	13	1	\$3,000
	GS	0701	VETERINARY MEDICAL SCIENCE	09	5	\$50,024
	GS	0701	VETERINARY MEDICAL SCIENCE	11	26	\$310,818
	GS	0701	VETERINARY MEDICAL SCIENCE	12	7	\$101,242
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$2,000
	GS	0801	GEN ENGINEERING	05	1	\$5,000
	GS	0801	GEN ENGINEERING	13	1	\$21,009
	GS	0802	ENGINEERING TECHNICIAN	10	1	\$5,000
	GS	0850	ELECTRICAL ENGINEERING	07	1	\$9,600
	GS	0890	AGRICULTURAL ENGINEERING	07	1	\$5,960
	GS	0890	AGRICULTURAL ENGINEERING	11	3	\$22,226
	GS	1165	LOAN SPECIALIST	07	1	\$7,642
	GS	1316	HYDROLOGIC TECHNICIAN	08	1	\$2,500
	GS	1320	CHEMISTRY	11	1	\$1,000
	GS	1320	CHEMISTRY	12	1	\$5,000
	GS	1529	MATHEMATICAL STATISTICS	07	1	\$1,500
	GS	1529	MATHEMATICAL STATISTICS	09	3	\$6,000
	GS	1530	STATISTICS	05	2	\$3,000
	GS	1530	STATISTICS	07	8	\$12,000
	GS	1530	STATISTICS	09	9	\$15,000
	GS	1530	STATISTICS	11	5	\$7,500
	GS	1530	STATISTICS	12	1	\$1,500
	GS	1863	FOOD INSP	05	32	\$177,415
	GS	1863	FOOD INSP	07	2	\$17,074
GS	2210	INFORMATION TECHNOLOGY MGT	05	1	\$7,000	
GS	2210	INFORMATION TECHNOLOGY MGT	13	2	\$8,000	
GS	2210	INFORMATION TECHNOLOGY MGT	14	1	\$2,000	
Commerce	ZP	0110	ECONOMIST	IV	2	\$16,000
	ZP	0326	OFFICE AUTOMATION CLERICAL & ASSIST	III	1	\$1,000
	ZP	0401	GEN NAT RESOURCES MGT & BIO SCI	II	1	\$1,500
	ZP	0801	GEN ENGINEERING	IV	1	\$12,500
	ZP	0806	MATERIALS ENGINEERING	III	1	\$8,000

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Commerce (continued)	GS	0905	GEN ATTORNEY	11	1	\$3,000
	GS	0905	GEN ATTORNEY	12	1	\$5,000
	GS	0905	GEN ATTORNEY	13	1	\$5,000
	GS	0905	GEN ATTORNEY	14	2	\$6,000
	GS	1035	PUBLIC AFFAIRS	15	1	\$16,000
	ZP	1310	PHYSICS	III	1	\$10,000
	GS	1360	OCEANOGRAPHY	14	1	\$11,429
	GS	1370	CARTOGRAPHY	12	1	\$13,555
	ZP	1520	MATHEMATICS	V	1	\$10,000
	GS	1529	MATHEMATICAL STATISTICS	07	6	\$24,576
	GS	1529	MATHEMATICAL STATISTICS	09	12	\$121,249
	GS	1529	MATHEMATICAL STATISTICS	11	3	\$35,558
	ZP	1550	COMPUTER SCIENCE	III	3	\$32,500
	ZP	1550	COMPUTER SCIENCE	IV	2	\$35,500
	GS	2210	INFORMATION TECHNOLOGY MGT	07	9	\$57,565
	GS	2210	INFORMATION TECHNOLOGY MGT	12	1	\$15,720
	GS	2210	INFORMATION TECHNOLOGY MGT	15	1	\$4,000
	ZP	2210	INFORMATION TECHNOLOGY MGT	V	1	\$30,000
	Defense	GS	0018	SAFETY & OCC HEALTH MGT	13	2
GS		0020	COMMUNITY PLANNING	11	1	\$7,000
GS		0020	COMMUNITY PLANNING	12	1	\$5,000
GS		0028	ENVIRON PROT SPECIALIST	12	2	\$25,000
NH		0080	SECURITY ADMIN	04	2	\$11,000
GS		0080	SECURITY ADMIN	11	1	\$7,000
GS		0083	POLICE	06	1	\$2,467
GS		0085	SECURITY GUARD	05	15	\$37,005
GS		0101	SOCIAL SCIENCE	11	1	\$7,000
EP		0132	INTELLIGENCE	00	2	\$70,000
GG		0132	INTELLIGENCE	07	2	\$11,455
GG		0132	INTELLIGENCE	09	5	\$39,885
GG		0132	INTELLIGENCE	11	6	\$53,381
GG		0132	INTELLIGENCE	12	8	\$31,856
GG		0132	INTELLIGENCE	13	8	\$44,639
GG		0132	INTELLIGENCE	14	1	\$5,000
GG		0132	INTELLIGENCE	15	1	\$10,000
AD		0170	HISTORY	00	1	\$3,383
NH		0180	PSYCHOLOGY	02	1	\$3,000
GS		0180	PSYCHOLOGY	13	1	\$6,887
DR		0180	PSYCHOLOGY	I	1	\$5,000
GS		0185	SOCIAL WORK	11	3	\$12,500
GS		0185	SOCIAL WORK	12	1	\$6,000
GS		0193	ARCHEOLOGY	11	3	\$5,000
GS		0201	HUMAN RESOURCES MGT	09	1	\$2,725
GS		0201	HUMAN RESOURCES MGT	12	1	\$14,100
GG		0201	HUMAN RESOURCES MGT	12	1	\$2,892
GS		0201	HUMAN RESOURCES MGT	13	1	\$5,000
GS		0203	HUMAN RESOURCES ASSIST	04	7	\$42,272
GS		0203	HUMAN RESOURCES ASSIST	06	3	\$10,367

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0203	HUMAN RESOURCES ASSIST	07	1	\$3,507
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$10,000
	ES	0301	MISC ADMIN & PROG	00	6	\$140,800
	NH	0301	MISC ADMIN & PROG	02	1	\$3,770
	DE	0301	MISC ADMIN & PROG	03	1	\$3,000
	GS	0301	MISC ADMIN & PROG	09	1	\$2,000
	GS	0301	MISC ADMIN & PROG	11	3	\$20,047
	GS	0301	MISC ADMIN & PROG	12	5	\$53,872
	GG	0301	MISC ADMIN & PROG	12	1	\$2,891
	GS	0301	MISC ADMIN & PROG	13	4	\$25,000
	GG	0301	MISC ADMIN & PROG	13	1	\$10,000
	GS	0301	MISC ADMIN & PROG	14	1	\$5,000
	GG	0301	MISC ADMIN & PROG	14	1	\$10,000
	GS	0301	MISC ADMIN & PROG	15	3	\$39,452
	GS	0303	MISC CLERK & ASSISTANT	04	2	\$13,968
	GS	0303	MISC CLERK & ASSISTANT	06	1	\$6,876
	GS	0303	MISC CLERK & ASSISTANT	08	1	\$8,463
	GS	0318	SECRETARY	05	1	\$2,467
	GS	0318	SECRETARY	06	1	\$4,657
	GG	0318	SECRETARY	08	1	\$1,891
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$6,000
	GG	0343	MGT & PROG ANALYSIS	07	2	\$10,000
	GS	0343	MGT & PROG ANALYSIS	09	4	\$16,000
	GS	0343	MGT & PROG ANALYSIS	12	1	\$13,100
	GS	0343	MGT & PROG ANALYSIS	13	1	\$15,000
	GG	0343	MGT & PROG ANALYSIS	13	1	\$3,654
	GS	0343	MGT & PROG ANALYSIS	14	2	\$13,000
	GG	0343	MGT & PROG ANALYSIS	15	1	\$5,000
	NK	0344	MGT & PROG CLERICAL & ASSIST	11	1	\$5,000
	GS	0346	LOGISTICS MGT	11	1	\$10,000
	GS	0346	LOGISTICS MGT	12	2	\$27,601
	GG	0391	TELECOMMUNICATIONS	13	1	\$5,000
	GS	0391	TELECOMMUNICATIONS	15	1	\$20,000
	AD	0401	GEN NAT RESOURCES MGT & BIO SCI	00	1	\$19,164
	DB	0401	GEN NAT RESOURCES MGT & BIO SCI	02	2	\$21,152
	GS	0401	GEN NAT RESOURCES MGT & BIO SCI	07	2	\$15,283
	GS	0401	GEN NAT RESOURCES MGT & BIO SCI	09	1	\$9,347
	GS	0401	GEN NAT RESOURCES MGT & BIO SCI	12	2	\$7,000
	GS	0408	ECOLOGY	13	1	\$7,342
	GS	0415	TOXICOLOGY	11	1	\$11,309
	GS	0501	FINANCIAL ADMIN & PROG	07	3	\$22,365
	GS	0501	FINANCIAL ADMIN & PROG	09	4	\$36,476
GS	0501	FINANCIAL ADMIN & PROG	13	2	\$9,000	
GS	0503	FINANCIAL CLERICAL & ASSIST	07	1	\$2,640	
GS	0505	FINANCIAL MGT	12	1	\$10,844	
GS	0510	ACCOUNTING	07	1	\$1,000	
GS	0510	ACCOUNTING	09	2	\$8,000	
GS	0510	ACCOUNTING	11	1	\$5,278	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0510	ACCOUNTING	12	1	\$6,326
	GS	0510	ACCOUNTING	14	1	\$22,092
	GS	0511	AUDITING	05	10	\$54,358
	GS	0511	AUDITING	07	88	\$566,927
	GS	0511	AUDITING	09	24	\$97,888
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$7,641
	GS	0560	BUDGET ANALYSIS	07	1	\$7,455
	GS	0560	BUDGET ANALYSIS	09	2	\$8,000
	GS	0561	BUDGET CLERICAL & ASSIST	07	3	\$31,868
	GS	0599	FINANCIAL MGT STDT TRAINEE	07	1	\$7,641
	AD	0601	GEN HEALTH SCIENCE	00	1	\$3,000
	AD	0602	MEDICAL OFFICER	00	1	\$45,025
	GS	0602	MEDICAL OFFICER	12	2	\$27,070
	GS	0602	MEDICAL OFFICER	13	4	\$77,023
	GS	0602	MEDICAL OFFICER	14	34	\$712,239
	GS	0602	MEDICAL OFFICER	15	18	\$445,679
	GS	0603	PHYSICIAN'S ASSISTANT	11	22	\$229,461
	GS	0603	PHYSICIAN'S ASSISTANT	12	5	\$43,023
	GS	0610	NURSE	09	7	\$35,000
	GS	0610	NURSE	10	21	\$112,080
	GS	0610	NURSE	11	24	\$185,567
	GS	0610	NURSE	12	11	\$188,611
	GS	0610	NURSE	13	1	\$9,508
	GS	0620	PRACTICAL NURSE	04	1	\$3,000
	GS	0620	PRACTICAL NURSE	05	6	\$16,334
	GS	0620	PRACTICAL NURSE	06	5	\$11,705
	GS	0633	PHYSICAL THERAPIST	12	2	\$8,585
	GS	0640	HEALTH AID & TECHNICIAN	04	3	\$18,012
	GS	0640	HEALTH AID & TECHNICIAN	07	1	\$4,800
	GS	0640	HEALTH AID & TECHNICIAN	08	1	\$4,602
	GS	0640	HEALTH AID & TECHNICIAN	12	2	\$6,922
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	05	1	\$4,301
	GS	0647	DIAG RADIOLOGIC TECH	07	4	\$16,150
	GS	0647	DIAG RADIOLOGIC TECH	08	2	\$15,309
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	2	\$11,178
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	2	\$4,500
	GS	0660	PHARMACIST	11	17	\$175,473
	GS	0660	PHARMACIST	12	9	\$52,483
	GS	0662	OPTOMETRIST	12	1	\$16,349
	GS	0670	HEALTH SYSTEM ADMIN	13	1	\$7,478
	GS	0671	HEALTH SYSTEM SPECIALIST	12	1	\$5,000
	GS	0680	DENTAL OFFICER	11	1	\$9,868
	GS	0680	DENTAL OFFICER	12	1	\$9,868
GS	0680	DENTAL OFFICER	13	32	\$526,792	
GS	0680	DENTAL OFFICER	14	1	\$20,000	
GS	0682	DENTAL HYGIENE	13	2	\$10,188	
GS	0690	INDUSTRIAL HYGIENE	11	1	\$5,391	
AD	0801	GEN ENGINEERING	00	3	\$35,000	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	DB	0801	GEN ENGINEERING	02	1	\$2,500
	DB	0801	GEN ENGINEERING	03	2	\$25,000
	NH	0801	GEN ENGINEERING	03	2	\$13,787
	NH	0801	GEN ENGINEERING	04	4	\$35,000
	GS	0801	GEN ENGINEERING	07	7	\$40,868
	GS	0801	GEN ENGINEERING	09	1	\$12,151
	GS	0801	GEN ENGINEERING	11	1	\$10,000
	GS	0801	GEN ENGINEERING	12	1	\$10,000
	GS	0801	GEN ENGINEERING	13	1	\$5,273
	GG	0801	GEN ENGINEERING	14	1	\$5,000
	DR	0801	GEN ENGINEERING	IV	1	\$10,000
	GS	0802	ENGINEERING TECHNICIAN	07	1	\$9,934
	GS	0803	SAFETY ENGINEERING	07	1	\$9,934
	GS	0806	MATERIALS ENGINEERING	05	1	\$4,000
	GS	0806	MATERIALS ENGINEERING	09	1	\$12,151
	DR	0806	MATERIALS ENGINEERING	IV	1	\$25,000
	GS	0808	ARCH	07	2	\$14,934
	GS	0808	ARCH	12	1	\$15,000
	GS	0810	CIVIL ENGINEERING	07	1	\$9,934
	GS	0810	CIVIL ENGINEERING	12	1	\$17,991
	GS	0819	ENVIRON ENGINEERING	07	3	\$29,802
	GS	0819	ENVIRON ENGINEERING	09	1	\$9,934
	GS	0819	ENVIRON ENGINEERING	12	1	\$13,555
	DP	0830	MECHANICAL ENGINEERING	01	4	\$12,000
	DP	0830	MECHANICAL ENGINEERING	02	1	\$3,000
	ND	0830	MECHANICAL ENGINEERING	02	4	\$10,000
	ND	0830	MECHANICAL ENGINEERING	03	3	\$11,500
	ND	0830	MECHANICAL ENGINEERING	04	1	\$1,000
	GS	0830	MECHANICAL ENGINEERING	05	10	\$84,482
	GS	0830	MECHANICAL ENGINEERING	07	46	\$307,438
	GG	0830	MECHANICAL ENGINEERING	07	2	\$20,000
	GS	0830	MECHANICAL ENGINEERING	09	52	\$533,419
	GG	0830	MECHANICAL ENGINEERING	09	2	\$12,000
	GS	0830	MECHANICAL ENGINEERING	11	1	\$15,079
	GS	0830	MECHANICAL ENGINEERING	12	4	\$34,110
	GS	0840	NUCLEAR ENGINEERING	07	22	\$120,000
	GS	0840	NUCLEAR ENGINEERING	09	2	\$12,000
	GS	0840	NUCLEAR ENGINEERING	11	1	\$4,000
	DP	0850	ELECTRICAL ENGINEERING	01	1	\$3,000
	DP	0850	ELECTRICAL ENGINEERING	02	4	\$12,000
	ND	0850	ELECTRICAL ENGINEERING	03	1	\$3,000
	GS	0850	ELECTRICAL ENGINEERING	05	1	\$9,255
GS	0850	ELECTRICAL ENGINEERING	07	14	\$131,216	
GS	0850	ELECTRICAL ENGINEERING	09	19	\$207,031	
GS	0850	ELECTRICAL ENGINEERING	12	2	\$21,555	
DP	0854	COMPUTER ENGINEERING	01	7	\$21,000	
DB	0854	COMPUTER ENGINEERING	02	4	\$17,500	
DP	0854	COMPUTER ENGINEERING	02	1	\$3,000	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	ND	0854	COMPUTER ENGINEERING	02	4	\$10,000
	DB	0854	COMPUTER ENGINEERING	03	1	\$4,000
	ND	0854	COMPUTER ENGINEERING	03	1	\$2,500
	DB	0854	COMPUTER ENGINEERING	04	1	\$10,057
	GG	0854	COMPUTER ENGINEERING	05	1	\$10,000
	GS	0854	COMPUTER ENGINEERING	07	8	\$93,294
	GS	0854	COMPUTER ENGINEERING	09	12	\$130,613
	GS	0854	COMPUTER ENGINEERING	13	2	\$14,000
	DR	0854	COMPUTER ENGINEERING	I	1	\$6,000
	NP	0854	COMPUTER ENGINEERING	III	1	\$4,000
	DP	0855	ELECTRONICS ENGINEERING	01	6	\$18,000
	DB	0855	ELECTRONICS ENGINEERING	02	6	\$51,240
	DP	0855	ELECTRONICS ENGINEERING	02	3	\$9,000
	ND	0855	ELECTRONICS ENGINEERING	02	36	\$160,000
	NH	0855	ELECTRONICS ENGINEERING	02	7	\$40,450
	DB	0855	ELECTRONICS ENGINEERING	03	1	\$2,000
	DP	0855	ELECTRONICS ENGINEERING	03	1	\$20,000
	ND	0855	ELECTRONICS ENGINEERING	03	3	\$9,000
	NH	0855	ELECTRONICS ENGINEERING	03	3	\$32,194
	ND	0855	ELECTRONICS ENGINEERING	04	2	\$3,000
	GS	0855	ELECTRONICS ENGINEERING	05	8	\$64,168
	GS	0855	ELECTRONICS ENGINEERING	07	58	\$552,718
	GG	0855	ELECTRONICS ENGINEERING	07	1	\$9,934
	GS	0855	ELECTRONICS ENGINEERING	09	15	\$133,964
	GG	0855	ELECTRONICS ENGINEERING	09	1	\$4,000
	GS	0855	ELECTRONICS ENGINEERING	11	1	\$2,000
	GG	0855	ELECTRONICS ENGINEERING	11	1	\$2,000
	GS	0855	ELECTRONICS ENGINEERING	12	7	\$31,162
	GS	0855	ELECTRONICS ENGINEERING	13	2	\$20,000
	GG	0855	ELECTRONICS ENGINEERING	13	1	\$10,000
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$11,886
	DR	0855	ELECTRONICS ENGINEERING	I	3	\$9,500
	NP	0855	ELECTRONICS ENGINEERING	III	1	\$2,000
	ES	0861	AEROSPACE ENGINEERING	00	1	\$17,500
	DB	0861	AEROSPACE ENGINEERING	02	2	\$8,000
	NH	0861	AEROSPACE ENGINEERING	02	2	\$14,000
	GS	0861	AEROSPACE ENGINEERING	05	1	\$8,021
	GG	0861	AEROSPACE ENGINEERING	05	1	\$3,000
	GS	0861	AEROSPACE ENGINEERING	07	13	\$65,065
	GG	0861	AEROSPACE ENGINEERING	07	4	\$39,736
	GS	0861	AEROSPACE ENGINEERING	09	1	\$12,774
	GS	0861	AEROSPACE ENGINEERING	12	6	\$45,176
DR	0861	AEROSPACE ENGINEERING	I	2	\$12,000	
DR	0861	AEROSPACE ENGINEERING	II	1	\$15,000	
ND	0871	NAVAL ARCH	02	1	\$1,000	
GS	0871	NAVAL ARCH	07	4	\$16,000	
DP	0893	CHEMICAL ENGINEERING	01	1	\$3,000	
DP	0893	CHEMICAL ENGINEERING	03	1	\$10,000	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0893	CHEMICAL ENGINEERING	07	3	\$27,890
	GG	0893	CHEMICAL ENGINEERING	07	1	\$9,934
	GS	0893	CHEMICAL ENGINEERING	09	10	\$102,402
	GS	0893	CHEMICAL ENGINEERING	12	1	\$13,555
	GS	0896	INDUSTRIAL ENGINEERING	07	3	\$31,331
	GG	0896	INDUSTRIAL ENGINEERING	07	1	\$7,641
	GS	0896	INDUSTRIAL ENGINEERING	09	3	\$39,256
	DR	0896	INDUSTRIAL ENGINEERING	I	1	\$5,000
	GS	0899	ENGINEERING & ARCH STDT TRAINEE	03	1	\$4,000
	GS	0899	ENGINEERING & ARCH STDT TRAINEE	04	1	\$4,000
	GS	0905	GEN ATTORNEY	12	2	\$31,546
	GS	0950	PARALEGAL SPECIALIST	09	1	\$1,000
	GS	1101	GEN BUSINESS & INDUSTRY	05	1	\$2,468
	GS	1101	GEN BUSINESS & INDUSTRY	15	1	\$15,685
	GS	1102	CONTRACTING	07	1	\$3,000
	GS	1102	CONTRACTING	09	1	\$2,500
	GG	1102	CONTRACTING	13	1	\$3,761
	GS	1102	CONTRACTING	14	1	\$22,223
	ES	1301	GEN PHYSICAL SCIENCE	00	1	\$40,000
	GS	1301	GEN PHYSICAL SCIENCE	11	1	\$11,309
	GG	1301	GEN PHYSICAL SCIENCE	14	1	\$12,000
	DB	1310	PHYSICS	02	1	\$8,655
	DB	1310	PHYSICS	04	2	\$35,318
	GS	1310	PHYSICS	12	1	\$2,500
	NP	1310	PHYSICS	III	1	\$3,300
	DB	1313	GEOPHYSICS	04	4	\$10,000
	AD	1320	CHEMISTRY	00	2	\$20,000
	ES	1320	CHEMISTRY	00	2	\$50,000
	GS	1320	CHEMISTRY	07	1	\$7,641
	GS	1320	CHEMISTRY	09	1	\$9,347
	GG	1320	CHEMISTRY	13	1	\$3,654
	DP	1515	OPS RESEARCH	01	1	\$3,000
	GS	1515	OPS RESEARCH	07	5	\$38,205
	GS	1515	OPS RESEARCH	09	1	\$9,347
	GS	1515	OPS RESEARCH	11	2	\$10,556
	GS	1515	OPS RESEARCH	12	2	\$18,481
	GS	1515	OPS RESEARCH	14	1	\$15,550
	GS	1515	OPS RESEARCH	15	2	\$34,500
	DR	1515	OPS RESEARCH	III	1	\$7,000
	ES	1520	MATHEMATICS	00	1	\$28,000
	DP	1520	MATHEMATICS	01	2	\$6,000
	ND	1520	MATHEMATICS	03	1	\$3,000
GS	1520	MATHEMATICS	07	1	\$7,641	
GS	1520	MATHEMATICS	09	1	\$9,347	
DR	1520	MATHEMATICS	IV	1	\$25,000	
GS	1529	MATHEMATICAL STATISTICS	12	1	\$10,000	
SL	1550	COMPUTER SCIENCE	00	1	\$25,000	
DP	1550	COMPUTER SCIENCE	01	4	\$12,000	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	DP	1550	COMPUTER SCIENCE	02	2	\$6,000
	DB	1550	COMPUTER SCIENCE	03	1	\$1,500
	DP	1550	COMPUTER SCIENCE	03	2	\$30,000
	GS	1550	COMPUTER SCIENCE	07	2	\$15,187
	GS	1550	COMPUTER SCIENCE	09	10	\$105,805
	DR	1550	COMPUTER SCIENCE	1	1	\$5,000
	GS	1601	EQUIP FACILITIES, & SERVICES	07	1	\$7,703
	GS	1601	EQUIP FACILITIES, & SERVICES	13	1	\$15,747
	AD	1601	EQUIP FACILITIES, & SERVICES	00	1	\$8,000
	GS	1670	EQUIP SERVICES	11	2	\$19,114
	GG	1670	EQUIP SERVICES	12	1	\$5,000
	GG	1670	EQUIP SERVICES	13	2	\$15,000
	AD	1701	GEN EDUCATION & TRAINING	03	2	\$7,500
	AD	1701	GEN EDUCATION & TRAINING	05	2	\$6,600
	AD	1701	GEN EDUCATION & TRAINING	09	1	\$25,000
	GS	1702	EDUCATION & TRAINING TECHNICIAN	07	1	\$3,057
	AD	1710	EDUCATION & VOCATIONAL TRAINING	00	1	\$26,668
	AD	1710	EDUCATION & VOCATIONAL TRAINING	03	1	\$7,500
	GG	1712	TRAINING INSTRUCTION	12	1	\$10,000
	GS	1811	CRIMINAL INVESTIGATING	09	1	\$6,265
	GS	2001	GEN SUPPLY	09	2	\$23,226
	GS	2003	SUPPLY PROG MGT	11	1	\$5,037
	GS	2101	TRANSPORTATION SPECIALIST	14	2	\$43,061
	GS	2181	AIRCRAFT OP	13	4	\$80,311
	GS	2183	AIR NAVIGATION	12	2	\$26,748
	GS	2210	INFORMATION TECHNOLOGY MGT	05	1	\$3,000
	GS	2210	INFORMATION TECHNOLOGY MGT	07	6	\$57,580
	GS	2210	INFORMATION TECHNOLOGY MGT	09	4	\$25,000
	GS	2210	INFORMATION TECHNOLOGY MGT	11	1	\$14,929
	GS	2210	INFORMATION TECHNOLOGY MGT	12	2	\$26,400
	GG	2210	INFORMATION TECHNOLOGY MGT	12	1	\$3,072
	GS	2210	INFORMATION TECHNOLOGY MGT	13	3	\$25,237
	GG	2210	INFORMATION TECHNOLOGY MGT	13	9	\$40,025
	GS	2210	INFORMATION TECHNOLOGY MGT	14	1	\$2,500
	GG	2210	INFORMATION TECHNOLOGY MGT	14	1	\$4,190
	WS	2602	ELECTRONIC MEASUREMENT EQUIP MECHANIC	10	1	\$5,000
	WG	3105	FABRIC WORKING	09	1	\$3,000
	WS	3105	FABRIC WORKING	10	1	\$3,000
	WG	3705	NON-DESTRUCTIVE TESTING	10	1	\$7,550
	WG	4804	LOCKSMITHING	08	1	\$10,137
	WG	5803	HEAVY MOBILE EQUIP MECHANIC	10	1	\$3,000
	WG	6501	MISC AMMUN, EXPL, & TOXIC MATER WORK	07	1	\$3,567
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	1	\$3,000
	AD	*	LANGUAGE ANALYST	00	114	\$880,514
	AD	*	ORGANIZATIONAL MGMT	00	13	\$40,000
	GS	0018	SAFETY & OCC HEALTH MGT	12	2	\$27,561
	Energy	GS	0028	ENVIRON PROT SPECIALIST	14	1
GS		0110	ECONOMIST	11	1	\$13,117

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	GS	0130	FOREIGN AFFAIRS	11	1	\$10,000
	GS	0130	FOREIGN AFFAIRS	15	1	\$27,027
	GS	0201	HUMAN RESOURCES MGT	14	1	\$9,647
	GS	0203	HUMAN RESOURCES ASSIST	07	1	\$10,000
	GS	0301	MISC ADMIN & PROG	09	4	\$29,092
	GS	0301	MISC ADMIN & PROG	14	1	\$17,025
	ES	0340	PROG MGT	00	1	\$10,000
	GS	0501	FINANCIAL ADMIN & PROG	11	1	\$5,000
	EN	0801	GEN ENGINEERING	00	1	\$5,000
	EK	0801	GEN ENGINEERING	01	17	\$85,000
	EK	0801	GEN ENGINEERING	02	3	\$15,000
	EN	0801	GEN ENGINEERING	04	1	\$18,284
	GS	0801	GEN ENGINEERING	15	1	\$5,000
	EK	0854	COMPUTER ENGINEERING	01	1	\$5,000
	GS	1101	GEN BUSINESS & INDUSTRY	09	6	\$13,701
	GS	1130	PUBLIC UTILITIES SPECIALIST	13	1	\$23,410
	EK	1301	GEN PHYSICAL SCIENCE	01	2	\$10,000
	EN	1301	GEN PHYSICAL SCIENCE	04	2	\$36,246
	EK	1301	GEN PHYSICAL SCIENCE	05	1	\$12,000
	GS	1306	HEALTH PHYSICS	13	1	\$25,353
	GS	1515	OPS RESEARCH	14	1	\$8,800
	GS	2210	INFORMATION TECHNOLOGY MGT	09	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MGT	12	1	\$4,000
	Health and Human Services	GS	0180	PSYCHOLOGY	13	1
GS		0301	MISC ADMIN & PROG	12	1	\$1,500
GS		0301	MISC ADMIN & PROG	15	1	\$25,676
GS		0601	GEN HEALTH SCIENCE	11	1	\$12,708
GS		0601	GEN HEALTH SCIENCE	12	2	\$20,000
GS		0601	GEN HEALTH SCIENCE	13	6	\$59,706
GS		0601	GEN HEALTH SCIENCE	14	2	\$22,500
GS		0601	GEN HEALTH SCIENCE	15	1	\$15,000
GS		0602	MEDICAL OFFICER	13	8	\$150,914
GS		0602	MEDICAL OFFICER	14	15	\$248,960
GS		0602	MEDICAL OFFICER	15	14	\$321,665
GS		0603	PHYSICIAN'S ASSISTANT	07	1	\$11,718
GS		0603	PHYSICIAN'S ASSISTANT	11	2	\$28,802
GS		0603	PHYSICIAN'S ASSISTANT	12	1	\$9,753
GS		0610	NURSE	04	1	\$3,830
GS		0610	NURSE	07	3	\$18,548
GS		0610	NURSE	09	12	\$88,170
GS		0610	NURSE	10	11	\$89,226
GS		0610	NURSE	11	5	\$78,415
GS		0610	NURSE	12	8	\$130,638
GS		0620	PRACTICAL NURSE	06	1	\$2,000
GS		0633	PHYSICAL THERAPIST	11	2	\$8,823
GS		0646	PATHOLOGY TECHNICIAN	10	1	\$6,049
GS		0647	DIAG RADIOLOGIC TECH	08	2	\$6,826
GS	0647	DIAG RADIOLOGIC TECH	09	1	\$13,086	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	1	\$1,000
	GS	0660	PHARMACIST	11	1	\$16,588
	GS	0660	PHARMACIST	12	2	\$41,567
	GS	0660	PHARMACIST	13	1	\$16,119
	GS	0662	OPTOMETRIST	09	1	\$13,575
	GS	0662	OPTOMETRIST	11	1	\$14,703
	GS	0662	OPTOMETRIST	12	1	\$19,686
	GS	0665	SPEECH PATHOLOGY & AUDIOLOGY	11	1	\$9,738
	GS	0668	PODIATRIST	14	1	\$27,666
	GS	0680	DENTAL OFFICER	11	4	\$62,807
	GS	0680	DENTAL OFFICER	14	1	\$27,665
	GS	1102	CONTRACTING	13	1	\$5,000
	GS	1102	CONTRACTING	14	1	\$8,000
	GS	1530	STATISTICS	14	1	\$20,678
Homeland Security	GS	0083	POLICE	08	1	\$9,000
	ES	0301	MISC ADMIN & PROG	00	1	\$10,941
	ES	0340	PROG MGT	00	1	\$32,400
	GS	0501	FINANCIAL ADMIN & PROG	12	1	\$8,133
	GS	0560	BUDGET ANALYSIS	09	1	\$10,000
	GS	1811	CRIMINAL INVESTIGATING	07	1	\$8,660
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$10,000
Interior	GS	0318	SECRETARY	09	1	\$3,750
	ES	0340	PROG MGT	00	1	\$13,979
	GS	0340	PROG MGT	13	1	\$10,417
	GS	1102	CONTRACTING	14	1	\$4,167
	GS	1315	HYDROLOGY	11	1	\$7,083
	GS	1801	GEN INSP, INV, & COMPLIANCE	11	1	\$6,250
Justice	GS	0083	POLICE	12	1	\$17,621
	GS	0132	INTELLIGENCE	07	31	\$152,595
	GS	0132	INTELLIGENCE	09	37	\$254,222
	GS	0132	INTELLIGENCE	11	12	\$103,929
	GS	0132	INTELLIGENCE	12	7	\$49,007
	GS	0132	INTELLIGENCE	13	2	\$26,120
	GS	0132	INTELLIGENCE	14	4	\$36,509
	GS	0201	HUMAN RESOURCES MGT	09	1	\$3,739
	GS	0201	HUMAN RESOURCES MGT	15	1	\$24,469
	GS	0343	MGT & PROG ANALYSIS	09	5	\$30,528
	GS	0343	MGT & PROG ANALYSIS	13	4	\$20,000
	GS	0511	AUDITING	12	1	\$10,800
	GS	0602	MEDICAL OFFICER	15	2	\$61,246
	GS	0603	PHYSICIAN'S ASSISTANT	09	1	\$12,774
	GS	0603	PHYSICIAN'S ASSISTANT	11	3	\$50,517
	GS	0610	NURSE	09	1	\$10,000
	GS	0610	NURSE	09	2	\$20,000
	GS	0610	NURSE	10	3	\$15,000
	GS	0610	NURSE	11	1	\$16,965
GS	0620	PRACTICAL NURSE	07	1	\$2,500	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice (continued)	GS	0660	PHARMACIST	11	1	\$14,702
	GS	0680	DENTAL OFFICER	12	2	\$27,002
	GS	1035	PUBLIC AFFAIRS	15	1	\$24,469
	GS	1040	LANGUAGE SPECIALIST	12	7	\$98,918
	GS	1320	CHEMISTRY	14	1	\$19,048
	GS	2210	INFORMATION TECHNOLOGY MGT	09	3	\$12,500
	GS	2210	INFORMATION TECHNOLOGY MGT	11	1	\$5,011
	GS	2210	INFORMATION TECHNOLOGY MGT	12	2	\$23,404
	GS	2210	INFORMATION TECHNOLOGY MGT	13	2	\$31,470
	GS	2210	INFORMATION TECHNOLOGY MGT	15	3	\$49,125
Labor	GS	0110	ECONOMIST	13	1	\$12,000
	GS	0301	MISC ADMIN & PROG	09	15	\$117,000
	GS	1529	MATHEMATICAL STATISTICS	07	1	\$8,000
	GS	1529	MATHEMATICAL STATISTICS	09	3	\$24,000
	GS	1529	MATHEMATICAL STATISTICS	12	1	\$12,000
	GS	2210	INFORMATION TECHNOLOGY MGT	12	2	\$6,000
	GS	2210	INFORMATION TECHNOLOGY MGT	13	2	\$19,721
State	GS	2210	INFORMATION TECHNOLOGY MGT	13	1	\$11,217
Transportation	GS	0020	COMMUNITY PLANNING	09	5	\$16,500
	GS	0020	COMMUNITY PLANNING	14	1	\$3,000
	GS	0028	ENVIRON PROT SPECIALIST	09	3	\$10,500
	GS	0110	ECONOMIST	09	1	\$3,000
	GS	0343	MGT & PROG ANALYSIS	14	2	\$10,000
	GS	0510	ACCOUNTING	12	1	\$5,000
	GS	0801	GEN ENGINEERING	15	1	\$11,262
	GS	0802	ENGINEERING TECHNICIAN	05	1	\$2,000
	GS	0810	CIVIL ENGINEERING	05	1	\$6,000
	GS	0810	CIVIL ENGINEERING	07	2	\$6,000
	GS	0810	CIVIL ENGINEERING	09	4	\$14,000
	GS	0830	MECHANICAL ENGINEERING	07	1	\$2,000
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$5,000
	GS	2125	HIGHWAY SAFETY	14	1	\$15,000
	GS	2199	TRANSPORTATION STDT TRAINEE	11	1	\$15,700
Treasury	GS	0132	INTELLIGENCE	09	1	\$10,000
	GS	0201	HUMAN RESOURCES MGT	12	1	\$5,017
	GS	0301	MISC ADMIN & PROG	11	1	\$17,052
	GS	0301	MISC ADMIN & PROG	13	3	\$66,679
	GS	0301	MISC ADMIN & PROG	15	1	\$27,720
	GS	0510	ACCOUNTING	07	2	\$8,196
	GS	2210	INFORMATION TECHNOLOGY MGT	13	1	\$10,000
Veterans Affairs	GS	0601	GEN HEALTH SCIENCE	12	1	\$5,000
	GS	0602	MEDICAL OFFICER	14	2	\$30,954
	GS	0620	PRACTICAL NURSE	03	2	\$3,536
	GS	0620	PRACTICAL NURSE	04	1	\$1,838
	GS	0633	PHYSICAL THERAPIST	09	1	\$16,512
	GS	0647	DIAG RADIOLOGIC TECH	07	1	\$9,374
	GS	0660	PHARMACIST	13	1	\$10,000
	GS	0830	MECHANICAL ENGINEERING	06	1	\$1,500

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	1102	CONTRACTING	11	3	\$5,000
INDEPENDENT AGENCIES						
Broadcasting Board of Governors	GS	1071	AUDIOVISUAL PRODUCTION	14	1	\$25,000
Chemical Safety and Hazard Investigation Board	GS	0301	MISC ADMIN & PROG	07	1	\$5,000
	GS	1801	GEN INSP, INV, & COMPLIANCE	07	1	\$2,200
	GS	1801	GEN INSP, INV, & COMPLIANCE	12	1	\$2,115
	GS	1801	GEN INSP, INV, & COMPLIANCE	14	2	\$53,526
Consumer Product Safety Commission	GS	0801	GEN ENGINEERING	12	1	\$25,000
Environmental Protection Agency	GS	0028	ENVIRON PROT SPECIALIST	09	1	\$10,841
	GS	0028	ENVIRON PROT SPECIALIST	11	1	\$650
	ES	0401	GEN NAT RESOURCES MGT & BIO SCI	00	1	\$10,000
	GS	0401	GEN NAT RESOURCES MGT & BIO SCI	15	2	\$40,000
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$7,500
	GS	0893	CHEMICAL ENGINEERING	09	1	\$12,227
	GS	1301	GEN PHYSICAL SCIENCE	13	1	\$15,000
	GS	1301	GEN PHYSICAL SCIENCE	15	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MGT	15	1	\$13,514
Federal Trade Commission	GS	0110	ECONOMIST	12	4	\$31,000
	GS	0301	MISC ADMIN & PROG	07	1	\$1,000
	GS	0904	LAW CLERK	11	6	\$60,000
	GS	0904	LAW CLERK	12	2	\$20,000
	GS	0905	GEN ATTORNEY	13	1	\$12,000
General Services Administration	GS	0201	HUMAN RESOURCES MGT	07	1	\$7,200
	GS	0301	MISC ADMIN & PROG	15	1	\$25,000
	GS	0501	FINANCIAL ADMIN & PROG	14	1	\$15,000
	GS	1101	GEN BUSINESS & INDUSTRY	12	1	\$15,362
National Aeronautics and Space Administration	GS	0180	PSYCHOLOGY	14	1	\$2,000
	GS	0201	HUMAN RESOURCES MGT	07	1	\$4,000
	GS	0201	HUMAN RESOURCES MGT	09	1	\$4,500
	GS	0201	HUMAN RESOURCES MGT	13	1	\$20,445
	GS	0301	MISC ADMIN & PROG	13	1	\$8,000
	AD	0343	MGT & PROG ANALYSIS	00	2	\$15,100
	GS	0501	FINANCIAL ADMIN & PROG	07	1	\$5,000
	GS	0602	MEDICAL OFFICER	15	2	\$16,000
	ES	0801	GEN ENGINEERING	00	5	\$189,325
	AD	0801	GEN ENGINEERING	00	1	\$32,747
	GS	0801	GEN ENGINEERING	12	1	\$2,000
	GS	0801	GEN ENGINEERING	13	4	\$8,000
	GS	0801	GEN ENGINEERING	14	1	\$8,000
	GS	0806	MATERIALS ENGINEERING	09	1	\$5,000
	GS	0806	MATERIALS ENGINEERING	12	1	\$3,000
	GS	0854	COMPUTER ENGINEERING	07	2	\$12,000
	GS	0855	ELECTRONICS ENGINEERING	15	1	\$24,469
	GS	0861	AEROSPACE ENGINEERING	09	2	\$15,000
	GS	0861	AEROSPACE ENGINEERING	11	1	\$1,000
	GS	0861	AEROSPACE ENGINEERING	12	3	\$16,500

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
National Aeronautics and Space Administration (continued)	GS	0861	AEROSPACE ENGINEERING	13	7	\$35,000
	GS	0861	AEROSPACE ENGINEERING	14	3	\$11,000
	GS	0899	ENGINEERING & ARCH STDT TRAINEE	06	1	\$6,000
	GS	0905	GEN ATTORNEY	11	1	\$12,872
	GS	0905	GEN ATTORNEY	13	1	\$2,500
	GS	1035	PUBLIC AFFAIRS	11	1	\$3,700
	GS	1102	CONTRACTING	09	1	\$1,500
	GS	1301	GEN PHYSICAL SCIENCE	12	1	\$12,000
	GS	1550	COMPUTER SCIENCE	15	1	\$5,000
	GS	1720	EDUCATION PROG	12	1	\$5,000
National Mediation Board	GS	0241	MEDIATION	13	1	\$14,000
National Science Foundation	ES	0602	MEDICAL OFFICER	00	1	\$15,910
	AD	1320	CHEMISTRY	04	1	\$13,771
	AD	1360	OCEANOGRAPHY	03	1	\$5,000
Office of Personnel Management	GS	0901	GEN LEGAL & KINDRED ADMIN	09	1	\$2,500
Overseas Private Investment Corporation	GS	0301	MISC ADMIN & PROG	09	1	\$7,500
Pension Benefit Guarantee Corporation	SL	0501	FINANCIAL ADMIN & PROG	00	1	\$35,000
	GS	0905	GEN ATTORNEY	13	1	\$4,000
	GS	1082	WRITING & EDITING	13	1	\$4,000
Small Business Administration	GS	0340	PROG MGT	14	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MGT	14	1	\$9,131
Smithsonian Institution	GS	0301	MISC ADMIN & PROG	12	1	\$5,000
	GS	0856	ELECTRONICS TECHNICIAN	11	1	\$5,500
	GS	1001	GEN ARTS & INFORMATION	09	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MGT	14	1	\$7,836
Social Security Administration	GS	2210	INFORMATION TECHNOLOGY MGT	12	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MGT	13	1	\$1,000
	GS	2210	INFORMATION TECHNOLOGY MGT	14	1	\$25,000
Tax Court	GS	0904	LAW CLERK	11	6	\$40,000
	GS	0905	GEN ATTORNEY	12	7	\$52,000

* For incentives without series numbers, the organization reporting these occupations does not use OPM's occupational series designations.

Relocation Incentives

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
DEPARTMENTS						
Agriculture	GS	0193	ARCHEOLOGY	09	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$4,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$32,095
	GS	0301	MISC ADMIN & PROGRAM	14	2	\$32,683
	GS	0305	MAIL & FILE	05	1	\$5,000
	GS	0340	PROGRAM MANAGEMENT	13	1	\$4,560
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	12	1	\$3,524
	GS	0413	PHYSIOLOGY	12	1	\$14,711
	GS	0414	ENTOMOLOGY	11	1	\$5,000
	GS	0457	SOIL CONSERVATION	12	1	\$21,370
	GS	0460	FORESTRY	09	1	\$5,917
	GS	0460	FORESTRY	11	1	\$7,852
	GS	0460	FORESTRY	12	2	\$16,265
	GS	0460	FORESTRY	14	1	\$5,000
	GS	0701	VETERINARY MEDICAL SCIENCE	13	1	\$14,007
	GS	0704	ANIMAL HEALTH TECHNICIAN	06	1	\$3,576
	GS	0856	ELECTRONICS TECHNICIAN	09	1	\$2,451
	GS	0890	AGRICULTURAL ENGINEERING	07	1	\$5,690
	GS	1082	WRITING & EDITING	09	1	\$1,240
	GS	1102	CONTRACTING	13	1	\$16,334
	GS	1102	CONTRACTING	14	1	\$5,000
	GS	1165	LOAN SPECIALIST	14	1	\$2,030
	GS	1170	REALTY	12	1	\$16,145
	GS	1370	CARTOGRAPHY	11	1	\$7,000
	GS	1529	MATHEMATICAL STATISTICS	09	2	\$3,864
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$6,627
	GS	1530	STATISTICS	09	3	\$6,863
	GS	1530	STATISTICS	11	7	\$16,434
	GS	1530	STATISTICS	12	1	\$5,422
	GS	1530	STATISTICS	13	10	\$51,580
	GS	1530	STATISTICS	14	6	\$24,890
	GS	1530	STATISTICS	15	3	\$19,867
	GS	1980	AGRICULTURAL COMMODITY GRADING	09	1	\$13,325
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$4,600	
Commerce	ZP	0482	FISH BIOLOGY	04	1	\$15,000
	GS	1340	METEOROLOGY	13	1	\$13,729
	ZP	1360	OCEANOGRAPHY	04	1	\$26,663
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$15,000
Defense	GS	0018	SAFETY & OCC HEALTH MANAGEMENT	11	1	\$10,000
	GS	0018	SAFETY & OCC HEALTH MANAGEMENT	12	3	\$51,519
	GS	0018	SAFETY & OCC HEALTH MANAGEMENT	13	2	\$39,417
	GS	0018	SAFETY & OCC HEALTH MANAGEMENT	14	2	\$19,002
	GS	0020	COMMUNITY PLANNING	11	2	\$19,007
	GS	0021	COMMUNITY PLANNING TECHNICIAN	11	1	\$10,000
	GS	0028	ENVIRON PROT SPECIALIST	12	1	\$14,458

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0028	ENVIRON PROT SPECIALIST	13	1	\$18,805
	GS	0030	SPORTS SPECIALIST	09	1	\$7,000
	GS	0080	SECURITY ADMIN	13	2	\$26,299
	GS	0081	FIRE PROT & PREVENTION	12	1	\$13,555
	GS	0101	SOCIAL SCIENCE	11	1	\$10,000
	GS	0101	SOCIAL SCIENCE	12	2	\$15,000
	GS	0110	ECONOMIST	12	1	\$18,805
	GS	0132	INTELLIGENCE	12	1	\$10,000
	GG	0132	INTELLIGENCE	12	2	\$23,555
	GS	0132	INTELLIGENCE	13	1	\$16,250
	GS	0180	PSYCHOLOGY	12	2	\$16,811
	GS	0185	SOCIAL WORK	12	1	\$10,047
	GS	0185	SOCIAL WORK	13	1	\$2,000
	NH	0188	RECREATION SPECIALIST	02	1	\$4,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	2	\$17,354
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	2	\$14,858
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	3	\$42,816
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	5	\$45,217
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$23,153
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	2	\$6,418
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	2	\$11,207
	GS	0301	MISC ADMIN & PROGRAM	09	1	\$1,500
	GS	0301	MISC ADMIN & PROGRAM	10	1	\$5,000
	GS	0301	MISC ADMIN & PROGRAM	11	3	\$30,745
	GS	0301	MISC ADMIN & PROGRAM	12	3	\$34,451
	GS	0301	MISC ADMIN & PROGRAM	13	1	\$17,731
	GS	0301	MISC ADMIN & PROGRAM	14	2	\$37,623
	GS	0303	MISC CLERK & ASSISTANT	05	4	\$27,086
	GS	0303	MISC CLERK & ASSISTANT	06	1	\$9,170
	GS	0303	MISC CLERK & ASSISTANT	07	7	\$45,483
	GS	0303	MISC CLERK & ASSISTANT	11	1	\$12,000
	GS	0318	SECRETARY	06	1	\$9,425
	GS	0318	SECRETARY	07	1	\$6,000
	ES	0340	PROGRAM MANAGEMENT	00	1	\$37,300
	NH	0340	PROGRAM MANAGEMENT	04	1	\$5,000
	GS	0340	PROGRAM MANAGEMENT	13	1	\$16,254
	GS	0340	PROGRAM MANAGEMENT	14	1	\$8,127
	GS	0340	PROGRAM MANAGEMENT	15	2	\$42,123
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$10,254
	GS	0341	ADMINISTRATIVE OFFICER	12	2	\$28,465
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$5,000
	GS	0342	SUPPORT SERVICES ADMIN	06	1	\$3,668
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	09	2	\$14,235
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	12	1	\$5,000	
GS	0346	LOGISTICS MANAGEMENT	11	2	\$25,043	
GS	0346	LOGISTICS MANAGEMENT	12	4	\$58,777	
GS	0346	LOGISTICS MANAGEMENT	13	2	\$34,044	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0401	GEN NATURAL RESOURCES MGT & BIO SCI	12	2	\$20,639
	GS	0486	WILDLIFE BIOLOGY	12	1	\$10,000
	GS	0501	FINANCIAL ADMIN & PROGRAM	09	2	\$10,000
	GS	0501	FINANCIAL ADMIN & PROGRAM	11	1	\$4,524
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$37,300
	GS	0505	FINANCIAL MANAGEMENT	11	1	\$5,000
	GS	0505	FINANCIAL MANAGEMENT	14	1	\$20,000
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$3,465
	GS	0510	ACCOUNTING	11	1	\$14,007
	GS	0510	ACCOUNTING	12	2	\$40,618
	GS	0510	ACCOUNTING	13	3	\$41,043
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$5,000
	GS	0560	BUDGET ANALYSIS	13	1	\$17,194
	GS	0560	BUDGET ANALYSIS	14	1	\$26,000
	GS	0560	BUDGET ANALYSIS	15	2	\$26,400
	GS	0561	BUDGET CLERICAL & ASSISTANCE	06	1	\$3,464
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$7,464
	GS	0602	MEDICAL OFFICER	13	1	\$10,000
	GS	0602	MEDICAL OFFICER	14	4	\$46,023
	GS	0602	MEDICAL OFFICER	15	1	\$4,000
	GS	0610	NURSE	10	1	\$2,000
	GS	0610	NURSE	11	5	\$53,976
	GS	0633	PHYSICAL THERAPIST	11	1	\$10,000
	GS	0640	HEALTH AID & TECHNICIAN	07	1	\$8,151
	GS	0640	HEALTH AID & TECHNICIAN	09	1	\$4,661
	GS	0646	PATHOLOGY TECHNICIAN	05	1	\$7,896
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	1	\$2,000
	GS	0660	PHARMACIST	11	12	\$12,352
	GS	0667	ORTHOTIST & PROSTHETIST	09	1	\$5,000
	GS	0671	HEALTH SYSTEM SPECIALIST	11	2	\$7,500
	GS	0680	DENTAL OFFICER	14	1	\$24,763
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$6,877
	ES	0801	GENERAL ENGINEERING	00	3	\$45,000
	DB	0801	GENERAL ENGINEERING	02	3	\$15,000
	NH	0801	GENERAL ENGINEERING	02	1	\$25,209
	DB	0801	GENERAL ENGINEERING	03	1	\$5,000
	NH	0801	GENERAL ENGINEERING	04	1	\$10,000
	ND	0801	GENERAL ENGINEERING	05	1	\$25,209
	GS	0801	GENERAL ENGINEERING	12	3	\$43,976
	GS	0801	GENERAL ENGINEERING	13	6	\$75,355
	GS	0801	GENERAL ENGINEERING	14	1	\$10,456
	GS	0801	GENERAL ENGINEERING	15	1	\$5,000
GS	0802	ENGINEERING TECHNICIAN	05	1	\$8,660	
GS	0802	ENGINEERING TECHNICIAN	09	3	\$30,482	
GS	0802	ENGINEERING TECHNICIAN	11	1	\$5,964	
GS	0802	ENGINEERING TECHNICIAN	12	4	\$57,073	
NH	0803	SAFETY ENGINEERING	04	1	\$15,000	
GS	0809	CONSTRUCTION CONTROL	08	1	\$11,528	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0809	CONSTRUCTION CONTROL	09	3	\$30,372
	GS	0809	CONSTRUCTION CONTROL	11	6	\$67,654
	GS	0809	CONSTRUCTION CONTROL	12	3	\$30,434
	GS	0810	CIVIL ENGINEERING	11	5	\$41,753
	GS	0810	CIVIL ENGINEERING	12	14	\$180,028
	GS	0810	CIVIL ENGINEERING	13	6	\$61,307
	GS	0810	CIVIL ENGINEERING	14	6	\$68,386
	GS	0819	ENVIRON ENGINEERING	12	1	\$17,194
	DP	0830	MECHANICAL ENGINEERING	03	1	\$6,000
	GS	0830	MECHANICAL ENGINEERING	11	2	\$16,848
	GS	0830	MECHANICAL ENGINEERING	12	4	\$47,135
	GS	0830	MECHANICAL ENGINEERING	14	1	\$20,954
	GS	0840	NUCLEAR ENGINEERING	12	1	\$12,000
	GS	0850	ELECTRICAL ENGINEERING	05	1	\$5,000
	GS	0850	ELECTRICAL ENGINEERING	12	3	\$45,900
	GS	0850	ELECTRICAL ENGINEERING	13	1	\$18,268
	ND	0854	COMPUTER ENGINEERING	03	1	\$2,000
	NH	0855	ELECTRONICS ENGINEERING	02	2	\$10,000
	GS	0855	ELECTRONICS ENGINEERING	07	1	\$2,000
	GS	0855	ELECTRONICS ENGINEERING	12	2	\$19,000
	GS	0855	ELECTRONICS ENGINEERING	13	1	\$20,974
	DE	0856	ELECTRONICS TECHNICIAN	03	1	\$6,500
	NT	0856	ELECTRONICS TECHNICIAN	04	1	\$9,388
	DB	0861	AEROSPACE ENGINEERING	03	1	\$9,422
	GS	0861	AEROSPACE ENGINEERING	07	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	09	1	\$7,000
	GS	0861	AEROSPACE ENGINEERING	11	1	\$2,500
	ND	0871	NAVAL ARCHITECTURE	04	1	\$15,000
	GS	0895	INDUSTRIAL ENGINEERING TECHNICIAN	09	1	\$10,844
	GS	0896	INDUSTRIAL ENGINEERING	12	1	\$10,000
	GS	0899	ENGINEERING & ARCH STDT TRAINEE	04	6	\$15,000
	GS	0905	GENERAL ATTORNEY	13	1	\$8,635
	GS	0905	GENERAL ATTORNEY	14	1	\$10,000
	GS	0950	PARALEGAL SPECIALIST	12	1	\$14,007
	GS	1016	MUSEUM SPECIALIST & TECHNICIAN	11	1	\$13,555
	GS	1035	PUBLIC AFFAIRS	11	1	\$14,458
	GS	1035	PUBLIC AFFAIRS	13	1	\$11,004
	GS	1035	PUBLIC AFFAIRS	14	1	\$8,000
	GS	1099	INFORMATION & ARTS STDT TRAINEE	04	7	\$23,000
	GS	1101	GENERAL BUSINESS & INDUSTRY	06	1	\$7,641
	GS	1101	GENERAL BUSINESS & INDUSTRY	07	1	\$10,155
	GS	1101	GENERAL BUSINESS & INDUSTRY	13	1	\$15,239
GS	1101	GENERAL BUSINESS & INDUSTRY	15	1	\$5,000	
GS	1102	CONTRACTING	09	2	\$8,825	
GS	1102	CONTRACTING	11	6	\$32,783	
GS	1102	CONTRACTING	12	9	\$91,734	
GS	1102	CONTRACTING	13	5	\$50,610	
GS	1102	CONTRACTING	14	2	\$19,610	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	12	2	\$54,220
	GS	1144	COMMISSARY MANAGEMENT	10	1	\$4,119
	GS	1144	COMMISSARY MANAGEMENT	11	1	\$9,953
	GS	1170	REALTY	11	1	\$16,119
	GS	1170	REALTY	13	1	\$22,223
	GS	1171	APPRAISING	13	1	\$10,000
	GS	1173	HOUSING MANAGEMENT	14	1	\$10,000
	GS	1199	BUSINESS & INDUSTRY STDT TRAINEE	04	14	\$35,000
	NO	1222	PATENT ATTORNEY	04	1	\$5,000
	GS	1315	HYDROLOGY	12	1	\$16,119
	GS	1515	OPERATIONS RESEARCH	13	1	\$30,000
	GS	1550	COMPUTER SCIENCE	13	1	\$20,953
	GS	1601	EQUIP FACILITIES, & SERVICES	11	1	\$11,547
	GS	1640	FACILITY OPERATIONS SERVICES	12	2	\$9,023
	GS	1670	EQUIP SERVICES	09	1	\$12,151
	GS	1670	EQUIP SERVICES	11	1	\$4,976
	AD	1701	GENERAL EDUCATION & TRAINING	00	1	\$10,000
	GS	1701	GENERAL EDUCATION & TRAINING	11	2	\$10,000
	GS	1740	EDUCATION SERVICES	11	1	\$10,000
	GS	1810	GENERAL INVESTIGATING	12	2	\$25,000
	GS	1910	QUALITY ASSURANCE	12	2	\$19,247
	GS	1910	QUALITY ASSURANCE	12	1	\$12,290
	GS	1910	QUALITY ASSURANCE	13	1	\$13,755
	GS	2001	GENERAL SUPPLY	09	2	\$17,785
	GS	2001	GENERAL SUPPLY	11	1	\$14,007
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$13,755
	GS	2010	INVENTORY MANAGEMENT	09	1	\$11,309
	GS	2030	DISTRIB FACILITIES & STORAGE MGT	14	1	\$12,461
	GS	2130	TRAFFIC MANAGEMENT	11	1	\$7,395
	GS	2130	TRAFFIC MANAGEMENT	12	1	\$9,163
	GS	2152	AIR TRAFFIC CONTROL	11	2	\$28,274
	GS	2181	AIRCRAFT OPERATION	12	1	\$5,422
	GS	2181	AIRCRAFT OPERATION	13	1	\$19,209
	DJ	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$15,904
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$1,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$20,717
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	12	\$52,716
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	13	\$30,284
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$10,000
	WG	2805	ELECTRICIAN	10	1	\$5,422
	WS	3414	MACHINING	10	1	\$5,796
	WG	5401	MISC INDUSTRIAL EQUIP OPERATION	10	1	\$11,016
	WL	6907	MATERIALS HANDLER	05	2	\$13,753
WG	7002	PACKING	06	1	\$10,844	
WS	7404	COOK	05	1	\$1,800	
WS	8801	MISC AIRCRAFT OVERHAUL	10	1	\$4,050	
WG	8852	AIRCRAFT MECHANIC	10	1	\$11,097	
AD	*	ACQ/BUSINESS MGMT	00	3	\$32,466	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	AD	*	ADMINISTRATIVE OFFICER	00	2	\$15,298
	AD	*	COLLECTION	00	19	\$425,545
	AD	*	COMPUTER SCIENCE	00	33	\$290,582
	AD	*	CORPORATE LEADERSHIP	00	3	\$51,393
	AD	*	ELEC. ENGINEERING	00	1	\$21,814
	AD	*	ENGINEERING/SCIENCE	00	33	\$425,037
	AD	*	FACILITY MANAGEMENT	00	2	\$26,585
	AD	*	HUMAN RESOURCES	00	8	\$88,979
	AD	*	INFO SYSTEMS ANALYSIS	00	3	\$16,235
	AD	*	INFO TECH MANAGEMENT	00	1	\$7,307
	AD	*	INTELLIGENCE ANALYST	00	73	\$834,619
	AD	*	INVENTORY MANAGEMENT	00	1	\$6,145
	AD	*	LANGUAGE ANALYST	00	51	\$635,054
	AD	*	LOGISTICS	00	1	\$5,422
	AD	*	MANAGE/PROGRAM ANAL.	00	3	\$14,627
	AD	*	MATHEMATICS	00	7	\$62,204
	AD	*	MULTIMEDIA	00	2	\$17,306
	AD	*	NETWORKING/TELECOM	00	2	\$29,083
	AD	*	OCCUPATIONAL HEALTH	00	1	\$5,784
	AD	*	ORGANIZATIONAL MGMT	00	26	\$302,378
	AD	*	PROGRAM MANAGEMENT	00	1	\$5,784
	AD	*	SECURITY	00	12	\$100,856
	AD	*	SIGNAL ANALYSIS	00	7	\$71,515
	AD	*	SUPPORT SERVICES	00	3	\$12,776
	AD	*	ORGANIZATIONAL MGMT	00	13	\$264,907
	AD	*	ENGINEERING	00	1	\$37,300
	AD	*	INTELLIGENCE ANALYST	00	1	\$34,777
AD	*	MATHEMATICS	00	1	\$37,300	
Energy	EJ	0132	INTELLIGENCE	04	1	\$11,800
	GS	0340	PROGRAM MANAGEMENT	14	1	\$15,086
	ES	0801	GENERAL ENGINEERING	00	1	\$25,473
	EK	0801	GENERAL ENGINEERING	05	1	\$20,901
	GS	0801	GENERAL ENGINEERING	13	1	\$18,609
	GS	0801	GENERAL ENGINEERING	15	1	\$30,040
	GS	0803	SAFETY ENGINEERING	15	1	\$10,000
	EK	0804	FIRE PROT ENGINEERING	04	1	\$22,631
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$26,232
WB	2801	MISC ELECTRICAL INSTALL & MAINT	00	4	\$64,300	
Health and Human Services	GS	0107	HEALTH INSURANCE ADMIN	11	1	\$9,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
	GS	0301	MISC ADMIN & PROGRAM	15	1	\$5,000
	GS	0602	MEDICAL OFFICER	14	2	\$37,103
	GS	0602	MEDICAL OFFICER	15	2	\$47,117
	GS	0610	NURSE	09	2	\$10,343
	GS	0610	NURSE	10	4	\$25,933
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$7,748
	GS	0696	CONSUMER SAFETY	11	1	\$5,348
GS	0696	CONSUMER SAFETY	12	1	\$6,296	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid	
Health and Human Services (continued)	GS	0696	CONSUMER SAFETY	13	2	\$16,700	
	GS	0802	ENGINEERING TECHNICIAN	09	1	\$11,840	
	GS	1102	CONTRACTING	13	1	\$10,000	
	GS	1862	CONSUMER SAFETY INSPECTION	12	1	\$6,498	
Homeland Security	GS	0346	LOGISTICS MANAGEMENT	13	1	\$9,670	
	GS	0905	GENERAL ATTORNEY	14	1	\$19,683	
	GS	1102	CONTRACTING	12	1	\$18,677	
	GS	1102	CONTRACTING	14	2	\$31,602	
	GS	1740	EDUCATION SERVICES	13	1	\$10,613	
	GS	1896	BORDER PATROL AGENT	09	5	\$23,182	
	GS	1896	BORDER PATROL AGENT	11	25	\$162,445	
	GS	1896	BORDER PATROL AGENT	12	2	\$18,977	
	Interior	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$10,981
		ES	0340	PROGRAM MANAGEMENT	00	1	\$16,667
GS		0340	PROGRAM MANAGEMENT	13	1	\$5,000	
GS		0340	PROGRAM MANAGEMENT	15	2	\$70,000	
GS		0343	MANAGEMENT & PROGRAM ANALYSIS	13	1	\$16,567	
GS		0401	GEN NATURAL RESOURCES MGT & BIO SCI	14	1	\$17,733	
GS		0485	WILDLIFE REFUGE MANAGEMENT	13	1	\$19,294	
GS		1102	CONTRACTING	14	1	\$8,333	
GS		1170	REALTY	12	1	\$7,500	
GS		1315	HYDROLOGY	11	1	\$8,333	
GS		1315	HYDROLOGY	13	1	\$17,462	
GS		1640	FACILITY OPERATIONS SERVICES	13	1	\$8,333	
GS		1810	GENERAL INVESTIGATING	14	1	\$17,500	
Justice		ES	0006	CORRECTIONAL INSTITUTION ADMIN	00	2	\$14,000
	AD	0301	MISC ADMIN & PROGRAM	00	1	\$5,000	
	GS	0301	MISC ADMIN & PROGRAM	11	4	\$53,156	
	GS	0303	MISC CLERK & ASSISTANT	08	1	\$5,924	
	GS	0303	MISC CLERK & ASSISTANT	10	1	\$8,030	
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$5,000	
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	1	\$7,307	
	GS	0905	GENERAL ATTORNEY	13	1	\$3,000	
	GS	0905	GENERAL ATTORNEY	15	3	\$21,000	
	AD	0905	GENERAL ATTORNEY	21	1	\$8,216	
	AD	0905	GENERAL ATTORNEY	29	1	\$11,800	
	ES	1811	CRIMINAL INVESTIGATING	00	6	\$162,970	
	GS	1811	CRIMINAL INVESTIGATING	07	1	\$7,500	
	GS	1811	CRIMINAL INVESTIGATING	10	11	\$165,000	
	GS	1811	CRIMINAL INVESTIGATING	11	9	\$130,000	
	GS	1811	CRIMINAL INVESTIGATING	12	3	\$45,814	
	GS	1811	CRIMINAL INVESTIGATING	13	15	\$190,314	
	GS	1811	CRIMINAL INVESTIGATING	14	4	\$53,453	
	GS	1811	CRIMINAL INVESTIGATING	15	2	\$32,147	
Labor	GS	0106	UNEMPLOYMENT INSURANCE	13	2	\$23,534	
	GS	0142	MANPOWER DEVELOPMENT	11	1	\$7,464	
	GS	0142	MANPOWER DEVELOPMENT	12	5	\$44,604	
	GS	0142	MANPOWER DEVELOPMENT	14	2	\$41,399	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Labor (continued)	GS	0301	MISC ADMIN & PROGRAM	12	1	\$15,362
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	1	\$17,824
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,000
Transportation	GS	0020	COMMUNITY PLANNING	13	1	\$10,000
	GS	1515	OPERATIONS RESEARCH	14	1	\$20,000
Treasury	GS	0080	SECURITY ADMIN	12	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$15,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$9,988
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	1	\$11,098
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$5,000
	GS	0303	MISC CLERK & ASSISTANT	04	1	\$5,000
	GS	0303	MISC CLERK & ASSISTANT	05	1	\$5,000
	GS	0305	MAIL & FILE	04	1	\$5,000
	GS	0318	SECRETARY	05	4	\$20,000
	GS	0318	SECRETARY	07	1	\$5,000
	IR	0340	PROGRAM MANAGEMENT	01	1	\$5,000
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$5,000
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	2	\$10,000
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	14	1	\$5,000
	GS	0344	MGT & PROGRAM CLERICAL & ASSISTANCE	07	2	\$20,000
	GS	0361	EQUAL OPPORTUNITY ASSISTANCE	07	2	\$14,749
	GS	0391	TELECOMMUNICATIONS	11	1	\$5,000
	GS	0501	FINANCIAL ADMIN & PROGRAM	11	3	\$15,000
	GS	0501	FINANCIAL ADMIN & PROGRAM	13	3	\$15,000
	IR	0512	INTERNAL REVENUE AGENT	05	1	\$5,000
	GS	0512	INTERNAL REVENUE AGENT	11	1	\$5,000
	GS	0512	INTERNAL REVENUE AGENT	13	2	\$10,000
	IR	0526	TAX SPECIALIST	01	1	\$5,000
	GS	0526	TAX SPECIALIST	05	1	\$5,000
	GS	0526	TAX SPECIALIST	07	1	\$5,000
	GS	0526	TAX SPECIALIST	09	4	\$20,000
	GS	0526	TAX SPECIALIST	11	4	\$20,000
	GS	0592	TAX EXAMINING	06	1	\$5,000
	GS	0592	TAX EXAMINING	08	1	\$5,000
	GS	0592	TAX EXAMINING	09	1	\$5,000
	GS	0801	GENERAL ENGINEERING	13	1	\$5,000
	GS	0930	HEARINGS & APPEALS	14	2	\$10,000
	GS	0962	CONTACT REPRESENTATIVE	08	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	13	1	\$5,000
	GS	1169	INTERNAL REVENUE OFFICER	07	1	\$9,960
	GS	1169	INTERNAL REVENUE OFFICER	09	3	\$20,791
	GS	1169	INTERNAL REVENUE OFFICER	11	3	\$24,320
	GS	1169	INTERNAL REVENUE OFFICER	12	4	\$20,000
	GS	1171	APPRAISING	12	1	\$5,000
	GS	1802	COMPLIANCE INSP & SUPPORT	07	1	\$5,000
	IR	1811	CRIMINAL INVESTIGATING	01	1	\$25,000
IR	1811	CRIMINAL INVESTIGATING	04	1	\$15,000	
GS	1811	CRIMINAL INVESTIGATING	07	1	\$5,000	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Treasury (continued)	GS	1811	CRIMINAL INVESTIGATING	11	1	\$5,000
	GS	1811	CRIMINAL INVESTIGATING	13	2	\$30,000
	GS	1811	CRIMINAL INVESTIGATING	14	6	\$90,000
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$15,000
	IR	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$5,000
Veterans Affairs	GS	0501	FINANCIAL ADMIN & PROGRAM	13	1	\$1,860
	GS	0801	GENERAL ENGINEERING	13	1	\$9,000
	GS	0996	VETERANS CLAIMS EXAMINING	13	1	\$5,000
	GS	0996	VETERANS CLAIMS EXAMINING	14	1	\$5,000
	GS	1811	CRIMINAL INVESTIGATING	09	1	\$4,860
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$2,834
INDEPENDENT AGENCIES						
General Services Administration	GS	0808	ARCHITECTURE	14	1	\$24,128
	GS	1101	GENERAL BUSINESS & INDUSTRY	09	1	\$9,347
	GS	1101	GENERAL BUSINESS & INDUSTRY	14	1	\$15,000
	GS	1102	CONTRACTING	13	1	\$10,000
	GS	1102	CONTRACTING	13	2	\$30,000
	GS	1176	BUILDING MANAGEMENT	12	1	\$7,500
	GS	1601	EQUIP FACILITIES, & SERVICES	11	1	\$4,500
National Aeronautics and Space Administration	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$13,224
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$23,153
	ES	0301	MISC ADMIN & PROGRAM	00	4	\$124,600
	GS	0318	SECRETARY	07	1	\$3,500
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$10,316
	ES	0801	GENERAL ENGINEERING	00	5	\$158,800
	GS	0801	GENERAL ENGINEERING	13	2	\$21,072
	GS	0801	GENERAL ENGINEERING	15	5	\$76,232
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$10,000
	GS	0861	AEROSPACE ENGINEERING	11	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	13	2	\$12,549
	GS	0861	AEROSPACE ENGINEERING	14	2	\$6,000
	GS	0861	AEROSPACE ENGINEERING	15	2	\$45,684
	GS	0905	GENERAL ATTORNEY	13	1	\$4,000
	AD	1102	CONTRACTING	00	1	\$24,763
	GS	1102	CONTRACTING	14	1	\$14,172
	GS	1102	CONTRACTING	15	3	\$72,282
	GS	1222	PATENT ATTORNEY	15	1	\$12,000
Pension Benefit Guarantee Corporation	GS	0511	AUDITING	14	1	\$15,000

* For incentives without series numbers, the organization reporting these occupations does not use OPM's occupational series designations.

Retention Incentives

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
DEPARTMENTS						
Agriculture	GS	0180	PSYCHOLOGY	12	1	\$16,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$28,721
	GS	0301	MISC ADMIN & PROGRAM	15	1	\$14,233
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$11,762
	GS	0391	TELECOMMUNICATIONS	13	1	\$18,269
	GS	0401	GEN NATURAL RESOURCES MGT & BIO SCI	12	1	\$17,685
	GS	0401	GEN NATURAL RESOURCES MGT & BIO SCI	15	2	\$33,163
	GS	0414	ENTOMOLOGY	14	1	\$4,318
	GS	0460	FORESTRY	12	1	\$8,154
	GS	0462	FORESTRY TECHNICIAN	11	1	\$8,381
	GS	0501	FINANCIAL ADMIN & PROGRAM	12	1	\$16,265
	ST	0701	VETERINARY MEDICAL SCIENCE	00	1	\$30,085
	GS	0701	VETERINARY MEDICAL SCIENCE	14	4	\$85,414
	GS	0701	VETERINARY MEDICAL SCIENCE	15	2	\$41,229
	GS	0801	GENERAL ENGINEERING	12	2	\$26,413
	GS	0801	GENERAL ENGINEERING	15	1	\$24,627
	GS	1102	CONTRACTING	13	1	\$7,853
	GS	1105	PURCHASING	09	1	\$7,078
	GS	1382	FOOD TECHNOLOGY	13	1	\$11,933
	GS	1712	TRAINING INSTRUCTION	11	1	\$3,882
GS	1980	AGRICULTURAL COMMODITY GRADING	09	1	\$12,018	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$36,630	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$18,101	
Commerce	ZS	0083	POLICE	III	2	\$3,752
	ZT	0802	ENGINEERING TECHNICIAN	III	2	\$4,638
	ST	1310	PHYSICS	00	1	\$2,017
	ZP	1515	OPERATIONS RESEARCH	V	2	\$3,694
Defense	GS	0018	SAFETY & OCC HEALTH MANAGEMENT	12	1	\$4,195
	GS	0028	ENVIRON PROT SPECIALIST	12	2	\$8,281
	GS	0060	CHAPLAIN	11	1	\$12,317
	GS	0080	SECURITY ADMIN	13	1	\$10,269
	GG	0080	SECURITY ADMIN	13	22	\$188,960
	GG	0080	SECURITY ADMIN	14	10	\$94,976
	GG	0080	SECURITY ADMIN	15	2	\$21,424
	GS	0081	FIRE PROT & PREVENTION	06	3	\$1,390
	GS	0083	POLICE	05	7	\$20,006
	GG	0083	POLICE	05	4	\$6,960
	GS	0083	POLICE	06	6	\$19,883
	GG	0083	POLICE	06	1	\$1,940
	GS	0083	POLICE	07	2	\$5,335
	GG	0083	POLICE	07	32	\$76,273
	GS	0083	POLICE	08	2	\$4,046
	GG	0083	POLICE	08	4	\$4,082
GG	0083	POLICE	09	1	\$1,105	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GG	0083	POLICE	11	1	\$6,498
	GG	0083	POLICE	13	1	\$1,105
	GS	0085	SECURITY GUARD	05	12	\$18,902
	GS	0085	SECURITY GUARD	06	5	\$11,460
	GS	0085	SECURITY GUARD	08	1	\$2,122
	GS	0132	INTELLIGENCE	12	1	\$20,243
	DP	0180	PSYCHOLOGY	04	1	\$3,815
	GS	0180	PSYCHOLOGY	13	2	\$14,407
	GS	0185	SOCIAL WORK	12	1	\$4,473
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	1	\$4,048
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	7	\$21,164
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	2	\$2,977
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	6	\$37,428
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$16,775
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$10,833
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	2	\$3,637
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	2	\$5,616
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	8	\$16,263
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	8	\$24,199
	GS	0301	MISC ADMIN & PROGRAM	09	5	\$20,649
	GS	0301	MISC ADMIN & PROGRAM	11	8	\$33,308
	GS	0301	MISC ADMIN & PROGRAM	12	3	\$23,793
	GS	0301	MISC ADMIN & PROGRAM	13	1	\$11,903
	GS	0301	MISC ADMIN & PROGRAM	14	4	\$32,565
	GS	0301	MISC ADMIN & PROGRAM	15	1	\$13,233
	GS	0303	MISC CLERK & ASSISTANT	06	7	\$12,596
	GS	0318	SECRETARY	05	1	\$2,730
	GS	0318	SECRETARY	06	9	\$12,632
	GS	0318	SECRETARY	07	2	\$2,131
	GS	0318	SECRETARY	08	1	\$4,493
	GS	0335	COMPUTER CLERK & ASSISTANT	07	3	\$6,570
	GS	0335	COMPUTER CLERK & ASSISTANT	09	1	\$4,348
	GS	0340	PROGRAM MANAGEMENT	12	1	\$2,899
	GS	0340	PROGRAM MANAGEMENT	13	1	\$1,417
	GS	0340	PROGRAM MANAGEMENT	14	16	\$116,074
	GS	0340	PROGRAM MANAGEMENT	15	22	\$237,637
	GS	0341	ADMINISTRATIVE OFFICER	09	2	\$9,850
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$13,948
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$6,401
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$11,784
	GS	0342	SUPPORT SERVICES ADMIN	08	1	\$3,456
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	07	2	\$5,400
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	09	8	\$30,162	
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	11	1	\$1,401	
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	12	1	\$1,413	
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	4	\$19,343	
GS	0343	MANAGEMENT & PROGRAM ANALYSIS	15	1	\$11,824	
GS	0344	MGT & PROG CLERICAL & ASSISTANCE	07	1	\$2,078	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0346	LOGISTICS MANAGEMENT	12	4	\$23,570
	GS	0346	LOGISTICS MANAGEMENT	13	1	\$500
	GS	0346	LOGISTICS MANAGEMENT	14	3	\$28,105
	GS	0390	TELECOMMUNICATIONS PROCESS	05	12	\$23,360
	GS	0390	TELECOMMUNICATIONS PROCESS	06	5	\$13,701
	GS	0390	TELECOMMUNICATIONS PROCESS	07	4	\$11,233
	GS	0390	TELECOMMUNICATIONS PROCESS	09	1	\$3,945
	NH	0391	TELECOMMUNICATIONS	03	1	\$1,407
	GS	0391	TELECOMMUNICATIONS	09	3	\$7,890
	GS	0391	TELECOMMUNICATIONS	11	2	\$23,379
	GS	0391	TELECOMMUNICATIONS	12	8	\$22,607
	GS	0392	GENERAL TELECOMMUNICATIONS	05	4	\$10,364
	GS	0392	GENERAL TELECOMMUNICATIONS	07	1	\$3,464
	DB	0401	GEN NATURAL RESOURCES MGT & BIO SCI	03	1	\$11,754
	GS	0401	GEN NATURAL RESOURCES MGT & BIO SCI	12	1	\$9,759
	DB	0413	PHYSIOLOGY	03	1	\$13,321
	ES	0501	FINANCIAL ADMIN & PROGRAM	00	1	\$14,735
	GS	0501	FINANCIAL ADMIN & PROGRAM	14	1	\$9,695
	GS	0503	FINANCIAL CLERICAL & ASSISTANCE	08	1	\$1,585
	GS	0503	FINANCIAL CLERICAL & ASSISTANCE	09	3	\$12,874
	GS	0505	FINANCIAL MANAGEMENT	12	1	\$7,034
	GS	0505	FINANCIAL MANAGEMENT	13	2	\$9,441
	GS	0510	ACCOUNTING	11	1	\$16,026
	GS	0510	ACCOUNTING	12	7	\$17,021
	GS	0510	ACCOUNTING	13	1	\$4,298
	GS	0525	ACCOUNTING TECHNICIAN	06	2	\$4,412
	GS	0525	ACCOUNTING TECHNICIAN	07	3	\$7,905
	GS	0525	ACCOUNTING TECHNICIAN	08	2	\$4,743
	GS	0540	VOUCHER EXAMINING	05	1	\$2,855
	GS	0540	VOUCHER EXAMINING	06	2	\$3,252
	GS	0540	VOUCHER EXAMINING	08	2	\$5,517
	GS	0545	MILITARY PAY	06	7	\$13,417
	GS	0545	MILITARY PAY	07	2	\$2,777
	GS	0545	MILITARY PAY	08	2	\$4,996
	GS	0560	BUDGET ANALYSIS	09	2	\$7,631
	GS	0560	BUDGET ANALYSIS	11	1	\$1,524
	GS	0560	BUDGET ANALYSIS	12	3	\$8,766
	GS	0560	BUDGET ANALYSIS	14	1	\$12,588
	GS	0601	GENERAL HEALTH SCIENCE	09	5	\$19,752
	GS	0601	GENERAL HEALTH SCIENCE	11	4	\$28,341
	GS	0602	MEDICAL OFFICER	13	10	\$72,988
	GS	0602	MEDICAL OFFICER	14	28	\$241,746
GS	0602	MEDICAL OFFICER	15	51	\$526,495	
GS	0603	PHYSICIAN'S ASSISTANT	07	1	\$2,469	
GS	0603	PHYSICIAN'S ASSISTANT	09	2	\$6,962	
GS	0603	PHYSICIAN'S ASSISTANT	11	46	\$153,799	
GS	0603	PHYSICIAN'S ASSISTANT	12	10	\$138,720	
GS	0610	NURSE	07	1	\$1,361	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0610	NURSE	09	5	\$17,515
	GS	0610	NURSE	10	5	\$8,541
	GS	0610	NURSE	11	115	\$233,750
	GS	0610	NURSE	12	130	\$460,746
	GS	0610	NURSE	13	6	\$18,103
	GS	0620	PRACTICAL NURSE	02	1	\$1,693
	GS	0620	PRACTICAL NURSE	05	10	\$11,970
	GS	0620	PRACTICAL NURSE	06	18	\$22,425
	GS	0621	NURSING ASSISTANT	06	3	\$3,649
	GS	0622	MEDICAL SUPPLY AIDE & TECHNICIAN	06	1	\$263
	GS	0633	PHYSICAL THERAPIST	11	5	\$13,710
	GS	0640	HEALTH AID & TECHNICIAN	04	5	\$2,088
	GS	0640	HEALTH AID & TECHNICIAN	05	5	\$4,156
	GS	0640	HEALTH AID & TECHNICIAN	07	1	\$1,063
	GS	0640	HEALTH AID & TECHNICIAN	08	1	\$685
	GS	0640	HEALTH AID & TECHNICIAN	11	1	\$2,262
	GS	0644	MEDICAL TECHNOLOGIST	11	1	\$4,072
	GS	0644	MEDICAL TECHNOLOGIST	12	12	\$1,612
	GS	0645	MEDICAL TECHNICIAN	04	8	\$4,472
	GS	0645	MEDICAL TECHNICIAN	04	4	\$6,880
	GS	0645	MEDICAL TECHNICIAN	05	2	\$1,360
	GS	0646	PATHOLOGY TECHNICIAN	08	1	\$5,280
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	2	\$1,489
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	2	\$1,633
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	1	\$988
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	9	\$6,667
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	4	\$28,351
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	1	\$684
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	4	\$461
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	4	\$3,807
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	1	\$892
	GS	0651	RESPIRATORY THERAPIST	08	1	\$314
	GS	0660	PHARMACIST	10	1	\$1,128
	GS	0660	PHARMACIST	11	13	\$47,838
	GS	0660	PHARMACIST	12	14	\$54,207
	GS	0660	PHARMACIST	13	1	\$1,424
	GS	0662	OPTOMETRIST	12	2	\$12,122
	GS	0671	HEALTH SYSTEM SPECIALIST	09	1	\$5,063
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$210
	GS	0671	HEALTH SYSTEM SPECIALIST	12	1	\$6,923
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	2	\$1,320
	GS	0675	MEDICAL RECORDS TECHNICIAN	09	1	\$924
GS	0679	MEDICAL SUPPORT ASSISTANCE	04	3	\$1,485	
GS	0680	DENTAL OFFICER	11	2	\$10,314	
GS	0680	DENTAL OFFICER	12	3	\$2,555	
GS	0682	DENTAL HYGIENE	07	1	\$865	
GS	0690	INDUSTRIAL HYGIENE	11	3	\$8,912	
GS	0690	INDUSTRIAL HYGIENE	12	1	\$9,265	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	ND	0801	GENERAL ENGINEERING	04	1	\$8,506
	ND	0801	GENERAL ENGINEERING	05	1	\$11,044
	GS	0801	GENERAL ENGINEERING	11	1	\$5,300
	GS	0801	GENERAL ENGINEERING	12	1	\$8,817
	GS	0810	CIVIL ENGINEERING	12	3	\$16,762
	GS	0810	CIVIL ENGINEERING	13	6	\$38,173
	GS	0819	ENVIRON ENGINEERING	12	2	\$8,714
	GS	0819	ENVIRON ENGINEERING	13	2	\$22,724
	ND	0830	MECHANICAL ENGINEERING	04	2	\$10,203
	GS	0830	MECHANICAL ENGINEERING	11	1	\$6,005
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$1,150
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$4,700
	GS	0854	COMPUTER ENGINEERING	11	1	\$1,232
	GS	0854	COMPUTER ENGINEERING	12	1	\$10,495
	DP	0855	ELECTRONICS ENGINEERING	04	2	\$4,530
	ND	0855	ELECTRONICS ENGINEERING	04	2	\$8,701
	GG	0855	ELECTRONICS ENGINEERING	13	2	\$13,120
	GS	0893	CHEMICAL ENGINEERING	09	1	\$1,150
	GS	0905	GENERAL ATTORNEY	12	1	\$6,907
	GS	0905	GENERAL ATTORNEY	13	2	\$13,778
	GS	0905	GENERAL ATTORNEY	15	2	\$28,358
	GS	1035	PUBLIC AFFAIRS	12	1	\$8,714
	GS	1035	PUBLIC AFFAIRS	13	1	\$1,782
	GS	1084	VISUAL INFORMATION	11	2	\$4,242
	GS	1101	GENERAL BUSINESS & INDUSTRY	06	1	\$1,430
	GS	1101	GENERAL BUSINESS & INDUSTRY	09	1	\$5,818
	GS	1101	GENERAL BUSINESS & INDUSTRY	15	3	\$27,095
	GS	1102	CONTRACTING	09	10	\$22,025
	GS	1102	CONTRACTING	11	11	\$37,203
	GS	1102	CONTRACTING	12	11	\$37,203
	GS	1102	CONTRACTING	13	3	\$25,797
	GS	1105	PURCHASING	07	2	\$4,324
	GS	1106	PROCUREMENT CLERICAL & TECHNICIAN	05	1	\$1,918
	GS	1106	PROCUREMENT CLERICAL & TECHNICIAN	07	3	\$9,618
	GS	1173	HOUSING MANAGEMENT	14	1	\$12,588
	GS	1301	GENERAL PHYSICAL SCIENCE	12	3	\$17,502
	DB	1313	GEOPHYSICS	04	1	\$9,388
	ND	1320	CHEMISTRY	04	1	\$5,659
	ND	1320	CHEMISTRY	05	1	\$10,662
	GS	1411	LIBRARY TECHNICIAN	08	1	\$6,431
	GS	1515	OPERATIONS RESEARCH	13	2	\$5,742
	GS	1515	OPERATIONS RESEARCH	14	1	\$1,538
DB	1550	COMPUTER SCIENCE	04	1	\$7,170	
DP	1550	COMPUTER SCIENCE	04	1	\$715	
ND	1550	COMPUTER SCIENCE	04	1	\$2,087	
GG	1550	COMPUTER SCIENCE	15	2	\$17,348	
GS	1601	EQUIP FACILITIES, & SERVICES	11	2	\$13,831	
GS	1601	EQUIP FACILITIES, & SERVICES	12	3	\$17,905	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1601	EQUIP FACILITIES, & SERVICES	13	2	\$17,045
	GS	1601	EQUIP FACILITIES, & SERVICES	14	4	\$25,002
	GS	1640	FACILITY OPERATIONS SERVICES	11	1	\$5,926
	GS	1640	FACILITY OPERATIONS SERVICES	12	3	\$26,203
	AD	1701	GENERAL EDUCATION & TRAINING	03	1	\$3,578
	AD	1701	GENERAL EDUCATION & TRAINING	05	1	\$25,000
	AD	1701	GENERAL EDUCATION & TRAINING	07	4	\$95,631
	AD	1701	GENERAL EDUCATION & TRAINING	09	5	\$122,171
	AD	1701	GENERAL EDUCATION & TRAINING	11	1	\$30,805
	GS	1701	GENERAL EDUCATION & TRAINING	12	1	\$20,774
	GS	1712	TRAINING INSTRUCTION	11	3	\$18,750
	GS	1740	EDUCATION SERVICES	13	1	\$1,030
	GS	1801	GEN INSP, INVESTIGATION, & COMPLIANCE	09	1	\$2,441
	NH	1910	QUALITY ASSURANCE	03	1	\$698
	GS	1910	QUALITY ASSURANCE	09	1	\$6,358
	GS	1910	QUALITY ASSURANCE	13	1	\$915
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	7	\$21,764
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	2	\$12,874
	GS	2005	SUPPLY CLERICAL & TECHNICIAN	06	2	\$944
	GS	2005	SUPPLY CLERICAL & TECHNICIAN	07	3	\$13,525
	GS	2101	TRANSPORTATION SPECIALIST	14	11	\$71,496
	GS	2102	TRANSPORTATION CLERK & ASSISTANT	06	1	\$619
	GS	2102	TRANSPORTATION CLERK & ASSISTANT	08	3	\$13,525
	GS	2110	TRANSPORTATION INDUSTRY ANALYSIS	09	1	\$6,915
	GS	2130	TRAFFIC MANAGEMENT	11	5	\$13,955
	GS	2181	AIRCRAFT OPERATION	12	4	\$37,255
	GS	2181	AIRCRAFT OPERATION	13	126	\$723,975
	GS	2181	AIRCRAFT OPERATION	14	4	\$31,239
	GS	2183	AIR NAVIGATION	12	3	\$11,852
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	2	\$6,493
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	35	\$85,187
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	60	\$305,803
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	17	\$28,708
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	5	\$41,803
	WS	2604	ELECTRONICS MECHANIC	10	2	\$12,835
	WS	2604	ELECTRONICS MECHANIC	14	1	\$2,609
	NL	2805	ELECTRICIAN	11	3	\$5,040
	WG	3105	FABRIC WORKING	09	2	\$3,809
	WG	3105	FABRIC WORKING	11	1	\$2,183
	WS	3401	MISC MACHINE TOOL WORK	10	1	\$6,103
	NL	4607	CARPENTER	10	3	\$5,040
	NS	4607	CARPENTER	10	2	\$3,360
	NA	4607	CARPENTER	11	6	\$10,080
	NL	4607	CARPENTER	11	2	\$3,360
	NS	4749	MAINT MECHANIC	08	1	\$1,680
	NA	4749	MAINT MECHANIC	10	1	\$2,892
	NS	4749	MAINT MECHANIC	11	5	\$8,400
	WL	5408	WASTEWATER TREATMENT PLANT OPERATOR	09	1	\$1,930

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	WG	5408	WASTEWATER TREATMENT PLANT OPERATOR	10	4	\$1,930
	WG	5413	FUEL DISTRIB SYSTEM OPERATOR	08	3	\$4,733
	WS	5803	HEAVY MOBILE EQUIP MECHANIC	09	1	\$5,946
	WS	5803	HEAVY MOBILE EQUIP MECHANIC	12	1	\$6,870
	NA	5823	AUTOMOTIVE MECHANIC	10	4	\$6,462
	WG	6641	ORDNANCE EQUIP MECHANIC	10	7	\$3,935
	WS	6641	ORDNANCE EQUIP MECHANIC	10	1	\$383
	WG	6904	TOOLS & PARTS ATTENDING	06	1	\$1,381
	WG	6907	MATERIALS HANDLER	06	10	\$15,002
	WG	6907	MATERIALS HANDLER	11	1	\$447
	WG	6912	MATERIALS EXAMINING & IDENTIFYING	06	1	\$1,493
	WG	6912	MATERIALS EXAMINING & IDENTIFYING	07	1	\$2,053
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	2	\$992
	WS	9925	ABLE SEAMAN-MAINT	09	2	\$9,559
	AD	*	COMPUTER SCIENCE	00	2	\$15,759
	AD	*	ENGINEERING/SCIENCE	00	5	\$31,083
	AD	*	LANGUAGE ANALYST	00	9	\$48,901
	AD	*	ORGANIZATIONAL MGMT.	00	1	\$7,502
	AD	*	GENERAL ENGINEERING	00	1	\$8,320
	AD	*	COMPUTER SCIENCE	00	1	\$277
Energy	GS	0084	NUCLEAR MATERIALS COURIER	09	6	\$25,062
	GS	0084	NUCLEAR MATERIALS COURIER	10	2	\$9,506
	GS	0084	NUCLEAR MATERIALS COURIER	11	2	\$10,444
	GS	0301	MISC ADMIN & PROGRAM	13	1	\$7,443
	GS	0301	MISC ADMIN & PROGRAM	14	1	\$14,032
	AD	0303	SUPERVISORY POWER SYSTEM DISPATCHER	06	1	\$15,090
	ES	0340	PROGRAM MANAGEMENT	00	1	\$31,779
	GS	0340	PROGRAM MANAGEMENT	14	1	\$5,681
	GS	0340	PROGRAM MANAGEMENT	15	3	\$61,746
	EK	0801	GENERAL ENGINEERING	04	3	\$32,742
	EN	0801	GENERAL ENGINEERING	04	3	\$36,858
	GS	0801	GENERAL ENGINEERING	14	22	\$218,247
	GS	0801	GENERAL ENGINEERING	15	2	\$36,014
	GS	0804	FIRE PROT ENGINEERING	14	1	\$20,429
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$8,545
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$18,172
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$25,980
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$23,388
	GS	0854	COMPUTER ENGINEERING	14	1	\$12,640
	GS	0905	GENERAL ATTORNEY	15	2	\$29,159
	GS	0950	PARALEGAL SPECIALIST	11	1	\$5,728
	EJ	1101	GENERAL BUSINESS & INDUSTRY	05	1	\$22,379
	GS	1130	PUBLIC UTILITIES SPECIALIST	14	2	\$35,907
	EK	1301	GENERAL PHYSICAL SCIENCE	04	2	\$18,994
	GS	1301	GENERAL PHYSICAL SCIENCE	13	2	\$18,248
	GS	1301	GENERAL PHYSICAL SCIENCE	14	5	\$48,802
	GS	2101	TRANSPORTATION SPECIALIST	15	2	\$37,422

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$7,023
Health and Human Services	GS	0083	POLICE	09	1	\$5,459
	GS	0101	SOCIAL SCIENCE	14	3	\$31,813
	GS	0101	SOCIAL SCIENCE	15	1	\$12,474
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$22,638
	ES	0301	MISC ADMIN & PROGRAM	00	1	\$34,300
	GS	0301	MISC ADMIN & PROGRAM	12	1	\$6,498
	GS	0301	MISC ADMIN & PROGRAM	14	2	\$19,147
	GS	0301	MISC ADMIN & PROGRAM	15	4	\$76,377
	GS	0303	MISC CLERK & ASSISTANT	15	1	\$13,514
	ES	0341	ADMINISTRATIVE OFFICER	00	2	\$30,238
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	1	\$11,781
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	14	1	\$7,776
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	15	3	\$54,019
	GM	0401	GEN NATURAL RESOURCES MGT & BIO SCI	14	1	\$11,488
	GS	0403	MICROBIOLOGY	13	1	\$8,382
	RS	0405	PHARMACOLOGY	00	4	\$45,117
	GS	0405	PHARMACOLOGY	12	2	\$14,464
	GS	0405	PHARMACOLOGY	13	65	\$588,271
	GS	0405	PHARMACOLOGY	14	73	\$760,272
	GS	0405	PHARMACOLOGY	15	24	\$296,949
	GS	0413	PHYSIOLOGY	14	1	\$22,132
	GS	0415	TOXICOLOGY	13	7	\$61,816
	GS	0440	GENETICS	14	1	\$22,558
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$15,478
	GS	0510	ACCOUNTING	14	1	\$2,916
	ES	0560	BUDGET ANALYSIS	00	1	\$23,395
	GS	0601	GENERAL HEALTH SCIENCE	12	2	\$20,657
	GS	0601	GENERAL HEALTH SCIENCE	14	3	\$71,376
	GS	0601	GENERAL HEALTH SCIENCE	15	4	\$91,082
	GS	0602	MEDICAL OFFICER	13	3	\$42,230
	GS	0602	MEDICAL OFFICER	14	98	\$1,204,370
	GS	0602	MEDICAL OFFICER	15	273	\$4,306,046
	GS	0603	PHYSICIAN'S ASSISTANT	11	4	\$65,443
	GS	0610	NURSE	05	2	\$10,572
	GS	0610	NURSE	07	6	\$33,703
	GS	0610	NURSE	09	82	\$541,951
	GS	0610	NURSE	10	104	\$763,854
	GS	0610	NURSE	11	40	\$321,114
	GS	0610	NURSE	12	12	\$144,037
	GS	0610	NURSE	13	1	\$10,057
	GS	0610	NURSE	14	1	\$11,555
	GS	0620	PRACTICAL NURSE	05	1	\$8,961
GS	0620	PRACTICAL NURSE	06	8	\$48,828	
GS	0633	PHYSICAL THERAPIST	11	3	\$29,565	
GS	0640	HEALTH AID & TECHNICIAN	07	1	\$9,106	
GS	0644	MEDICAL TECHNOLOGIST	10	3	\$19,764	
GS	0644	MEDICAL TECHNOLOGIST	11	2	\$5,138	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$9,086
	GS	0645	MEDICAL TECHNICIAN	04	1	\$2,792
	GS	0645	MEDICAL TECHNICIAN	07	1	\$3,528
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	2	\$17,650
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	2	\$16,964
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	3	\$32,438
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$5,358
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	1	\$15,099
	GS	0660	PHARMACIST	11	6	\$67,432
	GS	0660	PHARMACIST	12	2	\$21,235
	GS	0660	PHARMACIST	13	1	\$20,409
	GS	0660	PHARMACIST	14	4	\$43,007
	GS	0662	OPTOMETRIST	11	3	\$49,275
	GS	0662	OPTOMETRIST	12	3	\$52,336
	GS	0668	PODIATRIST	13	3	\$47,181
	GS	0668	PODIATRIST	14	5	\$102,998
	GS	0680	DENTAL OFFICER	11	6	\$79,211
	GS	0680	DENTAL OFFICER	12	10	\$130,550
	GS	0680	DENTAL OFFICER	13	1	\$4,835
	GS	0680	DENTAL OFFICER	14	2	\$55,330
	GS	0680	DENTAL OFFICER	15	1	\$12,127
	GS	0681	DENTAL ASSISTANT	05	2	\$5,990
	GS	0696	CONSUMER SAFETY	13	1	\$9,472
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$26,888
	GS	0801	GENERAL ENGINEERING	12	1	\$19,686
	GS	0905	GENERAL ATTORNEY	15	2	\$23,908
	GS	1001	GENERAL ARTS & INFORMATION	14	1	\$25,514
	GS	1001	GENERAL ARTS & INFORMATION	15	1	\$18,574
	GS	1035	PUBLIC AFFAIRS	15	2	\$32,396
	GM	1101	GENERAL BUSINESS & INDUSTRY	15	1	\$20,270
	GS	1102	CONTRACTING	12	1	\$10,166
	GS	1102	CONTRACTING	13	1	\$14,582
	RS	1320	CHEMISTRY	00	1	\$12,500
	GS	1320	CHEMISTRY	14	2	\$21,504
	GS	1320	CHEMISTRY	15	1	\$13,514
	RS	1529	MATHEMATICAL STATISTICS	00	1	\$13,347
	GS	1529	MATHEMATICAL STATISTICS	13	24	\$212,624
	GS	1529	MATHEMATICAL STATISTICS	14	40	\$423,292
	GS	1529	MATHEMATICAL STATISTICS	15	7	\$95,051
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$4,653
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$8,475
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$26,155	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	6	\$110,322	
Homeland Security	GS	0080	SECURITY ADMIN	09	1	\$430
	GS	0080	SECURITY ADMIN	11	5	\$4,850
	GS	0080	SECURITY ADMIN	12	5	\$12,391
	GS	0083	POLICE	05	2	\$3,312
	GS	0083	POLICE	06	2	\$2,258

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Homeland Security (continued)	GS	0083	POLICE	07	4	\$8,075
	GS	0083	POLICE	08	8	\$9,580
	GS	0083	POLICE	09	1	\$2,778
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$14,026
	GS	0301	MISC ADMIN & PROGRAM	14	1	\$8,760
	GS	0560	BUDGET ANALYSIS	14	1	\$15,572
	GS	0850	ELECTRICAL ENGINEERING	12	2	\$6,741
	GS	1102	CONTRACTING	13	1	\$8,158
	ES	1811	CRIMINAL INVESTIGATING	00	2	\$43,580
	ES	1896	BORDER PATROL AGENT	00	1	\$24,303
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$6,696
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$19,994
Interior	GS	0083	POLICE	06	6	\$46,179
	GS	0083	POLICE	07	9	\$137,619
	GS	0083	POLICE	08	5	\$47,651
	GS	0083	POLICE	09	2	\$6,759
	GS	0083	POLICE	10	1	\$2,990
	GS	0083	POLICE	11	1	\$3,134
	GS	0083	POLICE	12	1	\$3,557
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$10,395
	GS	0301	MISC ADMIN & PROGRAM	15	1	\$16,929
	GS	0318	SECRETARY	10	1	\$9,817
	ES	0340	PROGRAM MANAGEMENT	00	1	\$25,718
	GS	0340	PROGRAM MANAGEMENT	12	1	\$9,513
	GS	0340	PROGRAM MANAGEMENT	13	1	\$3,500
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$1,788
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$2,010
Justice	GS	0006	CORRECTIONAL INSTITUTION ADMIN	15	4	\$9,146
	GS	0132	INTELLIGENCE	12	1	\$6,350
	GS	0132	INTELLIGENCE	13	1	\$2,438
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$10,720
	GS	0301	MISC ADMIN & PROGRAM	11	1	\$2,994
	GS	0301	MISC ADMIN & PROGRAM	15	1	\$3,571
	GS	0340	PROGRAM MANAGEMENT	15	1	\$7,014
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$5,301
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	14	1	\$1,157
	GS	0603	PHYSICIAN'S ASSISTANT	11	2	\$7,718
	GS	0610	NURSE	09	1	\$5,736
	GS	0610	NURSE	10	18	\$20,921
	GS	0610	NURSE	11	4	\$5,545
	GS	0620	PRACTICAL NURSE	05	3	\$458
	GS	0620	PRACTICAL NURSE	07	1	\$661
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$6,815
	AD	0905	GENERAL ATTORNEY	28	1	\$4,032
	GS	0986	LEGAL ASSISTANCE	06	2	\$1,373
	GS	0986	LEGAL ASSISTANCE	07	1	\$1,344
	GS	1550	COMPUTER SCIENCE	14	1	\$11,390
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$893	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice (continued)	WS	5823	AUTOMOTIVE MECHANIC	14	1	\$3,935
Labor	GS	0140	MANPOWER RESEARCH & ANALYSIS	11	1	\$10,400
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	13	1	\$6,448
Transportation	GM	0340	PROGRAM MANAGEMENT	15	1	\$20,098
	GM	0501	FINANCIAL ADMIN & PROGRAM	14	1	\$1,258
	GS	0810	CIVIL ENGINEERING	13	1	\$2,760
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$17,613
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$22,240
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,518
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,594
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$17,086
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$31,041
	Treasury	GS	0110	ECONOMIST	12	10
GS		0110	ECONOMIST	13	2	\$1,720
GS		0132	INTELLIGENCE	15	1	\$25,987
GS		0201	HUMAN RESOURCES MANAGEMENT	15	1	\$5,439
GS		0301	MISC ADMIN & PROGRAM	13	1	\$9,502
GS		0301	MISC ADMIN & PROGRAM	14	1	\$9,905
ES		0340	PROGRAM MANAGEMENT	00	8	\$108,845
IR		0340	PROGRAM MANAGEMENT	01	1	\$8,806
GS		0340	PROGRAM MANAGEMENT	15	2	\$42,897
IR		0343	MANAGEMENT & PROGRAM ANALYSIS	03	1	\$6,803
GS		0343	MANAGEMENT & PROGRAM ANALYSIS	14	1	\$18,716
GS		0510	ACCOUNTING	15	1	\$23,900
GS		0511	AUDITING	13	4	\$11,220
IR		0512	INTERNAL REVENUE AGENT	01	1	\$2,551
GM		0512	INTERNAL REVENUE AGENT	14	1	\$3,963
IR		0987	TAX LAW SPECIALIST	01	1	\$22,015
IR		1035	PUBLIC AFFAIRS	01	1	\$16,026
ES		1102	CONTRACTING	00	1	\$9,843
GS		1529	MATHEMATICAL STATISTICS	12	2	\$5,918
GS		1801	GEN INSP, INVESTIGATION, & COMPLIANCE	14	1	\$16,954
ES		1811	CRIMINAL INVESTIGATING	00	1	\$23,912
GS		1811	CRIMINAL INVESTIGATING	13	1	\$16,345
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	12	3	\$4,138
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	6	\$30,399
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$29,260
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$4,729
Veterans Affairs		GS	0201	HUMAN RESOURCES MANAGEMENT	14	1
	GS	0301	MISC ADMIN & PROGRAM	11	1	\$1,968
	GS	0340	PROGRAM MANAGEMENT	15	2	\$4,658
	GS	0343	MANAGEMENT & PROGRAM ANALYSIS	15	1	\$1,120
	GS	0560	BUDGET ANALYSIS	12	1	\$2,956
	GS	0620	PRACTICAL NURSE	04	1	\$1,241
	GS	0620	PRACTICAL NURSE	05	3	\$1,634
	GS	0620	PRACTICAL NURSE	06	10	\$6,894
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$1,071
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	1	\$1,791	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid	
Veterans Affairs (continued)	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	1	\$5,499	
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	2	\$6,608	
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	1	\$323	
	GS	0660	PHARMACIST	14	1	\$1,872	
	GS	0671	HEALTH SYSTEM SPECIALIST	15	1	\$6,828	
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	1	\$1,572	
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$1,538	
	GS	0802	ENGINEERING TECHNICIAN	12	1	\$1,538	
	GS	0904	LAW CLERK	11	1	\$3,320	
	GS	0950	PARALEGAL SPECIALIST	11	1	\$2,997	
	GS	1310	PHYSICS	13	1	\$8,820	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$4,133	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$11,408	
INDEPENDENT AGENCIES							
African Development Foundation	GS	0501	FINANCIAL ADMIN & PROGRAM	15	1	\$505	
Environmental Protection Agency	GS	0028	ENVIRON PROT SPECIALIST	14	2	\$9,991	
	GS	0028	ENVIRON PROT SPECIALIST	15	1	\$13,946	
	SL	0301	MISC ADMIN & PROGRAM	00	1	\$19,326	
	GS	0301	MISC ADMIN & PROGRAM	13	1	\$6,554	
	GM	0401	GEN NATURAL RESOURCES MGT & BIO SCI	15	2	\$18,982	
	GS	0511	AUDITING	15	1	\$11,564	
	GS	0854	COMPUTER ENGINEERING	14	1	\$10,891	
	GS	0905	GENERAL ATTORNEY	15	1	\$8,207	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$32,919	
Federal Election Commission	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$14,738	
	GS	0301	MISC ADMIN & PROGRAM	10	1	\$1,350	
General Services Administration	EX	0905	GENERAL ATTORNEY	V	1	\$8,900	
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$17,517	
	GS	0301	MISC ADMIN & PROGRAM	14	4	\$38,612	
	GS	0501	FINANCIAL ADMIN & PROGRAM	14	2	\$11,482	
	GS	0804	FIRE PROT ENGINEERING	14	1	\$3,792	
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$10,894	
	GS	1170	REALTY	14	2	\$25,242	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$20,647	
National Aeronautics and Space Administration	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$27,010	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$26,487	
	GS	0801	GENERAL ENGINEERING	15	1	\$15,000	
	National Archives and Records Administration	GS	1102	CONTRACTING	15	1	\$17,542
	National Capital Planning Commission	GS	0020	COMMUNITY PLANNING	15	1	\$17,318
	National Science Foundation	AD	1520	MATHEMATICS	04	2	\$26,238
	Overseas Private Investment Corporation	GS	1101	GENERAL BUSINESS & INDUSTRY	12	1	\$6,267
		GS	1101	GENERAL BUSINESS & INDUSTRY	13	1	\$668
GS		1101	GENERAL BUSINESS & INDUSTRY	14	1	\$723	

Department or Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Pension Benefit Guarantee Corporation	GS	1160	FINANCIAL ANALYSIS	14	1	\$16,939
Railroad Retirement Board	GS	0301	MISC ADMIN & PROGRAM	13	1	\$2,653
Social Security Administration	GS	0602	MEDICAL OFFICER	15	1	\$435
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$3,451
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$4,496

* For incentives without series numbers, the organization reporting these occupations does not use OPM's occupational series designations.

PAY PLAN DEFINITIONS

AD	Administratively determined rates, not elsewhere specified
DB	Demonstration engineers and scientists—DOD
DE	Demonstration engineers and scientists technician—DOD
DJ	Demonstration administrative—DOD
DP	Demonstration professional—Department of the Navy
DR	Demonstration Air Force scientist and engineer
EJ	Department of Energy Organization Act excepted service
EK	National Defense Authorization Act of 1995 Department of Energy excepted service
EN	National Nuclear Security Administration excepted service
EP	Defense Intelligence Senior Executive Service
ES	Senior Executive Service
EX	Executive pay
GG	Grades similar to General Schedule
GM	Employees covered by the Performance Management and Recognition System (PMRS) termination provisions
GS	General Schedule
IR	Internal Revenue Service broadband classification and pay system positions
NA	Nonappropriated Funds—nonsupervisory, nonleader—Federal Wage System
ND	Demonstration scientific and engineering—Department of the Navy
NH	Business management and technical management professional—DOD Acquisition Workforce Demonstration
NK	Administration support—DOD Acquisition Workforce Demonstration
NL	Nonappropriated funds—leader—Federal Wage System
NO	Naval Research Laboratory administrative specialist/professional
NP	Naval Research Laboratory science and engineering professional
NS	Nonappropriated funds—supervisory—Federal Wage System
NT	Demonstration administrative and technical—Department of the Navy
RS	Senior Biomedical Research Service—HHS
ST	Scientific and professional
WB	Wage positions under the Federal Wage System not otherwise designated
WG	Nonsupervisory pay schedules—Federal Wage System
WL	Leader pay schedules—Federal Wage System
WS	Supervisory pay schedules—Federal Wage System
ZP	Scientific and engineering professional—DOC Demonstration and Alternative Personnel Management System
ZS	Administrative support—DOC Demonstration and Alternative Personnel Management System
ZT	Scientific and engineering technician—DOC Demonstration and Alternative Personnel Management System



UNITED STATES OFFICE OF
PERSONNEL MANAGEMENT
1900 E STREET, NW
WASHINGTON, DC 20415