

**REPORT
ON THE
FEDERAL
ACQUISITION
WORK FORCE - 1100 Series
FISCAL YEAR 2000**



**Federal Acquisition Personnel
Information System**

**Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration**

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FOREWORD

Purpose: This is the Federal Acquisition Institute's (FAI) annual demographic report on the Federal acquisition workforce, showing trends in educational levels, turnover and hiring. This report on the Federal procurement workforce for Fiscal year (FY) 2000 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs and analyzing trends to enable them to better address the career development needs of the acquisition workforce.

Acknowledgments: We wish to express our gratitude to Mr. George Kelly Croft, Mr. James L. Hall, Mr. Robert Heims, Mr. Ron Byers, Ms. Carol Goodroe, and their co-workers at the Office of Personnel Management. We also wish to express our gratitude to the staff of the Defense Manpower Data Center (DMDC), especially Ms. Andrea Dettner. Without their support and data, this report would not be possible.

Organization: Under the Office of Federal Procurement Policy Act, as amended, the FAI is located in the General Services Administration (which acts as the executive agent for the FAI). The Office of Federal Procurement Policy, Office of Management and Budget, is responsible for providing and directing the activities of the FAI.

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EXECUTIVE SUMMARY

Retirement

Retirement eligibility of Contract Specialists (GS-1102) rose from 5% in 1991 to a still relatively benign rate of 9% in 2000. However, retirement eligibility for full retirement climbs to 27% in 2005 and 49% in 2010. (See Procurement Work Force At A Glance, Contract Specialists, p.3.)

We use two methods to study retirement rates. First, the Defense Manpower Data Center (DMDC) calculates how many employees are eligible to retire using the CSRS rules for regular retirement and counts how many of them have actually retired. Loss rates for retirement eligibles in the General Business and Industry (GS-1101), Contract Specialist (GS-1102), Procurement Clerk/Technician (GS-1106) and Industrial Specialist (GS-1150) came down substantially from 1999 rates. (See Procurement Work Force At A Glance, p.3.) For instance, retirements of Contract Specialists spiked in 1999 at 637 (23% of regular retirement eligibles) from 343 (18% of eligibles) in 1998 in the Contract Specialist series. In 2000, only 440 (17% of regular retirement eligibles) retired in that series.

Second, the U.S. Office of Personnel Management (OPM) makes projections on the basis of actual retirements of the whole Federal population in their database and applies them to different series. These retirements include regular, early, and disability retirements. Using FY 2000 statistics OPM has revised its projections downward from calculations based on FY 1999 numbers. Contract Specialists' retirements are now projected to reach 808 in 2001 and increase to 891 in 2002. They will increase until they peak at 1,167 in 2009. Using estimates based on all Federal employees, OPM projects that of the Contract Specialists on board on October 1, 2000 (26,751), a total of 10,463 will retire by October 2010.¹

The above figure is the total number of retiring Contract Specialists who will need to be replaced to maintain the current size of the workforce. How much is that per year? The projections for each procurement occupation vary from year to year. The percent of projected retirements for each year rises until it peaks at 4.4% a year for both 2009 and 2010 for Contract Specialists. Purchasing Agents retirements plateau at 4.5% a year for each year from 2008-2010; Procurement Clerks/Technicians retirements are predicted to plateau at 4.3% for each year from 2007 to 2010. The General Business and Industry Series retirements peak for three years from 2006 to 2008 at 4.6% each year and then taper off. The series with the most people currently able to retire, the Industrial Specialist Series, peaks in 2005 at 5.8% retirements then slides down to 5% by 2010.

In a study of actual retirement of those CSRS employees who were eligible for retirement in June 1995, 67.8% had retired by September 2000. Of those who became eligible for full retirement from July 1995 to September 2000, 51.2% retired by September 2000. Some of these may have been early retirements. Only 8.4% of those employees covered by CSRS who were not eligible for full retirement during the five years studied retired. These would include early retirements and other types of retirement, such as disability retirements.

¹ For more information contact Bob Heim at 202-606-1909 or bheim@opm.gov.

For the whole CSRS population studied from 1995 to 2000, 22.4% retired. OPM projects that that number will rise to 32.4% for the years from 2000 to 2005. The FERS population had a much lower retirement rate of 5.8% from 1995 to 2000; that is projected to increase to 9.5% during the 2000 to 2005 timeframe.

Turnover

Statistics generated by the Defense Manpower Data Center (DMDC) show that FY 2000 was the only year in the last five that the Government lost less than 2,000 Contract Specialists per year through retirements, separations, and leaving the series. (See People Leaving Procurement Positions, p. 4.) For the first time in five years, hires nearly kept up with losses of Contract Specialists. Hires in the General Business and Industry Series exceeded losses again in 2000, but the other series continued to fall behind. (See Hires for the Procurement Workforce, p.4)

The average ages of both internal (44.04 years) and external (34.35) hires into the Contract Specialist Series continues to creep up, as does the age of the population in that series (46.32). Except for the Contract Specialist Series, in which the ratio of internal to external hires stayed about the same (1.9 to 1), hiring for all the other series showed an upturn in internal hiring. (See Turnover during FY 2000, p. 3.)

Education

The percent of college graduates among Contract Specialists rose steadily from 53% in 1991 to 59% in 1999. (See Contract Specialists 1991 – 2000, p.8.) The new occupational standard effective January 2000 (for current employees in non-Defense agencies) that requires a college education for advancement beyond the GS 12 level had no appreciable affect on the percentage of the Contract Specialists with college degrees.

Among Contract Specialists the percentage of college graduates among external hires (83%) continues to exceed that of internal hires (44%). The ratio of internal to external hires stayed around 2 to 1 for another year. This is down from 4.7 to 1 in 1998, a year of heavy internal hiring. (See Turnover of Contract Specialists, p.8.)

Supervisors and Managers

The number of supervisors and managers classified in the acquisition professions has dropped from 8,094 in 1999 to 8,034 in 2000. (See Supervisory and Managerial Positions by Occupation, p.6.) In 2000, 105 employees classified as 1101's (General Business and Industry) and 68 Contract Specialists were in the Senior Executive Service (SES). (See Procurement Work Force At A Glance, p. 3.)

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Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 2000.

Agencies This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, National Imagery and Mapping Agency, or the National Security Agency.

Agency Data The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for "Early" retirement. The minimum combinations of age and years of service qualifying for regular retirement under the Civil Service Retirement System (CSRS):

Age 62 with 5 years of service.
Age 60 with 20 years of service.
Age 55 with 30 years of service.

Since 1987 all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum required age increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted the following tables are based on the CSRS combination of age and years of service to qualify for retirement even for those in FERS.

Turnover Turnover data in this report were derived by tracking data on each individual in the work force across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual.

For example, an individual's occupational code might read as follows:

| | FY94 | FY95 | FY96 | FY97 |
|--|-------------|-------------|-------------|-------------|
| Series (at the end of the fiscal year) | 1105 | 1105 | 1102 | 0 |

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1996 and an "internal hire" for the GS-1102 series in Fiscal Year 1996. The individual would be counted as a "loss" to the GS-1102 series in Fiscal Year 1997.

Losses Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different series.

Hires Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, "internal" hires include both:

- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351.)

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of "career-conditional" employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as "Other".)

Education Levels In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.

Average Grade Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

SUMMARY STATISTICS

**LOGISTICS OCCUPATIONS: POPULATION
AS OF SEPTEMBER 1996, 1997, 1998, 1999, 2000**

| <i>OCCUPATIONS</i> | <i>1996</i> | <i>1997</i> | <i>1998</i> | <i>1999</i> | <i>2000</i> |
|--|----------------|----------------|----------------|----------------|----------------|
| Logistics Management (GS 346) | 11,304 | 11,231 | 11,269 | 11,292 | 11,422 |
| General Business & Industry (GS 1101) | 20,427 | 20,048 | 20,298 | 20,955 | 21,225 |
| Contract Specialist (GS 1102) | 28,648 | 28,003 | 27,400 | 26,775 | 26,751 |
| Industrial Property Management (GS 1103) | 733 | 693 | 653 | 605 | 603 |
| Property Disposal (GS 1104) | 989 | 951 | 908 | 837 | 766 |
| Purchasing Agent (GS 1105) | 5,558 | 4,875 | 4,248 | 3,793 | 3,414 |
| Procurement Clerical & Technician (GS 1106) | 5,923 | 5,296 | 4,645 | 3,966 | 3,583 |
| Industrial Specialist (GS 1150) | 1,891 | 1,714 | 1,563 | 1,458 | 1,411 |
| Equipment Specialist (GS 1670) | 7,817 | 7,491 | 6,819 | 6,348 | 6,314 |
| Quality Assurance (GS 1910) | 9,559 | 8,751 | 8,370 | 7,833 | 7,746 |
| General Supply (GS 2001) | 3,768 | 3,742 | 3,835 | 3,783 | 3,590 |
| Supply Program Management (GS 2003) | 4,951 | 4,698 | 4,667 | 4,491 | 4,363 |
| Supply Clerical & Technician (GS 2005) | 18,316 | 16,633 | 15,124 | 13,889 | 12,904 |
| Inventory Management (GS 2010) | 6,016 | 5,709 | 5,425 | 5,331 | 5,271 |
| Distribution, Facilities & Storage (GS 2030) | 754 | 695 | 666 | 665 | 590 |
| Packaging (GS 2032) | 312 | 293 | 271 | 259 | 239 |
| Supply Cataloguing (GS 2050) | 348 | 247 | 156 | 102 | 85 |
| General Transportation (GS 2101) | 7,472 | 7,380 | 8,277 | 8,133 | 8,443 |
| Traffic Management (GS 2130) | 1,780 | 1,702 | 1,738 | 1,702 | 1,699 |
| Freight Rate (GS 2131) | 726 | 631 | 581 | 566 | 487 |
| Travel (GS 2132) | 83 | 40 | 22 | 10 | 4 |
| Shipment Clerical (GS 2134) | 143 | 43 | 14 | 0 | 0 |
| Cargo Scheduling (GS 2144) | 59 | 54 | 49 | 42 | 37 |
| Transportation Operations (GS 2150) | 998 | 1,111 | 1,178 | 1,294 | 1,352 |
| Dispatching (GS 2151) | 430 | 418 | 431 | 431 | 438 |
| Marine Cargo (GS 2161) | 46 | 40 | 42 | 46 | 50 |
| TOTAL | 139,051 | 132,489 | 128,649 | 124,606 | 122,787 |

PROCUREMENT WORK FORCE AT A GLANCE

As of September 2000

| | <i>General Bus/Ind GS-1101</i> | <i>Contract Specialist GS-1102</i> | <i>Property Disposal GS-1104</i> | <i>Purchas- ing GS-1105</i> | <i>Procure. Cler/Tec. GS-1106</i> | <i>Industrial Specialist GS-1150</i> | <i>Total</i> |
|--------------------------------|--|--|--|-------------------------------------|---|--|--------------|
| Population | 21,225 | 26,751 | 766 | 3,414 | 3,583 | 1,411 | 57,150 |
| Average Grade | 10.6 | 11.16 | 10.7 | 6.62 | 5.73 | 11.33 | 10.34 |
| Average Age | 47.51 | 46.32 | 48.63 | 46.86 | 46.44 | 50.54 | 46.94 |
| Female | 55% | 61% | 48% | 78% | 87% | 24% | 60% |
| Eligible To Retire* | 8% | 8% | 8% | 6% | 9% | 19% | 8% |
| Eligible To Retire FY 2010* | 42% | 45% | 56% | 39% | 44% | 71% | 44% |
| College Graduates | 41% | 59% | 19% | 11% | 8% | 33% | 45% |
| SES | 105 | 68 | 0 | 0 | 0 | 0 | 173 |

*Based on CSRS retirement rules, includes both FERS and CSRS employees.

TURNOVER DURING FY 2000

| | <i>General Bus/Ind GS-1101</i> | <i>Contract Specialist GS-1102</i> | <i>Property Disposal GS-1104</i> | <i>Purchas- ing GS-1105</i> | <i>Procure. Cler/Tec. GS-1106</i> | <i>Industrial Specialist GS-1150</i> |
|---|--|--|--|-------------------------------------|---|--|
| Beginning Strength | 20,955 | 26,775 | 837 | 3,793 | 3,966 | 1,458 |
| Losses | 2,962 | 1,843 | 128 | 810 | 871 | 190 |
| Loss Rate ¹ | 14% | 7% | 15% | 21% | 22% | 13% |
| Losses Of Persons Eligible to Retire | 426 | 440 | 37 | 66 | 70 | 60 |
| Loss Rate Of Persons Eligible To Retire ² | 22% | 17% | 35% | 25% | 19% | 19% |
| Total Hires | 3,232 | 1,819 | 57 | 431 | 488 | 143 |
| Ratio Internal to External Hires | 2.9 : 1 | 1.9 : 1 | 8.3 : 1 | 4.1 : 1 | 3.5 : 1 | 22.5 : 1 |
| % Hires With College Degrees | 44% | 57% | 19% | 10% | 13% | 23% |
| Net Change | 270 | -24 | -71 | -379 | -383 | -47 |
| End Strength | 21,225 | 26,751 | 766 | 3,414 | 3,583 | 1,411 |

¹ As a percentage of beginning year strength.

² As a percentage of all persons eligible for regular retirement at the beginning of FY2000 using CSRS rules.

NUMBER OF THE PROCUREMENT POSITIONS BY YEAR

As of September

| | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|---------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Gen. Bus & Ind. (GS-1101) | 17,135 | 17,567 | 19,805 | 20,427 | 20,048 | 20,298 | 20,955 | 21,225 |
| Contract Spec. (GS-1102) | 31,156 | 30,174 | 29,137 | 28,648 | 28,003 | 27,400 | 26,775 | 26,751 |
| Prop. Disposal (GS-1104) | 1,089 | 1,072 | 1,001 | 989 | 951 | 908 | 837 | 766 |
| Purchasing (GS-1105) | 6,644 | 6,410 | 6,005 | 5,558 | 4,875 | 4,248 | 3,793 | 3,414 |
| Proc. Cler. & Tech. (GS-1106) | 7,948 | 7,298 | 6,597 | 5,923 | 5,296 | 4,645 | 3,966 | 3,583 |
| Industrial Specialist (GS-1150) | 2,450 | 2,2235 | 2,034 | 1,891 | 1,714 | 1,563 | 1,458 | 1,411 |

PEOPLE LEAVING PROCUREMENT POSITIONS

PERCENTAGE OF BEGINNING YEAR STRENGTH

| | <i>Beg. year strength FY2000</i> | 1996 | | 1997 | | 1998 | | 1999 | | 2000 | |
|---------------------------------|--|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|
| Gen. Bus & Ind. (GS-1101) | 20,955 | 3,085 | 16% | 3,740 | 18% | 2,659 | 15% | 3,102 | 15% | 2,962 | 14% |
| Contract Spec. (GS-1102) | 26,775 | 2,312 | 8% | 2,519 | 9% | 2,188 | 8% | 2,134 | 8% | 1,843 | 7% |
| Prop. Disposal (GS-1104) | 837 | 141 | 14% | 154 | 16% | 139 | 15% | 135 | 14% | 128 | 15% |
| Purchasing (GS-1105) | 3,793 | 1,231 | 20% | 1,206 | 22% | 883 | 26% | 1,110 | 23% | 810 | 21% |
| Proc. Cler. & Tech. (GS-1106) | 3,966 | 1,557 | 24% | 1,373 | 23% | 1,127 | 28% | 1,251 | 24% | 871 | 22% |
| Industrial Specialist (GS-1150) | 1,458 | 362 | 20% | 306 | 16% | 221 | 14% | 273 | 16% | 190 | 13% |

HIRES FOR THE PROCUREMENT WORK FORCE

PERCENTAGE OF END OF YEAR STRENGTH

| | <i>End of year FY2000</i> | 1996 | | 1997 | | 1998 | | 1999 | | 2000 | |
|---------------------------------|-----------------------------------|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|
| Gen. Bus & Ind. (GS-1101) | 21,225 | 3,707 | 18% | 3,361 | 17% | 3,352 | 17% | 3,316 | 16% | 3,232 | 15% |
| Contract Spec. (GS-1102) | 26,751 | 1,823 | 6% | 1,874 | 7% | 1,531 | 6% | 1,563 | 6% | 1,819 | 7% |
| Prop. Disposal (GS-1104) | 766 | 129 | 13% | 116 | 12% | 92 | 10% | 68 | 8% | 57 | 7% |
| Purchasing (GS-1105) | 3,414 | 784 | 14% | 523 | 11% | 483 | 11% | 428 | 11% | 431 | 13% |
| Proc. Cler. & Tech (GS-1106) | 3,583 | 883 | 15% | 746 | 14% | 600 | 13% | 448 | 11% | 488 | 14% |
| Industrial Specialist (GS-1150) | 1,411 | 219 | 12% | 129 | 8% | 122 | 8% | 116 | 8% | 143 | 10% |

EDUCATIONAL LEVELS BY OCCUPATION FY 2000

| | <i>Gen Bus/Ind GS-1101</i> | <i>Cont Spec GS-1102</i> | <i>Prop Disp GS-1104</i> | <i>Purchasing GS-1105</i> | <i>Proc Cler/Tech. GS-1106</i> | <i>Indust Spec GS-1150</i> |
|--------------------------------|--------------------------------|------------------------------|------------------------------|-------------------------------|------------------------------------|--------------------------------|
| No Degree | 12,107 | 10,878 | 619 | 3,015 | 3,288 | 949 |
| BA-BS | 4,839 | 9,586 | 108 | 319 | 246 | 290 |
| Post Grad. Study | 3,919 | 6,243 | 39 | 58 | 35 | 170 |
| Unknown | 360 | 44 | 0 | 22 | 14 | 2 |
| Total | 21,225 | 26,751 | 766 | 3,414 | 3,583 | 1,411 |
| % College Graduates | 41% | 59% | 19% | 11% | 8% | 33% |

ACADEMIC MAJORS OF COLLEGE GRADUATES BY OCCUPATION PROCUREMENT WORKFORCE (FY2000)

| | <i>Gen Bus/Ind GS-1101</i> | <i>Cont Spec GS-1102</i> | <i>Prop Disp GS-1104</i> | <i>Purchasing GS-1105</i> | <i>Pro ClerTech. GS-1106</i> | <i>Indust Spec GS-1150</i> |
|---|--------------------------------|------------------------------|------------------------------|-------------------------------|----------------------------------|--------------------------------|
| Business | 3,575 | 9,291 | 70 | 138 | 104 | 197 |
| Information Mgt. | 50 | 125 | 0 | 6 | 7 | 4 |
| Engineering | 571 | 170 | 2 | 1 | 3 | 66 |
| Law | 202 | 272 | 1 | 3 | 2 | 6 |
| Mathematics | 105 | 119 | 3 | 0 | 1 | 7 |
| Physical Sciences | 106 | 67 | 0 | 3 | 2 | 8 |
| Public Admin. | 364 | 603 | 3 | 14 | 7 | 12 |
| Other | 3,776 | 5,167 | 66 | 211 | 155 | 159 |
| Major Unknown | 1 | 1 | 1 | 1 | 1 | 1 |
| *Business, Law & Pub. Admin. | 47% | 64% | 50% | 41% | 40% | 47% |

*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY 2000

| <i>Occupation</i> | <i>Supervisory /Managerial</i> | <i>Other</i> | <i>Total</i> |
|---|------------------------------------|--------------|--------------|
| General Business & Industry (GS 1101) | 4,134 | 17,091 | 21,225 |
| Contract Specialist (GS 1102) | 3,568 | 23,183 | 26,751 |
| Property Disposal (GS 1104) | 152 | 614 | 766 |
| Purchasing (GS 1105) | 87 | 3,327 | 3,414 |
| Procurement Clerical & Technicians (GS1106) | 14 | 3,569 | 3,583 |
| Industrial Specialist (GS 1150) | 79 | 1,332 | 1,411 |
| TOTAL | 8,034 | 49,116 | 57,150 |

STATISTICS ON THE
CONTRACTING SERIES

CONTRACT SPECIALIST SERIES GS 1102

As of September

| | 1991 | 1992 | 1996 | 1997 | 1998 | 1999 | 2000 |
|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Population | 31,436 | 31,794 | 28,648 | 28,003 | 27,400 | 26,775 | 26,751 |
| Average Grade | 11.11 | 11.20 | 11.38 | 11.36 | 11.31 | 11.17 | 11.16 |
| Average Age | 42.62 | 43.08 | 44.4 | 44.78 | 45.41 | 45.84 | 46.32 |
| % Female | 56% | 56% | 58% | 59% | 59% | 60% | 61% |
| % Eligible To Retire* | 5% | 5% | 5% | 5% | 7% | 8% | 8% |
| % Eligible To Retire in 10 years* | 26% | 27% | 33% | 34% | 42% | 50% | 45% |
| % College Graduates | 53% | 54% | 58% | 58% | 58% | 59% | 59% |
| Members, Senior Executive Service | 82 | 86 | 75 | 65 | 62 | 66 | 68 |

* Based on CSRS retirement rules.

TURNOVER OF CONTRACT SPECIALISTS

| | 1991 | 1992 | 1996 | 1997 | 1998 | 1999 | 2000 |
|--|--------|--------|--------|--------|--------|--------|---------|
| Beginning Strength | 31,146 | 31,436 | 29,137 | 28,648 | 28,003 | 27,400 | 26,775 |
| Losses | 2,145 | 1,828 | 2,312 | 2,519 | 2,134 | 2,188 | 1,843 |
| Loss Rate | 7% | 6% | 8% | 9% | 8% | 8% | 7% |
| Losses Of Persons Eligible to Retire* | 337 | 240 | NA | 498 | 343 | 637 | 440 |
| Loss Rate Of Persons Eligible To Retire* | 29% | 16% | 23% | 26% | 18% | 23% | 17% |
| Total Hires | 2,435 | 2,186 | 1,823 | 1,874 | 1,531 | 1,563 | 1,819 |
| Ratio Internal:External Hires | 2.7:1 | 2.8:1 | NA | NA | 4.7:1 | 2.0:1 | 1.9 : 1 |
| % Hires With College Degrees | 52% | 50% | NA | NA | 52% | 59% | 57% |
| Net Change | +290 | +358 | -489 | -645 | -603 | -625 | -24 |
| End Strength | 31,436 | 31,794 | 28,648 | 28,003 | 27,400 | 26,775 | 26,751 |

* Based on CSRS retirement rules

NA = not available

CONTRACT SPECIALISTS Agency By Grade (As Of FY 2000)

| | <i>Air Force</i> | <i>Agriculture</i> | <i>Army</i> | <i>Commerce</i> | <i>Other Defense</i> | <i>Education</i> | <i>Energy</i> | <i>EPA</i> | <i>FEMA</i> | <i>GSA</i> | <i>HHS</i> | <i>HUD</i> | <i>Interior</i> |
|-------|------------------|--------------------|-------------|-----------------|----------------------|------------------|---------------|------------|-------------|------------|------------|------------|-----------------|
| 5 | 69 | 1 | 66 | 2 | 59 | 0 | 3 | 0 | 0 | 2 | 2 | 0 | 3 |
| 7 | 257 | 3 | 237 | 0 | 206 | 4 | 11 | 5 | 2 | 18 | 22 | 3 | 37 |
| 9 | 663 | 35 | 507 | 7 | 629 | 5 | 17 | 15 | 5 | 54 | 35 | 3 | 86 |
| 11 | 942 | 105 | 1,251 | 8 | 1,469 | 4 | 34 | 15 | 5 | 58 | 76 | 7 | 132 |
| 12 | 1,693 | 203 | 1,568 | 57 | 1,685 | 15 | 114 | 73 | 16 | 621 | 171 | 40 | 176 |
| 13 | 729 | 116 | 806 | 45 | 570 | 14 | 165 | 106 | 6 | 346 | 223 | 21 | 103 |
| 14 | 209 | 37 | 240 | 25 | 209 | 4 | 84 | 56 | 4 | 96 | 97 | 21 | 44 |
| 15 | 69 | 11 | 50 | 21 | 50 | 2 | 43 | 21 | 1 | 24 | 46 | 8 | 9 |
| OTHER | 86 | 1 | 358 | 22 | 37 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 6 |
| NS | 8 | 0 | 4 | 1 | 10 | 0 | 4 | 2 | 0 | 1 | 4 | 3 | 2 |
| ALL | 4,725 | 512 | 5,087 | 188 | 4,924 | 48 | 475 | 293 | 39 | 1,220 | 677 | 106 | 598 |
| AVG | 11.13 | 11.96 | 10.78 | 11.55 | 11.19 | 11.77 | 12.64 | 12.67 | 11.67 | 12.23 | 12.37 | 12.54 | 11.27 |

| | <i>Justice</i> | <i>Labor</i> | <i>NASA</i> | <i>Navy</i> | <i>NRC</i> | <i>NSF</i> | <i>SBA</i> | <i>State</i> | <i>Transportation</i> | <i>Treasury</i> | <i>VA</i> | <i>All Other</i> | <i>TOTAL</i> |
|-------|----------------|--------------|-------------|-------------|------------|------------|------------|--------------|-----------------------|-----------------|-----------|------------------|--------------|
| 5 | 8 | 0 | 2 | 67 | 0 | 0 | 0 | 0 | 3 | 9 | 4 | 1 | 301 |
| 7 | 15 | 1 | 16 | 265 | 0 | 0 | 0 | 0 | 14 | 19 | 29 | 4 | 1,168 |
| 9 | 118 | 3 | 32 | 313 | 0 | 0 | 1 | 3 | 22 | 42 | 90 | 31 | 2,716 |
| 11 | 101 | 3 | 74 | 597 | 2 | 1 | 0 | 15 | 75 | 37 | 261 | 41 | 5,313 |
| 12 | 114 | 20 | 209 | 1,401 | 0 | 1 | 25 | 18 | 159 | 61 | 181 | 94 | 8,715 |
| 13 | 102 | 11 | 214 | 658 | 16 | 3 | 58 | 40 | 129 | 202 | 77 | 123 | 4,883 |
| 14 | 43 | 7 | 72 | 207 | 5 | 2 | 14 | 27 | 59 | 135 | 20 | 62 | 1,779 |
| 15 | 16 | 5 | 59 | 90 | 5 | 1 | 1 | 9 | 21 | 38 | 4 | 32 | 636 |
| OTHER | 31 | 0 | 0 | 406 | 0 | 0 | 0 | 4 | 0 | 6 | 2 | 64 | 1,024 |
| NS | 2 | 0 | 10 | 16 | 1 | 0 | 0 | 2 | 135 | 2 | 2 | 7 | 216 |
| ALL | 550 | 50 | 688 | 4,020 | 29 | 8 | 99 | 118 | 617 | 551 | 670 | 459 | 26,751 |
| AVG | 11.25 | 12.46 | 12.4 | 10.62 | 13.39 | 13.13 | 12.87 | 12.54 | 12.16 | 12.54 | 11.13 | 11.11 | 11.25 |

Other: Other grade levels (1-4) and pay bands.

NS: Grade level was not specified.

CONTRACT SPECIALISTS

FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES, BY GRADE FY 2000

| <i>Grade</i> | <i>Population</i> | <i>Female</i> | <i>Supervisory/Management</i> | <i>College Graduates</i> |
|--------------|-------------------|---------------|-------------------------------|--------------------------|
| 5 | 301 | 71% | 9% | 49% |
| 7 | 1,168 | 73% | 0% | 55% |
| 9 | 2,716 | 73% | 1% | 43% |
| 11 | 5,313 | 68% | 4% | 46% |
| 12 | 8,715 | 60% | 7% | 60% |
| 13 | 4,883 | 54% | 22% | 71% |
| 14 | 1,779 | 45% | 51% | 79% |
| 15 | 636 | 33% | 75% | 89% |
| Other | 1,024 | 62% | 15% | NA |
| NS | 216 | 49% | 42% | NA |
| Total | 26,751 | 61% | 13% | 59% |

Other: Other grade levels (1-4, 6, 8, & 10) and pay bands.

NS: Grade level was not specified. Includes SES positions.

NA: Not available

CONTRACT SPECIALISTS HIRED DURING FY 2000

| | <i>Internal Hires</i> | <i>External Hires</i> | <i>Other Hires</i> | <i>Changed Agencies</i> | <i>No Change</i> | <i>Total</i> |
|---|-----------------------|-----------------------|--------------------|-------------------------|------------------|--------------|
| Total | 1,171 | 601 | 47 | 662 | 24,270 | 26,751 |
| % FY 2000 Work Force | 4% | 2% | 0% | 2% | 91% | 100% |
| College Graduates | 44% | 83% | 57% | 68% | 59% | 59% |
| Business, Law, or Pub. Admin. majors ¹ | 52% | 47% | 89% | 64% | 61% | 60% |
| Average Age | 44.04 | 34.35 | 43.96 | 44.52 | 46.78 | 46.32 |
| Eligible To Retire ² FY 2000 | 3% | 1% | 6% | 3% | 8% | 8% |
| Eligible To Retire FY 2005 | 14% | 2% | 17% | 14% | 26% | 25% |
| Eligible To Retire FY 2010 | 33% | 8% | 28% | 35% | 46% | 45% |

CONTRACT SPECIALISTS HIRED DURING FY 2000, BY GRADE LEVEL

| <i>GS Grade</i> | <i>Population As Of 9/2000</i> | <i>Internal Hires</i> | <i>External Hires</i> | <i>Other Hires</i> | <i>Changed Agencies</i> | <i>Total Hires</i> |
|-----------------|--------------------------------|-----------------------|-----------------------|--------------------|-------------------------|--------------------|
| 5 | 301 | 160 | 59 | 5 | 1 | 225 |
| 7 | 1,168 | 344 | 412 | 8 | 7 | 771 |
| 9 | 2,716 | 197 | 41 | 10 | 42 | 290 |
| 11 | 5,313 | 153 | 44 | 11 | 159 | 367 |
| 12 | 8,715 | 155 | 31 | 1 | 198 | 385 |
| 13 | 4,883 | 87 | 9 | 2 | 176 | 274 |
| 14 | 1,779 | 25 | 1 | 0 | 41 | 67 |
| 15 | 636 | 9 | 0 | 0 | 14 | 23 |
| Other | 1,024 | 36 | 3 | 8 | 20 | 67 |
| NS | 216 | 5 | 1 | 2 | 4 | 12 |
| Total | 26,751 | 1,171 | 601 | 47 | 662 | 2,481 |

¹ Percent of college graduates only. Does not include the majors of those who attended college but did not graduate.

² Retirement eligibility figures are based on a combination of FERS and CSRS populations using CSRS rules to determine eligibility. See Technical Notes at the beginning of the report for further explanation.

**HIRES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 2000**

| Agency | <i>Number of Agency 1102's</i> | <i>Internal Hires</i> | <i>External Hires</i> | <i>Other Hires</i> | <i>Changed Agencies</i> | <i>Total Hires</i> | <i>% of Agency Contract Specialists</i> |
|----------------|--------------------------------|-----------------------|-----------------------|--------------------|-------------------------|--------------------|---|
| Air Force | 4,725 | 180 | 153 | 22 | 38 | 393 | 8.32% |
| Agriculture | 512 | 21 | 2 | 1 | 19 | 43 | 8.40% |
| Army | 5,087 | 291 | 84 | 6 | 85 | 466 | 9.16% |
| Commerce | 188 | 2 | 3 | 0 | 6 | 11 | 5.85% |
| Other Defense | 4,924 | 216 | 75 | 7 | 128 | 426 | 8.65% |
| Energy | 475 | 35 | 11 | 0 | 17 | 63 | 13.26% |
| Education | 48 | 2 | 3 | 0 | 0 | 5 | 10.42% |
| FEMA | 39 | 8 | 1 | 0 | 6 | 15 | 38.46% |
| EPA | 293 | 6 | 4 | 0 | 8 | 18 | 6.14% |
| GSA | 1,220 | 26 | 24 | 0 | 45 | 95 | 7.79% |
| HHS | 677 | 30 | 3 | 1 | 27 | 61 | 9.01% |
| HUD | 106 | 3 | 2 | 0 | 8 | 13 | 12.26% |
| Interior | 598 | 23 | 25 | 0 | 35 | 83 | 13.88% |
| Justice | 550 | 24 | 12 | 0 | 11 | 47 | 8.55% |
| Labor | 50 | 5 | 1 | 0 | 6 | 12 | 24.00% |
| NSF | 8 | 1 | 0 | 0 | 0 | 1 | 12.50% |
| NASA | 688 | 12 | 14 | 0 | 45 | 71 | 10.32% |
| NRC | 29 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Navy | 4,020 | 162 | 146 | 3 | 56 | 367 | 9.13% |
| SBA | 99 | 12 | 0 | 0 | 0 | 12 | 12.12% |
| State | 118 | 17 | 4 | 1 | 17 | 39 | 33.05% |
| Transportation | 617 | 26 | 6 | 2 | 30 | 64 | 10.37% |
| Treasury | 551 | 27 | 15 | 0 | 32 | 74 | 13.43% |
| VA | 670 | 25 | 7 | 1 | 18 | 51 | 7.61% |
| All Other | 459 | 17 | 6 | 3 | 25 | 51 | 11.11% |
| All | 26,751 | 1,171 | 601 | 47 | 662 | 2,481 | 9.27% |

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 2000**

| Agency | <i>FY 2000 Beginning Strength</i> | <i>Quit The Series</i> | <i>Changed Agencies</i> | <i>Stayed</i> | <i>Loss Rate*</i> |
|----------------|---|----------------------------|-----------------------------|---------------|-------------------|
| Air Force | 4,786 | 312 | 142 | 4,332 | 9% |
| Agriculture | 503 | 27 | 7 | 469 | 7% |
| Army | 5,002 | 283 | 98 | 4,621 | 8% |
| Commerce | 198 | 16 | 5 | 177 | 11% |
| Other Defense | 4,946 | 329 | 119 | 4,498 | 9% |
| Education | 47 | 3 | 1 | 43 | 9% |
| Energy | 459 | 42 | 5 | 412 | 10% |
| FEMA | 33 | 5 | 4 | 24 | 27% |
| EPA | 307 | 23 | 9 | 275 | 10% |
| GSA | 1,220 | 82 | 13 | 1,125 | 8% |
| HHS | 669 | 46 | 7 | 616 | 8% |
| HUD | 108 | 14 | 1 | 93 | 14% |
| Interior | 587 | 54 | 18 | 515 | 12% |
| Justice | 554 | 37 | 14 | 503 | 9% |
| Labor | 47 | 8 | 1 | 38 | 19% |
| NSF | 10 | 2 | 1 | 7 | 30% |
| NASA | 663 | 44 | 2 | 617 | 7% |
| NRC | 32 | 2 | 1 | 29 | 9% |
| Navy | 4,053 | 268 | 132 | 3,653 | 10% |
| SBA | 104 | 16 | 1 | 87 | 16% |
| State | 95 | 11 | 5 | 79 | 17% |
| Transportation | 623 | 45 | 25 | 553 | 11% |
| Treasury | 537 | 47 | 13 | 477 | 11% |
| VA | 705 | 68 | 18 | 619 | 12% |
| All Other | 487 | 59 | 20 | 408 | 16% |
| TOTAL | 26,775 | 1,843 | 662 | 24,270 | 7% |

*For agencies, losses include employees who changed agencies. Hence, the loss rate for an individual agency **includes** employees who left that agency to work in some other agency. However, the loss rate for the GS-1102 series as a whole **excludes** employees who changed agencies and is based **only** on the number who quit the series.

**LOSSES DURING FY 2000, BY GRADE LEVEL
CONTRACT SPECIALIST**

| <i>GS Grade</i> | <i>FY 2000 Beginning Strength</i> | <i>% Quit The Series</i> | <i>% Changed Agencies</i> |
|-----------------|---|--------------------------|---------------------------|
| 5 | 244 | 5% | 0% |
| 6 | 2 | 0% | 0% |
| 7 | 1,047 | 9% | 1% |
| 8 | 1 | 0% | 0% |
| 9 | 2,912 | 8% | 3% |
| 10 | 34 | 6% | 0% |
| 11 | 5,515 | 6% | 3% |
| 12 | 8,578 | 7% | 2% |
| 13 | 4,632 | 7% | 3% |
| 14 | 1,726 | 8% | 1% |
| 15 | 643 | 9% | 2% |
| Other | 1,441 | 9% | 3% |

**CONTRACT SPECIALISTS
RETIREMENT ELIGIBILITY BY AGENCY**

| Agency | <i>FY 2000 Population</i> | <i>Eligible In FY 2000</i> | <i>Eligible In FY 2005</i> | <i>Eligible In FY 2010</i> |
|----------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Agriculture | 512 | 3% | 11% | 28% |
| Air Force | 4,725 | 9% | 29% | 48% |
| Army | 5,087 | 10% | 31% | 56% |
| Commerce | 188 | 3% | 17% | 38% |
| Other Defense | 4,924 | 10% | 31% | 53% |
| Energy | 475 | 11% | 36% | 60% |
| Education | 48 | 2% | 6% | 17% |
| EPA | 293 | 7% | 25% | 49% |
| FEMA | 39 | 0% | 18% | 28% |
| GSA | 1,220 | 1% | 4% | 13% |
| HHS | 677 | 5% | 12% | 22% |
| HUD | 106 | 8% | 22% | 37% |
| Interior | 598 | 4% | 18% | 41% |
| Justice | 550 | 2% | 7% | 18% |
| Labor | 50 | 20% | 38% | 56% |
| NSF | 8 | 0% | 25% | 38% |
| NASA | 688 | 8% | 25% | 44% |
| NRC | 29 | 0% | 0% | 7% |
| Navy | 4,020 | 6% | 21% | 39% |
| SBA | 99 | 23% | 40% | 70% |
| State | 118 | 3% | 9% | 23% |
| Transportation | 617 | 6% | 19% | 39% |
| Treasury | 551 | 5% | 18% | 37% |
| VA | 670 | 4% | 13% | 32% |
| ALL OTHER | 459 | 4% | 21% | 39% |
| TOTAL | 26,751 | 8% | 24% | 45% |

CONTRACT SPECIALISTS

COLLEGE GRADUATES BY AGENCY AND GRADE FY 2000

| Agency | <i>GS 5 & 7</i> | <i>GS 9 & 11</i> | <i>GS 12-15</i> | <i>All Grades</i> |
|----------------|---------------------|----------------------|-----------------|-------------------|
| Air Force | 58% | 57% | 83% | 72% |
| Agriculture | 75% | 30% | 50% | 45% |
| Army | 43% | 42% | 68% | 56% |
| Commerce | 100% | 47% | 64% | 62% |
| Other Defense | 49% | 48% | 70% | 59% |
| Justice | 52% | 41% | 56% | 50% |
| Labor | 0% | 33% | 56% | 52% |
| Energy | 71% | 35% | 77% | 72% |
| Education | 100% | 100% | 66% | 75% |
| FEMA | 50% | 30% | 37% | 36% |
| EPA | 80% | 40% | 73% | 69% |
| GSA | 60% | 35% | 45% | 44% |
| HHS | 21% | 24% | 57% | 50% |
| HUD | 67% | 40% | 56% | 54% |
| Interior | 80% | 22% | 56% | 45% |
| NSF | 0% | 100% | 86% | 88% |
| NASA | 56% | 36% | 84% | 76% |
| NRC | 0% | 100% | 65% | 68% |
| Navy | 62% | 45% | 64% | 59% |
| SBA | 0% | 100% | 61% | 62% |
| State | 0% | 22% | 36% | 34% |
| Transportation | 29% | 31% | 52% | 47% |
| Treasury | 43% | 30% | 60% | 55% |
| VA | 48% | 31% | 55% | 42% |
| ALL OTHER | 40% | 31% | 61% | 55% |

**CONTRACT SPECIALISTS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

| | | | |
|-------------------------------------|-----|--------------------------------------|---------------|
| ALBUQUERQUE, NM | 202 | MONMOUTH, NJ | 427 |
| ANCHORAGE, AK | 111 | MONTGOMERY, AL | 97 |
| ATLANTA, GA | 374 | NASSAU-SUFFOLK, NY | 68 |
| BAKERSFIELD, CA | 146 | NEW ORLEANS, LA | 95 |
| BALTIMORE, MD | 454 | NEW YORK, NY-NJ | 235 |
| BILOXI-GULFPORT, MS | 100 | NEWARK, NJ | 166 |
| BOSTON, MA | 500 | NORFOLK-VA BEACH-PORTSMOUTH, VA-NC | 638 |
| BREMERTON, WA | 87 | OAKLAND, CA | 96 |
| CHARLESTON-N. CHARLESTON, SC | 156 | OKLAHOMA CITY, OK | 535 |
| CHICAGO, IL | 294 | OMAHA, NE-IA | 75 |
| CINCINNATI, OH-KY-IN | 71 | ORANGE COUNTY, CA | 96 |
| CLEVELAND, OH | 109 | ORLANDO, FL | 195 |
| COLORADO SPRINGS, CO | 212 | PANAMA CITY, FL | 56 |
| COLUMBUS, OH | 580 | PHILADELPHIA, PA-NJ | 1,123 |
| DALLAS-FORT WORTH, TX | 386 | PHOENIX, AZ | 127 |
| DAVENPORT-ROCK ISLAND-MOLINE, IA-IL | 330 | PITTSBURG, PA | 91 |
| DAYTON, OH | 681 | PORTLAND, OR-WA | 111 |
| DENVER-BOULDER, CO | 278 | RALEIGH-DURHAM, NC | 86 |
| DETROIT, MI | 425 | RICHMOND, VA | 681 |
| FAYETTEVILLE, NC | 84 | RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 92 |
| FT WALTON, FL | 190 | SACRAMENTO, CA | 141 |
| HARRISBURG, PA | 262 | SALT LAKE CITY-OGDEN, UT | 350 |
| HARTFORD, CT | 61 | SAN ANTONIO, TX | 592 |
| HONOLULU, HI | 285 | SAN DIEGO, CA | 524 |
| HOUSTON, TX | 118 | SAN FRANCISCO-OAKLAND, CA | 131 |
| HUNTSVILLE, AL | 895 | SAN JOSE, CA | 116 |
| INDIANAPOLIS, IN | 73 | SAN JUAN, PR | 58 |
| JACKSONVILLE, FL | 101 | SANTA BARBARA-SANTA MARIA-LOMPOC, CA | 63 |
| KANSAS CITY, MO-KS | 199 | SEATTLE-EVERETT, WA | 205 |
| KILLEEN-TEMPLE, TX | 61 | ST. LOUIS, MO-IL | 325 |
| LAS VEGAS, NV | 61 | TACOMA, WA | 59 |
| LITTLE ROCK-NORTH LITTLE ROCK, AR | 55 | TAMPA-ST PETERSBURG, FL | 82 |
| LOS ANGELES-LONG BEACH, CA | 432 | TUCSON, AZ | 68 |
| MACON, GA | 334 | UTICA-ROME, NY | 51 |
| MELBOURN-TITUSVILLE-COCOA, FL | 155 | VENTURA, CA | 105 |
| MINNEAPOLIS-ST PAUL, MN-WI | 96 | WASHINGTON, DC-MD-VA | 5,245 |
| SUBTOTAL | | | 22,163 |
| OUTSIDE MSAS | | | 2,329 |
| OTHER MSAS | | | 2,259 |
| TOTAL | | | 26,751 |

STATISTICS ON THE
PURCHASING SERIES

PURCHASING SERIES (GS 1105)

As of September

| | <i>1991</i> | <i>1992</i> | <i>1996</i> | <i>1997</i> | <i>1998</i> | <i>1999</i> | <i>2000</i> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Population | 6,754 | 6,809 | 5,558 | 4,875 | 4,248 | 3,793 | 3,414 |
| Average Grade | 5.95 | 6.05 | 6.39 | 6.47 | 6.50 | 6.55 | 6.62 |
| Average Age | 41.76 | 42.22 | 44.05 | 44.8 | 45.58 | 46.29 | 46.86 |
| % Female | 80% | 80% | 80% | 80% | 79% | 79% | 78% |
| % Eligible To Retire* | 4% | 4% | 4% | 4% | 5% | 7% | 6% |
| % Eligible To Retire in 10 years* | 21% | 22% | 27% | NA | 34% | 47% | 39% |
| % College Graduates | 10% | 10% | 11% | 11% | 11% | 12% | 11% |
| Members, Senior Executive Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

*Based on CSRS retirement rules.

TURNOVER OF PURCHASING AGENTS

| | <i>1991</i> | <i>1992</i> | <i>1996</i> | <i>1997</i> | <i>1998</i> | <i>1999</i> | <i>2000</i> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Beginning Strength | 6,602 | 6,754 | 6,005 | 5,558 | 4,875 | 4,248 | 3,793 |
| Losses | 1,310 | 1,116 | 1,231 | 1,206 | 1,110 | 883 | 810 |
| Loss Rate | 20% | 17% | 20% | 22% | 23% | 21% | 21% |
| Losses Of Persons Eligible to Retire* | 62 | 47 | NA | 88 | 77 | 106 | 66 |
| Loss Rate Of Persons Eligible To Retire* | 29% | 18% | 33% | 32% | 28% | 28% | 25% |
| Total Hires | 1,462 | 1,171 | 784 | 523 | 483 | 428 | 431 |
| Ratio Internal:External Hires | 3:1 | 3.6:1 | NA | NA | 5.6:1 | 5.3:1 | 4.1 : 1 |
| % Hires With College Degrees | 14% | 17% | 12% | 15% | 15% | 15% | 10% |
| Net Change | +152 | +55 | -447 | -683 | -627 | -455 | -379 |
| End Strength | 6,754 | 6,809 | 5,558 | 4,875 | 4,248 | 3,793 | 3,414 |

*Based on CSRS retirement rules.

NA not available

AGENCY BY GRADE (AS OF FY 2000)
PURCHASING AGENTS

| | <i>Air Force</i> | <i>Agriculture</i> | <i>Army</i> | <i>Commerce</i> | <i>Other Defense</i> | <i>Energy</i> | <i>EPA</i> | <i>FEMA</i> | <i>GSA</i> | <i>HHS</i> | <i>HUD</i> | <i>Interior</i> |
|-------|------------------|--------------------|-------------|-----------------|----------------------|---------------|------------|-------------|------------|------------|------------|-----------------|
| 4 | 1 | 4 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 5 | 61 | 50 | 58 | 5 | 5 | 2 | 0 | 0 | 5 | 5 | 0 | 53 |
| 6 | 50 | 105 | 113 | 2 | 13 | 0 | 0 | 0 | 23 | 22 | 0 | 66 |
| 7 | 100 | 130 | 115 | 15 | 23 | 5 | 9 | 0 | 33 | 57 | 2 | 119 |
| 8 | 7 | 35 | 37 | 5 | 5 | 4 | 2 | 1 | 15 | 66 | 0 | 39 |
| 9 | 5 | 59 | 13 | 4 | 4 | 3 | 7 | 1 | 0 | 52 | 0 | 25 |
| 10 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 15 | 0 | 2 |
| 11 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 12 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 3 | 0 | 9 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 |
| NS | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ALL | 227 | 383 | 347 | 43 | 52 | 14 | 18 | 2 | 76 | 218 | 2 | 318 |
| AVG | 6.24 | 6.83 | 6.39 | 6.56 | 6.8 | 7.43 | 7.89 | 8.5 | 6.76 | 7.86 | 7 | 6.55 |

| | <i>Justice</i> | <i>Labor</i> | <i>NASA</i> | <i>Navy</i> | <i>NRC</i> | <i>NSF</i> | <i>STATE</i> | <i>Transportation</i> | <i>Treasury</i> | <i>VA</i> | <i>All Other</i> | <i>TOTAL</i> |
|-------|----------------|--------------|-------------|-------------|------------|------------|--------------|-----------------------|-----------------|-----------|------------------|--------------|
| 4 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 24 |
| 5 | 2 | 3 | 0 | 71 | 0 | 0 | 0 | 2 | 2 | 176 | 4 | 504 |
| 6 | 9 | 8 | 1 | 204 | 0 | 0 | 0 | 13 | 6 | 297 | 5 | 937 |
| 7 | 41 | 3 | 2 | 295 | 0 | 0 | 1 | 33 | 7 | 192 | 29 | 1,211 |
| 8 | 9 | 4 | 4 | 59 | 0 | 0 | 1 | 7 | 1 | 19 | 14 | 334 |
| 9 | 22 | 1 | 15 | 52 | 4 | 1 | 1 | 12 | 8 | 3 | 4 | 296 |
| 10 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 34 |
| 11 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Other | 0 | 0 | 0 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 67 |
| NS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| ALL | 83 | 19 | 22 | 737 | 4 | 1 | 3 | 67 | 26 | 691 | 61 | 3,414 |
| AVG | 7.48 | 6.58 | 8.5 | 6.54 | 9 | 9 | 8 | 7.21 | 7.5 | 6.08 | 7.2 | 6.62 |

Other.: Other grade levels (1-3)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

**LOSSES DURING FY 2000, BY GRADE LEVEL
PURCHASING AGENTS**

| <i>GS Grade</i> | <i>FY 2000 Beginning Strength</i> | <i>% Quit The Series</i> | <i>% Changed Agencies</i> |
|-----------------|---|------------------------------|-------------------------------|
| 3 | 2 | 100% | 0% |
| 4 | 28 | 32% | 0% |
| 5 | 607 | 24% | 0% |
| 6 | 1,012 | 19% | 0% |
| 7 | 1,379 | 24% | 1% |
| 8 | 340 | 14% | 1% |
| 9 | 288 | 17% | 1% |
| 10 | 25 | 16% | 0% |
| 11 | 4 | 25% | 0% |
| OTHER | 108 | 23% | 0% |

**PURCHASING AGENTS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

| | |
|--------------------------------------|--------------|
| ALBUQUERQUE, NM | 37 |
| ATLANTA, GA | 40 |
| BALTIMORE, MD | 68 |
| BOSTON, MA | 30 |
| BREMERTON, WA | 59 |
| CHARLESTON-N. CHARLESTON, SC | 24 |
| CHICAGO, IL | 39 |
| DALLAS-FORT WORTH, TX | 41 |
| DENVER-BOULDER, CO | 31 |
| HARRISBURG, PA | 34 |
| HONOLULU, HI | 43 |
| JACKSONVILLE, FL | 31 |
| KANSAS CITY, MO-KS | 29 |
| KILLEEN-TEMPLE, TX | 20 |
| LITTLEROCK-NORTH LITTLE ROCK, AR | 21 |
| LOS ANGELES-LONG BEACH, CA | 38 |
| MIAMI, FL | 22 |
| MINNEAPOLIS-ST PAUL, MN-WI | 27 |
| NEW ORLEANS, LA | 27 |
| NEW YORK, NY-NJ | 30 |
| NORFOLK-VA BEACH-PORTSMOUTH, VA-NC | 154 |
| OAKLAND, CA | 25 |
| PENSACOLA, FL | 26 |
| PHILADELPHIA, PA-NJ | 51 |
| PHOENIX, AZ | 28 |
| PITTSBURG, PA | 23 |
| PORTLAND, OR-WA | 35 |
| RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 20 |
| SACRAMENTO, CA | 25 |
| SALT LAKE CITY-OGDEN, UT | 23 |
| SAN ANTONIO, TX | 89 |
| SAN DIEGO, CA | 94 |
| SAN FRANCISC-OAKLAND, CA | 26 |
| SAN JUAN, PR | 29 |
| SEATTLE-EVERETT, WA | 26 |
| ST. LOUIS, MO-IL | 23 |
| TAMPA-ST PETERSBURG, FL | 27 |
| WASHINGTON, DC-MD-VA | 400 |
| SUBTOTAL | 1,815 |

| | |
|--------------|--------------|
| OUTSIDE MSAs | 642 |
| OTHER MSAs | 957 |
| TOTAL | 3,414 |

STATISTICS ON THE
PROCUREMENT CLERICAL
AND TECHNICIAN SERIES

PROCUREMENT CLERKS/TECHNICIANS GS-1106

As of September

| | <i>1991</i> | <i>1992</i> | <i>1996</i> | <i>1997</i> | <i>1998</i> | <i>1999</i> | <i>2000</i> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Population | 8,956 | 8,616 | 5,923 | 5,296 | 4,645 | 3,966 | 3,583 |
| Average Grade | 5.12 | 5.18 | 5.54 | 5.59 | 5.64 | 5.67 | 5.73 |
| Average Age | 39.88 | 40.63 | 43.16 | 43.8 | 44.81 | 45.64 | 46.44 |
| % Female | 89% | 89% | 88% | 88% | 88% | 87% | 87% |
| % Eligible To Retire* | 4% | 4% | 4% | 4% | 6% | 8% | 9% |
| % Eligible To Retire in 10 years* | 18% | 20% | 25% | 27% | 36% | 44% | 44% |
| % College Graduates | 7% | 8% | 8% | 8% | 8% | 8% | 8% |
| Members, Senior Executive Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

*Based on CSRS retirement rules.

TURNOVER OF PROCUREMENT CLERKS/TECHNICIANS

| | <i>1991</i> | <i>1992</i> | <i>1996</i> | <i>1997</i> | <i>1998</i> | <i>1999</i> | <i>2000</i> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Beginning Strength | 9,360 | 8,956 | 6,597 | 5,923 | 5,296 | 4,645 | 3,966 |
| Losses | 2,227 | 1,895 | 1,557 | 1,373 | 1,251 | 1,127 | 871 |
| Loss Rate | 24% | 21% | 24% | 22% | 24% | 24% | 22% |
| Losses Of Persons Eligible to Retire* | 83 | 60 | NA | 92 | 83 | 111 | 70 |
| Loss Rate Of Persons Eligible to Retire* | 29% | 19% | 33% | 30% | 29% | 27% | 19% |
| Total Hires | 1,823 | 1,555 | 883 | 746 | 600 | 448 | 488 |
| Ratio Internal:External Hires | 1.6:1 | 2.5:1 | NA | 7:1 | 7.2:1 | 5.7:1 | 3.5 : 1 |
| % Hires With College Degrees | 11% | 11% | 12% | 12% | 12% | 12% | 13% |
| Net Change | -404 | -340 | -674 | -627 | -651 | -679 | -383 |

| | | | | | | | |
|--------------|-------|-------|-------|-------|-------|-------|-------|
| End Strength | 8,956 | 8,616 | 5,923 | 5,296 | 4,645 | 3,966 | 3,583 |
|--------------|-------|-------|-------|-------|-------|-------|-------|

*Based on CSRS retirement rules.

NA not available

**PROCUREMENT CLERKS/TECHNICIANS
AGENCY BY GRADE (AS OF FY 2000)**

| | <i>Air Force</i> | <i>Agriculture</i> | <i>Army</i> | <i>Commerce</i> | <i>Other Defense</i> | <i>Energy</i> | <i>EPA</i> | <i>FEMA</i> | <i>GSA</i> | <i>HHS</i> | <i>HUD</i> | <i>Interior</i> |
|-------|------------------|--------------------|-------------|-----------------|----------------------|---------------|------------|-------------|------------|------------|------------|-----------------|
| 4 | 29 | 7 | 78 | 1 | 110 | 0 | 0 | 0 | 0 | 4 | 0 | 7 |
| 5 | 252 | 21 | 201 | 3 | 259 | 1 | 0 | 0 | 17 | 14 | 0 | 29 |
| 6 | 151 | 37 | 144 | 8 | 687 | 14 | 1 | 0 | 19 | 16 | 0 | 34 |
| 7 | 101 | 65 | 136 | 3 | 228 | 18 | 8 | 1 | 50 | 36 | 7 | 31 |
| 8 | 0 | 1 | 7 | 0 | 3 | 0 | 2 | 0 | 0 | 5 | 0 | 2 |
| 9 | 0 | 0 | 0 | 0 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OTHER | 11 | 0 | 26 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| NS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ALL | 544 | 131 | 592 | 18 | 1291 | 35 | 12 | 1 | 86 | 76 | 7 | 103 |
| AVG. | 5.53 | 6.24 | 5.47 | 5.17 | 5.81 | 6.66 | 7.25 | 7 | 6.38 | 6.28 | 7 | 5.92 |

| | <i>Justice</i> | <i>Labor</i> | <i>NASA</i> | <i>Navy</i> | <i>NRC</i> | <i>NSF</i> | <i>SBA</i> | <i>STATE</i> | <i>Transportation</i> | <i>Treasury</i> | <i>VA</i> | <i>All Other</i> | <i>TOTAL</i> |
|-------|----------------|--------------|-------------|-------------|------------|------------|------------|--------------|-----------------------|-----------------|-----------|------------------|--------------|
| 4 | 0 | 2 | 3 | 63 | 0 | 0 | 0 | 0 | 3 | 0 | 6 | 0 | 313 |
| 5 | 2 | 1 | 2 | 112 | 0 | 0 | 1 | 0 | 5 | 5 | 27 | 1 | 953 |
| 6 | 5 | 4 | 7 | 88 | 2 | 2 | 6 | 2 | 6 | 7 | 13 | 9 | 1,260 |
| 7 | 13 | 5 | 13 | 100 | 0 | 0 | 14 | 4 | 6 | 19 | 15 | 15 | 889 |
| 8 | 5 | 0 | 4 | 13 | 2 | 2 | 0 | 0 | 0 | 7 | 0 | 2 | 53 |
| 9 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 |
| 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| OTHER | 0 | 0 | 0 | 58 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| NS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 3 |
| ALL | 25 | 12 | 30 | 436 | 4 | 4 | 21 | 6 | 22 | 39 | 61 | 29 | 3,583 |
| AVG. | 6.84 | 6 | 6.53 | 5.24 | 7 | 7 | 6.62 | 6.67 | 5.75 | 6.82 | 5.61 | 6.75 | 6 |

Other: Other grade levels (1-3) or pay bands.

NS: Grade level was not specified.

**PROCUREMENT CLERKS/ TECHNICIANS
LOSSES DURING FY 2000, BY GRADE LEVEL**

| <i>GS Grade</i> | <i>Beginning Strength</i> | <i>Quit the Series</i> | <i>Changed Agencies</i> |
|-----------------|---------------------------|------------------------|-------------------------|
| 3 | 8 | 38% | 0% |
| 4 | 376 | 20% | 0% |
| 5 | 1,153 | 24% | 0% |
| 6 | 1,306 | 18% | 1% |
| 7 | 932 | 25% | 1% |
| 8 | 49 | 31% | 0% |
| 9 | 10 | 20% | 0% |
| 10 | 1 | 100% | 0% |
| Other | 131 | 27% | 1% |

OTHER: PAY BANDS OR GRADES NOT SHOWN.

**PROCUREMENT CLERKS/ TECHNICIANS
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

| | | | |
|---|-----|--|--------------|
| ALBUQUERQUE, NM | 35 | MINNEAPOLIS-ST PAUL, MN-WI | 23 |
| ANCHORAGE, AK | 12 | MONMOUTH, NJ | 31 |
| ATLANTA, GA | 50 | MONTGOMERY, AL | 17 |
| AUGUSTA, GA-SC | 12 | NASSAU-SUFFOLK, NY | 38 |
| BAKERSFIELD, CA | 21 | NEW ORLEANS, LA | 11 |
| BALTIMORE, MD | 73 | NEW YORK, NY-NJ | 37 |
| BILOXI-GULFPORT, MS | 18 | NEWARK, NJ | 34 |
| BIRMINGHAM, AL | 13 | NORFOLK-VA BEACH- PORTSMOUTH, VA-NC | 62 |
| BOISE CITY, ID | 12 | OAKLAND, CA | 17 |
| BOSTON, MA | 72 | OKLAHOMA CITY, OK | 70 |
| BREMERTON, WA | 11 | ORANGE COUNTY, CA | 32 |
| BRIDGEPORT, CT | 19 | ORLANDO, FL | 27 |
| CHARLESTON-N. CHARLESTON, SC | 10 | PHILADELPHIA, PA-NJ | 172 |
| CHICAGO, IL | 39 | PHOENIX, AZ | 24 |
| CLEVELAND, OH | 23 | PITTSBURGH, PA | 13 |
| COLORADO SPRINGS, CO | 17 | PORTLAND, OR-WA | 29 |
| COLUMBUS, OH | 159 | RICHMOND, VA | 147 |
| DALLAS-FORT WORTH, TX | 40 | RIVERSIDE-SAN BERNARDINO- ONTARIO, CA | 20 |
| DAVENPORT-ROCK ISLAND- MOLINE, IA-IL | 26 | SACRAMENTO, CA | 32 |
| DAYTON, OH | 140 | SALT LAKE CITY-OGDEN, UT | 52 |
| DENVER-BOULDER, CO | 34 | SAN ANTONIO, TX | 66 |
| DETROIT, MI | 43 | SAN DIEGO, CA | 79 |
| FT WALTON, FL | 21 | SAN FRANCISCO-OAKLAND, CA | 24 |
| HARRISBURG, PA | 28 | SAN JOSE, CA | 28 |
| HARTFORD, CT | 21 | SAN JUAN, PR | 13 |
| HONOLULU, HI | 31 | SEATTLE-EVERETTE, WA | 36 |
| HUNTSVILLE, AL | 69 | ST. LOUIS, MO-IL | 29 |
| JACKSONVILLE, FL | 24 | SYRACUSE, NY | 13 |
| KALAMAZOO-PORTAGE, MI | 18 | TACOMA, WA | 19 |
| LAS VEGAS, NV | 11 | TAMPA-ST PETERSBURG, FL | 13 |
| LOS ANGELES-LONG BEACH, CA | 92 | TUCSON, AZ | 12 |
| LOUISVILLE, KY-IN | 10 | VENTURA, CA | 18 |
| MACON, GA | 36 | WASHINGTON, DC-MD-VA | 374 |
| MELBOURNE-TITUSVILLE-COCOA, FL | 18 | WICHITA, KS | 12 |
| MILWAUKEE, WI | 12 | | |
| SUBTOTAL | | | 2,894 |
| OUTSIDE MSAS | | | 291 |
| OTHER MSAS | | | 398 |
| TOTAL | | | 3,583 |

STATISTICS ON THE
INDUSTRIAL
SPECIALIST SERIES

**INDUSTRIAL SPECIALIST
Agency By Grade (As of FY 2000)**

| | <i>Air Force</i> | <i>Agricul-ture</i> | <i>Army</i> | <i>Com-merce</i> | <i>Other Defense</i> | <i>Energy</i> | <i>Interior</i> |
|-------|------------------|---------------------|-------------|------------------|----------------------|---------------|-----------------|
| 5 | 1 | 0 | 0 | 0 | 3 | 0 | 0 |
| 7 | 1 | 0 | 0 | 0 | 10 | 0 | 0 |
| 9 | 2 | 1 | 3 | 0 | 18 | 1 | 0 |
| 11 | 19 | 6 | 37 | 0 | 492 | 0 | 0 |
| 12 | 20 | 7 | 52 | 0 | 184 | 6 | 0 |
| 13 | 9 | 3 | 18 | 0 | 58 | 13 | 1 |
| 14 | 2 | 1 | 4 | 1 | 12 | 7 | 1 |
| 15 | 0 | 0 | 0 | 3 | 2 | 2 | 1 |
| OTHER | 0 | 0 | 17 | 10 | 6 | 0 | 0 |
| NS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ALL | 54 | 18 | 131 | 14 | 785 | 29 | 3 |
| AVG. | 11.56 | 11.78 | 10.78 | 7.07 | 11.26 | 13.03 | 14 |

| | <i>Justice</i> | <i>NASA</i> | <i>Navy</i> | <i>SBA</i> | <i>Trans- portation</i> | <i>Treasury</i> | <i>TOTAL</i> |
|-------|----------------|-------------|-------------|------------|-----------------------------|-----------------|--------------|
| 5 | 0 | 0 | 3 | 0 | 0 | 0 | 7 |
| 7 | 0 | 0 | 2 | 0 | 0 | 0 | 13 |
| 9 | 3 | 0 | 10 | 0 | 0 | 1 | 39 |
| 11 | 11 | 2 | 66 | 0 | 0 | 1 | 634 |
| 12 | 36 | 3 | 129 | 0 | 0 | 0 | 437 |
| 13 | 8 | 0 | 46 | 19 | 0 | 1 | 176 |
| 14 | 0 | 0 | 10 | 8 | 0 | 0 | 46 |
| 15 | 0 | 0 | 4 | 1 | 0 | 0 | 13 |
| OTHER | 0 | 0 | 9 | 0 | 0 | 0 | 42 |
| NS | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| ALL | 58 | 5 | 279 | 28 | 4 | 3 | 1,411 |
| AVG. | 11.79 | 11.6 | 11.56 | 13.36 | NA | 11 | 11.36 |

Other: Other grade levels (1-4, 6, 8, & 10) and pay bands.

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

**INDUSTRIAL SPECIALIST
LOSSES DURING FY 2000, BY GRADE LEVEL**

| <i>GS Grade</i> | <i>FY 2000 Beginning Strength</i> | <i>% Quit The Series</i> | <i>% Changed Agencies</i> |
|-----------------|---|------------------------------|---------------------------|
| 5 | 2 | 50% | 0% |
| 7 | 8 | 0% | 0% |
| 9 | 45 | 20% | 0% |
| 10 | 1 | 0% | 0% |
| 11 | 658 | 13% | 0% |
| 12 | 443 | 12% | 0% |
| 13 | 188 | 13% | 1% |
| 14 | 48 | 8% | 0% |
| 15 | 19 | 16% | 0% |
| Other | 46 | 17% | 0% |

Other: Other grade levels or pay bands.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1999
INDUSTRIAL SPECIALIST

| | |
|-------------------------------------|--------------|
| BOSTON, MA | 42 |
| BREMERTON, WA | 23 |
| DALLAS-FORT WORTH, TX | 42 |
| DAVENPORT-ROCK ISLAND-MOLINE, IA-IL | 52 |
| DENVER-BOULDER, CO | 40 |
| DETROIT, MI | 27 |
| HARTFORD, CT | 23 |
| HUNTSVILLE, AL | 27 |
| LOS ANGELES-LONG BEACH, CA | 53 |
| MONMOUTH, NJ | 26 |
| NASSAU-SUFFOLK, NY | 23 |
| OKLAHOMA CITY, OK | 32 |
| PHILADELPHIA, PA-NJ | 133 |
| VENTURA, CA | 22 |
| WASHINGTON, DC-MD-VA | 113 |
| SUBTOTAL | 678 |
| OUTSIDE MSAS | 111 |
| OTHER MSAS | 622 |
| TOTAL | 1,411 |

STATISTICS ON THE
GENERAL BUSINESS
AND INDUSTRY

**GENERAL BUSINESS AND INDUSTRY
Agency By Grade (As of FY 2000)**

| | <i>Air Force</i> | <i>Agriculture</i> | <i>Army</i> | <i>Commerce</i> | <i>Other Defense</i> | <i>Education</i> | <i>Energy</i> | <i>EPA</i> | <i>FEMA</i> | <i>GSA</i> | <i>HHS</i> | <i>HUD</i> | <i>Interior</i> |
|-------|------------------|--------------------|-------------|-----------------|----------------------|------------------|---------------|------------|-------------|------------|------------|------------|-----------------|
| 5 | 82 | 498 | 105 | 24 | 24 | 1 | 0 | 0 | 0 | 7 | 4 | 4 | 81 |
| 7 | 239 | 2,087 | 130 | 55 | 9 | 6 | 8 | 3 | 0 | 55 | 35 | 35 | 62 |
| 9 | 180 | 117 | 149 | 53 | 28 | 17 | 18 | 12 | 0 | 78 | 64 | 144 | 68 |
| 11 | 457 | 132 | 119 | 66 | 132 | 83 | 12 | 9 | 0 | 31 | 53 | 114 | 121 |
| 12 | 381 | 149 | 98 | 139 | 206 | 130 | 36 | 63 | 0 | 117 | 130 | 1,331 | 154 |
| 13 | 344 | 371 | 48 | 84 | 626 | 54 | 121 | 30 | 0 | 261 | 144 | 1,175 | 96 |
| 14 | 144 | 34 | 26 | 58 | 280 | 43 | 124 | 20 | 0 | 119 | 62 | 566 | 47 |
| 15 | 87 | 16 | 18 | 37 | 105 | 4 | 66 | 6 | 1 | 75 | 44 | 361 | 6 |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OTHER | 129 | 795 | 82 | 392 | 262 | 0 | 11 | 0 | 0 | 23 | 2 | 0 | 83 |
| NS | 28 | 2 | 12 | 35 | 8 | 0 | 6 | 0 | 0 | 0 | 1 | 14 | 0 |
| ALL | 2,071 | 4,201 | 787 | 943 | 1,680 | 338 | 402 | 143 | 1 | 766 | 539 | 3,744 | 718 |
| AVG | 10.69 | 7.56 | 9.07 | 7.73 | 11.68 | 11.94 | 13.04 | 12.2 | 15 | 12.03 | 11.89 | 12.71 | 9.83 |

| | <i>Justice</i> | <i>Labor</i> | <i>NASA</i> | <i>Navy</i> | <i>NRC</i> | <i>NSF</i> | <i>SBA</i> | <i>State</i> | <i>Transportation</i> | <i>Treasury</i> | <i>VA</i> | <i>All Other</i> | <i>TOTAL</i> |
|-------|----------------|--------------|-------------|-------------|------------|------------|------------|--------------|-----------------------|-----------------|-----------|------------------|--------------|
| 5 | 0 | 0 | 0 | 22 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 8 | 868 |
| 7 | 0 | 0 | 0 | 166 | 0 | 0 | 220 | 0 | 1 | 27 | 3 | 12 | 3,153 |
| 9 | 8 | 3 | 0 | 389 | 0 | 2 | 45 | 1 | 0 | 290 | 21 | 29 | 1,716 |
| 11 | 44 | 7 | 3 | 496 | 0 | 4 | 46 | 4 | 4 | 245 | 49 | 71 | 2,302 |
| 12 | 38 | 10 | 3 | 256 | 0 | 4 | 408 | 7 | 5 | 22 | 57 | 91 | 3,835 |
| 13 | 73 | 21 | 6 | 167 | 0 | 12 | 171 | 2 | 0 | 92 | 57 | 142 | 4,097 |
| 14 | 23 | 9 | 4 | 47 | 1 | 4 | 73 | 2 | 6 | 39 | 54 | 90 | 1,875 |
| 15 | 10 | 2 | 5 | 15 | 0 | 5 | 7 | 2 | 2 | 19 | 37 | 49 | 979 |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 18 | 0 | 19 |
| OTHER | 0 | 0 | 0 | 90 | 0 | 9 | 24 | 0 | 2 | 23 | 76 | 223 | 2,226 |
| NS | 0 | 0 | 1 | 4 | 1 | 2 | 0 | 0 | 17 | 2 | 1 | 21 | 155 |
| ALL | 196 | 52 | 22 | 1,652 | 2 | 42 | 1,002 | 18 | 37 | 760 | 373 | 736 | 21,225 |
| AVG | 12.41 | 12.56 | 13.24 | 10.27 | 14 | 11.73 | 10.86 | 12.28 | 11.95 | 10.94 | 11.85 | 16.75 | 10.68 |

Other: Includes grades 1-4 and other grade levels and pay bands. Grades 1-4 are found predominantly in Air Force, Agriculture, Commerce, and Interior

NS: Grade level was not specified. Includes SES positions

Avg: Average grade. Excludes positions for which no grade level was specified.

**GENERAL BUSINESS AND INDUSTRY
LOSSES DURING FY 2000, BY GRADE LEVEL**

| <i>GS Grade</i> | <i>FY 2000 Beginning Strength</i> | <i>% Quit The Series</i> | <i>% Changed Agencies</i> |
|-----------------|---|------------------------------|-------------------------------|
| 2 | 1 | 100% | 0% |
| 3 | 7 | 57% | 0% |
| 4 | 170 | 35% | 0% |
| 5 | 942 | 19% | 0% |
| 6 | 1,208 | 13% | 0% |
| 7 | 3,134 | 12% | 0% |
| 8 | 197 | 12% | 0% |
| 9 | 1,679 | 17% | 0% |
| 10 | 35 | 6% | 0% |
| 11 | 2,259 | 16% | 0% |
| 12 | 3,854 | 12% | 0% |
| 13 | 3,570 | 12% | 0% |
| 14 | 1,660 | 14% | 2% |
| 15 | 1,007 | 18% | 2% |
| Other | 1,232 | 16% | 0% |

**GENERAL BUSINESS AND INDUSTRY
EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2000**

| | | | |
|-------------------------------------|-----|----------------------------------|-----|
| ALBANY, GA | 24 | DES MOINES, IA | 56 |
| ALBANY-SCHENECTADY-TROY, NY | 62 | DETROIT, MI | 128 |
| ALBUQUERQUE, NM | 90 | DOTHAN, AL | 17 |
| ALEXANDRIA, LA | 24 | DOVER, DE | 17 |
| ANCHORAGE, AK | 68 | EL PASO, TX | 24 |
| ANNISTON, AL | 59 | FARGO-MOOREHEAD, ND-MN | 22 |
| ATHENS, GA | 15 | FAYETTEVILLE, NC | 37 |
| ATLANTA, GA | 535 | FLAGSTAFF, AZ-UT | 25 |
| AUGUSTA, GA-SC | 19 | FORT LAUDERDALE-HOLLYWOOD, FL | 26 |
| AUSTIN, TX | 33 | FRESNO, CA | 66 |
| BAKERSFIELD, CA | 24 | FT WALTON, FL | 91 |
| BALTIMORE, MD | 158 | GRAND FORKS, ND-MN | 18 |
| BANGOR, ME | 24 | GRAND RAPIDS, MI | 28 |
| BILLINGS, MT | 29 | GREENSBORO-WINSTON-SALEM, NC | 103 |
| BILOXI-GULFPORT, MS | 84 | HARRISBURG, PA | 24 |
| BIRMINGHAM, AL | 90 | HARTFORD, CT | 78 |
| BOISE CITY, IN | 42 | HONOLULU, HI | 129 |
| BOSTON, MA | 341 | HOUSTON, TX | 94 |
| BREMERTON, WA | 164 | HUNTSVILLE, AL | 28 |
| BRYAN-COLLEGE STATION, TX | 18 | INDIANAPOLIS, IN | 92 |
| BUFFALO, NY | 72 | JACKSON, MS | 81 |
| CHARLESTON, WV | 22 | JACKSONVILLE, FL | 272 |
| CHARLESTON-N. CHARLESTON, SC | 45 | JACKSONVILLE, NC | 38 |
| CHARLOTTE-GASTONIA, NC | 23 | KANSAS CITY, MO-KS | 345 |
| CHICAGO, IL | 394 | KILLEEN-TEMPLE, TX | 28 |
| CINCINNATI, OH-KY-IN | 37 | KNOXVILLE, TN | 43 |
| CLARKSVILLE-HOPKINSVILLE, TN-KY | 29 | LAFAYETTE, LA | 16 |
| CLEVELAND, OH | 102 | LAS CRUCES, NM | 24 |
| COLORADO SPRINGS, CO | 53 | LAS VEGAS, NV | 58 |
| COLUMBIA, SC | 92 | LEXINGTON-FAYETTE, KY | 35 |
| COLUMBUS, GA-AL | 22 | LINCOLN, NE | 20 |
| COLUMBUS, OH | 91 | LITTLE ROCK-NORTH LITTLEROCK, AR | 83 |
| CORPUS CHRISTI, TX | 71 | LOS ANGELES-LONG BEACH, CA | 288 |
| DALLAS-FORTWORTH, TX | 437 | LOUISVILLE, KY-IN | 69 |
| DAVENPORT-ROCK ISLAND-MOLINE, IA-IL | 36 | LUBBOCK, TX | 27 |
| DAYTON, OH | 486 | MACON, GA | 322 |
| DENVER-BOULDER, CO | 534 | MADISON, WI | 15 |

| | | | |
|-------------------------------------|-----|--------------------------------------|---------------|
| MANCHESTER, NH | 25 | RAPID CITY, SD | 16 |
| MELBOURNE-TITUSVILLE-COCOA, FL | 17 | RICHMOND, VA | 131 |
| MEMPHIS, TN-AR-MS | 56 | RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 58 |
| MIAMI, FL | 81 | SACRAMENTO, CA | 136 |
| MILWAUKEE, WI | 69 | SALT LAKE CITY-OGDEN, UT | 282 |
| MINNEAPOLIS-ST PAUL, MN-WI | 147 | SAN ANTONIO, TX | 264 |
| MONMOUTH, NJ | 29 | SAN DIEGO, CA | 231 |
| MONTGOMERY, AL | 45 | SAN FRANCISCO-OAKLAND, CA | 261 |
| NASHVILLE-DAVIDSON, TN | 92 | SAN JOSE, CA | 44 |
| NASSAU-SUFFOLK, NY | 35 | SAN JUAN, PR | 96 |
| NEW LONDON-NORWICH, CT-RI | 24 | SANTA BARBARA-SANTA MARIA-LOMPOC, CA | 29 |
| NEW ORLEANS, LA | 148 | SAVANNA, GA | 15 |
| NEW YORK, NY-NJ | 314 | SEATTLE-EVERETT, WA | 246 |
| NEWARK, NJ | 118 | SHREVEPORT, LA | 28 |
| NEWBURG, NY-PA | 38 | SPOKANE, WA | 47 |
| NORFOLK-VA BEACH-PORTSMOUTH, VA-NC | 189 | SPRINGFIELD, IL | 27 |
| OAKLAND, CA | 26 | ST.LOUIS, MO-IL | 663 |
| OKLAHOMA CITY, OK | 292 | SYRACUSE, NY | 33 |
| OMAHA, NE-IA | 54 | TACOMA, WA | 32 |
| ORANGE COUNTY, CA | 139 | TAMPA-ST PETERSBURG, FL | 74 |
| ORLANDO, FL | 48 | TEXARKANA, TX-TEXARKANA, AR | 35 |
| PANAMA CITY, FL | 16 | TOPEKA, KS | 18 |
| PARKERSBURG-MARIETTA, WV-OH | 15 | TUCSON, AZ | 49 |
| PENSACOLA, FL | 18 | TULSA, OK | 25 |
| PHILADELPHIA, PA-NJ | 632 | VALLEJO-FAIRFIELD-NAPA, CA | 16 |
| PHOENIX, AZ | 173 | VENTURA, CA | 40 |
| PITTSBURGH, PA | 102 | WASHINGTON, DC-MD-VA | 3472 |
| PORTLAND, OR-WA | 150 | WICHITA, KS | 33 |
| PORTSMOUTH-ROCHESTER, NM-ME | 19 | YOLO, CA | 17 |
| PROVIDENCE-WARWICK-PAWTUCKET, RI-MA | 34 | YUMA, AZ | 15 |
| RALEIGH-DURHAM, NC | 55 | | |
| SUBTOTAL | | | 16,949 |
| OUTSIDE MSAS | | | 3,387 |
| OTHER MSAS | | | 889 |
| TOTAL | | | 21,225 |

AGENCY ABBREVIATIONS

| | |
|--------|---|
| DoD | Department of Defense |
| Educ. | Department of Education |
| EPA | Environmental Protection Agency |
| FEMA | Federal Emergency Management Administration |
| GSA | General Services Administration |
| HHS | Health and Human Services |
| HUD | Housing and Urban Development |
| Inter. | Department of the Interior |
| NASA | National Aeronautics and Space Administration |
| NRC | Nuclear Regulatory Commission |
| NSF | National Science Foundation |
| SBA | Small Business Administration |
| DOT | Department of Transportation |
| Treas. | Department of the Treasury |
| VA | Department of Veterans Affairs |