

Federal Student Loan Repayment Program Calendar Year 2009

Report to the Congress

A New Day for the Civil Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
AUGUST 2010

A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT

I am pleased to transmit the U.S. Office of Personnel Management's (OPM's) annual report to Congress on agencies' use of student loan repayments as a strategic tool for purposes of recruitment and retention during calendar year 2009. Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally-made, insured, or guaranteed student loans in order to recruit or retain highly qualified personnel. The law also requires OPM to report to Congress annually on agencies' use of student loan repayments.

Overall, in 2009, 36 Federal agencies provided 8,454 employees with a total of more than \$61.8 million in student loan repayment benefits. Compared to our last report for calendar year 2008, this represents a 23 percent increase in the number of employees receiving student loan repayment benefits and a 20 percent increase in agencies' overall financial investment in this valuable incentive. Nearly half of the reporting agencies either made student loan repayments in 2009 or have established a student loan repayment program for future use. The average loan repayment benefit was \$7,317.

President Barack Obama has highlighted the importance of recruitment and retention tools and has asked each Federal agency to do its part to ensure "this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely." My commitment to the President and Members of Congress is to encourage agencies to use student loan repayment and other discretionary benefits strategically to ensure that the cost of using these benefits is commensurate with the benefits gained.

We will continue to work with agencies to assist them to take full advantage of this incentive, as well as other existing recruitment and retention tools, to attract and retain well-qualified, high-performing employees.

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

John Berry
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2009**

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I. EXECUTIVE SUMMARY

Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to the U.S. Office of Personnel Management (OPM) on their use of student loan repayments during the previous calendar year (CY). (In this report, unless otherwise noted, we use the term “agency” to refer generally to either a Federal department or independent agency.) Section 5379(h)(2) requires OPM to prepare, and annually submit to Congress, a report containing information provided by the agencies.

On January 21, 2010, OPM issued a memorandum requesting agency reports on the use of student loan repayments during CY 2009. In our memorandum, we also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2009, 36 Federal agencies provided 8,454 employees with a total of more than \$61.8 million in student loan repayment benefits. Compared to our last report for CY 2008, this represents a 23 percent increase in the number of employees receiving student loan repayment benefits and a 20 percent increase in agencies’ overall financial investment in this valuable incentive. Nearly half of the reporting agencies either made student loan repayments in CY 2009 or have established a student loan repayment program for future use. The average loan repayment benefit was \$7,317. Agencies also commented on program effectiveness, best practices, and impediments to using student loan repayments.

President Barack Obama has highlighted the importance of recruitment and retention tools and has asked each Federal agency to do its part to ensure “this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely.” OPM is committed to supporting this initiative and is encouraging agencies to use student loan repayments and other discretionary benefits strategically to ensure that the cost of using these benefits is commensurate with the benefits gained.

II. BACKGROUND

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally-made, insured, or guaranteed student loans as an incentive to recruit or retain highly qualified personnel. Agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year, up to an aggregate maximum of \$60,000 for any one employee. In return, the employee must sign a service agreement to remain in the service of the paying agency for a period of at least 3 years. If the employee separates voluntarily or is separated involuntarily for misconduct, unacceptable performance, or a negative suitability determination under 5 CFR part 731 before fulfilling the service agreement, he or she must reimburse the paying agency for all student loan repayment benefits received.

Section 5379(h) of title 5, United States Code, requires agencies to report annually to OPM on their use of student loan repayments. The law also directs OPM to prepare and submit annually to Congress a report containing the following information:

- (1) number of Federal employees selected to receive student loan repayment benefits;
- (2) job classifications of the recipients; and

(3) cost to the Federal Government of providing the student loan repayment benefits.

III. AGENCY REPORTS

On January 21, 2010, OPM issued a memorandum for Chief Human Capital Officers (CPM 2010-01) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2010. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send their reports on the use of student loan repayments during CY 2009. We received responses from 89 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2009, 36 Federal agencies provided 8,454 employees with a total of more than \$61.8 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) As shown in Table 1, Federal agencies’ use of student loan repayments has increased dramatically since FY 2002. Overall, agencies invested 20 percent more funding in using this incentive during CY 2009 than in CY 2008. When compared to FY 2002, agencies invested more than 19 times as much funding on student loan repayments. (Note that OPM published final regulations (73 FR 64861, October 31, 2008), which included a new provision to change the agency student loan repayment reporting requirements from fiscal year to calendar year beginning with CY 2008.)

TABLE 1

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	CY 2008	CY 2009
Participating Agencies	16	24	28	30	34	33	35	36
Number of Recipients	690	2,077	2,945	4,409	5,755	6,619	6,879	8,454
Total Amount Provided (In Millions)	\$3.2	\$9.2	\$16.4	\$28	\$35.9	\$42.2	\$51.6	\$61.8
Average Amount Provided	\$4,585	\$4,421	\$5,577	\$6,347	\$6,245	\$6,377	\$7,511	\$7,317

The number of recipients of student loan repayment benefits has continued to increase along with agencies’ financial investment in this particular incentive. In CY 2009, 23 percent more employees received student loan repayment benefits than in CY 2008. Compared to FY 2002, 12 times as many employees received student loan repayment benefits in CY 2009.

In CY 2009, all 15 Federal departments and 21 independent agencies used student loan repayments as a human resources management tool. In addition to the 36 agencies that provided student loan repayments during CY 2009, 4 additional agencies have an established student loan repayment program ready to use in the future. These agencies include the Commodity Futures Trading Commission, National Capital Planning Commission, Office of Government Ethics, and the Small Business Administration. Thus, 40 of the 89 reporting agencies (45 percent) either provided student loan repayments during CY 2009 or have an established student loan repayment program available for future use.

A. Occupational Data

During CY 2009, agencies used student loan repayments as a recruitment or retention tool for employees in many different occupations. Agencies may choose to provide student loan repayments to recruit or retain employees across all job series or target the incentive to a particular occupation or set of occupations. Table 2 lists the occupations for which agencies used student loan repayments most frequently. The table shows the number of employees in the specified occupation who received student loan repayment benefits during CY 2009 and the percentage of all student loan repayment recipients who were in that occupation.

TABLE 2

Occupation	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients
Attorney	810	9.6
Criminal Investigator	748	8.8
Miscellaneous Administration	542	6.4
Intelligence	456	5.4
Contract Specialist	435	5.2
GAO Analyst	364	4.3
Management and Program Analysis	345	4.1
Nurse	255	3.0
Business and Industry	228	2.7
Mechanical Engineer	208	2.4
Financial Administration and Program	197	2.3
General Engineer	175	2.1
Nuclear Engineer	168	2.0
Information Technology Management	163	1.9
Accounting	157	1.9
Inspection, Investigation, and Compliance	150	1.8
Human Resources Specialist	145	1.7
Miscellaneous Clerk and Assistant	131	1.6
<i>All Other Occupations</i>	2,777	32.8
Total	8,454	100.0

Attorneys. As reflected in Table 2, more attorneys received student loan repayment benefits than any other occupation, comprising nearly 10 percent of all recipients during CY 2009. In total, 20 agencies used student loan repayments to encourage attorneys to recruit or retain employees in this occupation in the Federal Government. The Department of Justice provided student loan repayment benefits to 193 attorneys. The Securities and Exchange Commission also made attorneys a large focus of its program by providing student loan repayment benefits to 301 of them.

Criminal Investigators. Criminal investigators accounted for nearly 9 percent of the total number of employees who received student loan repayment benefits in CY 2009. Of the 748 criminal investigators who received such benefits, 714 were special agents within the Department of Justice.

Intelligence Analysts. At the Departments of Justice, Defense, State, Energy, Treasury, and Homeland Security, a total of 456 intelligence analysts received student loan repayment benefits in CY 2008. Notably, the Department of Justice used student loan repayments to recruit or retain 401 intelligence analysts.

Contract Specialists. In CY 2009, contract specialists accounted for 5.2 percent of the total number of employees who received student loan repayment benefits. A total of 435 contract specialists received student loan repayment benefits in CY 2009, compared to 96 contract specialists in CY 2008, which is an increase of more than 353 percent. Of the 435 contract specialists, 335 were contract specialists employed by the Department of Defense.

B. Agency Data

In CY 2009, the six agencies making the most extensive use of student loan repayments were the Departments of Justice, Defense, Health and Human Services, and State, the Securities and Exchange Commission, and the Government Accountability Office.

TABLE 3

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Justice	2,357	27.9	\$19,332,198	31.3
Department of Defense	2,126	25.1	\$14,108,413	22.8
Department of State	867	10.3	\$7,206,692	11.6
Securities and Exchange Commission	546	6.5	\$3,991,316	6.5
Government Accountability Office	469	5.5	\$2,840,275	4.6
Department of Health and Human Services	230	2.7	\$2,031,330	3.3
All Other Agencies	1,859	22.0	\$12,350,280	19.9
Total	8,454	100.0	\$61,860,504	100.0

The Department of Justice (DOJ) continued its extensive use of student loan repayment repayments. In CY 2009, DOJ provided benefits to 2,357 employees that totaled more than \$19.3 million. The recipients at DOJ included 714 special agents, 401 intelligence analysts, and 128 employees in the inspection, investigation, and compliance series (e.g., investigation specialists).

The Department of Defense (DOD) increased its use of student loan repayments in CY 2009, providing more than \$14.1 million in student loan repayment benefits to 2,126 employees. Compared to CY 2008, DOD had a 65 percent increase in the number of employees receiving student loan repayment benefits, and an 81 percent increase in the total amount of student loan repayment benefits provided. DOD used student loan repayments extensively as an incentive for engineers, providing benefits to a total of 746 employees in engineering positions. Engineers who received the most student loan repayment benefits included mechanical engineers (201), nuclear engineers (159), general engineers (123), and electronics engineers (75). DOD also provided student loan repayment benefits to 227 nurses.

The Department of State (DOS) continued to be one of the largest users of student loan repayments in CY 2009, providing over \$7.2 million in student loan repayment benefits to 867 employees. Of those employees, 370 were in Civil Service positions and 497 were members of the Foreign Service. In CY 2009, DOS offered a lump-sum payment of \$8,500, or the outstanding loan amount if it was less than \$8,500 and greater than \$5,000. DOS provided the most student loan repayment benefits to passport and visa examiners (116), followed by members of the Foreign Service serving as political affairs officers (95), economics officers (94), and public diplomacy officers (76).

The Securities and Exchange Commission (SEC) provided 546 employees with nearly \$4 million in student loan repayment benefits during CY 2009. As in the past, SEC made the vast majority (74 percent) of its student loan repayments on behalf of employees in its major occupations, attorney (301) and accountant (103). The average benefit per employee was \$7,310.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling nearly \$2.8 million to 469 employees during CY 2009. Compared to CY 2008, GAO had a 30 percent increase in the number of employees receiving student loan repayment benefits and a 36 percent increase in the total amount of student loan repayment benefits provided. As it has in the past, GAO used its student loan repayment program primarily to recruit and retain analysts, providing benefits to 364 of them.

The Department of Health and Human Services (HHS) provided more than \$2 million in student loan repayment benefits to 230 employees in CY 2009. During CY 2009, the recipients at HHS included program specialists, management and program analysts, and general health scientists.

The Agency for International Development (USAID) bolstered its student loan repayment program by providing \$1.8 million in student loan repayment benefits to 195 employees in CY 2009. Compared to CY 2008, USAID had a 71 percent increase in the number of employees receiving student loan repayment benefits and a 118 percent increase in the total amount of student loan repayments.

The Department of Veterans Affairs (VA) provided 241 employees with over \$1.5 million in student loan repayment benefits during CY 2009. These numbers constitute an increase in both the number of student loan repayment recipients (85 percent) and benefits provided (46 percent). VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. Under the VA Education Debt Reduction Program (EDRP), VA may make payments on behalf of recently appointed employees in certain health-care occupations for which it is having recruitment or retention problems.

Additional Agency Information. We found that the Departments of Agriculture, Energy, Homeland Security, Housing and Urban Development, Interior, and Transportation, as well as the Federal Energy Regulatory Commission, invested more than \$800,000 each in student loan repayments. Two agencies—the Department of Homeland Security and the Federal Energy Regulatory Commission—invested more than \$1,000,000 each in this particular incentive.

In summary, student loan repayments are designed to be a recruitment and retention tool for agencies to use strategically to meet their specific human resources needs and goals. Therefore, agencies do not necessarily need to provide a large number of student loan repayments to use the incentive effectively. We commend all participating agencies for taking advantage of this valuable authority, and we will continue to work with them to promote the strategic use of this valuable flexibility.

IV. AGENCY COMMENTS

We invited agencies to provide details on their experiences in administering their student loan repayment programs. We received information regarding program effectiveness, best practices, and impediments to using student loan repayments effectively as a human resources management tool. In this section, we provide a summary of agencies' comments.

A. Effect on Recruitment and Retention

Agencies provided comments about the effect of their student loan repayment programs on recruitment and retention efforts. Representative comments are summarized below.

Departments:

The Department of Agriculture reports that all components using student loan repayments reported it to be a valuable recruitment and retention tool. The student loan repayment program has helped Agriculture's recruitment and retention of veterinarians.

The Department of Commerce has utilized the student loan repayments to attract and retain employees in professional, administrative, and support occupations.

The Department of Defense believes that student loan repayments are a useful and effective human capital management tool.

The Department of Health and Human Services has continued to increase its usage of the student loan repayments to both attract and retain the quality of talent required to sustain the Department's mission.

The Department of Homeland Security (DHS) finds the student loan repayment program to be useful as both a recruitment and retention incentive. DHS anticipates continued growth in the use of the program.

The Department of Justice uses the student loan repayment program as an effective tool to recruit and attract candidates to the Department. The student loan repayment program has continued to assist the Department in retaining highly skilled and experienced employees who might otherwise leave Federal service for the private sector.

The Department of State believes the student loan repayments are making a positive impact on both recruitment and retention efforts, based on the increase in participation and employee feedback. Surveys have shown that the student loan repayment program is a factor in recruitment and retention and that it has influenced bid selection for recipients. Of the more than 2,700 employees who have benefited from this program since 2002, approximately 146 have resigned while subject to the service commitment.

Independent Agencies:

The Chemical Safety and Hazard Investigation Board (CSB) employs individuals who perform work pertaining to the investigation and inspection of chemical-related incidents, which is difficult to recruit for those who possess the specialized and technical skills and knowledge to perform this type of work. The student loan repayment program has greatly assisted CSB in hiring such individuals, as well as others who support the core mission of the agency.

The Defense Nuclear Facilities Safety Board (Board) reports that student loan repayments have improved its recruitment effort. The Board competes with the private sector for top engineering talent at both the entry and journeyman levels. These individuals receive numerous offers of employment along with substantial monetary incentives. The Board's success in remaining competitive with the private sector is dependent upon using all available recruitment tools, such as student loan repayments

The Environmental Protection Agency (EPA) is using the student loan repayment program in a targeted fashion to improve recruitment for difficult to fill positions. The program has made EPA's efforts more successful in recruiting individuals with master's degrees in environmental sciences or other disciplines, such as program analysis and information technology, a more successful endeavor. In cases where the program was used, students had substantial loans to repay and the program was a definite consideration on their part in deciding whether to join and remain with the EPA.

The General Services Administration utilized the student loan repayment program to attract and retain highly skilled, professional individuals.

The Government Accountability Office uses the student loan repayment program to retain highly qualified individuals with critical knowledge and skills, especially those employees who were recently hired.

The Nuclear Regulatory Commission has used the student loan repayments to recruit or retain employees in a variety of critical positions.

B. Best Practices

Some agencies shared best practices they have developed to strategically implement and administer their student loan repayments. Examples of these best practices are noted below.

Departments:

The Department of Commerce shared a number of best practices:

- Review bureau offices' student loan repayment program policies prior to implementing the program;
- Publish the student loan repayment program policy on the Internet to inform employees and the general public of the Department's program; and
- Provide student loan repayment program information during hiring manager training.

The Department of Education issued a streamlined checklist for student loan repayment packages on the Department's intranet site to assist managers with repayment requests.

The Department of Labor stated that determinations on which of the eligible employees receive student loan repayment benefits are closely linked to the employees' level of performance.

The Department of State shared several best practices:

- Continue to provide senior-level management support;
- Make eligibility criteria transparent, and coordinate centralized funding and administrative oversight;
- Monitor hiring and attrition rates in order to accurately project qualifying employee levels and appropriate funding.
- Require employees to make personal payments toward their loan debt in order to qualify;
- Obtain lender/loan servicing organization assurances that the agency's payment will be applied only to borrower's principal loan balance;

- Expand the reporting capability of the student loan repayment program online web-based (paperless) application and database collection; and
- Continue and expand the use of “push” communications (notices, telegrams, e-mail with auto message capability, student loan repayment Listserv postings and briefings) to keep employees informed of program requirements and policy and procedural changes.

Independent Agencies:

The Nuclear Regulatory Commission (NRC) generally initiates student loan repayments after an employee has demonstrated successful performance in his or her position for a period of a year or more. NRC has found the ability to repay “PLUS” loans a valuable tool for retaining experienced staff members. NRC’s student loan repayment program includes a review of requests by senior leaders.

C. Impediments to Using Student Loan Repayments

As we have reported previously, the primary barrier for agencies in using student loan repayments is a lack of funding. A total of 14 agencies specifically commented that budgetary issues were a major impediment to using student loan repayments as a recruitment or retention tool.

Another barrier to using student loan repayments effectively is the tax liability associated with student loan repayments. Finally, one agency suggested that OPM considers raising the maximum dollar amount for student loan repayments in light of the rising costs for higher education.

However, impediments to establishing and administering a program are not necessarily the reason some agencies do not offer student loan repayment benefits. For example, the availability of student loan repayments is not a major factor in recruitment or retention efforts at one agency because positions are not specialized or hard to fill. Another agency noted that due to limited hiring they did not need to use student loan repayments. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

V. CONCLUSION

One of the biggest challenges for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments are a valuable human resources tool that enables agencies to recruit highly qualified candidates into Federal service and keep talented employees in the Federal workforce. Agencies may tailor their use of student loan repayments to meet their specific goals.

OPM continues its leadership role in strategically promoting the use of student loan repayments as a tool to attract and retain a well-qualified Federal workforce. We will continue to use the OPM Web site to post current guidance and information on student loan repayments. The information available at www.opm.gov/oca/PAY/StudentLoan/index.asp includes a fact sheet, links to the applicable law and regulations, questions and answers, two sample agency plans, best

practices, and our recent reports to Congress. We will update and enhance our web guidance as needed.

In addition, OPM will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. We are committed to providing agencies with the most up-to-date and useful information on using student loan repayments and other flexibilities. We look forward to agencies' continued success in using student loan repayments during CY 2010.

REPORTING AGENCIES FOR CALENDAR YEAR 2009

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	Library of Congress
Agency for International Development	Marine Mammal Commission
Appraisal Subcommittee	Merit Systems Protection Board
Arctic Research Commission	Millennium Challenge Corporation
Broadcasting Board of Governors	National Aeronautics and Space Administration
Chemical Safety and Hazard Investigation Board	National Archives and Records Administration
Commission on Civil Rights	National Capital Planning Commission
Commission of Fine Arts	National Council on Disability
Committee for Purchase from People Who Are Blind or Severely Disabled	National Endowment for the Arts
Commodity Futures Trading Commission	National Endowment for the Humanities
Consumer Product Safety Commission	National Gallery of Art
Corporation for National and Community Service	National Indian Gaming Commission
Defense Nuclear Facilities Safety Board	National Labor Relations Board
Environmental Protection Agency	National Mediation Board
Equal Employment Opportunity Commission	National Security Agency
Export-Import Bank	National Science Foundation
Farm Credit Administration	National Transportation Safety Board
Farm Credit System Insurance Corporation	Nuclear Regulatory Commission
Federal Communications Commission	Occupational Safety and Health Review Commission
Federal Deposit Insurance Corporation	Office of Government Ethics
Federal Energy Regulatory Commission	Office of Navajo and Hopi Indian Relocation
Federal Housing Finance Agency	Office of Personnel Management
Federal Labor Relations Authority	Office of Special Counsel
Federal Mediation and Conciliation Service	Overseas Private Investment Corporation
Federal Maritime Commission	Postal Regulatory Commission
Federal Trade Commission	Pension Benefit Guaranty Corporation
General Services Administration	Presidio Trust
Government Accountability Office	Railroad Retirement Board
Government Printing Office	Securities and Exchange Commission
Harry S. Truman Scholarship Foundation	Selective Service System
Holocaust Memorial Museum	Small Business Administration
Institute of Museum and Library Services	Smithsonian Institution
Inter-American Foundation	Social Security Administration
International Trade Commission	Surface Transportation Board
James Madison Fellowship Foundation	Trade and Development Agency
Japan-U.S. Friendship Commission	United States Section, International Boundary and Water Commission
John F. Kennedy Center for the Performing Arts	Woodrow Wilson International Center for Scholars

AGENCY REPORTS – CALENDAR YEAR 2009

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	97	GS-0101, Social Science GS-0301, Miscellaneous Admin and Program (4) GS-0401, General Biological Science (5) GS-0414, Entomology (3) GS-0440, Genetics GS-0470, Soil Science (5) GS-0630, Nutrition GS-0701, Veterinary Medical Science (58) GS-0890, Agricultural Engineer GS-1320, Chemistry GS-1382, Food Technology GS-1863, Food Inspection (15) GS-2210, Information Technology Management	\$837,213
Commerce	25	GS-0301, Congressional Affairs Specialist GS-0318, Secretary GS-0343, Program Analyst GS-0905, Attorney (3) GS-1801, Intl. Trade Compliance Analyst (12) ZA-0343, Program Analyst (2) ZA-0399, Student Training Administrator ZP-0830, Mechanical Engineer ZP-1520, Mathematician (2) ZS-0303, Program Assistant	\$229,500
Defense	2,126	DB-0020, Community Planning DB-0150, Geography (5) DB-0403, Microbiologist DB-0610, Nurse (2) DB-0801, General Engineer DB-0810, Civil Engineer DB-0830, Mechanical Engineer DB-0855, Electronics Engineer DB-0890, Agricultural Engineer DB-1301, General Physical Scientist (5) DB-1313, Geophysics DB-1315, Hydrology (3) DB-1520, Mathematics DJ-0301, Miscellaneous Admin and Program DR-0180, Psychology DR-0801, General Engineer DR-0830, Mechanical Engineer DR-0840, Nuclear Engineer DR-0855, Electronics Engineer DR-0861, Aerospace Engineer DR-1310, Physics (2) DR-1320, Chemistry DR-1550, Computer Science	\$14,108,413

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,126	GG-0132, Intelligence (3) GS-0018, Safety and Occupational Health Mgmt. (2) GS-0030, Sports Specialist (2) GS-0080, Security Administration (6) GS-0101, Social Scientist (6) GS-0130, Foreign Affairs (2) GS-0150, Geography GS-0180, Psychology (2) GS-0301, Miscellaneous Admin and Program (5) GS-0318, Secretary GS-0340, Program Management GS-0341, Administrative Officer GS-0343, Management and Program Analyst (12) GS-0344, Management Clerical and Assistance GS-0346, Logistics Management (39) GS-0401, General Natural Resources Mgmt. (2) GS-0403, Microbiology (2) GS-0501, Finance Administration (19) GS-0510, Accountant GS-0511, Auditor GS-0560, Budget Analyst (12) GS-0601, General Health Science GS-0603, Physician Assistant (3) GS-0610, Nurse (162) GS-0620, Practical Nurse (25) GS-0660, Pharmacist GS-0690, Industrial Hygiene GS-0801, General Engineer (49) GS-0802, Engineering Technician (3) GS-0803, Safety Engineer GS-0806, Materials Engineer (4) GS-0808, Architect (4) GS-0810, Civil Engineer (6) GS-0819, Environmental Engineer (3) GS-0830, Mechanical Engineer (155) GS-0840, Nuclear Engineer (147) GS-0850, Electrical Engineer (37) GS-0854, Computer Engineer (16) GS-0855, Electronics Engineer (29) GS-0861, Aerospace Engineer (7) GS-0871, Naval Architect (24) GS-0893, Chemical Engineer (12) GS-0894, Welding Engineer (2) GS-0896, Industrial Engineer (9) GS-0905, General Attorney GS-1035, Public Affairs (8) GS-1101, General Business and Industry (57) GS-1102, Contract Specialist (269) GS-1152, Production Control (3) GS-1170, Realty GS-1306, Health Physics (17) GS-1310, Physics GS-1311, Physical Science Technician (11) GS-1320, Chemist (13) GS-1384, Textile Technology (2)	\$14,108,413

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,126	GS-1515, Operations Research Analyst (2) GS-1520, Mathematics (2) GS-1529, Mathematical Statistician GS-1550, Computer Scientist (13) GS-1599, Student Trainee GS-1701, General Education and Training (6) GS-1740, Education Services GS-1750, Instructional Systems GS-1910, Quality Assurance (3) GS-2001, General Supply GS-2003, Supply Program Management GS-2010, Inventory Management (23) GS-2130, Traffic Management (2) GS-2210, Information Technology (9) IA-0080, Security Administration (5) IA-0132, Intelligence (17) IA-0343, Management and Program Analyst WG-3703, Welding YA-0018, Safety and Occupational Health YA-0020, Community Planning (2) YA-0080, Security Administration (2) YA-0101, Social Science YA-0110, Economist YA-0130, Foreign Affairs (2) YA-0170, History (3) YA-0185, Social Work (3) YA-0190, Anthropology (3) YA-0193, Archeology YA-0201, Human Resources Specialist (35) YA-0301, Miscellaneous Admin and Program (10) YA-0340, Program Management (4) YA-0341, Administrative Officer YA-0343, Management and Program Analyst (11) YA-0501, Financial Administration (117) YA-0510, Accountant (30) YA-0511, Auditing (26) YA-0560, Budget Analyst (7) YA-0671, Health Systems Specialist (3) YA-0905, General Attorney (21) YA-0950, Paralegal Specialist YA-1015, Museum Curator YA-1035, Public Affairs YA-1071, Audiovisual Production YA-1084, Visual Information YA-1101, General Business and Industry (3) YA-1102, Contract Specialist (64) YA-1130, Public Utilities Specialist YA-1173, Housing Management YA-1640, Facility Operations Services (2) YA-1701, General Education and Training (9) YA-1750, Instructional Systems (3) YA-2181, Aircraft Operation (13) YA-2210, Information Technology (5) YB-0203, Human Resources Assistant YB-0303, Clerk	\$14,108,413

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,126	YB-0318, Secretary YB-1108, Business Support YC-0101, Social Science YC-0170, History YC-0201, Human Resources Specialist YC-0341, Administrative Officer YC-0501, Finance Administration YC-0670, Health System Administration YC-1001, General Arts and Information YC-1102, Contract Specialist (2) YC-2210, Information Technology (5) YD-0403, Microbiology YD-0801, General Engineer (64) YD-0806, Materials Engineer (5) YD-0808, Architecture (3) YD-0810, Civil Engineer (10) YD-0819, Environmental Engineer (6) YD-0830, Mechanical Engineer (41) YD-0840, Nuclear Engineer YD-0850, Electrical Engineer (13) YD-0854, Computer Engineer (2) YD-0855, Electronics Engineer (44) YD-0861, Aerospace Engineering (18) YD-0893, Chemical Engineer (2) YD-0896, Industrial Engineer (5) YD-1301, General Physical Science (2) YD-1310, Physics (2) YD-1315, Hydrology YD-1350, Geology YD-1515, Operations Research Analyst (33) YD-1520, Mathematics (2) YD-1550, Computer Science (3) YF-0801, General Engineer (8) YF-0810, Civil Engineer (2) YF-0830, Mechanical Engineer (3) YF-0840, Nuclear Engineer (10) YF-0894, Welding Engineer YF-1301, General Physical Science YF-1320, Chemistry (2) YG-0602, Medical Officer YH-0601, General Health Science YH-0603, Physician Assistant (4) YH-0610, Nurse (63) YH-0662, Optometrist YI-0620, Practical Nurse (2) YJ-0601, General Health Science YJ-0602, Medical Officer YJ-0610, Nurse (11) YJ-0620, Practical Nurse YJ-0633, Physical Therapist YJ-0662, Optometrist YK-1811, Criminal Investigator (7) YK-1199, Trainee (7)	\$14,108,413
Education	1	GS-0343, Management and Program Analyst	\$4,000

Department/Agency	Number of Employees	Job Classifications	Cost
Energy	124	EK-0801, General Engineer (5) EN-0801, General Engineer (5) GS-0028, Environmental Protection Specialist (4) GS-0110, Economist GS-0131, International Relations GS-0132, Intelligence (3) GS-0201, Human Resources Specialist GS-0301, Miscellaneous Admin and Program (9) GS-0340, Program Manager GS-0343, Management and Program Analysis (17) GS-0501, Financial Admin GS-0510, Accountant GS-0560, Budget Analysis (2) GS-0801, General Engineer (15) GS-0819, Environmental Engineer GS-0840, Nuclear Engineer (2) GS-0850, Electrical Engineer (3) GS-0855, Electronics Engineer Tech (2) GS-0893, Chemical Engineer (2) GS-0899, Student Trainee GS-0905, Attorney GS-1101, Industry and Business (3) GS-1102, Contracting (2) GS-1301, Physical Scientist (6) GS-1515, Operations Research (4) GS-1530, Statistics GS-2210, Information Technology Specialist (3) NF-0080, Security NF-0301, Miscellaneous Admin and Program NF-0343, Management and Program Analysis NF-0510, Accountant NF-0690, Industrial Hygiene NF-0801, General Engineer (9) NF-1102, Contracting (2) NF-2210, Information Technology Specialist (2) NQ-0201, Human Resources Specialist NQ-0343, Management and Program Analysis NQ-0905, Attorney NQ-1102, Contracting (6)	\$963,759
Health and Human Services	230	ES-0501, Deputy Chief Financial Officer GP-0602, Medical Officer (12) GS-0101, Program Specialist (35) GS-0107, Health Insurance Specialist (2) GS-0110, Economist (3) GS-0201, Human Resources Specialist GS-0203, Human Resources Assistant GS-0260, Equal Employment Opportunity Specialist GS-0301, Miscellaneous Admin and Program (26) GS-0303, Program Support Assistant (5) GS-0318, Secretary GS-0341, Administrative Officer (3) GS-0343, Management and Program Analyst (19) GS-0344, Program Assistant GS-0401, Biologist (12) GS-0403, Microbiologist (3)	\$2,031,330

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	230	GS-0405, Pharmacologist (4) GS-0501, Financial Operations Specialist (4) GS-0510, Staff Accountant GS-0560, Budget Analyst (2) GS-0601, General Health Scientist (20) GS-0602, Medical Officer GS-0610, Clinical Research Nurse (2) GS-0630, Nutritionist GS-0660, Pharmacist (2) GS-0665, Audiologist GS-0685, Public Health Analyst (4) GS-0696, Consumer Safety Officer (15) GS-0858, Biomedical Engineer GS-0890, Agricultural Engineer GS-0905, General Attorney (14) GS-1035, Public Affairs Specialist (2) GS-1082, Writer Editor GS-1083, Technical Writer GS-1101, Grants Management Specialist (4) GS-1102, Contract Specialist (7) GS-1320, Chemist (8) GS-1510, Actuary GS-1515, Operations Research Analyst GS-1529, Mathematical Statistician (3) GS-1530, Statistician GS-1910, Quality Assurance GS-2210, Information Technology Specialist	\$2,031,330
Homeland Security	154	GS-0101, Social Scientist GS-0132, Intelligence Analyst (10) GS-0180, Engineering Psychologist GS-0201, Human Resources Specialist (3) GS-0301, Miscellaneous Admin and Program (45) GS-0340, Program Management GS-0341, Administrative Officer GS-0343, Management and Program Analysis (38) GS-0401, Biological Scientist GS-0501, Finance Program Specialist (3) GS-0510, Accountant (3) GS-0511, Auditor GS-0560, Budget Analyst (9) GS-0905, Attorney (6) GS-0986, Legal Assistant GS-1102, Contract Specialist (16) GS-1301, Physical Scientist GS-1320, Chemistry (3) GS-1384, Textile Analyst GS-1801, Law Enforcement Specialist GS-2001, Property Management Officer GS-2210, Information Technology (7)	\$1,224,227
Housing and Urban Development	380	GS-0101, Social Science Analyst (3) GS-0110, Economist (4) GS-0201, Human Resources Specialist (2) GS-0260, Equal Employment Specialist (2) GS-0301, Community Planning and Dev. (16) GS-0301, Enforcement Analyst (2)	\$816,694

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	380	GS-0301, Environmental Specialist GS-0301, Federal Career Intern (16) GS-0301, Field Office Director (2) GS-0301, Healthy Homes Representative GS-0301, Housing Specialist GS-0301, Information Specialist GS-0301, Management Information Specialist GS-0301, MBA Fellow (20) GS-0301, Operation Analyst GS-0301, Operations Specialist GS-0301, Presidential Management Fellow (2) GS-0301, Program Manager GS-0301, Program Support Specialist GS-0301, Project Management Specialist GS-0301, Project Manager GS-0301, Regional Relocation Specialist GS-0301, Senior Community and Planning (3) GS-0301, Special Needs Assistance Specialist (3) GS-0301, Web Technology Specialist GS-0303, Clerk GS-0303, Customer Service Representative GS-0303, Housing Program Assistant GS-0303, Management Assistant GS-0303, Office Assistant (2) GS-0303, Program Assistant (12) GS-0303, Staff Assistant (2) GS-0318, Secretary GS-0326, Office Automation Clerk GS-0328, Project Manager GS-0340, Field Office Director GS-0343, Community Planning and Development GS-0343, Management Analyst (11) GS-0343, Program Analyst (20) GS-0360, Equal Opportunity Specialist (25) GS-0361, Equal Opportunity Assistant (2) GS-0381, Secretary GS-0501, Financial Management (3) GS-0501, Financial Operations Analyst (6) GS-0510, Accountant (6) GS-0511, Auditor GS-0560, Budget Analyst (6) GS-0828, Construction Analyst (3) GS-0905, Attorney (79) GS-0950, Paralegal Specialist (8) GS-0986, Legal Assistant GS-1101, Account Executive (2) GS-1101, Affordable Housing Specialist (3) GS-1101, Chief Insurance and Underwriter GS-1101, Consumer Protection Compliance GS-1101, Industrial Relations GS-1101, Deputy Director GS-1101, Division Director (2) GS-1101, Grants Evaluation Specialist GS-1101, Grants Management Specialist (2) GS-1101, Housing Program Manager (3)	\$816,694

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	380	GS-1101, Housing Program Specialist (4) GS-1101, Operations Officer GS-1101, Program Specialist (2) GS-1101, Project Manager (20) GS-1101, Public Housing Revitalization (20) GS-1101, Real Estate Analyst GS-1101, Restructuring Analyst GS-1101, Senior Account Executive GS-1101, Senior Project Manager (3) GS-1101, Single Family Housing Specialist (3) GS-1101, Supervisory Director GS-1101, Supervisory Project Manager GS-1101, Underwriter (3) GS-1102, Contract Specialist (4) GS-1160, Financial Analyst (5) GS-1199, Student Trainee GS-1654, Printing Specialist GS-1910, Quality Assurance Specialist (4) GS-2210, IT Specialist (2)	\$816,694
Interior	106	BB-2601, Power System Control Craftsmen GS-0193, Archaeologist (2) GS-0201, Human Resources Specialist GS-0301, Credit Office Manager GS-0343, Management Analyst GS-0343, Program Analyst (12) GS-0401, Natural Resource Specialist GS-0470, Soil Scientist GS-0482, Fish Biologist GS-0501, Financial Management Specialist (3) GS-0511, Auditor (6) GS-0810, Civil Engineer (4) GS-0830, Mechanical Engineer GS-0840, Nuclear Engineer GS-0850, Electrical Engineer GS-0881, Petroleum Engineer (25) GS-0905, Attorney GS-1020, Illustrator GS-1035, Public Affairs GS-1071, Audio Visual Specialist GS-1101, General Business and Industry (13) GS-1102, Contract Specialist (3) GS-1199, Student Trainee GS-1313, Geophysicist (8) GS-1350, Geologist (11) GS-1801, Investigation Specialist GS-2210, Information Technology Specialist (4)	\$611,612
Justice	2,357	ES-0201, Assistant Human Resources Officer GL-0510, Accountant GL-0603, Physician Assistant (16) GL-0610, Nurse (9) GL-1710, Special Education Teacher GL-1811, Special Agent (470) GS-0006, Correctional Program Specialist GS-0060, Chaplain (3) GS-0072, Fingerprint Examiner (30)	\$19,332,198

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,357	GS-0080, Personnel Security Specialist (23) GS-0080, Security Specialist (4) GS-0083, Police Officer (23) GS-0083, Lead Police Officer GS-0083, Supervisory Police Officer (2) GS-0086, Security Assistant (4) GS-0086, Security Assistant (COMSEC) (2) GS-0101, Employee Assistance Counselor GS-0101, Victim Specialist (5) GS-0132, Intelligence Analyst (397) GS-0132, Supervisory Intelligence Analyst (3) GS-0132, Senior Intel. Officer Counterterrorism GS-0134, Intelligence Assistant (3) GS-0180, Psychologist (47) GS-0201, Human Resources Specialist (20) GS-0203, Human Resources Assistant (4) GS-0301, Administrative Specialist (13) GS-0301, Center Operations Specialist GS-0301, Community Outreach Specialist (6) GS-0301, Crime Analyst (3) GS-0301, CTOC Specialist (3) GS-0301, Emergency Action Specialist GS-0301, English Monitor Analyst (3) GS-0301, Foreign Operations Specialist (2) GS-0301, Legal Operations Specialist (2) GS-0301, Professional Development Specialist GS-0301, Project Manager GS-0301, Protocol Affairs Specialist GS-0301, Research Analyst (10) GS-0301, Space Management Specialist GS-0301, Staff Operations Specialist (126) GS-0301, Supervisory Administrative Specialist (6) GS-0301, Supv. Foreign Language Prog. Cord. GS-0301, Supv. Management and Budget Analyst GS-0301, Supv. Program Language Coordinator GS-0301, Supervisory Research Analyst GS-0301, Training and Civic Liaison Specialist (4) GS-0301, Victim Notification and Statistics GS-0303, Conduct Review Assistant GS-0303, Evidence Technician GS-0303, Legal Operations Assistant (2) GS-0303, Operations Security Assistant (10) GS-0303, Supervisory Evidence Technician GS-0303, Support Operations Technician (2) GS-0303, Support Service Clerk (9) GS-0303, Support Services Technician (68) GS-0313, Offices Services Supervisor (5) GS-0318, Secretary (8) GS-0335, Computer Assistant GS-0340, Foreign Language Program Manager GS-0340, Program Manager (2) GS-0343, Management & Program Analyst (90) GS-0343, Supv. Management & Program Analyst (4) GS-0344, Management & Program Assistant (4) GS-0391, Telecommunication Specialist	\$19,332,198

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,357	GS-0401, Biologist (5) GS-0501, Accounting Analyst (9) GS-0501, Financial Administrative Specialist (2) GS-0501, Financial Analyst GS-0501, Forensic Financial Research Specialist GS-0505, Financial Manager (3) GS-0510, Accountant (2) GS-0511, Auditor (8) GS-0525, Accounting Technician (6) GS-0560, Budget Analyst (17) GS-0560, Supervisory Budget Analyst GS-0602, Medical Officer (5) GS-0610, Nurse (6) GS-0660, Pharmacist GS-0680, Dental Officer GS-0690, Industrial Hygienist GS-0855, Electronics Engineer (4) GS-0856, Electronics Technician (11) GS-0901, Legal Administrative Specialist (53) GS-0905, Attorney (193) GS-0950, Paralegal Specialist (7) GS-0963, Legal Instruments Examiner (9) GS-0967, Passport and Visa Specialist GS-0986, Legal Assistant GS-1001, Arts and Information Specialist GS-1001, Sign Language Interpreter GS-1035, Public Affairs (2) GS-1040, Language Specialist (12) GS-1071, Producer-Director GS-1082, Writer/Editor (2) GS-1084, Visual Information Specialist GS-1102, Contract Specialist GS-1160, Financial Analyst (18) GS-1301, Physical Scientist (17) GS-1320, Chemist GS-1397, Document Analyst GS-1412, Technical Information Specialist (26) GS-1520, Mathematician GS-1541, Cryptanalyst GS-1550, Computer Scientist (2) GS-1702, Training Technician GS-1801, Investigative Operations Analyst (17) GS-1801, Investigative Specialist (92) GS-1801, Supervisory Investigative Specialist GS-1801, Supervisory Surveillance Specialist GS-1801, Surveillance Specialist (17) GS-1802, Arrest Record Assistant GS-1802, Criminal History Examiner GS-1802, ELSUR Operations Technician (4) GS-1802, Identification Records Examiner (2) GS-1811, Special Agent (233) GS-1811, Supervisory Special Agent (21) GS-2005, Supply Technician GS-2210, Information Technology Specialist (51) GS-2210, Supervisory IT Specialist (5)	\$19,332,198

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,357	WG-4206, Plumber WG-5823, Automotive Mechanic	\$19,332,198
Labor	38	GS-0018, Safety and Occupational Health Specialist GS-0201, Human Resources Specialist (2) GS-0303, Program Support Assistant GS-0343, Program Analyst (2) GS-0343, Supv. Management and Program Analyst GS-0399, Student Trainee GS-0501, Financial Management Specialist GS-0511, Auditor (5) GS-0601, Health Scientist GS-0850, Electrical Engineer (2) GS-1083, Technical Writer-Editor (4) GS-1801, Investigative Analyst GS-1811, Criminal Investigator (16)	\$251,637
State	867	FS-2010, Management Officer (50) FS-2101, Financial Management (4) FS-2201, Human Resources Management FS-2301, General Services (3) FS-2501, Security (53) FS-2550, Security Engineering (4) FS-2560, Security Engineering- Tech (3) FS-2880, Information Management (22) FS-2882, Information Management-Tech FS-2884, Information Tech Management FS-3001, Consular Affairs (48) FS-4400, Public Diplomacy (76) FS-5015, Economics (94) FS-5505, Political Affairs (95) FS-6115, Health Practitioner (7) FS-6218, Construction Engineering (3) FS-6220, Attorney Advisor (2) FS-9017, Office Management (30) GS-0130, Foreign Affairs (87) GS-0132, Intelligence (4) GS-0201, Personnel Management (16) GS-0301, Misc. Administration and Program (24) GS-0343, Management and Program Analysis (36) GS-0501, Financial Administration and Program (6) GS-0510, Accounting (3) GS-0560, Budget Analysis (7) GS-0801, General Engineering GS-0819, Environmental Engineering GS-0905, General Attorney (33) GS-0967, Passport and Visa Examining (116) GS-1035, Public Affairs (7) GS-1102, Contracting (9) GS-1301, General Physical Science (2) GS-2210, Information Technology Management (18)	\$7,206,692
Transportation	52	GS-0020, Community Planner (5) GS-0028, Environmental Protection Specialist (2) GS-0110, Industry Economist GS-0301, Intergovernmental Program Specialist GS-0301, Investigative Program Technician GS-0303, Administrative Program Assistant	\$505,605

Department/Agency	Number of Employees	Job Classifications	Cost
Transportation (continued)	52	GS-0340, Director, Office of Civil Rights GS-0342, Support Service Specialist GS-0343, Program Analyst (3) GS-0343, Management and Program Analyst (6) GS-0360, Equal Opportunity Specialist (2) GS-0560, Budget Analyst GS-0801, General Engineer (2) GS-0905, Attorney-Advisor (3) GS-0905, Trial Attorney (Transportation) (4) GS-1102, Contract Specialist (2) GS-1801, Investigator GS-1811, Criminal Investigator GS-2101, International Transportation Specialist (2) GS-2101, Program Management Specialist GS-2101, Transportation Industry Analyst (2) GS-2101, Transportation Program Analyst (3) GS-2101, Transportation Program Specialist (5) GS-2210, IT Project Manager	\$505,605
Treasury	58	GS-0080, Personnel Security Specialist (2) GS-0080, Physical Security Specialist GS-0132, Intelligence Research Specialist (18) GS-0201, Human Resources Specialist (2) GS-0301, Intelligence Research Specialist GS-0301, Regulatory Outreach Project Officer GS-0301, Regulatory Outreach Specialist GS-0301, Regulatory Policy Project Officer GS-0301, Regulatory Policy Specialist (2) GS-0301, Regulatory Program Assistant GS-0301, Supervisory Payment Control Specialist GS-0301, Supv. Regulatory Outreach Specialist GS-0340, Program Manager GS-0343, Audit Evaluator GS-0343, Management and Program Analyst GS-0343, Program Analyst GS-0343, Supv. Mgmt. and Program Analyst (2) GS-0501, Financial Specialist GS-0501, Operations Specialist GS-0510, Accountant GS-0560, Budget Analyst GS-0560, Supervisory Budget Analyst GS-0830, Mechanical Engineer GS-0905, Attorney GS-1102, Contract Specialist (2) GS-1102, Supervisory Contract Specialist (2) GS-1801, Information Sharing Compliance Specialist GS-1801, Law Enforcement Liaison Specialist GS-2210, Information Technology Specialist (4) GS-2210, Information Technology Specialist (INET) GS-2210, Information Technology Specialist (OS) GS-2210, Supervisory Information Technology Spec.	\$349,262

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs	241	GS-0083, Police Officer (2) GS-0180, Psychologist (15) GS-0181, Research Psychologist (4) GS-0185, Social Worker (28) GS-0201, Human Resources Specialist (36) GS-0301, Miscellaneous Admin and Program (9) GS-0303, Administrative Support Assistant (2) GS-0340, Program Manager GS-0341, Administrative Assistant (5) GS-0343, Management Analyst (17) GS-0505, Finance Manager (2) GS-0510, Accountant GS-0511, Auditor GS-0544, Civilian Pay Tech GS-0560, Budget Analyst (2) GS-0601, Registered Respiratory Therapist (2) GS-0620, Licensed Practical Nurse (5) GS-0621, Nursing Assistant (2) GS-0631, Occupational Therapist (5) GS-0633, Physical Therapist (12) GS-0644, Medical Technologist (6) GS-0646, Histopathology Technician GS-0647, Diagnostic Radiologic Technician (4) GS-0648, Therapeutic Radiologic Technician GS-0649, Medical Instrument Technician (3) GS-0660, Pharmacist (23) GS-0661, Pharmacy Tech GS-0669, Medical Records Administrator GS-0670, Health System Administrator GS-0671, Health System Specialist (5) GS-0673, Hospital Housekeeping Officer (2) GS-0675, Medical Records Technician (2) GS-0801, General Engineer (4) GS-0809, Construction Representative GS-0819, Environmental Engineer GS-0905, Attorney (4) GS-1035, Public Affairs Specialist GS-1082, Wrier-Editor GS-1102, Contract Specialist (10) GS-1712, Training Instructor GS-2010, Supv. Inventory Management Specialist GS-2210, Information Technology Specialist (15)	\$1,533,485
Independent Agencies			
Agency for International Development	195	FP-0201, Human Resources (9) FP-0301, Administrative Management (6) FP-0301, Crisis Stabilization and Governance (27) FP-0301, Project Development Officer (39) FP-0301, Democracy and Government Officer (9) FP-0501, Economics (7) FP-0501, Financial Management (9) FP-0685, Environment (4)	\$1,800,000

Department/Agency	Number of Employees	Job Classifications	Cost
Agency for International Development (continued)	195	FP-0685, Health and Population Officer (25) FP-1101, Private Sector Officer (24) FP-1102, Contract Management (13) GS-0601, Health Science Specialist (6) GS-0685, Public Health Program Specialist (5) GS-1102, Contract Specialist (12)	\$1,800,000
Chemical Safety and Hazard Investigation Board	5	GS-0301, Board Affairs Specialist GS-0301, Public Affairs Specialist GS-0905, Attorney Advisor GS-1801, Chemical Incident Supervisor (2)	\$30,000
Defense Nuclear Facilities Safety Board	1	DN-0801, Engineer	\$5,000
Environmental Protection Agency	22	GS-0028, Environmental Protection Specialist (3) GS-0301, Misc. Administration and Program (2) GS-0343, Management and Program Analysis (4) GS-0440, Genetics GS-0470, Soil Science GS-0601, General Health Science (3) GS-0801, General Engineer GS-0830, Mechanical Engineer (2) GS-1301, Physical Scientist (4) GS-2210, Information Technology Management	\$96,760
Export-Import Bank	1	GS-0110, Economist	\$6,000
Farm Credit Administration	19	VH-1101, Associate FCA Examiner (19)	\$61,806
Federal Energy Regulatory Commission	141	GS-0023, Outdoor Recreation Planner GS-0028, Environmental Protection Specialist (2) GS-0080, Security Specialist GS-0110, Economist (14) GS-0201, Human Resources Specialist (2) GS-0260, Equal Employment Opportunity Specialist GS-0301, Legal Support Specialist GS-0301, Management Information Specialist GS-0318, Secretary (3) GS-0343, Management and Program Analysis (7) GS-0401, Environmental Biologist (3) GS-0486, Wildlife Biologist (2) GS-0501, Project Specialist GS-0510, Accountant (2) GS-0511, Auditor (6) GS-0810, Civil Engineer (10) GS-0830, Mechanical Engineer (2) GS-0850, Electrical Engineer (7) GS-0893, Chemical Engineer (2) GS-0904, Law Clerk GS-0905, Attorney-Advisors (43) GS-0950, Paralegal Specialist (2) GS-1101, Energy Industry Analyst (25) GS-1301, Physical Scientist GS-2210, Information Technology Specialist	\$1,311,687
Federal Housing Finance Agency	3	TM-0343, Senior Program Analyst TM-0570, Bank Examiner TS-1160, Financial Analyst	\$26,575
Federal Trade Commission	12	GS-0301, Data Analyst (2) GS-0904, Law Clerk (10)	\$109,500

Department/Agency	Number of Employees	Job Classifications	Cost
General Services Administration	28	GS-0080, Physical Security Specialist GS-0301, Presidential Management Fellow (4) GS-0301, Workforce Planning Specialist GS-0301, Business Analyst GS-0343, Program Analyst (7) GS-0560, Budget Analyst GS-0808, Architect (2) GS-1101, Project Leader GS-1102, Contract Specialist (2) GS-1170, Realty Specialist (4) GS-1176, Building Management Specialist (4)	\$235,634
Government Accountability Office	469	PA-0905, Attorney (35) PE-0101, Social Science Analyst (5) PE-0110, Economist (4) PE-0347, GAO Analyst (364) PE-0511, Auditor (25) PE-1515, Senior Operations Research Analyst PE-1550, Information Technology Analyst (18) PE-2210, Information Technology Specialist (2) PY-0080, Security Specialist PY-0201, Human Capital Specialist PY-0301, Visual Communication Analyst PY-0343, Management Analyst (5) PY-0560, Budget Analyst PY-1102, Contact Specialist PY-1410, Librarian PY-1529, Mathematical Statistician PY-2210, Information Technology Specialist (3)	\$2,840,275
Government Printing Office	3	PG-0343, Program Analyst PG-0510, Accountant PG-1410, Librarian (Automation)	\$21,225
International Trade Commission	7	GS-0301, Misc. Administration and Program (4) GS-0905, Attorney (2) GS-1101, General Business and Industry	\$54,000
Library of Congress	2	GS-0201, Human Resources Specialist GS-0301, Program Specialist	\$14,000
National Aeronautics and Space Administration	18	GS-0201, Human Resources Specialist (4) GS-0301, Misc. Administration and Program (4) GS-0343, Management and Program Analysis GS-0801, General Engineer GS-0905, Attorney (2) GS-1102, Contract Specialist (6)	\$98,837
National Archives and Records Administration	30	GS-1001, Audio-Visual Preservation Specialist (2) GS-1001, Digital Image Technician GS-1001, Exhibits Information Specialist GS-1001, Motion Picture Preservation Spec. GS-1001, Natural Preservation Program Specialist GS-1001, Senior Conservator (3) GS-1060, Photographer (Preservation) GS-1420, Archivist (9) GS-1421, Archives Specialist (7) GS-1421, Archives Technician (2) GS-1750, Instructional Systems Specialist GS-2210, Information Technology Specialist	\$213,048

Department/Agency	Number of Employees	Job Classifications	Cost
Nuclear Regulatory Commission	39	GG-0080, Nuclear Security Specialist GG-0080, Physical Security Inspector GG-0201, Deputy Associate Director GG-0301, International Policy Analyst GG-0343, Senior Management Analyst GG-0801, Branch Chief (2) GG-0801, Reactor Engineer GG-0801, Reactor Inspector (6) GS-0801, Senior Enforcement Specialist GG-0806, Materials Engineer GG-0840, Project Engineer (2) GG-0840, Resident Inspector (PWR) (3) GG-0840, Senior Enforcement Specialist GG-0905, Attorney (12) GG-0950, Paralegal Specialist GG-1102, Contract Specialist GG-1301, Nuclear Systems Scientist GG-1301, Senior Emergency Response Coordinator GG-1306, Health Physicist	\$369,214
Office of Personnel Management	4	GS-0201, Human Resources Specialist (2) GS-0301, Executive Officer GS-1120, Supervisory IT Specialist	\$40,000
Office of Special Counsel	27	GS-0301, Management and Program Analyst GS-0905, General Attorney (26)	\$270,000
Pension Benefit Guaranty Corporation	26	GS-0905, Attorney (21) GS-1160, Financial Analyst GS-1510, Actuary (2) GS-1511, Auditor (2)	\$260,000
Securities and Exchange Commission	546	SK-0080, Security Specialist (2) SK-0101, Personnel Psychologist SK-0201, Human Resources Specialist (3) SK-0301, Case Management Specialist (2) SK-0301, Confidential Assistant SK-0301, FOIA/ Privacy Act Officer SK-0301, Program Support Specialist (6) SK-0301, Regulation Specialist SK-0301, Research Specialist (8) SK-0301, Supervisory Automated Review Policy SK-0301, Work Life Program Manager SK-0303, Disclosure Assistant (3) SK-0303, Ethics Program Assistant SK-0303, Legal Assistant SK-0303, Program Support Assistant SK-0318, Secretary (9) SK-0326, Office Automation Assistant SK-0326, Office Automation Clerk (2) SK-0343, Program Analyst (6) SK-0510, Accounting (103) SK-0511, Auditor SK-0880, Mining Engineer SK-0881, Petroleum Engineer SK-0904, Law Clerk SK-0905, Attorney-Adviser (301) SK-0950, Paralegal Specialist (15) SK-0963, Legal Instruments Examiner (3)	\$3,991,316

Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	546	SK-0986, FOIA Technician SK-0986, Legal Technician (6) SK-1001, Investor Assistance Specialist SK-1160, Financial Analyst SK-1170, Realty Specialist SK-1410, Librarian (2) SK-1801, Market Surveillance Specialist (2) SK-1802, Securities Compliance Technician (2) SK-1831, Securities Compliance Examiner (32) SK-2210, Information Technology Specialist (19) SO-0905, Attorney-Advisor (2)	\$3,991,316
36 Agencies	8,454		\$61,860,504

Note: Reported costs are rounded to the nearest whole dollar.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Employee Services
1900 E Street, NW
Washington, DC 20415