

**RECRUITMENT, RELOCATION, AND
RETENTION INCENTIVES**

CALENDAR YEAR 2007

REPORT TO THE CONGRESS

Working for America



**UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
SEPTEMBER 2008**

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

I am pleased to present the U.S. Office of Personnel Management (OPM) report to Congress on the use of recruitment, relocation, and retention incentives (3Rs) in Federal agencies for calendar year 2007. In 2007, 41 agencies paid 32,484 recruitment, relocation, and retention incentives to employees worth more than \$207 million.

For the first time, we are able to compare the use of recruitment and relocation incentives between calendar years. Between 2006 and 2007, the use of recruitment and relocation incentives each increased by more than 95 percent. However, the retention incentive data cannot be compared to 2006 because the new 3Rs incentive authorities created by the Federal Workforce Flexibility Act did not take effect until May 13, 2005, and it permitted agencies to pay retention allowances “grandfathered” under the previous law until April 30, 2006. The retention incentive data in this 2007 report, however, will become the baseline for comparisons of agencies’ use of retention incentives in future years.

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

Michael W. Hager
Acting Director

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I. EXECUTIVE SUMMARY

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

On December 3, 2007, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit a report on their use of recruitment, relocation, and retention incentives in calendar year 2007. The memorandum requested agencies to report information as a single entity; therefore, data in the report is not broken out by subagency. We invited agencies to comment on any barriers they faced in using these incentives as human capital flexibilities.

Overall, 41 Federal agencies paid 32,484 recruitment, relocation, and retention incentives worth more than \$207 million, with an average incentive payment of \$6,394 during calendar year 2007. This was comprised of 7,716 recruitment incentives totaling over \$57.5 million (average payment of \$7,454); 1,974 relocation incentives totaling more than \$23.1 million (average payment of \$11,735); and 22,794 retention incentives totaling over \$127 million (average payment of \$5,573). Agencies consistently reported using the incentives to accomplish strategic human capital goals.

The number of and total amount paid for recruitment and relocation incentives increased significantly between calendar years 2006 and 2007. The use of both recruitment and relocation incentives increased by more than 95 percent between calendar years 2006 and 2007. The total amount paid for recruitment incentives increased by more than 74 percent between 2006 and 2007, from \$32.9 million to more than \$57.5 million. Relocation incentives showed similar increases. The total amount paid for relocation incentives increased by nearly 100 percent between 2006 and 2007, from more than \$11.6 million to over \$23.1 million. (As explained in this report, we cannot make these same comparisons for retention incentives.)

In calendar year 2007, agencies typically paid recruitment, relocation, and retention incentives to employees in occupations critical to agency missions, such as health care, engineering, security, and information technology. Agencies also used the incentives to fill positions at the grade or work levels one might expect: more than 53 percent of the recruitment incentives paid to General Schedule employees were used to recruit new employees into entry- and developmental-level positions (e.g., at GS-05, GS-07, and GS-09) and more than 76 percent of relocation incentives used for General Schedule employees were paid to employees in intermediate- and upper-level positions (e.g., at GS-11, GS-12, GS-13, and GS-14). The use of retention incentives was spread over a wide range of grade or work levels, an indication that agencies are focused on making sure critical employees are retained at all work levels.

Agencies provided very positive responses regarding the effect these incentives had on recruitment and retention efforts. Most agencies reported no barriers to using these incentives; some reported the availability of funding represented a barrier to incentive use; others also reported it would be helpful to be able to pay recruitment incentives to recruit current employees in another agency and retention incentives to employees who are likely to leave for another Federal agency.

II. BACKGROUND

On May 13, 2005, OPM issued interim regulations at 5 CFR part 575, subparts A, B, and C to implement section 101 of the Federal Workforce Flexibility Act of 2004 (the Act) (Public Law 108-411, October 30, 2004). (See 70 FR 25732.) Section 101 amended 5 U.S.C. 5753 and 5754 by providing new authorities to pay recruitment, relocation, and retention incentives. (Although 5 U.S.C. 5753 and 5754 use the term “bonus,” OPM uses the term “incentive” in place of “bonus” in the regulations to differentiate these kinds of payments—which are designed to provide a monetary incentive for an individual or group to accept a new position or to remain employed in the current position(s)—from payments which are used to reward an individual or group for quality of performance (the typical context in which the term “bonus” is used).) The current authorities provide agencies with additional flexibility to help recruit and retain employees and better meet agency strategic human capital needs than did the previous authorities. On December 3, 2007, OPM issued final regulations on recruitment, relocation, and retention incentives. (See 72 FR 67831.)

Under 5 U.S.C. 5753 and 5 CFR, part 575, subparts A and B, an agency may pay a recruitment incentive to an employee newly appointed to a position in the Federal service or a relocation incentive to a current employee who must relocate to accept a position in a different geographic area when the agency determines the position is likely to be difficult to fill in the absence of an incentive. The employee must sign an agreement to fulfill a period of service with the agency. A recruitment or relocation incentive may not exceed 25 percent of the employee’s annual rate of basic pay in effect at the beginning of the service period, multiplied by the number of years (including fractions of a year) in the service period (not to exceed 4 years). With OPM approval, this cap may be increased to 50 percent, based on a critical agency need, as long as the total incentive does not exceed

100 percent of the employee's annual rate of basic pay. A recruitment or relocation incentive may be paid as an initial lump-sum payment at the beginning of the service period, in installments throughout the service period, as a final lump-sum payment upon completion of the service period, or in a combination of these methods.

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

Under 5 U.S.C. 5753(b), OPM may prescribe by regulation circumstances in which agencies may pay a recruitment incentive to a current employee (of the same or a different agency) who moves to a position in the same geographic area that is likely to be difficult to fill in the absence of an incentive. OPM also may prescribe by regulation circumstances in which agencies may pay a retention incentive to a current employee who would be likely to leave his or her position for a different position in the Federal service in the absence of a retention incentive (5 U.S.C. 5754). Congress requested OPM to monitor the use of recruitment and retention incentives under these circumstances to ensure they are an effective use of the Federal Government's funds and do not adversely affect the ability of those Government agencies that lose employees to other Government agencies to carry out their mission. (See section 101(a)(3) of the Act.) Because of the possible costly effects of interagency competition, we did not provide this authority to agencies in the interim regulations issued in May 2005. Instead, the Supplementary Information for the interim regulations posed a number of questions about whether the final regulations should provide agencies with the authority to pay recruitment incentives to help recruit current employees and to pay retention incentives to help retain employees likely to leave for a different position in the Federal service and, if so, under what circumstances.

On November 16, 2007, OPM issued final regulations that provide agencies with the authority to pay a retention incentive to an employee who would be likely to leave for a different position in the Federal service before the closure or relocation of the employee's office, facility, activity, or organization. (See 72 FR 64523.) Such employees may be more likely than others to seek other Federal employment, especially if they will otherwise be separated from Federal service when their office or facility closes or if they cannot relocate with their office or facility. OPM will monitor the effects of such pay

flexibility on interagency competition and compensation costs in narrow closure and relocation situations to determine if the flexibility should be expanded.

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

For recruitment and relocation incentives—

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

For retention incentives—

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

III. AGENCY REPORTS

OPM's regulations at 5 CFR 575.113(b), 575.213(b), and 575.313(b) require agencies to submit a written report to OPM by March 31 in each of the years 2006-2010 on their use of recruitment, relocation, and retention incentives during the previous calendar year. On December 3, 2007, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit their calendar year report for 2007.

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

- A description of how each authority was used by the agency during calendar year 2007, including information on how the use of these authorities improved the agency's recruitment and retention efforts
- The total number and total dollar amount of each category of incentive (recruitment, relocation, and retention) paid during calendar year 2007 by pay plan; occupational series; occupational series title; and grade, pay or work level, or other pay classification

- Information on barriers the agency is facing in using the recruitment, relocation, and retention incentive authorities as human capital flexibilities
- Whether the agency paid a retention incentive to an employee who would be likely to leave for a different position in the Federal service before the closure or relocation of the employee's office, facility, activity, or organization in calendar year 2007

Information Not in This Report

This report does not include data or information on—

- Recruitment, relocation, or retention payments authorized under an independent agency authority; this report contains information on only recruitment, relocation, and retention incentives authorized under 5 U.S.C. 5753 and 5754 and 5 CFR 575, subparts A, B, and C
- The use of recruitment incentives to encourage interagency moves; since OPM has not authorized any circumstance in the regulations in which recruitment incentives could be used for this purpose, we did not request such information from agencies

This report also does not (1) compare the recruitment and relocation incentive data for calendar 2007 to the data in OPM's Recruitment, Relocation, and Retention Incentive Report to Congress for Calendar Year 2005, or (2) compare the retention incentive data for calendar year 2007 to the data in OPM's Recruitment, Relocation, and Retention Incentive Report to Congress for Calendar Year 2005 or Calendar Year 2006. Because the new incentive authorities did not go into effect until May 2005, the reporting period for all three incentives in the calendar year 2005 report did not cover a full year (i.e., the reporting period was from May 13, 2005, to December 31, 2005). Also, section 101(d)(3) of the Act included a grandfather provision to allow a retention allowance authorized before May 1, 2005, under the former authority in 5 U.S.C. 5754 to continue to be paid until the allowance was reauthorized or terminated, but not later than April 30, 2006. Therefore, we are not able to make valid comparisons of the use of recruitment and relocation incentives between calendar years 2005 and 2006, and we are not able to make valid comparisons of retention incentive use between calendar years 2005 and 2007.

Overall

In response to our request for calendar year 2007 data, we received responses from 97 agencies. (See **Attachment 1** for a list of the reporting agencies.) In calendar year 2007, 41 Federal agencies paid 32,484 recruitment, relocation, and retention incentives, costing \$207,710,351. Of this amount, agencies paid 7,716 recruitment incentives totaling \$57,512,982; 1,974 relocation incentives totaling \$23,164,783; and 22,794 retention incentives totaling \$127,032,586. The average payments were \$7,454 for recruitment incentives; \$11,735 for relocation incentives; and \$5,573 for retention incentives. The overall average payment was \$6,394. (See **Attachment 2** for detailed agency reports.)

Table 1 compares the number and amount agencies paid for recruitment and relocation incentives in calendar years 2006 and 2007. Agencies use of recruitment and relocation incentives increased by more than 95 percent between calendar years 2006 and 2007. The amount paid for recruitment incentives increased by more than 74 percent during this same period. The amount agencies paid for relocation incentives had even more significant growth, increasing by nearly 100 percent between calendar years 2006 and 2007. (As previously explained, comparisons on the use of retention incentives in calendar years 2006 and 2007 cannot be made.)

TABLE 1

Comparison of Calendar Years 2006 and 2007 Recruitment and Relocation Incentives				
	Recruitment Incentives		Relocation Incentives	
	Number	Amount Paid	Number	Amount Paid
2006	3,952	\$32,898,796	1,009	\$11,634,168
2007	7,716	\$57,512,982	1,974	\$23,164,783
Percent Increase	95.24%	74.82%	95.64%	99.11%

Agency Data

Table 2 shows the number and amount of each type of incentive paid by agencies during calendar year 2007. (A blank cell indicates the agency did not pay any of that type of incentive in calendar year 2007.)

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

- Defense
- Veterans Affairs
- Health and Human Services
- Justice
- Commerce
- State
- Homeland Security
- Agriculture
- Energy
- Treasury
- Interior

Defense and Veterans Affairs were by far the largest users—

- Defense paid 16,184 incentives totaling \$100,280,802
- Veterans Affairs paid 7,179 incentives totaling \$37,801,309

Health and Human Services, Justice, Commerce, and State used more than 1,000, but fewer than 3,000, recruitment, relocation, and retention incentives totaling between \$8,094,228 and \$24,252,492.

Homeland Security, Agriculture, Energy, Treasury, and Interior used more than 160, but fewer than 800, recruitment, relocation, and retention incentives totaling between \$1,469,739 and \$4,788,419.

TABLE 2

Agency	Recruitment Incentives			Relocation Incentives			Retention Incentives			Total Incentives	
	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid
Departments											
Agriculture	368	\$3,049,812	\$8,288	77	\$925,336	\$12,017	96	\$813,271	\$8,472	541	\$4,788,419
Commerce	957	\$6,652,892	\$6,952	11	\$87,836	\$7,985	173	\$1,353,500	\$7,824	1,141	\$8,094,228
Defense	4,033	\$30,283,769	\$7,509	1,093	\$12,805,883	\$11,716	11,058	\$57,191,150	\$5,172	16,184	\$100,280,802
Education	1	\$5,000	\$5,000							1	\$5,000
Energy	85	\$759,363	\$8,934	22	\$359,812	\$16,355	136	\$917,236	\$6,744	243	\$2,036,411
Health and Human Services	349	\$3,730,895	\$10,690	141	\$832,761	\$5,906	2,098	\$19,688,836	\$9,385	2,588	\$24,252,492
Homeland Security	108	\$1,274,012	\$11,796	21	\$406,482	\$19,356	656	\$580,432	\$885	785	\$2,260,926
Housing and Urban Development	1	\$15,000	\$15,000	2	\$51,415	\$25,708	3	\$50,832	\$16,944	6	\$117,247
Interior	46	\$310,162	\$6,743	31	\$340,708	\$10,991	91	\$818,869	\$8,999	168	\$1,469,739
Justice	240	\$2,133,828	\$8,891	145	\$2,354,629	\$16,239	1,528	\$3,903,239	\$2,554	1,913	\$8,391,696
Labor	27	\$205,074	\$7,595	7	\$72,471	\$10,353	5	\$41,191	\$8,238	39	\$318,736
State							1,038	\$9,847,250	\$9,487	1,038	\$9,847,250
Transportation	41	\$258,425	\$6,303	3	\$26,000	\$8,667	11	\$141,646	\$12,877	55	\$426,071
Treasury	34	\$126,734	\$3,727	25	\$495,343	\$19,814	118	\$1,803,059	\$15,280	177	\$2,425,136
Veterans Affairs	1,223	\$6,920,818	\$5,659	350	\$3,662,566	\$10,464	5,606	\$27,217,925	\$4,855	7,179	\$37,801,309
Independent Agencies											
African Development Foundation	2	\$23,387	\$11,694				3	\$70,109	\$23,370	5	\$93,496
Agency for International Development							33	\$495,247	\$15,007	33	\$495,247
Broadcasting Board of Governors	4	\$30,000	\$7,500	1	\$10,000	\$10,000				5	\$40,000
Chemical Safety and Hazard Investigation Board							5	\$18,000	\$3,600	5	\$18,000
Committee for Purchase From People Who Are Blind or Severely Disabled							1	\$11,465	\$11,465	1	\$11,465
Defense Nuclear Facilities Safety Board							3	\$29,789	\$9,930	3	\$29,789
Environmental Protection Agency	17	\$193,147	\$11,362				15	\$285,130	\$19,009	32	\$478,277
Federal Election Commission							1	\$14,200	\$14,200	1	\$14,200
Federal Energy Regulatory Commission	36	\$307,391	\$8,539	2	\$3,188	\$1,594	40	\$530,408	\$13,260	78	\$840,987
Federal Trade Commission	6	\$26,130	\$4,355				3	\$11,754	\$5,877	9	\$37,884

Agency	Recruitment Incentives			Relocation Incentives			Retention Incentives			Total Incentives	
	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid
General Services Administration	10	\$50,403	\$5,040	19	\$164,988	\$8,684	20	\$320,340	\$16,017	49	\$535,731
International Boundary and Water Commission							1	\$4,136	\$4,136	1	\$4,136
Library of Congress	2	\$13,527	\$6,764				7	\$107,322	\$15,332	9	\$120,849
Millennium Challenge Corporation	15	\$107,500	\$7,167				2	\$18,325	\$2,618	17	\$125,825
National Aeronautics and Space Administration	64	\$635,577	\$9,931	21	\$516,365	\$24,589	13	\$204,669	\$15,744	98	\$1,356,611
National Archives and Records Administration							10	\$211,243	\$21,124	10	\$211,243
National Capital Planning Commission							2	\$18,466	\$9,233	2	\$18,466
National Mediation Board	3	\$23,188	\$7,729							3	\$23,188
Overseas Private Investment Corporation	3	\$65,863	\$21,954				3	\$45,377	\$15,126	6	\$111,240
Pension Benefit Guaranty Corporation	4	\$24,500	\$6,125				1	\$11,556	\$11,556	5	\$36,056
Railroad Retirement Board							1	\$3,917	\$3,917	1	\$3,917
Smithsonian Institution	14	\$110,236	\$7,874	2	\$45,000	\$22,500	8	\$207,199	\$25,900	24	\$362,435
Social Security Administration	4	\$48,849	\$12,212				4	\$29,523	\$7,381	8	\$78,372
Tax Court	16	\$112,000	\$7,000							16	\$112,000
U.S. Office of Personnel Management	2	\$10,500	\$5,250	1	\$4,000	\$4,000	1	\$15,975	\$15,975	4	\$30,475
Woodrow Wilson International Center for Scholars	1	\$5,000	\$5,000							1	\$5,000
Total	7,716	\$57,512,982	\$7,454	1,974	\$23,164,783	\$11,735	22,794	\$127,032,586	\$5,573	32,484	\$207,710,351

Agencies that heavily used recruitment, relocation, and retention incentives did not necessarily have large average incentive payments. In fact, the highest overall users of recruitment, relocation, and retention incentives showed a relatively low average incentive cost compared to that of other agencies. Defense and Veterans Affairs were the two top users of incentives, but had relatively low average incentive costs. Veterans Affairs had the 9th-lowest average incentive cost (\$5,266) compared to those of other agencies, and Defense had the 10th-lowest average incentive cost (\$6,196). Justice, another top user of incentives, had the 6th-lowest average incentive cost compared to other agencies (\$4,387). (Homeland Security had the lowest average incentive cost at \$2,880. However, Homeland Security terminated a number of retention incentives early in calendar year 2007, which may have contributed to the low average cost. See the Department of Homeland Security comments in *Section IV. Agency Comments* for additional information.)

Table 3 shows the average incentive cost for all agencies that used recruitment, relocation, and retention incentives. **Table 4** shows the average incentive cost for the top 11 users of the incentives.

TABLE 3

Average Incentive Paid by Agency (all incentive types)			
Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
National Archives and Records Administration	10	\$211,243	\$21,124
Housing and Urban Development	6	\$117,247	\$19,541
African Development Foundation	5	\$93,496	\$18,699
Overseas Private Investment Corporation	6	\$111,240	\$18,540
Smithsonian Institution	24	\$362,435	\$15,101
Agency for International Development	33	\$495,247	\$15,007
Environmental Protection Agency	32	\$478,277	\$14,946
Federal Election Commission	1	\$14,200	\$14,200
National Aeronautics and Space Administration	98	\$1,356,611	\$13,843
Treasury	177	\$2,425,136	\$13,701
Library of Congress	9	\$120,849	\$13,428
Committee for Purchase From People Who Are Blind or Severely Disabled	1	\$11,465	\$11,465
General Services Administration	49	\$535,731	\$10,933
Federal Energy Regulatory Commission	78	\$840,987	\$10,782
Defense Nuclear Facilities Safety Board	3	\$29,789	\$9,930
Social Security Administration	8	\$78,372	\$9,797
State	1,038	\$9,847,250	\$9,487
Health and Human Services	2,588	\$24,252,492	\$9,371
National Capital Planning Commission	2	\$18,466	\$9,233
Agriculture	541	\$4,788,419	\$8,851
Interior	168	\$1,469,739	\$8,748
Energy	243	\$2,036,411	\$8,380
Labor	39	\$318,736	\$8,173
Broadcasting Board of Governors	5	\$40,000	\$8,000

Transportation	55	\$426,071	\$7,747
National Mediation Board	3	\$23,188	\$7,729
U.S. Office of Personnel Management	4	\$30,475	\$7,619
Millennium Challenge Corporation	17	\$125,825	\$7,401
Pension Benefit Guarantee Corporation	5	\$36,056	\$7,211
Commerce	1,141	\$8,094,228	\$7,094
Tax Court	16	\$112,000	\$7,000
Defense	16,184	\$100,280,802	\$6,196
Veterans Affairs	7,179	\$37,801,309	\$5,266
Education	1	\$5,000	\$5,000
Woodrow Wilson International Center for Scholars	1	\$5,000	\$5,000
Justice	1,913	\$8,391,696	\$4,387
Federal Trade Commission	9	\$37,884	\$4,209
International Boundary and Water Commission	1	\$4,136	\$4,136
Railroad Retirement Board	1	\$3,917	\$3,917
Chemical Safety and Hazard Investigation Board	5	\$18,000	\$3,600
Homeland Security	785	\$2,260,926	\$2,880
Total	32,484	\$207,710,351	\$6,394

TABLE 4

Average Incentive Paid by Top Users (all incentive types)			
Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
Treasury	177	\$2,425,136	\$13,701
State	1,038	\$9,847,250	\$9,487
Health and Human Services	2,588	\$24,252,492	\$9,371
Agriculture	541	\$4,788,419	\$8,851
Interior	168	\$1,469,739	\$8,748
Energy	243	\$2,036,411	\$8,380
Commerce	1,141	\$8,094,228	\$7,094
Defense	16,184	\$100,280,802	\$6,196
Veterans Affairs	7,179	\$37,801,309	\$5,266
Justice	1,913	\$8,391,696	\$4,387
Homeland Security	785	\$2,260,926	\$2,880

Table 5 shows Defense was by far the largest single user of recruitment incentives during the reporting period. Defense accounted for over half of all recruitment incentives paid during calendar year 2007, paying 4,033 incentives totaling \$30,283,769. The next two highest users combined—Veterans Affairs and Commerce—accounted for roughly the next 28 percent of recruitment incentives used, paying more than 900 but fewer than 1,300 recruitment incentives each. Agriculture, Health and Human Services, Justice, and Homeland Security accounted for approximately the next 14 percent of recruitment incentives; each used more than 100 and fewer than 400 recruitment incentives.

TABLE 5

Recruitment Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	4,033	52.26%	\$30,283,769	52.65%
Veterans Affairs	1,223	15.85%	\$6,920,818	12.03%
Commerce	957	12.40%	\$6,652,892	11.57%
Agriculture	368	4.77%	\$3,049,812	5.30%
Health and Human Services	349	4.22%	\$3,730,895	6.49%
Justice	240	3.11%	\$2,133,828	3.71%
Homeland Security	108	1.40%	\$1,274,012	2.21%
Energy	85	1.10%	\$759,363	1.32%
National Aeronautics and Space Administration	64	0.83%	\$635,577	1.11%
Interior	46	0.60%	\$310,162	0.54%
Transportation	41	0.53%	\$258,425	0.45%
<i>All others – 20 agencies</i>	202	2.62%	\$1,503,429	2.61%
Total	7,716		\$57,512,982	

Table 6 shows Defense was by far the largest user of relocation incentives during calendar year 2007, paying 1,093 incentives totaling \$12,805,883 or approximately 55 percent of all relocation incentives paid. After Defense, the four next largest users of relocation incentives combined for about 36 percent of relocation incentive use. Veterans Affairs, the second most significant user, paid 350 incentives totaling \$3,662,566. Usage dropped significantly after the top five agencies, to 31 or fewer incentives for all other agencies.

TABLE 6

Relocation Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	1,093	55.37%	\$12,805,883	55.28%
Veterans Affairs	350	17.73%	\$3,662,566	15.81%
Justice	145	7.35%	\$2,354,629	10.16%
Health and Human Services	141	7.14%	\$832,761	3.59%
Agriculture	77	3.90%	\$925,336	3.99%
<i>All others – 14 agencies</i>	168	8.51%	\$2,583,608	11.15%
Total	1,974		\$23,164,783	

Table 7 shows, of the reporting agencies, Defense and Veterans Affairs were by far the greatest users of retention incentives, paying approximately 73 percent of all incentives. Defense paid 11,058 incentives totaling \$57,191,150, and Veterans Affairs paid 5,606 incentives totaling \$27,217,925. Health and Human Services was a significant user of retention incentives, paying 2,098 for a total of \$19,688,836. The next most significant users were Justice, State, and Homeland Security, each using between 600 and 1,600 retention incentives worth between \$580,432 and \$9,847,250. Usage then dropped

significantly, with Commerce, Energy, Treasury, Agriculture, and Interior each using fewer than 200 incentives and each totaling between \$813,271 and \$1,803,059.

TABLE 7

Retention Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	11,058	48.51%	\$57,191,150	45.02%
Veterans Affairs	5,606	24.59%	\$27,217,925	21.43%
Health and Human Services	2,098	9.20%	\$19,688,836	15.50%
Justice	1,528	6.70%	\$3,903,239	3.07%
State	1,038	4.55%	\$9,847,250	7.75%
Homeland Security	656	2.88%	\$580,432	0.46%
Commerce	173	0.76%	\$1,353,500	1.07%
Energy	136	0.60%	\$917,236	0.72%
Treasury	118	0.52%	\$1,803,059	1.42%
Agriculture	96	0.42%	\$813,271	0.64%
Interior	91	0.40%	\$818,869	0.64%
<i>All others—30 agencies</i>	196	0.86%	\$2,897,819	2.28%
Total	22,794		\$127,032,586	

Occupational Data

During calendar year 2007, agencies used recruitment incentives for employees in many different occupations. **Table 8** lists the occupations for which agencies used recruitment incentives most frequently. Of the top 16 occupations for which recruitment incentives were used, agencies used them most frequently for health care and engineering. In these top occupations, agencies paid 1,373 recruitment incentives to employees in five **health care** occupations (\$12,161,840) and 723 recruitment incentives to employees in three **engineering** occupations (\$5,465,562). The single occupation for which recruitment incentives were most used was **patent examining**, with Commerce paying 830 recruitment incentives to patent examiners totaling \$5,816,243. The second highest use of recruitment incentives was for positions classified in the 0303 occupational series, “miscellaneous clerks and assistants.” A significant number of these (446 of 454) were paid by Defense in various locations and positions.

TABLE 8

Recruitment Incentives Paid by Occupational Series					
Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1224	PATENT EXAMINING	830	10.76%	\$5,816,243	10.11%
0303	MISCELLANEOUS CLERK AND ASSISTANT	454	5.88%	\$1,334,357	2.32%
0620	PRACTICAL NURSE	412	5.34%	\$1,035,190	1.80%

0610	NURSE	352	4.56%	\$3,033,135	5.27%
0855	ELECTRONICS ENGINEERING	321	4.16%	\$2,415,559	4.20%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	297	3.85%	\$2,241,282	3.90%
0660	PHARMACIST	268	3.47%	\$2,283,548	3.97%
0830	MECHANICAL ENGINEERING	262	3.40%	\$1,747,785	3.04%
0602	MEDICAL OFFICER	237	3.07%	\$5,160,602	8.97%
5803	HEAVY MOBILE EQUIPMENT MECHANIC	219	2.84%	\$640,500	1.11%
1863	FOOD INSPECTION	215	2.79%	\$1,402,799	2.44%
0511	AUDITING	207	2.68%	\$1,444,478	2.51%
0132	INTELLIGENCE	176	2.28%	\$1,627,852	2.83%
0801	GENERAL ENGINEERING	140	1.81%	\$1,302,218	2.26%
2210	INFORMATION TECHNOLOGY MANAGEMENT	108	1.40%	\$936,348	1.63%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	104	1.35%	\$649,365	1.13%
<i>All others—243 occupations</i>		3,114	40.36%	\$24,441,721	42.50%
Total		7,716		\$57,512,982	

Table 9 shows relocation incentives also were used in a wide variety of occupations. Of the top-10 occupations for which relocation incentives were paid during the reporting period, the two fields most likely to use relocation incentives were occupations in **general administration and management** (series 0301—miscellaneous administration and program, series 0343—management and program analysis, and series 0340—program management) (238/\$3,204,105) and **criminal investigating** (137/\$2,461,543). Taken together, however, these two fields still accounted for only 19 percent of the relocation incentives paid. The rest of the incentives were spread over a great number of occupations. **Table 9** shows the top-10 occupations for which relocation incentives were used.

TABLE 9

Relocation Incentives Paid by Occupational Series					
Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1811	CRIMINAL INVESTIGATING	137	6.94%	\$2,461,543	10.63%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	120	6.08%	\$1,541,777	6.66%
1102	CONTRACTING	97	4.91%	\$1,160,785	5.01%
0201	HUMAN RESOURCES MANAGEMENT	92	4.66%	\$1,044,155	4.51%
0801	GENERAL ENGINEERING	79	4.00%	\$1,187,431	5.13%
0343	MANAGEMENT AND PROGRAM ANALYSIS	64	3.24%	\$716,521	3.09%
0696	CONSUMER SAFETY	60	3.04%	\$66,145	0.29%
0340	PROGRAM MANAGEMENT	54	2.74%	\$945,807	4.08%
2210	INFORMATION TECHNOLOGY MANAGEMENT	52	2.63%	\$589,338	2.54%
0810	CIVIL ENGINEERING	49	2.48%	\$747,844	3.23%
<i>All others – 179 occupations</i>		1,170	59.27%	\$12,703,437	54.84%
Total		1,974		\$23,164,783	

Table 10 shows agencies were by far most likely to use retention incentives to retain employees in **health care** occupations. In fact, 11 of the top 25 occupations for which retention incentives were used were in the health care field, and retention incentives paid to these occupations represent 41 percent of all retention incentives paid. Employees in these 11 occupations received 7,677 retention incentives totaling \$51,934,121. Of the other top occupations for which retention incentives were paid, **engineering** occupations (0801—general engineering, 0830—mechanical engineering, 0855—electronics engineering, 0861— aerospace engineering) accounted for over 15 percent of retention incentives issued (3,552/\$8,991,110) and **security** occupations (series 0007—correctional officer, series 0080—security administration, 0083—police, and 0085—security guard) accounted for over 11 percent (2,530/\$5,366,837). **Information technology management** employees also received a significant portion of the retention incentives paid at 3.65 percent (831/\$9,583,374).

TABLE 10

Retention Incentives Paid by Occupational Series					
Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0855	ELECTRONICS ENGINEERING	2,314	10.15%	\$5,162,965	4.06%
0610	NURSE	1,343	5.89%	\$7,879,732	6.20%
0620	PRACTICAL NURSE	1,251	5.49%	\$3,199,016	2.52%
0083	POLICE	1,198	5.26%	\$2,929,801	2.31%
0602	MEDICAL OFFICER	974	4.27%	\$14,879,875	11.71%
0660	PHARMACIST	926	4.06%	\$6,987,852	5.50%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	910	3.99%	\$4,891,857	3.85%
2210	INFORMATION TECHNOLOGY MANAGEMENT	831	3.65%	\$9,583,374	7.54%
0621	NURSING ASSISTANT	698	3.06%	\$2,349,236	1.85%
0007	CORRECTIONAL OFFICER	621	2.72%	\$497,683	0.39%
0801	GENERAL ENGINEERING	548	2.40%	\$2,179,590	1.72%
0080	SECURITY ADMINISTRATION	503	2.21%	\$1,739,783	1.37%
0830	MECHANICAL ENGINEERING	427	1.87%	\$1,071,498	0.84%
1102	CONTRACTING	411	1.80%	\$1,799,085	1.42%
2880	INFORMATION MANAGEMENT	372	1.63%	\$3,337,566	2.63%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	368	1.61%	\$3,057,709	2.41%
0601	GENERAL HEALTH SCIENCE	361	1.58%	\$2,706,620	2.13%
0603	PHYSICIAN'S ASSISTANT	357	1.57%	\$3,617,072	2.85%
0649	MEDICAL INSTRUMENT TECHNICIAN	309	1.36%	\$2,018,197	1.59%
0640	HEALTH AID AND TECHNICIAN	304	1.33%	\$1,089,196	0.86%
0201	HUMAN RESOURCES MANAGEMENT	263	1.15%	\$1,632,748	1.29%
0861	AEROSPACE ENGINEERING	263	1.15%	\$577,057	0.45%
0905	GENERAL ATTORNEY	254	1.11%	\$1,534,126	1.21%
0405	PHARMACOLOGY	244	1.07%	\$2,315,468	1.82%
0085	SECURITY GUARD	208	0.91%	\$199,570	0.16%
<i>All others—264 occupations</i>		6,536	28.67%	\$39,795,910	31.33%
Total		22,794		\$127,032,586	

Pay Plan Data

The following six tables provide data on recruitment, relocation, and retention incentive payments by pay plan.

Agencies overwhelmingly used recruitment, relocation, and retention incentives for employees in General Schedule (GS) occupations. As **Tables 11, 13, and 15** show, incentive payments to GS employees accounted for approximately 72 percent of all incentive payments made. Since approximately 70 percent of the Federal workforce was under the GS system during calendar year 2007, a high usage of recruitment, relocation, and retention incentives is not surprising. However, during calendar year 2007, incentives also were paid to employees in a wide variety of other pay plans.

As **Table 11** shows, recruitment incentives were paid to employees in 42 pay plans besides the GS pay plan. More than 8 percent of recruitment incentives were paid to Defense employees in the National Security Personnel System (NSPS) pay plans. **Table 12** shows all recruitment incentives paid to employees in NSPS pay plans. A total of 660 recruitment incentives were paid to employees in these pay plans. In addition, more than 6 percent of recruitment incentives were paid to employees in wage grade (WG) occupations.

TABLE 11

Recruitment Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	5,658	73.33%	\$41,787,383	72.66%
WG	487	6.31%	\$2,495,282	4.34%
YD	366	4.74%	\$2,861,556	4.98%
YA	194	2.51%	\$1,494,428	2.60%
AD	156	2.02%	\$1,825,733	3.17%
GG	149	1.93%	\$1,273,441	2.21%
DP	128	1.66%	\$475,090	0.83%
GL	92	1.19%	\$895,871	1.56%
ND	70	0.91%	\$197,700	0.34%
GP	60	0.78%	\$525,804	0.91%
<i>All others— 33 pay plans</i>	356	4.61%	\$3,680,694	6.40%
Total	7,716		\$57,512,982	

*Pay plan definitions are in **Attachment 3**

TABLE 12

Recruitment Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YD	366	\$2,861,556
YA	194	\$1,494,428
YG	33	\$694,745
YH	33	\$325,392
YC	15	\$176,819
YF	7	\$85,406
YB	5	\$16,533
YJ	3	\$43,616
YI	2	\$13,995
YK	2	\$29,130
Total	660	\$5,741,620

*Pay plan definitions are in **Attachment 3**

As **Table 13** shows, relocation incentives were paid to employees in 35 pay plans besides the GS pay plan. Although these payments do not represent a significant proportion of overall relocation incentives paid, it is nonetheless interesting to note agencies paid 67 incentives to relocate Senior Executive Service (pay plan code ES) members to jobs in other geographic areas. Also, more than 14 percent of relocation incentives were paid to Defense employees in NSPS pay plans. **Table 14** shows a total of 279 relocation incentives paid to employees in NSPS pay plans.

TABLE 13

Relocation Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	1,433	72.59%	\$15,954,102	68.87%
YA	151	7.65%	\$1,664,263	7.18%
ES	67	3.39%	\$1,722,911	7.44%
WG	53	2.68%	\$509,290	2.20%
YC	45	2.28%	\$572,449	2.47%
YD	38	1.93%	\$443,219	1.91%
AD	33	1.67%	\$283,083	1.22%
GG	25	1.27%	\$272,368	1.18%
YF	23	1.17%	\$399,720	1.73%
<i>All others— 27 pay plans</i>	106	5.37%	\$1,343,378	5.80%
Total	1,974		\$23,164,783	

*Pay plan definitions are in **Attachment 3**

TABLE 14

Relocation Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YA	151	\$1,664,263
YC	45	\$572,449
YD	38	\$443,219
YF	23	\$399,720
YK	12	\$112,274
YG	4	\$61,313
YJ	2	\$28,000
YB	2	\$8,599
YN	1	\$10,000
YH	1	\$2,000
Total	279	\$3,301,837

*Pay plan definitions are in **Attachment 3**

As **Table 15** shows, retention incentives were paid to employees in an even broader distribution of pay plans. Retention incentives were paid to employees in 53 pay plans besides the GS pay plan. Also, more than 12 percent of retention incentives were paid to Defense employees in NSPS pay plans. **Table 16** shows a total of 2,753 retention incentives paid to employees in NSPS pay plans.

TABLE 15

Retention Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	16,313	71.57%	\$92,302,235	72.66%
YD	1,676	7.35%	\$6,402,037	5.04%
GL	1,065	4.67%	\$1,553,000	1.22%
FP	594	2.61%	\$5,724,658	4.51%
GG	548	2.40%	\$1,739,187	1.37%
AD	383	1.68%	\$3,307,237	2.60%
YF	295	1.29%	\$1,238,752	0.98%
YA	221	0.97%	\$1,284,804	1.01%
WG	202	0.89%	\$812,047	0.64%
WS	200	0.88%	\$444,876	0.35%
ES	162	0.71%	\$3,523,515	2.77%
YH	150	0.66%	\$946,417	0.75%
YC	137	0.60%	\$924,560	0.73%
ZP	110	0.48%	\$681,118	0.54%
<i>All others – 40 pay plans</i>	738	3.24%	\$6,148,143	4.84%
Total	22,794		\$127,032,586	

*Pay plan definitions are in **Attachment 3**

TABLE 16

Retention Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YD	1,676	\$6,402,037
YF	295	\$1,238,752
YA	221	\$1,284,804
YH	150	\$946,417
YC	137	\$924,560
YG	79	\$1,114,255
YB	78	\$426,904
YJ	75	\$597,802
YM	13	\$7,008
YN	11	\$16,351
YI	9	\$19,960
YE	5	\$18,277
YP	4	\$2,809
Total	2,753	\$12,999,936

*Pay plan definitions are in **Attachment 3**

Incentives by General Schedule Grade

Since the grading system for other pay plans varies greatly, **Tables 17, 18, and 19** summarize incentive usage only by GS grade. Specific information on agency use of recruitment, relocation, and retention incentives by grade or work level in other pay systems may be found in **Attachment 2**.

As **Table 17** shows, agencies used recruitment incentives most often to hire GS employees at the GS-07, GS-09, and GS-05 levels (in declining order). Recruitment incentives paid to employees in these grades accounted for more than 53 percent of all recruitment incentives paid to GS employees. However, significant numbers of incentives were paid to employees at a variety of other GS grade levels.

TABLE 17

Recruitment Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
07	1,341	23.32%	\$7,671,708	17.97%
09	963	16.75%	\$6,691,919	15.68%
05	775	13.48%	\$3,665,802	8.59%
11	677	11.77%	\$5,390,862	12.63%
12	528	9.18%	\$5,601,877	13.12%
06	339	5.90%	\$1,216,424	2.85%

13	329	5.72%	\$3,902,169	9.14%
14	197	3.43%	\$3,372,407	7.90%
04	163	2.83%	\$533,734	1.25%
10	146	2.54%	\$1,079,062	2.53%
15	145	2.52%	\$2,835,627	6.64%
08	90	1.57%	\$570,349	1.34%
03	57	0.99%	\$151,314	0.35%
Total	5,750		\$42,683,254	

As **Table 18** shows, agencies were most likely to use relocation incentives for employees at the mid-to-upper GS grade levels, with the most relocation incentives paid to employees at the GS-13, GS-12, GS-11, and GS-14 levels (in declining order). Use of relocation incentives for these four grade levels accounted for over 76 percent of the incentives paid to GS employees.

TABLE 18

Relocation Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
13	381	26.50%	\$4,123,575	25.75%
12	368	25.59%	\$4,039,819	25.23%
11	182	12.66%	\$1,629,542	10.18%
14	172	11.96%	\$2,995,912	18.71%
15	96	6.68%	\$1,663,345	10.39%
09	82	5.70%	\$607,832	3.80%
07	70	4.87%	\$390,061	2.44%
06	32	2.23%	\$203,600	1.27%
10	21	1.46%	\$170,568	1.07%
08	21	1.46%	\$143,449	0.90%
05	12	0.83%	\$37,169	0.23%
04	1	0.07%	\$9,230	0.06%
Total	1,438		\$16,014,102	

As **Table 19** shows, agencies used retention incentives to retain employees across a wide variety of grade levels. In fact, agencies were more likely to use a retention incentive to retain a GS-06 employee than a GS-13 employee (2,030 vs. 1,980). Over 1,000 incentives were paid to employees in each of nine different grade levels (in declining order): GS-12, GS-06, GS-11, GS-13, GS-09, GS-07, GS-05, GS-14, and GS-08.

TABLE 19

Retention Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
12	3,156	18.47%	\$13,616,742	14.65%

06	2,030	11.88%	\$5,076,151	5.46%
11	2,013	11.78%	\$11,467,661	12.34%
13	1,980	11.59%	\$13,874,681	14.93%
09	1,278	7.48%	\$5,227,028	5.62%
07	1,272	7.44%	\$3,417,609	3.68%
05	1,260	7.37%	\$2,932,056	3.15%
14	1,182	6.92%	\$15,155,972	16.30%
08	1,139	6.67%	\$4,179,136	4.50%
15	890	5.21%	\$13,954,935	15.01%
10	656	3.84%	\$3,529,737	3.80%
04	218	1.28%	\$506,317	0.54%
03	12	0.07%	\$13,393	0.01%
02	2	0.01%	\$1,567	0.00%
Total	17,088		\$92,952,985	

Retention incentives for employees likely to leave for a different Federal position

Section 101(c)(2) of the Federal Workforce Flexibility Act of 2004 requires OPM to include information in this report to Congress on the number and dollar amount of retention incentives paid in calendar year 2007 to prevent individuals from moving between positions that were in different agencies but in the same geographic area (including the names of the agencies involved). On November 16, 2007, OPM issued final regulations to provide agencies with the authority to pay a retention incentive to an employee who would be likely to leave for a different position in the Federal service before the closure or relocation of the employee's office, facility, activity, or organization. (See *Section II. Background* for additional information.) This new retention incentive flexibility became effective for agency use on December 17, 2007. No agency reported paying retention incentives under this new authority in calendar year 2007.

IV. AGENCY COMMENTS

Agency use of incentives and effect on recruitment and retention

To comply with congressional reporting requirements, OPM asked agencies to describe how they used recruitment, relocation, and retention incentives during calendar year 2007, including how incentive use improved recruitment and retention efforts. The following excerpts illustrate how recruitment, relocation, and retention incentives were used. However, these excerpts provide only summary information, selected examples, and anecdotes. OPM's report is not designed or intended to provide detailed information on the content and administration of agency recruitment, relocation, and retention incentive plans and policies, nor does it provide determinations and justifications agencies made for authorizing the incentives.

Under the law and OPM's regulations, recruitment and relocation incentives may be paid only when an agency determines a position is likely to be difficult to fill in the absence of an incentive. Similarly, retention incentives may be paid only when an agency determines that the unusually high or unique qualifications of the employee or a special

need of the agency for the employee's services makes it essential to retain the employee and the employee would be likely to leave the Federal service in the absence of a retention incentive (or likely to leave for a different Federal position when an employee is affected by a facility closure or relocation).

Of the 97 agencies that submitted reports, 41 agencies had used the incentives and 56 had not. All of the 41 agencies that used the incentives submitted narrative portions in their report.

Departments

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

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

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

Department of Agriculture

The Department of Agriculture cited the following reasons for authorizing recruitment incentives: to attract and hire qualified applicants in hard-to-fill positions; to attract bilingual employees for positions where the skill was a critical competency; and to compete with private sector salaries.

Agriculture cited the following reasons for authorizing relocation incentives: to facilitate the assignment of senior professionals to offices in other States; to entice current employees when recruitment efforts yielded no quality applicants for key positions; to attract candidates to high cost-of-living areas and nonforeign areas where the cost-of-living allowance (COLA) is not used for retirement benefits calculations; and to attract candidates to remote locations where inclement weather, costly and/or limited housing, medical benefits, and medical facilities were issues.

Agriculture cited the following reasons for authorizing retention incentives: to retain employees who possess unique skills and abilities needed to complete critical work and to retain employees who have institutional knowledge necessary to sustain operations during reorganizations and/or difficult recruiting periods.

Department of Commerce

Since last year, the Department of Commerce has more than doubled the use of recruitment and relocation incentives and increased retention incentives by one-third. Using the incentive authorities has allowed Commerce to remain competitive with the private sector and other Federal agencies, and to greatly improve Commerce's ability to recruit and retain highly qualified and specialized candidates. Commerce continues to use these incentives rather than the superior qualifications and special needs pay-setting authority, as the use of these incentives further facilitates the successful negotiation and acceptance of job offers with selected candidates.

The use of these incentives has been a key factor in allowing Commerce to recruit, relocate, and retain employees in hard-to-fill positions. For example, the National Institute of Standards and Technology uses recruitment and retention incentives to attract, recruit, and retain scientists, chemists, engineers, and physicists to conduct research and for work in test laboratories. The Census Bureau uses recruitment incentives to fill mission-critical mathematical statisticians. Use of the recruitment incentive authority has been instrumental for the National Oceanic and Atmospheric Administration in recruiting for Marine Wage positions due to the specialized nature of the work and the stringent training, licensing, and work requirements. The Patent and Trademark Office used these incentives to recruit and retain employees for their patent examining occupations in the difficult-to-fill areas of science, engineering, and technology.

Department of Defense

The Department of Defense used all three incentives during this period to bridge the pay gap between Federal and private-sector salaries. The recruitment incentives enhanced Defense efforts in recruiting for hard-to-fill occupations, while the relocation and retention incentives enabled Defense to retain already trained, valued employees and negate the need to go through the lengthy recruitment process. Installations provided a number of examples to illustrate the effectiveness of the recruitment, relocation, and retention authorities.

- Recruitment incentives appeal to graduating students from top colleges in the nation for difficult-to-fill intern positions
- Recruitment and retention incentives attract and retain scientists and engineers in research and test laboratories
- Recruitment incentives attract candidates in information technology (IT), financial management, air traffic control, and safety management to hard-to-fill positions, especially those overseas; without the incentives, these jobs would have been vacant longer or filled by candidates with lesser skills due to the shortage of highly qualified candidates
- Recruitment incentives for linguists and police officers are addressing a Defense need to significantly increase those skill populations
- Recruitment incentives play a large role in successfully filling over 1,200 military health care positions converted from military billets

- Recruitment incentives are effective for filling positions in occupations requiring positive education, such as auditors and accountants
- Recruitment and relocation incentives offset the high cost of housing in metropolitan areas
- Recruitment and relocation incentives continue to be vital to staffing efforts in the Balkans and re-basing efforts in the European theater
- Recruitment incentives were used to recruit clerks and assistants to positions in dual-status military reserve technician positions, Base Realignment and Closure (BRAC) locations, and other difficult-to-fill positions
- Relocation incentives attract highly qualified employees to critical positions in remote and rural areas
- Relocation incentives defray relocation costs both in the U.S. and overseas
- Relocation incentives encourage employees to accept extended assignments and thereby ensure project continuity in connection with Operation Enduring Freedom, Operation Iraqi Freedom, and the new AFRICOM Command
- Relocation incentives increase employee interest in working at overseas locations where locality payments are not applicable
- Retention incentives, in conjunction with longer service contracts, provide mission continuity between tours, allow for rapid deployment execution, and significantly decrease the time required for new operational centers to be at full strength
- Retention incentives provide a strong financial inducement to further close the pay gap between Federal and private sector salaries, thereby decreasing the knowledge loss of retirement-eligible employees who remain longer in key positions
- Retention incentives allow Defense to retain employees in hard-to-fill positions who consider higher-paying private sector positions in high-cost locations or in areas with limited candidate resources; retention incentives help Defense retain high-level employees possessing key critical skills or vast amounts of institutional knowledge
- Retention incentives enhance Defense's ability to retain employees with unique, mission-required skills who would command larger salaries in the private sector (e.g., medical staff, engineers, attorneys, critical wastewater treatment plant operators, seismic modeling experts, and physicists)
- Retention incentives have stabilized the installation's workforce by stemming the loss of telecommunications employees and IT staff, particularly to Defense contractors
- Retention incentives allow Defense to retain vital lower-graded employees
- Retention incentives have been used to maintain employees with unusually unique qualifications at BRAC-impacted sites, which is critical during the time of transition
- Group retention incentives for security guards and police officers have drastically reduced the turnover rate in those occupations
- Group retention incentives are used for realty employees serving classified customers—these employees require security clearances above top-secret and there is competition with companies that offer bonuses of up to \$30,000 to individuals with such clearances

Department of Education

The Department of Education reported the one recruitment incentive used is not enough to determine the impact on recruitment efforts.

Department of Energy

The Department of Energy used all three incentives. Recruitment incentives were authorized primarily to recruit interns, mid- and senior- level scientific and technical experts, and managers due to a limited supply of well-qualified applicants. Organizations consistently reported that they would not have been able to successfully recruit well-qualified candidates without the use of the incentives.

Relocation incentives were used sparingly to motivate senior managers to change positions, as well as to entice well-qualified technical and scientific employees who would otherwise not accept the positions.

Retention incentives were used at all levels and for a wide variety of occupations to retain institutional knowledge that otherwise would be lost until suitable replacements could be found or, in most cases, developed.

Department of Health and Human Services

The recruitment, relocation, and retention authorities provided the Department of Health and Human Services with additional flexibility to recruit and retain talented employees. As with other Federal agencies, Health and Human Services continues to experience increased competition in attracting and retaining talented individuals. These incentives have improved its recruitment and retention efforts.

Department of Homeland Security

The Department of Homeland Security continued to use recruitment, relocation, and retention incentives in calendar year 2007. They were useful in recruiting employees for hard-to-fill positions and retaining employees with critical skills. Note that Homeland Security's report includes data on retention incentives paid in 2007 to GS-0080 (security specialists) and GS-0083 (police officers) for services performed in calendar year 2006. The retention incentives were terminated effective January 6, 2007, for most of these positions.

Department of Housing and Urban Development

The Department of Housing and Urban Development used all three flexibilities in calendar year 2007. A recruitment incentive was issued for an economist position to secure a highly qualified candidate who was considering several job offers.

The relocation incentive was useful in filling positions unsuccessfully advertised multiple times. Using the relocation incentive resulted in filling the positions with highly qualified candidates, saved a tremendous amount of money, and allowed management to break up the payments to fit the budget.

Retention incentives were extremely helpful in retaining some of Housing and Urban Development's highly regarded employees who were going to retire. Having the ability to offer these incentives allowed enough time to either recruit for the position or make other arrangements to transfer functions.

Department of the Interior

The Department of the Interior used all three incentives during calendar year 2007. The incentives improved its ability to recruit and retain highly qualified individuals for positions that have historically been difficult to fill because of competition from the private sector and/or the remote location of the position. Relocation incentives also have been useful in encouraging employees who are in surplus positions to move to other geographic locations where their competencies would be more effectively utilized.

For example, the U. S. Fish and Wildlife Service has used recruitment and relocation incentives to fill highly technical positions located in either remote locations or duty stations noted for high costs of living. In response to the Nation's need for energy independence, the Minerals Management Service and the Bureau of Land Management used recruitment, relocation and retention incentives as part of a larger package of benefits to attract and retain highly qualified employees with expertise in petroleum exploration, drilling, and transportation.

Also, the Bureau of Reclamation has continued to offer a group retention incentive to Hoover Dam police officers from grades 5 through 12. The Hoover Dam has been designated as a National Critical Infrastructure, and it is imperative for the security of the dam that these positions remain adequately staffed. The group retention incentive over a 4-year period of time has proved to be a valuable tool in helping to retain the Bureau's cadre of law enforcement officers.

Department of Justice

The Department of Justice continued to use the recruitment, relocation, and retention incentive authorities. For the most part, these flexibilities continue to be effective hiring tools when experiencing difficulty filling "hard-to-fill" vacancies and retaining staff in today's competitive market. The use of the recruitment incentive authority has given Justice the ability to attract its "best and brightest." Justice components have found it useful to advertise a relocation incentive offer for a vacant hard-to-fill position, in contrast to advertising without it, to increase the pool of potential candidates. Relocation incentives also are useful in attracting personnel to overseas assignments.

Most significant is Justice's use of the retention incentive authority. The Executive Office of United States Attorneys (EOUSA) has found it extremely beneficial in meeting the challenges of maintaining staffing levels that harmonize with its mission goals and retaining employees in key positions who otherwise are likely to leave for more lucrative positions outside the Federal sector. EOUSA has indicated that because of the sensitive legal nature of its work, continuity is important. Turnovers and shortages are minimized when offering retention incentives to EOUSA employees in key positions.

The Federal Bureau of Prisons reports the use of retention incentives is extremely helpful to the organization. Other components reported retention incentives have been key for succession planning—highly qualified leadership is retained and less training is needed.

Department of Labor

The Department of Labor used all three pay flexibilities in calendar year 2007. The Department reported that recruitment incentives were a useful tool in filling a variety of

positions where there had been difficulty in recruiting highly qualified candidates due to higher pay rates outside Government. Labor used recruitment incentives to attract two highly qualified employees into information security positions, to match competing job offers for two highly qualified research economists and two mathematical statisticians, and to reappoint a human resources specialist who had extremely valuable work experience and expertise. Recruitment incentives also were paid to 15 employees in the GS-301 miscellaneous administration and program series to attract good candidates into the MBA Fellows Program who could have found higher-paying work in the private sector.

Labor used relocation incentives to convince several qualified employees to transfer to high-priority vacancies in different geographic areas without incurring the cost of a full, permanent change of station move and avoiding the costs of recruiting for the positions. These included a GS-15 mine safety and health manager and a criminal investigator. A relocation incentive allowed a manager to fill a “critical need” and “hard-to-fill” manpower development position in one regional office. The agency was unsuccessful in filling the position through vacancy recruitment. By opting to use the relocation incentive, the manager was able to move one of his current employees from one region to another.

A retention incentive enabled Labor to retain the services of a highly qualified IT specialist who had numerous job offers outside the Federal Government. This manager is Labor’s Chief Information Security Officer. As evidence of the incumbent’s value, this employee received the prestigious Federal 100 Award and received a special recognition award from the International Information Systems Security Certification Consortium.

A retention incentive helped retain an HR specialist who is the program manager of the leadership training program through the end of the current 2-year training cycle. A retention incentive also enabled Labor to retain an HR specialist who was contemplating retirement but whose expertise was needed to manage a Shared Service Center project.

Department of State

The Department of State extensively used retention incentives during calendar year 2007 with a variety of programs.

The Information Technology Skills Incentive Program pays IT professionals a retention incentive of 10 or 15 percent, depending on special skills attained. The program contributes significantly to State’s recruitment and retention goals and motivates IT professionals to obtain and maintain advanced industry-wide skills, certifications and credentials. The competition for skilled IT professionals has not changed since the program’s inception in 1999. Employment trends continue to present stiff competition in a tight labor market for the Department’s increasing demand for current specialized IT skills. The Skills Incentive Program has helped the Department retain experienced IT employees in both the Foreign Service and civil service workforces. Additionally, it has encouraged IT employees to acquire professional credentials in the latest technology and helped the Department maintain, shape, and improve its highly technical information management workforce.

The New Orleans Group Retention Incentive Plan applies to civil service and Foreign Service employees in the New Orleans metropolitan area. Eligible employees receive a 10 percent incentive payment paid on a biweekly basis. State has faced much difficulty in recruiting and retaining employees in the New Orleans area. It is critical to the Department's mission that the New Orleans Passport Agency remain fully staffed with highly qualified employees and minimal turnover during this very difficult time that has been made exponentially more difficult due to the lasting impact of Hurricane Katrina.

Department of Transportation

The Department of Transportation reported the use of recruitment, relocation, and retention incentives has continued to assist the Department in recruiting and retaining highly qualified candidates and employees with specialized skills and qualifications.

The Federal Highway Administration (FHWA) has used recruitment incentives as part of its strategy to recruit highly qualified college graduates into its critical entry-level intake program. FHWA established this strategy a number of years ago to address severe difficulties and high declination rates in recruiting for entry-level professionals due to higher starting salaries in the private and State government sectors. This strategy has been an effective tool in helping to improve the agency's ability to attract sufficient high-quality, entry-level candidates. Transportation also used recruitment incentives to hire individuals with specialized skills who otherwise would not have joined the agency.

FHWA used the relocation incentive to attract a highly qualified current Federal employee in Washington, DC, to accept a transfer to a mission-critical position in California. The division had advertised the vacancy on two occasions, without success, to identify well-qualified candidates. Due to the importance of the position to the Federal-aid highway program, in a State as large as California, it was critical the position be filled with such a highly qualified candidate. The use of the relocation incentive authority permitted this to happen. In other instances, the use of relocation incentives allowed the organization to move highly skilled employees to another geographic area, who otherwise would not have done so.

Transportation reported using the retention incentive authority to retain employees who were ready to retire and who possessed critical skills necessary to the operation of the agency. The retention incentives were granted to these employees to allow them to complete an important project and train a replacement for succession.

Department of the Treasury

Overall, the Department of the Treasury reported to be pleased with the flexibilities the recruitment, relocation, and retention incentives provide to attract and retain highly skilled employees. While Treasury's use of the incentives is not extensive, they are used when needed to maintain critical skills, knowledge, and competencies. The incentive authorities facilitated Treasury's ability to compete in the labor market, retain highly qualified and skilled employees, promote succession planning, and support efforts to fill critical, hard-to-fill positions.

Treasury cited the following reasons for offering recruitment, relocation, and retention incentives.

- Recruitment incentives were successfully used as a tool to improve the ability to hire highly qualified candidates with specialized knowledge and skills
- Recruitment incentives were used to fill mission-critical positions in hard-to-fill locations; the use of the incentive did improve recruitment efforts, especially for one of the agency's revenue agent positions, where the rate of college graduates majoring in accounting does not match the occupational demand; the incentives offset higher starting salaries offered by private-sector employers
- Recruitment incentives were used to recruit an attorney to a GS-12 law clerk position; the incentive assisted in the recruitment, since the GS-12 rate of pay would not have matched her current salary
- Relocation incentives were used to fill mission-critical vacancies in hard-to-fill locations; Treasury has effectively used relocation incentives to fill criminal investigator managerial and national analyst positions
- Retention incentives were used to assist in retaining mission-critical staff who would likely leave Treasury for positions outside the Government; the incentive allowed the Department to compensate employees at a level sufficient to prevent employees from pursuing outside employment
- Treasury used retention incentives to retain a senior executive with very high and unique qualifications; the departure of the employee would have created a gap, and the employee would have retired in the absence of the incentive
- Treasury used the retention incentives to retain employees with unique qualifications whose departure from Federal service would have depleted the agency's wealth of business knowledge and technical expertise, making completion of its mission extremely difficult. The retention of those experienced employees with special skills and institutional knowledge is critical to maintain productivity. To lose these employees with this expertise would have a negative impact on evaluating and bringing new technologies to the tax-paying public, as well as on the ability to continue to provide the high level of service expected from the agency.
- Treasury used the retention incentive authority as a tool to improve the retention of three uniquely qualified employees. The employees in these key administration and IT positions make significant contributions to the overall operation of the bureau. The ability to use this authority improved the agency's efforts to retain these essential employees, who have specific skill sets that are in high demand and relative short supply. In the absence of a retention incentive, it is likely that these employees would have left the Federal service.

Department of Veterans Affairs

The Department of Veterans Affairs reported significant use of recruitment, relocation, and retention incentives for calendar year 2007. Veterans Affairs data do not reflect payments made to physicians, dentists, optometrists, chiropractors, registered nurses, physicians assistants, and expanded-function dental auxiliaries appointed under 38 U.S.C. 7401(1). Incentives to these title 38 appointees are authorized by 38 U.S.C. 7410. The use of recruitment, relocation, and retention incentives continues to be valuable in attracting and retaining highly qualified employees.

Independent Agencies

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

African Development Foundation

The African Development Foundation paid two recruitment incentives and three retention incentives in calendar year 2007. All five incentives were terminated later in the year.

Agency for International Development

The Agency for International Development (USAID) continued to use the retention incentive pay flexibility to minimize employee turnover, to provide continuity in the morale and motivation of existing employees, and to remain competitive in the Federal IT arena.

The IT Skills Incentive Pay (SIP) Program, a collaborative effort between the Department of State and USAID, currently awards employees in specific IT occupational series a retention incentive of 10 or 15 percent of their rate of basic pay. The program has contributed to the recruitment and retention of IT employees with critical skills in high-demand specialties and has resulted in improved job performance, higher employee morale, and greater support to the agency's critical IT infrastructure. Since the inception of the SIP program in 2002, the program has motivated IT professionals to obtain and maintain advanced industry-standard skills, certifications, and credentials.

Broadcasting Board of Governors

Recruitment and relocation incentive authorities have been effective tools when the Broadcasting Board of Governors experiences difficulty recruiting the best talent in today's competitive market.

Chemical Safety and Hazard Investigation Board

In calendar year 2007, the Chemical Safety and Hazard Investigation Board authorized recruitment incentives for five new employees who joined the agency in entry-level positions. The recruitment incentives enabled the Board to make a more attractive offer to the desired applicants. The Board has not had to use relocation or retention incentives in order to support our recruitment and retention efforts.

Committee for Purchase from People Who Are Blind or Severely Disabled

The use of the retentive incentive authority was instrumental in the continuity of operations upon the departure of the agency's Executive Director and General Counsel, two of the top leadership positions at the Committee. The retention incentive was offered to the Deputy Executive Director, who is a reemployed annuitant with 37 years of Federal service. The Deputy has an extensive management background, and his continued service with the Committee was essential until the new leadership team could be hired. Without the ability to offer the retention incentive, the Deputy would likely have left the Committee and the Federal service. His departure at the same time as the other two key management officials would have significantly and adversely affected the Committee's ability to administer the Javits-Wagner-O'Day Act and to conduct the essential mission functions of the agency in the interim.

Defense Nuclear Facilities Safety Board

The Defense Nuclear Facilities Safety Board (DNFSB) issued three retention incentives in calendar year 2007. These were used to retain General Schedule employees whose services were deemed essential and who would otherwise have left Federal service if the retention incentives were not paid. DNFSB determined it was essential to retain the employees because of the unique competencies required for their positions and the impact on the organization if these employees had left the agency for positions in the private sector.

Environmental Protection Agency

The Environmental Protection Agency used the recruitment and retention incentive authorities during this reporting period when necessary to retain or recruit employees who would otherwise be lost or unobtainable.

The incentives were most often approved in association with occupational series key to the success of the agency's mission. For example, 17 recruitment incentives were approved, covering a wide range of occupational series, including environmental protection specialist, environmental engineering, medical officer, general attorney, IT, and management and program analyst.

The Office of Air and Radiation (ORD) used the recruitment incentive to find qualified individuals with unique mixes of skills in a short period of time. This incentive allowed ORD to be competitive with private employers offering higher salaries, better benefits packages, and perks. The use of a recruitment incentive gave ORD the ability to recruit highly qualified candidates and remain competitive with private industry by giving leverage needed to attract prospective employees.

EPA did not authorize relocation incentives for calendar year 2007.

Federal Election Commission

The Federal Election Commission authorized one retention incentive in calendar year 2007 to the General Counsel, one of two statutory positions at the Commission. The General Counsel's position is set by law at the EX-V level. In 2007, this meant the General Counsel's annual pay was less than the rate paid to subordinate supervisory attorneys who were at the GS-15/10 level. The position, which has SES-level equivalent

duties, was compensated at a rate well below the minimum SES pay rate. The Commission had serious concerns about losing the General Counsel to the private sector because of the pay issue. The General Counsel indicated the retention incentive was the primary factor for her staying with the agency.

Federal Energy Regulatory Commission

Recruitment incentives were primarily authorized to attract and retain the Federal Energy Regulatory Commission's mainstream occupations such as accountants, analysts, attorneys, auditors, and engineers. Relocation incentives were rarely used at the Commission and account for less than 1 percent of the total amount of incentives paid to employees. However, this year the Commission used this incentive to successfully fill two analyst positions. Retention incentives are the most widely authorized incentive, accounting for 63 percent of the total amount of incentives paid. This incentive was successfully used to retain senior attorneys who are often enticed to leave Government service for much more lucrative private-practice offers and senior electrical engineers with experience in bulk power systems where competition for that skill set is very strong. Additionally, the retention incentives have been effective in allowing the Commission to maintain its level of expertise in other technical areas as well as senior-level management positions when required.

Federal Trade Commission

The Federal Trade Commission's (FTC's) Bureau of Economics employs nearly 75 economists who are responsible for providing economic analysis in support of antitrust and consumer protection investigations, cases, and rulemaking; advising the FTC, Congress, and other Government agencies on the impact on consumers of regulations in various industries; and conducting research and developing reports on the functioning of various industries and competitive processes. The FTC uses recruitment incentives, as well as the superior qualifications and special needs pay-setting authority, to recruit highly qualified Ph.D. economists.

The FTC also uses recruitment incentives to fill critical positions with highly qualified attorneys experienced in agency-specific legal work. This is particularly true in the Washington, DC, area where the agency is competing with private organizations that compensate attorneys with salaries far exceeding the Federal Government's locality pay rates. The agency uses retention incentives in situations where highly qualified attorneys are employed in very high cost-of-living areas such as New York and San Francisco, and would likely leave without a retention incentive.

In addition, the FTC uses recruitment incentives to fill critical positions with highly qualified individuals in specialized areas. Specialized knowledge needed in the technology area includes expertise in Internet and computer forensics and investigations, as well as extensive training and certification in almost every major computer forensics tool. Specialized knowledge needed in the records and filings area requires expert knowledge and experience in the management of both paper and e-records, e-discovery rules, and disposition of paper and e-records.

General Services Administration

A total of 49 General Services Administration (GSA) employees received incentives during calendar year 2007. While this represents 0.41 percent of the GSA employee population, it is a marked increase over the previous reporting period when 30 employees representing 0.23 percent of GSA's employee population received incentives. As in the past, incentives were more frequently offered in high cost-of-living areas, and, for this reporting period, included Washington, DC, Chicago, IL, San Francisco, CA, and New York City. Seventy-one percent of the incentives paid during calendar year 2007 were given to employees in these aforementioned metropolitan areas. The competition for highly qualified employees in these areas is particularly intense, and Federal agencies are at an even greater disadvantage when trying to attract highly qualified individuals because of salary limitations. These monetary incentives have allowed GSA to recruit and retain highly qualified employees with specialized skills and experience valued by and necessary to the organization, and who would be likely to retire, resign, or accept employment in the private sector.

Recruitment, relocation, and retention incentives have proven especially instrumental in enabling GSA to hire and retain employees in the agency's mission-critical occupations (MCOs), such as acquisition/contracting, realty, finance, and IT. Fifty-nine percent of the incentives used during this reporting period were given to employees in the MCOs, with 20 percent going to retain employees in the information technology management series, GS-2210, in the Washington, DC, area, where such skills and experience are in high demand and Federal salaries are much lower than those found in the private sector. Eighteen of the 19 relocation incentives were given to employees in the acquisition and realty occupations who were willing to relocate to the western United States where recent recruitment efforts have been unable to identify candidates with the necessary skills and experience to carry out and support GSA's program responsibilities.

International Boundary and Water Commission

The International Boundary and Water Commission in El Paso, TX, made use of one retention incentive in calendar year 2007. It was paid to a GG-13 supervisory civil engineer (field manager) in McAllen, TX. Ten percent of his salary was authorized as the retention incentive.

Library of Congress

The Library of Congress' use of recruitment incentives has been instrumental toward achieving the agency's goal to recruit and hire a diverse, highly qualified workforce. The Library's authority to use recruitment incentives as a tool not only enhanced its ability to address hard-to-fill positions, but also provided increased flexibility, enabling more effective negotiations with highly qualified applicants who may have otherwise looked to other Federal agencies or the private sector for career opportunities.

Due to budgetary constraints, the Library of Congress did not offer relocation incentives during calendar year 2007.

Retention incentives have been used by the Library of Congress frequently over the past several years and have proved to be a successful workforce strategy. Retention incentives have been used to retain staff with unusually high or unique qualifications, as

well as in cases where it has been deemed essential to retain an employee because the employee's departure would adversely impact mission-critical functions or special needs of the Library. The authority to use retention incentives provides the Library with a mechanism to address difficulties in recruiting, challenges in the form of compensation packages offered by competing private-sector employers, and skills gaps and shortages in key Library positions.

Millennium Challenge Corporation

The Millennium Challenge Corporation (MCC) authorized recruitment and retention incentives to attract and retain employees in hard-to-fill positions requiring very specific knowledge of international development programs specific to its mission. The incentives were used to offset the high cost of living in the Washington, DC, area, to decrease the pay gap between Federal and private-sector salaries, and to successfully compete with the private sector for employees with MCC required skills. The retention incentive authority also was used to retain a highly qualified employee in a remote overseas location.

MCC did not use relocation incentives in calendar year 2007.

National Aeronautics and Space Administration

During calendar year 2007, the National Aeronautics and Space Administration (NASA) authorized recruitment, relocation, and retention incentives provided in the Federal Workforce Flexibility Act of 2004, as well as similar, but not identical, authorities under the NASA Flexibility Act of 2004. Therefore, the summary information reported does not reflect every instance in which NASA used a recruitment, relocation, or retention incentive to address a specific workforce need.

Although external hiring was limited during calendar year 2007, most NASA Centers found the need to use recruitment incentives at least once during this timeframe in order to attract the candidate of choice. In many instances, the amount of the incentive was not particularly large, but it provided what was necessary to "close the deal" with the candidate.

Relocation incentives will continue to be important in leveraging its workforce effectively. In particular, they have been effective in NASA's efforts to address skills imbalances and strengthen core competencies at Centers. They also have been very useful in encouraging NASA employees to accept positions at Stennis Space Center. Since the surrounding area was devastated by Hurricane Katrina, housing availability is limited. Attracting individuals to this area will continue to be a challenge.

Although NASA made limited use of retention incentives during calendar year 2007, usage increased from calendar year 2006. NASA anticipates the use of retention incentives will continue to increase over the next few years to retain the skills needed to support safe operation of the Space Shuttle Program until the program's retirement in 2010.

National Archives and Records Administration

In 2007, the National Archives and Records Administration (NARA) authorized retention incentives to retain key leadership staff involved in projects critical to meeting the following goals of the agency's strategic plan--

- To preserve and process records to ensure access by the public as soon as legally possible
- To provide prompt, easy, and secure access to NARA holdings anywhere, anytime
- To increase access to NARA records in ways that further civic literacy in America through museum, public outreach, and education programs
- To address the challenges of electronic records in Government to ensure success in fulfilling NARA's mission in the digital era

Additionally, NARA granted a retention incentive to retain the services of its Chief Technology Officer responsible for the agency's Enterprise Architecture and for providing technical guidance and oversight for strategic and tactical decisions relating to information technology investments. Incentives also were granted to retain the services of two Presidential Library directors who received offers of substantially higher-paying positions at prestigious educational and historical institutions.

National Capital Planning Commission

The National Capital Planning Commission (NCPC) used the retention incentive authority to retain two GS-15 employees who serve in critical positions within the agency. The first was paid to a supervisory community planner who was offered a position with a local park authority. The employee is the only licensed engineer on staff, and his experience and abilities in his field would be nearly impossible to replace. The other incentive was paid to a supervisory public affairs specialist who was offered a position with an outside communications firm. The employee serves as a top advisor to NCPC's chairman and executive director, as well as a senior liaison to the White House on agency initiatives involving the Executive Office.

National Mediation Board

Having the authority to offer recruitment incentives allowed the National Mediation Board to recruit three highly qualified individuals from the private sector.

Overseas Private Investment Corporation

The Overseas Private Investment Corporation authorized three recruitment and three retention incentives in calendar year 2007. Recruitment incentives were used to attract employees who possessed unusually high and unique qualifications that were essential for the position. The three retention incentives were authorized to employees who possessed unusually high and/or unique qualifications and were likely to leave the Federal service in the absence of the incentive.

Pension Benefit Guaranty Corporation

In calendar year 2007, the Pension Benefit Guaranty Corporation (PBGC) paid recruitment incentives to a GS-14 actuary, a GS-13 systems accountant, a GS-12 auditor, and a GS-08 secretary (office automation). PBGC also offered a retention incentive to the SL-00 Deputy Chief Technology Officer. These authorities improved PBGC's

recruitment and retention efforts by allowing it to recruit highly talented individuals from the private sector for vital executive leadership positions and hard-to-fill job categories.

Railroad Retirement Board

The Railroad Retirement Board (RRB) authorized a retention incentive to one employee. This employee is a GS-301-13, Medicare contractor operations specialist. This retention incentive was established because a change in a contractor for Medicare Part B claims required the employee to move from his present commuting area. If the RRB had not offered a retention incentive, the employee likely would have left. This employee's departure would have negatively affected RRB's ability to analyze budget requests submitted by its Medicare carrier and to monitor on-going budgetary activities and caused a disruption of service to the public.

Smithsonian Institution

The Smithsonian Institution issued recruitment, relocation, and retention incentives throughout the agency. For example, recruitment, relocation, and retention incentives were offered to fire protection engineers, astrophysicists, an attorney-advisor, a biologist, a zoologist, a resident geologist, curators, an exhibitions specialist, a museum programs specialist, and the Chief Technology Officer.

The Smithsonian offered a relocation incentive to the Director, Office of Engineering, Design, and Construction, and a retention incentive to a safety and occupational health specialist, who was considering offers from the private sector; senior astronomers, a senior physicist, and a senior electronics engineer to continue their work on a highly specialized project; the Assistant Director for Administrative Systems and Service, who was considering retirement; an Associate Director for Museum Programs, who was considering other offers of employment; and an exhibits specialist, who was considering other job offers.

Social Security Administration

The Social Security Administration did not make extensive use of recruitment, relocation and retention incentives in calendar year 2007. SSA continues to meet most of its hiring needs through a proactive, aggressive National Recruitment Program. However, SSA has found the incentives to be very effective when offered to recruit or retain a highly or uniquely qualified individual.

Tax Court

The Tax Court has adopted a policy to use the recruitment incentive for law clerk/attorney-adviser positions at the GS-0904/0905-11 and 12 levels. In order to be considered for the recruitment incentive, specific criteria are considered, including class standing, grade-point average, specialized credentials, special academic background, and/or unique experience. As a result of the authority, the Court has significantly improved its ability to attract, recruit, and appoint quality candidates to work as law clerks/attorney-advisers to its judges.

U.S. Office of Personnel Management

The use of recruitment and relocation incentives enhanced the ability to hire quality candidates in key occupations. The use of retention incentives allowed the agency to

retain a critical employee needed to address crucial legal issues, as well as provide procedural and policy continuity on recently implemented initiatives of legal significance.

Woodrow Wilson International Center for Scholars

One recruitment incentive was issued by the Woodrow Wilson International Center for Scholars to make a job offer more attractive to an extremely well-qualified applicant who had other, better-paying job offers from the private sector. The candidate was hoping to pursue a career in the civil service, but was recently married and wondering if one of those higher-paying positions would be better for “family” reasons. Although the Center did not materially match the other job offers, the recruitment incentive did tilt the balance in the Center’s favor, and the candidate accepted the position with a service agreement.

Barriers to using recruitment, relocation, and retention incentives

OPM asked agencies to provide information on any barriers they were facing in using the recruitment, relocation, and retention incentive authorities as human capital flexibilities. Based on the responses we received, agencies are not experiencing significant barriers in using these flexibilities. Altogether, 97 agencies responded to OPM. Of these, 56 submitted negative reports saying they had not used any of the incentives during the reporting period, and 41 submitted positive reports detailing their use of the incentives during the reporting period.

Of the 56 negative reports, only the Equal Employment Opportunity Commission indicated budgetary constraints were the main reason for not paying incentives.

Of the 41 agencies that submitted positive reports, Commerce, Veterans Affairs, the Smithsonian Institution, and the Broadcasting Board of Governors reported they did not experience any barriers to the use of recruitment, relocation, and retention incentives as human capital flexibilities.

Five agencies, which included three departments (Defense, Energy, and Labor) and two independent agencies (Library of Congress and the Agency for International Development), reported the most significant barrier was budgetary constraints. Energy suggested that consideration should be given to changing the regulations to provide more flexibility, but did not specify the type of flexibility needed.

Housing and Urban Development reported that, while managers are excited about these flexibilities, they have expressed a desire to pay recruitment incentives to employees of other Federal agencies who are actively seeking employment in the agency and retention incentives to employees leaving the agency for other Federal agencies. Similarly, Veterans Affairs commented that many of their facilities expressed an interest in being able to pay retention incentives to employees who are likely to leave for another Federal agency. This interest is particularly keen when mission-critical and highly qualified employees are attracted to Federal agencies that have pay systems and pay ranges that exceed the current GS pay system.

The Chemical Safety and Hazard Investigation Board reported recruitment incentives were a low-cost and effective tool for entry-level positions; however, the agency found they were not effective when used for mid-level and senior-level positions in the Washington, DC, metropolitan area due to the high cost of living. (Other agencies reported success in using recruitment, relocation, and retention incentives to recruit and retain employees in the Washington, DC, area.)

Justice stated the use of the retention incentive authority is extremely helpful to the Bureau of Prisons (BOP). However, BOP indicates continuing challenges (even with the use of incentives) in filling and retaining employees at Federal penitentiaries, particularly medical professionals. The desirable work environment and significantly higher pay of the private sector continue to lure BOP personnel who are assigned in very remote locations. Justice reported a need to continue its use of the recruitment, relocation, and retention incentive authorities, either separate from, or in conjunction with, other pay flexibilities to fulfill its staffing needs.

V. CONCLUSION

One of the biggest challenges facing Federal agencies is attracting and retaining the high-quality employees they need to achieve their missions. As evidenced by the information in this report, Federal agencies are using recruitment, relocation, and retention incentives strategically to address these challenges and build and maintain a high-performing workforce with essential skills and competencies. Agencies consistently reported using the incentives to accomplish strategic human capital goals. The data in this report show many agencies realized these goals at relatively low average incentive costs in calendar year 2007.

Further, in calendar year 2007, agencies typically paid recruitment, relocation, and retention incentives to employees in occupations critical to agency missions, such as health care, engineering, security, and information technology. Agencies also used the incentives to fill positions at the grade or work levels one might expect: more than 53 percent of recruitment incentives paid to GS employees were used to recruit new employees into entry- and developmental-level positions (e.g., at GS-05, GS-07, and GS-09) and more than 76 percent of relocation incentives used for GS employees were paid to employees in intermediate- and upper-level positions (e.g., at GS-11, GS-12, GS-13, and GS-14). The use of retention incentives was spread over a wide range of grade or work levels, an indication that agencies are focused on making sure critical employees are retained at all work levels.

OPM is pleased to see agencies use of recruitment, relocation, and retention incentives to achieve the goals for which the incentives were created—to attract and retain an effective civilian workforce. Strategic use of recruitment, relocation, and retention incentives will become increasingly important to address recruitment and retention issues arising from the upcoming retirement wave and the growing competition for talent. OPM will continue to provide guidance to assist agencies in taking full advantage of these and other human capital flexibilities to attract and retain well-qualified, high-performing Federal employees.

REPORTING AGENCIES

DEPARTMENTS

Agriculture
 Commerce
 Defense
 Education
 Energy
 Health and Human Services
 Homeland Security
 Housing and Urban Development

Interior
 Justice
 Labor
 State
 Transportation
 Treasury
 Veterans Affairs

INDEPENDENT AGENCIES

Advisory Council for Historic Preservation
 African Development Foundation
 Agency for International Development
 American Battle Monuments Commission
 Arctic Research Commission
 Armed Forces Retirement Home
 Barry M. Goldwater Scholarship and
 Excellence in Education Foundation
 Broadcasting Board of Governors
 Chemical Safety and Hazard Investigation
 Board
 Christopher Columbus Fellowship
 Foundation
 Commission on Civil Rights
 Commission of Fine Arts
 Committee for Purchase from People Who
 Are Blind or Severely Disabled
 Commodity Futures Trading Commission
 Consumer Product Safety Commission
 Corporation for National and Community
 Service
 Court Services and Offender Supervision
 Agency
 Defense Nuclear Facilities Safety Board
 Election Assistance Commission
 Environmental Protection Agency
 Equal Employment Opportunity Commission
 Executive Office of the President
 Export-Import Bank
 Farm Credit Administration
 Farm Credit System Insurance Corporation
 Federal Communications Commission
 Federal Deposit Insurance Corporation
 Federal Election Commission
 Federal Energy Regulatory Commission
 Federal Housing Finance Board
 Federal Labor Relations Authority
 Federal Maritime Commission
 Federal Mediation and Conciliation Service
 Federal Mine Safety and Health Review
 Commission
 Federal Retirement Thrift Investment Board
 Federal Trade Commission
 General Services Administration
 Government Printing Office
 Harry S. Truman Scholarship Foundation
 Holocaust Memorial Museum
 Institute of Museum and Library Service

Inter-American Foundation
 International Boundary and Water
 Commission
 International Trade Commission
 James Madison Memorial Fellowship
 Foundation
 Japan-US Friendship Commission
 Library of Congress
 Marine Mammal Commission
 Merit Systems Protection Board
 Millennium Challenge Corporation
 Morris K. Udall Foundation
 National Aeronautics and Space
 Administration
 National Archives and Records
 Administration
 National Capital Planning Commission
 National Council on Disability
 National Credit Union Administration
 National Endowment for the Arts
 National Endowment for the Humanities
 National Gallery of Art
 National Labor Relations Board
 National Mediation Board
 National Science Foundation
 Nuclear Regulatory Commission
 Occupational Safety and Health Review
 Commission
 Office of Government Ethics
 Office of Navajo and Hopi Indian Relocation
 Office of Special Counsel
 Overseas Private Investment Corporation
 Peace Corps
 Pension Benefit Guaranty Corporation
 Postal Regulatory Commission
 Presidio Trust
 Railroad Retirement Board
 Securities and Exchange Commission
 Selective Service System
 Small Business Administration
 Smithsonian Institution
 Social Security Administration
 Tax Court
 Trade and Development Agency
 U.S. Office of Personnel Management
 Woodrow Wilson International Center for
 Scholars

AGENCY REPORTS FOR CALENDAR YEAR 2007
Recruitment Incentives
Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
AGRICULTURE	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	11	1	\$10,000	
	GS	0101	SOCIAL SCIENCE	14	2	\$30,000	
	GS	0110	ECONOMIST	12	1	\$19,000	
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$6,000	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$3,000	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	4	\$14,000	
	GS	0403	MICROBIOLOGY	11	3	\$13,500	
	GS	0403	MICROBIOLOGY	12	1	\$4,000	
	GS	0408	ECOLOGY	13	1	\$3,000	
	GS	0414	ENTOMOLOGY	11	1	\$10,000	
	GS	0414	ENTOMOLOGY	12	1	\$3,000	
	GS	0434	PLANT PATHOLOGY	11	3	\$7,000	
	GS	0440	GENETICS	11	3	\$16,000	
	GS	0454	RANGELAND MANAGEMENT	13	1	\$10,000	
	GS	0457	SOIL CONSERVATION	09	1	\$5,000	
	GS	0457	SOIL CONSERVATION	11	1	\$13,228	
	GS	0460	FORESTRY	12	1	\$10,000	
	GS	0470	SOIL SCIENCE	09	1	\$5,000	
	GS	0470	SOIL SCIENCE	11	2	\$4,000	
	GS	0482	FISH BIOLOGY	09	1	\$5,000	
	GS	0560	BUDGET ANALYSIS	12	1	\$15,000	
	GS	0630	DIETITIAN AND NUTRITIONIST	09	1	\$1,750	
	GS	0701	VETERINARY MEDICAL SCIENCE	11	24	\$328,203	
	GS	0701	VETERINARY MEDICAL SCIENCE	12	56	\$957,001	
	GS	0701	VETERINARY MEDICAL SCIENCE	14	1	\$15,000	
	GS	0810	CIVIL ENGINEERING	12	1	\$10,572	
	GS	0890	AGRICULTURAL ENGINEERING	05	1	\$5,000	
	GS	0890	AGRICULTURAL ENGINEERING	07	2	\$10,000	
	GS	0890	AGRICULTURAL ENGINEERING	11	1	\$3,000	
	GS	0893	CHEMICAL ENGINEERING	11	2	\$5,000	
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	1	\$6,733	
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$3,500	
	GS	1102	CONTRACTING	14	1	\$15,000	
	GS	1146	AGRICULTURAL MARKETING	09	1	\$10,495	
	GS	1315	HYDROLOGY	11	1	\$2,000	
	GS	1315	HYDROLOGY	12	1	\$3,000	
	GS	1320	CHEMISTRY	11	3	\$15,625	
	GS	1529	MATHEMATICAL STATISTICS	07	1	\$1,500	
	GS	1530	STATISTICS	05	2	\$3,000	
	GS	1530	STATISTICS	07	6	\$9,000	
	GS	1530	STATISTICS	09	11	\$18,000	
	GS	1863	FOOD INSPECTION	05	204	\$1,322,416	
	GS	1863	FOOD INSPECTION	07	11	\$80,383	
	GS	1980	AGRICULTURAL COMMODITY GRADING	05	2	\$7,906	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$10,000	
	COMMERCE	GS	0110	ECONOMIST	12	1	\$10,069
		GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$9,500
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$7,000	
GS		0905	GENERAL ATTORNEY	12	2	\$5,000	
GS		0905	GENERAL ATTORNEY	13	1	\$5,000	
GS		0905	GENERAL ATTORNEY	15	3	\$20,000	
GS		1224	PATENT EXAMINING	05	95	\$635,994	
GS		1224	PATENT EXAMINING	07	389	\$2,591,280	
GS		1224	PATENT EXAMINING	09	319	\$2,351,569	
GS		1224	PATENT EXAMINING	11	27	\$237,400	
GS		1529	MATHEMATICAL STATISTICS	07	2	\$8,506	
GS	1529	MATHEMATICAL STATISTICS	09	15	\$155,898		

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
COMMERCE (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$5,381
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	5	\$33,636
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	6	\$49,334
	WM	9901	MISCELLANEOUS VESSEL JOBS	12	2	\$7,302
	WM	9901	MISCELLANEOUS VESSEL JOBS	13	1	\$3,285
	WM	9901	MISCELLANEOUS VESSEL JOBS	45	7	\$23,271
	WM	9924	ABLE SEAMAN	01	10	\$31,536
	WM	9927	SEAMAN FISHERMAN	08	2	\$6,344
	WM	9927	SEAMAN FISHERMAN	12	1	\$3,171
	WM	9931	CHIEF ENGINEER	01	1	\$13,028
	WM	9931	CHIEF ENGINEER	02	1	\$6,051
	WM	9932	FIRST ASSISTANT ENGINEER	01	1	\$8,062
	WM	9932	FIRST ASSISTANT ENGINEER	02	1	\$6,954
	WM	9932	FIRST ASSISTANT ENGINEER	06	1	\$7,879
	WM	9932	FIRST ASSISTANT ENGINEER	07	8	\$48,868
	WM	9933	SECOND ASSISTANT ENGINEER	02	3	\$15,833
	WM	9933	SECOND ASSISTANT ENGINEER	02	1	\$6,971
	WM	9933	SECOND ASSISTANT ENGINEER	07	1	\$4,843
	WM	9933	SECOND ASSISTANT ENGINEER	11	1	\$4,843
	WM	9934	THIRD ASSISTANT ENGINEER	03	1	\$4,368
	WM	9954	UNLICENSED JUNIOR ENGINEER	00	2	\$7,956
	ZA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$7,100
	ZA	1035	PUBLIC AFFAIRS	04	1	\$3,000
	ZA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	1	\$4,500
	ZP	0101	SOCIAL SCIENCE	04	1	\$7,500
	ZP	0110	ECONOMIST	03	1	\$10,000
	ZP	0110	ECONOMIST	04	1	\$5,000
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	02	2	\$6,500
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$10,000
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	05	1	\$5,000
	ZP	0482	FISH BIOLOGY	02	3	\$9,000
	ZP	0482	FISH BIOLOGY	03	3	\$16,000
	ZP	0482	FISH BIOLOGY	04	2	\$12,000
	ZP	0482	FISH BIOLOGY	05	1	\$8,000
	ZP	0802	ENGINEERING TECHNICAL	03	2	\$6,000
	ZP	0806	MATERIALS ENGINEERING	04	1	\$10,000
	ZP	0830	MECHANICAL ENGINEERING	03	1	\$9,000
	ZP	0830	MECHANICAL ENGINEERING	04	1	\$6,000
	ZP	0854	COMPUTER ENGINEERING	03	1	\$10,000
	ZP	0855	ELECTRONICS ENGINEERING	03	1	\$5,000
	ZP	1301	GENERAL PHYSICAL SCIENCE	05	1	\$15,000
	ZP	1310	PHYSICS	02	1	\$4,000
	ZP	1310	PHYSICS	03	2	\$15,000
	ZP	1310	PHYSICS	04	2	\$25,000
	ZP	1320	CHEMISTRY	05	1	\$10,000
	ZP	1515	OPERATIONS RESEARCH	04	1	\$3,000
	ZP	1520	MATHEMATICS	02	1	\$7,000
	ZP	1529	MATHEMATICAL STATISTICS	03	1	\$3,500
	ZP	1550	COMPUTER SCIENCE	03	1	\$10,000
	ZP	1550	COMPUTER SCIENCE	04	1	\$10,000
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	2	\$16,000	
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	2	\$19,000	
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$26,000	
ZS	0083	POLICE	02	1	\$3,660	
DEFENSE	AD	0180	PSYCHOLOGY	00	2	\$29,000
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$3,000
	AD	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	1	\$6,000
	AD	0401	GENERAL BIOLOGICAL SCIENCE	00	2	\$9,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	AD	0403	MICROBIOLOGY	00	1	\$10,000
	AD	0511	AUDITING	00	4	\$15,000
	AD	0601	GENERAL HEALTH SCIENCE	00	1	\$25,000
	AD	0610	NURSE	00	1	\$10,000
	AD	0801	GENERAL ENGINEERING	00	3	\$31,500
	AD	0840	NUCLEAR ENGINEERING	00	1	\$25,000
	AD	0850	ELECTRICAL ENGINEERING	00	3	\$75,000
	AD	1040	LANGUAGE SPECIALIST	00	1	\$5,500
	AD	1102	CONTRACTING	00	1	\$6,000
	AD	1310	PHYSICS	00	3	\$75,000
	AD	1313	GEOFYSICS	00	1	\$15,400
	AD	1320	CHEMISTRY	00	1	\$15,000
	AD	1501	GENERAL MATHEMATICS AND STATISTICS	25	1	\$8,000
	AD	1550	COMPUTER SCIENCE	00	1	\$25,000
	AD	1701	GENERAL EDUCATION AND TRAINING	00	17	\$181,395
	AD	1701	GENERAL EDUCATION AND TRAINING	01	1	\$3,008
	AD	1701	GENERAL EDUCATION AND TRAINING	03	2	\$10,000
	AD	1701	GENERAL EDUCATION AND TRAINING	05	2	\$15,000
	AD	1701	GENERAL EDUCATION AND TRAINING	07	1	\$5,000
	AD	1701	GENERAL EDUCATION AND TRAINING	09	2	\$49,000
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	01	1	\$3,500
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	03	11	\$48,000
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	05	2	\$13,500
	AD	1811	CRIMINAL INVESTIGATING	00	3	\$10,500
	DA	0201	HUMAN RESOURCES MANAGEMENT	02	1	\$5,000
	DA	1102	CONTRACTING	03	1	\$5,000
	DA	1410	LIBRARIAN	03	1	\$5,000
	DB	0180	PSYCHOLOGY	02	2	\$2,000
	DB	0601	GENERAL HEALTH SCIENCE	03	1	\$10,000
	DB	0801	GENERAL ENGINEERING	02	2	\$23,294
	DB	0801	GENERAL ENGINEERING	03	1	\$10,000
	DB	0801	GENERAL ENGINEERING	04	1	\$5,000
	DB	0806	MATERIALS ENGINEERING	02	1	\$3,000
	DB	0810	CIVIL ENGINEERING	04	1	\$9,000
	DB	0819	ENVIRONMENTAL ENGINEERING	04	1	\$8,006
	DB	0830	MECHANICAL ENGINEERING	02	4	\$30,655
	DB	0830	MECHANICAL ENGINEERING	03	1	\$25,000
	DB	0854	COMPUTER ENGINEERING	02	8	\$40,000
	DB	0854	COMPUTER ENGINEERING	03	1	\$6,000
	DB	0855	ELECTRONICS ENGINEERING	02	10	\$79,276
	DB	0855	ELECTRONICS ENGINEERING	04	1	\$35,868
	DB	0858	BIOMEDICAL ENGINEERING	02	1	\$5,000
	DB	0861	AEROSPACE ENGINEERING	02	3	\$9,000
	DB	0861	AEROSPACE ENGINEERING	04	1	\$15,000
	DB	1301	GENERAL PHYSICAL SCIENCE	02	1	\$5,000
	DB	1301	GENERAL PHYSICAL SCIENCE	04	1	\$16,900
	DB	1301	GENERAL PHYSICAL SCIENCE	05	1	\$36,113
	DB	1310	PHYSICS	02	2	\$20,160
	DB	1310	PHYSICS	03	2	\$19,500
	DB	1320	CHEMISTRY	02	1	\$5,000
DJ	0346	LOGISTICS MANAGEMENT	05	1	\$27,955	
DP	0802	ENGINEERING TECHNICAL	03	1	\$5,000	
DP	0806	MATERIALS ENGINEERING	01	1	\$3,000	
DP	0806	MATERIALS ENGINEERING	02	3	\$9,000	
DP	0830	MECHANICAL ENGINEERING	01	11	\$33,000	
DP	0830	MECHANICAL ENGINEERING	02	11	\$40,000	
DP	0830	MECHANICAL ENGINEERING	04	1	\$5,000	
DP	0850	ELECTRICAL ENGINEERING	01	11	\$33,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	DP	0850	ELECTRICAL ENGINEERING	02	5	\$15,000
	DP	0850	ELECTRICAL ENGINEERING	03	3	\$16,000
	DP	0854	COMPUTER ENGINEERING	01	6	\$18,000
	DP	0854	COMPUTER ENGINEERING	02	1	\$3,000
	DP	0855	ELECTRONICS ENGINEERING	01	23	\$69,000
	DP	0855	ELECTRONICS ENGINEERING	02	5	\$15,000
	DP	0855	ELECTRONICS ENGINEERING	03	1	\$10,000
	DP	0861	AEROSPACE ENGINEERING	01	8	\$24,000
	DP	0861	AEROSPACE ENGINEERING	02	4	\$12,000
	DP	0893	CHEMICAL ENGINEERING	01	2	\$6,000
	DP	0893	CHEMICAL ENGINEERING	03	2	\$29,695
	DP	0896	INDUSTRIAL ENGINEERING	02	2	\$6,000
	DP	1102	CONTRACTING	03	1	\$21,395
	DP	1310	PHYSICS	01	2	\$6,000
	DP	1310	PHYSICS	02	3	\$9,000
	DP	1320	CHEMISTRY	02	2	\$6,000
	DP	1320	CHEMISTRY	03	2	\$21,000
	DP	1515	OPERATIONS RESEARCH	01	2	\$6,000
	DP	1520	MATHEMATICS	01	2	\$6,000
	DP	1550	COMPUTER SCIENCE	01	9	\$27,000
	DP	1550	COMPUTER SCIENCE	02	2	\$6,000
	DP	1550	COMPUTER SCIENCE	03	1	\$5,000
	DP	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$10,000
	DR	0180	PSYCHOLOGY	02	1	\$8,000
	DR	0801	GENERAL ENGINEERING	03	2	\$35,000
	DR	0803	SAFETY ENGINEERING	02	1	\$5,000
	DR	0806	MATERIALS ENGINEERING	02	1	\$9,000
	DR	0830	MECHANICAL ENGINEERING	01	2	\$13,000
	DR	0854	COMPUTER ENGINEERING	01	1	\$10,000
	DR	0855	ELECTRONICS ENGINEERING	01	2	\$6,500
	DR	0855	ELECTRONICS ENGINEERING	02	3	\$64,286
	DR	0855	ELECTRONICS ENGINEERING	04	1	\$10,000
	DR	0861	AEROSPACE ENGINEERING	02	2	\$9,000
	DR	0861	AEROSPACE ENGINEERING	03	2	\$30,000
	DR	0861	AEROSPACE ENGINEERING	04	1	\$5,000
	DR	1301	GENERAL PHYSICAL SCIENCE	04	1	\$25,000
	DR	1310	PHYSICS	03	2	\$20,000
	DR	1310	PHYSICS	04	1	\$30,245
	DR	1515	OPERATIONS RESEARCH	02	1	\$7,000
	DS	1670	EQUIPMENT SERVICES	02	1	\$6,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$23,190
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$11,305
	ES	1301	GENERAL PHYSICAL SCIENCE	00	1	\$8,132
	ES	1701	GENERAL EDUCATION AND TRAINING	00	1	\$6,000
	GG	0080	SECURITY ADMINISTRATION	11	1	\$10,000
	GG	0080	SECURITY ADMINISTRATION	12	1	\$1,200
	GG	0132	INTELLIGENCE	05	1	\$25,000
	GG	0132	INTELLIGENCE	07	8	\$40,386
	GG	0132	INTELLIGENCE	09	20	\$203,706
	GG	0132	INTELLIGENCE	11	13	\$121,500
GG	0132	INTELLIGENCE	12	23	\$187,355	
GG	0132	INTELLIGENCE	13	24	\$186,483	
GG	0132	INTELLIGENCE	14	11	\$111,500	
GG	0132	INTELLIGENCE	15	4	\$61,148	
GG	0134	INTELLIGENCE AID AND CLERK	04	1	\$15,000	
GG	0134	INTELLIGENCE AID AND CLERK	05	1	\$10,000	
GG	0134	INTELLIGENCE AID AND CLERK	09	3	\$15,000	
GG	0134	INTELLIGENCE AID AND CLERK	10	1	\$5,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0150	GEOGRAPHY	09	1	\$5,000
	GG	0150	GEOGRAPHY	12	1	\$5,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$8,000
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$5,000
	GG	0340	PROGRAM MANAGEMENT	13	1	\$19,801
	GG	0340	PROGRAM MANAGEMENT	15	1	\$10,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$6,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$15,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$5,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$10,000
	GG	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	1	\$2,000
	GG	0560	BUDGET ANALYSIS	11	1	\$4,000
	GG	0560	BUDGET ANALYSIS	15	1	\$6,000
	GG	0602	MEDICAL OFFICER	15	1	\$36,350
	GG	0801	GENERAL ENGINEERING	07	1	\$12,000
	GG	0850	ELECTRICAL ENGINEERING	07	1	\$10,000
	GG	0855	ELECTRONICS ENGINEERING	05	1	\$5,000
	GG	0855	ELECTRONICS ENGINEERING	07	2	\$15,000
	GG	0855	ELECTRONICS ENGINEERING	09	1	\$5,000
	GG	0861	AEROSPACE ENGINEERING	07	1	\$3,000
	GG	0861	AEROSPACE ENGINEERING	09	1	\$2,000
	GG	0861	AEROSPACE ENGINEERING	13	1	\$5,000
	GG	1301	GENERAL PHYSICAL SCIENCE	14	1	\$10,000
	GG	1310	PHYSICS	05	1	\$3,000
	GG	1310	PHYSICS	09	2	\$20,000
	GG	1520	MATHEMATICS	07	1	\$2,000
	GG	1550	COMPUTER SCIENCE	05	1	\$10,000
	GG	1640	FACILITY OPERATIONS SERVICES	12	1	\$10,000
	GG	1712	TRAINING INSTRUCTION	12	1	\$9,512
	GG	2181	AIRCRAFT OPERATION	13	1	\$5,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$1,500
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$5,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$5,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	1	\$3,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	11	\$51,606
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$19,848
	GS	0020	COMMUNITY PLANNING	09	3	\$16,999
	GS	0020	COMMUNITY PLANNING	11	2	\$10,000
	GS	0020	COMMUNITY PLANNING	13	1	\$15,000
	GS	0080	SECURITY ADMINISTRATION	09	2	\$14,235
	GS	0080	SECURITY ADMINISTRATION	11	5	\$31,387
	GS	0080	SECURITY ADMINISTRATION	13	1	\$22,496
	GS	0081	FIRE PROTECTION AND PREVENTION	06	5	\$32,270
	GS	0081	FIRE PROTECTION AND PREVENTION	13	1	\$16,500
	GS	0083	POLICE	06	7	\$37,833
	GS	0083	POLICE	07	1	\$3,174
	GS	0083	POLICE	12	1	\$22,020
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	07	2	\$3,000
	GS	0101	SOCIAL SCIENCE	09	1	\$3,000
	GS	0101	SOCIAL SCIENCE	11	2	\$11,394
GS	0170	HISTORY	09	1	\$5,065	
GS	0180	PSYCHOLOGY	11	2	\$10,000	
GS	0180	PSYCHOLOGY	12	1	\$5,000	
GS	0180	PSYCHOLOGY	13	4	\$43,420	
GS	0180	PSYCHOLOGY	14	1	\$21,389	
GS	0185	SOCIAL WORK	11	3	\$18,288	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	07	1	\$3,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	11	\$35,549
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	4	\$12,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$10,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	10	\$66,984
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$2,808
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	13	\$36,575
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	09	1	\$15,013
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	92	\$718,650
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	08	1	\$4,169
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	37	\$120,144
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	23	\$90,098
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	13	\$116,438
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	9	\$113,597
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	5	\$86,404
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	03	2	\$6,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	6	\$26,027
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	122	\$355,500
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	39	\$120,007
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	258	\$726,174
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	17	\$46,500
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$3,000
	GS	0305	MAIL AND FILE	06	1	\$1,500
	GS	0318	SECRETARY	06	1	\$8,496
	GS	0318	SECRETARY	07	2	\$6,174
	GS	0319	CLOSED MICROPHONE REPORTER	08	1	\$8,000
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	2	\$18,851
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	1	\$17,492
	GS	0340	PROGRAM MANAGEMENT	11	1	\$14,439
	GS	0340	PROGRAM MANAGEMENT	14	1	\$20,000
	GS	0340	PROGRAM MANAGEMENT	15	3	\$65,207
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$3,000
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$16,486
	GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$3,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	4	\$40,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	3	\$7,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	5	\$34,700
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	3	\$38,738
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$7,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	2	\$30,484
	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	07	2	\$8,000
	GS	0346	LOGISTICS MANAGEMENT	07	2	\$6,000
	GS	0346	LOGISTICS MANAGEMENT	09	22	\$73,684
	GS	0346	LOGISTICS MANAGEMENT	11	7	\$32,266
	GS	0346	LOGISTICS MANAGEMENT	12	1	\$3,000
	GS	0346	LOGISTICS MANAGEMENT	13	3	\$50,935
	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	11	3	\$9,000
	GS	0391	TELECOMMUNICATIONS	09	2	\$13,000
	GS	0391	TELECOMMUNICATIONS	11	4	\$17,443
	GS	0392	GENERAL TELECOMMUNICATIONS	07	1	\$3,000
GS	0401	GENERAL BIOLOGICAL SCIENCE	07	2	\$21,029	
GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$12,026	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	2	\$17,571
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$6,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	05	1	\$4,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	7	\$32,124
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	1	\$1,500
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$9,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$3,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$3,000
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	1	\$7,935
	GS	0510	ACCOUNTING	07	3	\$10,000
	GS	0510	ACCOUNTING	09	2	\$19,797
	GS	0510	ACCOUNTING	11	4	\$20,850
	GS	0510	ACCOUNTING	12	1	\$3,000
	GS	0511	AUDITING	05	3	\$14,845
	GS	0511	AUDITING	07	56	\$387,100
	GS	0511	AUDITING	09	36	\$296,334
	GS	0511	AUDITING	12	1	\$6,676
	GS	0540	VOUCHER EXAMINING	06	2	\$16,000
	GS	0545	MILITARY PAY	05	1	\$6,000
	GS	0545	MILITARY PAY	06	4	\$23,390
	GS	0545	MILITARY PAY	07	2	\$6,000
	GS	0560	BUDGET ANALYSIS	07	3	\$9,000
	GS	0560	BUDGET ANALYSIS	09	9	\$34,200
	GS	0560	BUDGET ANALYSIS	11	9	\$30,500
	GS	0560	BUDGET ANALYSIS	12	1	\$14,301
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	05	1	\$7,749
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	06	1	\$3,000
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$1,500
	GS	0601	GENERAL HEALTH SCIENCE	12	3	\$18,086
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$71,139
	GS	0602	MEDICAL OFFICER	12	6	\$90,505
	GS	0602	MEDICAL OFFICER	13	7	\$128,019
	GS	0602	MEDICAL OFFICER	14	61	\$1,381,626
	GS	0602	MEDICAL OFFICER	15	49	\$1,309,972
	GS	0603	PHYSICIAN'S ASSISTANT	07	1	\$5,000
	GS	0603	PHYSICIAN'S ASSISTANT	11	14	\$189,761
	GS	0603	PHYSICIAN'S ASSISTANT	12	34	\$483,944
	GS	0610	NURSE	05	2	\$10,215
	GS	0610	NURSE	07	1	\$7,150
	GS	0610	NURSE	09	18	\$104,109
	GS	0610	NURSE	10	57	\$444,246
	GS	0610	NURSE	11	94	\$856,609
	GS	0610	NURSE	12	46	\$531,845
	GS	0610	NURSE	13	2	\$49,020
	GS	0620	PRACTICAL NURSE	05	23	\$97,195
	GS	0620	PRACTICAL NURSE	06	23	\$72,310
	GS	0633	PHYSICAL THERAPIST	11	8	\$65,010
	GS	0635	KINESIOTHERAPY	13	1	\$6,284
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	7	\$26,070
	GS	0640	HEALTH AID AND TECHNICIAN	04	10	\$66,959
	GS	0640	HEALTH AID AND TECHNICIAN	05	2	\$16,664
	GS	0640	HEALTH AID AND TECHNICIAN	06	1	\$6,838
	GS	0640	HEALTH AID AND TECHNICIAN	07	3	\$14,272
	GS	0640	HEALTH AID AND TECHNICIAN	08	1	\$2,538
	GS	0640	HEALTH AID AND TECHNICIAN	09	11	\$112,971
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	1	\$11,178
GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	1	\$15,651	
GS	0645	MEDICAL TECHNICIAN	06	1	\$3,184	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0645	MEDICAL TECHNICIAN	07	1	\$2,400
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	1	\$3,271
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	13	\$61,873
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	7	\$35,402
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$5,694
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	1	\$10,260
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	1	\$16,959
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	9	\$94,611
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	2	\$23,453
	GS	0651	RESPIRATORY THERAPIST	07	1	\$942
	GS	0660	PHARMACIST	11	47	\$537,285
	GS	0660	PHARMACIST	12	11	\$129,393
	GS	0660	PHARMACIST	13	2	\$20,266
	GS	0661	PHARMACY TECHNICIAN	05	2	\$4,017
	GS	0662	OPTOMETRIST	12	5	\$83,972
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$15,784
	GS	0668	PODIATRIST	13	2	\$47,348
	GS	0668	PODIATRIST	14	1	\$29,872
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$5,762
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$16,712
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	1	\$3,000
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	4	\$6,000
	GS	0680	DENTAL OFFICER	13	25	\$518,449
	GS	0680	DENTAL OFFICER	14	5	\$134,106
	GS	0681	DENTAL ASSISTANT	04	1	\$5,000
	GS	0682	DENTAL HYGIENE	07	3	\$18,759
	GS	0690	INDUSTRIAL HYGIENE	11	3	\$10,691
	GS	0701	VETERINARY MEDICAL SCIENCE	12	5	\$93,822
	GS	0801	GENERAL ENGINEERING	05	2	\$16,654
	GS	0801	GENERAL ENGINEERING	07	16	\$128,207
	GS	0801	GENERAL ENGINEERING	09	4	\$32,561
	GS	0801	GENERAL ENGINEERING	11	2	\$27,196
	GS	0801	GENERAL ENGINEERING	12	7	\$63,828
	GS	0801	GENERAL ENGINEERING	13	3	\$43,000
	GS	0801	GENERAL ENGINEERING	14	2	\$35,099
	GS	0802	ENGINEERING TECHNICAL	05	3	\$15,407
	GS	0802	ENGINEERING TECHNICAL	07	2	\$14,000
	GS	0802	ENGINEERING TECHNICAL	11	6	\$62,000
	GS	0802	ENGINEERING TECHNICAL	12	2	\$33,621
	GS	0803	SAFETY ENGINEERING	07	3	\$30,599
	GS	0804	FIRE PROTECTION ENGINEERING	07	1	\$2,000
	GS	0806	MATERIALS ENGINEERING	07	4	\$16,000
	GS	0806	MATERIALS ENGINEERING	09	2	\$15,117
	GS	0806	MATERIALS ENGINEERING	11	1	\$2,000
	GS	0808	ARCHITECTURE	09	1	\$2,000
	GS	0808	ARCHITECTURE	12	2	\$15,000
	GS	0810	CIVIL ENGINEERING	05	5	\$26,353
	GS	0810	CIVIL ENGINEERING	07	13	\$53,501
	GS	0810	CIVIL ENGINEERING	09	4	\$8,782
	GS	0810	CIVIL ENGINEERING	12	9	\$88,246
GS	0810	CIVIL ENGINEERING	13	3	\$66,886	
GS	0819	ENVIRONMENTAL ENGINEERING	07	1	\$4,000	
GS	0819	ENVIRONMENTAL ENGINEERING	09	2	\$4,500	
GS	0819	ENVIRONMENTAL ENGINEERING	12	1	\$15,572	
GS	0819	ENVIRONMENTAL ENGINEERING	15	1	\$8,000	
GS	0830	MECHANICAL ENGINEERING	05	18	\$121,644	
GS	0830	MECHANICAL ENGINEERING	07	104	\$747,477	
GS	0830	MECHANICAL ENGINEERING	09	21	\$205,988	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0830	MECHANICAL ENGINEERING	11	1	\$7,000
	GS	0830	MECHANICAL ENGINEERING	12	3	\$12,000
	GS	0830	MECHANICAL ENGINEERING	13	1	\$10,000
	GS	0840	NUCLEAR ENGINEERING	05	2	\$8,000
	GS	0840	NUCLEAR ENGINEERING	07	29	\$172,000
	GS	0840	NUCLEAR ENGINEERING	09	3	\$24,000
	GS	0840	NUCLEAR ENGINEERING	11	2	\$8,000
	GS	0850	ELECTRICAL ENGINEERING	05	5	\$34,827
	GS	0850	ELECTRICAL ENGINEERING	07	31	\$203,076
	GS	0850	ELECTRICAL ENGINEERING	09	11	\$108,877
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$10,000
	GS	0850	ELECTRICAL ENGINEERING	12	5	\$22,000
	GS	0854	COMPUTER ENGINEERING	05	1	\$2,500
	GS	0854	COMPUTER ENGINEERING	07	10	\$68,034
	GS	0854	COMPUTER ENGINEERING	09	1	\$13,103
	GS	0855	ELECTRONICS ENGINEERING	05	1	\$2,000
	GS	0855	ELECTRONICS ENGINEERING	07	15	\$79,773
	GS	0855	ELECTRONICS ENGINEERING	09	3	\$33,026
	GS	0855	ELECTRONICS ENGINEERING	11	1	\$2,000
	GS	0855	ELECTRONICS ENGINEERING	12	8	\$37,310
	GS	0855	ELECTRONICS ENGINEERING	13	10	\$112,150
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$24,380
	GS	0856	ELECTRONICS TECHNICAL	04	2	\$6,000
	GS	0856	ELECTRONICS TECHNICAL	05	1	\$3,500
	GS	0856	ELECTRONICS TECHNICAL	12	1	\$14,075
	GS	0861	AEROSPACE ENGINEERING	05	2	\$4,000
	GS	0861	AEROSPACE ENGINEERING	07	11	\$42,035
	GS	0861	AEROSPACE ENGINEERING	09	2	\$4,000
	GS	0861	AEROSPACE ENGINEERING	12	1	\$8,235
	GS	0861	AEROSPACE ENGINEERING	13	4	\$38,123
	GS	0871	NAVAL ARCHITECTURE	07	9	\$32,000
	GS	0871	NAVAL ARCHITECTURE	09	2	\$4,000
	GS	0893	CHEMICAL ENGINEERING	07	7	\$67,961
	GS	0893	CHEMICAL ENGINEERING	09	4	\$59,365
	GS	0894	WELDING ENGINEERING	05	1	\$2,500
	GS	0896	INDUSTRIAL ENGINEERING	05	2	\$19,216
	GS	0896	INDUSTRIAL ENGINEERING	07	10	\$47,515
	GS	0896	INDUSTRIAL ENGINEERING	09	6	\$61,674
	GS	0896	INDUSTRIAL ENGINEERING	12	1	\$15,144
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	04	1	\$4,000
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	1	\$4,000
	GS	0905	GENERAL ATTORNEY	13	1	\$20,643
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	08	1	\$4,000
	GS	1008	INTERIOR DESIGN	05	1	\$7,500
	GS	1035	PUBLIC AFFAIRS	07	1	\$2,500
	GS	1035	PUBLIC AFFAIRS	11	1	\$3,000
GS	1035	PUBLIC AFFAIRS	12	2	\$18,966	
GS	1035	PUBLIC AFFAIRS	13	2	\$30,164	
GS	1040	LANGUAGE SPECIALIST	12	1	\$7,121	
GS	1082	WRITING AND EDITING	13	1	\$16,500	
GS	1083	TECHNICAL WRITING AND EDITING	12	1	\$10,000	
GS	1084	VISUAL INFORMATION	09	3	\$9,000	
GS	1087	EDITORIAL ASSISTANCE	07	1	\$7,935	
GS	1101	GENERAL BUSINESS AND INDUSTRY	07	1	\$9,599	
GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$18,000	
GS	1101	GENERAL BUSINESS AND INDUSTRY	11	1	\$5,000	
GS	1101	GENERAL BUSINESS AND INDUSTRY	12	5	\$31,828	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$24,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$33,354
	GS	1102	CONTRACTING	05	3	\$12,000
	GS	1102	CONTRACTING	07	7	\$36,489
	GS	1102	CONTRACTING	09	12	\$87,970
	GS	1102	CONTRACTING	11	3	\$23,810
	GS	1102	CONTRACTING	12	1	\$8,500
	GS	1102	CONTRACTING	13	2	\$10,000
	GS	1105	PURCHASING	09	2	\$10,000
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	1	\$2,000
	GS	1144	COMMISSARY MANAGEMENT	08	1	\$10,000
	GS	1150	INDUSTRIAL SPECIALIST	12	1	\$2,000
	GS	1152	PRODUCTION CONTROL	05	1	\$3,000
	GS	1152	PRODUCTION CONTROL	07	2	\$10,000
	GS	1152	PRODUCTION CONTROL	12	1	\$15,483
	GS	1170	REALTY	09	1	\$3,000
	GS	1170	REALTY	14	1	\$5,554
	GS	1176	BUILDING MANAGEMENT	11	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	07	3	\$15,884
	GS	1301	GENERAL PHYSICAL SCIENCE	09	2	\$6,000
	GS	1306	HEALTH PHYSICS	12	1	\$5,000
	GS	1310	PHYSICS	05	1	\$8,782
	GS	1311	PHYSICAL SCIENCE TECHNICIAN	05	9	\$27,000
	GS	1320	CHEMISTRY	09	4	\$39,202
	GS	1320	CHEMISTRY	12	1	\$12,000
	GS	1321	METALLURGY	12	1	\$4,500
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$5,000
	GS	1350	GEOLOGY	14	1	\$27,467
	GS	1360	OCEANOGRAPHY	07	2	\$6,000
	GS	1360	OCEANOGRAPHY	09	3	\$9,000
	GS	1410	LIBRARIAN	11	1	\$5,500
	GS	1420	ARCHIVIST	11	1	\$16,836
	GS	1515	OPERATIONS RESEARCH	07	1	\$9,167
	GS	1515	OPERATIONS RESEARCH	09	1	\$15,717
	GS	1515	OPERATIONS RESEARCH	12	2	\$20,282
	GS	1520	MATHEMATICS	05	1	\$3,000
	GS	1520	MATHEMATICS	07	2	\$12,884
	GS	1550	COMPUTER SCIENCE	05	2	\$20,124
	GS	1550	COMPUTER SCIENCE	07	5	\$38,374
	GS	1550	COMPUTER SCIENCE	09	13	\$137,914
	GS	1599	MATHEMATICS AND STATISTICS STUDENT TRAINEE	05	1	\$5,000
	GS	1640	FACILITY OPERATIONS SERVICES	11	4	\$19,394
	GS	1670	EQUIPMENT SERVICES	11	2	\$32,213
	GS	1670	EQUIPMENT SERVICES	12	2	\$25,000
	GS	1670	EQUIPMENT SERVICES	13	1	\$24,510
	GS	1701	GENERAL EDUCATION AND TRAINING	05	2	\$16,000
	GS	1701	GENERAL EDUCATION AND TRAINING	07	23	\$184,000
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	06	2	\$8,568
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	09	1	\$4,000
	GS	1712	TRAINING INSTRUCTION	09	1	\$1,500
GS	1712	TRAINING INSTRUCTION	11	1	\$10,000	
GS	1712	TRAINING INSTRUCTION	12	3	\$50,232	
GS	1712	TRAINING INSTRUCTION	14	1	\$24,530	
GS	1740	EDUCATION SERVICES	11	1	\$13,800	
GS	1750	INSTRUCTIONAL SYSTEMS	11	3	\$9,000	
GS	1799	EDUCATION STUDENT TRAINEE	04	1	\$4,168	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$9,528	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1910	QUALITY ASSURANCE	11	4	\$33,767
	GS	2001	GENERAL SUPPLY	11	1	\$3,000
	GS	2001	GENERAL SUPPLY	12	1	\$11,260
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	1	\$6,315
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	03	1	\$3,000
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	04	3	\$9,000
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	16	\$45,000
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	22	\$69,824
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	6	\$27,534
	GS	2010	INVENTORY MANAGEMENT	11	1	\$17,197
	GS	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	13	1	\$17,853
	GS	2101	TRANSPORTATION SPECIALIST	09	1	\$3,806
	GS	2150	TRANSPORTATION OPERATIONS	12	2	\$18,075
	GS	2151	DISPATCHING	07	5	\$13,500
	GS	2152	AIR TRAFFIC CONTROL	11	1	\$14,679
	GS	2181	AIRCRAFT OPERATION	09	1	\$3,000
	GS	2181	AIRCRAFT OPERATION	12	6	\$101,296
	GS	2181	AIRCRAFT OPERATION	13	6	\$89,926
	GS	2181	AIRCRAFT OPERATION	14	1	\$5,000
	GS	2185	AIRCREW TECHNICIAN	09	2	\$9,227
	GS	2185	AIRCREW TECHNICIAN	10	1	\$5,081
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	6	\$64,272
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	19	\$77,444
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	9	\$54,562
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	7	\$63,444
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$37,675
	GS	2299	INFORMATION TECHNOLOGY STUDENT TRAINEE	07	1	\$5,000
	ND	0806	MATERIALS ENGINEERING	02	1	\$3,000
	ND	0806	MATERIALS ENGINEERING	04	2	\$5,500
	ND	0830	MECHANICAL ENGINEERING	02	8	\$20,000
	ND	0830	MECHANICAL ENGINEERING	03	11	\$29,500
	ND	0830	MECHANICAL ENGINEERING	04	3	\$9,500
	ND	0850	ELECTRICAL ENGINEERING	03	1	\$2,000
	ND	0854	COMPUTER ENGINEERING	02	7	\$17,000
	ND	0854	COMPUTER ENGINEERING	03	1	\$2,000
	ND	0855	ELECTRONICS ENGINEERING	02	9	\$24,500
	ND	0855	ELECTRONICS ENGINEERING	03	2	\$6,000
	ND	0861	AEROSPACE ENGINEERING	03	1	\$2,000
	ND	0871	NAVAL ARCHITECTURE	02	6	\$14,700
	ND	0871	NAVAL ARCHITECTURE	03	3	\$7,000
	ND	0893	CHEMICAL ENGINEERING	02	2	\$6,000
	ND	0893	CHEMICAL ENGINEERING	03	2	\$7,000
	ND	0893	CHEMICAL ENGINEERING	04	1	\$3,000
	ND	0894	WELDING ENGINEERING	03	1	\$5,000
	ND	1320	CHEMISTRY	04	2	\$16,000
	ND	1515	OPERATIONS RESEARCH	02	1	\$2,000
	ND	1550	COMPUTER SCIENCE	02	3	\$7,500
	ND	1550	COMPUTER SCIENCE	03	3	\$8,500
	NH	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$10,010
	NH	0560	BUDGET ANALYSIS	04	1	\$6,000
	NH	0801	GENERAL ENGINEERING	03	1	\$10,578
	NH	0855	ELECTRONICS ENGINEERING	02	1	\$5,007
NI	0080	SECURITY ADMINISTRATION	05	1	\$12,700	
NI	0132	INTELLIGENCE	05	1	\$25,000	
NI	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$7,810	
NI	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$3,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	NO	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	03	1	\$2,500
	NO	0170	HISTORY	04	1	\$5,000
	NP	0855	ELECTRONICS ENGINEERING	02	1	\$2,000
	NP	0855	ELECTRONICS ENGINEERING	03	2	\$11,000
	NP	0855	ELECTRONICS ENGINEERING	04	3	\$15,286
	NP	1301	GENERAL PHYSICAL SCIENCE	03	1	\$1,500
	NP	1520	MATHEMATICS	03	1	\$15,000
	NT	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$5,000
	NT	0346	LOGISTICS MANAGEMENT	04	1	\$10,382
	ST	0665	SPEECH PATHOLOGY AND AUDIOLOGY	00	1	\$38,000
	TP	1701	GENERAL EDUCATION AND TRAINING	CB	1	\$11,188
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	3	\$15,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	12	1	\$5,167
	WG	2604	ELECTRONICS MECHANIC	08	1	\$3,000
	WG	2604	ELECTRONICS MECHANIC	09	4	\$12,000
	WG	2604	ELECTRONICS MECHANIC	10	4	\$12,000
	WG	2604	ELECTRONICS MECHANIC	11	1	\$10,473
	WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	11	3	\$9,000
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	18	\$255,769
	WG	2892	AIRCRAFT ELECTRICIAN	10	7	\$86,744
	WG	3806	SHEET METAL MECHANIC	10	7	\$97,314
	WG	4801	MISC GENERAL EQUIPMENT MAINTENANCE	10	2	\$25,532
	WG	5306	AIR CONDITIONING EQUIPMENT MECHANIC	11	1	\$5,000
	WG	5334	MARINE MACHINERY MECHANIC	08	5	\$15,000
	WG	5334	MARINE MACHINERY MECHANIC	09	1	\$3,000
	WG	5334	MARINE MACHINERY MECHANIC	10	4	\$12,000
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	3	\$42,245
	WG	5402	BOILER PLANT OPERATING	08	1	\$5,000
	WG	5409	WATER TREATMENT PLANT OPERATING	09	1	\$10,409
	WG	5409	WATER TREATMENT PLANT OPERATING	10	2	\$10,000
	WG	5703	MOTOR VEHICLE OPERATING	08	6	\$18,000
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	05	20	\$60,000
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	156	\$459,000
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	09	37	\$106,500
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	5	\$12,000
	WG	5806	MOBILE EQUIPMENT SERVICING	05	2	\$6,000
	WG	5806	MOBILE EQUIPMENT SERVICING	06	30	\$90,000
	WG	5823	AUTOMOTIVE MECHANIC	09	2	\$6,000
	WG	6610	SMALL ARMS REPAIRING	08	1	\$3,971
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	4	\$30,000
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	11	6	\$90,000
	WG	6904	TOOLS AND PARTS ATTENDING	05	2	\$4,500
	WG	6904	TOOLS AND PARTS ATTENDING	06	16	\$46,500
	WG	6907	MATERIALS HANDLER	05	2	\$4,500
	WG	6907	MATERIALS HANDLER	06	34	\$106,363
	WG	6907	MATERIALS HANDLER	08	2	\$6,000
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	8	\$87,908
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	11	1	\$5,000
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	3	\$40,612
	WG	8852	AIRCRAFT MECHANIC	10	61	\$607,532
WG	8852	AIRCRAFT MECHANIC	11	3	\$21,000	
WL	5409	WATER TREATMENT PLANT OPERATING	10	1	\$8,168	
WL	5806	MOBILE EQUIPMENT SERVICING	06	2	\$6,000	
WL	6907	MATERIALS HANDLER	06	1	\$3,000	
WS	3703	WELDING	10	1	\$15,340	
WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	1	\$3,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WS	8852	AIRCRAFT MECHANIC	10	1	\$3,000
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	6	\$74,065
	YA	0028	ENVIRONMENTAL PROTECTION SPECIALIST	02	1	\$8,000
	YA	0080	SECURITY ADMINISTRATION	02	6	\$53,714
	YA	0101	SOCIAL SCIENCE	02	2	\$15,000
	YA	0130	FOREIGN AFFAIRS	03	1	\$10,000
	YA	0132	INTELLIGENCE	02	1	\$2,000
	YA	0180	PSYCHOLOGY	02	2	\$26,780
	YA	0185	SOCIAL WORK	02	8	\$40,320
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	1	\$13,000
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	1	\$6,030
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	2	\$17,750
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	9	\$95,438
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	4	\$34,197
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	3	\$11,000
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	4	\$30,500
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	10	\$77,212
	YA	0346	LOGISTICS MANAGEMENT	02	1	\$1,220
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	01	1	\$8,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	1	\$1,508
	YA	0510	ACCOUNTING	02	1	\$3,600
	YA	0511	AUDITING	01	101	\$693,611
	YA	0671	HEALTH SYSTEM SPECIALIST	02	2	\$9,745
	YA	0671	HEALTH SYSTEM SPECIALIST	03	1	\$10,000
	YA	0905	GENERAL ATTORNEY	02	3	\$45,450
	YA	1102	CONTRACTING	01	1	\$5,000
	YA	1102	CONTRACTING	02	3	\$18,677
	YA	1102	CONTRACTING	03	4	\$31,000
	YA	1670	EQUIPMENT SERVICES	02	1	\$7,000
	YA	1701	GENERAL EDUCATION AND TRAINING	02	2	\$24,850
	YA	1712	TRAINING INSTRUCTION	02	1	\$10,000
	YA	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	02	2	\$18,510
	YA	2130	TRAFFIC MANAGEMENT	02	1	\$10,000
	YA	2152	AIR TRAFFIC CONTROL	02	1	\$10,191
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	4	\$22,094
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	2	\$48,966
	YB	0186	SOCIAL SERVICES AID AND ASSISTANT	01	2	\$3,332
	YB	0318	SECRETARY	02	2	\$10,820
	YB	2204	COMPUTER TECHNICIAN	02	1	\$2,381
	YC	0080	SECURITY ADMINISTRATION	03	1	\$8,000
	YC	0203	HUMAN RESOURCES ASSISTANCE	01	1	\$5,000
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$6,000
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	3	\$41,364
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$12,000
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	1	\$17,000
	YC	0560	BUDGET ANALYSIS	03	1	\$10,000
	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	1	\$21,693
	YC	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$10,483
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	02	1	\$18,518
	YC	1712	TRAINING INSTRUCTION	02	1	\$20,611
YC	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	03	1	\$6,150	
YD	0401	GENERAL BIOLOGICAL SCIENCE	01	1	\$3,895	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YD	0403	MICROBIOLOGY	03	1	\$10,814
	YD	0413	PHYSIOLOGY	03	1	\$17,250
	YD	0801	GENERAL ENGINEERING	01	10	\$59,590
	YD	0801	GENERAL ENGINEERING	02	5	\$41,647
	YD	0801	GENERAL ENGINEERING	03	3	\$21,500
	YD	0803	SAFETY ENGINEERING	02	1	\$6,000
	YD	0806	MATERIALS ENGINEERING	01	2	\$15,189
	YD	0808	ARCHITECTURE	02	2	\$52,276
	YD	0819	ENVIRONMENTAL ENGINEERING	01	1	\$8,968
	YD	0830	MECHANICAL ENGINEERING	01	37	\$287,126
	YD	0830	MECHANICAL ENGINEERING	02	20	\$117,354
	YD	0850	ELECTRICAL ENGINEERING	01	2	\$16,315
	YD	0850	ELECTRICAL ENGINEERING	02	1	\$12,526
	YD	0854	COMPUTER ENGINEERING	01	4	\$20,365
	YD	0854	COMPUTER ENGINEERING	03	1	\$10,000
	YD	0855	ELECTRONICS ENGINEERING	01	153	\$1,114,251
	YD	0855	ELECTRONICS ENGINEERING	02	58	\$606,946
	YD	0861	AEROSPACE ENGINEERING	01	5	\$44,724
	YD	0861	AEROSPACE ENGINEERING	02	7	\$35,025
	YD	0893	CHEMICAL ENGINEERING	01	1	\$4,549
	YD	0896	INDUSTRIAL ENGINEERING	01	2	\$16,156
	YD	0896	INDUSTRIAL ENGINEERING	02	6	\$100,838
	YD	1306	HEALTH PHYSICS	02	1	\$8,000
	YD	1313	GEOPHYSICS	02	1	\$13,558
	YD	1320	CHEMISTRY	01	1	\$10,933
	YD	1320	CHEMISTRY	03	2	\$35,154
	YD	1515	OPERATIONS RESEARCH	01	5	\$35,284
	YD	1515	OPERATIONS RESEARCH	02	4	\$34,206
	YD	1515	OPERATIONS RESEARCH	03	4	\$30,000
	YD	1520	MATHEMATICS	01	2	\$7,094
	YD	1550	COMPUTER SCIENCE	01	9	\$33,023
	YD	1550	COMPUTER SCIENCE	02	13	\$31,000
	YF	0801	GENERAL ENGINEERING	03	5	\$55,406
	YF	0810	CIVIL ENGINEERING	02	1	\$10,000
	YF	0819	ENVIRONMENTAL ENGINEERING	02	1	\$20,000
	YG	0602	MEDICAL OFFICER	02	21	\$498,874
	YG	0680	DENTAL OFFICER	02	12	\$195,871
	YH	0601	GENERAL HEALTH SCIENCE	02	1	\$5,000
	YH	0601	GENERAL HEALTH SCIENCE	03	1	\$19,430
	YH	0603	PHYSICIAN'S ASSISTANT	02	12	\$121,017
	YH	0610	NURSE	02	10	\$108,861
	YH	0660	PHARMACIST	02	9	\$71,084
	YI	0620	PRACTICAL NURSE	01	1	\$4,855
	YI	0649	MEDICAL INSTRUMENT TECHNICIAN	02	1	\$9,140
	YJ	0603	PHYSICIAN'S ASSISTANT	02	1	\$18,197
	YJ	0610	NURSE	02	1	\$16,892
	YJ	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	01	1	\$8,527
YK	1811	CRIMINAL INVESTIGATING	01	2	\$29,130	
EDUCATION	GS	0905	GENERAL ATTORNEY	12	1	\$5,000
ENERGY	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	2	\$16,093
	AD	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$5,977
	EN	0801	GENERAL ENGINEERING	00	10	\$60,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000
	ES	0340	PROGRAM MANAGEMENT	00	6	\$142,558
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	2	\$10,000
	GS	0080	SECURITY ADMINISTRATION	09	3	\$18,000
GS	0131	INTERNATIONAL RELATIONS	09	1	\$11,510	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$15,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	3	\$18,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$1,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$15,503
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$7,818
	GS	0340	PROGRAM MANAGEMENT	15	1	\$15,366
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$6,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$5,000
	GS	0510	ACCOUNTING	07	1	\$5,000
	GS	0511	AUDITING	09	1	\$3,000
	GS	0801	GENERAL ENGINEERING	05	3	\$15,000
	GS	0801	GENERAL ENGINEERING	07	4	\$20,000
	GS	0801	GENERAL ENGINEERING	09	6	\$31,000
	GS	0801	GENERAL ENGINEERING	14	1	\$25,130
	GS	0801	GENERAL ENGINEERING	15	1	\$12,430
	GS	0850	ELECTRICAL ENGINEERING	05	1	\$4,885
	GS	0893	CHEMICAL ENGINEERING	15	1	\$15,064
	GS	1001	GENERAL ARTS AND INFORMATION	14	1	\$20,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	3	\$47,202
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	2	\$42,778
	GS	1102	CONTRACTING	09	6	\$36,000
	GS	1102	CONTRACTING	12	1	\$11,000
	GS	1130	PUBLIC UTILITIES SPECIALIST	14	1	\$3,000
	GS	1301	GENERAL PHYSICAL SCIENCE	07	3	\$15,000
	GS	1301	GENERAL PHYSICAL SCIENCE	09	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$10,000
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$35,933
	GS	1310	PHYSICS	15	1	\$10,000
	GS	1320	CHEMISTRY	15	2	\$1,076
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	2	\$7,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$16,944
		WB	2801	MISC ELECTRICAL INSTALLATION & MAINTENANCE	00	1
HEALTH AND HUMAN SERVICES	AD	0401	GENERAL BIOLOGICAL SCIENCE	00	9	\$179,393
	AD	0403	MICROBIOLOGY	00	2	\$13,492
	AD	0601	GENERAL HEALTH SCIENCE	00	5	\$88,250
	AD	0602	MEDICAL OFFICER	00	16	\$390,250
	AD	0610	NURSE	00	1	\$16,000
	AD	0610	NURSE	01	12	\$37,000
	AD	0638	RECREATION/CREATIVE ARTS THERAPIST	02	1	\$9,000
	AD	0644	MEDICAL TECHNOLOGIST	02	1	\$2,500
	AD	0649	MEDICAL INSTRUMENT TECHNICIAN	01	2	\$4,000
	AD	0660	PHARMACIST	01	3	\$17,500
	AD	0660	PHARMACIST	02	1	\$7,500
	AD	0661	PHARMACY TECHNICIAN	01	1	\$2,500
	AD	0801	GENERAL ENGINEERING	00	1	\$15,000
	AD	0850	ELECTRICAL ENGINEERING	00	1	\$30,800
	AD	0858	BIOMEDICAL ENGINEERING	00	1	\$5,000
	AD	1310	PHYSICS	00	1	\$5,000
	AD	1320	CHEMISTRY	00	2	\$63,000
	ES	0341	ADMINISTRATIVE OFFICER	00	1	\$32,000
	GP	0341	ADMINISTRATIVE OFFICER	14	1	\$7,000
	GP	0602	MEDICAL OFFICER	13	2	\$27,710
	GP	0602	MEDICAL OFFICER	14	28	\$238,339

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GP	0602	MEDICAL OFFICER	15	8	\$212,829
	GP	0680	DENTAL OFFICER	11	21	\$39,926
	GS	0080	SECURITY ADMINISTRATION	15	1	\$27,590
	GS	0107	HEALTH INSURANCE ADMINISTRATION	15	1	\$2,500
	GS	0180	PSYCHOLOGY	13	1	\$12,066
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$4,949
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$20,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$7,810
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$4,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	8	\$5,160
	GS	0340	PROGRAM MANAGEMENT	15	1	\$23,066
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$18,348
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	2	\$37,591
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$6,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	3	\$25,556
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$6,536
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$5,570
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$8,000
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$35,500
	GS	0601	GENERAL HEALTH SCIENCE	14	12	\$166,004
	GS	0601	GENERAL HEALTH SCIENCE	15	5	\$82,409
	GS	0602	MEDICAL OFFICER	13	3	\$36,224
	GS	0602	MEDICAL OFFICER	14	13	\$250,263
	GS	0602	MEDICAL OFFICER	15	11	\$240,213
	GS	0603	PHYSICIAN'S ASSISTANT	07	2	\$24,334
	GS	0603	PHYSICIAN'S ASSISTANT	09	3	\$32,030
	GS	0603	PHYSICIAN'S ASSISTANT	11	1	\$17,225
	GS	0603	PHYSICIAN'S ASSISTANT	12	2	\$36,296
	GS	0610	NURSE	04	2	\$11,754
	GS	0610	NURSE	05	6	\$34,798
	GS	0610	NURSE	07	8	\$48,751
	GS	0610	NURSE	09	24	\$177,111
	GS	0610	NURSE	10	21	\$188,039
	GS	0610	NURSE	11	6	\$78,172
	GS	0610	NURSE	12	2	\$36,598
	GS	0633	PHYSICAL THERAPIST	11	1	\$10,582
	GS	0644	MEDICAL TECHNOLOGIST	09	2	\$10,870
	GS	0644	MEDICAL TECHNOLOGIST	10	1	\$5,131
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	2	\$23,729
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	7	\$15,066
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	2	\$17,133
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	1	\$9,406
	GS	0651	RESPIRATORY THERAPIST	05	1	\$9,380
	GS	0651	RESPIRATORY THERAPIST	09	2	\$18,950
	GS	0660	PHARMACIST	09	1	\$6,975
	GS	0660	PHARMACIST	11	2	\$24,182
	GS	0660	PHARMACIST	12	3	\$52,045
	GS	0662	OPTOMETRIST	09	1	\$13,848
	GS	0662	OPTOMETRIST	11	6	\$90,394
	GS	0668	PODIATRIST	14	2	\$27,061
GS	0680	DENTAL OFFICER	11	9	\$51,334	
GS	0680	DENTAL OFFICER	12	1	\$24,399	
GS	0682	DENTAL HYGIENE	08	2	\$16,630	
GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	14	1	\$15,000	
GS	0858	BIOMEDICAL ENGINEERING	11	1	\$7,019	
GS	0905	GENERAL ATTORNEY	11	1	\$5,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0905	GENERAL ATTORNEY	12	1	\$3,500
	GS	1102	CONTRACTING	14	1	\$8,050
	GS	1320	CHEMISTRY	13	1	\$15,083
	GS	1320	CHEMISTRY	14	1	\$11,200
	GS	1510	ACTUARIAL SCIENCE	07	1	\$12,233
	GS	1510	ACTUARIAL SCIENCE	09	1	\$11,771
	GS	1510	ACTUARIAL SCIENCE	13	20	\$12,980
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$17,000
HOMELAND SECURITY	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$30,492
	ES	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$15,000
	ES	0801	GENERAL ENGINEERING	00	4	\$60,500
	ES	1301	GENERAL PHYSICAL SCIENCE	00	4	\$50,000
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$6,000
	GS	0132	INTELLIGENCE	07	2	\$18,577
	GS	0132	INTELLIGENCE	09	3	\$34,530
	GS	0132	INTELLIGENCE	11	4	\$27,853
	GS	0132	INTELLIGENCE	12	3	\$33,532
	GS	0132	INTELLIGENCE	13	8	\$146,902
	GS	0132	INTELLIGENCE	14	2	\$16,887
	GS	0180	PSYCHOLOGY	13	1	\$21,173
	GS	0180	PSYCHOLOGY	14	1	\$16,887
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	13	\$124,191
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	3	\$77,419
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	3	\$38,582
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$7,506
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$7,597
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	2	\$12,935
	GS	0340	PROGRAM MANAGEMENT	13	1	\$10,000
	GS	0340	PROGRAM MANAGEMENT	14	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$11,929
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$15,033
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$32,849
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	3	\$32,074
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$15,012
	GS	0403	MICROBIOLOGY	11	1	\$12,000
	GS	0801	GENERAL ENGINEERING	14	1	\$10,000
	GS	0801	GENERAL ENGINEERING	15	2	\$15,000
	GS	0905	GENERAL ATTORNEY	15	1	\$5,000
	GS	0963	LEGAL INSTRUMENTS EXAMINING	07	1	\$9,787
	GS	1082	WRITING AND EDITING	11	1	\$13,927
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$23,882
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$29,080
	GS	1102	CONTRACTING	13	2	\$24,882
	GS	1102	CONTRACTING	14	1	\$21,393
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$6,438
	GS	1515	OPERATIONS RESEARCH	14	1	\$19,703
	GS	1515	OPERATIONS RESEARCH	15	1	\$6,438
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$22,496
GS	1740	EDUCATION SERVICES	11	1	\$13,701	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	05	3	\$15,000	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	07	2	\$10,000	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$14,075	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HOMELAND SECURITY (continued)	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	05	4	\$20,000
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	06	1	\$5,000
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	07	1	\$5,000
	GS	1811	CRIMINAL INVESTIGATING	07	2	\$13,993
	GS	1811	CRIMINAL INVESTIGATING	11	3	\$51,753
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$20,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$27,496
HOUSING AND URBAN DEVELOPMENT	GS	0110	ECONOMIST	11	1	\$15,000
INTERIOR	AD	0905	GENERAL ATTORNEY	00	1	\$5,000
	GS	0025	PARK RANGER	09	2	\$5,000
	GS	0455	RANGE TECHNICIAN	07	2	\$14,899
	GS	0462	FORESTRY TECHNICIAN	08	1	\$12,869
	GS	0807	LANDSCAPE ARCHITECTURE	13	1	\$19,055
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	09	1	\$3,000
	GS	0810	CIVIL ENGINEERING	12	1	\$6,500
	GS	0819	ENVIRONMENTAL ENGINEERING	11	1	\$5,000
	GS	0850	ELECTRICAL ENGINEERING	07	1	\$10,142
	GS	0881	PETROLEUM ENGINEERING	05	2	\$14,430
	GS	0881	PETROLEUM ENGINEERING	07	2	\$19,067
	GS	0881	PETROLEUM ENGINEERING	08	3	\$27,733
	GS	0881	PETROLEUM ENGINEERING	09	3	\$34,984
	GS	0881	PETROLEUM ENGINEERING	10	1	\$12,040
	GS	0881	PETROLEUM ENGINEERING	11	2	\$30,000
	GS	1171	APPRAISING	13	1	\$25,596
	GS	1311	PHYSICAL SCIENCE TECHNICIAN	05	3	\$3,000
	GS	1313	GEOPHYSICS	13	1	\$7,000
	GS	1350	GEOLOGY	13	2	\$26,050
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	05	15	\$21,600
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$12,197	
JUSTICE	AD	0905	GENERAL ATTORNEY	21	7	\$44,550
	AD	0905	GENERAL ATTORNEY	24	1	\$10,443
	AD	0905	GENERAL ATTORNEY	26	1	\$5,000
	AD	0905	GENERAL ATTORNEY	28	1	\$5,646
	AD	0905	GENERAL ATTORNEY	29	8	\$78,096
	ES	0340	PROGRAM MANAGEMENT	00	1	\$25,000
	GL	0007	CORRECTIONAL OFFICER	05	21	\$125,355
	GL	0007	CORRECTIONAL OFFICER	06	5	\$32,591
	GL	0180	PSYCHOLOGY	12	2	\$25,934
	GL	0180	PSYCHOLOGY	13	1	\$2,000
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$6,381
	GL	0318	SECRETARY	05	2	\$11,930
	GL	0510	ACCOUNTING	09	1	\$7,464
	GL	0544	CIVILIAN PAY	05	1	\$5,879
	GL	0602	MEDICAL OFFICER	15	8	\$235,828
	GL	0602	MEDICAL OFFICER	15	1	\$34,068
	GL	0603	PHYSICIAN'S ASSISTANT	07	2	\$20,688
	GL	0603	PHYSICIAN'S ASSISTANT	09	1	\$14,558
	GL	0603	PHYSICIAN'S ASSISTANT	11	4	\$70,951
	GL	0610	NURSE	04	2	\$10,000
	GL	0610	NURSE	05	2	\$12,500
	GL	0610	NURSE	07	6	\$30,000
	GL	0610	NURSE	09	2	\$20,000
	GL	0610	NURSE	10	21	\$153,473
	GL	0610	NURSE	10	1	\$5,000
	GL	0610	NURSE	10	1	\$2,000
	GL	0610	NURSE	11	3	\$32,992
	GL	0644	MEDICAL TECHNOLOGIST	09	1	\$11,661
	GL	0675	MEDICAL RECORDS TECHNICIAN	05	1	\$5,879

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
JUSTICE (continued)	GL	0680	DENTAL OFFICER	12	1	\$10,000	
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$8,739	
	GS	0080	SECURITY ADMINISTRATION	13	1	\$19,849	
	GS	0083	POLICE	06	20	\$100,000	
	GS	0083	POLICE	07	2	\$10,000	
	GS	0083	POLICE	08	4	\$20,000	
	GS	0101	SOCIAL SCIENCE	11	4	\$30,000	
	GS	0101	SOCIAL SCIENCE	12	1	\$7,610	
	GS	0101	SOCIAL SCIENCE	13	1	\$19,338	
	GS	0132	INTELLIGENCE	07	4	\$24,144	
	GS	0132	INTELLIGENCE	09	25	\$190,190	
	GS	0132	INTELLIGENCE	11	9	\$80,783	
	GS	0132	INTELLIGENCE	12	5	\$43,991	
	GS	0132	INTELLIGENCE	13	2	\$21,312	
	GS	0132	INTELLIGENCE	14	2	\$24,073	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	2	\$16,000	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$6,000	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	8	\$88,924	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$30,023	
	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	07	1	\$9,168	
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	4	\$20,000	
	GS	0560	BUDGET ANALYSIS	12	1	\$3,252	
	GS	0850	ELECTRICAL ENGINEERING	13	1	\$7,000	
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	12	1	\$4,069	
	GS	0986	LEGAL ASSISTANCE	05	1	\$4,000	
	GS	0986	LEGAL ASSISTANCE	06	1	\$3,217	
	GS	0986	LEGAL ASSISTANCE	09	1	\$6,183	
	GS	1040	LANGUAGE SPECIALIST	07	2	\$24,446	
	GS	1040	LANGUAGE SPECIALIST	09	5	\$70,529	
	GS	1040	LANGUAGE SPECIALIST	11	2	\$31,963	
	GS	1040	LANGUAGE SPECIALIST	12	2	\$28,648	
	GS	1102	CONTRACTING	07	1	\$5,000	
	GS	1550	COMPUTER SCIENCE	12	1	\$18,818	
	GS	1550	COMPUTER SCIENCE	14	1	\$12,377	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$4,340	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$28,585	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$43,233	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$2,537	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$4,139	
	WG	5823	AUTOMOTIVE MECHANIC	06	1	\$5,481	
	LABOR	GS	0106	UNEMPLOYMENT INSURANCE	12	1	\$5,000
		GS	0110	ECONOMIST	12	2	\$30,000
		GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$23,394
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	15	\$103,000	
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$1,000	
GS		0318	SECRETARY	07	1	\$3,700	
GS		1529	MATHEMATICAL STATISTICS	09	1	\$6,462	
GS		1529	MATHEMATICAL STATISTICS	13	1	\$8,000	
GS		1750	INSTRUCTIONAL SYSTEMS	14	1	\$3,518	
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	11	2	\$6,000	
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$15,000	
TRANSPORTATION		GS	0020	COMMUNITY PLANNING	09	5	\$17,500
		GS	0180	PSYCHOLOGY	11	1	\$5,000
	GS	0180	PSYCHOLOGY	12	1	\$12,000	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$9,208	
	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	09	1	\$3,500	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
TRANSPORTATION (continued)	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	12	1	\$7,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	3	\$10,500
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$3,000
	GS	0510	ACCOUNTING	14	1	\$10,000
	GS	0801	GENERAL ENGINEERING	12	3	\$31,015
	GS	0801	GENERAL ENGINEERING	15	1	\$11,261
	GS	0810	CIVIL ENGINEERING	07	7	\$21,000
	GS	0810	CIVIL ENGINEERING	09	4	\$14,000
	GS	0830	MECHANICAL ENGINEERING	13	1	\$7,541
	GS	1170	REALTY	13	1	\$3,000
	GS	1530	STATISTICS	11	1	\$10,000
	GS	2101	TRANSPORTATION SPECIALIST	09	2	\$50,000
	GS	2101	TRANSPORTATION SPECIALIST	14	2	\$10,000
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$9,400
	GS	2125	HIGHWAY SAFETY	11	1	\$3,500
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$10,000	
TREASURY	ES	0340	PROGRAM MANAGEMENT	00	1	\$22,200
	GS	0132	INTELLIGENCE	13	1	\$1,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$10,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$2,000
	GS	0512	INTERNAL REVENUE AGENT	05	3	\$7,500
	GS	0512	INTERNAL REVENUE AGENT	07	11	\$27,500
	GS	0512	INTERNAL REVENUE AGENT	09	8	\$20,000
	GS	0512	INTERNAL REVENUE AGENT	11	3	\$7,500
	GS	0904	LAW CLERK	12	1	\$5,500
	GS	0905	GENERAL ATTORNEY	15	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$5,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$5,000
IR	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	1	\$8,034	
VETERANS AFFAIRS	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$631
	GS	0060	CHAPLAIN	11	1	\$5,000
	GS	0080	SECURITY ADMINISTRATION	12	1	\$6,000
	GS	0080	SECURITY ADMINISTRATION	13	1	\$10,000
	GS	0080	SECURITY ADMINISTRATION	14	1	\$16,458
	GS	0083	POLICE	04	2	\$10,000
	GS	0083	POLICE	05	4	\$16,446
	GS	0083	POLICE	06	14	\$82,469
	GS	0083	POLICE	11	2	\$20,291
	GS	0101	SOCIAL SCIENCE	09	3	\$11,373
	GS	0101	SOCIAL SCIENCE	13	2	\$10,000
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	07	1	\$3,000
	GS	0180	PSYCHOLOGY	11	11	\$68,005
	GS	0180	PSYCHOLOGY	12	19	\$185,388
	GS	0180	PSYCHOLOGY	13	40	\$408,627
	GS	0180	PSYCHOLOGY	15	1	\$24,816
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	07	1	\$3,000
	GS	0185	SOCIAL WORK	09	5	\$19,998
	GS	0185	SOCIAL WORK	11	11	\$61,034
	GS	0185	SOCIAL WORK	12	9	\$67,096
	GS	0185	SOCIAL WORK	13	1	\$7,365
	GS	0185	SOCIAL WORK	14	1	\$7,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	7	\$32,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	9	\$108,668
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$22,975
GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$19,605	
GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$5,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0203	HUMAN RESOURCES ASSISTANCE	09	1	\$5,000
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	2	\$11,586
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	2	\$4,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	5	\$35,511
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	5	\$69,507
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$23,734
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	2	\$8,259
	GS	0318	SECRETARY	05	1	\$1,500
	GS	0318	SECRETARY	06	6	\$10,706
	GS	0335	COMPUTER CLERK AND ASSISTANT	06	1	\$2,000
	GS	0340	PROGRAM MANAGEMENT	14	1	\$10,000
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$5,000
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$4,000
	GS	0341	ADMINISTRATIVE OFFICER	13	2	\$16,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	3	\$8,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$2,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$27,530
	GS	0403	MICROBIOLOGY	13	1	\$28,817
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$14,075
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$15,854
	GS	0505	FINANCIAL MANAGEMENT	14	2	\$47,089
	GS	0510	ACCOUNTING	11	1	\$5,000
	GS	0510	ACCOUNTING	12	1	\$2,500
	GS	0511	AUDITING	13	1	\$4,845
	GS	0560	BUDGET ANALYSIS	09	6	\$66,731
	GS	0601	GENERAL HEALTH SCIENCE	05	1	\$2,000
	GS	0601	GENERAL HEALTH SCIENCE	07	2	\$1,962
	GS	0601	GENERAL HEALTH SCIENCE	08	9	\$54,964
	GS	0601	GENERAL HEALTH SCIENCE	09	5	\$38,000
	GS	0601	GENERAL HEALTH SCIENCE	11	4	\$35,331
	GS	0601	GENERAL HEALTH SCIENCE	12	2	\$20,974
	GS	0601	GENERAL HEALTH SCIENCE	13	2	\$12,285
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$25,249
	GS	0620	PRACTICAL NURSE	03	51	\$139,814
	GS	0620	PRACTICAL NURSE	04	66	\$143,507
	GS	0620	PRACTICAL NURSE	05	122	\$265,778
	GS	0620	PRACTICAL NURSE	06	126	\$311,731
	GS	0621	NURSING ASSISTANT	03	1	\$500
	GS	0621	NURSING ASSISTANT	04	46	\$127,900
	GS	0621	NURSING ASSISTANT	05	10	\$32,500
	GS	0621	NURSING ASSISTANT	06	3	\$15,000
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	04	2	\$10,000
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	05	1	\$5,000
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	1	\$5,000
	GS	0630	DIETITIAN AND NUTRITIONIST	11	1	\$1,000
	GS	0630	DIETITIAN AND NUTRITIONIST	12	1	\$579
GS	0631	OCCUPATIONAL THERAPIST	09	2	\$12,000	
GS	0631	OCCUPATIONAL THERAPIST	10	7	\$47,110	
GS	0631	OCCUPATIONAL THERAPIST	11	4	\$36,039	
GS	0631	OCCUPATIONAL THERAPIST	12	1	\$5,000	
GS	0633	PHYSICAL THERAPIST	09	10	\$42,070	
GS	0633	PHYSICAL THERAPIST	10	21	\$122,850	
GS	0633	PHYSICAL THERAPIST	11	22	\$125,477	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0633	PHYSICAL THERAPIST	12	2	\$15,000
	GS	0635	KINESIOTHERAPY	10	1	\$5,000
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	1	\$5,000
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	3	\$19,000
	GS	0640	HEALTH AID AND TECHNICIAN	03	2	\$2,000
	GS	0640	HEALTH AID AND TECHNICIAN	06	4	\$15,415
	GS	0640	HEALTH AID AND TECHNICIAN	07	7	\$45,913
	GS	0640	HEALTH AID AND TECHNICIAN	13	1	\$9,000
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	05	2	\$6,250
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$18,790
	GS	0644	MEDICAL TECHNOLOGIST	07	15	\$62,000
	GS	0644	MEDICAL TECHNOLOGIST	09	25	\$118,200
	GS	0644	MEDICAL TECHNOLOGIST	11	3	\$24,000
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$3,000
	GS	0645	MEDICAL TECHNICIAN	04	1	\$3,168
	GS	0646	PATHOLOGY TECHNICIAN	04	1	\$1,500
	GS	0646	PATHOLOGY TECHNICIAN	08	1	\$5,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	16	\$90,340
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	9	\$51,525
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	4	\$17,645
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	12	\$92,326
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	18	\$154,222
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	4	\$16,259
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	7	\$46,267
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	06	2	\$10,000
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	2	\$9,975
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	04	2	\$19,505
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	3	\$16,795
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	5	\$38,025
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	1	\$7,000
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	11	\$80,460
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	16	\$119,592
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	4	\$27,541
	GS	0660	PHARMACIST	09	3	\$30,000
	GS	0660	PHARMACIST	11	98	\$671,781
	GS	0660	PHARMACIST	12	72	\$516,459
	GS	0660	PHARMACIST	13	14	\$140,833
	GS	0660	PHARMACIST	14	1	\$30,327
	GS	0660	PHARMACIST	15	1	\$27,918
	GS	0661	PHARMACY TECHNICIAN	06	3	\$7,748
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	4	\$14,498
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	8	\$56,500
	GS	0667	ORTHOTIST AND PROSTHETIST	12	2	\$30,952
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	2	\$23,863
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	1	\$4,805
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$23,764
	GS	0671	HEALTH SYSTEM SPECIALIST	09	2	\$26,400
	GS	0671	HEALTH SYSTEM SPECIALIST	11	3	\$20,915
	GS	0671	HEALTH SYSTEM SPECIALIST	12	2	\$10,000
	GS	0671	HEALTH SYSTEM SPECIALIST	13	6	\$74,510
GS	0671	HEALTH SYSTEM SPECIALIST	14	2	\$49,229	
GS	0675	MEDICAL RECORDS TECHNICIAN	06	1	\$2,000	
GS	0675	MEDICAL RECORDS TECHNICIAN	07	1	\$2,000	
GS	0682	DENTAL HYGIENE	06	1	\$386	
GS	0682	DENTAL HYGIENE	08	5	\$26,918	
GS	0690	INDUSTRIAL HYGIENE	12	1	\$5,000	
GS	0690	INDUSTRIAL HYGIENE	13	2	\$32,913	
GS	0699	MEDICAL AND HEALTH STUDENT TRAINEE	04	1	\$2,262	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0801	GENERAL ENGINEERING	09	1	\$14,260
	GS	0801	GENERAL ENGINEERING	11	4	\$27,394
	GS	0801	GENERAL ENGINEERING	12	6	\$58,000
	GS	0801	GENERAL ENGINEERING	13	9	\$95,142
	GS	0801	GENERAL ENGINEERING	14	2	\$13,873
	GS	0802	ENGINEERING TECHNICAL	12	1	\$10,000
	GS	0810	CIVIL ENGINEERING	13	1	\$8,704
	GS	0850	ELECTRICAL ENGINEERING	13	4	\$68,415
	GS	1008	INTERIOR DESIGN	12	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	11	1	\$5,291
	GS	1035	PUBLIC AFFAIRS	12	1	\$11,740
	GS	1035	PUBLIC AFFAIRS	13	1	\$2,500
	GS	1084	VISUAL INFORMATION	11	1	\$10,003
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$23,764
	GS	1102	CONTRACTING	09	2	\$15,932
	GS	1102	CONTRACTING	11	2	\$26,456
	GS	1102	CONTRACTING	12	1	\$4,752
	GS	1102	CONTRACTING	14	1	\$10,000
	GS	1105	PURCHASING	07	1	\$769
	GS	1306	HEALTH PHYSICS	09	1	\$14,212
	GS	1410	LIBRARIAN	11	1	\$17,000
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$920
	GS	1710	EDUCATION AND VOCATIONAL TRAINING	12	1	\$20,611
	GS	1715	VOCATIONAL REHABILITATION	09	1	\$9,000
	GS	1750	INSTRUCTIONAL SYSTEMS	12	1	\$2,076
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	1	\$19,887
	GS	2010	INVENTORY MANAGEMENT	12	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$15,114
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$19,527
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$34,068
	WG	2604	ELECTRONICS MECHANIC	11	1	\$7,000
	WG	2805	ELECTRICIAN	10	1	\$5,000
	WG	3566	CUSTODIAL WORKING	02	2	\$1,000
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	1	\$10,000
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	11	1	\$11,066
	WG	5306	AIR CONDITIONING EQUIPMENT MECHANIC	10	1	\$3,500
	WG	7408	FOOD SERVICE WORKING	01	2	\$800
	WG	7408	FOOD SERVICE WORKING	02	7	\$5,396
	WS	4749	MAINTENANCE MECHANIC	11	1	\$5,343
	WS	6907	MATERIALS HANDLER	05	1	\$2,000

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AFRICAN DEVELOPMENT FOUNDATION	EX	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$6,600
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$16,787
BROADCASTING BOARD OF GOVERNORS	ES	1001	GENERAL ARTS AND INFORMATION	00	1	\$5,000
	GG	1071	AUDIOVISUAL PRODUCTION	12	1	\$5,000
	GS	0391	TELECOMMUNICATIONS	14	1	\$10,000
ENVIRONMENTAL PROTECTION AGENCY	GS	1071	AUDIOVISUAL PRODUCTION	13	1	\$10,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	07	1	\$12,233
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	1	\$11,510
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$11,717
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$7,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$7,912
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$23,266
	GS	0560	BUDGET ANALYSIS	09	1	\$3,882
	GS	0602	MEDICAL OFFICER	14	2	\$49,532
	GS	0819	ENVIRONMENTAL ENGINEERING	09	1	\$12,408
	GS	0819	ENVIRONMENTAL ENGINEERING	12	1	\$11,687
	GS	0830	MECHANICAL ENGINEERING	13	1	\$7,000
	GS	0893	CHEMICAL ENGINEERING	12	1	\$7,000
	GS	0905	GENERAL ATTORNEY	11	1	\$5,000
	GS	1102	CONTRACTING	15	1	\$10,000
	FEDERAL ENERGY REGULATORY COMMISSION	GS	1301	GENERAL PHYSICAL SCIENCE	12	1
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$8,000
GS		0110	ECONOMIST	07	2	\$7,151
GS		0110	ECONOMIST	09	3	\$10,068
GS		0201	HUMAN RESOURCES MANAGEMENT	09	1	\$3,222
GS		0510	ACCOUNTING	13	1	\$5,743
GS		0511	AUDITING	07	3	\$18,067
GS		0560	BUDGET ANALYSIS	09	1	\$10,129
GS		0801	GENERAL ENGINEERING	07	1	\$3,300
GS		0810	CIVIL ENGINEERING	05	1	\$3,300
GS		0850	ELECTRICAL ENGINEERING	13	1	\$15,000
GS		0850	ELECTRICAL ENGINEERING	14	2	\$14,074
GS		0850	ELECTRICAL ENGINEERING	15	1	\$5,592
GS		0904	LAW CLERK	11	2	\$6,294
GS		0905	GENERAL ATTORNEY	13	1	\$10,190
GS		0905	GENERAL ATTORNEY	14	4	\$40,648
GS		0905	GENERAL ATTORNEY	15	6	\$86,029
GS		1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$5,208
GS		1101	GENERAL BUSINESS AND INDUSTRY	15	2	\$30,377
FEDERAL TRADE COMMISSION		GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$25,000
	SL	0850	ELECTRICAL ENGINEERING	00	1	\$5,000
	GS	0110	ECONOMIST	13	1	\$10,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$1,500
GENERAL SERVICES ADMINISTRATION	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$1,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$5,000
	GS	0905	GENERAL ATTORNEY	14	1	\$2,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$5,630
GENERAL SERVICES ADMINISTRATION	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$9,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	2	\$13,278
	GS	0560	BUDGET ANALYSIS	09	3	\$12,125
	GS	1102	CONTRACTING	11	1	\$4,000
	GS	1102	CONTRACTING	13	1	\$4,000

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
GENERAL SERVICES ADMINISTRATION (continued)	GS	1170	REALTY	11	1	\$3,000
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	11	1	\$5,000
LIBRARY OF CONGRESS	GS	0101	SOCIAL SCIENCE	13	1	\$3,291
	GS	0101	SOCIAL SCIENCE	15	1	\$10,236
MILLENNIUM CHALLENGE CORPORATION	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000
	AD	0905	GENERAL ATTORNEY	00	1	\$10,000
	MC	0110	ECONOMIST	03	1	\$9,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$12,500
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$21,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$5,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$3,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	2	\$7,000
	MC	0510	ACCOUNTING	04	1	\$4,000
	MC	0905	GENERAL ATTORNEY	03	3	\$16,000
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$16,440
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$35,000
	ES	0801	GENERAL ENGINEERING	00	3	\$92,525
	ES	0905	GENERAL ATTORNEY	00	1	\$13,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$9,513
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$1,000
	GS	0801	GENERAL ENGINEERING	07	1	\$12,500
	GS	0801	GENERAL ENGINEERING	13	5	\$14,828
	GS	0801	GENERAL ENGINEERING	15	1	\$12,000
	GS	0803	SAFETY ENGINEERING	13	1	\$5,000
	GS	0830	MECHANICAL ENGINEERING	14	1	\$4,000
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$6,500
	GS	0854	COMPUTER ENGINEERING	11	1	\$13,857
	GS	0854	COMPUTER ENGINEERING	13	1	\$6,695
	GS	0854	COMPUTER ENGINEERING	14	1	\$20,000
	GS	0855	ELECTRONICS ENGINEERING	07	1	\$15,000
	GS	0855	ELECTRONICS ENGINEERING	09	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	07	5	\$29,642
	GS	0861	AEROSPACE ENGINEERING	09	5	\$31,056
	GS	0861	AEROSPACE ENGINEERING	11	1	\$7,500
	GS	0861	AEROSPACE ENGINEERING	12	3	\$26,591
	GS	0861	AEROSPACE ENGINEERING	13	6	\$36,264
	GS	0861	AEROSPACE ENGINEERING	14	7	\$39,000
	GS	0905	GENERAL ATTORNEY	13	1	\$2,000
	GS	1035	PUBLIC AFFAIRS	14	1	\$7,000
	GS	1102	CONTRACTING	09	1	\$3,000
	GS	1310	PHYSICS	15	2	\$63,109
	GS	1550	COMPUTER SCIENCE	12	1	\$5,000
	GS	1720	EDUCATION PROGRAM	12	1	\$3,000
	GS	1910	QUALITY ASSURANCE	11	1	\$5,000
GS	1910	QUALITY ASSURANCE	12	5	\$84,557	
NATIONAL MEDIATION BOARD	GS	0241	MEDIATION	12	2	\$14,638
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$8,550

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
OVERSEAS PRIVATE INVESTMENT CORPORATION	GS	0905	GENERAL ATTORNEY	14	1	\$4,879
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$60,984
PENSION BENEFIT GUARANTY CORPORATION	GS	0318	SECRETARY	08	1	\$1,500
	GS	0510	ACCOUNTING	13	1	\$8,000
	GS	0511	AUDITING	12	1	\$5,000
	GS	1510	ACTUARIAL SCIENCE	14	1	\$10,000
SMITHSONIAN INSTITUTION	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$10,000
	GS	0410	ZOOLOGY	12	1	\$8,000
	GS	0804	FIRE PROTECTION ENGINEERING	13	2	\$10,000
	GS	0905	GENERAL ATTORNEY	15	1	\$7,500
	GS	1001	GENERAL ARTS AND INFORMATION	13	1	\$4,000
	GS	1010	EXHIBITS SPECIALIST	07	1	\$2,000
	GS	1015	MUSEUM CURATOR	11	2	\$8,500
	GS	1015	MUSEUM CURATOR	14	1	\$15,500
	GS	1330	ASTRONOMY AND SPACE SCIENCE	07	1	\$5,000
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$5,000
	GS	1350	GEOLOGY	12	1	\$10,000
	SL	1550	COMPUTER SCIENCE	00	1	\$24,736
	SOCIAL SECURITY ADMINISTRATION	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$19,000
TAX COURT	GS	0904	LAW CLERK	11	4	\$24,000
	GS	0904	LAW CLERK	12	3	\$24,000
	GS	0905	GENERAL ATTORNEY	11	1	\$4,000
	GS	0905	GENERAL ATTORNEY	12	8	\$60,000
U.S. OFFICE OF PERSONNEL MANAGEMENT	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$8,000
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	11	1	\$2,500
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$5,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AGRICULTURE	ES	0460	FORESTRY	00	1	\$19,204
	ES	0460	FORESTRY	00	1	\$40,957
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$18,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$23,849
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$13,848
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$5,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$5,750
	GS	0318	SECRETARY	05	1	\$2,500
	GS	0340	PROGRAM MANAGEMENT	12	1	\$7,874
	GS	0340	PROGRAM MANAGEMENT	13	2	\$34,592
	GS	0340	PROGRAM MANAGEMENT	15	1	\$33,508
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$7,500
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$21,173
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$15,000
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	08	1	\$7,006
	GS	0437	HORTICULTURE	15	1	\$15,000
	GS	0440	GENETICS	14	2	\$25,000
	GS	0454	RANGELAND MANAGEMENT	15	1	\$15,000
	GS	0457	SOIL CONSERVATION	11	1	\$13,000
	GS	0460	FORESTRY	11	1	\$3,500
	GS	0701	VETERINARY MEDICAL SCIENCE	11	2	\$16,629
	GS	0701	VETERINARY MEDICAL SCIENCE	12	1	\$18,000
	GS	0801	GENERAL ENGINEERING	12	1	\$7,500
	GS	0802	ENGINEERING TECHNICAL	11	2	\$28,577
	GS	0810	CIVIL ENGINEERING	12	1	\$17,991
	GS	0819	ENVIRONMENTAL ENGINEERING	12	1	\$7,682
	GS	1083	TECHNICAL WRITING AND EDITING	11	1	\$10,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$21,310
	GS	1102	CONTRACTING	11	1	\$5,000
	GS	1105	PURCHASING	07	1	\$3,000
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	13	2	\$40,360
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$10,000
	GS	1529	MATHEMATICAL STATISTICS	11	2	\$10,870
	GS	1529	MATHEMATICAL STATISTICS	12	1	\$17,031
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$4,352
	GS	1530	STATISTICS	09	2	\$9,038
	GS	1530	STATISTICS	11	9	\$67,648
	GS	1530	STATISTICS	12	4	\$66,766
	GS	1530	STATISTICS	13	10	\$110,479
	GS	1530	STATISTICS	14	3	\$45,554
	GS	1530	STATISTICS	15	1	\$30,349
	GS	1980	AGRICULTURAL COMMODITY GRADING	11	1	\$12,136
	GS	1980	AGRICULTURAL COMMODITY GRADING	12	1	\$19,098
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$15,705
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$3,000
	COMMERCE	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1
GS		1340	METEOROLOGY	13	1	\$8,044
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$14,821
ZA		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$5,000
ZA		0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$3,000
ZA		0560	BUDGET ANALYSIS	03	1	\$3,300
ZA		1035	PUBLIC AFFAIRS	04	1	\$13,000
ZA		1170	REALTY	04	1	\$5,000
ZP		0482	FISH BIOLOGY	05	1	\$5,000
ZP		1340	METEOROLOGY	04	1	\$21,875
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$5,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE	AD	1701	GENERAL EDUCATION AND TRAINING	00	1	\$8,550
	AD	1701	GENERAL EDUCATION AND TRAINING	05	3	\$35,920
	DB	0801	GENERAL ENGINEERING	03	2	\$25,000
	DB	0854	COMPUTER ENGINEERING	03	2	\$39,119
	DB	0855	ELECTRONICS ENGINEERING	03	5	\$50,760
	DB	0855	ELECTRONICS ENGINEERING	04	2	\$64,230
	DB	0893	CHEMICAL ENGINEERING	03	2	\$38,610
	DB	1550	COMPUTER SCIENCE	02	1	\$18,321
	DE	0802	ENGINEERING TECHNICAL	03	1	\$9,200
	DJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$2,000
	DJ	0510	ACCOUNTING	03	1	\$7,000
	DJ	1410	LIBRARIAN	03	1	\$5,000
	DK	0561	BUDGET CLERICAL AND ASSISTANCE	02	1	\$1,500
	DP	0346	LOGISTICS MANAGEMENT	03	2	\$20,000
	DP	0801	GENERAL ENGINEERING	03	2	\$9,000
	DP	0855	ELECTRONICS ENGINEERING	02	1	\$10,000
	DP	0861	AEROSPACE ENGINEERING	02	1	\$7,657
	DR	0801	GENERAL ENGINEERING	03	1	\$21,760
	DR	0801	GENERAL ENGINEERING	04	1	\$10,000
	DR	0855	ELECTRONICS ENGINEERING	03	1	\$8,000
	DT	0856	ELECTRONICS TECHNICAL	03	1	\$15,733
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$55,000
	ES	0340	PROGRAM MANAGEMENT	00	2	\$48,210
	ES	0346	LOGISTICS MANAGEMENT	00	1	\$15,000
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$15,000
	ES	0801	GENERAL ENGINEERING	00	1	\$25,000
	ES	0810	CIVIL ENGINEERING	00	1	\$25,000
	ES	0840	NUCLEAR ENGINEERING	00	1	\$35,888
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$15,000
	ES	1515	OPERATIONS RESEARCH	00	1	\$10,000
	GG	0080	SECURITY ADMINISTRATION	07	1	\$3,000
	GG	0080	SECURITY ADMINISTRATION	14	1	\$26,735
	GG	0132	INTELLIGENCE	07	1	\$1,000
	GG	0132	INTELLIGENCE	09	1	\$9,706
	GG	0132	INTELLIGENCE	11	1	\$6,000
	GG	0132	INTELLIGENCE	12	3	\$19,000
	GG	0132	INTELLIGENCE	13	2	\$15,618
	GG	0132	INTELLIGENCE	14	2	\$13,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$5,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$20,759
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$23,651
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$25,000
	GG	0560	BUDGET ANALYSIS	15	1	\$8,000
	GG	0861	AEROSPACE ENGINEERING	12	1	\$5,000
	GG	1102	CONTRACTING	13	2	\$37,497
	GG	1301	GENERAL PHYSICAL SCIENCE	13	1	\$24,510
	GG	1410	LIBRARIAN	09	1	\$8,000
	GG	1550	COMPUTER SCIENCE	07	1	\$2,000
	GG	2010	INVENTORY MANAGEMENT	11	1	\$13,892
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$5,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	1	\$3,800
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	9	\$111,112
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	5	\$72,490

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$15,000
	GS	0020	COMMUNITY PLANNING	07	2	\$5,000
	GS	0020	COMMUNITY PLANNING	09	1	\$4,000
	GS	0020	COMMUNITY PLANNING	12	2	\$18,000
	GS	0020	COMMUNITY PLANNING	13	2	\$20,000
	GS	0021	COMMUNITY PLANNING TECHNICIAN	09	1	\$10,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$14,075
	GS	0030	SPORTS SPECIALIST	09	1	\$7,500
	GS	0030	SPORTS SPECIALIST	10	1	\$5,000
	GS	0080	SECURITY ADMINISTRATION	11	2	\$17,835
	GS	0080	SECURITY ADMINISTRATION	12	3	\$23,896
	GS	0080	SECURITY ADMINISTRATION	14	1	\$28,144
	GS	0081	FIRE PROTECTION AND PREVENTION	06	6	\$42,343
	GS	0083	POLICE	07	1	\$5,000
	GS	0101	SOCIAL SCIENCE	09	2	\$16,662
	GS	0101	SOCIAL SCIENCE	10	1	\$500
	GS	0101	SOCIAL SCIENCE	11	2	\$20,000
	GS	0101	SOCIAL SCIENCE	12	1	\$5,013
	GS	0150	GEOGRAPHY	11	1	\$12,429
	GS	0180	PSYCHOLOGY	09	1	\$11,510
	GS	0185	SOCIAL WORK	11	2	\$22,267
	GS	0185	SOCIAL WORK	12	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$6,880
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	5	\$51,801
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	4	\$41,817
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$25,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	1	\$9,230
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$9,228
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	2	\$22,762
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	13	1	\$21,368
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	4	\$34,090
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	6	\$84,648
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	13	\$152,148
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	14	\$203,350
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	6	\$120,734
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$39,853
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$7,046
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	15	\$87,326
	GS	0318	SECRETARY	06	1	\$19,338
	GS	0318	SECRETARY	07	1	\$11,676
	GS	0318	SECRETARY	08	1	\$5,000
	GS	0332	COMPUTER OPERATION	06	1	\$5,000
	GS	0340	PROGRAM MANAGEMENT	13	6	\$73,197
GS	0340	PROGRAM MANAGEMENT	14	5	\$88,989	
GS	0340	PROGRAM MANAGEMENT	15	1	\$9,306	
GS	0341	ADMINISTRATIVE OFFICER	12	4	\$58,496	
GS	0341	ADMINISTRATIVE OFFICER	14	1	\$21,097	
GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$11,000	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	3	\$13,321	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	4	\$35,562	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	5	\$39,971	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	10	\$157,761	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$15,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0346	LOGISTICS MANAGEMENT	11	2	\$25,835
	GS	0346	LOGISTICS MANAGEMENT	12	3	\$26,047
	GS	0346	LOGISTICS MANAGEMENT	13	11	\$172,648
	GS	0346	LOGISTICS MANAGEMENT	14	4	\$60,548
	GS	0346	LOGISTICS MANAGEMENT	15	1	\$19,233
	GS	0391	TELECOMMUNICATIONS	09	1	\$5,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	4	\$37,370
	GS	0415	TOXICOLOGY	13	1	\$5,000
	GS	0454	RANGELAND MANAGEMENT	11	1	\$10,000
	GS	0457	SOIL CONSERVATION	12	1	\$8,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	2	\$23,051
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	3	\$17,630
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	3	\$41,239
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$16,737
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$28,931
	GS	0510	ACCOUNTING	09	1	\$7,090
	GS	0510	ACCOUNTING	11	1	\$17,196
	GS	0510	ACCOUNTING	13	3	\$50,769
	GS	0510	ACCOUNTING	14	3	\$63,501
	GS	0511	AUDITING	11	1	\$13,228
	GS	0511	AUDITING	13	1	\$7,779
	GS	0511	AUDITING	14	1	\$56,711
	GS	0560	BUDGET ANALYSIS	11	1	\$15,267
	GS	0560	BUDGET ANALYSIS	12	10	\$146,649
	GS	0560	BUDGET ANALYSIS	13	1	\$4,000
	GS	0560	BUDGET ANALYSIS	15	1	\$10,000
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	1	\$9,841
	GS	0601	GENERAL HEALTH SCIENCE	09	1	\$6,000
	GS	0602	MEDICAL OFFICER	14	4	\$55,468
	GS	0603	PHYSICIAN'S ASSISTANT	12	4	\$23,000
	GS	0610	NURSE	11	4	\$23,179
	GS	0610	NURSE	12	3	\$31,866
	GS	0620	PRACTICAL NURSE	05	1	\$3,174
	GS	0630	DIETITIAN AND NUTRITIONIST	11	1	\$2,000
	GS	0640	HEALTH AID AND TECHNICIAN	08	1	\$4,000
	GS	0644	MEDICAL TECHNOLOGIST	09	3	\$40,086
	GS	0660	PHARMACIST	11	5	\$26,274
	GS	0660	PHARMACIST	12	1	\$20,175
	GS	0662	OPTOMETRIST	12	1	\$12,683
	GS	0671	HEALTH SYSTEM SPECIALIST	09	2	\$6,186
	GS	0671	HEALTH SYSTEM SPECIALIST	11	4	\$45,680
	GS	0671	HEALTH SYSTEM SPECIALIST	12	1	\$9,500
	GS	0680	DENTAL OFFICER	14	1	\$2,805
	GS	0681	DENTAL ASSISTANT	05	1	\$2,000
	GS	0690	INDUSTRIAL HYGIENE	11	1	\$1,500
	GS	0701	VETERINARY MEDICAL SCIENCE	12	1	\$19,025
	GS	0801	GENERAL ENGINEERING	09	1	\$12,561
	GS	0801	GENERAL ENGINEERING	12	1	\$5,000
	GS	0801	GENERAL ENGINEERING	13	11	\$159,086
	GS	0801	GENERAL ENGINEERING	14	3	\$88,697
GS	0802	ENGINEERING TECHNICAL	07	2	\$11,373	
GS	0802	ENGINEERING TECHNICAL	08	1	\$11,131	
GS	0802	ENGINEERING TECHNICAL	09	2	\$13,932	
GS	0802	ENGINEERING TECHNICAL	10	1	\$9,810	
GS	0802	ENGINEERING TECHNICAL	11	9	\$75,693	
GS	0802	ENGINEERING TECHNICAL	12	9	\$86,791	
GS	0802	ENGINEERING TECHNICAL	13	5	\$80,187	
GS	0803	SAFETY ENGINEERING	12	1	\$4,019	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0803	SAFETY ENGINEERING	13	1	\$10,000
	GS	0804	FIRE PROTECTION ENGINEERING	07	1	\$2,000
	GS	0808	ARCHITECTURE	09	1	\$5,000
	GS	0808	ARCHITECTURE	12	2	\$30,891
	GS	0808	ARCHITECTURE	13	4	\$56,822
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	07	1	\$3,914
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	08	1	\$3,749
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	09	1	\$4,141
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	11	9	\$72,196
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	9	\$90,375
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	13	5	\$89,823
	GS	0810	CIVIL ENGINEERING	07	1	\$2,000
	GS	0810	CIVIL ENGINEERING	11	1	\$10,960
	GS	0810	CIVIL ENGINEERING	12	15	\$210,569
	GS	0810	CIVIL ENGINEERING	13	10	\$133,526
	GS	0810	CIVIL ENGINEERING	14	4	\$64,727
	GS	0810	CIVIL ENGINEERING	15	4	\$71,412
	GS	0819	ENVIRONMENTAL ENGINEERING	12	5	\$75,203
	GS	0819	ENVIRONMENTAL ENGINEERING	13	1	\$3,500
	GS	0819	ENVIRONMENTAL ENGINEERING	14	1	\$3,027
	GS	0830	MECHANICAL ENGINEERING	07	3	\$6,500
	GS	0830	MECHANICAL ENGINEERING	11	2	\$21,926
	GS	0830	MECHANICAL ENGINEERING	12	9	\$82,013
	GS	0830	MECHANICAL ENGINEERING	13	2	\$31,913
	GS	0840	NUCLEAR ENGINEERING	12	4	\$67,658
	GS	0840	NUCLEAR ENGINEERING	15	1	\$23,266
	GS	0850	ELECTRICAL ENGINEERING	07	1	\$2,000
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$2,000
	GS	0850	ELECTRICAL ENGINEERING	12	7	\$73,135
	GS	0850	ELECTRICAL ENGINEERING	13	2	\$44,357
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$31,104
	GS	0854	COMPUTER ENGINEERING	14	1	\$10,000
	GS	0855	ELECTRONICS ENGINEERING	09	2	\$15,265
	GS	0855	ELECTRONICS ENGINEERING	11	1	\$9,854
	GS	0855	ELECTRONICS ENGINEERING	12	1	\$4,000
	GS	0856	ELECTRONICS TECHNICAL	10	1	\$3,500
	GS	0856	ELECTRONICS TECHNICAL	12	1	\$14,075
	GS	0856	ELECTRONICS TECHNICAL	13	1	\$10,000
	GS	0861	AEROSPACE ENGINEERING	07	2	\$4,000
	GS	0861	AEROSPACE ENGINEERING	09	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	11	1	\$9,192
	GS	0861	AEROSPACE ENGINEERING	12	3	\$19,500
	GS	0861	AEROSPACE ENGINEERING	13	1	\$5,000
	GS	0871	NAVAL ARCHITECTURE	07	4	\$8,000
	GS	0896	INDUSTRIAL ENGINEERING	09	1	\$2,000
	GS	0896	INDUSTRIAL ENGINEERING	12	1	\$10,216
	GS	0905	GENERAL ATTORNEY	14	1	\$24,506
	GS	0905	GENERAL ATTORNEY	15	1	\$23,265
	GS	0986	LEGAL ASSISTANCE	07	1	\$2,200
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	08	3	\$30,000
GS	0998	CLAIMS ASSISTANCE AND EXAMINING	10	2	\$20,000	
GS	1015	MUSEUM CURATOR	13	1	\$5,000	
GS	1016	MUSEUM SPECIALIST AND TECHNICIAN	09	1	\$2,187	
GS	1035	PUBLIC AFFAIRS	09	1	\$25,435	
GS	1035	PUBLIC AFFAIRS	11	1	\$4,697	
GS	1035	PUBLIC AFFAIRS	12	4	\$70,210	
GS	1035	PUBLIC AFFAIRS	13	2	\$29,241	
GS	1082	WRITING AND EDITING	08	1	\$5,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1101	GENERAL BUSINESS AND INDUSTRY	08	1	\$2,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	2	\$6,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	4	\$53,539
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	10	\$139,024
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$42,552
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	3	\$49,254
	GS	1102	CONTRACTING	07	2	\$7,000
	GS	1102	CONTRACTING	09	1	\$10,000
	GS	1102	CONTRACTING	11	9	\$74,567
	GS	1102	CONTRACTING	12	23	\$250,374
	GS	1102	CONTRACTING	13	15	\$224,324
	GS	1102	CONTRACTING	14	8	\$154,824
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	12	1	\$10,000
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	06	1	\$7,302
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	1	\$6,771
	GS	1144	COMMISSARY MANAGEMENT	10	2	\$20,000
	GS	1150	INDUSTRIAL SPECIALIST	11	2	\$29,569
	GS	1152	PRODUCTION CONTROL	13	1	\$17,295
	GS	1170	REALTY	11	1	\$4,500
	GS	1170	REALTY	12	2	\$20,634
	GS	1170	REALTY	13	2	\$26,333
	GS	1170	REALTY	14	1	\$10,000
	GS	1173	HOUSING MANAGEMENT	12	1	\$12,000
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$5,000
	GS	1306	HEALTH PHYSICS	13	1	\$3,000
	GS	1313	GEOPHYSICS	13	1	\$20,110
	GS	1316	HYDROLOGIC TECHNICIAN	10	1	\$2,999
	GS	1320	CHEMISTRY	11	1	\$4,500
	GS	1320	CHEMISTRY	12	1	\$5,000
	GS	1330	ASTRONOMY AND SPACE SCIENCE	12	1	\$5,000
	GS	1330	ASTRONOMY AND SPACE SCIENCE	14	1	\$5,000
	GS	1350	GEOLOGY	12	1	\$21,143
	GS	1510	ACTUARIAL SCIENCE	09	1	\$8,000
	GS	1515	OPERATIONS RESEARCH	11	1	\$2,500
	GS	1515	OPERATIONS RESEARCH	12	1	\$14,075
	GS	1550	COMPUTER SCIENCE	13	1	\$8,333
	GS	1550	COMPUTER SCIENCE	14	1	\$10,000
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	1	\$5,000
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	13	1	\$20,000
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	14	1	\$21,757
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	15	1	\$25,000
	GS	1640	FACILITY OPERATIONS SERVICES	11	1	\$6,987
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$15,483
	GS	1701	GENERAL EDUCATION AND TRAINING	09	2	\$17,500
	GS	1701	GENERAL EDUCATION AND TRAINING	14	1	\$22,278
	GS	1712	TRAINING INSTRUCTION	09	1	\$7,000
	GS	1712	TRAINING INSTRUCTION	11	1	\$5,000
	GS	1720	EDUCATION PROGRAM	12	1	\$15,000
	GS	1740	EDUCATION SERVICES	11	2	\$19,797
	GS	1750	INSTRUCTIONAL SYSTEMS	11	1	\$14,224
	GS	1750	INSTRUCTIONAL SYSTEMS	12	1	\$568
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$6,976	
GS	1811	CRIMINAL INVESTIGATING	13	1	\$20,643	
GS	1910	QUALITY ASSURANCE	11	2	\$21,836	
GS	1910	QUALITY ASSURANCE	12	8	\$114,123	
GS	1910	QUALITY ASSURANCE	13	1	\$17,853	
GS	2001	GENERAL SUPPLY	09	1	\$10,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	2001	GENERAL SUPPLY	11	2	\$23,486
	GS	2001	GENERAL SUPPLY	12	3	\$35,829
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	1	\$12,135
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	3	\$16,329
	GS	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	13	1	\$17,853
	GS	2101	TRANSPORTATION SPECIALIST	11	1	\$15,158
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	08	1	\$10,421
	GS	2130	TRAFFIC MANAGEMENT	11	2	\$24,269
	GS	2130	TRAFFIC MANAGEMENT	12	1	\$14,075
	GS	2152	AIR TRAFFIC CONTROL	11	5	\$51,652
	GS	2181	AIRCRAFT OPERATION	12	1	\$5,000
	GS	2181	AIRCRAFT OPERATION	13	2	\$24,788
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$37,416
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	10	\$98,946
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	8	\$83,861
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$50,915
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$20,004
	ND	0801	GENERAL ENGINEERING	04	1	\$15,000
	ND	0830	MECHANICAL ENGINEERING	03	1	\$7,000
	ND	0855	ELECTRONICS ENGINEERING	04	2	\$43,500
	ND	0855	ELECTRONICS ENGINEERING	05	1	\$35,772
	ND	1515	OPERATIONS RESEARCH	05	1	\$32,688
	NH	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$5,337
	NH	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$21,760
	NH	0801	GENERAL ENGINEERING	04	1	\$4,206
	NH	0855	ELECTRONICS ENGINEERING	04	1	\$23,064
	NH	1101	GENERAL BUSINESS AND INDUSTRY	04	1	\$10,000
	NH	1102	CONTRACTING	02	1	\$6,000
	NH	1102	CONTRACTING	03	3	\$30,000
	NH	1102	CONTRACTING	04	1	\$5,000
	NT	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	04	1	\$15,931
	NT	0080	SECURITY ADMINISTRATION	04	1	\$10,000
	NT	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	06	1	\$2,500
	NT	0346	LOGISTICS MANAGEMENT	05	2	\$43,438
	NT	0510	ACCOUNTING	04	1	\$5,905
	ST	0801	GENERAL ENGINEERING	00	2	\$30,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	1	\$5,000
	WG	2604	ELECTRONICS MECHANIC	11	6	\$55,183
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	3	\$33,473
	WG	2805	ELECTRICIAN	10	1	\$7,500
	WG	2892	AIRCRAFT ELECTRICIAN	10	4	\$42,655
	WG	2892	AIRCRAFT ELECTRICIAN	11	1	\$5,000
	WG	3806	SHEET METAL MECHANIC	10	3	\$36,459
	WG	4204	PIPEFITTING	10	1	\$5,000
	WG	4804	LOCKSMITHING	09	1	\$3,000
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	2	\$23,567
	WG	5409	WATER TREATMENT PLANT OPERATING	08	1	\$5,000
	WG	5413	FUEL DISTRIBUTION SYSTEM OPERATING	08	1	\$10,205
	WG	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINTN	11	1	\$3,000
	WG	6501	MISC AMMUN, EXPLOSIVES, & TOXIC MATER WORK	09	1	\$5,000
WG	6501	MISC AMMUN, EXPLOSIVES, & TOXIC MATER WORK	10	1	\$4,725	
WG	6641	ORDNANCE EQUIPMENT MECHANIC	10	1	\$2,500	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	1	\$5,000
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	11	1	\$5,000
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	1	\$5,000
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	1	\$5,501
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	2	\$20,000
	WG	8852	AIRCRAFT MECHANIC	10	14	\$193,022
	WG	8852	AIRCRAFT MECHANIC	11	1	\$15,000
	WG	8862	AIRCRAFT ATTENDING	07	1	\$3,000
	WL	4204	PIPEFITTING	10	1	\$12,673
	WL	5716	ENGINEERING EQUIPMENT OPERATING	11	1	\$5,000
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	16	1	\$17,170
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	3	\$34,286
	YA	0020	COMMUNITY PLANNING	02	1	\$15,000
	YA	0030	SPORTS SPECIALIST	02	1	\$5,000
	YA	0080	SECURITY ADMINISTRATION	02	4	\$42,917
	YA	0101	SOCIAL SCIENCE	02	1	\$20,273
	YA	0130	FOREIGN AFFAIRS	03	1	\$10,000
	YA	0131	INTERNATIONAL RELATIONS	03	1	\$10,000
	YA	0170	HISTORY	02	1	\$10,000
	YA	0180	PSYCHOLOGY	02	3	\$19,233
	YA	0185	SOCIAL WORK	02	3	\$21,899
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	3	\$37,213
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	15	\$142,380
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$20,000
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	03	1	\$5,000
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	13	\$125,188
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	6	\$73,449
	YA	0340	PROGRAM MANAGEMENT	02	1	\$19,279
	YA	0340	PROGRAM MANAGEMENT	03	1	\$8,090
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	2	\$30,889
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	11	\$114,400
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	5	\$66,167
	YA	0346	LOGISTICS MANAGEMENT	02	4	\$36,448
	YA	0346	LOGISTICS MANAGEMENT	03	7	\$100,384
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	01	4	\$16,500
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	3	\$49,394
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$4,000
	YA	0511	AUDITING	01	4	\$20,961
	YA	0511	AUDITING	02	11	\$87,221
	YA	0560	BUDGET ANALYSIS	03	1	\$8,000
	YA	0905	GENERAL ATTORNEY	02	1	\$2,500
	YA	0905	GENERAL ATTORNEY	03	3	\$79,368
	YA	1082	WRITING AND EDITING	02	1	\$5,072
	YA	1101	GENERAL BUSINESS AND INDUSTRY	02	3	\$15,180
	YA	1101	GENERAL BUSINESS AND INDUSTRY	03	2	\$25,000
	YA	1102	CONTRACTING	02	8	\$101,107
	YA	1102	CONTRACTING	03	1	\$1,200
	YA	1103	INDUSTRIAL PROPERTY MANAGEMENT	02	1	\$17,555
	YA	1173	HOUSING MANAGEMENT	02	1	\$1,518
	YA	1410	LIBRARIAN	02	2	\$15,000
YA	1640	FACILITY OPERATIONS SERVICES	02	1	\$17,130	
YA	1670	EQUIPMENT SERVICES	02	1	\$5,000	
YA	1701	GENERAL EDUCATION AND TRAINING	02	4	\$72,511	
YA	1720	EDUCATION PROGRAM	03	2	\$73,378	
YA	1740	EDUCATION SERVICES	02	1	\$10,000	
YA	1750	INSTRUCTIONAL SYSTEMS	03	1	\$10,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	2001	GENERAL SUPPLY	03	1	\$24,173
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	3	\$30,000
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$5,000
	YB	0203	HUMAN RESOURCES ASSISTANCE	01	1	\$5,000
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$3,599
	YC	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	1	\$18,312
	YC	0101	SOCIAL SCIENCE	02	1	\$10,709
	YC	0201	HUMAN RESOURCES MANAGEMENT	02	6	\$65,000
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	1	\$28,443
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	7	\$83,631
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$34,352
	YC	0340	PROGRAM MANAGEMENT	03	4	\$81,443
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$15,000
	YC	0346	LOGISTICS MANAGEMENT	03	1	\$10,000
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	2	\$29,350
	YC	0505	FINANCIAL MANAGEMENT	02	1	\$15,330
	YC	0510	ACCOUNTING	02	1	\$5,353
	YC	0511	AUDITING	02	1	\$6,529
	YC	0560	BUDGET ANALYSIS	02	1	\$4,396
	YC	0998	CLAIMS ASSISTANCE AND EXAMINING	01	1	\$10,000
	YC	0998	CLAIMS ASSISTANCE AND EXAMINING	02	1	\$9,400
	YC	1035	PUBLIC AFFAIRS	02	1	\$10,000
	YC	1102	CONTRACTING	02	4	\$58,396
	YC	1170	REALTY	02	1	\$15,991
	YC	1176	BUILDING MANAGEMENT	02	1	\$19,921
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	02	1	\$5,291
	YC	1701	GENERAL EDUCATION AND TRAINING	02	2	\$7,500
	YC	1740	EDUCATION SERVICES	02	1	\$10,000
	YC	2130	TRAFFIC MANAGEMENT	02	1	\$5,000
	YC	2131	FREIGHT RATE	01	1	\$13,102
	YD	0801	GENERAL ENGINEERING	02	5	\$64,200
	YD	0801	GENERAL ENGINEERING	03	6	\$60,000
	YD	0808	ARCHITECTURE	02	1	\$10,000
	YD	0810	CIVIL ENGINEERING	02	3	\$25,000
	YD	0810	CIVIL ENGINEERING	03	1	\$27,451
	YD	0819	ENVIRONMENTAL ENGINEERING	03	1	\$11,884
	YD	0830	MECHANICAL ENGINEERING	02	2	\$9,500
	YD	0840	NUCLEAR ENGINEERING	03	1	\$5,362
	YD	0850	ELECTRICAL ENGINEERING	02	2	\$20,000
	YD	0855	ELECTRONICS ENGINEERING	02	8	\$134,292
	YD	0855	ELECTRONICS ENGINEERING	03	1	\$12,252
	YD	1301	GENERAL PHYSICAL SCIENCE	02	1	\$2,500
	YD	1306	HEALTH PHYSICS	02	1	\$5,000
	YD	1350	GEOLOGY	02	1	\$5,000
	YD	1515	OPERATIONS RESEARCH	02	2	\$29,000
	YD	1515	OPERATIONS RESEARCH	03	1	\$19,778
	YD	1550	COMPUTER SCIENCE	02	1	\$2,000
	YF	0401	GENERAL BIOLOGICAL SCIENCE	02	1	\$43,014
	YF	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$22,000
	YF	0801	GENERAL ENGINEERING	02	9	\$110,981
YF	0801	GENERAL ENGINEERING	03	2	\$20,000	
YF	0803	SAFETY ENGINEERING	03	1	\$33,637	
YF	0810	CIVIL ENGINEERING	02	7	\$139,208	
YF	0810	CIVIL ENGINEERING	03	1	\$20,000	
YF	0819	ENVIRONMENTAL ENGINEERING	02	1	\$10,880	
YG	0602	MEDICAL OFFICER	02	3	\$43,278	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YG	0680	DENTAL OFFICER	02	1	\$18,035
	YH	0660	PHARMACIST	02	1	\$2,000
	YJ	0602	MEDICAL OFFICER	04	1	\$13,000
	YJ	0610	NURSE	02	1	\$15,000
	YK	1811	CRIMINAL INVESTIGATING	01	1	\$8,513
	YK	1811	CRIMINAL INVESTIGATING	02	11	\$103,761
	YN	1811	CRIMINAL INVESTIGATING	02	1	\$10,000
ENERGY	AD	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$30,000
	EJ	0854	COMPUTER ENGINEERING	05	1	\$33,270
	ES	0340	PROGRAM MANAGEMENT	00	2	\$20,412
	ES	0801	GENERAL ENGINEERING	00	2	\$40,200
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	2	\$21,685
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$17,495
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$10,000
	GS	0340	PROGRAM MANAGEMENT	14	1	\$22,279
	GS	0340	PROGRAM MANAGEMENT	15	1	\$29,701
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$15,000
	GS	0801	GENERAL ENGINEERING	15	1	\$10,000
	GS	0840	NUCLEAR ENGINEERING	14	1	\$27,300
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$27,106
	GS	1301	GENERAL PHYSICAL SCIENCE	14	1	\$15,959
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$13,266
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$13,031
	WB	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	00	1	\$307
	WB	2801	MISC ELECTRICAL INSTALLATION & MAINTENANCE	00	1	\$12,801
HEALTH AND HUMAN SERVICES	AD	0696	CONSUMER SAFETY	00	14	\$24,234
	AD	0701	VETERINARY MEDICAL SCIENCE	00	1	\$27,695
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$65,338
	ES	0340	PROGRAM MANAGEMENT	00	1	\$20,000
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$38,650
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$60,000
	GP	0602	MEDICAL OFFICER	14	1	\$10,284
	GP	0602	MEDICAL OFFICER	15	1	\$37,897
	GS	0180	PSYCHOLOGY	14	1	\$10,450
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$17,613
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$8,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	6	\$15,076
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$23,820
	GS	0601	GENERAL HEALTH SCIENCE	13	15	\$14,145
	GS	0601	GENERAL HEALTH SCIENCE	14	2	\$53,483
	GS	0601	GENERAL HEALTH SCIENCE	15	12	\$68,157
	GS	0602	MEDICAL OFFICER	14	1	\$17,009
	GS	0602	MEDICAL OFFICER	15	1	\$27,395
	GS	0610	NURSE	09	6	\$48,630
	GS	0610	NURSE	10	2	\$16,033
	GS	0610	NURSE	11	2	\$26,855
	GS	0610	NURSE	12	1	\$21,583
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$9,513
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$13,912
	GS	0668	PODIATRIST	14	1	\$28,220
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	14	8	\$8,404
	GS	0696	CONSUMER SAFETY	12	2	\$13,620
	GS	0696	CONSUMER SAFETY	13	44	\$28,291
	GS	0801	GENERAL ENGINEERING	15	1	\$26,905

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
HEALTH AND HUMAN SERVICES (continued)	GS	0905	GENERAL ATTORNEY	12	1	\$8,000	
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$8,000	
	GS	1102	CONTRACTING	13	2	\$9,200	
	GS	1720	EDUCATION PROGRAM	13	1	\$1,500	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$19,849	
HOMELAND SECURITY	ES	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	00	2	\$59,563	
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$38,538	
	ES	1896	BORDER PATROL AGENT	00	1	\$35,500	
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$17,296	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$16,997	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$36,835	
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$24,041	
	GS	0510	ACCOUNTING	14	1	\$17,000	
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$18,956	
	GS	1102	CONTRACTING	13	1	\$21,834	
	GS	1102	CONTRACTING	14	2	\$41,732	
	GS	1102	CONTRACTING	15	1	\$9,267	
	GS	1170	REALTY	12	1	\$13,513	
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$10,044	
	GS	1811	CRIMINAL INVESTIGATING	07	1	\$8,993	
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$10,029	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$6,344	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$20,000	
	HOUSING AND URBAN DEVELOPMENT	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	14	1	\$22,415
		GS	0360	EQUAL OPPORTUNITY COMPLIANCE	15	1	\$29,000
INTERIOR	ES	0340	PROGRAM MANAGEMENT	00	1	\$15,000	
	ES	0340	PROGRAM MANAGEMENT	00	1	\$25,000	
	ES	0480	FISH AND WILDLIFE ADMINISTRATION	00	1	\$13,500	
	GS	0150	GEOGRAPHY	13	2	\$4,810	
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$2,500	
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$16,502	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$7,495	
	GS	0340	PROGRAM MANAGEMENT	14	1	\$27,694	
	GS	0340	PROGRAM MANAGEMENT	15	1	\$10,000	
	GS	0340	PROGRAM MANAGEMENT	15	1	\$15,000	
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$10,932	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$29,614	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$10,000	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$5,128	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$10,000	
	GS	0455	RANGE TECHNICIAN	06	2	\$10,000	
	GS	0455	RANGE TECHNICIAN	07	1	\$8,993	
	GS	0455	RANGE TECHNICIAN	08	1	\$5,000	
	GS	0480	FISH AND WILDLIFE ADMINISTRATION	15	1	\$12,530	
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$9,512	
	GS	0881	PETROLEUM ENGINEERING	11	1	\$13,309	
	GS	1035	PUBLIC AFFAIRS	13	1	\$5,128	
	GS	1102	CONTRACTING	12	1	\$15,000	
	GS	1171	APPRAISING	13	1	\$9,230	
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$7,000	
	GS	1316	HYDROLOGIC TECHNICIAN	07	1	\$9,831	
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$15,000	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$7,000	
	WS	4749	MAINTENANCE MECHANIC	10	1	\$10,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
JUSTICE	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$6,000	
	AD	0905	GENERAL ATTORNEY	25	2	\$12,000	
	AD	0905	GENERAL ATTORNEY	27	1	\$10,000	
	AD	0905	GENERAL ATTORNEY	29	7	\$82,535	
	ES	1811	CRIMINAL INVESTIGATING	00	7	\$188,510	
	GL	1811	CRIMINAL INVESTIGATING	07	2	\$15,000	
	GL	1811	CRIMINAL INVESTIGATING	10	3	\$45,000	
	GS	0007	CORRECTIONAL OFFICER	11	1	\$11,251	
	GS	0101	SOCIAL SCIENCE	11	1	\$7,500	
	GS	0101	SOCIAL SCIENCE	12	1	\$7,500	
	GS	0132	INTELLIGENCE	12	1	\$15,685	
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$13,228	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	3	\$36,337	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$10,000	
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	2	\$18,251	
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	2	\$19,989	
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$10,000	
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	3	\$20,595	
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$10,000	
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$18,654	
	GS	0341	ADMINISTRATIVE OFFICER	14	2	\$20,397	
	GS	0905	GENERAL ATTORNEY	15	2	\$10,000	
	GS	0986	LEGAL ASSISTANCE	07	1	\$3,885	
	GS	1040	LANGUAGE SPECIALIST	12	2	\$33,984	
	GS	1811	CRIMINAL INVESTIGATING	11	8	\$120,000	
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$7,500	
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$5,000	
	GS	1811	CRIMINAL INVESTIGATING	12	8	\$121,146	
	GS	1811	CRIMINAL INVESTIGATING	12	5	\$37,500	
	GS	1811	CRIMINAL INVESTIGATING	12	7	\$105,000	
	GS	1811	CRIMINAL INVESTIGATING	13	8	\$190,476	
	GS	1811	CRIMINAL INVESTIGATING	13	6	\$52,500	
	GS	1811	CRIMINAL INVESTIGATING	13	2	\$20,000	
	GS	1811	CRIMINAL INVESTIGATING	14	25	\$523,333	
	GS	1811	CRIMINAL INVESTIGATING	14	2	\$22,500	
	GS	1811	CRIMINAL INVESTIGATING	15	21	\$504,481	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$16,692	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$2,200	
	LABOR	GS	0142	MANPOWER DEVELOPMENT	14	1	\$5,000
		GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$18,916
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$7,000	
GS		1712	TRAINING INSTRUCTION	13	2	\$7,153	
GS		1811	CRIMINAL INVESTIGATING	12	1	\$10,000	
GS		1822	MINE SAFETY AND HEALTH	15	1	\$24,402	
TRANSPORTATION	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$10,000	
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$10,000	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,000	
TREASURY	ES	0340	PROGRAM MANAGEMENT	00	7	\$165,494	
	ES	1811	CRIMINAL INVESTIGATING	00	3	\$74,725	
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$15,000	
	GS	0318	SECRETARY	05	1	\$5,000	
	GS	0526	TAX SPECIALIST	09	1	\$5,000	
	GS	0905	GENERAL ATTORNEY	15	1	\$25,000	
	GS	1811	CRIMINAL INVESTIGATING	14	6	\$108,115	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
TREASURY (continued)	IR	0342	SUPPORT SERVICES ADMINISTRATION	01	1	\$22,395
	IR	1035	PUBLIC AFFAIRS	01	1	\$24,334
	IR	1811	CRIMINAL INVESTIGATING	01	3	\$50,280
VETERANS AFFAIRS	ES	0340	PROGRAM MANAGEMENT	00	3	\$80,146
	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	6	\$119,600
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$16,383
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$4,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$14,515
	GS	0080	SECURITY ADMINISTRATION	13	2	\$21,738
	GS	0080	SECURITY ADMINISTRATION	14	1	\$24,375
	GS	0083	POLICE	06	11	\$78,295
	GS	0083	POLICE	07	3	\$15,000
	GS	0101	SOCIAL SCIENCE	09	2	\$16,970
	GS	0101	SOCIAL SCIENCE	11	2	\$7,000
	GS	0101	SOCIAL SCIENCE	12	2	\$28,714
	GS	0101	SOCIAL SCIENCE	13	1	\$5,000
	GS	0180	PSYCHOLOGY	12	5	\$40,307
	GS	0180	PSYCHOLOGY	13	20	\$164,349
	GS	0180	PSYCHOLOGY	15	1	\$27,054
	GS	0185	SOCIAL WORK	11	2	\$7,000
	GS	0185	SOCIAL WORK	12	5	\$56,940
	GS	0185	SOCIAL WORK	13	1	\$15,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$4,217
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	6	\$36,057
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	15	\$142,252
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	7	\$91,478
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	8	\$173,745
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$5,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	2	\$13,199
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$12,410
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	2	\$7,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	1	\$4,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$13,309
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	3	\$51,744
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	3	\$37,516
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	4	\$10,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$4,000
	GS	0318	SECRETARY	07	1	\$10,427
	GS	0318	SECRETARY	08	1	\$5,720
	GS	0340	PROGRAM MANAGEMENT	13	6	\$67,888
	GS	0340	PROGRAM MANAGEMENT	14	2	\$20,205
	GS	0340	PROGRAM MANAGEMENT	15	2	\$22,500
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$5,000
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$5,079
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$6,000
GS	0341	ADMINISTRATIVE OFFICER	14	1	\$27,918	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$17,140	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$20,364	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	3	\$50,000	
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	2	\$60,700	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0403	MICROBIOLOGY	13	1	\$7,128
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	3	\$28,545
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$38,286
	GS	0505	FINANCIAL MANAGEMENT	12	2	\$28,383
	GS	0505	FINANCIAL MANAGEMENT	13	4	\$75,411
	GS	0505	FINANCIAL MANAGEMENT	14	3	\$67,417
	GS	0505	FINANCIAL MANAGEMENT	15	2	\$31,382
	GS	0510	ACCOUNTING	13	3	\$42,036
	GS	0511	AUDITING	11	1	\$8,000
	GS	0511	AUDITING	12	1	\$10,000
	GS	0511	AUDITING	13	2	\$34,032
	GS	0544	CIVILIAN PAY	08	2	\$17,749
	GS	0560	BUDGET ANALYSIS	12	4	\$56,338
	GS	0560	BUDGET ANALYSIS	13	2	\$7,428
	GS	0601	GENERAL HEALTH SCIENCE	08	2	\$5,684
	GS	0601	GENERAL HEALTH SCIENCE	10	1	\$6,260
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$5,000
	GS	0601	GENERAL HEALTH SCIENCE	13	1	\$43,400
	GS	0620	PRACTICAL NURSE	05	7	\$17,000
	GS	0620	PRACTICAL NURSE	06	7	\$20,048
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	08	1	\$7,500
	GS	0630	DIETITIAN AND NUTRITIONIST	07	1	\$16,399
	GS	0630	DIETITIAN AND NUTRITIONIST	11	2	\$13,000
	GS	0633	PHYSICAL THERAPIST	11	4	\$23,000
	GS	0635	KINESIOTHERAPY	07	1	\$3,000
	GS	0635	KINESIOTHERAPY	10	1	\$3,333
	GS	0640	HEALTH AID AND TECHNICIAN	07	1	\$10,428
	GS	0644	MEDICAL TECHNOLOGIST	07	1	\$5,000
	GS	0644	MEDICAL TECHNOLOGIST	09	6	\$18,000
	GS	0644	MEDICAL TECHNOLOGIST	11	1	\$3,578
	GS	0646	PATHOLOGY TECHNICIAN	07	1	\$10,316
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	1	\$3,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$3,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	1	\$13,538
	GS	0660	PHARMACIST	11	5	\$50,000
	GS	0660	PHARMACIST	12	15	\$90,728
	GS	0660	PHARMACIST	13	2	\$37,339
	GS	0660	PHARMACIST	14	2	\$52,963
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	2	\$8,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$4,921
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	2	\$24,972
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	2	\$20,000
	GS	0670	HEALTH SYSTEM ADMINISTRATION	09	2	\$12,500
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	3	\$29,258
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	2	\$46,350
	GS	0671	HEALTH SYSTEM SPECIALIST	09	2	\$10,000
	GS	0671	HEALTH SYSTEM SPECIALIST	11	3	\$13,000
	GS	0671	HEALTH SYSTEM SPECIALIST	12	4	\$15,500
	GS	0671	HEALTH SYSTEM SPECIALIST	13	13	\$207,904
	GS	0671	HEALTH SYSTEM SPECIALIST	15	1	\$5,000
GS	0672	PROSTHETIC REPRESENTATIVE	09	2	\$9,000	
GS	0672	PROSTHETIC REPRESENTATIVE	12	1	\$10,000	
GS	0672	PROSTHETIC REPRESENTATIVE	13	1	\$6,000	
GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$2,695	
GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	13	2	\$17,000	
GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	14	1	\$33,355	
GS	0690	INDUSTRIAL HYGIENE	12	1	\$10,000	
GS	0801	GENERAL ENGINEERING	12	4	\$33,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0801	GENERAL ENGINEERING	13	7	\$20,000
	GS	0801	GENERAL ENGINEERING	14	5	\$75,170
	GS	0802	ENGINEERING TECHNICAL	09	1	\$7,000
	GS	0803	SAFETY ENGINEERING	14	1	\$29,214
	GS	0808	ARCHITECTURE	13	1	\$8,734
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	1	\$12,050
	GS	0830	MECHANICAL ENGINEERING	12	1	\$16,144
	GS	0905	GENERAL ATTORNEY	15	2	\$64,453
	GS	0996	VETERANS CLAIMS EXAMINING	13	1	\$5,000
	GS	0996	VETERANS CLAIMS EXAMINING	14	1	\$19,027
	GS	1008	INTERIOR DESIGN	12	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	11	1	\$5,291
	GS	1035	PUBLIC AFFAIRS	13	2	\$21,983
	GS	1102	CONTRACTING	12	4	\$30,000
	GS	1102	CONTRACTING	13	1	\$11,549
	GS	1105	PURCHASING	07	2	\$6,000
	GS	1306	HEALTH PHYSICS	13	1	\$24,510
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$18,246
	GS	2001	GENERAL SUPPLY	14	1	\$27,850
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	1	\$16,088
	GS	2010	INVENTORY MANAGEMENT	12	1	\$5,496
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$33,274
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$45,681
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$26,333
	WG	2805	ELECTRICIAN	10	1	\$7,500
	WG	4204	PIPEFITTING	10	1	\$3,000
	WS	3566	CUSTODIAL WORKING	03	1	\$5,000
WS	4749	MAINTENANCE MECHANIC	13	1	\$3,615	

Relocation Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
BROADCASTING BOARD OF GOVERNORS	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$10,000
FEDERAL ENERGY REGULATORY COMMISSION	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$1,335
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$1,853
GENERAL SERVICES ADMINISTRATION	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$23,926
	GS	0830	MECHANICAL ENGINEERING	13	1	\$6,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	3	\$17,700
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$19,000
	GS	1102	CONTRACTING	12	1	\$9,800
	GS	1102	CONTRACTING	13	4	\$44,114
	GS	1170	REALTY	12	2	\$10,020
	GS	1170	REALTY	13	1	\$3,000
	GS	1176	BUILDING MANAGEMENT	07	1	\$9,928
	GS	1176	BUILDING MANAGEMENT	12	1	\$9,500
	GS	1176	BUILDING MANAGEMENT	13	1	\$2,500
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	11	1	\$9,500
	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1
AD		0861	AEROSPACE ENGINEERING	00	1	\$22,415
ES		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$62,011
ES		0505	FINANCIAL MANAGEMENT	00	1	\$37,740
ES		0801	GENERAL ENGINEERING	00	7	\$258,725
GS		0201	HUMAN RESOURCES MANAGEMENT	14	1	\$10,000
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$5,356
GS		0801	GENERAL ENGINEERING	14	1	\$20,440
GS		0854	COMPUTER ENGINEERING	13	1	\$18,652
GS		0861	AEROSPACE ENGINEERING	13	2	\$16,700
GS		0861	AEROSPACE ENGINEERING	14	1	\$3,000
GS		0861	AEROSPACE ENGINEERING	15	1	\$34,592
GS		1102	CONTRACTING	14	1	\$3,000
SMITHSONIAN INSTITUTION	SL	0801	GENERAL ENGINEERING	00	1	\$35,000
	SL	1420	ARCHIVIST	00	1	\$10,000
U.S. OFFICE OF PERSONNEL MANAGEMENT	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$4,000

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AGRICULTURE	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$33,000
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$33,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	3	\$56,110
	GS	0203	HUMAN RESOURCES ASSISTANCE	08	1	\$1,923
	GS	0340	PROGRAM MANAGEMENT	15	1	\$6,196
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$25,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	3	\$45,152
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$35,948
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$19,662
	GS	0440	GENETICS	15	1	\$29,980
	GS	0460	FORESTRY	11	2	\$18,806
	GS	0460	FORESTRY	12	3	\$33,480
	GS	0460	FORESTRY	14	1	\$28,962
	GS	0462	FORESTRY TECHNICIAN	10	2	\$3,093
	GS	0462	FORESTRY TECHNICIAN	11	1	\$9,789
	GS	0462	FORESTRY TECHNICIAN	12	1	\$16,886
	GS	0482	FISH BIOLOGY	12	1	\$18,299
	GS	0560	BUDGET ANALYSIS	15	1	\$10,108
	GS	0701	VETERINARY MEDICAL SCIENCE	14	1	\$11,763
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$11,636
	GS	0802	ENGINEERING TECHNICAL	11	2	\$32,189
	GS	0810	CIVIL ENGINEERING	12	1	\$4,468
	GS	0810	CIVIL ENGINEERING	13	2	\$25,984
	GS	0810	CIVIL ENGINEERING	14	1	\$27,886
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	1	\$866
	GS	1101	GENERAL BUSINESS AND INDUSTRY	06	6	\$11,580
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	32	\$72,742
	GS	1101	GENERAL BUSINESS AND INDUSTRY	08	5	\$13,462
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	3	\$18,333
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	3	\$10,900
	GS	1102	CONTRACTING	11	1	\$5,480
	GS	1102	CONTRACTING	12	1	\$11,415
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$28,617
	GS	1373	LAND SURVEYING	12	3	\$29,849
	GS	1412	TECHNICAL INFORMATION SERVICES	12	1	\$9,882
	GS	1530	STATISTICS	13	1	\$11,248
	GS	2101	TRANSPORTATION SPECIALIST	13	1	\$23,253
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$20,328
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$5,996
	COMMERCE	ES	0505	FINANCIAL MANAGEMENT	00	1
ES		1301	GENERAL PHYSICAL SCIENCE	00	1	\$10,540
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$30,492
GS		0801	GENERAL ENGINEERING	13	1	\$2,779
GS		1140	TRADE SPECIALIST	11	1	\$6,122
GS		1140	TRADE SPECIALIST	12	3	\$23,481
GS		1140	TRADE SPECIALIST	13	1	\$9,598
GS		1224	PATENT EXAMINING	15	1	\$21,450
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$19,056
WM		9927	SEAMAN - FISHERMAN	01	1	\$5,374
WM		9927	SEAMAN - FISHERMAN	08	1	\$3,218
WM		9931	CHIEF ENGINEER	07	1	\$10,150
ZA		0391	TELECOMMUNICATIONS	04	1	\$14,139
ZA		0510	ACCOUNTING	03	1	\$10,000
ZA		1102	CONTRACTING	04	2	\$22,812
ZA		2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$30,492
ZP		0101	SOCIAL SCIENCE	05	1	\$7,270
ZP		0110	ECONOMIST	05	1	\$7,270
ZP		0482	FISH BIOLOGY	04	2	\$32,859

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
COMMERCE (continued)	ZP	0801	GENERAL ENGINEERING	05	5	\$36,350
	ZP	0806	MATERIALS ENGINEERING	05	2	\$9,508
	ZP	0830	MECHANICAL ENGINEERING	05	9	\$43,620
	ZP	0850	ELECTRICAL ENGINEERING	05	2	\$5,816
	ZP	0854	COMPUTER ENGINEERING	05	2	\$10,178
	ZP	0855	ELECTRONICS ENGINEERING	03	1	\$5,000
	ZP	0855	ELECTRONICS ENGINEERING	05	6	\$17,448
	ZP	0858	BIOMEDICAL ENGINEERING	05	1	\$7,270
	ZP	0893	CHEMICAL ENGINEERING	05	2	\$14,540
	ZP	0896	INDUSTRIAL ENGINEERING	05	1	\$2,908
	ZP	1301	GENERAL PHYSICAL SCIENCE	03	1	\$18,959
	ZP	1301	GENERAL PHYSICAL SCIENCE	05	17	\$115,453
	ZP	1310	PHYSICS	04	1	\$2,588
	ZP	1310	PHYSICS	05	28	\$222,092
	ZP	1320	CHEMISTRY	05	16	\$59,614
	ZP	1321	METALLURGY	05	3	\$13,086
	ZP	1515	OPERATIONS RESEARCH	05	1	\$2,908
	ZP	1520	MATHEMATICS	05	1	\$7,270
	ZP	1529	MATHEMATICAL STATISTICS	05	2	\$10,082
	ZP	1530	STATISTICS	05	1	\$7,270
	ZP	1550	COMPUTER SCIENCE	05	3	\$14,540
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$7,219
	ZS	0083	POLICE	02	1	\$8,609
	ZS	0083	POLICE	03	15	\$167,850
	ZS	0083	POLICE	04	6	\$65,520
	ZS	0083	POLICE	05	4	\$52,020
	ZT	0802	ENGINEERING TECHNICAL	04	8	\$52,795
	ZT	0802	ENGINEERING TECHNICAL	05	10	\$89,411
DEFENSE	AD	0101	SOCIAL SCIENCE	07	1	\$9,978
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$34,960
	AD	1701	GENERAL EDUCATION AND TRAINING	00	7	\$62,194
	AD	1701	GENERAL EDUCATION AND TRAINING	05	3	\$33,360
	AD	1701	GENERAL EDUCATION AND TRAINING	07	4	\$49,964
	AD	1701	GENERAL EDUCATION AND TRAINING	09	11	\$268,178
	AD	1701	GENERAL EDUCATION AND TRAINING	22	1	\$6,846
	AD	1701	GENERAL EDUCATION AND TRAINING	23	1	\$8,101
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	09	3	\$78,562
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	11	1	\$32,614
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	14	1	\$2,110
	DB	0415	TOXICOLOGY	03	1	\$840
	DB	0601	GENERAL HEALTH SCIENCE	03	1	\$12,943
	DB	0602	MEDICAL OFFICER	04	3	\$43,886
	DB	0602	MEDICAL OFFICER	05	1	\$27,750
	DB	0610	NURSE	02	1	\$9,923
	DB	0810	CIVIL ENGINEERING	04	1	\$8,341
	DB	0830	MECHANICAL ENGINEERING	04	3	\$17,910
	DB	0854	COMPUTER ENGINEERING	03	1	\$5,674
	DB	0855	ELECTRONICS ENGINEERING	03	1	\$10,806
	DB	0855	ELECTRONICS ENGINEERING	04	3	\$56,473
	DB	0858	BIOMEDICAL ENGINEERING	03	4	\$33,208
	DB	0861	AEROSPACE ENGINEERING	04	1	\$14,207
	DB	1301	GENERAL PHYSICAL SCIENCE	04	1	\$23,038
	DB	1310	PHYSICS	04	1	\$21,429
	DB	1313	GEOPHYSICS	04	1	\$11,264
	DB	1313	GEOPHYSICS	05	1	\$4,219
	DB	1550	COMPUTER SCIENCE	04	2	\$16,737
	DE	0404	BIOLOGICAL SCIENCE TECHNICIAN	02	2	\$19,065
DE	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$1,418	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	DJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$9,117
	DJ	0340	PROGRAM MANAGEMENT	04	1	\$3,185
	DJ	0346	LOGISTICS MANAGEMENT	04	1	\$14,689
	DJ	1670	EQUIPMENT SERVICES	04	1	\$15,210
	DK	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$1,721
	DP	0180	PSYCHOLOGY	04	1	\$2,667
	DP	0855	ELECTRONICS ENGINEERING	04	2	\$4,071
	DP	1310	PHYSICS	04	1	\$3,134
	DP	1515	OPERATIONS RESEARCH	04	1	\$3,302
	DR	0180	PSYCHOLOGY	03	1	\$26,773
	DR	0801	GENERAL ENGINEERING	03	1	\$12,043
	DR	1301	GENERAL PHYSICAL SCIENCE	04	1	\$19,088
	DR	1515	OPERATIONS RESEARCH	03	1	\$245
	DR	1515	OPERATIONS RESEARCH	04	1	\$6,322
	ES	0130	FOREIGN AFFAIRS	00	1	\$8,161
	ES	0201	HUMAN RESOURCES MANAGEMENT	00	1	\$4,445
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$89,341
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$37,510
	ES	0510	ACCOUNTING	00	3	\$87,913
	ES	0560	BUDGET ANALYSIS	00	1	\$8,403
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$4,183
	ES	1301	GENERAL PHYSICAL SCIENCE	00	2	\$68,461
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$39,192
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$3,126
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	15	1	\$3,713
	GG	0030	SPORTS SPECIALIST	09	2	\$1,300
	GG	0080	SECURITY ADMINISTRATION	11	4	\$4,186
	GG	0080	SECURITY ADMINISTRATION	12	4	\$11,448
	GG	0080	SECURITY ADMINISTRATION	13	27	\$322,069
	GG	0080	SECURITY ADMINISTRATION	14	10	\$164,258
	GG	0080	SECURITY ADMINISTRATION	15	2	\$33,090
	GG	0083	POLICE	06	3	\$1,543
	GG	0083	POLICE	07	34	\$76,440
	GG	0083	POLICE	08	5	\$6,252
	GG	0083	POLICE	09	1	\$1,216
	GG	0083	POLICE	13	1	\$618
	GG	0086	SECURITY CLERICAL AND ASSISTANCE	05	1	\$6,107
	GG	0101	SOCIAL SCIENCE	09	4	\$4,019
	GG	0101	SOCIAL SCIENCE	11	3	\$2,702
	GG	0101	SOCIAL SCIENCE	12	1	\$2,142
	GG	0102	SOCIAL SCIENCE AID AND TECHNICIAN	06	1	\$1,022
	GG	0132	INTELLIGENCE	09	2	\$7,059
	GG	0132	INTELLIGENCE	11	1	\$2,873
	GG	0132	INTELLIGENCE	12	1	\$2,002
	GG	0132	INTELLIGENCE	13	3	\$24,686
	GG	0170	HISTORY	12	1	\$2,474
	GG	0170	HISTORY	13	1	\$3,203
	GG	0188	RECREATION SPECIALIST	07	1	\$1,412
	GG	0188	RECREATION SPECIALIST	09	1	\$1,966
	GG	0188	RECREATION SPECIALIST	11	1	\$2,089
	GG	0201	HUMAN RESOURCES MANAGEMENT	07	1	\$46
	GG	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$1,163
	GG	0201	HUMAN RESOURCES MANAGEMENT	11	4	\$6,492
	GG	0201	HUMAN RESOURCES MANAGEMENT	12	10	\$17,914
	GG	0201	HUMAN RESOURCES MANAGEMENT	13	5	\$9,513

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$1,103
	GG	0203	HUMAN RESOURCES ASSISTANCE	06	7	\$4,205
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	09	1	\$1,421
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	11	3	\$3,469
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	3	\$1,452
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$3,476
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$276
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$1,669
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$174
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	12	\$16,535
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	9	\$24,749
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	4	\$5,504
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$21,809
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$1,486
	GG	0318	SECRETARY	06	1	\$2,009
	GG	0318	SECRETARY	07	1	\$557
	GG	0318	SECRETARY	08	2	\$1,215
	GG	0318	SECRETARY	09	3	\$3,371
	GG	0318	SECRETARY	10	1	\$2,116
	GG	0341	ADMINISTRATIVE OFFICER	13	1	\$108
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$2,325
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$5,523
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$13,113
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	4	\$10,056
	GG	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	07	1	\$1,529
	GG	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	09	1	\$478
	GG	0346	LOGISTICS MANAGEMENT	12	2	\$3,082
	GG	0346	LOGISTICS MANAGEMENT	13	3	\$2,776
	GG	0346	LOGISTICS MANAGEMENT	14	9	\$26,746
	GG	0346	LOGISTICS MANAGEMENT	15	1	\$1,837
	GG	0361	EQUAL OPPORTUNITY ASSISTANCE	07	1	\$465
	GG	0391	TELECOMMUNICATIONS	09	1	\$2,920
	GG	0391	TELECOMMUNICATIONS	12	2	\$4,469
	GG	0391	TELECOMMUNICATIONS	14	2	\$6,953
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$1,752
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	3	\$3,457
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	15	\$30,830
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	20	\$47,280
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	10	\$31,529
	GG	0510	ACCOUNTING	11	1	\$1,262
	GG	0560	BUDGET ANALYSIS	13	3	\$9,061
	GG	0560	BUDGET ANALYSIS	14	1	\$2,518
	GG	0560	BUDGET ANALYSIS	15	1	\$1,523
	GG	0601	GENERAL HEALTH SCIENCE	11	2	\$502
	GG	0610	NURSE	11	1	\$15,976
	GG	0801	GENERAL ENGINEERING	12	8	\$15,213
	GG	0801	GENERAL ENGINEERING	13	24	\$80,224
	GG	0801	GENERAL ENGINEERING	14	16	\$40,526
	GG	0801	GENERAL ENGINEERING	15	3	\$10,789
	GG	0803	SAFETY ENGINEERING	13	4	\$9,249
GG	0803	SAFETY ENGINEERING	14	1	\$3,811	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0807	LANDSCAPE ARCHITECTURE	11	1	\$194
	GG	0810	CIVIL ENGINEERING	13	1	\$3,225
	GG	0819	ENVIRONMENTAL ENGINEERING	11	1	\$1,948
	GG	0819	ENVIRONMENTAL ENGINEERING	12	1	\$2,712
	GG	0819	ENVIRONMENTAL ENGINEERING	13	3	\$9,509
	GG	0819	ENVIRONMENTAL ENGINEERING	14	1	\$3,615
	GG	0830	MECHANICAL ENGINEERING	11	1	\$6,449
	GG	0830	MECHANICAL ENGINEERING	12	1	\$1,638
	GG	0830	MECHANICAL ENGINEERING	14	1	\$948
	GG	0850	ELECTRICAL ENGINEERING	13	1	\$2,894
	GG	0854	COMPUTER ENGINEERING	13	3	\$9,764
	GG	0855	ELECTRONICS ENGINEERING	13	12	\$37,872
	GG	0855	ELECTRONICS ENGINEERING	14	1	\$3,277
	GG	0861	AEROSPACE ENGINEERING	12	1	\$2,741
	GG	0861	AEROSPACE ENGINEERING	13	2	\$3,340
	GG	0905	GENERAL ATTORNEY	13	1	\$284
	GG	0905	GENERAL ATTORNEY	14	7	\$23,384
	GG	0905	GENERAL ATTORNEY	15	3	\$12,849
	GG	0950	PARALEGAL SPECIALIST	09	1	\$1,966
	GG	1001	GENERAL ARTS AND INFORMATION	11	1	\$2,093
	GG	1001	GENERAL ARTS AND INFORMATION	13	1	\$2,700
	GG	1035	PUBLIC AFFAIRS	13	1	\$2,977
	GG	1060	PHOTOGRAPHY	11	2	\$1,253
	GG	1071	AUDIOVISUAL PRODUCTION	13	1	\$2,888
	GG	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$1,078
	GG	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$152
	GG	1101	GENERAL BUSINESS AND INDUSTRY	13	6	\$12,473
	GG	1101	GENERAL BUSINESS AND INDUSTRY	14	14	\$33,890
	GG	1101	GENERAL BUSINESS AND INDUSTRY	15	11	\$36,483
	GG	1102	CONTRACTING	11	1	\$469
	GG	1102	CONTRACTING	12	3	\$1,693
	GG	1102	CONTRACTING	13	41	\$93,166
	GG	1102	CONTRACTING	14	23	\$66,049
	GG	1102	CONTRACTING	15	11	\$31,833
	GG	1173	HOUSING MANAGEMENT	09	1	\$590
	GG	1301	GENERAL PHYSICAL SCIENCE	15	2	\$4,611
	GG	1310	PHYSICS	13	2	\$6,354
	GG	1515	OPERATIONS RESEARCH	13	3	\$5,912
	GG	1520	MATHEMATICS	12	1	\$691
	GG	1550	COMPUTER SCIENCE	14	1	\$3,811
	GG	1701	GENERAL EDUCATION AND TRAINING	09	1	\$1,543
	GG	1701	GENERAL EDUCATION AND TRAINING	11	2	\$2,641
	GG	1701	GENERAL EDUCATION AND TRAINING	12	1	\$1,588
	GG	1740	EDUCATION SERVICES	09	2	\$1,370
	GG	1740	EDUCATION SERVICES	11	2	\$1,224
	GG	1740	EDUCATION SERVICES	13	1	\$3,225
	GG	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$2,236
	GG	1910	QUALITY ASSURANCE	13	1	\$3,390
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$967
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	3	\$7,173
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	3	\$8,721
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$20,880
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$6,280
	GM	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	2	\$9,102
	GM	0602	MEDICAL OFFICER	15	1	\$33,351
	GM	0610	NURSE	13	1	\$6,363
GM	0801	GENERAL ENGINEERING	13	2	\$968	
GM	0810	CIVIL ENGINEERING	14	1	\$1,955	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GM	0855	ELECTRONICS ENGINEERING	13	5	\$1,564
	GM	0905	GENERAL ATTORNEY	15	2	\$50,196
	GM	1222	PATENT ATTORNEY	15	1	\$6,675
	GM	1301	GENERAL PHYSICAL SCIENCE	15	1	\$10,612
	GM	1410	LIBRARIAN	13	1	\$6,167
	GM	1515	OPERATIONS RESEARCH	15	1	\$1,238
	GM	2152	AIR TRAFFIC CONTROL	13	1	\$9,509
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$15,333
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$12,144
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$8,360
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	3	\$19,395
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	4	\$12,700
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	3	\$25,528
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$2,733
	GS	0020	COMMUNITY PLANNING	11	1	\$244
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	1	\$2,156
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	11	3	\$27,237
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	4	\$19,229
	GS	0030	SPORTS SPECIALIST	05	8	\$7,717
	GS	0030	SPORTS SPECIALIST	07	1	\$1,214
	GS	0050	FUNERAL DIRECTING	12	1	\$3,327
	GS	0060	CHAPLAIN	11	1	\$8,161
	GS	0060	CHAPLAIN	12	1	\$6,454
	GS	0080	SECURITY ADMINISTRATION	05	1	\$838
	GS	0080	SECURITY ADMINISTRATION	07	2	\$1,502
	GS	0080	SECURITY ADMINISTRATION	08	2	\$4,497
	GS	0080	SECURITY ADMINISTRATION	09	9	\$17,187
	GS	0080	SECURITY ADMINISTRATION	11	9	\$22,708
	GS	0080	SECURITY ADMINISTRATION	12	16	\$30,415
	GS	0080	SECURITY ADMINISTRATION	13	17	\$253,958
	GS	0080	SECURITY ADMINISTRATION	14	3	\$74,252
	GS	0080	SECURITY ADMINISTRATION	15	2	\$10,586
	GS	0081	FIRE PROTECTION AND PREVENTION	05	3	\$3,754
	GS	0081	FIRE PROTECTION AND PREVENTION	06	9	\$13,654
	GS	0081	FIRE PROTECTION AND PREVENTION	07	22	\$52,982
	GS	0081	FIRE PROTECTION AND PREVENTION	08	7	\$22,558
	GS	0081	FIRE PROTECTION AND PREVENTION	09	3	\$10,848
	GS	0081	FIRE PROTECTION AND PREVENTION	12	1	\$1,896
	GS	0081	FIRE PROTECTION AND PREVENTION	13	1	\$4,131
	GS	0083	POLICE	03	1	\$479
	GS	0083	POLICE	04	1	\$2,178
	GS	0083	POLICE	05	4	\$1,635
	GS	0083	POLICE	06	28	\$31,629
	GS	0083	POLICE	07	61	\$79,757
	GS	0083	POLICE	08	11	\$29,280
	GS	0083	POLICE	09	13	\$54,941
	GS	0083	POLICE	10	2	\$6,802
	GS	0083	POLICE	11	2	\$3,290
	GS	0083	POLICE	12	1	\$11,474
	GS	0085	SECURITY GUARD	05	93	\$64,202
GS	0085	SECURITY GUARD	06	70	\$73,762	
GS	0085	SECURITY GUARD	07	16	\$27,727	
GS	0085	SECURITY GUARD	08	3	\$8,328	
GS	0085	SECURITY GUARD	09	8	\$15,607	
GS	0086	SECURITY CLERICAL AND ASSISTANCE	05	2	\$2,032	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0086	SECURITY CLERICAL AND ASSISTANCE	06	4	\$3,821
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	07	10	\$15,714
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	08	1	\$1,332
	GS	0101	SOCIAL SCIENCE	09	3	\$1,493
	GS	0101	SOCIAL SCIENCE	11	4	\$2,625
	GS	0101	SOCIAL SCIENCE	13	2	\$5,842
	GS	0130	FOREIGN AFFAIRS	15	1	\$2,186
	GS	0132	INTELLIGENCE	12	4	\$45,161
	GS	0150	GEOGRAPHY	09	1	\$2,055
	GS	0170	HISTORY	13	1	\$8,770
	GS	0180	PSYCHOLOGY	09	3	\$9,899
	GS	0180	PSYCHOLOGY	11	3	\$5,006
	GS	0180	PSYCHOLOGY	12	1	\$2,034
	GS	0180	PSYCHOLOGY	13	24	\$169,912
	GS	0180	PSYCHOLOGY	14	9	\$56,749
	GS	0180	PSYCHOLOGY	15	2	\$41,651
	GS	0185	SOCIAL WORK	11	3	\$23,471
	GS	0185	SOCIAL WORK	12	5	\$23,559
	GS	0185	SOCIAL WORK	13	3	\$17,277
	GS	0188	RECREATION SPECIALIST	05	1	\$140
	GS	0188	RECREATION SPECIALIST	07	5	\$4,341
	GS	0189	RECREATION AID AND ASSISTANT	05	2	\$1,758
	GS	0189	RECREATION AID AND ASSISTANT	07	1	\$2,471
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	3	\$9,289
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	21	\$103,055
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	27	\$132,363
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	22	\$189,621
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	9	\$86,437
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	4	\$58,847
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$11,192
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	18	\$50,166
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	9	\$22,872
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	18	\$43,520
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	27	\$98,027
	GS	0203	HUMAN RESOURCES ASSISTANCE	09	4	\$11,294
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	3	\$27,424
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	13	1	\$707
	GS	0299	HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	05	1	\$301
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$1,077
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	13	\$27,595
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	30	\$103,244
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	38	\$155,691
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	20	\$146,390
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	14	\$152,479
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	14	\$154,376
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$662	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	3	\$4,910	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	12	\$9,754	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	15	\$43,839	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	29	\$66,830	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	3	\$5,834	
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$3,469	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0305	MAIL AND FILE	03	5	\$3,299
	GS	0305	MAIL AND FILE	04	2	\$1,055
	GS	0305	MAIL AND FILE	05	1	\$1,017
	GS	0318	SECRETARY	05	7	\$5,673
	GS	0318	SECRETARY	06	41	\$87,111
	GS	0318	SECRETARY	07	16	\$38,706
	GS	0318	SECRETARY	08	1	\$1,205
	GS	0318	SECRETARY	09	3	\$17,810
	GS	0318	SECRETARY	10	2	\$19,225
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	03	2	\$412
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	05	2	\$734
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	06	1	\$1,406
	GS	0335	COMPUTER CLERK AND ASSISTANT	05	2	\$3,324
	GS	0335	COMPUTER CLERK AND ASSISTANT	06	1	\$1,083
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	10	\$27,144
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	4	\$19,875
	GS	0335	COMPUTER CLERK AND ASSISTANT	10	1	\$8,297
	GS	0340	PROGRAM MANAGEMENT	11	1	\$1,370
	GS	0340	PROGRAM MANAGEMENT	12	3	\$24,064
	GS	0340	PROGRAM MANAGEMENT	13	2	\$11,102
	GS	0340	PROGRAM MANAGEMENT	14	20	\$215,125
	GS	0340	PROGRAM MANAGEMENT	15	31	\$586,907
	GS	0341	ADMINISTRATIVE OFFICER	09	3	\$24,180
	GS	0341	ADMINISTRATIVE OFFICER	11	6	\$55,341
	GS	0341	ADMINISTRATIVE OFFICER	12	5	\$65,224
	GS	0341	ADMINISTRATIVE OFFICER	14	2	\$36,287
	GS	0342	SUPPORT SERVICES ADMINISTRATION	08	1	\$9,466
	GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$11,541
	GS	0342	SUPPORT SERVICES ADMINISTRATION	10	1	\$1,755
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	40	\$159,384
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	17	\$46,588
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	14	\$39,892
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$41,795
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	4	\$8,416
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	3	\$11,466
	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	06	10	\$12,748
	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	07	24	\$52,976
	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	09	1	\$184
	GS	0346	LOGISTICS MANAGEMENT	09	1	\$2,864
	GS	0346	LOGISTICS MANAGEMENT	11	3	\$1,735
	GS	0346	LOGISTICS MANAGEMENT	12	26	\$104,250
	GS	0346	LOGISTICS MANAGEMENT	13	30	\$157,081
	GS	0346	LOGISTICS MANAGEMENT	14	10	\$99,636
	GS	0346	LOGISTICS MANAGEMENT	15	2	\$5,335
	GS	0391	TELECOMMUNICATIONS	09	4	\$3,242
	GS	0391	TELECOMMUNICATIONS	11	8	\$56,682
	GS	0391	TELECOMMUNICATIONS	12	37	\$151,268
	GS	0391	TELECOMMUNICATIONS	13	5	\$18,047
	GS	0391	TELECOMMUNICATIONS	14	3	\$11,810
	GS	0399	ADMIN AND OFFICE SUPPORT STUDENT TRAINEE	04	1	\$287
GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$233	
GS	0401	GENERAL BIOLOGICAL SCIENCE	12	2	\$17,629	
GS	0403	MICROBIOLOGY	11	1	\$722	
GS	0403	MICROBIOLOGY	14	1	\$7,566	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0403	MICROBIOLOGY	15	1	\$18,571
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	09	2	\$16,500
	GS	0415	TOXICOLOGY	13	1	\$17,054
	GS	0486	WILDLIFE BIOLOGY	12	1	\$2,522
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$3,132
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	2	\$14,244
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	4	\$4,992
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	29	\$94,485
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	15	\$50,874
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	3	\$36,918
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	2	\$31,725
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	14	\$18,296
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	3	\$18,785
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	09	5	\$22,382
	GS	0505	FINANCIAL MANAGEMENT	12	3	\$21,338
	GS	0505	FINANCIAL MANAGEMENT	13	3	\$46,695
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$12,877
	GS	0510	ACCOUNTING	11	5	\$28,962
	GS	0510	ACCOUNTING	12	15	\$68,628
	GS	0510	ACCOUNTING	13	13	\$95,351
	GS	0510	ACCOUNTING	14	3	\$40,313
	GS	0510	ACCOUNTING	15	2	\$8,786
	GS	0511	AUDITING	12	5	\$10,207
	GS	0511	AUDITING	13	3	\$16,202
	GS	0525	ACCOUNTING TECHNICIAN	06	3	\$6,101
	GS	0525	ACCOUNTING TECHNICIAN	07	17	\$73,142
	GS	0525	ACCOUNTING TECHNICIAN	08	6	\$29,063
	GS	0540	VOUCHER EXAMINING	06	5	\$3,568
	GS	0540	VOUCHER EXAMINING	07	1	\$1,260
	GS	0540	VOUCHER EXAMINING	08	2	\$14,036
	GS	0544	CIVILIAN PAY	06	1	\$125
	GS	0544	CIVILIAN PAY	07	4	\$21,407
	GS	0545	MILITARY PAY	06	8	\$24,787
	GS	0545	MILITARY PAY	07	5	\$14,209
	GS	0545	MILITARY PAY	08	3	\$13,282
	GS	0560	BUDGET ANALYSIS	07	3	\$1,964
	GS	0560	BUDGET ANALYSIS	09	17	\$24,837
	GS	0560	BUDGET ANALYSIS	11	35	\$62,649
	GS	0560	BUDGET ANALYSIS	12	46	\$112,954
	GS	0560	BUDGET ANALYSIS	13	14	\$28,301
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	05	1	\$4,645
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	06	4	\$3,960
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	3	\$14,068
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	04	5	\$872
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	05	9	\$3,758
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	07	2	\$793
	GS	0601	GENERAL HEALTH SCIENCE	09	9	\$72,591
	GS	0601	GENERAL HEALTH SCIENCE	11	12	\$72,228
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$4,022
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$11,146
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$3,222
	GS	0602	MEDICAL OFFICER	12	3	\$20,780
	GS	0602	MEDICAL OFFICER	13	39	\$543,427
	GS	0602	MEDICAL OFFICER	14	284	\$4,794,826
	GS	0602	MEDICAL OFFICER	15	163	\$3,337,466
	GS	0603	PHYSICIAN'S ASSISTANT	07	1	\$9,754
	GS	0603	PHYSICIAN'S ASSISTANT	09	1	\$2,656
	GS	0603	PHYSICIAN'S ASSISTANT	11	144	\$1,570,878

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0603	PHYSICIAN'S ASSISTANT	12	130	\$1,489,041
	GS	0603	PHYSICIAN'S ASSISTANT	13	6	\$85,383
	GS	0610	NURSE	05	1	\$958
	GS	0610	NURSE	07	2	\$6,345
	GS	0610	NURSE	09	28	\$88,758
	GS	0610	NURSE	10	94	\$442,419
	GS	0610	NURSE	11	213	\$1,191,609
	GS	0610	NURSE	12	255	\$2,112,764
	GS	0610	NURSE	13	14	\$69,689
	GS	0620	PRACTICAL NURSE	05	44	\$140,006
	GS	0620	PRACTICAL NURSE	06	48	\$84,485
	GS	0620	PRACTICAL NURSE	07	3	\$3,221
	GS	0621	NURSING ASSISTANT	04	5	\$9,164
	GS	0621	NURSING ASSISTANT	06	20	\$103,807
	GS	0621	NURSING ASSISTANT	07	1	\$7,314
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	1	\$2,574
	GS	0631	OCCUPATIONAL THERAPIST	11	2	\$7,891
	GS	0633	PHYSICAL THERAPIST	11	12	\$82,514
	GS	0633	PHYSICAL THERAPIST	12	2	\$12,073
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	16	\$95,697
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	1	\$8,119
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	1	\$470
	GS	0640	HEALTH AID AND TECHNICIAN	04	21	\$100,333
	GS	0640	HEALTH AID AND TECHNICIAN	05	20	\$122,101
	GS	0640	HEALTH AID AND TECHNICIAN	06	5	\$20,270
	GS	0640	HEALTH AID AND TECHNICIAN	07	23	\$90,205
	GS	0640	HEALTH AID AND TECHNICIAN	08	10	\$52,554
	GS	0640	HEALTH AID AND TECHNICIAN	09	9	\$47,698
	GS	0640	HEALTH AID AND TECHNICIAN	11	1	\$6,287
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	2	\$10,050
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	08	4	\$38,967
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	9	\$73,381
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	2	\$25,340
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$9,575
	GS	0644	MEDICAL TECHNOLOGIST	09	1	\$4,377
	GS	0644	MEDICAL TECHNOLOGIST	10	1	\$3,038
	GS	0644	MEDICAL TECHNOLOGIST	11	9	\$17,444
	GS	0644	MEDICAL TECHNOLOGIST	12	2	\$12,822
	GS	0645	MEDICAL TECHNICIAN	04	10	\$29,323
	GS	0645	MEDICAL TECHNICIAN	05	3	\$6,507
	GS	0645	MEDICAL TECHNICIAN	07	2	\$15,182
	GS	0646	PATHOLOGY TECHNICIAN	05	2	\$909
	GS	0646	PATHOLOGY TECHNICIAN	07	2	\$15,136
	GS	0646	PATHOLOGY TECHNICIAN	08	4	\$11,544
	GS	0646	PATHOLOGY TECHNICIAN	09	2	\$3,741
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	1	\$2,807
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	26	\$91,040
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	24	\$72,299
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	63	\$354,509
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	22	\$197,338
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	5	\$40,713	
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	6	\$44,540	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	1	\$6,535	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	2	\$26,192	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	2	\$22,752	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	1	\$10,816	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	1	\$5,640	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	5	\$16,374	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	73	\$489,101
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	14	\$100,933
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	2	\$6,094
	GS	0651	RESPIRATORY THERAPIST	07	6	\$27,705
	GS	0651	RESPIRATORY THERAPIST	09	1	\$7,361
	GS	0651	RESPIRATORY THERAPIST	11	1	\$9,281
	GS	0660	PHARMACIST	11	184	\$1,388,896
	GS	0660	PHARMACIST	12	140	\$985,299
	GS	0660	PHARMACIST	13	24	\$134,548
	GS	0661	PHARMACY TECHNICIAN	05	2	\$2,769
	GS	0661	PHARMACY TECHNICIAN	06	1	\$3,750
	GS	0661	PHARMACY TECHNICIAN	07	1	\$3,916
	GS	0661	PHARMACY TECHNICIAN	09	1	\$4,388
	GS	0662	OPTOMETRIST	11	1	\$17,128
	GS	0662	OPTOMETRIST	12	17	\$235,864
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	2	\$10,924
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$7,595
	GS	0667	ORTHOTIST AND PROSTHETIST	11	3	\$21,439
	GS	0667	ORTHOTIST AND PROSTHETIST	14	1	\$2,427
	GS	0668	PODIATRIST	12	2	\$16,915
	GS	0668	PODIATRIST	13	3	\$48,093
	GS	0668	PODIATRIST	15	1	\$240
	GS	0669	MEDICAL RECORDS ADMINISTRATION	07	1	\$1,216
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	2	\$9,226
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	1	\$4,492
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	2	\$29,113
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$18,954
	GS	0671	HEALTH SYSTEM SPECIALIST	09	2	\$3,933
	GS	0671	HEALTH SYSTEM SPECIALIST	10	2	\$6,197
	GS	0671	HEALTH SYSTEM SPECIALIST	11	8	\$30,551
	GS	0671	HEALTH SYSTEM SPECIALIST	12	5	\$21,059
	GS	0671	HEALTH SYSTEM SPECIALIST	13	5	\$50,775
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	6	\$14,681
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	7	\$20,445
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	31	\$101,505
	GS	0675	MEDICAL RECORDS TECHNICIAN	09	5	\$26,572
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	38	\$91,987
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	8	\$38,133
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	1	\$1,208
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	1	\$2,791
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	1	\$4,650
	GS	0680	DENTAL OFFICER	11	1	\$14,053
	GS	0680	DENTAL OFFICER	12	7	\$32,302
	GS	0680	DENTAL OFFICER	13	17	\$339,711
	GS	0680	DENTAL OFFICER	14	6	\$79,222
	GS	0681	DENTAL ASSISTANT	06	9	\$21,881
	GS	0682	DENTAL HYGIENE	06	12	\$93,244
	GS	0682	DENTAL HYGIENE	07	26	\$138,625
	GS	0682	DENTAL HYGIENE	08	1	\$13,714
	GS	0682	DENTAL HYGIENE	09	1	\$7,405
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	07	1	\$3,052	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	08	1	\$3,177	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	1	\$4,231	
GS	0690	INDUSTRIAL HYGIENE	11	3	\$25,991	
GS	0690	INDUSTRIAL HYGIENE	12	7	\$62,803	
GS	0690	INDUSTRIAL HYGIENE	13	2	\$4,623	
GS	0801	GENERAL ENGINEERING	11	2	\$9,119	
GS	0801	GENERAL ENGINEERING	12	16	\$20,832	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0801	GENERAL ENGINEERING	13	146	\$110,777
	GS	0801	GENERAL ENGINEERING	14	8	\$19,106
	GS	0801	GENERAL ENGINEERING	15	4	\$33,318
	GS	0802	ENGINEERING TECHNICAL	09	3	\$12,204
	GS	0802	ENGINEERING TECHNICAL	11	4	\$19,252
	GS	0802	ENGINEERING TECHNICAL	12	5	\$26,251
	GS	0804	FIRE PROTECTION ENGINEERING	12	1	\$8,194
	GS	0806	MATERIALS ENGINEERING	12	13	\$16,442
	GS	0806	MATERIALS ENGINEERING	13	1	\$344
	GS	0806	MATERIALS ENGINEERING	15	1	\$3,836
	GS	0807	LANDSCAPE ARCHITECTURE	11	1	\$417
	GS	0808	ARCHITECTURE	11	1	\$233
	GS	0808	ARCHITECTURE	12	3	\$5,214
	GS	0810	CIVIL ENGINEERING	11	5	\$3,821
	GS	0810	CIVIL ENGINEERING	12	10	\$77,685
	GS	0810	CIVIL ENGINEERING	13	7	\$85,345
	GS	0810	CIVIL ENGINEERING	15	1	\$1,847
	GS	0819	ENVIRONMENTAL ENGINEERING	11	3	\$719
	GS	0819	ENVIRONMENTAL ENGINEERING	12	8	\$40,297
	GS	0819	ENVIRONMENTAL ENGINEERING	13	2	\$17,263
	GS	0819	ENVIRONMENTAL ENGINEERING	14	1	\$27,024
	GS	0819	ENVIRONMENTAL ENGINEERING	15	1	\$29,583
	GS	0830	MECHANICAL ENGINEERING	07	3	\$6,439
	GS	0830	MECHANICAL ENGINEERING	09	5	\$12,110
	GS	0830	MECHANICAL ENGINEERING	11	8	\$7,309
	GS	0830	MECHANICAL ENGINEERING	12	134	\$49,781
	GS	0830	MECHANICAL ENGINEERING	13	34	\$10,286
	GS	0830	MECHANICAL ENGINEERING	14	1	\$8,412
	GS	0830	MECHANICAL ENGINEERING	15	1	\$15,951
	GS	0850	ELECTRICAL ENGINEERING	11	2	\$5,640
	GS	0850	ELECTRICAL ENGINEERING	12	24	\$24,561
	GS	0850	ELECTRICAL ENGINEERING	13	1	\$164
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$13,136
	GS	0854	COMPUTER ENGINEERING	07	1	\$2,974
	GS	0854	COMPUTER ENGINEERING	09	2	\$13,551
	GS	0854	COMPUTER ENGINEERING	11	2	\$24,986
	GS	0854	COMPUTER ENGINEERING	12	7	\$24,981
	GS	0854	COMPUTER ENGINEERING	13	1	\$218
	GS	0854	COMPUTER ENGINEERING	14	1	\$13,379
	GS	0855	ELECTRONICS ENGINEERING	07	2	\$274
	GS	0855	ELECTRONICS ENGINEERING	09	2	\$530
	GS	0855	ELECTRONICS ENGINEERING	11	30	\$8,575
	GS	0855	ELECTRONICS ENGINEERING	12	690	\$246,739
	GS	0855	ELECTRONICS ENGINEERING	13	346	\$121,126
	GS	0855	ELECTRONICS ENGINEERING	14	4	\$16,622
	GS	0856	ELECTRONICS TECHNICAL	08	1	\$1,809
	GS	0856	ELECTRONICS TECHNICAL	09	1	\$706
	GS	0856	ELECTRONICS TECHNICAL	10	2	\$5,892
	GS	0856	ELECTRONICS TECHNICAL	11	4	\$26,701
	GS	0856	ELECTRONICS TECHNICAL	12	3	\$16,884
GS	0858	BIOMEDICAL ENGINEERING	12	1	\$12,659	
GS	0858	BIOMEDICAL ENGINEERING	13	1	\$16,574	
GS	0861	AEROSPACE ENGINEERING	09	9	\$1,833	
GS	0861	AEROSPACE ENGINEERING	11	2	\$444	
GS	0861	AEROSPACE ENGINEERING	12	64	\$24,372	
GS	0861	AEROSPACE ENGINEERING	13	47	\$13,823	
GS	0861	AEROSPACE ENGINEERING	14	1	\$9,171	
GS	0871	NAVAL ARCHITECTURE	12	1	\$7,313	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0893	CHEMICAL ENGINEERING	09	1	\$7,246
	GS	0893	CHEMICAL ENGINEERING	11	1	\$6,169
	GS	0893	CHEMICAL ENGINEERING	12	4	\$1,630
	GS	0895	INDUSTRIAL ENGINEERING TECHNICAL	11	1	\$3,231
	GS	0896	INDUSTRIAL ENGINEERING	11	2	\$324
	GS	0896	INDUSTRIAL ENGINEERING	12	25	\$5,413
	GS	0896	INDUSTRIAL ENGINEERING	13	6	\$2,006
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	04	4	\$1,122
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	2	\$649
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	07	2	\$823
	GS	0905	GENERAL ATTORNEY	12	3	\$7,558
	GS	0905	GENERAL ATTORNEY	13	7	\$49,141
	GS	0905	GENERAL ATTORNEY	14	1	\$4,982
	GS	0905	GENERAL ATTORNEY	15	5	\$42,049
	GS	0950	PARALEGAL SPECIALIST	08	1	\$1,693
	GS	0962	CONTACT REPRESENTATIVE	07	1	\$1,541
	GS	0962	CONTACT REPRESENTATIVE	10	1	\$1,954
	GS	0986	LEGAL ASSISTANCE	06	1	\$1,255
	GS	0986	LEGAL ASSISTANCE	08	2	\$3,929
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	07	1	\$6,620
	GS	1001	GENERAL ARTS AND INFORMATION	06	1	\$1,627
	GS	1001	GENERAL ARTS AND INFORMATION	07	8	\$9,166
	GS	1001	GENERAL ARTS AND INFORMATION	12	1	\$2,364
	GS	1001	GENERAL ARTS AND INFORMATION	13	1	\$6,393
	GS	1001	GENERAL ARTS AND INFORMATION	14	1	\$3,926
	GS	1010	EXHIBITS SPECIALIST	12	1	\$10,557
	GS	1010	EXHIBITS SPECIALIST	13	1	\$6,086
	GS	1015	MUSEUM CURATOR	14	1	\$2,201
	GS	1016	MUSEUM SPECIALIST AND TECHNICIAN	09	1	\$1,721
	GS	1035	PUBLIC AFFAIRS	09	1	\$641
	GS	1035	PUBLIC AFFAIRS	11	5	\$10,597
	GS	1035	PUBLIC AFFAIRS	12	6	\$29,660
	GS	1060	PHOTOGRAPHY	07	3	\$4,164
	GS	1060	PHOTOGRAPHY	09	3	\$2,837
	GS	1071	AUDIOVISUAL PRODUCTION	09	2	\$3,261
	GS	1071	AUDIOVISUAL PRODUCTION	11	3	\$14,854
	GS	1071	AUDIOVISUAL PRODUCTION	12	1	\$2,257
	GS	1084	VISUAL INFORMATION	11	3	\$17,494
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	1	\$545
	GS	1101	GENERAL BUSINESS AND INDUSTRY	06	1	\$7,966
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	3	\$24,200
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	5	\$6,354
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	8	\$6,461
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	20	\$59,755
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$1,366
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	4	\$19,951
	GS	1102	CONTRACTING	07	12	\$10,498
	GS	1102	CONTRACTING	09	30	\$80,797
	GS	1102	CONTRACTING	11	55	\$223,667
	GS	1102	CONTRACTING	12	90	\$340,724
	GS	1102	CONTRACTING	13	30	\$164,826
	GS	1102	CONTRACTING	15	2	\$13,977
GS	1105	PURCHASING	06	1	\$2,170	
GS	1105	PURCHASING	07	2	\$16,287	
GS	1105	PURCHASING	08	1	\$1,943	
GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	05	3	\$12,234	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	06	1	\$151
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	11	\$45,029
	GS	1144	COMMISSARY MANAGEMENT	11	1	\$12,867
	GS	1152	PRODUCTION CONTROL	06	1	\$1,107
	GS	1152	PRODUCTION CONTROL	07	1	\$152
	GS	1152	PRODUCTION CONTROL	09	7	\$15,970
	GS	1152	PRODUCTION CONTROL	11	1	\$1,715
	GS	1152	PRODUCTION CONTROL	12	1	\$1,606
	GS	1170	REALTY	07	1	\$1,251
	GS	1170	REALTY	09	1	\$344
	GS	1170	REALTY	12	2	\$17,593
	GS	1173	HOUSING MANAGEMENT	07	1	\$151
	GS	1173	HOUSING MANAGEMENT	09	1	\$960
	GS	1173	HOUSING MANAGEMENT	11	2	\$2,200
	GS	1173	HOUSING MANAGEMENT	12	2	\$15,125
	GS	1173	HOUSING MANAGEMENT	13	1	\$681
	GS	1173	HOUSING MANAGEMENT	14	1	\$1,136
	GS	1176	BUILDING MANAGEMENT	11	3	\$2,099
	GS	1176	BUILDING MANAGEMENT	12	3	\$6,160
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	04	4	\$2,355
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	05	5	\$2,735
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	07	6	\$3,668
	GS	1301	GENERAL PHYSICAL SCIENCE	11	3	\$30,737
	GS	1301	GENERAL PHYSICAL SCIENCE	12	3	\$25,803
	GS	1301	GENERAL PHYSICAL SCIENCE	13	3	\$16,928
	GS	1301	GENERAL PHYSICAL SCIENCE	14	2	\$5,096
	GS	1306	HEALTH PHYSICS	09	2	\$8,211
	GS	1306	HEALTH PHYSICS	11	2	\$20,389
	GS	1306	HEALTH PHYSICS	12	1	\$14,361
	GS	1306	HEALTH PHYSICS	13	1	\$14,579
	GS	1310	PHYSICS	12	1	\$7,892
	GS	1310	PHYSICS	13	2	\$29,246
	GS	1310	PHYSICS	14	2	\$32,470
	GS	1310	PHYSICS	15	1	\$30,359
	GS	1320	CHEMISTRY	11	1	\$3,489
	GS	1320	CHEMISTRY	12	12	\$16,941
	GS	1320	CHEMISTRY	13	1	\$4,228
	GS	1320	CHEMISTRY	14	1	\$17,649
	GS	1320	CHEMISTRY	15	1	\$23,981
	GS	1321	METALLURGY	12	3	\$487
	GS	1321	METALLURGY	13	1	\$206
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$8,679
	GS	1411	LIBRARY TECHNICIAN	08	1	\$6,937
	GS	1421	ARCHIVES TECHNICIAN	07	1	\$1,333
	GS	1515	OPERATIONS RESEARCH	12	1	\$5,264
	GS	1515	OPERATIONS RESEARCH	13	2	\$14,950
	GS	1515	OPERATIONS RESEARCH	14	2	\$21,676
	GS	1515	OPERATIONS RESEARCH	15	1	\$2,644
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$11,292
	GS	1550	COMPUTER SCIENCE	09	5	\$18,077
GS	1550	COMPUTER SCIENCE	11	3	\$25,283	
GS	1550	COMPUTER SCIENCE	12	46	\$35,392	
GS	1550	COMPUTER SCIENCE	13	18	\$17,280	
GS	1550	COMPUTER SCIENCE	15	2	\$32,232	
GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	11	9	\$56,018	
GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	13	\$166,771	
GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	13	5	\$86,883	
GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	14	5	\$57,905	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	15	1	\$7,306
	GS	1640	FACILITY OPERATIONS SERVICES	11	3	\$25,606
	GS	1640	FACILITY OPERATIONS SERVICES	12	5	\$59,178
	GS	1670	EQUIPMENT SERVICES	09	2	\$7,661
	GS	1670	EQUIPMENT SERVICES	11	1	\$2,146
	GS	1670	EQUIPMENT SERVICES	12	4	\$23,252
	GS	1670	EQUIPMENT SERVICES	13	1	\$1,513
	GS	1670	EQUIPMENT SERVICES	14	1	\$12,452
	GS	1701	GENERAL EDUCATION AND TRAINING	09	2	\$5,043
	GS	1701	GENERAL EDUCATION AND TRAINING	11	2	\$11,942
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$17,340
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	04	2	\$2,008
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	05	7	\$7,934
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	07	4	\$9,223
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	08	1	\$1,389
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	09	1	\$4,010
	GS	1712	TRAINING INSTRUCTION	09	5	\$21,124
	GS	1712	TRAINING INSTRUCTION	11	2	\$23,232
	GS	1712	TRAINING INSTRUCTION	12	4	\$35,096
	GS	1740	EDUCATION SERVICES	09	1	\$2,814
	GS	1740	EDUCATION SERVICES	11	3	\$13,610
	GS	1750	INSTRUCTIONAL SYSTEMS	13	1	\$1,862
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	09	1	\$3,443
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	11	2	\$912
	GS	1811	CRIMINAL INVESTIGATING	13	1	\$3,300
	GS	1811	CRIMINAL INVESTIGATING	14	1	\$4,316
	GS	1910	QUALITY ASSURANCE	09	9	\$37,606
	GS	1910	QUALITY ASSURANCE	11	1	\$3,631
	GS	1910	QUALITY ASSURANCE	12	5	\$40,801
	GS	1910	QUALITY ASSURANCE	13	6	\$21,417
	GS	2001	GENERAL SUPPLY	09	1	\$1,870
	GS	2001	GENERAL SUPPLY	11	3	\$9,064
	GS	2001	GENERAL SUPPLY	12	3	\$30,800
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	15	\$107,585
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	10	\$66,152
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	2	\$6,522
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	2	\$15,322
	GS	2003	SUPPLY PROGRAM MANAGEMENT	15	1	\$15,267
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	4	\$12,967
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	12	\$44,012
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	15	\$55,687
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	08	3	\$17,706
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	09	2	\$4,010
	GS	2010	INVENTORY MANAGEMENT	09	2	\$9,419
	GS	2101	TRANSPORTATION SPECIALIST	09	5	\$47,979
	GS	2101	TRANSPORTATION SPECIALIST	14	26	\$279,499
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	04	4	\$6,949
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	06	4	\$2,886
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	4	\$16,985
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	08	3	\$25,565
	GS	2130	TRAFFIC MANAGEMENT	11	6	\$68,616
	GS	2131	FREIGHT RATE	07	1	\$4,318
	GS	2151	DISPATCHING	05	1	\$111
	GS	2152	AIR TRAFFIC CONTROL	09	1	\$264
	GS	2152	AIR TRAFFIC CONTROL	11	17	\$98,336
	GS	2152	AIR TRAFFIC CONTROL	12	4	\$29,267
	GS	2152	AIR TRAFFIC CONTROL	13	1	\$11,292

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	2152	AIR TRAFFIC CONTROL	14	1	\$4,534
	GS	2181	AIRCRAFT OPERATION	12	21	\$138,079
	GS	2181	AIRCRAFT OPERATION	13	155	\$1,498,044
	GS	2181	AIRCRAFT OPERATION	14	10	\$73,567
	GS	2183	AIR NAVIGATION	12	9	\$67,496
	GS	2183	AIR NAVIGATION	13	1	\$33,660
	GS	2185	AIRCREW TECHNICIAN	09	4	\$15,863
	GS	2185	AIRCREW TECHNICIAN	10	7	\$29,658
	GS	2185	AIRCREW TECHNICIAN	11	2	\$13,080
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	19	\$83,800
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	78	\$544,858
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	108	\$1,050,578
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	59	\$669,948
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	22	\$294,047
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	8	\$83,633
	IP	1301	GENERAL PHYSICAL SCIENCE	00	1	\$1,728
	ND	0801	GENERAL ENGINEERING	05	2	\$12,717
	ND	0806	MATERIALS ENGINEERING	04	1	\$2,369
	ND	0806	MATERIALS ENGINEERING	05	1	\$3,050
	ND	0830	MECHANICAL ENGINEERING	04	3	\$22,848
	ND	0830	MECHANICAL ENGINEERING	05	1	\$3,886
	ND	0855	ELECTRONICS ENGINEERING	04	6	\$41,721
	ND	0855	ELECTRONICS ENGINEERING	05	1	\$6,247
	ND	0871	NAVAL ARCHITECTURE	04	2	\$6,715
	ND	0871	NAVAL ARCHITECTURE	05	1	\$210
	ND	0893	CHEMICAL ENGINEERING	05	1	\$8,404
	ND	0896	INDUSTRIAL ENGINEERING	04	1	\$886
	ND	1320	CHEMISTRY	04	2	\$30,329
	ND	1320	CHEMISTRY	05	1	\$5,496
	ND	1550	COMPUTER SCIENCE	04	1	\$5,756
	NG	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$5,675
	NH	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$243
	NH	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	2	\$6,461
	NH	0341	ADMINISTRATIVE OFFICER	02	1	\$231
	NH	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$20,182
	NH	0560	BUDGET ANALYSIS	02	1	\$2,441
	NH	0560	BUDGET ANALYSIS	03	1	\$9,876
	NH	0801	GENERAL ENGINEERING	03	2	\$6,842
	NH	0801	GENERAL ENGINEERING	04	9	\$16,118
	NH	0830	MECHANICAL ENGINEERING	03	8	\$2,835
	NH	0830	MECHANICAL ENGINEERING	04	1	\$488
	NH	0854	COMPUTER ENGINEERING	03	2	\$3,028
	NH	0855	ELECTRONICS ENGINEERING	03	14	\$6,503
	NH	0855	ELECTRONICS ENGINEERING	04	3	\$8,612
	NH	0861	AEROSPACE ENGINEERING	04	1	\$1,664
	NH	1102	CONTRACTING	02	1	\$132
	NH	1102	CONTRACTING	03	2	\$2,938
	NH	1102	CONTRACTING	04	29	\$54,157
	NH	1515	OPERATIONS RESEARCH	03	1	\$3,192
	NH	1515	OPERATIONS RESEARCH	04	3	\$6,624
NH	1910	QUALITY ASSURANCE	03	1	\$3,168	
NH	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$6,876	
NI	0132	INTELLIGENCE	03	2	\$7,819	
NI	0132	INTELLIGENCE	04	6	\$17,027	
NI	0132	INTELLIGENCE	05	1	\$2,786	
NI	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	3	\$14,807	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	NI	1301	GENERAL PHYSICAL SCIENCE	03	2	\$5,081
	NI	1301	GENERAL PHYSICAL SCIENCE	04	12	\$52,518
	NJ	0802	ENGINEERING TECHNICAL	04	1	\$374
	NJ	0856	ELECTRONICS TECHNICAL	03	1	\$278
	NT	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$5,747
	ST	0801	GENERAL ENGINEERING	00	3	\$91,225
	ST	1301	GENERAL PHYSICAL SCIENCE	00	1	\$28,566
	TP	1701	GENERAL EDUCATION AND TRAINING	CE	1	\$17,736
	WB	5407	ELECTRICAL POWER CONTROLLING	00	2	\$27,152
	WG	2601	MISC ELECTRONIC EQUIPMT INSTALL & MAINTN	11	10	\$30,428
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	1	\$1,646
	WG	2604	ELECTRONICS MECHANIC	10	6	\$10,881
	WG	2604	ELECTRONICS MECHANIC	11	11	\$27,445
	WG	2604	ELECTRONICS MECHANIC	12	1	\$218
	WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	11	1	\$9,240
	WG	2608	ELECTRONIC DIGITAL COMPUTER MECHANIC	11	1	\$595
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	2	\$29,646
	WG	2805	ELECTRICIAN	10	2	\$2,712
	WG	2810	HIGH VOLTAGE ELECTRICIAN	10	2	\$11,750
	WG	2892	AIRCRAFT ELECTRICIAN	10	1	\$3,055
	WG	2892	AIRCRAFT ELECTRICIAN	11	1	\$2,946
	WG	3105	FABRIC WORKING	09	3	\$7,594
	WG	3105	FABRIC WORKING	10	1	\$15,650
	WG	3806	SHEET METAL MECHANIC	10	5	\$17,539
	WG	3806	SHEET METAL MECHANIC	11	1	\$3,157
	WG	4255	FUEL DISTRIBUTION SYSTEM MECHANIC	10	2	\$17,634
	WG	4604	WOOD WORKING	08	2	\$7,982
	WG	4714	MODEL MAKING	14	7	\$27,141
	WG	4818	AIRCRAFT SURVIVAL FLIGHT EQUIPMENT REPAIR	08	2	\$5,382
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	2	\$3,356
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	11	1	\$12,624
	WG	5408	SEWAGE DISPOSAL PLANT OPERATING	09	8	\$35,476
	WG	5408	SEWAGE DISPOSAL PLANT OPERATING	10	7	\$35,119
	WG	5409	WATER TREATMENT PLANT OPERATING	09	7	\$45,348
	WG	5409	WATER TREATMENT PLANT OPERATING	10	8	\$42,615
	WG	5413	FUEL DISTRIBUTION SYSTEM OPERATING	08	1	\$2,734
	WG	5703	MOTOR VEHICLE OPERATING	06	1	\$2,042
	WG	5725	CRANE OPERATING	11	1	\$5,214
	WG	5801	MISC TRANSPORTATION/MOBILE EQUIPMT MAINT	08	2	\$2,960
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	05	1	\$2,222
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	1	\$3,934
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	6	\$43,835
	WG	5823	AUTOMOTIVE MECHANIC	10	3	\$24,811
	WG	5823	AUTOMOTIVE MECHANIC	11	1	\$8,800
	WG	6501	MISC AMMUN, EXPLOSIVES, & TOXIC MATER WORK	07	1	\$5,546
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	06	1	\$772
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	10	5	\$31,908
	WG	6904	TOOLS AND PARTS ATTENDING	06	7	\$27,689
	WG	6907	MATERIALS HANDLER	06	19	\$64,426
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	06	1	\$1,156
WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	2	\$4,858	
WG	7002	PACKING	06	3	\$4,766	
WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	11	1	\$6,660	
WG	8602	AIRCRAFT ENGINE MECHANIC	10	4	\$17,179	
WG	8810	AIRCRAFT PROPELLER MECHANIC	10	1	\$1,316	
WG	8852	AIRCRAFT MECHANIC	10	10	\$23,969	
WG	8852	AIRCRAFT MECHANIC	11	3	\$9,491	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	8852	AIRCRAFT MECHANIC	12	13	\$43,862
	WL	2601	MISC ELECTRONIC EQUIPMT INSTALL & MAINTN	11	4	\$8,593
	WL	2810	HIGH VOLTAGE ELECTRICIAN	10	1	\$9,834
	WL	5408	SEWAGE DISPOSAL PLANT OPERATING	09	4	\$24,133
	WL	5409	WATER TREATMENT PLANT OPERATING	09	1	\$4,836
	WL	8852	AIRCRAFT MECHANIC	10	1	\$3,579
	WS	2601	MISC ELECTRONIC EQUIPMT INSTALL & MAINTN	11	1	\$3,826
	WS	2604	ELECTRONICS MECHANIC	10	1	\$13,607
	WS	2604	ELECTRONICS MECHANIC	11	1	\$2,162
	WS	3703	WELDING	10	1	\$1,275
	WS	4749	MAINTENANCE MECHANIC	14	1	\$2,854
	WS	4749	MAINTENANCE MECHANIC	16	2	\$12,744
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	09	1	\$2,971
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	10	1	\$13,772
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	11	1	\$7,841
	WS	5409	WATER TREATMENT PLANT OPERATING	08	1	\$3,761
	WS	5409	WATER TREATMENT PLANT OPERATING	09	1	\$4,924
	WS	5409	WATER TREATMENT PLANT OPERATING	11	1	\$2,242
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMT MAINT	10	3	\$18,859
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMT MAINT	11	1	\$17,573
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMT MAINT	12	1	\$4,028
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMT MAINT	16	2	\$18,926
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	09	1	\$11,035
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	16	2	\$9,631
	WS	5823	AUTOMOTIVE MECHANIC	08	1	\$323
	WS	5823	AUTOMOTIVE MECHANIC	10	2	\$23,862
	WS	6641	ORDNANCE EQUIPMENT MECHANIC	10	1	\$9,664
	WS	6904	TOOLS AND PARTS ATTENDING	06	1	\$233
	WS	6907	MATERIALS HANDLER	06	3	\$19,437
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	10	1	\$6,539
	WS	8852	AIRCRAFT MECHANIC	09	3	\$26,454
	WS	8852	AIRCRAFT MECHANIC	10	8	\$28,629
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	2	\$1,739
	YA	0020	COMMUNITY PLANNING	02	1	\$3,021
	YA	0080	SECURITY ADMINISTRATION	02	3	\$12,218
	YA	0080	SECURITY ADMINISTRATION	03	1	\$21,029
	YA	0101	SOCIAL SCIENCE	02	2	\$13,044
	YA	0170	HISTORY	02	1	\$1,188
	YA	0180	PSYCHOLOGY	02	19	\$67,651
	YA	0180	PSYCHOLOGY	03	5	\$19,410
	YA	0185	SOCIAL WORK	01	1	\$219
	YA	0185	SOCIAL WORK	02	11	\$15,016
	YA	0188	RECREATION SPECIALIST	02	1	\$1,050
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	4	\$1,719
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	33	\$99,777
	YA	0201	HUMAN RESOURCES MANAGEMENT	03	2	\$15,146
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	2	\$2,717
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	11	\$34,421
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$30,359
	YA	0341	ADMINISTRATIVE OFFICER	02	1	\$2,536
YA	0341	ADMINISTRATIVE OFFICER	03	1	\$540	
YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	5	\$18,830	
YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	9	\$113,374	
YA	0391	TELECOMMUNICATIONS	02	5	\$46,897	
YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	2	\$14,337	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$29,577
	YA	0510	ACCOUNTING	02	1	\$200
	YA	0560	BUDGET ANALYSIS	01	1	\$1,072
	YA	0560	BUDGET ANALYSIS	02	3	\$2,306
	YA	0560	BUDGET ANALYSIS	03	2	\$3,423
	YA	0669	MEDICAL RECORDS ADMINISTRATION	02	1	\$1,711
	YA	0671	HEALTH SYSTEM SPECIALIST	02	3	\$11,681
	YA	0905	GENERAL ATTORNEY	02	7	\$127,036
	YA	0905	GENERAL ATTORNEY	03	6	\$87,474
	YA	1001	GENERAL ARTS AND INFORMATION	01	1	\$2,618
	YA	1001	GENERAL ARTS AND INFORMATION	03	1	\$21,683
	YA	1035	PUBLIC AFFAIRS	02	2	\$9,028
	YA	1102	CONTRACTING	01	1	\$1,005
	YA	1102	CONTRACTING	02	8	\$29,204
	YA	1102	CONTRACTING	03	30	\$215,613
	YA	1103	INDUSTRIAL PROPERTY MANAGEMENT	02	1	\$1,422
	YA	1173	HOUSING MANAGEMENT	02	1	\$294
	YA	1701	GENERAL EDUCATION AND TRAINING	02	1	\$1,804
	YA	1701	GENERAL EDUCATION AND TRAINING	03	1	\$24,480
	YA	1750	INSTRUCTIONAL SYSTEMS	02	1	\$22,550
	YA	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	02	3	\$34,521
	YA	2001	GENERAL SUPPLY	02	1	\$1,279
	YA	2003	SUPPLY PROGRAM MANAGEMENT	02	1	\$2,030
	YA	2101	TRANSPORTATION SPECIALIST	02	1	\$1,707
	YA	2130	TRAFFIC MANAGEMENT	02	1	\$1,381
	YA	2152	AIR TRAFFIC CONTROL	02	6	\$4,330
	YA	2181	AIRCRAFT OPERATION	02	1	\$15,188
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	7	\$50,200
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	4	\$43,749
	YB	0203	HUMAN RESOURCES ASSISTANCE	02	4	\$4,841
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	01	16	\$38,166
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	3	\$2,148
	YB	0318	SECRETARY	02	5	\$17,583
	YB	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	01	1	\$579
	YB	0335	COMPUTER CLERK AND ASSISTANT	02	1	\$13,745
	YB	0390	TELECOMMUNICATIONS PROCESSING	01	16	\$127,534
	YB	0392	GENERAL TELECOMMUNICATIONS	02	26	\$206,565
	YB	0675	MEDICAL RECORDS TECHNICIAN	02	2	\$1,520
	YB	1001	GENERAL ARTS AND INFORMATION	02	1	\$1,328
	YB	1060	PHOTOGRAPHY	03	1	\$11,248
	YB	1101	GENERAL BUSINESS AND INDUSTRY	01	1	\$1,061
	YB	2005	SUPPLY CLERICAL AND TECHNICIAN	02	1	\$586
	YC	0080	SECURITY ADMINISTRATION	01	1	\$1,919
	YC	0080	SECURITY ADMINISTRATION	02	2	\$8,961
	YC	0080	SECURITY ADMINISTRATION	03	1	\$10,767
	YC	0101	SOCIAL SCIENCE	02	1	\$6,695
	YC	0101	SOCIAL SCIENCE	03	1	\$8,276
	YC	0130	FOREIGN AFFAIRS	03	1	\$4,400
	YC	0180	PSYCHOLOGY	02	1	\$2,877
	YC	0185	SOCIAL WORK	02	7	\$5,836
YC	0201	HUMAN RESOURCES MANAGEMENT	02	5	\$40,849	
YC	0201	HUMAN RESOURCES MANAGEMENT	03	4	\$30,765	
YC	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$8,617	
YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	13	\$33,171	
YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	14	\$196,832	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YC	0332	COMPUTER OPERATION	01	1	\$3,816
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	2	\$2,878
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	3	\$49,701
	YC	0346	LOGISTICS MANAGEMENT	02	5	\$22,529
	YC	0346	LOGISTICS MANAGEMENT	03	1	\$6,582
	YC	0390	TELECOMMUNICATIONS PROCESSING	01	4	\$39,186
	YC	0391	TELECOMMUNICATIONS	02	2	\$32,556
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	1	\$1,872
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$6,460
	YC	0560	BUDGET ANALYSIS	02	2	\$13,610
	YC	0669	MEDICAL RECORDS ADMINISTRATION	01	1	\$6,961
	YC	0669	MEDICAL RECORDS ADMINISTRATION	02	3	\$13,101
	YC	0670	HEALTH SYSTEM ADMINISTRATION	03	1	\$2,475
	YC	0675	MEDICAL RECORDS TECHNICIAN	01	1	\$2,005
	YC	0679	MEDICAL SUPPORT ASSISTANCE	01	2	\$5,178
	YC	0905	GENERAL ATTORNEY	02	1	\$12,830
	YC	0905	GENERAL ATTORNEY	03	1	\$18,255
	YC	1001	GENERAL ARTS AND INFORMATION	02	1	\$14,695
	YC	1015	MUSEUM CURATOR	03	1	\$9,992
	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	3	\$4,712
	YC	1102	CONTRACTING	02	6	\$33,640
	YC	1102	CONTRACTING	03	11	\$105,979
	YC	1173	HOUSING MANAGEMENT	02	2	\$18,620
	YC	1222	PATENT ATTORNEY	03	1	\$15,597
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	01	1	\$1,567
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	02	3	\$2,273
	YC	1712	TRAINING INSTRUCTION	02	4	\$46,106
	YC	1910	QUALITY ASSURANCE	02	2	\$4,105
	YC	2003	SUPPLY PROGRAM MANAGEMENT	02	3	\$4,322
	YC	2010	INVENTORY MANAGEMENT	02	1	\$2,769
	YC	2152	AIR TRAFFIC CONTROL	02	4	\$4,069
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	4	\$9,268
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	6	\$46,886
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	2	\$16,348
	YD	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$4,108
	YD	0403	MICROBIOLOGY	02	1	\$6,591
	YD	0414	ENTOMOLOGY	03	1	\$3,907
	YD	0415	TOXICOLOGY	03	1	\$4,357
	YD	0486	WILDLIFE BIOLOGY	02	1	\$5,688
	YD	0801	GENERAL ENGINEERING	02	97	\$325,358
	YD	0801	GENERAL ENGINEERING	03	15	\$98,167
	YD	0803	SAFETY ENGINEERING	02	1	\$847
	YD	0806	MATERIALS ENGINEERING	02	13	\$74,513
	YD	0807	LANDSCAPE ARCHITECTURE	02	1	\$3,861
	YD	0808	ARCHITECTURE	02	2	\$13,041
	YD	0810	CIVIL ENGINEERING	01	1	\$2,978
	YD	0810	CIVIL ENGINEERING	02	4	\$9,037
	YD	0810	CIVIL ENGINEERING	03	1	\$13,589
	YD	0819	ENVIRONMENTAL ENGINEERING	02	10	\$38,444
	YD	0830	MECHANICAL ENGINEERING	01	12	\$43,669
	YD	0830	MECHANICAL ENGINEERING	02	193	\$739,036
	YD	0830	MECHANICAL ENGINEERING	03	1	\$5,364
	YD	0840	NUCLEAR ENGINEERING	03	1	\$18,467
	YD	0850	ELECTRICAL ENGINEERING	02	20	\$87,263
	YD	0854	COMPUTER ENGINEERING	02	8	\$34,315
	YD	0855	ELECTRONICS ENGINEERING	01	34	\$37,244
	YD	0855	ELECTRONICS ENGINEERING	02	999	\$3,848,187
YD	0855	ELECTRONICS ENGINEERING	03	3	\$20,504	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YD	0861	AEROSPACE ENGINEERING	01	11	\$28,170
	YD	0861	AEROSPACE ENGINEERING	02	115	\$448,484
	YD	0893	CHEMICAL ENGINEERING	01	1	\$3,763
	YD	0893	CHEMICAL ENGINEERING	02	5	\$26,095
	YD	0896	INDUSTRIAL ENGINEERING	01	2	\$1,085
	YD	0896	INDUSTRIAL ENGINEERING	02	30	\$70,107
	YD	1301	GENERAL PHYSICAL SCIENCE	02	4	\$26,264
	YD	1301	GENERAL PHYSICAL SCIENCE	03	1	\$4,357
	YD	1310	PHYSICS	02	1	\$2,060
	YD	1310	PHYSICS	03	3	\$52,851
	YD	1320	CHEMISTRY	02	11	\$30,233
	YD	1320	CHEMISTRY	03	1	\$4,692
	YD	1321	METALLURGY	02	4	\$6,053
	YD	1515	OPERATIONS RESEARCH	03	6	\$84,066
	YD	1550	COMPUTER SCIENCE	01	1	\$1,586
	YD	1550	COMPUTER SCIENCE	02	56	\$154,343
	YD	1550	COMPUTER SCIENCE	03	1	\$2,945
	YE	0802	ENGINEERING TECHNICAL	04	1	\$4,118
	YE	0856	ELECTRONICS TECHNICAL	02	1	\$9,425
	YE	0856	ELECTRONICS TECHNICAL	03	3	\$4,734
	YF	0801	GENERAL ENGINEERING	02	103	\$382,868
	YF	0801	GENERAL ENGINEERING	03	15	\$160,175
	YF	0802	ENGINEERING TECHNICAL	02	1	\$6,654
	YF	0810	CIVIL ENGINEERING	02	1	\$23,654
	YF	0810	CIVIL ENGINEERING	03	1	\$20,926
	YF	0830	MECHANICAL ENGINEERING	02	3	\$12,451
	YF	0850	ELECTRICAL ENGINEERING	02	1	\$11,094
	YF	0855	ELECTRONICS ENGINEERING	02	139	\$468,395
	YF	0855	ELECTRONICS ENGINEERING	03	2	\$9,188
	YF	0856	ELECTRONICS TECHNICAL	01	1	\$7,115
	YF	0856	ELECTRONICS TECHNICAL	02	1	\$1,044
	YF	0861	AEROSPACE ENGINEERING	02	8	\$19,614
	YF	0861	AEROSPACE ENGINEERING	03	1	\$9,194
	YF	0893	CHEMICAL ENGINEERING	03	1	\$26,500
	YF	0896	INDUSTRIAL ENGINEERING	02	3	\$12,647
	YF	1301	GENERAL PHYSICAL SCIENCE	02	2	\$5,372
	YF	1515	OPERATIONS RESEARCH	03	3	\$17,659
	YF	1550	COMPUTER SCIENCE	02	8	\$31,861
	YF	1550	COMPUTER SCIENCE	03	1	\$12,341
	YG	0602	MEDICAL OFFICER	02	58	\$909,584
	YG	0602	MEDICAL OFFICER	03	2	\$64,116
	YG	0680	DENTAL OFFICER	02	19	\$140,555
	YH	0601	GENERAL HEALTH SCIENCE	02	9	\$17,734
	YH	0603	PHYSICIAN'S ASSISTANT	02	24	\$172,620
	YH	0610	NURSE	02	55	\$341,752
	YH	0633	PHYSICAL THERAPIST	02	1	\$6,019
	YH	0644	MEDICAL TECHNOLOGIST	02	7	\$35,828
	YH	0660	PHARMACIST	02	52	\$349,622
	YH	0662	OPTOMETRIST	02	1	\$18,276
	YH	0668	PODIATRIST	03	1	\$4,566
YI	0620	PRACTICAL NURSE	01	4	\$688	
YI	0642	NUCLEAR MEDICINE TECHNICIAN	02	1	\$7,672	
YI	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	02	1	\$8,068	
YI	0649	MEDICAL INSTRUMENT TECHNICIAN	02	2	\$2,512	
YI	0683	DENTAL LABORATORY AID AND TECHNICIAN	02	1	\$1,020	
YJ	0601	GENERAL HEALTH SCIENCE	02	3	\$18,614	
YJ	0601	GENERAL HEALTH SCIENCE	03	1	\$10,895	
YJ	0602	MEDICAL OFFICER	04	11	\$177,214	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YJ	0603	PHYSICIAN'S ASSISTANT	02	4	\$45,587
	YJ	0610	NURSE	01	1	\$4,074
	YJ	0610	NURSE	02	13	\$80,585
	YJ	0640	HEALTH AID AND TECHNICIAN	01	2	\$6,640
	YJ	0642	NUCLEAR MEDICINE TECHNICIAN	01	1	\$5,841
	YJ	0644	MEDICAL TECHNOLOGIST	02	1	\$5,181
	YJ	0645	MEDICAL TECHNICIAN	01	1	\$3,034
	YJ	0646	PATHOLOGY TECHNICIAN	01	2	\$8,651
	YJ	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	01	4	\$19,636
	YJ	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	02	1	\$13,036
	YJ	0649	MEDICAL INSTRUMENT TECHNICIAN	01	3	\$14,390
	YJ	0660	PHARMACIST	02	24	\$170,229
	YJ	0667	ORTHOTIST AND PROSTHETIST	01	2	\$8,689
	YJ	0690	INDUSTRIAL HYGIENE	02	1	\$5,506
	YM	0085	SECURITY GUARD	01	13	\$7,008
	YN	0081	FIRE PROTECTION AND PREVENTION	01	2	\$6,260
	YN	0081	FIRE PROTECTION AND PREVENTION	02	1	\$4,333
	YN	0083	POLICE	01	3	\$2,822
	YN	0085	SECURITY GUARD	01	5	\$2,936
	YP	0299	HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	01	2	\$1,559
YP	0399	ADMIN AND OFFICE SUPPORT STUDENT TRAINEE	01	2	\$1,250	
ENERGY	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$9,043
	EJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$15,386
	EJ	0340	PROGRAM MANAGEMENT	04	2	\$31,027
	EJ	1101	GENERAL BUSINESS AND INDUSTRY	04	1	\$9,579
	EK	0801	GENERAL ENGINEERING	03	3	\$8,592
	EK	0801	GENERAL ENGINEERING	04	11	\$94,724
	EN	0801	GENERAL ENGINEERING	03	2	\$8,396
	EN	0801	GENERAL ENGINEERING	04	9	\$60,591
	EN	0840	NUCLEAR ENGINEERING	04	1	\$3,896
	EN	0840	NUCLEAR ENGINEERING	05	1	\$9,743
	EN	1301	GENERAL PHYSICAL SCIENCE	04	2	\$31,936
	ES	0340	PROGRAM MANAGEMENT	00	4	\$57,312
	GM	0341	ADMINISTRATIVE OFFICER	15	1	\$6,511
	GM	0905	GENERAL ATTORNEY	15	1	\$20,896
	GS	0080	SECURITY ADMINISTRATION	14	2	\$8,701
	GS	0084	NUCLEAR MATERIALS COURIER	09	15	\$33,796
	GS	0084	NUCLEAR MATERIALS COURIER	10	6	\$11,821
	GS	0084	NUCLEAR MATERIALS COURIER	11	3	\$11,736
	GS	0084	NUCLEAR MATERIALS COURIER	12	5	\$26,440
	GS	0084	NUCLEAR MATERIALS COURIER	13	1	\$4,915
	GS	0132	INTELLIGENCE	13	2	\$23,036
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$1,605
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$1,605
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	3	\$2,818
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$13,887
	GS	0340	PROGRAM MANAGEMENT	14	1	\$7,069
	GS	0340	PROGRAM MANAGEMENT	15	4	\$29,240
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$3,254
	GS	0510	ACCOUNTING	13	1	\$3,087
	GS	0511	AUDITING	12	2	\$10,244
	GS	0511	AUDITING	13	3	\$20,661
	GS	0511	AUDITING	14	1	\$9,298
	GS	0511	AUDITING	15	1	\$18,471
GS	0560	BUDGET ANALYSIS	14	1	\$14,558	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
ENERGY (continued)	GS	0690	INDUSTRIAL HYGIENE	14	1	\$828	
	GS	0801	GENERAL ENGINEERING	13	1	\$5,032	
	GS	0801	GENERAL ENGINEERING	14	9	\$59,717	
	GS	0801	GENERAL ENGINEERING	15	4	\$47,358	
	GS	0810	CIVIL ENGINEERING	13	1	\$4,642	
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$10,230	
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$12,004	
	GS	0854	COMPUTER ENGINEERING	15	1	\$7,003	
	GS	0855	ELECTRONICS ENGINEERING	07	1	\$949	
	GS	1102	CONTRACTING	15	1	\$5,457	
	GS	1130	PUBLIC UTILITIES SPECIALIST	13	1	\$11,421	
	GS	1130	PUBLIC UTILITIES SPECIALIST	15	2	\$17,329	
	GS	1170	REALTY	13	2	\$12,899	
	GS	1222	PATENT ATTORNEY	12	1	\$1,984	
	GS	1222	PATENT ATTORNEY	14	1	\$2,756	
	GS	1301	GENERAL PHYSICAL SCIENCE	14	4	\$26,490	
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$6,967	
	GS	1712	TRAINING INSTRUCTION	11	1	\$4,356	
	HEALTH AND HUMAN SERVICES	GS	1712	TRAINING INSTRUCTION	12	1	\$2,997
		GS	1712	TRAINING INSTRUCTION	13	1	\$6,666
GS		2101	TRANSPORTATION SPECIALIST	13	1	\$4,816	
GS		2101	TRANSPORTATION SPECIALIST	15	2	\$41,461	
AD		0401	GENERAL BIOLOGICAL SCIENCE	00	8	\$110,015	
AD		0403	MICROBIOLOGY	00	1	\$13,228	
AD		0405	PHARMACOLOGY	00	40	\$355,973	
AD		0405	PHARMACOLOGY	13	1	\$1,978	
AD		0415	TOXICOLOGY	00	5	\$31,863	
AD		0440	GENETICS	00	1	\$3,756	
AD		0601	GENERAL HEALTH SCIENCE	00	12	\$149,349	
AD		0602	MEDICAL OFFICER	00	68	\$1,234,641	
AD		0602	MEDICAL OFFICER	15	1	\$5,045	
AD		0633	PHYSICAL THERAPIST	1	1	\$1,511	
AD		0660	PHARMACIST	00	9	\$98,262	
AD		0881	PETROLEUM ENGINEERING	00	1	\$3,308	
AD		1310	PHYSICS	00	2	\$47,374	
AD		1320	CHEMISTRY	00	10	\$101,487	
AD		1320	CHEMISTRY	00	1	\$4,445	
AD		1515	OPERATIONS RESEARCH	00	1	\$6,454	
AD		1529	MATHEMATICAL STATISTICS	00	24	\$167,131	
ES		0080	SECURITY ADMINISTRATION	00	1	\$28,843	
ES		0110	ECONOMIST	00	1	\$18,167	
ES		0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$7,092	
ES		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	12	\$299,205	
ES		0340	PROGRAM MANAGEMENT	00	11	\$283,189	
ES		0341	ADMINISTRATIVE OFFICER	00	3	\$20,599	
ES		0505	FINANCIAL MANAGEMENT	00	2	\$57,413	
ES		0510	ACCOUNTING	00	2	\$53,489	
ES		0560	BUDGET ANALYSIS	00	1	\$25,087	
ES		0601	GENERAL HEALTH SCIENCE	00	3	\$48,290	
ES		0602	MEDICAL OFFICER	00	1	\$25,298	
ES		0660	PHARMACIST	00	1	\$16,725	
ES		0670	HEALTH SYSTEM ADMINISTRATION	00	1	\$31,909	
ES		0696	CONSUMER SAFETY	00	4	\$63,488	
ES		0858	BIOMEDICAL ENGINEERING	00	1	\$11,694	
ES		0905	GENERAL ATTORNEY	00	3	\$92,567	
ES		0950	PARALEGAL SPECIALIST	00	4	\$105,949	
ES		1035	PUBLIC AFFAIRS	00	1	\$9,376	
ES		1811	CRIMINAL INVESTIGATING	00	1	\$30,095	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$14,026
	GM	0107	HEALTH INSURANCE ADMINISTRATION	15	1	\$6,600
	GM	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$12,675
	GM	0340	PROGRAM MANAGEMENT	15	1	\$9,774
	GM	0403	MICROBIOLOGY	15	1	\$9,649
	GM	0405	PHARMACOLOGY	15	1	\$7,581
	GM	0696	CONSUMER SAFETY	15	2	\$27,143
	GM	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$21,429
	GM	1320	CHEMISTRY	15	1	\$12,558
	GM	1529	MATHEMATICAL STATISTICS	14	1	\$8,872
	GP	0602	MEDICAL OFFICER	14	19	\$83,463
	GP	0602	MEDICAL OFFICER	15	59	\$437,039
	GP	0680	DENTAL OFFICER	11	1	\$15,981
	GP	0680	DENTAL OFFICER	13	1	\$10,077
	GP	0680	DENTAL OFFICER	14	1	\$21,800
	GR	0602	MEDICAL OFFICER	15	1	\$10,790
	GS	0080	SECURITY ADMINISTRATION	15	1	\$29,449
	GS	0083	POLICE	11	8	\$54,859
	GS	0083	POLICE	5	3	\$1,692
	GS	0083	POLICE	6	7	\$17,128
	GS	0083	POLICE	7	36	\$176,471
	GS	0083	POLICE	8	16	\$96,704
	GS	0083	POLICE	9	11	\$69,621
	GS	0101	SOCIAL SCIENCE	13	1	\$12,964
	GS	0101	SOCIAL SCIENCE	14	2	\$23,659
	GS	0107	HEALTH INSURANCE ADMINISTRATION	15	1	\$2,223
	GS	0110	ECONOMIST	13	3	\$3,316
	GS	0110	ECONOMIST	14	6	\$64,199
	GS	0110	ECONOMIST	15	2	\$33,252
	GS	0180	PSYCHOLOGY	13	2	\$28,766
	GS	0180	PSYCHOLOGY	15	1	\$8,043
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$1,645
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$18,302
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$4,244
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$3,284
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	3	\$31,554
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	4	\$38,462
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	18	\$283,226
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$6,898
	GS	0340	PROGRAM MANAGEMENT	15	2	\$12,179
	GS	0341	ADMINISTRATIVE OFFICER	15	6	\$58,849
	GS	0342	SUPPORT SERVICES ADMINISTRATION	14	1	\$15,502
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	2	\$12,618
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$7,160
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$13,184
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	3	\$24,023
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	7	\$57,087
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	9	1	\$1,863
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$10,277
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	8	\$147,377
	GS	0403	MICROBIOLOGY	14	3	\$31,676
GS	0403	MICROBIOLOGY	15	4	\$37,936	
GS	0405	PHARMACOLOGY	12	3	\$16,877	
GS	0405	PHARMACOLOGY	13	75	\$619,585	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0405	PHARMACOLOGY	14	84	\$858,005
	GS	0405	PHARMACOLOGY	15	36	\$415,155
	GS	0413	PHYSIOLOGY	14	2	\$24,843
	GS	0415	TOXICOLOGY	13	16	\$103,211
	GS	0415	TOXICOLOGY	14	2	\$20,536
	GS	0440	GENETICS	14	1	\$23,736
	GS	0487	ANIMAL SCIENCE	15	1	\$12,057
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$5,953
	GS	0505	FINANCIAL MANAGEMENT	15	2	\$21,044
	GS	0510	ACCOUNTING	14	2	\$6,492
	GS	0510	ACCOUNTING	15	1	\$756
	GS	0560	BUDGET ANALYSIS	15	1	\$25,714
	GS	0601	GENERAL HEALTH SCIENCE	12	2	\$23,529
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$43,481
	GS	0601	GENERAL HEALTH SCIENCE	14	12	\$192,132
	GS	0601	GENERAL HEALTH SCIENCE	15	18	\$314,065
	GS	0602	MEDICAL OFFICER	13	2	\$42,724
	GS	0602	MEDICAL OFFICER	14	113	\$1,052,996
	GS	0602	MEDICAL OFFICER	15	139	\$1,967,936
	GS	0603	PHYSICIAN'S ASSISTANT	11	9	\$89,974
	GS	0603	PHYSICIAN'S ASSISTANT	12	11	\$135,932
	GS	0603	PHYSICIAN'S ASSISTANT	13	1	\$3,622
	GS	0610	NURSE	10	199	\$1,039,278
	GS	0610	NURSE	11	117	\$679,367
	GS	0610	NURSE	12	48	\$322,848
	GS	0610	NURSE	13	5	\$71,187
	GS	0610	NURSE	14	3	\$38,371
	GS	0610	NURSE	15	1	\$31,405
	GS	0610	NURSE	4	1	\$1,750
	GS	0610	NURSE	5	16	\$34,431
	GS	0610	NURSE	7	14	\$33,451
	GS	0610	NURSE	9	159	\$688,833
	GS	0620	PRACTICAL NURSE	5	2	\$1,823
	GS	0620	PRACTICAL NURSE	6	24	\$70,895
	GS	0630	DIETITIAN AND NUTRITIONIST	11	1	\$6,795
	GS	0633	PHYSICAL THERAPIST	10	1	\$3,987
	GS	0633	PHYSICAL THERAPIST	11	6	\$44,809
	GS	0633	PHYSICAL THERAPIST	12	1	\$2,412
	GS	0640	HEALTH AID AND TECHNICIAN	7	1	\$9,859
	GS	0644	MEDICAL TECHNOLOGIST	10	4	\$18,132
	GS	0644	MEDICAL TECHNOLOGIST	11	7	\$38,415
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$2,808
	GS	0644	MEDICAL TECHNOLOGIST	9	3	\$2,439
	GS	0645	MEDICAL TECHNICIAN	6	1	\$213
	GS	0645	MEDICAL TECHNICIAN	7	1	\$3,624
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	4	\$26,500
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	3	\$34,654
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	2	\$18,124
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	7	4	\$21,693
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	8	20	\$148,820
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	9	7	\$58,764
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	3	\$34,520
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	2	\$8,378
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	9	3	\$14,583
	GS	0651	RESPIRATORY THERAPIST	11	1	\$8,734
	GS	0651	RESPIRATORY THERAPIST	8	3	\$5,353
	GS	0660	PHARMACIST	11	11	\$141,660
	GS	0660	PHARMACIST	12	7	\$113,901

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0660	PHARMACIST	13	4	\$56,381
	GS	0660	PHARMACIST	14	1	\$10,995
	GS	0662	OPTOMETRIST	11	6	\$73,210
	GS	0662	OPTOMETRIST	12	9	\$144,032
	GS	0668	PODIATRIST	13	4	\$66,398
	GS	0668	PODIATRIST	14	11	\$178,427
	GS	0668	PODIATRIST	15	2	\$28,807
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$25,488
	GS	0671	HEALTH SYSTEM SPECIALIST	9	1	\$2,926
	GS	0680	DENTAL OFFICER	11	5	\$63,689
	GS	0680	DENTAL OFFICER	12	9	\$104,852
	GS	0680	DENTAL OFFICER	13	2	\$37,051
	GS	0680	DENTAL OFFICER	14	2	\$57,984
	GS	0682	DENTAL HYGIENE	7	1	\$5,413
	GS	0682	DENTAL HYGIENE	8	1	\$2,959
	GS	0682	DENTAL HYGIENE	9	2	\$21,923
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	14	1	\$16,474
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	15	3	\$28,242
	GS	0696	CONSUMER SAFETY	13	6	\$54,312
	GS	0696	CONSUMER SAFETY	14	5	\$42,863
	GS	0696	CONSUMER SAFETY	15	7	\$93,452
	GS	0699	MEDICAL AND HEALTH STUDENT TRAINEE	7	1	\$1,423
	GS	0701	VETERINARY MEDICAL SCIENCE	13	2	\$13,517
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$19,989
	GS	0701	VETERINARY MEDICAL SCIENCE	15	2	\$30,969
	GS	0801	GENERAL ENGINEERING	12	1	\$12,531
	GS	0801	GENERAL ENGINEERING	13	2	\$6,427
	GS	0801	GENERAL ENGINEERING	14	1	\$30,363
	GS	0808	ARCHITECTURE	14	1	\$4,795
	GS	0854	COMPUTER ENGINEERING	15	1	\$1,342
	GS	0855	ELECTRONICS ENGINEERING	13	1	\$8,438
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$14,976
	GS	0905	GENERAL ATTORNEY	15	24	\$383,874
	GS	1035	PUBLIC AFFAIRS	13	1	\$6,310
	GS	1035	PUBLIC AFFAIRS	15	5	\$94,615
	GS	1084	VISUAL INFORMATION	13	1	\$24,172
	GS	1102	CONTRACTING	12	1	\$5,180
	GS	1102	CONTRACTING	13	4	\$54,527
	GS	1102	CONTRACTING	15	1	\$11,813
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$47,623
	GS	1320	CHEMISTRY	13	1	\$2,410
	GS	1320	CHEMISTRY	14	6	\$59,438
	GS	1320	CHEMISTRY	15	3	\$36,087
	GS	1510	ACTUARIAL SCIENCE	9	1	\$1,835
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$4,875
	GS	1529	MATHEMATICAL STATISTICS	13	55	\$430,132
	GS	1529	MATHEMATICAL STATISTICS	14	66	\$645,620
	GS	1529	MATHEMATICAL STATISTICS	15	29	\$324,080
	GS	1530	STATISTICS	13	2	\$2,298
	GS	1530	STATISTICS	14	1	\$19,870
GS	1530	STATISTICS	15	1	\$14,738	
GS	1550	COMPUTER SCIENCE	15	2	\$28,961	
GS	1811	CRIMINAL INVESTIGATING	15	1	\$8,499	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	19	\$183,504	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	15	\$135,039	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	20	\$290,273	
RS	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$854	
RS	0403	MICROBIOLOGY	00	1	\$13,025	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	RS	0405	PHARMACOLOGY	00	4	\$40,314
	RS	1529	MATHEMATICAL STATISTICS	00	1	\$11,145
	SL	0950	PARALEGAL SPECIALIST	00	1	\$24,638
	WG	5703	MOTOR VEHICLE OPERATING	7	1	\$1,889
	WG	5703	MOTOR VEHICLE OPERATING	8	1	\$3,935
HOMELAND SECURITY	ES	0340	PROGRAM MANAGEMENT	00	1	\$15,459
	ES	0602	MEDICAL OFFICER	00	1	\$7,916
	ES	0905	GENERAL ATTORNEY	00	1	\$29,472
	ES	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	00	1	\$1,558
	GS	0080	SECURITY ADMINISTRATION	07	2	\$710
	GS	0080	SECURITY ADMINISTRATION	09	9	\$4,077
	GS	0080	SECURITY ADMINISTRATION	11	45	\$31,631
	GS	0080	SECURITY ADMINISTRATION	12	287	\$169,102
	GS	0080	SECURITY ADMINISTRATION	13	6	\$1,857
	GS	0083	POLICE	06	2	\$699
	GS	0083	POLICE	07	9	\$3,059
	GS	0083	POLICE	08	147	\$63,502
	GS	0083	POLICE	09	62	\$30,022
	GS	0083	POLICE	10	35	\$17,353
	GS	0083	POLICE	11	20	\$10,227
	GS	0083	POLICE	12	11	\$6,414
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$1,455
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$1,890
	GS	0340	PROGRAM MANAGEMENT	15	3	\$69,922
	GS	0391	TELECOMMUNICATIONS	15	1	\$11,440
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$12,230
	GS	0830	MECHANICAL ENGINEERING	12	1	\$11,416
	GS	0896	INDUSTRIAL ENGINEERING	13	1	\$4,186
	GS	0905	GENERAL ATTORNEY	14	1	\$8,883
	GS	1384	TEXTILE TECHNOLOGY	13	1	\$14,524
	GS	1515	OPERATIONS RESEARCH	13	1	\$4,512
	GS	1895	CUSTOMS AND BORDER PROTECTION	07	1	\$2,675
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$7,597
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$2,378
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,420
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$27,846
	HOUSING AND URBAN DEVELOPMENT	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3
INTERIOR	ES	0340	PROGRAM MANAGEMENT	00	1	\$3,673
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$1,932
	GL	0083	POLICE	05	2	\$3,619
	GL	0083	POLICE	07	6	\$22,259
	GL	0083	POLICE	08	3	\$14,376
	GL	0083	POLICE	10	3	\$17,612
	GL	0083	POLICE	11	1	\$6,661
	GL	0083	POLICE	12	1	\$6,286
	GS	0025	PARK RANGER	14	1	\$19,749
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$11,528
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$23,176
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	2	\$431
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$1,169
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$35,293
	GS	0340	PROGRAM MANAGEMENT	13	1	\$8,782
	GS	0340	PROGRAM MANAGEMENT	15	2	\$32,115
	GS	0341	ADMINISTRATIVE OFFICER	13	2	\$22,907

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
INTERIOR (continued)	GS	0341	ADMINISTRATIVE OFFICER	15	1	\$1,179	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$4,946	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$596	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$7,199	
	GS	0511	AUDITING	13	1	\$18,786	
	GS	0810	CIVIL ENGINEERING	13	3	\$29,651	
	GS	0830	MECHANICAL ENGINEERING	12	1	\$19,342	
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$7,965	
	GS	0850	ELECTRICAL ENGINEERING	13	1	\$13,814	
	GS	0881	PETROLEUM ENGINEERING	12	7	\$17,039	
	GS	0881	PETROLEUM ENGINEERING	13	8	\$92,863	
	GS	0881	PETROLEUM ENGINEERING	14	10	\$136,639	
	GS	0881	PETROLEUM ENGINEERING	15	1	\$24,570	
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	13	1	\$3,610	
	GS	0905	GENERAL ATTORNEY	14	1	\$10,119	
	GS	0963	LEGAL INSTRUMENTS EXAMINING	05	1	\$540	
	GS	0963	LEGAL INSTRUMENTS EXAMINING	06	1	\$2,272	
	GS	0963	LEGAL INSTRUMENTS EXAMINING	08	4	\$10,162	
	GS	0963	LEGAL INSTRUMENTS EXAMINING	09	2	\$4,999	
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$21,006	
	GS	1170	REALTY	14	1	\$6,007	
	GS	1170	REALTY	15	1	\$19,933	
	GS	1313	GEOPHYSICS	13	2	\$23,603	
	GS	1350	GEOLOGY	12	2	\$18,380	
	GS	1811	CRIMINAL INVESTIGATING	14	1	\$23,492	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$10,000	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$28,346	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$22,700	
	WG	4102	PAINTING	03	1	\$7,543	
	JUSTICE	AD	0905	GENERAL ATTORNEY	21	14	\$24,449
		AD	0905	GENERAL ATTORNEY	24	7	\$9,017
		AD	0905	GENERAL ATTORNEY	25	20	\$30,887
AD		0905	GENERAL ATTORNEY	26	25	\$45,439	
AD		0905	GENERAL ATTORNEY	27	19	\$40,824	
AD		0905	GENERAL ATTORNEY	28	19	\$50,527	
AD		0905	GENERAL ATTORNEY	29	51	\$117,232	
AD		0905	GENERAL ATTORNEY	33	4	\$52,248	
AD		0905	GENERAL ATTORNEY	35	1	\$1,634	
AD		0905	GENERAL ATTORNEY	37	1	\$1,575	
AD		0905	GENERAL ATTORNEY	37	1	\$1,675	
ES		0006	CORRECTIONAL INSTITUTION ADMINISTRATION	00	1	\$658	
ES		0132	INTELLIGENCE	00	1	\$24,554	
ES		0340	PROGRAM MANAGEMENT	00	2	\$41,031	
ES		1811	CRIMINAL INVESTIGATING	00	11	\$303,085	
ES		2210	INFORMATION TECHNOLOGY MANAGEMENT	00	2	\$67,440	
GL		0006	CORRECTIONAL INSTITUTION ADMINISTRATION	09	2	\$1,036	
GL		0006	CORRECTIONAL INSTITUTION ADMINISTRATION	11	4	\$4,637	
GL		0006	CORRECTIONAL INSTITUTION ADMINISTRATION	12	19	\$24,977	
GL		0007	CORRECTIONAL OFFICER	05	108	\$67,276	
GL		0007	CORRECTIONAL OFFICER	06	78	\$51,715	
GL		0007	CORRECTIONAL OFFICER	07	176	\$113,173	
GL		0007	CORRECTIONAL OFFICER	08	171	\$184,575	
GL		0007	CORRECTIONAL OFFICER	09	52	\$43,517	
GL		0007	CORRECTIONAL OFFICER	11	32	\$32,265	
GL		0007	CORRECTIONAL OFFICER	12	3	\$4,728	
GL		0007	CORRECTIONAL OFFICER	13	1	\$434	
GL		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	1	\$518	
GL		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	4	\$3,995	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GL	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$1,872
	GL	0030	SPORTS SPECIALIST	07	2	\$2,235
	GL	0030	SPORTS SPECIALIST	09	10	\$7,047
	GL	0060	CHAPLAIN	12	10	\$11,611
	GL	0101	SOCIAL SCIENCE	05	1	\$400
	GL	0101	SOCIAL SCIENCE	07	3	\$906
	GL	0101	SOCIAL SCIENCE	09	7	\$4,659
	GL	0101	SOCIAL SCIENCE	11	45	\$50,163
	GL	0101	SOCIAL SCIENCE	12	2	\$4,657
	GL	0180	PSYCHOLOGY	11	1	\$538
	GL	0180	PSYCHOLOGY	12	1	\$496
	GL	0180	PSYCHOLOGY	13	2	\$1,456
	GL	0188	RECREATION SPECIALIST	05	3	\$1,171
	GL	0188	RECREATION SPECIALIST	09	9	\$5,626
	GL	0188	RECREATION SPECIALIST	12	1	\$662
	GL	0201	HUMAN RESOURCES MANAGEMENT	05	2	\$1,715
	GL	0201	HUMAN RESOURCES MANAGEMENT	09	6	\$5,258
	GL	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$6,483
	GL	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$1,125
	GL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	5	\$4,662
	GL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	3	\$2,608
	GL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	3	\$3,869
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$362
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	2	\$1,360
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	3	\$1,958
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	9	\$6,683
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	2	\$1,840
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	11	1	\$3,334
	GL	0304	INFORMATION RECEPTIONIST	04	2	\$558
	GL	0318	SECRETARY	05	10	\$8,242
	GL	0318	SECRETARY	06	19	\$13,893
	GL	0318	SECRETARY	07	8	\$4,320
	GL	0318	SECRETARY	08	3	\$3,062
	GL	0342	SUPPORT SERVICES ADMINISTRATION	11	2	\$1,395
	GL	0342	SUPPORT SERVICES ADMINISTRATION	12	1	\$1,984
	GL	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$14,347
	GL	0510	ACCOUNTING	09	1	\$531
	GL	0525	ACCOUNTING TECHNICIAN	05	1	\$1,075
	GL	0525	ACCOUNTING TECHNICIAN	06	1	\$477
	GL	0525	ACCOUNTING TECHNICIAN	07	9	\$7,626
	GL	0525	ACCOUNTING TECHNICIAN	08	1	\$403
	GL	0560	BUDGET ANALYSIS	09	5	\$3,138
	GL	0560	BUDGET ANALYSIS	11	1	\$698
	GL	0602	MEDICAL OFFICER	15	5	\$59,627
	GL	0603	PHYSICIAN'S ASSISTANT	09	1	\$538
	GL	0603	PHYSICIAN'S ASSISTANT	11	25	\$11,087
	GL	0610	NURSE	04	1	\$1,552
	GL	0610	NURSE	07	1	\$3,122
	GL	0610	NURSE	09	2	\$22,763
	GL	0610	NURSE	10	83	\$436,303
	GL	0610	NURSE	11	13	\$98,396
	GL	0620	PRACTICAL NURSE	07	9	\$22,092
	GL	0640	HEALTH AID AND TECHNICIAN	09	3	\$14,176
	GL	0640	HEALTH AID AND TECHNICIAN	10	1	\$477
	GL	0661	PHARMACY TECHNICIAN	05	1	\$400

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GL	0670	HEALTH SYSTEM ADMINISTRATION	11	1	\$635
	GL	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$446
	GL	0671	HEALTH SYSTEM SPECIALIST	11	4	\$14,783
	GL	0675	MEDICAL RECORDS TECHNICIAN	07	5	\$2,273
	GL	0680	DENTAL OFFICER	12	2	\$1,519
	GL	0680	DENTAL OFFICER	13	1	\$1,880
	GL	0681	DENTAL ASSISTANT	06	1	\$1,091
	GL	0802	ENGINEERING TECHNICAL	11	1	\$643
	GL	0856	ELECTRONICS TECHNICAL	11	5	\$5,498
	GL	0963	LEGAL INSTRUMENTS EXAMINING	08	8	\$5,786
	GL	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$1,366
	GL	1101	GENERAL BUSINESS AND INDUSTRY	12	4	\$4,216
	GL	1712	TRAINING INSTRUCTION	09	1	\$474
	GL	1712	TRAINING INSTRUCTION	11	4	\$3,491
	GL	2010	INVENTORY MANAGEMENT	09	2	\$1,690
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	2	\$1,565
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$1,577
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	3	\$2,944
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$2,093
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$28,333
	GS	0080	SECURITY ADMINISTRATION	13	18	\$395,006
	GS	0132	INTELLIGENCE	12	3	\$10,195
	GS	0132	INTELLIGENCE	13	1	\$20,142
	GS	0132	INTELLIGENCE	13	1	\$1,973
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$752
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	3	\$20,775
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$25,016
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$11,182
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$23,849
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$1,731
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$14,225
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$25,862
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,182
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$433
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$11,620
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	1	\$502
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$639
	GS	0318	SECRETARY	05	1	\$333
	GS	0318	SECRETARY	06	1	\$395
	GS	0318	SECRETARY	09	0	\$4,362
	GS	0340	PROGRAM MANAGEMENT	15	1	\$33,109
	GS	0340	PROGRAM MANAGEMENT	15	1	\$11,772
	GS	0341	ADMINISTRATIVE OFFICER	13	2	\$10,765
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$13,356
	GS	0341	ADMINISTRATIVE OFFICER	15	2	\$60,118
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$12,968
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$18,537
	GS	0391	TELECOMMUNICATIONS	13	1	\$22,926
	GS	0511	AUDITING	13	5	\$32,983
	GS	0511	AUDITING	14	1	\$10,261
GS	0560	BUDGET ANALYSIS	07	1	\$440	
GS	0560	BUDGET ANALYSIS	15	1	\$24,837	
GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$19,865	
GS	0855	ELECTRONICS ENGINEERING	14	1	\$28,147	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GS	0855	ELECTRONICS ENGINEERING	15	3	\$94,827
	GS	0856	ELECTRONICS TECHNICAL	14	1	\$27,365
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	12	1	\$7,149
	GS	0905	GENERAL ATTORNEY	15	1	\$11,182
	GS	0950	PARALEGAL SPECIALIST	11	8	\$16,067
	GS	0950	PARALEGAL SPECIALIST	12	2	\$1,804
	GS	0950	PARALEGAL SPECIALIST	13	1	\$25,143
	GS	0950	PARALEGAL SPECIALIST	13	1	\$985
	GS	0986	LEGAL ASSISTANCE	05	1	\$1,914
	GS	0986	LEGAL ASSISTANCE	06	1	\$117
	GS	0986	LEGAL ASSISTANCE	07	19	\$45,182
	GS	0986	LEGAL ASSISTANCE	08	30	\$92,368
	GS	0986	LEGAL ASSISTANCE	09	1	\$655
	GS	1035	PUBLIC AFFAIRS	10	1	\$2,537
	GS	1082	WRITING AND EDITING	14	1	\$18,764
	GS	1105	PURCHASING	07	1	\$440
	GS	1515	OPERATIONS RESEARCH	14	1	\$10,946
	GS	1550	COMPUTER SCIENCE	14	2	\$56,331
	GS	1670	EQUIPMENT SERVICES	12	2	\$35,053
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$13,895
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$16,911
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$7,637
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$1,072
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$28,694
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$9,134
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$38,650
	WG	3603	MASONRY	10	1	\$13,268
	WG	5823	AUTOMOTIVE MECHANIC	10	1	\$7,322
	WS	2805	ELECTRICIAN	09	6	\$5,387
	WS	3703	WELDING	08	1	\$602
	WS	4204	PIPEFITTING	09	1	\$1,648
	WS	4206	PLUMBING	08	6	\$4,246
	WS	4742	UTILITY SYSTEMS REPAIRING OPERATING	08	13	\$10,717
	WS	4749	MAINTENANCE MECHANIC	08	21	\$26,482
	WS	4749	MAINTENANCE MECHANIC	14	4	\$4,358
	WS	5306	AIR CONDITIONING EQUIPMENT MECHANIC	09	12	\$12,774
	WS	5823	AUTOMOTIVE MECHANIC	08	3	\$3,501
	WS	6904	TOOLS AND PARTS ATTENDING	04	2	\$2,496
	WS	6907	MATERIALS HANDLER	04	26	\$20,940
	WS	6907	MATERIALS HANDLER	06	1	\$1,344
WS	7305	LAUNDRY MACHINE OPERATING	04	3	\$1,379	
WS	7404	COOKING	08	51	\$47,233	
LABOR	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$1,489
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$9,608
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$9,808
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$20,286
STATE	FP	2510	SECURITY OFFICER	03	6	\$31,093
	FP	2880	INFORMATION MANAGEMENT	02	1	\$3,965
	FP	2880	INFORMATION MANAGEMENT	03	171	\$1,622,699
	FP	2880	INFORMATION MANAGEMENT	04	195	\$1,688,687
	FP	2880	INFORMATION MANAGEMENT	05	5	\$22,215
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	03	48	\$366,795
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	04	26	\$238,490
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	05	4	\$7,593
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	01	27	\$386,351
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	02	111	\$1,356,770
	GG	0391	TELECOMMUNICATIONS	12	5	\$21,417

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
STATE (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$14,998	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$178,050	
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$905	
	GS	0322	CLERK-TYPIST	09	2	\$2,838	
	GS	0340	PROGRAM MANAGEMENT	15	2	\$16,665	
	GS	0391	TELECOMMUNICATIONS	13	8	\$57,304	
	GS	0391	TELECOMMUNICATIONS	14	2	\$17,891	
	GS	0391	TELECOMMUNICATIONS	15	3	\$62,021	
	GS	0530	CASH PROCESSING	07	1	\$4,632	
	GS	0962	CONTACT REPRESENTATIVE	07	4	\$16,876	
	GS	0967	PASSPORT AND VISA EXAMINING	04	1	\$623	
	GS	0967	PASSPORT AND VISA EXAMINING	05	13	\$17,544	
	GS	0967	PASSPORT AND VISA EXAMINING	07	29	\$44,016	
	GS	0967	PASSPORT AND VISA EXAMINING	09	18	\$70,602	
	GS	0967	PASSPORT AND VISA EXAMINING	11	39	\$210,861	
	GS	0967	PASSPORT AND VISA EXAMINING	12	12	\$81,509	
	GS	0967	PASSPORT AND VISA EXAMINING	13	5	\$42,809	
	GS	1040	LANGUAGE SPECIALIST	13	1	\$19,438	
	GS	1040	LANGUAGE SPECIALIST	14	2	\$4,680	
	GS	1040	LANGUAGE SPECIALIST	15	5	\$98,432	
	GS	1550	COMPUTER SCIENCE	15	2	\$26,018	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$164	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	3	\$3,635	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	16	\$40,410	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	38	\$271,637	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	124	\$1,374,979	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	71	\$914,845	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	32	\$506,793	
	TRANSPORTATION	ES	0340	PROGRAM MANAGEMENT	00	3	\$50,544
		GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$6,741
GS		0201	HUMAN RESOURCES MANAGEMENT	13	1	\$5,105	
GS		0201	HUMAN RESOURCES MANAGEMENT	14	1	\$20,730	
GS		0905	GENERAL ATTORNEY	15	1	\$4,500	
GS		1102	CONTRACTING	11	1	\$9,549	
GS		1170	REALTY	13	1	\$7,989	
GS		2101	TRANSPORTATION SPECIALIST	15	1	\$18,166	
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$18,322	
TREASURY		ES	0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$15,308
	ES	0340	PROGRAM MANAGEMENT	00	30	\$699,095	
	ES	0505	FINANCIAL MANAGEMENT	00	2	\$24,729	
	ES	0905	GENERAL ATTORNEY	00	1	\$11,082	
	ES	1102	CONTRACTING	00	2	\$76,338	
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$40,127	
	GS	0132	INTELLIGENCE	12	1	\$25,000	
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$2,338	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	12	\$8,270	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$18,781	
	GS	0340	PROGRAM MANAGEMENT	15	2	\$31,969	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$6,700	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$60,984	
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	1	\$17,075	
	GS	0510	ACCOUNTING	14	1	\$17,075	
	GS	0510	ACCOUNTING	15	1	\$20,932	
	GS	0511	AUDITING	13	3	\$38,538	
GS	0511	AUDITING	14	1	\$1,714		

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
TREASURY (continued)	GS	0511	AUDITING	15	1	\$3,826
	GS	0905	GENERAL ATTORNEY	11	1	\$25,000
	GS	0987	TAX LAW SPECIALIST	15	1	\$35,868
	GS	1102	CONTRACTING	14	1	\$10,633
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$12,717
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	27	\$105,309
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	8	\$188,843
	IR	0340	PROGRAM MANAGEMENT	01	3	\$60,584
	IR	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	2	\$64,948
	IR	1811	CRIMINAL INVESTIGATING	01	1	\$11,632
	IR	2210	INFORMATION TECHNOLOGY MANAGEMENT	01	3	\$105,804
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$23,190
	SL	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	1	\$38,650
VETERANS AFFAIRS	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	2	\$20,430
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	3	\$16,474
	GM	0060	CHAPLAIN	13	1	\$4,840
	GM	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$9,520
	GM	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$35,683
	GM	0505	FINANCIAL MANAGEMENT	14	2	\$43,952
	GM	0630	DIETITIAN AND NUTRITIONIST	14	1	\$332
	GM	0671	HEALTH SYSTEM SPECIALIST	13	1	\$5,962
	GM	0801	GENERAL ENGINEERING	14	2	\$29,112
	GM	0803	SAFETY ENGINEERING	13	1	\$21,586
	GM	1320	CHEMISTRY	15	1	\$34,788
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$17,725
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$22,294
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	2	\$12,854
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$2,075
	GS	0080	SECURITY ADMINISTRATION	07	2	\$3,375
	GS	0080	SECURITY ADMINISTRATION	09	5	\$9,756
	GS	0080	SECURITY ADMINISTRATION	11	5	\$19,446
	GS	0080	SECURITY ADMINISTRATION	12	1	\$5,876
	GS	0080	SECURITY ADMINISTRATION	13	3	\$26,066
	GS	0083	POLICE	05	8	\$14,978
	GS	0083	POLICE	06	331	\$858,676
	GS	0083	POLICE	07	181	\$515,765
	GS	0083	POLICE	08	52	\$140,291
	GS	0083	POLICE	09	28	\$102,027
	GS	0083	POLICE	10	4	\$14,939
	GS	0083	POLICE	11	10	\$42,407
	GS	0083	POLICE	12	2	\$7,416
	GS	0083	POLICE	13	2	\$10,383
	GS	0101	SOCIAL SCIENCE	09	1	\$3,002
	GS	0101	SOCIAL SCIENCE	11	2	\$4,299
	GS	0101	SOCIAL SCIENCE	13	1	\$2,496
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	09	1	\$5,151
	GS	0110	ECONOMIST	13	1	\$8,269
	GS	0180	PSYCHOLOGY	11	1	\$2,112
	GS	0180	PSYCHOLOGY	12	2	\$1,002
	GS	0180	PSYCHOLOGY	13	16	\$115,860
	GS	0180	PSYCHOLOGY	14	3	\$9,189
	GS	0180	PSYCHOLOGY	15	1	\$1,916
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	09	1	\$2,563
	GS	0185	SOCIAL WORK	11	42	\$186,945
GS	0185	SOCIAL WORK	12	47	\$202,416	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0185	SOCIAL WORK	13	14	\$78,085
	GS	0185	SOCIAL WORK	14	2	\$14,911
	GS	0186	SOCIAL SERVICES AID AND ASSISTANT	09	1	\$206
	GS	0187	SOCIAL SERVICES	08	1	\$5,198
	GS	0187	SOCIAL SERVICES	09	1	\$4,028
	GS	0188	RECREATION SPECIALIST	11	1	\$512
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	1	\$1,298
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	3	\$4,443
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	2	\$39,894
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	17	\$89,194
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	22	\$132,034
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	21	\$249,085
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$5,428
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$5,652
	GS	0203	HUMAN RESOURCES ASSISTANCE	08	1	\$3,180
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	13	1	\$4,051
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$15,184
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	4	\$13,342
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	1	\$253
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	11	\$52,337
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	5	\$38,065
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	9	\$85,530
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	7	\$86,311
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$18,262
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	2	\$2,625
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	19	\$15,694
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	17	\$29,208
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	2	\$8,986
	GS	0318	SECRETARY	06	2	\$2,388
	GS	0318	SECRETARY	08	1	\$5,626
	GS	0318	SECRETARY	09	1	\$7,376
	GS	0318	SECRETARY	11	1	\$1,553
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	05	2	\$1,689
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	10	3	\$8,846
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	13	2	\$17,917
	GS	0335	COMPUTER CLERK AND ASSISTANT	08	1	\$2,520
	GS	0335	COMPUTER CLERK AND ASSISTANT	11	1	\$5,552
	GS	0340	PROGRAM MANAGEMENT	12	6	\$41,118
	GS	0340	PROGRAM MANAGEMENT	13	6	\$60,459
	GS	0340	PROGRAM MANAGEMENT	14	3	\$50,052
	GS	0340	PROGRAM MANAGEMENT	15	3	\$55,842
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$3,450
	GS	0341	ADMINISTRATIVE OFFICER	12	3	\$30,409
	GS	0341	ADMINISTRATIVE OFFICER	13	5	\$16,122
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$8,364
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$1,150
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	4	\$13,175
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	6	\$33,640
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$61,588
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	6	\$59,712

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0344	MANAGEMENT & PROGRAM CLERICAL & ASSISTANCE	08	1	\$11,440
	GS	0346	LOGISTICS MANAGEMENT	15	1	\$26,784
	GS	0391	TELECOMMUNICATIONS	12	1	\$16,198
	GS	0440	GENETICS	15	1	\$21,452
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$15,405
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$9,210
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$18,806
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$16,863
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	06	8	\$6,522
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	1	\$889
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	2	\$3,060
	GS	0505	FINANCIAL MANAGEMENT	12	1	\$377
	GS	0505	FINANCIAL MANAGEMENT	13	7	\$58,858
	GS	0505	FINANCIAL MANAGEMENT	14	10	\$223,116
	GS	0505	FINANCIAL MANAGEMENT	15	5	\$79,319
	GS	0510	ACCOUNTING	12	2	\$14,751
	GS	0510	ACCOUNTING	15	1	\$30,164
	GS	0544	CIVILIAN PAY	07	6	\$10,154
	GS	0544	CIVILIAN PAY	09	1	\$2,736
	GS	0560	BUDGET ANALYSIS	12	1	\$10,594
	GS	0560	BUDGET ANALYSIS	13	5	\$29,872
	GS	0560	BUDGET ANALYSIS	14	2	\$22,102
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	1	\$12,468
	GS	0601	GENERAL HEALTH SCIENCE	07	3	\$5,328
	GS	0601	GENERAL HEALTH SCIENCE	08	104	\$489,445
	GS	0601	GENERAL HEALTH SCIENCE	09	60	\$331,708
	GS	0601	GENERAL HEALTH SCIENCE	10	20	\$113,030
	GS	0601	GENERAL HEALTH SCIENCE	11	39	\$289,976
	GS	0601	GENERAL HEALTH SCIENCE	12	17	\$185,795
	GS	0601	GENERAL HEALTH SCIENCE	13	14	\$111,202
	GS	0601	GENERAL HEALTH SCIENCE	14	11	\$181,905
	GS	0620	PRACTICAL NURSE	03	1	\$8,959
	GS	0620	PRACTICAL NURSE	04	48	\$88,659
	GS	0620	PRACTICAL NURSE	05	236	\$419,671
	GS	0620	PRACTICAL NURSE	06	775	\$2,077,101
	GS	0620	PRACTICAL NURSE	07	57	\$281,416
	GS	0621	NURSING ASSISTANT	03	3	\$244
	GS	0621	NURSING ASSISTANT	04	34	\$83,765
	GS	0621	NURSING ASSISTANT	05	421	\$1,557,284
	GS	0621	NURSING ASSISTANT	06	212	\$583,447
	GS	0621	NURSING ASSISTANT	07	2	\$4,211
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	04	1	\$1,271
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	05	4	\$8,485
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	9	\$33,284
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	07	4	\$20,478
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	09	1	\$11,039
	GS	0630	DIETITIAN AND NUTRITIONIST	07	1	\$577
	GS	0630	DIETITIAN AND NUTRITIONIST	11	1	\$11,250
	GS	0630	DIETITIAN AND NUTRITIONIST	13	2	\$11,652
	GS	0631	OCCUPATIONAL THERAPIST	09	5	\$15,501
	GS	0631	OCCUPATIONAL THERAPIST	10	19	\$75,314
GS	0631	OCCUPATIONAL THERAPIST	11	40	\$202,840	
GS	0631	OCCUPATIONAL THERAPIST	12	3	\$25,461	
GS	0633	PHYSICAL THERAPIST	09	2	\$3,609	
GS	0633	PHYSICAL THERAPIST	10	30	\$165,907	
GS	0633	PHYSICAL THERAPIST	11	42	\$254,884	
GS	0633	PHYSICAL THERAPIST	12	5	\$44,895	
GS	0635	KINESIOTHERAPY	11	3	\$19,481	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0636	REHABILITATION THERAPY ASSISTANT	05	1	\$283
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	5	\$26,391
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	1	\$7,283
	GS	0636	REHABILITATION THERAPY ASSISTANT	11	1	\$1,515
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	06	1	\$197
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	10	2	\$513
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	11	1	\$17,266
	GS	0640	HEALTH AID AND TECHNICIAN	04	8	\$13,538
	GS	0640	HEALTH AID AND TECHNICIAN	05	54	\$83,476
	GS	0640	HEALTH AID AND TECHNICIAN	06	73	\$178,637
	GS	0640	HEALTH AID AND TECHNICIAN	07	57	\$240,465
	GS	0640	HEALTH AID AND TECHNICIAN	08	11	\$62,370
	GS	0640	HEALTH AID AND TECHNICIAN	09	4	\$33,712
	GS	0640	HEALTH AID AND TECHNICIAN	10	1	\$6,398
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	1	\$4,216
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	5	\$23,580
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	6	\$31,881
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$12,724
	GS	0644	MEDICAL TECHNOLOGIST	09	116	\$376,760
	GS	0644	MEDICAL TECHNOLOGIST	10	1	\$41,974
	GS	0644	MEDICAL TECHNOLOGIST	11	1	\$100,486
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$95,542
	GS	0644	MEDICAL TECHNOLOGIST	13	1	\$101,181
	GS	0645	MEDICAL TECHNICIAN	05	5	\$13,671
	GS	0645	MEDICAL TECHNICIAN	06	10	\$37,962
	GS	0645	MEDICAL TECHNICIAN	07	6	\$25,809
	GS	0645	MEDICAL TECHNICIAN	08	2	\$10,977
	GS	0646	PATHOLOGY TECHNICIAN	07	9	\$44,525
	GS	0646	PATHOLOGY TECHNICIAN	08	5	\$28,761
	GS	0646	PATHOLOGY TECHNICIAN	09	2	\$11,429
	GS	0646	PATHOLOGY TECHNICIAN	11	2	\$28,435
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	10	\$17,264
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	30	\$89,741
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	67	\$218,940
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	218	\$1,053,827
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	270	\$1,328,546
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	59	\$464,696
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	39	\$272,995
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	19	\$216,554
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	13	6	\$89,789
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	06	3	\$6,648
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	07	2	\$26,481
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	1	\$7,663
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	23	\$178,818
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	16	\$159,752
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	15	\$199,533
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	4	\$46,929
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	04	2	\$10,443
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	2	\$4,348
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	9	\$31,720
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	24	\$122,541	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	84	\$515,513	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	59	\$465,292	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	16	\$157,806	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	3	\$15,585	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	12	3	\$8,064	
GS	0651	RESPIRATORY THERAPIST	04	1	\$816	
GS	0651	RESPIRATORY THERAPIST	05	1	\$3,210	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0651	RESPIRATORY THERAPIST	07	5	\$18,577
	GS	0651	RESPIRATORY THERAPIST	08	4	\$36,081
	GS	0651	RESPIRATORY THERAPIST	10	1	\$6,420
	GS	0660	PHARMACIST	11	143	\$713,939
	GS	0660	PHARMACIST	12	182	\$938,498
	GS	0660	PHARMACIST	13	77	\$769,872
	GS	0660	PHARMACIST	14	33	\$438,769
	GS	0660	PHARMACIST	15	34	\$660,256
	GS	0661	PHARMACY TECHNICIAN	05	4	\$16,394
	GS	0661	PHARMACY TECHNICIAN	06	8	\$27,491
	GS	0661	PHARMACY TECHNICIAN	07	2	\$11,097
	GS	0661	PHARMACY TECHNICIAN	08	1	\$10,975
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$28,964
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	13	3	\$29,919
	GS	0667	ORTHOTIST AND PROSTHETIST	09	1	\$3,810
	GS	0667	ORTHOTIST AND PROSTHETIST	12	1	\$17,738
	GS	0667	ORTHOTIST AND PROSTHETIST	13	2	\$27,582
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$9,912
	GS	0669	MEDICAL RECORDS ADMINISTRATION	10	1	\$8,438
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	5	\$53,388
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	1	\$16,487
	GS	0669	MEDICAL RECORDS ADMINISTRATION	13	6	\$47,330
	GS	0670	HEALTH SYSTEM ADMINISTRATION	06	1	\$824
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	5	\$24,801
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	2	\$42,757
	GS	0671	HEALTH SYSTEM SPECIALIST	12	2	\$8,676
	GS	0671	HEALTH SYSTEM SPECIALIST	13	19	\$190,962
	GS	0671	HEALTH SYSTEM SPECIALIST	14	5	\$71,406
	GS	0671	HEALTH SYSTEM SPECIALIST	15	2	\$28,656
	GS	0672	PROSTHETIC REPRESENTATIVE	12	1	\$11,908
	GS	0672	PROSTHETIC REPRESENTATIVE	13	1	\$1,736
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$4,992
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	13	2	\$27,472
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	8	\$59,345
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	8	\$36,958
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	2	\$2,383
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	94	\$163,498
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	18	\$21,881
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	2	\$2,041
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	4	\$6,588
	GS	0679	MEDICAL SUPPORT ASSISTANCE	09	2	\$2,594
	GS	0681	DENTAL ASSISTANT	05	5	\$24,727
	GS	0681	DENTAL ASSISTANT	06	18	\$65,712
	GS	0681	DENTAL ASSISTANT	07	1	\$2,909
	GS	0682	DENTAL HYGIENE	06	1	\$1,933
	GS	0682	DENTAL HYGIENE	07	2	\$9,257
	GS	0682	DENTAL HYGIENE	08	5	\$36,275
	GS	0682	DENTAL HYGIENE	09	16	\$105,186
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	08	1	\$3,952
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	1	\$5,798
GS	0690	INDUSTRIAL HYGIENE	11	2	\$22,607	
GS	0690	INDUSTRIAL HYGIENE	12	2	\$21,782	
GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$31,267	
GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$31,590	
GS	0801	GENERAL ENGINEERING	05	1	\$7,912	
GS	0801	GENERAL ENGINEERING	12	5	\$36,765	
GS	0801	GENERAL ENGINEERING	13	7	\$69,827	
GS	0801	GENERAL ENGINEERING	14	1	\$125,740	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0801	GENERAL ENGINEERING	15	2	\$27,864
	GS	0802	ENGINEERING TECHNICAL	09	3	\$14,598
	GS	0802	ENGINEERING TECHNICAL	10	6	\$32,315
	GS	0802	ENGINEERING TECHNICAL	11	23	\$121,062
	GS	0802	ENGINEERING TECHNICAL	12	4	\$42,713
	GS	0808	ARCHITECTURE	12	2	\$29,014
	GS	0808	ARCHITECTURE	14	1	\$467
	GS	0830	MECHANICAL ENGINEERING	06	1	\$862
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$2,400
	GS	0854	COMPUTER ENGINEERING	13	1	\$23,557
	GS	0856	ELECTRONICS TECHNICAL	11	1	\$500
	GS	0858	BIOMEDICAL ENGINEERING	12	2	\$30,736
	GS	0858	BIOMEDICAL ENGINEERING	13	2	\$23,460
	GS	0905	GENERAL ATTORNEY	13	1	\$1,382
	GS	0996	VETERANS CLAIMS EXAMINING	14	2	\$14,579
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	06	1	\$262
	GS	1035	PUBLIC AFFAIRS	12	1	\$1,517
	GS	1060	PHOTOGRAPHY	11	1	\$26,825
	GS	1082	WRITING AND EDITING	13	2	\$19,234
	GS	1083	TECHNICAL WRITING AND EDITING	13	1	\$12,595
	GS	1087	EDITORIAL ASSISTANCE	07	1	\$6,408
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$1,267
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	3	\$31,650
	GS	1102	CONTRACTING	09	2	\$13,686
	GS	1102	CONTRACTING	12	3	\$16,770
	GS	1102	CONTRACTING	13	1	\$6,279
	GS	1105	PURCHASING	06	1	\$560
	GS	1105	PURCHASING	07	1	\$17,901
	GS	1170	REALTY	15	1	\$6,388
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$24,720
	GS	1306	HEALTH PHYSICS	11	1	\$8,717
	GS	1306	HEALTH PHYSICS	12	1	\$9,787
	GS	1306	HEALTH PHYSICS	13	6	\$100,798
	GS	1310	PHYSICS	11	1	\$10,894
	GS	1310	PHYSICS	13	3	\$63,138
	GS	1320	CHEMISTRY	09	1	\$5,638
	GS	1320	CHEMISTRY	13	1	\$25,602
	GS	1320	CHEMISTRY	15	1	\$17,620
	GS	1529	MATHEMATICAL STATISTICS	12	3	\$10,658
	GS	1530	STATISTICS	13	2	\$1,797
	GS	1630	CEMETERY ADMINISTRATION SERVICES	13	1	\$1,288
	GS	1640	FACILITY OPERATIONS SERVICES	13	1	\$9,982
	GS	1640	FACILITY OPERATIONS SERVICES	14	1	\$23,097
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	09	1	\$2,054
	GS	1811	CRIMINAL INVESTIGATING	11	4	\$25,795
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$8,548
	GS	2001	GENERAL SUPPLY	11	1	\$19,415
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	1	\$18,429
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	1	\$16,813
	GS	2010	INVENTORY MANAGEMENT	12	1	\$10,260
GS	2010	INVENTORY MANAGEMENT	7	1	\$3,618	
GS	2010	INVENTORY MANAGEMENT	9	2	\$6,292	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	14	\$46,953	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$136,572	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$518,090	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$404,121	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	7	\$50,776	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	7	1	\$1,570	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	11	1	\$11,500
	WG	2604	ELECTRONICS MECHANIC	10	2	\$5,632
	WG	2805	ELECTRICIAN	10	1	\$6,061
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	4	\$5,222
	WG	4749	MAINTENANCE MECHANIC	05	1	\$138
	WG	4804	LOCKSMITHING	09	2	\$6,640
	WG	4805	MEDICAL EQUIPMENT REPAIRING	10	1	\$2,414
	WG	5703	MOTOR VEHICLE OPERATING	07	1	\$2,850
	WG	7408	FOOD SERVICE WORKING	02	1	\$166
	WG	7408	FOOD SERVICE WORKING	04	1	\$1,638
	WL	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	1	\$5,043
	WS	2604	ELECTRONICS MECHANIC	10	1	\$20,338
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	10	1	\$717
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	13	1	\$814
	WS	5306	AIR CONDITIONING EQUIPMENT MECHANIC	09	1	\$3,727
	WS	5406	UTILITY SYSTEMS OPERATING	10	2	\$2,809
	WS	7404	COOKING	09	1	\$6,192

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
AFRICAN DEVELOPMENT FOUNDATION	EX	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$23,688	
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$29,643	
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$16,778	
AGENCY FOR INTERNATIONAL DEVELOPMENT	GS	1550	COMPUTER SCIENCE	15	1	\$13,197	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,483	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	5	\$49,079	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	18	\$257,325	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	8	\$165,163	
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$4,000	
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	07	3	\$14,000	
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,465	
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	11	1	\$7,093	
	GS	0318	SECRETARY	12	1	\$8,066	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$14,630	
ENVIRONMENTAL PROTECTION AGENCY	GM	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$28,228	
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	14	1	\$19,557	
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	15	1	\$27,588	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$7,029	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,628	
	GS	0511	AUDITING	15	1	\$26,599	
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$3,488	
	GS	0854	COMPUTER ENGINEERING	14	1	\$24,479	
	GS	1102	CONTRACTING	15	1	\$29,300	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$29,788	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$38,785	
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$38,661	
	FEDERAL ELECTION COMMISSION	EX	0905	GENERAL ATTORNEY	00	1	\$14,200
	FEDERAL ENERGY REGULATORY COMMISSION	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$41,873
ES		0340	PROGRAM MANAGEMENT	00	5	\$130,280	
ES		0850	ELECTRICAL ENGINEERING	00	1	\$16,174	
ES		0905	GENERAL ATTORNEY	00	4	\$64,217	
ES		1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$3,091	
GM		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$29,730	
GS		0110	ECONOMIST	15	1	\$3,962	
GS		0201	HUMAN RESOURCES MANAGEMENT	14	1	\$22,635	
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$10,833	
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$8,194	
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$4,991	
GS		0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$7,661	
GS		0505	FINANCIAL MANAGEMENT	15	1	\$11,470	
GS		0560	BUDGET ANALYSIS	15	1	\$10,773	
GS		0850	ELECTRICAL ENGINEERING	14	1	\$3,776	
GS		0850	ELECTRICAL ENGINEERING	15	2	\$24,299	
GS		0905	GENERAL ATTORNEY	15	4	\$24,490	
GS		1084	VISUAL INFORMATION	12	1	\$6,264	
GS		1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$12,683	

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
FEDERAL ENERGY REGULATORY COMMISSION (continued)	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	8	\$93,012
FEDERAL TRADE COMMISSION	GM	0905	GENERAL ATTORNEY	15	2	\$4,742
	GS	0510	ACCOUNTING	14	1	\$7,012
GENERAL SERVICES ADMINISTRATION	ES	0340	PROGRAM MANAGEMENT	00	2	\$44,534
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$16,030
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$11,669
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$8,520
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$7,085
	GS	1102	CONTRACTING	13	1	\$8,127
	GS	1170	REALTY	14	3	\$46,752
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$17,996
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	7	\$137,087
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$22,540
INTERNATIONAL BOUNDARY AND WATER COMMISSION	GG	0810	CIVIL ENGINEERING	13	1	\$4,136
LIBRARY OF CONGRESS	GS	0560	BUDGET ANALYSIS	15	1	\$9,385
	GS	1410	LIBRARIAN	13	1	\$21,666
	GS	1410	LIBRARIAN	14	1	\$4,218
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$9,317
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$20,912
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$20,912
	SL	1410	LIBRARIAN	00	1	\$20,912
	MILLENIUUM CHALLENGE CORPORATION	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1
MC		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$13,249
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$9,965
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$26,748
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$16,039
	GS	0801	GENERAL ENGINEERING	14	1	\$11,304
	GS	0801	GENERAL ENGINEERING	15	4	\$51,821
	GS	0802	ENGINEERING TECHNICAL	09	1	\$5,826
	GS	0802	ENGINEERING TECHNICAL	13	1	\$14,812
	GS	0830	MECHANICAL ENGINEERING	14	1	\$28,448
	GS	1102	CONTRACTING	13	1	\$5,638
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	GS	1222	PATENT ATTORNEY	15	1	\$34,068
	GS	0854	COMPUTER ENGINEERING	15	1	\$32,966
	GS	1001	GENERAL ARTS AND INFORMATION	15	1	\$35,714
	GS	1102	CONTRACTING	15	1	\$35,714
	GS	1421	ARCHIVES TECHNICIAN	13	1	\$9,020
	GS	1421	ARCHIVES TECHNICIAN	14	1	\$12,530
	GS	1421	ARCHIVES TECHNICIAN	15	1	\$13,750
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$31,133
	SL	0340	PROGRAM MANAGEMENT	00	2	\$31,089
NATIONAL CAPITAL PLANNING COMMISSION	SL	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$9,327
	GS	0020	COMMUNITY PLANNING	15	1	\$14,130
	GS	1035	PUBLIC AFFAIRS	15	1	\$4,336
OVERSEAS PRIVATE INVESTMENT CORPORATION	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$11,771
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$15,125
	SL	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$18,481
PENSION BENEFIT GUARANTY CORPORATION	SL	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$11,556
RAILROAD RETIREMENT BOARD	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$3,917
SMITHSONIAN INSTITUTION	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$6,610

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
SMITHSONIAN INSTITUTION (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$23,762
	GS	1010	EXHIBITS SPECIALIST	11	1	\$9,934
	SL	0855	ELECTRONICS ENGINEERING	00	1	\$38,650
	SL	1001	GENERAL ARTS AND INFORMATION	00	1	\$37,000
	SL	1310	PHYSICS	00	1	\$23,985
	SL	1330	ASTRONOMY AND SPACE SCIENCE	00	2	\$67,258
SOCIAL SECURITY ADMINISTRATION	GS	0610	NURSE	11	1	\$5,460
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,106
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$13,957
U.S. OFFICE OF PERSONNEL MANAGEMENT	ES	0905	GENERAL ATTORNEY	00	1	\$15,975

PAY PLAN DEFINITIONS

Pay Plan	Pay Plan Definition
AD	Administratively determined rates, not elsewhere specified
DA	Demonstration administrative—Department of Defense (DOD)
DB	Demonstration engineers and scientists—DOD
DE	Demonstration engineers and scientists technician—DOD
DJ	Demonstration administrative—DOD
DK	Demonstration general support—DOD
DP	Demonstration professional—Department of the Navy
DR	Demonstration scientists and engineers—Department of the Air Force
DS	Demonstration specialist—Department of the Navy
DT	Demonstration technician—Department of the Navy
EJ	Department of Energy Organization Act excepted service
EK	National Defense Authorization Act of 1995—Department of Energy excepted service
EN	National Nuclear Security Administration excepted service
ES	Senior Executive Service
EX	Executive pay
FP	Foreign Service Personnel
GG	Grades similar to General Schedule (GS)
GL	GS law enforcement officers in grades 3 through 10
GP	GS physicians and dentists receiving title 38 market pay
GS	General Schedule
IE	Senior Intelligence Executive Service
IP	Senior Intelligence Professional Program—DOD
IR	Internal Revenue Service broadband classification and pay system positions
MC	Employees of Millennium Challenge Corporation
NA	Nonappropriated Funds—nonsupervisory, nonleader—Federal Wage System
ND	Demonstration scientific and engineering—Department of the Navy
NG	Demonstration general support—DOD
NH	Business management and technical management professional—DOD Acquisition Workforce Demonstration Project
NI	Employees in the National Geospatial-Intelligence Agency pay band plan
NJ	Technical Management Support—DOD Acquisition Workforce Demonstration Project
NO	Naval Research Laboratory specialist/professional
NP	Naval Research Laboratory science and engineering professional
NT	Demonstration administrative and technical—Department of the Navy
RS	Senior Biomedical Research Service—Health and Human Services
SL	Senior level
ST	Scientific and professional
TP	Teaching positions—DOD Education Activity
WB	Wage positions under the Federal Wage System not otherwise designated
WG	Nonsupervisory pay schedules—Federal Wage System
WL	Leader pay schedules—Federal Wage System
WM	Maritime pay schedules
WS	Supervisory pay schedules—Federal Wage System
YA	Standard career group—professional/analytical pay schedule—DOD National Security Personnel System (NSPS)
YB	Standard career group—technician/support pay schedule—DOD NSPS
YC	Standard career group—supervisor/manager pay schedule—DOD NSPS

YD Scientific and engineering career group—professional pay schedule—DOD NSPS
YE Scientific and engineering career group—technician/support pay schedule—DOD NSPS
YF Scientific and engineering career group—supervisor/manager pay schedule—DOD
NSPS
YG Medical career group—physician/dentist pay schedule—DOD NSPS
YH Medical career group—professional pay schedule—DOD NSPS
YI Medical career group—technician/support pay schedule—DOD NSPS
YJ Medical career group—supervisor/manager pay schedule—DOD NSPS
YK Investigative and protective career group—investigative pay schedule—DOD NSPS
YM Investigative and protective career group—police/security guard pay schedule—DOD
NSPS
YN Investigative and protective career group—supervisor/manager pay schedule—DOD
NSPS
YP Standard career group—Student Educational Employment Program pay schedule—
DOD NSPS
ZA Administrative—Commerce Demonstration and Alternative Personnel Management
System
ZP Scientific and engineering professional— Commerce Demonstration and Alternative
Personnel Management System
ZS Administrative support— Commerce Demonstration and Alternative Personnel
Management System
ZT Scientific and engineering technician— Commerce Demonstration and Alternative
Personnel Management System



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