

FEDERAL STUDENT LOAN REPAYMENT PROGRAM FISCAL YEAR 2003

REPORT TO THE CONGRESS

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
KAY COLES JAMES, DIRECTOR
MAY 2004

TABLE OF CONTENTS

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT	2
I. Executive Summary	3
II. Background	3
III. Agency Reports.....	4
IV. Agency Comments.....	5
V. OPM Assistance to Agencies.....	8
VI. Conclusion	8
Attachment 1: LIST OF REPORTING AGENCIES	
Attachment 2: AGENCY REPORTS – FISCAL YEAR 2003	

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT

I am pleased to present the Office of Personnel Management's (OPM's) report to Congress on agencies' use of the Federal student loan repayment program in Fiscal Year (FY) 2003. We are excited to report that Federal agencies used student loan repayment to recruit and retain three times as many employees in FY 2003 as in the previous fiscal year and invested nearly three times as much funding in this valuable human capital management tool. During FY 2003, 24 agencies provided more than \$9.1 million in student loan repayment benefits to 2,077 employees.

The first Governmentwide initiative in the President's Management Agenda is the "Strategic Management of Human Capital." OPM is proud of its leadership role in assisting Federal agencies to recruit, retain, and develop the employees they need to meet their specific missions. OPM has led the way to encourage agencies to implement effective human capital strategies to build successful, high-performing organizations.

This report was prepared in response to the statutory requirement that OPM prepare, and submit annually to the Congress, information on agencies' use of the student loan repayment program. Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally insured student loans as a recruitment or retention incentive for highly qualified candidates or current employees.

Notably, more than half of the 63 reporting agencies made payments during FY 2003, have an agency loan repayment program in place, or are in the process of establishing an agency student loan repayment plan. We are encouraged by the agencies' increased use of the student loan repayment program in FY 2003. We will continue to work closely with agencies to assist them in taking full advantage of this program, as well as other existing recruitment and retention incentives, to attract and retain well-qualified, high-performing employees.

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

Kay Coles James
Director

I. Executive Summary

Section 5379(h)(1) of title 5, United States Code, requires agencies to report annually to the Office of Personnel Management (OPM) on their use of the Federal student loan repayment program for the previous fiscal year. In June 2003, OPM submitted a report to the Congress on agencies' use of the student loan repayment program in FY 2002. We reported that 16 Federal agencies provided more than \$3.1 million in student loan repayments for 690 Federal employees. Use of the program greatly increased in FY 2003, as 24 Federal agencies provided more than \$9.1 million in student loan repayment benefits to 2,077 Federal employees. In addition, six other agencies reported that they have established an agency loan repayment plan, and two agencies reported that they are in the process of establishing a plan. In total, more than half of the 63 reporting agencies made student loan repayments in FY 2003, have an agency loan repayment plan in place, or are in the process of establishing an agency student loan repayment plan.

Several agencies stated that use of the program has assisted them in recruiting and retaining highly qualified personnel. These agencies have begun to collect evidence, both statistically and anecdotally, that the program is aiding their human capital management efforts. Agencies have continued to use a variety of internal and external methods to publicize student loan repayment as a recruitment and retention tool.

We are encouraged by agencies' increased use of the student loan repayment program in FY 2003. We are committed to promoting the value of the student loan repayment program, as well as other existing recruitment and retention incentives, as effective tools for attracting and retaining well-qualified, high-performing employees. We will continue to work with agencies to assist them in establishing a budget plan to target the use of student loan repayments, as well as other recruitment and retention flexibilities, to meet their human capital management needs.

II. Background

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally made, insured, or guaranteed student loans as a recruitment or retention incentive for highly qualified candidates or current employees. An employee for whom a student loan repayment benefit is paid must sign a service agreement to remain in the service of the paying agency for a period of at least 3 years. The employee must reimburse the paying agency for all benefits paid if he or she separates voluntarily or is separated involuntarily for cause or poor performance before fulfilling the service agreement.

In OPM's June 2003 report to the Congress on use of the Federal student loan repayment program in FY 2002, we reported that several agencies commented that the program would be more effective if the annual and aggregate payment limitations were increased. The Federal Employee Student Loan Assistance Act (Public Law 108-123, November 11, 2003) amended 5 U.S.C. 5379(b)(2)(A) to increase the maximum amount Federal agencies are authorized to repay under the program from \$6,000 to \$10,000 for any one employee in a calendar year and the aggregate limitation from \$40,000 to \$60,000 for any one employee. We expect that this increase in the payment limitations will assist agencies in effectively using student loan repayment as a recruitment and retention tool.

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

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

In June 2003, OPM submitted its report to the Congress on agencies' use of the student loan repayment program in FY 2002. We were pleased to report that 16 Federal agencies provided more than \$3.1 million in student loan repayments for 690 Federal employees. In total, more than half of the reporting agencies stated that they made student loan repayments in FY 2002, had an agency loan repayment plan in place, or were in the process of establishing an agency loan repayment plan. Based on the significant increase in the use of the student loan repayment program in FY 2002 and reports that additional agencies had established or were in the process of establishing agency loan repayment plans, we anticipated another increase in the use of this incentive in FY 2003.

III. Agency Reports

OPM's regulations at 5 CFR 537.110(b) require agencies to submit a written report to OPM before January 1 of each year on their use of the Federal student loan repayment program for the previous fiscal year. On November 6, 2003, OPM issued a memorandum for human resources directors requesting reports on the use of the student loan repayment program in FY 2003. We received responses from 63 agencies. (See Attachment 1 for a list of the reporting agencies.) In FY 2003, 24 Federal agencies provided more than \$9.1 million in student loan repayments for 2,077 Federal employees. (See Attachment 2 for a summary of agency reports.) These numbers indicate that Federal agencies invested nearly three times as much funding in this valuable human capital management tool and used student loan repayments to recruit and retain three times as many employees in FY 2003 than in FY 2002. In total, more than a third of the reporting agencies used student loan repayment as a workforce tool during the fiscal year.

In addition, six other agencies reported that they have established an agency loan repayment plan and two agencies reported that they are in the process of establishing a plan. Of the 39 agencies who did not use the program during the fiscal year, we are encouraged that 8 have either established an agency loan repayment plan or are in the process of doing so. We look forward to positive reports from these agencies in the future.

In FY 2002, the Department of State accounted for the majority of student loan repayments Governmentwide. The Department continued to expand its program during FY 2003, providing more than \$3.2 million in student loan repayments on behalf of 660 employees. Of the 660 employees who received student loan repayment benefits, 472 were Foreign Service members at hard-to-fill overseas posts and 188 were civil service employees working in positions in which employees are difficult to recruit or retain. Student loan repayment benefits were used as a recruitment and retention tool for many occupations, with the largest number of repayments made on behalf of Political Affairs Officers (97), Economists (85), Public Diplomacy Officers (73), and Consular Officers (68) in the Foreign Service.

The Department of Defense (DoD) significantly increased its use of the program in FY 2003. After making student loan repayments on behalf of 6 employees during FY 2002, DoD provided more than \$1.3 million in benefits to 469 employees during FY 2003. The program was used as an incentive for many different occupations, but the most repayments were provided on behalf of Mechanical Engineers (98) and Nuclear Engineers (47).

The Securities and Exchange Commission (SEC) implemented its agency student loan repayment plan in July 2003 and began to make widespread use of the program immediately. Even though the agency had only a few months to use the program before the end of FY 2003, SEC provided 257 employees with more than \$1.4 million in student loan repayment benefits. The agency used student loan repayments most extensively to retain employees in Attorney positions (174).

One of the earliest agencies to make significant use of the program, the General Accounting Office (GAO) made extensive use of the program during FY 2002. The agency continued to use the program widely as a recruitment and retention tool during FY 2003, providing over \$945,000 in benefits to 231 employees. The program was most widely used for Analyst positions, including 181 of the 231 employees who received benefits during the fiscal year.

The Department of Justice (DOJ) made only one student loan repayment during FY 2002, but it began to use the program extensively in FY 2003. In total, DOJ provided over \$688,000 in student loan repayment benefits to 160 employees. The majority of repayments were made on behalf of Attorneys (61) and Special Agents (46).

Although the agencies mentioned above made the most extensive use of the student loan repayment program during FY 2003, 19 other agencies used the program as a recruitment and retention tool. The Departments of Energy, Health and Human Services, Interior, and Veterans Affairs, as well as the Federal Energy Regulatory Commission and the Government Printing Office, all made student loan repayments totaling more than \$100,000.

We note that the Federal student loan repayment program is primarily a flexibility that agencies may use as they see fit to meet their human capital needs. Therefore, agencies—especially those with a smaller overall workforce—need not make large numbers of student loan repayments to use the program effectively. We applaud all agencies that are making use of the program, and we look forward to working with them to find the most strategic uses of this valuable incentive. Based on the significant increase in the use of the student loan repayment program in FY 2003, reports that additional agencies have established or will be establishing agency loan repayment plans, and the higher payment limitations established by law, we anticipate an expanded use of this incentive in FY 2004.

IV. Agency Comments

In our November 6, 2003, memorandum to human resources directors, we asked agencies to provide information on their experiences in administering the student loan repayment program. We received comments from 22 agencies. Specifically, we asked agencies the following questions:

- (1) Has your agency's use of the program improved your recruitment and retention efforts? If so, how? (Please provide specific examples.)
- (2) To what extent have components or bureaus (or the department or agency as a whole) developed a business case for the use of available funds to meet recruitment and retention needs through the use of student loan repayments?
- (3) How has your agency publicized the student loan repayment incentive (e.g., on vacancy announcements, through employee newsletters, etc.)?

The vast majority of the responding agencies stated that use of the program has assisted them in recruiting and retaining highly qualified personnel. Of the 20 agencies who responded to this question, 9 reported that the program has assisted them with both recruitment and retention, four have focused solely on retention, and two have used the program only as a recruitment tool.

Among those agencies who use the program for recruitment, several agencies commented that the student loan repayment incentive has allowed them to remain competitive with the private sector in recruiting top notch employees. Agencies also noted that the program has stirred interest on recruiting trips to college campuses. A few agencies also pointed out that student loan repayments have helped them to meet their workforce diversity goals.

The Department of Defense commented that one of its component agencies saw the general acceptance rate at offices using the student loan repayment program increase from 42 to 60 percent in FY 2003. Also, the component agency stated that of 20 individuals hired, 8 indicated that student loan repayment was the top reason for accepting employment.

Anecdotal evidence also points to the effectiveness of student loan repayment as a recruitment tool. For example, the Department of Justice reported that it was able to recruit a highly qualified clinical psychologist for a remotely-located Federal prison as a result of the student loan repayment program. Absent the benefit, the individual would have refused employment with the Department in favor of other employers offering more lucrative salaries.

Of those agencies who use the program for retention purposes, one agency commented that the availability of student loan repayment has dramatically lowered the agency's attrition rate among recent college graduates. Another agency reported that it has used the program to fill a position it identified as an agency "at risk" competency. A few agencies stated that the use of student loan repayment has enhanced employee morale. For example, one agency noted that it receives frequent feedback from employees not only thanking them for the financial assistance, but affirming the importance of the program in reinforcing their belief that they made the correct career choice.

As reported last year, the Department of State continues to use the program differently for its civil service and Foreign Service employees. The Department primarily uses the incentive as a retention tool for civil service employees in positions identified as difficult to staff or retain. An indication of the success of the program is that during the 2 years the program has been in existence, only three civil service recipients have resigned before completing their service requirement. For Foreign Service employees, the Department uses the program for the "internal recruitment" of employees to specific foreign posts that have traditionally been difficult to staff.

Regarding the establishment of a business case for the use of available funds to meet recruitment and retention needs through the use of student loan repayments, the vast majority stated that budgeting for the use of student loan repayments is delegated to component organizations. Certain agencies work within a “manage-to-budget” environment based on agency funding. One agency stated that, because of limited agency funds, component organizations need to justify the use of student loan repayments in addition to, or in lieu of, other incentives. The agency also stated that funding for the program depends upon the operating budgets of the individual divisions and offices. Another agency noted that individual offices plan strategically to budget funds for the student loan repayment program in order to meet their human capital recruitment and retention goals. Another agency noted that the two components that have used student loan repayment have obligated funds for the program as part of their fiscal year allocation.

A few agencies reported that the program is centrally funded and administered. However, one such agency reported that the agency policy is based on identified recruitment needs of all organizations within the agency. Another agency noted that it has developed an agency-wide business case for funding the student loan repayment program, which is analyzed by various levels of staff and management during the budget formulation process. The agency stated that, although the dollar amount allocated to the program fluctuates each year, the program has been funded consistently at an adequate level.

One agency reported that criteria for the use of available funds have been established by various components. These criteria include recruitment for positions with educational requirements, a separation rate above the national average, and difficulty filling the position on a local level. A smaller agency reported that the use of available funds for student loan repayment is reviewed at the agency level, considering factors such as difficulty in recruiting a highly qualified candidate or retention of an employee with high or unique qualifications, funds availability, employee performance, and the use of other recruitment and retention tools. OPM will continue to work with agencies to assist them in establishing a budget plan to target the use of student loan repayments, as well as other recruitment and retention flexibilities, to meet their human capital management needs.

In response to our question regarding the ways in which the agencies publicize the student loan repayment program, the agencies provided a variety of responses. Some of the more popular means for publicizing the incentive for recruitment purposes include career fairs, Web site announcements, college placement office notices, college recruiting trips, pamphlets and brochures, and job announcements. One agency provides a link from electronic vacancy announcements to a benefits Web page that includes student loan repayments. For retention purposes, agencies reported that they publicize the program through methods such as new employee orientation, agency intranet, employee newsletters, employee guides, supervisor guides, briefings to managers, supervisory training courses, email announcements, and telegrams to offices abroad. One agency has set up an email address which, when queried, automatically provides a current status report on the program.

In addition to responses to the three questions we posed in our memorandum, we also received comments from several agencies on why they have not begun to use student loan repayment as a recruitment and retention tool. The most common reason identified was a lack of funding for the program or general budgetary constraints. Some agencies stated that other tools, such as recruitment bonuses and retention allowances, have met their human capital needs. Finally, one agency commented

that it does not use student loan repayment as a workforce tool because it generally attracts mid-career individuals who are no longer faced with student loan debt.

V. OPM Assistance to Agencies

To assist agencies in making better use of the student loan repayment authority, we continue to make numerous reference materials available on OPM's Web site. On our Web site, agencies can find a fact sheet on the student loan repayment program, questions and answers on administering student loan repayments, questions and answers on the tax implications relating to student loan repayments, and two sample loan repayment plans to help agencies develop their own programs. Following the legislative change to the payment limitations, we updated our documents to comply with the change in law. These updated documents are available on OPM's Web site at www.opm.gov/oca/pay/StudentLoan/index.asp. In addition to Web guidance, we have continued to respond to numerous telephone calls and email messages from agencies requesting assistance as they develop and administer their student loan repayment plans.

Also, to provide more control, standardization, and efficiency from a payroll standpoint, and to ease the administration of the statutory reporting requirement, we established a new Nature of Action (NOA) code 817 for submission to the Dynamics file of the Central Personnel Data File. We announced the new NOA code in a memorandum to human resources directors on October 27, 2003. Agencies will now be able to submit an NOA code 817 for each employee authorized to receive student loan repayment benefits in each fiscal year.

VI. Conclusion

One of the biggest challenges of Federal agencies is to attract and retain well-qualified, high-performing employees. The student loan repayment authority is a valuable tool that enables agencies to entice potential candidates into Federal service and keep talented employees in the Federal workforce. Using this authority, agencies can tailor loan repayment programs to meet their specific needs.

OPM will continue to work closely with agencies—particularly those that have not yet implemented an agency loan repayment plan—to encourage them to take full advantage of the student loan repayment program, as well as other existing recruitment and retention incentives, to attract and retain well-qualified, high-performing employees. We will continue to assist agencies in establishing a budget plan for using strategic recruitment and retention incentives, including student loan repayments. We are committed to providing agencies with the most up-to-date and useful information on using the student loan repayment program and other recruitment and retention incentives. Based on the significant increase in the use of the student loan repayment program in FY 2003, reports that additional agencies have established or will be establishing agency loan repayment plans, and the higher payment limitations established by law, we anticipate greater use of this incentive in FY 2004.

LIST OF REPORTING AGENCIES

DEPARTMENTS:

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

AGENCIES:

Agency for International Development	Holocaust Memorial Museum
Architect of the Capitol	Inter-American Foundation
Armed Forces Retirement Home	International Broadcasting Bureau
Chemical Safety and Hazard Investigation Board	Merit Systems Protection Board
Commission on Civil Rights	National Aeronautics and Space Administration
Committee for Purchase from People Who Are Blind or Severely Disabled	National Credit Union Administration
Commodity Futures Trading Commission	National Endowment for the Arts
Consumer Product Safety Commission	National Endowment for the Humanities
Defense Nuclear Facilities Safety Board	National Labor Relations Board
Environmental Protection Agency	National Mediation Board
Equal Employment Opportunity Commission	National Science Foundation
Export-Import Bank	National Security Agency
Farm Credit Administration	National Transportation Safety Board
Federal Communications Commission	Nuclear Regulatory Commission
Federal Deposit Insurance Corporation	Occupational Safety and Health Review Commission
Federal Election Commission	Office of Personnel Management
Federal Energy Regulatory Commission	Pension Benefit Guarantee Corporation
Federal Labor Relations Authority	Postal Rate Commission
Federal Maritime Commission	Railroad Retirement Board
Federal Mediation and Conciliation Service	Securities and Exchange Commission
Federal Retirement Thrift Investment Board	Selective Service System
General Accounting Office	Small Business Administration
General Services Administration	Smithsonian Institution
Government Printing Office	Social Security Administration

AGENCY REPORTS – FISCAL YEAR 2003

Agency	Number Of Employees	Job Classifications	Cost
Chemical Safety and Hazard Investigation Board	1	GS-1801, Chemical Incident Investigator	\$2,000
Committee for Purchase from People Who Are Blind or Severely Disabled	2	GS-0343, Management and Program Analysis GS-1035, Public Affairs	\$12,000
Defense Nuclear Facilities Safety Board	4	DN-0801, General Engineer (2) GS-0905, Attorney (2)	\$21,450
Department of Agriculture	4	GS-0340, Program Management Specialist GS-0403, Microbiologist GS-0404, Biological Science Laboratory Tech. GS-0414, Research Entomologist GS-1035, Public Affairs Specialist	\$28,000
Department of Defense	469	AD-1710, Education and Vocational Training DB-0830, Mechanical Engineer DB-0855, Electronics Engineer DB-0861, Aerospace Engineer DB-1550, Computer Science DR-0830, Mechanical Engineer DR-0855, Electronics Engineer DR-0861, Aerospace Engineer (3) GG-0802, Engineering Technician (2) GG-0855, Electronics Engineer (3) GG-0861, Aerospace Engineer GS-0020, Community Planner GS-0080, Security Administrator GS-0101, Social Scientist (2) GS-0170, Historian GS-0185, Social Worker GS-0201, Personnel Management GS-0201, Personnel Management Specialist (5) GS-0301, Miscellaneous Administration (8) GS-0301, Miscellaneous Management (2) GS-0303, Miscellaneous Clerk (2) GS-0326, Office Automation Clerk	\$1,309,247

<p>Department of Defense (continued)</p>		<p>GS-0343, Management Analyst (3) GS-0346, Logistics Management (22) GS-0399, Office Support Student Trainee GS-0499, Biological Science Trainee GS-0501, Financial Administrator (5) GS-0503, Financial Management Clerk GS-0510, Accountant (6) GS-0511, Auditor (7) GS-0525, Accounting Technician (2) GS-0545, Military Pay Technician GS-0560, Budget Analyst (14) GS-0599, Financial Management Trainee (3) GS-0610, Nurse GS-0660, Pharmacist GS-0675, Medical Records Technician GS-0801, General Engineer (5) GS-0802, Engineering Technician GS-0806, Materials Engineer GS-0806, Materials Engineer GS-0807, Landscape Architect GS-0808, Architect (2) GS-0810, Civil Engineer (8) GS-0819, Environmental Engineer (8) GS-0830, Mechanical Engineer (98) GS-0840, Nuclear Engineer (47) GS-0850, Electrical Engineer (19) GS-0854, Computer Engineer (4) GS-0855, Electronics Engineer (29) GS-0856, Electronics Technician GS-0861, Aerospace Engineer (12) GS-0871, Naval Architect (14) GS-0893, Chemical Engineer (7) GS-0896, Industrial Engineer (8) GS-0899, Engineering Trainee (3) GS-0905, General Attorney (4) GS-1035, Public Affairs GS-1071, Audio Visual Productions GS-1083, Technical Writer and Editor GS-1084, Visual Information Specialist (2) GS-1101, General Business (2) GS-1102, Contracting GS-1102, Contracting Specialist (20) GS-1150, Industrial Specialist GS-1199, Business and Industry Trainee (2) GS-1222, Patent Attorney GS-1301, General Physical Scientist</p>	
--	--	--	--

Department of Defense (continued)		GS-1301, Physical Scientist GS-1306, Health Physicist GS-1310, Physicist GS-1311, Physical Science Technician (4) GS-1320, Chemist GS-1384, Textile Technology (2) GS-1515, Operations Research (2) GS-1550, Computer Scientist (9) GS-1670, Equipment Specialist GS-1701, General Education and Training (3) GS-1740, Education Services Specialist GS-1811, Criminal Investigator (3) GS-1910, Quality Assurance GS-2010, Inventory Management (6) GS-2181, Aircraft Operations (2) GS-2210, Information Management (12) NH-0855, Electronics Engineer NH-0861, Aerospace Engineer NO-1102, Contracting	
Department of Education	2	GS-0301, Misc. Adm. and Program Series GS-1530, Statistician	\$12,000
Department of Energy	27	GS-0301, Energy Technology Specialist (3) GS-0301, Policy Analyst GS-0343, Program Analyst GS-0510, Accountant GS-0801, General Engineer (7) GS-0850, Electrical Engineer GS-1102, Contract Specialist (2) GS-1130, Public Utility Specialist (2) GS-1160, Financial Analyst (4) GS-1301, Physical Scientist (2) GS-2003, Supply Systems Analyst GS-2210, IT Specialist (2)	\$149,855
Department of Health and Human Services	38	GS-0110, Industry Economist GS-0301, Executive Officer GS-0301, Management Specialist GS-0301, Program Specialist GS-0301, Project Specialist GS-0303, Congressional Affairs Assistant GS-0318, Secretary (OA) GS-0401, Lead Chemist GS-0403, Supervisory Microbiologist (2) GS-0403, Microbiologist (2) GS-0403, Research Microbiologist GS-0510, Accountant GS-0601, Regulatory Health Project Manager (4)	\$130,323

Department of Health and Human Services (continued)		GS-0602, Medical Officer (4) GS-0660, Pharmacist GS-0696, Supervisory Consumer Safety Officer GS-0905, Attorney (12) GS-1701, Education Specialist GS-2210, IT Specialist	
Department of Justice	160	GS-0060, Chaplin GS-0083, Police Officer (3) GS-0132, Intelligence Analyst (9) GS-0132, Supervisory Intelligence Analyst GS-0180, Psychologist (3) GS-0341, Administrative Officer GS-0343, Program Analyst GS-0401, Biologist (4) GS-0602, Medical Officer GS-0660, Pharmacist GS-0855, Electronic Technicians (8) GS-0905, Attorney (61) GS-1040, Language Specialist GS-1301, Physical Scientist (3) GS-1397, Document Analyst (3) GS-1541, Cryptanalyst GS-1801, Investigative Specialist (8) GS-1811, Special Agents (46) GS-2210, Information Technology Specialist (4)	\$688,149
Department of Labor	11	GS-0201, Human Resources Specialist GS-0343, Program Analyst (3) GS-0511, Auditor (2) GS-0905, Attorney GS-1801, Investigative Analyst GS-1811, Criminal Investigator (3)	\$59,000
Department of State	660	GS-0080, Security Administration (3) GS-0101, Area Studies Specialist GS-0110, Economist GS-0130, Foreign Affairs Officer (28) GS-0132, Intelligence Specialist (5) GS-0170, Historian (7) GS-0201, Human Resources (4) GS-0301, General Management (44) GS-0303, Administrative Support (4) GS-0318, Secretary (3) GS-0334, Computer Specialist (2) GS-0343, Management Analyst (7) GS-0391, Telecommunications Specialist GS-0501, Financial Management GS-0510, Accounting	\$3,234,602

<p>Department of State (continued)</p>		<p>GS-0511, Auditor (2) GS-0560, Budget Analyst (3) GS-0601, Nurse GS-0804, Fire Protection Engineer GS-0808, Architect GS-0905, Attorney (18) GS-0967, Passport/Visa Examiner (36) GS-1101, Defense Controls Analyst GS-1102, Contract Spec/Procurement Analyst (6) GS-1301, Physical Science Specialist GS-1370, Cartographer GS-1801, Compliance Specialist GS-2210, Information Tech. Management (4) FS-2010, Administrative Management (53) FS-2102, Financial Management (8) FS-2201, Human Resources Management FS-2301, General Services (4) FS-2501, Security (30) FS-2550, Security Engineering (3) FS-2880, Information Management (28) FS-3001, Consular Officer (68) FS-4400, Public Diplomacy Officer (73) FS-5005, Economic Officer (3) FS-5015, Economics (85) FS-5505, Political Affairs Officer (97) FS-6115, Health Practitioner FS-9017, Office Management (18)</p>	
<p>Department of the Interior</p>	<p>20</p>	<p>GS-0185, Social Worker GS-0201, HR Specialist (Labor Relations) GS-0501, Staff Assistant GS-0501, Lead Finance Specialist GS-0501, Supervisory Financial Specialist GS-0802, Civil Engineer GS-0802, Civil Engineer Technician GS-0807, Landscape Architect GS-0810, Civil Engineer (2) GS-0810, Highway Engineer GS-0880, Mining Engineer GS-1102, Contract Specialist GS-1170, Realty Specialist GS-1301, Physical Scientist GS-1315, Hydrologist GS-1701, Audio Visual Product Specialist GS-1801, AVS Investigations Specialist GS-2210, Information Technology Specialist GS-2210, IT Spec (Sys Adm/Customer Support)</p>	<p>\$113,015</p>

Department of the Treasury	10	GS-0343, Management and Program Analysis (2) GS-0501, Financial Adm. and Program Series (3) GS-0510, Accounting (3) GS-2210, Information Technology Specialist (2)	\$64,150
Department of Veterans Affairs	46	GS-0019, Safety Technician GS-0101, Vocational Rehabilitation Counselor GS-0185, Social Worker (16) GS-0201, Human Resources Specialist GS-0201, Employee Labor Relations Specialist GS-0334, Computer Specialist GS-0601, Nuclear Medicine Technologist GS-0620, Licensed Vocational Nurse GS-0631, Occupational Therapist GS-0633, Physical Therapist (3) GS-0644, Medical Technologist (2) GS-0660, Pharmacist (3) GS-0671, Health System Specialist (4) GS-0810, Civil Engineer (2) GS-0996, Veterans Service Representative (7) GS-2210, Information Technology Specialist	\$211,329
Export-Import Bank	10	GS-0201, Human Resources Specialist GS-0303, Program Management Assistant GS-0343, Policy Analyst GS-0505, Supervisory Financial Analyst GS-1101, Business Development Specialist GS-1165, Loan Specialist (5)	\$60,000
Federal Energy Regulatory Commission	47	GS-023, Outdoor Recreation Planner (3) GS-193, Archeologist GS-201, Human Resources Specialist (2) GS-343, Program Analyst GS-401, Environmental Biologist GS-482, Fishery Biologist (4) GS-510, Accountant GS-511, Auditor (5) GS-560, Budget Analyst GS-810, Electrical Engineer (6) GS-893, Chemical Engineer GS-905, Attorney (17) GS-1101, Energy Industry Analyst (4)	\$269,787
General Accounting Office	231	GS-0343, Management and Program Analysis GS-1084, Visual Information Series (2) GS-2210, Information Technology PA-0905, Attorney (6) PE-0101, Social Science (5) PE-0110, Economist (8) PE-0347, Analyst (181)	\$945,206

General Accounting Office (continued)		PE-0511, Auditor (14) PE-1550, Computer Science (13)	
General Services Administration	14	GS-0201, Human Resources Specialist GS-0301, Industrial Operations Analyst GS-0301, Management Intern GS-0301, Presidential Management Intern GS-0301, Project Specialist (2) GS-0343, Program Analyst (2) GS-0560, Budget Analyst GS-1101, Business Development Specialist GS-1102, Contract Administrator GS-1170, Realty Specialist GS-2210, Information Tech. Management Spec. GS-2210, Supervisory IT Mgmt. Specialist	\$75,711
Government Printing Office	44	PG-0201, Human Resources Specialist (3) PG-0301, Electronic Prod and Svcs Spec (3) PG-0304, Program Analyst PG-0343, Program Analyst PG-1410, Librarian PG-1654, Printing Assistant (6) PG-1654, Printing Specialist (18) PG-2210, Information Technology Specialist (11)	\$253,224
Inter-American Foundation	1	GS-0101, Social Science Analyst	\$6,000
National Aeronautics and Space Administration	10	GS-0301, International Program Specialist (2) GS-0343, Management Analyst (3) GS-0801, Aerospace Tech (Tech Resources Mgt) GS-1102, Contract Specialist (4)	\$34,000
National Mediation Board	4	GS-0241, Mediator GS-0301, Mediation Research Specialist GS-0301, Special Assistant to the Chief of Staff GS-0905, Attorney	\$11,139
Nuclear Regulatory Commission	5	GG-0840, Nuclear Engineer GG-0905, Attorney (4)	\$30,000
Securities and Exchange Commission	257	SK-0110, Financial Economist SK-0301, Automated Review Spec/Lease Mgt Spec/Supv Program Support Specialist (4) SK-0303, Public Reference Supervisor SK-0343, Program Analyst SK-0510, Staff Accountant (39) SK-0950, Gen. Attorney/Attorney-Adviser (174) SK-0950, Paralegal Specialist SK-0963, Legal Instruments Examiner (3) SK-0986, Legal Technician	\$1,462,450

Securities and Exchange Commission (continued)		SK-1001, Public Research Assistant SK-1102, Contract Specialist SK-1160, Financial Analyst SK-1801, Market Surveillance Specialist SK-1831, Securities Compliance Examiner (22) SK-2210, Information Technology Specialist (2)	
24 Agencies	2,077		\$9,182,637

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