

FEDERAL STUDENT LOAN REPAYMENT PROGRAM CALENDAR YEAR 2008

REPORT TO THE CONGRESS



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
JULY 2009

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

I am pleased to transmit the U.S. Office of Personnel Management's (OPM's) annual report to Congress on agencies' use of student loan repayments as a strategic tool for purposes of recruitment and retention during calendar year 2008. Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally-made, insured, or guaranteed student loans in order to recruit or retain highly qualified personnel. The law also requires OPM to report to Congress annually on agencies' use of student loan repayments.

Overall, in 2008, 35 Federal agencies provided 6,879 employees with a total of more than \$51 million in student loan repayment benefits. Compared to our last report for fiscal year 2007, this represents a 4 percent increase in the number of employees receiving student loan repayment benefits and a 22 percent increase in agencies' overall financial investment in this valuable incentive. Nearly half of the reporting agencies either made student loan repayments in 2008 or have established a student loan repayment program for future use. The average loan repayment benefit was \$7,511.

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

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

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

John Berry
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2008**

TABLE OF CONTENTS

	PAGE
I. EXECUTIVE SUMMARY	3
II. BACKGROUND	3
III. AGENCY REPORTS	4
A. OCCUPATIONAL DATA	5
B. AGENCY DATA	7
IV. AGENCY COMMENTS.....	9
A. EFFECT ON RECRUITMENT AND RETENTION.....	9
B. BEST PRACTICES	10
C. IMPEDIMENTS TO USING STUDENT LOAN REPAYMENTS	11
V. CONCLUSION.....	12
 ATTACHMENT 1: REPORTING AGENCIES FOR CALENDAR YEAR 2008	
 ATTACHMENT 2: AGENCY REPORTS – CALENDAR YEAR 2008	
 ATTACHMENT 3: REPORTING AGENCIES FOR FIRST QUARTER OF FISCAL YEAR 2008	
 ATTACHMENT 4: AGENCY REPORTS – FIRST QUARTER OF FISCAL YEAR 2008	
 ATTACHMENT 5: DATA CHART – FIRST QUARTER OF FISCAL YEAR 2008	

I. EXECUTIVE SUMMARY

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

On January 14, 2009, OPM issued a memorandum requesting agency reports on the use of student loan repayments during CY 2008. OPM also requested that agencies report on student loan repayments from the first quarter of fiscal year (FY) 2008. OPM’s student loan repayment regulations were recently amended to change the reporting requirement from fiscal year to calendar year. Therefore, OPM requested the first quarter of FY 2008 data to maintain complete records of all student loan repayments that were made since our previous report to Congress. In our memorandum, we also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2008, 35 Federal agencies provided 6,879 employees with a total of more than \$51 million in student loan repayment benefits. Compared to our last report for FY 2007, this represents a 4 percent increase in the number of employees receiving student loan repayment benefits and a 22 percent increase in agencies’ overall financial investment in this valuable incentive. Nearly half of the reporting agencies either made student loan repayments in CY 2008 or have established a student loan repayment program for future use. The average loan repayment benefit was \$7,511. Agencies also commented on program effectiveness, best practices, and impediments to using student loan repayments.

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

II. BACKGROUND

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

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

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

OPM published final regulations (73 FR 64861, October 31, 2008) which included a new provision to change the agency student loan repayment reporting requirements from fiscal year to calendar year. Previously, agencies were required to report to OPM by the end of the calendar year on the student loan repayment benefits they provided during the previous fiscal year. However, the law imposes a calendar year limitation on the amount of student loan repayment benefits an agency may provide to an employee. Therefore, OPM made this change to synchronize and simplify the agency reporting requirements.

To provide continuity of data and transparency in the annual reports to Congress, we requested that agencies submit data to OPM in two separate parts:

- Data for calendar year 2008 (January 1, 2008, through December 31, 2008); and
- Data for the first quarter of fiscal year 2008 (October 1, 2007, through December 31, 2007).

For this year only, the first quarter of FY 2008 (i.e., last quarter of calendar year 2007) data is available in attachments 3, 4, and 5 of this report. However, all data comparisons made within this year's report to Congress are between FY 2007 and CY 2008. In future years, data will be compared between the current and previous calendar years.

III. AGENCY REPORTS

On January 14, 2009, OPM issued a memorandum for Chief Human Capital Officers (CPM 2009-02) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2009. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send their reports on the use of student loan repayments during CY 2008. For record-keeping purposes, we also requested data for the first quarter of FY 2008. We received responses from 80 agencies. (See Attachments 1 and 3 for a list of the reporting agencies.)

In CY 2008, 35 Federal agencies provided 6,879 employees with a total of more than \$51 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) As shown in Table 1, Federal agencies' use of student loan repayments has increased dramatically since FY 2002. Overall, agencies invested 22 percent more funding in using this incentive during CY 2008 than in FY 2007. When compared to FY 2002, agencies invested more than 16 times as much funding on student loan repayments.

TABLE 1

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

The number of recipients of student loan repayment benefits has continued to increase along with agencies' financial investment in this particular incentive. In CY 2008, 4 percent more employees received student loan repayment benefits than in FY 2007. Compared to FY 2002, nearly 10 times as many employees received student loan repayment benefits in CY 2008.

In CY 2008, all 15 Federal departments and 20 independent agencies used student loan repayments as a human resources management tool. In addition to the 35 agencies that provided student loan repayments during CY 2008, 4 additional agencies have an established student loan repayment program ready to use in the future. These agencies include the Commodity Futures Trading Commission, National Capital Planning Commission, Office of Government Ethics, and the Overseas Private Investment Corporation. Thus, 39 of the 80 reporting agencies (49 percent) either provided student loan repayments during CY 2008 or have an established student loan repayment program available for future use.

A. Occupational Data

During CY 2008, agencies used student loan repayments as a recruitment or retention tool for employees in many different occupations. Agencies may choose to provide student loan repayments to recruit or retain employees across all job series or target the incentive to a particular occupation or set of occupations. Table 2 lists the occupations for which agencies used student loan repayments most frequently. The table shows the number of employees in the specified occupation who received student loan repayment benefits during CY 2008 and the percentage of all student loan repayment recipients who were in that occupation.

TABLE 2

Occupation	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients
Criminal Investigator	1,020	14.8
Attorney	655	9.5
Intelligence	491	7.1
Miscellaneous Administration	351	5.1
Nurse	310	4.5
GAO Analyst	275	4.0
Management and Program Analysis	240	3.5
Mechanical Engineer	196	2.9
Information Technology Management	177	2.6
Inspection, Investigation, and Compliance	148	2.2
Business and Industry	143	2.1
Miscellaneous Clerk and Assistant	137	2.0
Nuclear Engineer	116	1.7
Accounting	114	1.7
General Engineer	106	1.5
Passport and Visa Examining	105	1.5
Human Resources Specialist	97	1.4
Contract Specialist	96	1.4
<i>All Other Occupations</i>	2,102	30.5
Total	6,879	100.0

Criminal Investigators. As reflected in Table 2, more criminal investigators received student loan repayment benefits than any other occupation, comprising nearly 15 percent of all recipients during CY 2008. Of the 1,020 criminal investigators who received benefits, 1,013 were special agents within the Department of Justice’s Federal Bureau of Investigation.

Attorneys. Attorneys accounted for more than 9 percent of the total number of employees who received student loan repayment benefits in CY 2008. In total, 18 agencies used student loan repayments to encourage attorneys to recruit or retain employees in this occupation in Federal service. The Department of Justice provided student loan repayment benefits to 186 attorneys. The Securities and Exchange Commission also made attorneys a large focus of its program, providing student loan repayment benefits to 214 of them.

Intelligence Analysts. At the Departments of Justice, Defense, and Homeland Security, a total of 470 intelligence analysts received student loan repayment benefits in CY 2008. Notably, the Federal Bureau of Investigation used student loan repayments to recruit or retain 448 intelligence analysts.

Nurses. In CY 2008, nurses accounted for 4.5 percent of the total number of employees who received student loan repayment benefits. A total of 310 nurses received student loan repayment

benefits in CY 2008, compared to 83 nurses in FY 2007, which is an increase of more than 273 percent. Of the 310 nurses, 288 were nurses employed by the Department of Defense.

B. Agency Data

In CY 2008, the six agencies making the most extensive use of student loan repayments were the Departments of Justice, Defense, Health and Human Services, and State, the Securities and Exchange Commission, and the Government Accountability Office.

TABLE 3

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Justice	2,610	37.9	\$23,420,746	45.3
Department of Defense	1,286	18.7	\$7,797,349	15.1
Department of State	713	10.4	\$4,593,282	8.9
Securities and Exchange Commission	408	5.9	\$3,701,771	7.2
Government Accountability Office	362	5.3	\$2,095,584	4.1
Department of Health and Human Services	287	4.2	\$2,281,581	4.4
All Other Agencies	1213	17.6	\$7,777,610	15.0
Total	6,879	100.0	\$51,667,923	100.0

The Department of Justice (DOJ) increased its use of student loan repayments in CY 2008, providing benefits to 2,610 employees and totaling more than \$23.4 million. Compared to FY 2007, DOJ had a 6 percent increase in the number of employees receiving student loan repayment benefits and a 14 percent increase in the total amount of student loan repayment benefits provided. The significant investment in this incentive at DOJ can be attributed primarily to the Federal Bureau of Investigation (FBI). In CY 2008, the FBI provided a total of nearly \$22 million in student loan repayment benefits to 2,391 employees. The recipients at FBI included 1,013 special agents, 448 intelligence analysts, and 137 employees in the inspection, investigation, and compliance series (e.g., investigation specialists).

The Department of Defense (DOD) continued its extensive use of student loan repayment repayments. In CY 2008, DOD provided nearly \$7.8 million in student loan repayment benefits to 1,286 employees. Compared to FY 2007, DOD had a 24 percent increase in the total amount of student loan repayment benefits provided. DOD used student loan repayments extensively as an incentive for engineers, providing benefits to a total of 576 employees in engineering positions. Engineers who received the most student loan repayment benefits included mechanical engineers (189), nuclear engineers (115), general engineers (69), and electronics engineers (54). DOD also provided student loan repayment benefits to 266 nurses.

The Department of State (DOS) continued to be one of the largest users of student loan repayments in CY 2008, providing nearly \$4.6 million in student loan repayment benefits to 713 employees. Of those employees, 262 were in Civil Service positions and 451 were members of the Foreign Service. In CY 2008, DOS offered a lump-sum payment of \$6,000 (or the outstanding loan amount if it was less than \$6,000 and greater than \$5,000). DOS provided the most student loan repayment benefits to passport and visa examiners (104), followed by members of the Foreign Service serving as economics officers (95), political affairs officers (84), and public diplomacy officers (67).

The Securities and Exchange Commission (SEC) provided 408 employees with more than \$3.7 million in student loan repayment benefits during CY 2008. As in the past, SEC made the vast majority (73 percent) of its student loan repayments on behalf of employees in its major occupations, attorney (214) and accountant (88). The average benefit per employee was \$9,073.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling nearly \$2.1 million to 362 employees during CY 2008. As it has in the past, GAO used its student loan repayment program primarily to recruit and retain analysts, providing benefits to 275 of them.

The Department of Health and Human Services (HHS) provided nearly \$2.3 million in student loan repayment benefits to 287 employees in CY 2008. Compared to FY 2007, HHS increased its number of employees receiving student loan repayment benefits by 99 percent and its total amount of student loan repayments by 106 percent.

The Federal Energy Regulatory Commission (FERC) bolstered its student loan repayment program by providing nearly \$1.08 million in student loan repayment benefits to 113 employees in CY 2008. Compared to FY 2007, FERC had a 169 percent increase in the number of employees receiving student loan repayment benefits and a 172 percent increase in the total amount of student loan repayments.

The Department of Veterans Affairs (VA) noted its separate student loan repayment authority under section 7681 of title 38, United States Code. Under the VA Education Debt Reduction Program (EDRP), VA may make payments on behalf of recently appointed employees in certain health-care occupations for which it is having recruitment or retention problems. During the past fiscal year, EDRP was instrumental in improving recruitment of mental health professionals in conjunction with the VHA Mental Health Enhancement Initiative. The top three occupations receiving benefits under EDRP were registered nurses, pharmacists, and physicians. Funding for this program is centralized, and EDRP payments are non-taxable to recipients.

Additional Agency Information. We found that the Departments of Agriculture, Energy, Homeland Security, Housing and Urban Development, Interior, and Transportation, as well as the Agency for International Development and the General Services Administration, invested more than \$300,000 each in student loan repayments. In addition, 29 other Federal agencies made use of student loan repayments during CY 2008. In total, these 29 agencies provided student loan repayment benefits of nearly \$7.7 million to 1,207 employees. Two agencies—the Department of Veterans Affairs and the Federal Energy Regulatory Commission—invested more than \$1,000,000 each in this particular incentive.

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

IV. AGENCY COMMENTS

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

A. Effect on Recruitment and Retention

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

Departments:

The Department of Agriculture reports that all components using student loan repayments reported it to be a valuable recruitment and retention tool.

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

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

The Department of Education states that the student loan repayments has had a positive impact on recruitment and retention efforts.

The Department of Health and Human Services has continued to increase its usage of the student loan repayments as a human resources flexibility designed to improve both recruitment and retention of highly skilled and desirable applicants and employees.

The Department of State believes the student loan repayments are making a positive impact on both recruitment and retention efforts, based on the increase in participation and employee feedback. A survey completed at the end of last year indicated the student loan repayments were a factor in recruitment and retention, and influenced bid selection for recipients. Notably, of the more than 2,300 employees who have received student loan repayment benefits since 2002, only 127 (5.5 percent) have resigned while subject to the service requirement.

Independent Agencies:

The Defense Nuclear Facilities Safety Board reports that student loan repayments have improved its recruitment effort. The agency competes with the private sector for top graduates,

who receive numerous offers of employment along with substantial monetary incentives. The agency's success in remaining competitive with the private sector is dependent upon using all available recruitment tools, such as student loan repayments

The Environmental Protection Agency (EPA) is using the student loan repayments to enhance its recruitment and retention initiatives. The program has made EPA's efforts to recruit individuals with master's degrees in environmental sciences or other disciplines such as program analysis and information technology, a more successful endeavor. In the cases where the program was administered, students carried substantial loans and the program was a definite consideration in their decision to join and remain with the EPA.

The Government Accountability Office uses the student loan repayments mainly for retention purposes.

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

B. Best Practices

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

Departments:

The Department of Commerce shared a number of best practices:

- Allow bureaus and offices to review and approve Department-wide policy prior to implementing;
- Publish the student loan repayments policy on the Internet to inform employees and the general public of the Department's program;
- Include the consent to disclose financial information with the service agreement to allow for more rapid communication between the lender and agency;
- Develop checklists to assist managers in submitting required information when requesting student loan repayments;
- Include student loan repayments information in training of hiring managers.

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

The Department of Labor stated that student loan repayments eligibility is based on criteria which consider recruitment history, labor-market factors, and special qualifications for the position. Determinations on which of the eligible employees receive student loan repayment benefits are closely linked to the employees' level of performance.

The Department of State (DOS) shared several best practices:

- Continue to provide senior-level management support;
- Make eligibility criteria transparent, and coordinate centralized funding and administrative oversight;
- Monitor hiring and attrition rates in order to accurately project qualifying employee levels and appropriate funding.
- Require employees to make personal payments toward their loan debt in order to qualify;
- Obtain lender/loan servicing organization assurances that the agency's payment will be applied only to borrower's principal loan balance;
- Expand the reporting capability of the student loan repayment program online web-based (paperless) application and database collection; and
- Continue and expand the use of "push" communications (notices, telegrams, e-mail with auto message capability, student loan repayment Listserv postings and briefings) to keep employees informed of program requirements and policy and procedural changes.

Independent Agencies:

The Environmental Protection Agency tracks manager hiring satisfaction with the availability of student loan repayments as a component of OPM's hiring management satisfaction survey.

The General Services Administration's (GSA's) student loan repayment initiative allocated funds from the Administrator's budget for the repayment of student loans throughout GSA based on proposals submitted by organizations wishing to avail themselves of the funding. Even organizations that were not recipients of funding from the Administrator's budget were motivated to participate in the program.

C. Impediments to Using Student Loan Repayments

As we have reported previously, the primary barrier for agencies in using student loan repayments is a lack of funding. A total of 17 agencies specifically commented that budgetary issues were a major impediment to using student loan repayments as a recruitment or retention tool.

Another barrier to using student loan repayments effectively is the 3-year service requirement employees must fulfill in return for receiving student loan repayment benefits. Some potential candidates have not submitted applications due to the 3-year service commitment. One agency also identified the tax liability associated with student loan repayments as an impediment.

However, impediments to establishing and administering a program are not necessarily the reason some agencies do not offer student loan repayment benefits. For example, the availability of student loan repayments is not a major factor in recruitment or retention efforts at one agency because positions are not specialized or hard to fill. Another agency noted it does not usually need to focus on recruiting individuals with highly technical or unique qualifications and generally meets hiring targets without using special incentives. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

V. CONCLUSION

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

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

In addition, OPM will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. We are committed to providing agencies with the most up-to-date and useful information on using student loan repayments and other flexibilities. We look forward to agencies' continued success in using student loan repayments during CY 2009.

REPORTING AGENCIES FOR CALENDAR YEAR 2008

DEPARTMENTS

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

INDEPENDENT AGENCIES

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

AGENCY REPORTS – CALENDAR YEAR 2008

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	48	GS-0101, Social Scientist GS-0301, Miscellaneous Admin and Program (3) GS-0340, Program Management GS-0401, General Biological Science (10) GS-0414, Entomology (3) GS-0435, Plant Physiology GS-0437, Horticulture GS-0440, Genetics GS-0460, Forestry GS-0560, Budget Analyst GS-0701, Veterinary Medical Science (15) GS-0810, Civil Engineer GS-0890, Agricultural Engineer GS-1146, Agricultural Marketing GS-1320, Chemistry GS-1382, Food Technology GS-1529, Mathematical Statistician GS-1801, Inspection, Investigation and Compliance GS-1980, Agriculture Commodity Grading GS-2210, Information Technology Management (2)	\$364,602
Commerce	10	GS-0905, Attorney Advisor (2) ZA-0343, Administrative Officer ZA-0343, Program Analyst (3) ZP-0830, Mechanical Engineer ZP-1520, Mathematician ZP-1550, Computer Scientist ZS-0303, Program Assistant	\$75,045
Defense	1,286	DB-0150, Geography (5) DB-0403, Microbiologist DB-0413, Physiologist (2) DB-0610, Nurse (3) DB-0854, Computer Engineer DB-0855, Electronics Engineer DB-1301, General Physical Scientist (3) DB-1315, Hydrology (3) DB-1370, Cartography DR-0830, Mechanical Engineer DR-1310, Physics (2) GG-0080, Security Administration (3) GG-0132, Intelligence (15) GG-0855, Electronics Engineer GG-0861, Aerospace Engineer GS-0020, Community Planner (3) GS-0030, Sports Specialist GS-0080, Security Administration	\$7,797,349

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,286	GS-0101, Social Scientist (3) GS-0130, Foreign Affairs (2) GS-0180, Psychology GS-0201, Human Resources Specialist GS-0301, Miscellaneous Admin and Program (4) GS-0326, Office Automation GS-0343, Management and Program Analyst (10) GS-0346, Logistics Management (10) GS-0401, General Natural Resources Management GS-0501, Finance Administration (10) GS-0510, Accountant GS-0560, Budget Analyst (2) GS-0601, General Health Science GS-0603, Physician Assistant GS-0610, Nurse (200) GS-0620, Practical Nurse (44) GS-0621, Nurse Assistant GS-0640, Health Aid Technician (2) GS-0660, Pharmacist (2) GS-0662, Optometrist GS-0690, Industrial Hygiene GS-0801, General Engineer (53) GS-0802, Engineering Technician (4) GS-0803, Safety Engineer GS-0806, Materials Engineer (7) GS-0808, Architect GS-0810, Civil Engineer GS-0819, Environmental Engineer (2) GS-0830, Mechanical Engineer (146) GS-0840, Nuclear Engineer (109) GS-0850, Electrical Engineer (34) GS-0854, Computer Engineer (14) GS-0855, Electronics Engineer (29) GS-0861, Aerospace Engineer (5) GS-0871, Naval Architect (19) GS-0893, Chemical Engineer (9) GS-0896, Industrial Engineer (7) GS-0899, Engineering Trainee GS-0905, General Attorney GS-1035, Public Affairs (2) GS-1083, Technical Writing and Editing GS-1101, General Business and Industry (13) GS-1102, Contract Specialist (31) GS-1170, Realty (2) GS-1306, Health Physics (9) GS-1311, Physical Science Technician (9) GS-1315, Hydrology GS-1320, Chemist (6) GS-1382, Food Technology GS-1384, Textile Technology (2) GS-1515, Operations Research Analyst (3) GS-1520, Mathematics GS-1529, Mathematical Statistician GS-1550, Computer Scientist (11)	\$7,797,349

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,286	GS-1599, Student Trainee GS-1670, Equipment Services GS-1701, General Education and Training (8) GS-1740, Education Services GS-1811, Criminal Investigator GS-1910, Quality Assurance GS-2010, Inventory Management (5) GS-2101, Transportation Specialist GS-2210, Information Technology (9) IA-0080, Security Administration (2) IA-0132, Intelligence NH-0830, Mechanical Engineer NH-1515, Operations Research Analyst YA-0018, Safety and Occupational Health YA-0020, Community Planning YA-0080, Security Administration (2) YA-0101, Social Science YA-0110, Economist YA-0130, Foreign Affairs (2) YA-0180, Psychology YA-0190, Anthropology (3) YA-0201, Human Resources Specialist (12) YA-0301, Miscellaneous Admin and Program (9) YA-0341, Administrative Officer (3) YA-0343, Management and Program Analyst (11) YA-0501, Financial Administration (3) YA-0510, Accountant (3) YA-0511, Auditing (19) YA-0560, Budget Analyst (3) YA-0905, General Attorney (7) YA-0950, Paralegal Specialist YA-1020, Illustrating YA-1071, Audiovisual Production YA-1102, Contract Specialist (5) YA-1173, Housing Management (3) YA-1701, General Education and Training (2) YA-1750, Instructional Systems (3) YA-2181, Aircraft Operation (5) YA-2210, Information Technology (5) YB-0303, Clerk YC-0018, Safety and Occupational Health YC-0343, Management and Program Analyst YC-0501, Financial Administration YC-0670, Health System Administration YC-2210, Information Technology YD-0401, Natural Resources Management (3) YD-0403, Microbiology YD-0801, General Engineer (10) YD-0806, Materials Engineer (5) YD-0810, Civil Engineer (4) YD-0830, Mechanical Engineer (40) YD-0840, Nuclear Engineer (3) YD-0850, Electrical Engineer (9) YD-0854, Computer Engineer (3)	\$7,797,349

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,286	YD-0855, Electronics Engineer (24) YD-0861, Aerospace Engineering (14) YD-0893, Chemical Engineer (2) YD-0896, Industrial Engineer (2) YD-1301, General Physical Science YD-1310, Physics YD-1350, Geology YD-1515, Operations Research Analyst (22) YD-1520, Mathematics (2) YD-1550, Computer Science (2) YF-0801, General Engineer (6) YF-0810, Civil Engineer YF-0830, Mechanical Engineer YF-0840, Nuclear Engineer (2) YF-0871, Naval Architect (2) YF-0894, Welding Engineer YF-1320, Chemistry YG-0602, Medical Officer YH-0610, Nurse (63) YH-0662, Optometrist (2) YJ-0610, Nurse (22) YK-1811, Criminal Investigator (4)	\$7,797,349
Education	3	GS-0301, Information Resources Specialist GS-0301, Presidential Management Fellow GS-0343, Management and Program Analyst	\$16,000
Energy	105	EK-0801, General Engineer (12) EK-1306, Health Physicist EN-0801, General Engineer (7) EN-0840, Nuclear Engineer GS-0028, Environmental Protection Specialist (2) GS-0080, Security Specialist (3) GS-0132, Intelligence Research Specialist (4) GS-0301, Energy Technology Program Specialist (7) GS-0301, Project Manager (Transmission Tariff) GS-0301, Policy Analyst GS-0301, Supervisory Cultural Resources GS-0343, Management Analysis Officer GS-0343, Program Analyst (9) GS-0401, General Biologist GS-0510, Accountant (4) GS-0599, Student Trainee (Budget Clerk) GS-0801, General Engineer (11) GS-0819, Environmental Engineer GS-0840, Nuclear Engineer GS-0850, Electrical Engineer (5) GS-0855, Electronics Engineer (2) GS-0905, Attorney Advisor (3) GS-1101, Contractor Human Resources Specialist GS-1101, Infrastructure Systems Analyst GS-1222, Patent Attorney (2) GS-1301, Physical Scientist (4) GS-2210, Information Technology Specialist (3) NF-0301, Business Management Specialist NF-0343, Program Analyst	\$514,488

Department/Agency	Number of Employees	Job Classifications	Cost
Energy (continued)	105	NF-1102, Contract Price/Cost Analyst NF-1102, Contract Specialist (3) NN-0801, General Engineer NQ-0080, Security Specialist NQ-0201, Human Resources Specialist NQ-0301, Business Programs Specialist (Contracts) NQ-0560, Budget Analyst NQ-0905, General Attorney (2) NQ-1102, Contract Specialist (2)	\$514,488
Health and Human Services	287	AD-0401, Senior Investigator AD-0403, Staff Fellow (2) AD-0415, Staff Fellow AD-0602, Senior Investigator (2) AD-0610, Clinical Research Nurse (12) AD-1320, Staff Scientist GP-0602, Medical Officer (23) GS-0101, Program Specialist (34) GS-0107, Health Insurance Specialist (2) GS-0180, Psychologist (2) GS-0201, Human Resources Specialist (3) GS-0301, Miscellaneous Admin and Program (25) GS-0303, Administrative Clerk (8) GS-0318, Secretary (2) GS-0341, Administrative Officer (6) GS-0343, Management and Program Analyst (25) GS-0401, Biologist (8) GS-0401, Interdisciplinary Scientist GS-0403, Microbiologist (5) GS-0405, Pharmacologist (4) GS-0405, Supervisory Pharmacologist (2) GS-0501, Financial Operations Specialist (2) GS-0510, Staff Accountant GS-0601, Biospecimen Tech Program Specialist GS-0601, General Health Scientist (2) GS-0601, Health Program Specialist GS-0601, Health Project Manager (6) GS-0601, Health Science Admin (12) GS-0601, Health Science Analyst (4) GS-0601, Intellectual Property Advisor GS-0601, Interdisciplinary Scientist GS-0601, Lead Health Project Manager GS-0601, Lead Regulatory Health Project GS-0601, Project Management Officer GS-0601, Research Program Analyst (3) GS-0601, Supervisory Technology Transfer Spec. GS-0601, Technology Transfer Specialist (4) GS-0601, Vaccine Safety Specialist GS-0602, Medical Officer GS-0610, Clinical Research Nurse GS-0610, Nurse Practitioner GS-0630, Nutritionist GS-0660, Pharmacist (5) GS-0665, Audiologist GS-0685, Public Health Advisor (2)	\$2,281,581

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	287	GS-0685, Public Health Analyst GS-0696, Consumer Safety Officer (9) GS-0696, Lead Consumer Safety Officer GS-0890, Agricultural Engineer GS-0905, General Attorney (10) GS-1035, Public Affairs Specialist GS-1082, Writer Editor GS-1083, Technical Writer (2) GS-1101, Grants Management Officer GS-1101, Grants Management Specialist (4) GS-1102, Contract Specialist (7) GS-1102, Procurement Analyst GS-1105, Purchasing Agent GS-1310, Research Physicist GS-1320, Chemist (15) GS-1320, Lead Chemist GS-1515, Operations Research Analyst GS-1529, Mathematical Statistician (3) GS-2210, Information Technology Specialist (2)	\$2,281,581
Homeland Security	80	GS-0132, Intelligence Analyst (7) GS-0201, Human Resources Specialist (2) GS-0301, Miscellaneous Admin and Program (43) GS-0340, Program Management (13) GS-0343, Management and Program Analysis (2) GS-0511, Auditor GS-0560, Budget Analyst (2) GS-1102, Contract Specialist (2) GS-1320, Chemistry GS-1801, Inspection, Investigation and Compliance GS-2001, General Supply GS-2210, Information Technology (5)	\$603,684
Housing and Urban Development	251	GS-0101, Social Science Analyst (3) GS-0110, Economist (4) GS-0201, Human Resources Specialist (2) GS-0301, Community Planning and Dev. (8) GS-0301, Community Planning and Dev Disaster GS-0301, Departmental Operations Officer GS-0301, Field Office Director GS-0301, Financial Management Analyst GS-0301, Management Analyst GS-0301, Office Administrator GS-0301, Operation Analyst (2) GS-0301, Operations Specialist GS-0301, Presidential Management Fellow (3) GS-0301, Program Analyst (FCI) GS-0301, Program Support Specialist GS-0301, Regional Relocation Specialist GS-0301, Research Utilization Specialist GS-0301, Senior Community and Planning (3) GS-0301, Special Needs Assistance Specialist GS-0301, Web Technology Specialist GS-0303, Customer Service Representative GS-0303, Enforcement Assistant GS-0303, Office Assistant/Reader	\$690,869

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	251	GS-0303, Office Automation Clerk GS-0303, Program Support Assistant GS-0303, Staff Assistant (2) GS-0343, Grants Evaluation Specialist GS-0343, Management Analyst (14) GS-0343, Program Analyst (10) GS-0344, Management Assistant (2) GS-0360, Supervisory Equal Opportunity Specialist GS-0360, Equal Opportunity Specialist (15) GS-0361, Assistant Opportunity Specialist GS-0361, Equal Opportunity Assistant GS-0501, Financial Operations Analyst (2) GS-0501, Chief Systems Management Branch GS-0510, Accountant (4) GS-0510, Operational Accountant GS-0511, Auditor (2) GS-0560, Budget Analyst GS-0808, Architect GS-0828, Construction Analyst GS-0905, Attorney (3) GS-0905, Attorney Advisor General (13) GS-0905, Attorney Advisor (49) GS-0905, Trial Attorney (6) GS-0950, Paralegal Specialist (6) GS-0986, Legal Assistant GS-1035, Public Affairs Specialist GS-1101, Account Executive (2) GS-1101, Affordable Housing Specialist (2) GS-1101, Asset Manager GS-1101, Chief of Field Operations GS-1101, Debt Restructuring Analyst (2) GS-1101, Enforcement Analyst GS-1101, Facilities Management Specialist GS-1101, Financial Analyst GS-1101, Financial Transaction Summary GS-1101, Grants Management Specialist (2) GS-1101, Housing Program Specialist (5) GS-1101, Industrial Relations Specialist GS-1101, Multifamily Project Manager GS-1101, Program Liaison Specialist (2) GS-1101, Program Specialist GS-1101, Project Manager (16) GS-1101, Project Manager Asset Development (2) GS-1101, Public Housing Revitalization (10) GS-1101, Real Estate Analyst GS-1101, Senior Advisor GS-1101, Senior Housing Specialist GS-1101, Senior Project Manager (3) GS-1101, Single Family Housing Specialist (3) GS-1101, Supervisory Project Manager GS-1165, Loan Specialist GS-1910, Quality Assurance Specialist GS-1199, Mortgage Approval Analyst GS-2210, IT Specialist (4)	\$690,869

Department/Agency	Number of Employees	Job Classifications	Cost
Interior	60	BB-2601, Power System Control Craftsmen ES-0401, Natural Resource Steward and Science GL-0025, Park Ranger GS-0025, Supervisory Park Ranger GS-0028, Environmental Protection Specialist (3) GS-0185, Social Worker GS-0193, Archeologist GS-0201, Human Resources Specialist GS-0301, City Program Manager GS-0301, Renewable Energy Program Specialist GS-0301, Staff Assistant GS-0301, Tribal Trust Accounting GS-0343, Management Analyst (2) GS-0343, Policy Analyst GS-0343, Program Analyst (6) GS-0401, Natural Resource Specialist (3) GS-0470, Soil Scientist GS-0482, Fish Biologist GS-0501, Financial Management Specialist (2) GS-0511, Auditor GS-0560, Budget Analyst (3) GS-0809, Project Supervisor GS-0810, Civil Engineer (4) GS-0830, Mechanical Engineer GS-0850, Electrical Engineer GS-0881, Petroleum Engineer (2) GS-0899, Student Trainee GS-1083, Technical Editor GS-1101, Concession Management Specialist GS-1101, Repayment Specialist GS-1102, Contract Specialist (5) GS-1102, Procurement GS-1165, Loan Specialist GS-1350, Geologist GS-1801, Investigation Specialist GS-2210, Information Technology Specialist (4)	\$419,841
Justice	2,610	GS-0060, Chaplain (2) GS-0072, Fingerprint Examiner (8) GS-0080, Personnel Security Specialist (12) GS-0080, Security Specialist (2) GS-0080, Security Specialist (ACSO) GS-0080, Supervisory Security Specialist (CSO) GS-0083, Police Officer (15) GS-0083, Lead Police Officer GS-0083, Supervisory Police Officer (2) GS-0086, Security Assistant GS-0086, Security Assistant (COMSEC) (2) GS-0086, Supervisory Security Assistant GS-0101, Employee Assistance Counselor (4) GS-0101, Victim Specialist (18) GS-0132, Intelligence Analyst (438) GS-0132, Supervisory Intelligence Analyst (9) GS-0132, Senior Intel. Officer Counterterrorism GS-0134, Intelligence Assistant (3)	\$23,420,746

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,610	GS-0180, Psychologist (33) GS-0201, Assistant Human Resources Officer GS-0201, Human Resources Specialist (20) GS-0203, Human Resources Assistant (3) GS-0301, Administrative Specialist (19) GS-0301, Center Operations Specialist GS-0301, Community Outreach Specialist (4) GS-0301, Congressional Affairs Specialist GS-0301, Courseware Support Specialist GS-0301, Crime Analyst (3) GS-0301, CTOC Specialist (3) GS-0301, Emergency Action Specialist GS-0301, English Monitor Analyst (2) GS-0301, Foreign Operations Specialist (2) GS-0301, Information Management Specialist GS-0301, Legal Operations Specialist (2) GS-0301, N-Dex Liaison Specialist GS-0301, Occ. Safety & Env. Program Manager (2) GS-0301, Program Maintenance and Support (2) GS-0301, Project Manager GS-0301, Protocol Affairs Specialist GS-0301, Research Analyst (4) GS-0301, Space Management Specialist GS-0301, Staff Operations Specialist (28) GS-0301, Supervisory Administrative Specialist (6) GS-0301, Supv. Foreign Language Prog. Cord. (2) GS-0301, Training and Civic Liaison Specialist (2) GS-0301, Victim Notification and Statistics GS-0303, Evidence Technician (7) GS-0303, Legal Operations Assistant GS-0303, Office Security Assistant (3) GS-0303, Operations Security Assistant (8) GS-0303, Supervisory Evidence Technician GS-0303, Support Operations Technician (2) GS-0303, Support Service Clerk (4) GS-0303, Support Services Technician (88) GS-0305, File Assistant GS-0313, Offices Services Manager (6) GS-0318, Secretary (12) GS-0340, Foreign Language Program Manager (3) GS-0340, Program Manager GS-0341, Administrative Officer GS-0343, Management & Program Analyst (93) GS-0343, Supv. Management & Program Analyst (4) GS-0344, Management & Program Assistant (4) GS-0391, Telecommunication Manager GS-0391, Telecommunication Specialist (4) GS-0401, Biologist (11) GS-0501, Accounting Analyst (4) GS-0501, Financial Analyst GS-0501, Financial Administrative Specialist GS-0501, Fiscal Management and Budget Officer GS-0505, Financial Manager (5) GS-0511, Auditor (10)	\$23,420,746

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,610	GS-0525, Accounting Technician (8) GS-0560, Budget Analyst (14) GS-0560, Supervisory Budget Analyst GS-0602, Medical Officer (6) GS-0603, Physician's Assistant (11) GS-0603, Supervisory Physician's Assistant GS-0610, Nurse (8) GS-0680, Dental Officer GS-0682, Dental Hygienist GS-0855, Electronics Engineer (4) GS-0856, Electronics Technician (13) GS-0901, Legal Administrative Specialist (37) GS-0904, Law Clerk (3) GS-0905, Attorney (182) GS-0905, Supervisory Attorney Advisor (4) GS-0950, Paralegal Specialist (4) GS-0963, Legal Instruments Examiner (9) GS-0963, Supv. Legal Instruments Examiner GS-0967, Passport and Visa Specialist GS-0986, Legal Assistant GS-1001, Arts and Information Specialist GS-1001, Video Communications Specialist GS-1040, Language Specialist (18) GS-1072, Editor (Television) GS-1082, Writer (Executive Communications) GS-1082, Writer/Editor (2) GS-1084, Visual Information Specialist (2) GS-1102, Contract Officer GS-1102, Contract Specialist (3) GS-1160, Financial Analyst (26) GS-1160, Financial Assistant GS-1160, Supervisory Financial Analyst GS-1301, Physical Scientist (24) GS-1320, Chemist (6) GS-1321, Metallurgist GS-1386, Photo Technologist GS-1397, Document Analyst GS-1412, Technical Information Specialist (22) GS-1520, Mathematician GS-1541, Cryptanalyst GS-1702, Training Technician (2) GS-1712, Training Instructor GS-1750, Instructional Systems Specialist GS-1801, Investigative Operations Analyst (21) GS-1801, Investigative Specialist (92) GS-1801, Supervisory Investigative Specialist (4) GS-1801, Investigative Support Specialist (3) GS-1801, Surveillance Specialist (16) GS-1801, Supervisory Surveillance Specialist GS-1802, Criminal History Examiner GS-1802, ELSUR Operations Technician (7) GS-1802, Identification Records Examiner GS-1811, Special Agent (957) GS-1811, Supervisory Special Agent (56)	\$23,420,746

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,610	GS-2001, General Supply Specialist GS-2130, Traffic Management Specialist GS-2210, Information Technology Specialist (66) GS-2210, Supervisory IT Specialist (5) GS-8856, Electronics Technician WG-5823, Automotive Mechanic	\$23,420,746
Labor	3	GS-0018, Safety and Occupational Health Specialist GS-0201, Human Resources Specialist GS-0601, Health Scientist	\$22,005
State	713	FS-2010, Management Officer (50) FS-2101, Financial Management (5) FS-2201, Human Resources Management FS-2301, General Services (3) FS-2501, Security (40) FS-2550, Security Engineering (6) FS-2560, Security Engineering-Tech FS-2880, Information Management (15) FS-2882, Information Management-Tech FS-2884, Information Tech Management (2) FS-3001, Consular Affairs (49) FS-4400, Public Diplomacy (67) FS-5015, Economics (95) FS-5505, Political Affairs (84) FS-6110, Medicine FS-6115, Health Practitioner (4) FS-6218, Construction Engineering (3) FS-6220, Attorney Advisor FS-9017, Office Management (23) GS-0080, Security Administration (3) GS-0130, Foreign Affairs (25) GS-0170, History (4) GS-0201, Personnel Management (17) GS-0260, Equal Employment Opportunity GS-0301, Misc. Administration and Program (26) GS-0318, Secretary (2) GS-0343, Management and Program Analysis GS-0346, Logistics Management GS-0501, Financial Administration and Program (4) GS-0510, Accounting (4) GS-0511, Auditing GS-0560, Budget Analysis (3) GS-0801, General Engineering (3) GS-0819, Environmental Engineering GS-0904, Law Clerk GS-0905, General Attorney (26) GS-0967, Passport and Visa Examining (104) GS-1001, General Arts and Information GS-1035, Public Affairs GS-1101, General Business and Industry (4) GS-1102, Contracting (6) GS-1301, General Physical Science GS-1801, Inspect., Investigation and Compliance (2) GS-1811, Criminal Investigating GS-2210, Information Technology Management (19)	\$4,593,282

Department/Agency	Number of Employees	Job Classifications	Cost
Transportation	37	GS-0020, Community Planner (4) GS-0020, Transportation Planner GS-0028, Environmental Protection Specialist GS-0099, Student Trainee GS-0301, Intergovernmental Program Specialist GS-0301, Policy Analyst GS-0303, Administrative Program Assistant GS-0340, Director, Office of Civil Rights GS-0342, Support Service Specialist GS-0343, Program Analyst (5) GS-0360, Equal Opportunity Specialist (2) GS-0560, Budget Analyst GS-0905, Attorney-Advisor (2) GS-0905, Trial Attorney (Transportation) GS-1102, Contract Specialist GS-2101, International Transportation Specialist (3) GS-2101, Program Management Specialist GS-2101, Regional Administrator GS-2101, Transportation Program Specialist (3) GS-2110, Transportation Industry Analyst (4) GS-2210, IT Project Manager	\$362,500
Treasury	51	GS-0080, Personnel Security Specialist GS-0132, Intelligence Operations Specialist GS-0132, Intelligence Research Specialist (13) GS-0132, Policy Advisor GS-0132, Supervisory Intelligence Research Spec. GS-0201, Human Resources Specialist (2) GS-0301, Compliance Specialist GS-0301, Policy Advisor GS-0301, Regulatory Outreach Specialist GS-0301, Regulatory Policy Project Officer (2) GS-0301, Regulatory Policy Specialist GS-0301, Supervisory Payment Control Specialist GS-0340, Program Manager (2) GS-0340, Project Manager GS-0343, Program Analyst GS-0343, Supervisory Mgmt/Program Analyst (2) GS-0501, Financial Specialist GS-0510, Accountant GS-0510, Supervisory Accountant Officer GS-0560, Budget Analyst GS-0905, Attorney Advisor GS-1102, Contract Specialist (2) GS-1102, Supervisory Contract Specialist (2) GS-1801, Law Enforcement Liaison Specialist GS-2210, Information Technology Specialist (8) GS-2210, Supervisory Information Technology Spec.	\$234,252
Veterans Affairs	130	GS-0180, Psychologist (6) GS-0185, Social Worker (13) GS-0201, Human Resources Specialist (13) GS-0260, Equal Opportunity Manager GS-0301, Miscellaneous Admin and Program (10) GS-0318, Secretary GS-0340, Program Manager	\$1,047,310

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	130	GS-0341, Administrative Assistant GS-0343, Management Analyst (19) GS-0360, Equal Employment Specialist (2) GS-0361, Equal Opportunity Assistant (2) GS-0501, Finance Officer GS-0505, Finance Manager (2) GS-0510, Accountant (4) GS-0560, Budget Analyst (3) GS-0631, Occupational Therapist (2) GS-0647, Diagnostic Radiologic Technician (2) GS-0649, Medical Instrument Technician (3) GS-0660, Pharmacist (6) GS-0671, Health System Specialist (3) GS-0675, Medical Records Technician GS-0808, Architect GS-0819, Environmental Engineer GS-0905, Attorney (9) GS-1035, Public Affairs Specialist GS-1102, Contract Specialist (3) GS-1170, Realty Specialist GS-2210, Information Technology Specialist (18)	\$1,047,310
<i>Independent Agencies</i>			
Agency for International Development	114	FP-0201, Human Resources (7) FP-0301, Administrative Management (2) FP-0301, Crisis Stabilization and Governance (19) FP-0301, Project Development Officer (28) FP-0301, Democracy and Government Officer (4) FP-0501, Economics (2) FP-0501, Financial Management FP-0685, Environment (2) FP-0685, Health and Population Officer (24) FP-1101, Private Sector Officer (13) FP-1102, Contract Management (3) GS-0601, Health Science Specialist GS-0685, Public Health Program Specialist (2) GS-1102, Contract Specialist (6)	\$825,045
Chemical Safety and Hazard Investigation Board	5	GS-0301, Board Affairs Specialist GS-0301, Recommendation Specialist GS-0905, Attorney Advisor GS-1801, Chemical Incident Specialist (2)	\$30,000
Defense Nuclear Facilities Safety Board	1	DN-0801, Engineer	\$10,000
Environmental Protection Agency	15	GS-0028, Environmental Protection Specialist GS-0301, Information Management Specialist (2) GS-0343, Program Analyst (2) GS-0440, Geneticist GS-0470, Research Soil Scientist GS-0601, Epidemiologist (3) GS-0830, Mechanical Engineer (2) GS-1301, Physical Scientist (2) GS-2210, Information Technology Specialist	\$85,250

Department/Agency	Number of Employees	Job Classifications	Cost
Export-Import Bank	1	GS-0110, Economist	\$6,000
Farm Credit Administration	11	VH-0201, Human Resources Specialist VH-1101, Associate FCA Examiner (10)	\$40,628
Federal Energy Regulatory Commission	113	GS-0023, Outdoor Recreation Planner GS-0028, Environmental Protection Specialist GS-0080, Security Specialist GS-0110, Economist (12) GS-0201, Human Resources Specialist (2) GS-0260, Equal Employment Opportunity Specialist GS-0301, Legal Support Specialist GS-0318, Secretary GS-0343, Management Analyst (3) GS-0401, Environmental Biologist (3) GS-0482, Fish Biologist (2) GS-0486, Wildlife Biologist (2) GS-0501, Project Specialist GS-0510, Accountant (2) GS-0511, Auditor (2) GS-0810, Civil Engineer (3) GS-0830, Mechanical Engineer (3) GS-0850, Electrical Engineer (7) GS-0893, Chemical Engineer (2) GS-0904, Law Clerk (2) GS-0905, Attorney-Advisors (31) GS-0950, Paralegal Specialist GS-0986, Legal Technician GS-1084, Visual Information Specialist GS-1101, Energy Industry Analyst (25) GS-2210, Information Technology Specialist (2)	\$1,079,826
Federal Housing Finance Board	4	TM-0343, Senior Program Analyst TM-0570, Bank Examiner TS-1160, Financial Analyst (2)	\$36,575
Federal Trade Commission	2	GS-0301, Data Analyst (2)	\$20,000
General Services Administration	64	GS-0018, Safety and Occupational Health Specialist GS-0080, Physical Security Specialist GS-0301, Presidential Management Specialist GS-0343, Program Analyst (3) GS-0501, Financial Management Analyst GS-0501, Financial Management Specialist GS-0560, Budget Analyst GS-0599, Financial Management (Student Trainee) GS-0808, Architect (2) GS-0905, Attorney (10) GS-1101, Asset Management Specialist (3) GS-1101, Building Management Technician GS-1101, Historic Preservation Specialist GS-1101, Senior Asset Manager GS-1101, Supervisory Asset Management Specialist GS-1102, Contract Specialist (10) GS-1102, Customer Interface Specialist GS-1106, Procurement Technician (3) GS-1170, Realty Specialist (11) GS-1170, Supervisory Realty Specialist GS-1176, Building Management (6)	\$398,890

Department/Agency	Number of Employees	Job Classifications	Cost
General Services Administration (continued)	64	GS-1601, Building Services Technician GS-2210, Information Technology Specialist (2)	\$398,890
Government Accountability Office	362	PA-0905, Attorney (31) PE-0101, Social Science Analyst (6) PE-0110, Economist (6) PE-0347, Analyst (275) PE-0511, Financial Auditor (16) PE-1550, Computer Science (17) PE-1811, Criminal Investigator PT-0201, Human Resources Specialist (2) PT-0301, Miscellaneous Admin and Program (2) PT-0343, Management/ Program Analyst (3) PT-1410, Librarian PT-1529, Mathematical Statistician PT-2210, Information Technology Specialist	\$2,095,584
Government Printing Office	6	PG-0301, Planning Specialist (2) PG-0343, Program Analyst PG-0510, Accountant (2) PG-1410, Librarian (Automation)	\$60,000
Library of Congress	1	GS-0201, Human Resources Specialist	\$10,000
National Aeronautics and Space Administration	7	GS-0201, Human Resources Specialist (2) GS-0861, Aerospace Technologist GS-0893, Aerospace Technologist GS-0905, Attorney-Advisor (3)	\$35,363
National Archives and Records Administration	23	GS-1001, Conservator (3) GS-1001, Exhibits Information Specialist GS-1001, Paper Conservator GS-1001, Natural Preservation Program Specialist GS-1001, Supv. Motion Picture Preservation Spec. GS-1060, Photographer (Preservation) GS-1084, Lead Visual Information Specialist GS-1420, Archivist (9) GS-1421, Archives Specialist (4) GS-1421, Archives Technician	\$153,977
Nuclear Regulatory Commission	21	GG-0080, Physical Security Specialist GG-0080, Senior Physical Security Specialist GG-0201, Branch Chief GG-0301, International Policy Analyst GG-0343, Senior Staff Assistant GG-0801, Branch Chief GG-0801, Reactor Inspector GS-0801, Reactor Systems Engineer GS-0801, Senior Operations Assistant GG-0840, Nuclear Engineer (NSPDP) GG-0840, Resident Inspector (PWR) (3) GG-0840, Senior Resident Inspector (PWR/TL) (2) GG-0850, Electrical Engineer GG-0905, Attorney (4) GG-1301, Regional State Liaison Officer	\$191,418
Office of Personnel Management	4	GS-0201, Human Resources Specialist (3) GS-0301, Executive Officer	\$34,000
Office of Special Counsel	21	GS-0301, Management and Program Analyst GS-0905, General Attorney (20)	\$210,000

Department/Agency	Number of Employees	Job Classifications	Cost
Pension Benefit Guaranty Corporation	22	GS-0511, Auditor GS-0560, Senior Budget Analyst GS-0905, Attorney (18) GS-1160, Financial Analyst GS-1510, Actuary	\$200,042
Securities and Exchange Commission	408	SK-0101, Personnel Psychologist SK-0110, Economist SK-0201, Human Resources Specialist (5) SK-0301, Automated Review Policy Specialist SK-0301, Case Management Specialist (4) SK-0301, FOIA/ Privacy Act Officer SK-0301, Program Support Specialist (2) SK-0301, Regulation Specialist SK-0301, Research Specialist (9) SK-0303, Disclosure Assistant (3) SK-0303, Legal Assistant SK-0303, Program Support Assistant SK-0305, Mail Clerk SK-0318, Secretary (5) SK-0326, Office Automation Clerk SK-0343, Program Analyst (3) SK-0510, Staff Accountant (88) SK-0511, Auditor SK-0880, Mining Engineer SK-0904, Law Clerk SK-0905, Attorney-Adviser (214) SK-0950, Paralegal Specialist (12) SK-0963, Legal Instruments Examiner (2) SK-0986, FOIA Technician (2) SK-0986, Legal Technician (3) SK-1001, Investor Assistance Specialist (2) SK-1170, Realty Specialist SK-1801, Market Surveillance Specialist (3) SK-1802, Securities Compliance Technician (2) SK-1831, Securities Compliance Examiner (16) SK-2210, Information Technology Specialist (18) SO-0905, Attorney-Advisor (2)	\$3,701,771
35 Agencies	6,879		\$51,667,923

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

REPORTING AGENCIES FOR THE FIRST QUARTER OF FISCAL YEAR 2008

DEPARTMENTS

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

INDEPENDENT AGENCIES

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

AGENCY REPORTS – FIRST QUARTER OF FISCAL YEAR 2008

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	5	GS-0101, Social Scientist GS-0301, Misc. Admin and Program GS-0401, General Biological Science GS-1529, Mathematical Statistician GS-2210, Information Technology Management	\$32,307
Defense	262	AD-0601, General Health Science DB-0150, Geography DB-0801, General Engineer DB-0855, Electronics Engineer DB-1301, General Physical Science (2) DB-1313, Geophysics DR-0830, Mechanical Engineer DR-0861, Aerospace Engineer GG-0080, Security Administration GG-0132, Intelligence GS-0018, Safety and Occupational Health GS-0201, Human Resources Specialist (2) GS-0301, Miscellaneous Admin and Program (3) GS-0303, Miscellaneous Clerk GS-0318, Secretary GS-0343, Management and Program Analyst GS-0346, Logistics Management (2) GS-0510, Accountant GS-0560, Budget Analyst GS-0610, Nurse (15) GS-0660, Pharmacist (2) GS-0662, Optometrist GS-0801, General Engineer (13) GS-0802, Engineering Technician (2) GS-0806, Materials Engineer (2) GS-0819, Environmental Engineer GS-0830, Mechanical Engineer (44) GS-0840, Nuclear Engineer (47) GS-0850, Electrical Engineer (16) GS-0854, Computer Engineer (2) GS-0855, Electronics Engineer (8) GS-0861, Aerospace Engineer GS-0871, Naval Architect (12) GS-0893, Chemical Engineer (4) GS-0894, Welding Engineer GS-0896, Industrial Engineer GS-0899, Engineering Trainee GS-1035, Public Affairs GS-1102, Contract Specialist (4) GS-1105, Purchasing	\$1,502,486

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	262	GS-1152, Production Control GS-1170, Realty GS-1306, Health Physics (4) GS-1311, Physical Science Technician (9) GS-1320, Chemist (8) GS-1321, Metallurgy GS-1515, Operations Research Analyst (2) GS-1529, Mathematical Statistician (2) GS-1550, Computer Scientist (3) GS-1670, Equipment Services GS-1910, Quality Assurance GS-2001, General Supply GS-2003, Supply Program Management GS-2010, Inventory Management (2) GS-2210, Information Technology (2) NH-1515, Operations Research Analyst YA-0301, Miscellaneous Admin and Program (2) YA-0343, Management and Program Analyst (2) YA-0905, General Attorney YA-1102, Contract Specialist YA-2210, Information Technology YD-0801, General Engineer (3) YD-0830, Mechanical Engineer (2) YD-0854, Computer Engineer YD-0855, Electronics Engineer (2) YD-0861, Aerospace Engineer YF-0020, Community Planning YF-0801, General Engineer (2)	\$1,502,486
Energy	37	EN-0801, General Engineer GS-0080, Lead Security Specialist GS-0131, International Relations Specialist GS-0301, Energy Technology Program Specialist (2) GS-0301, Policy Analyst GS-0301, Program Support Specialist GS-0301, Project Manager (Transmission Tariff) GS-0301, Supervisory Cultural Resources GS-0343, Program Analyst (6) GS-0401, General Biologist GS-0482, Fish Biologist GS-0510, Accountant (3) GS-0599, Student Trainee (Budget Clerk) GS-0801, General Engineer (4) GS-0840, Nuclear Engineer GS-0850, Electrical Engineer (3) GS-0855, Electronics Engineer (2) GS-0905, General Attorney GS-1101, Infrastructure Systems Analyst GS-1301, Physical Scientist (2) GS-2210, Information Specialist NF-0301, Business Management Specialist	\$79,576
Health and Human Services	19	GS-0101, Child & Family Program Specialist (3) GS-0101, Lead Child & Family Program Specialist GS-0101, Program Specialist GS-0101, Program Specialist (Family)	\$172,000

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Service (continued)	19	GS-0201, Human Resources Specialist GS-0301, Family & Child Dev. Program Specialist GS-0301, Presidential Management Fellow (2) GS-0301, Regulatory Specialist GS-0301, Regulatory Counsel GS-0343, Management Analyst GS-0343, Management and Program Analyst GS-0343, Program Analyst (3) GS-0602, Medical Officer GS-1310, Physicist	\$172,000
Homeland Security	12	GS-0132, Intelligence Analyst GS-0180, Psychologist GS-0301, Miscellaneous Admin and Program (3) GS-0343, Management Analyst (2) GS-0560, Budget Analyst (5)	\$72,000
Interior	17	GL-0025, Park Ranger GS-0028, Environmental Protection Specialist GS-0110, Economist GS-0185, Social Worker GS-0201, Human Resources Specialist GS-0301, Tribal Trust Accounting GS-0341, Admin Officer GS-0343, Management Analyst (4) GS-0343, Program Analyst GS-0501, Financial Management Specialist GS-0560, Budget Analyst GS-0850, Electrical Engineer GS-1020, Illustrator GS-1313, Research Geophysicist	\$125,087
Justice	17	GS-0180, Clinical Psychologist (6) GS-0602, Medical Officer – General Practice GS-0602, Medical Officer – Psychiatrist GS-0603, Physician's Assistant (2) GS-0905, Attorney Advisor (2) GS-0905, Trial Attorney (5)	\$103,142
Labor	2	GS-1083, Technical Writer-Editor (2)	\$10,000
Transportation	8	GS-0020, Community Planner (2) GS-0343, Program Analyst (2) GS-0560, Budget Analyst GS-0905, Attorney-Advisor (General) GS-2101, Transportation Program Specialist GS-2101, Transportation Industry Analyst	\$80,000
Treasury	31	GS-0132, Intelligence Research Specialist (3) GS-0201, Human Resources Specialist (2) GS-0301, Compliance Specialist GS-0301, Regulatory Outreach Specialist GS-0301, Regulatory Policy Project Officer (2) GS-0301, Regulatory Policy Specialist GS-0301, Supervisory Payment Control Specialist GS-0340, Program Manager (2) GS-0340, Project Manager GS-0343, Program Analyst GS-0343, Supervisory Mgmt/Program Analyst (2)	\$36,736

Department/Agency	Number of Employees	Job Classifications	Cost
Treasury (continued)	31	GS-0501, Financial Specialist GS-0510, Accountant GS-0510, Supervisory Accounting Officer GS-0511, Auditor GS-0560, Budget Analyst GS-1801, Law Enforcement Liaison Specialist GS-2210, Information Technology Specialist (6) GS-2210, Supervisory Information Technology (2)	\$36,736
Veterans Affairs	63	GS-0180, Psychologist (9) GS-0185, Social Worker (19) GS-0201, Human Resources Specialist (6) GS-0301, Miscellaneous Admin and Program (2) GS-0340, Program Manager (2) GS-0343, Management Analyst (2) GS-0510, Accountant GS-0560, Budget Analyst GS-0631, Occupational Therapist (2) GS-0644, Medical Technologist (2) GS-0649, Medical Instrument Technician GS-0660, Pharmacist (6) GS-0671, Health System Specialist (3) GS-0819, Environmental Engineer GS-0905, General Attorney GS-1035, Public Affairs Specialist GS-1170, Realty Specialist GS-2210, Information Technology Specialist (2)	\$406,421
<i>Independent Agencies</i>			
Environmental Protection Agency	4	GS-0028, Environmental Protection Specialist GS-0343, Program Analyst GS-0401, Research Biologist GS-0440, Geneticist	\$27,000
Federal Energy Regulatory Commission	37	GS-0080, Security Specialist GS-0110, Economist (2) GS-0260, Equal Employment Opportunity Specialist GS-0301, Legal Support Specialist GS-0343, Management Analyst (2) GS-0510, Accountant (2) GS-0511, Auditor GS-0850, Electrical Engineer GS-0881, Petroleum Engineer GS-0905, Attorney-Advisors (7) GS-0986, Legal Technician GS-1101, Energy Industry Analysts (14) GS-2210, IT Specialist (3)	\$337,683
General Services Administration	2	GS-0560, Budget Analyst GS-0808, Architect	\$20,000
Government Printing Office	1	PG-0301, Planning Specialist	\$10,000
National Aeronautics and Space Administration	6	GS-0201, Human Resources Specialist (2) GS-0861, Aerospace Technologist GS-0893, Aerospace Technologist GS-0905, Attorney-Advisor (2)	\$7,187

Department/Agency	Number of Employees	Job Classifications	Cost
National Archives and Records Administration	4	GS-1420, Archivist (3) GS-1421, Archives Specialist	\$33,470
Nuclear Regulatory Commission	5	GG-0880, Nuclear Security Specialist GG-0905, Attorney (2) GG-0905, Senior Attorney GG-1301, Emergency Response Coordinator	\$46,917
Office of Personnel Management	1	GS-0201, Human Resources Specialist	\$10,000
Pension Benefit Guaranty Corporation	2	GS-0905, General Attorney (2)	\$20,000
20 Agencies	535		\$3,132,012

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

DATA CHART - FIRST QUARTER OF FISCAL YEAR 2008

	First Quarter of Fiscal Year 2008
Participating Agencies	20
Number of Recipients	535
Total Amount Provided (In Millions)	\$3.1
Average Amount Provided	\$5,854



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
1900 E Street, NW
Washington, DC 20415