

# FEDERAL STUDENT LOAN REPAYMENT PROGRAM FISCAL YEAR 2005

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## REPORT TO THE CONGRESS

*Working for America*



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
MAY 2006

## **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 Federal agencies' use of the student loan repayment program in fiscal year 2005. In FY 2005, 30 Federal agencies provided 4,409 employees with a total of nearly \$28 million in student loan repayment benefits. Compared to FY 2004, this represents a 50 percent increase in the number of employees receiving benefits and a 70 percent increase in agencies' overall financial investment in this valuable recruitment and retention incentive. Notably, 61 percent of the reporting agencies have established, or are in the process of implementing, an agency student loan repayment program.

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 student loan repayment benefits. 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 for highly qualified candidates or current employees as a recruitment or retention incentive.

We applaud the increased use of student loan repayments in FY 2005. 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](http://www.opm.gov/oca).

Linda M. Springer  
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM  
FISCAL YEAR 2005**

**TABLE OF CONTENTS**

	<u>Page</u>
I. Executive Summary .....	3
II. Background .....	3
III. Agency Reports .....	4
IV. Agency Comments .....	8
V. OPM Assistance .....	12
VI. Conclusion .....	13
Attachment 1: List of Reporting Agencies	
Attachment 2: Agency Reports for Fiscal Year 2005	

## **I. EXECUTIVE SUMMARY**

Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to the Office of Personnel Management (OPM) on their use of the student loan repayment program for the previous fiscal year. (We note the term “agency” is used in this report generally to refer to 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. Agencies’ use of student loan repayments increased considerably in FY 2005. In total, 30 Federal agencies provided 4,409 employees with nearly \$28 million in student loan repayment benefits during FY 2005. Compared to FY 2004, this represents a 50 percent increase in the number of employees receiving benefits and a 70 percent increase in agencies’ overall financial investment in this valuable recruitment and retention incentive.

On November 22, 2005, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on their use of student loan repayments in FY 2005. In that memorandum, we invited agencies to provide additional details on their experience in administering the student loan repayment program. Agencies provided very positive responses regarding the effect the student loan repayment program had on recruitment and retention efforts and shared some of their best practices. According to agency comments, the primary impediments to using the student loan repayment program are a lack of funding caused by budget limitations, recipients’ tax liability, the length of the service requirement, and the administrative burdens of managing the program. Any modification of the tax liability associated with student loan repayments or the length of the service requirement would require legislation.

We applaud the increased use of the student loan repayment program. We are committed to promoting the value of student loan repayments, 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 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. Agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year and 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 cause or poor performance before fulfilling the service agreement, he or she must reimburse the paying agency for all benefits paid.

Section 5379(h) of title 5, United States Code, requires agencies to report annually to OPM on their use of student loan repayment benefits. The law also directs OPM to prepare and submit

annually to Congress a report containing the following information on agencies that have provided student loan repayment benefits:

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

In June 2003, OPM reported to Congress that 16 Federal agencies provided more than \$3.1 million in student loan repayment benefits to 690 Federal employees during FY 2002. In May 2004, we reported to Congress that 24 Federal agencies provided more than \$9.1 million in student loan repayment benefits to 2,077 Federal employees. In April 2005, we reported to Congress that 28 Federal agencies provided 2,945 employees with a total of more than \$16.4 million in student loan repayment benefits. Based on the significant increase in agencies' use of student loan repayments in FY 2004 and reports that additional agencies had established or would be establishing agency loan repayment plans, we anticipated continued growth of the program in FY 2005.

### 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 student loan repayment benefits during the previous fiscal year. On November 22, 2005, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on their use of student loan repayments in FY 2005. We received responses from 69 agencies. (See Attachment 1 for a list of the reporting agencies.)

In FY 2005, 30 Federal agencies provided 4,409 employees with a total of nearly \$28 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) As shown in Table 1 below, Federal agencies' use of student loan repayments has increased dramatically over the last 4 fiscal years. Overall, agencies invested 70 percent more funding in the program during FY 2005 than in FY 2004. When compared to FY 2002, the program's first full fiscal year, agencies invested nearly nine times as much funding on student loan repayments.

TABLE 1

	FY 2002	FY 2003	FY 2004	FY 2005
<b>Participating Agencies</b>	16	24	28	30
<b>Employees Receiving Benefits</b>	690	2,077	2,945	4,409
<b>Amount of Benefits Provided</b>	\$3,163,990	\$9,182,637	\$16,424,365	\$27,982,680

As agencies have increased their financial investment in student loan repayments, the number of employees benefiting from this incentive has continued to rise. In FY 2005, 50 percent more employees received benefits than in FY 2004. Compared to FY 2002, more than six times as many employees received student loan repayment benefits in FY 2005.

For the first time, all 15 Federal departments used student loan repayments as a human capital management tool in FY 2005. Also, 15 independent agencies made use of this valuable program. In addition to the 30 agencies that made student loan repayments during FY 2005, 5 agencies

reported they have established an agency loan repayment plan, and 7 are in the process of developing a plan. Thus, 42 of the 69 reporting agencies (61 percent) either made student loan repayments during FY 2005, have implemented an agency loan repayment plan, or are in the process of establishing an agency plan.

***Occupational Data***

During FY 2005, agencies used student loan repayments as a recruitment or retention incentive for employees in many different occupations. Agencies may choose to provide student loan repayment benefits 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 lists the number of employees in the specified occupation who received student loan repayment benefits during FY 2005 and the percentage of all recipients employed in that occupation.

**TABLE 2**

<b>Occupation</b>	<b>Employee Count</b>	<b>% of Total</b>
Attorney	479	10.9
Criminal Investigator	445	10.1
Intelligence	201	4.6
GAO Analyst	164	3.7
Miscellaneous Administration	161	3.7
Mechanical Engineer	149	3.4
Information Technology Management	148	3.4
Contract Specialist	135	3.1
Foreign Service Political Affairs Officer	121	2.7
Management and Program Analysis	118	2.7
Inspection, Investigation, and Compliance	106	2.4
Foreign Service Economics	104	2.4
Accounting	100	2.3
Foreign Service Public Diplomacy Officer	97	2.2
<i>All Other Occupations</i>	<i>1,881</i>	<i>42.7</i>
<b>Total</b>	<b>4,409</b>	

As evidenced by the table, agencies used student loan repayments most frequently to recruit and retain attorneys. In total, 479 attorneys received student loan repayment benefits, comprising nearly 11 percent of all employees who received benefits during FY 2005. Fifteen agencies used student loan repayments to encourage attorneys to join or remain in Federal service. The Securities and Exchange Commission made attorneys a large focus of its program, providing benefits to 242 of them. The Department of Justice also made extensive use of the program for its attorneys, making student loan repayments on behalf of 85 attorneys.

In addition to attorneys, criminal investigators also comprised more than 10 percent of the total number of employees who received student loan repayment benefits in FY 2005. Of the 445 criminal investigators who received benefits, 424 were special agents within the Department of Justice’s Federal Bureau of Investigation.

## Agency Data

In FYs 2003 and 2004, the five agencies that made the most extensive use of student loan repayments were the Departments of State, Defense, and Justice, the Securities and Exchange Commission, and the Government Accountability Office. As presented in Table 3, these five agencies were the most frequent users of student loan repayments again in FY 2005.

TABLE 3

Agency	Employee Count	Amount of Benefits Provided
Department of Justice	1,092	\$10,063,954
Department of Defense	1,077	\$4,818,492
Department of State	809	\$3,859,737
Securities and Exchange Commission	414	\$3,690,471
Government Accountability Office	218	\$1,170,876
All Others	799	\$4,379,150
<b>Total</b>	<b>4,409</b>	<b>\$27,982,680</b>

The Department of Justice (DOJ) increased its use of student loan repayments substantially in FY 2005. In FY 2005, DOJ provided benefits to 1,092 employees totaling more than \$10 million. By comparison, DOJ made repayments of more than \$1.9 million on behalf of 331 employees in FY 2004. The large increase at DOJ can be attributed to a significant investment in student loan repayments by the Federal Bureau of Investigation (FBI). In FY 2005, the FBI provided nearly \$9.5 million in benefits to 988 employees. The recipients at FBI included 424 special agents, 182 intelligence analysts, and 83 investigative specialists.

The Department of Defense (DOD) continued to expand its student loan repayment program during FY 2005. In FY 2005, DOD provided more than \$4.8 million in student loan repayment benefits to 1,077 employees. DOD used the program extensively as an employment incentive for engineers, providing benefits to a total of 503 employees in engineering positions. Among engineers, employees who received benefits included 143 mechanical engineers, 69 nuclear engineers, 67 electronics engineers, and 54 electrical engineers. DOD also provided student loan repayment benefits to 70 contract specialists and 65 information technology specialists. DOD has a decentralized business model for using student loan repayments. Within DOD, the authority to approve loan payments is delegated to the lowest practical management level. Each component determines its needs independently and establishes internal plans for the use of student loan repayments to facilitate its recruitment and retention efforts.

During FY 2002–2004, the Department of State (DOS) provided more student loan repayment benefits to more employees than any other Federal agency. DOS continued to be one of the largest providers of student loan repayment benefits in FY 2005, making more than \$3.8 million in student loan repayments on behalf of 809 employees. Of the 809 employees who received benefits during the fiscal year, 210 were employed in GS positions, and 599 were members of the Foreign Service. Currently, DOS has 1,416 employees serving under student loan repayment service agreements. In FY 2005, DOS offered a lump-sum loan payment of \$4,600, or the

outstanding loan amount if it was less than \$4,600. Of employees who received benefits during FY 2005, 89 percent benefited from the full lump-sum loan payment of \$4,600. DOS made the most loan payments on behalf of employees serving in the Foreign Service as political affairs officers (121), economics officers (104), and public diplomacy officers (97).

During FY 2005, the Securities and Exchange Commission (SEC) provided 414 employees with nearly \$3.7 million in student loan repayment benefits. As it has in the past, SEC made the vast majority (89 percent) of its payments on behalf of employees in its major occupations of attorney (242), accountant (78), and securities compliance examiner (48). The average payment per employee was \$8,914, and approximately 77 percent of loan payments were for the maximum of \$10,000.

The Government Accountability Office (GAO) made student loan repayments totaling nearly \$1.2 million on behalf of 218 employees during FY 2005. As it has in the past, GAO used its program primarily to recruit and retain analysts, making student loan repayments on behalf of 164 of them.

In addition to these 5 agencies, 25 other Federal agencies made use of the student loan repayment program during FY 2005. In total, these 25 agencies made student loan repayments of nearly \$4.4 million as an incentive for 799 employees. Notably, 14 of these 25 agencies—the Departments of Energy, Health and Human Services, Homeland Security, Housing and Urban Development, Interior, Transportation, Treasury, and Veterans Affairs, and the Agency for International Development, the Environmental Protection Agency, the Federal Energy Regulatory Commission, the Government Printing Office, the National Aeronautics and Space Administration, and the Nuclear Regulatory Commission—each invested more than \$100,000 in student loan repayments.

In its report, the Department of Veterans Affairs (VA) noted it has a separate student loan repayment program available under the authority of sections 7681–7683 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 FY 2005, VA used its EDRP to authorize more than \$12.7 million in payments to 3,918 employees. In most cases, the authorized amount will be paid over a 5-year period. VA reports funding for the EDRP is centralized and payments are non-taxable.

Student loan repayments are intended to be a recruitment and retention tool for agencies to use when necessary to help them achieve their human capital goals. Therefore, agencies do not necessarily need to make a large number of student loan repayments to use the program effectively. We applaud all agencies making use of student loan repayments, and we will continue to work with them to find the most strategic uses of this valuable incentive. Based on the significant increase in agencies' use of student loan repayments in FY 2005 and reports that additional agencies have established or will be establishing agency loan repayment plans, we anticipate continued growth of the program in FY 2006.



#### 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 effectively using student loan repayments as a human capital management tool. In this section, we provide a summary of agencies' comments.

##### *Effect on Recruitment and Retention*

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

- The Agency for International Development believes the good employee morale created by student loan repayments will have a positive long-term effect on retention.
- DOD stated its student loan repayment program is an invaluable tool for attracting and retaining high caliber employees in an increasingly competitive job market. Student loan repayments are particularly effective when used to staff research laboratories and similar work environments dependent on highly educated individuals to accomplish the mission. DOD has been successful in using the program to recruit interns who have since made significant contributions (e.g., obtaining patents, publishing research, and receiving national recognition). Employee feedback indicates the student loan repayment program was the deciding factor in decisions to join or remain with DOD.
- The Defense Nuclear Facilities Safety Board competes with private sector employers for top graduates. These select individuals receive several offers of employment from private companies, along with substantial monetary incentives. The agency's ability to remain competitive with the private sector is dependent upon using all available recruitment incentives, including student loan repayments.
- The Department of the Interior reported its program has been particularly important to its bureaus for attracting competent employees in the fields of engineering, environmental science, telecommunications, and financial analysis. Also, several bureaus found the incentive helpful in attracting highly-skilled employees to assist in the recovery and clean-up of damage caused by the devastating hurricanes that hit the eastern and Gulf coasts during FY 2005.
- DOJ stated its student loan repayment program was a useful tool in targeting difficult-to-fill occupations.
- The Department of Labor reported its student loan repayment program enabled its Office of Inspector General to retain valuable employees in jobs with high turnover rates. The possibility of student loan repayments is advertised on job vacancy announcements, and several applicants have cited this as a factor in their decision to apply.

- The National Aeronautics and Space Administration (NASA) uses its student loan repayment program as a tool for recruiting highly skilled graduates from undergraduate and graduate school programs. NASA targets benefits to individuals participating in Federal programs such as the Presidential Management Fellows Program, the Federal Career Intern Program, and the National Security Education Program. Many of these employees are viewed as the future leaders of the agency.
- The National Mediation Board uses student loan repayments to provide stability in the workforce.
- The Nuclear Regulatory Commission believes its program is a key strategy and selling point in its entry-level recruitment program.
- The Department of State reported agency leadership continues to receive positive feedback from both Civil Service and Foreign Service employees regarding the value of its student loan repayment program when making career choices.
- The Department of the Treasury reported offering student loan repayments as a recruitment tool has given the Department another means to attract highly-qualified individuals who might not otherwise consider Federal employment because of entry- and mid-level pay rates. The tool has helped the Department fill critical vacancies resulting from the use of its voluntary early retirement authority and voluntary separation incentive payments. The Department noted this flexibility may be more appealing to recent college graduates than other recruitment and retention flexibilities.
- The Department of Veterans Affairs noted its program has reinforced employees' belief they made the correct career choice.

### ***Best Practices***

Some agencies shared best practices they have discovered while implementing and administering the student loan repayment program. Some of these best practices are noted below.

#### *Agency for International Development*

- Gaining high-level management support is instrumental in obtaining the funding needed to implement a program
- Using workforce planning analysis to make a case for authorizing student loan repayments for employees assigned to difficult-to-fill overseas locations, such as Iraq, Afghanistan, Pakistan, and Sudan, regardless of the position title or grade level
- Setting up a Web site with links to the law, regulations, OPM's student loan repayments Web site, Department of Education's database of accredited institutions, Internal Revenue Service publication 970 concerning taxability issues, and the agency loan repayment plan

- Developing an internal “how to” manual for administering the program
- Publicizing program experiences through an internal newsletter and issuing a notice to all employees regarding program highlights

*Department of Education*

- Issuing a streamlined checklist for student loan repayment benefits packages on the agency’s Intranet to assist managers with repayment requests

*National Aeronautics and Space Administration*

- Offering the program twice a year, which allows the agency to provide student loan repayments to new interns entering the workforce throughout the year and allows employees to participate immediately or within a short waiting period

*Securities and Exchange Commission*

- Streamlining the lender verification form to make it easier for lenders to confirm an employee’s loan information
- Streamlining the application process to determine participant eligibility faster
- Increasing use of the Internet to provide information on the agency’s program and the status of applications

*Department of State*

- Ensuring adequate funds are available before announcing a program
- Verifying funding is sufficient to allow payments significant enough to have an impact on recruitment and retention
- Defining the program as position-based at the outset
- Gaining high-level management commitment
- Keeping employee unions informed at critical decision points and receiving their support.
- Centrally managing and administering the program
- Maintaining an extensive database in order to provide statistics for the annual report to OPM and other agency-specific requirements
- Developing an online application that can partially populate a database

### *Department of the Treasury*

- Developing internal controls to facilitate expeditious and accurate processing of applications
- Verifying all loan information submitted by applicants
- Requiring program recipients to confirm on a quarterly basis that their information is correct and their lenders are receiving and applying the payments appropriately
- Developing standardized forms to aid in reviewing and processing applications

### ***Impediments to an Effective Student Loan Repayment Program***

We received comments from 22 agencies on impediments to using student loan repayments as a human capital management tool. Overwhelmingly, the primary barrier reported is the difficulty of funding the program. Of the 22 agencies commenting on this issue, 18 (82 percent) reported fiscal constraints as a barrier to using this incentive. Of those 18 agencies, 8 reported lack of funding has prohibited them from making any student loan repayments. Only a few agencies, such as the Department of State, earmark funds specifically for the program. Other agencies fund the program exclusively from existing salary and expense budgets. As a result, available funding for student loan repayments and other pay flexibilities may be minimal and inconsistent.

A second impediment to program effectiveness is the tax liability associated with student loan repayments. As described by the Department of State, because the incentive is subject to payroll taxes, the employee's lender receives only about two-thirds of a lump-sum loan payment. A few agencies commented employees are particularly displeased with this aspect of the program. For example, the Department of Defense stated the value of student loan repayment benefits would be greatly enhanced if loan payments were to achieve tax-exempt status. The Department of Defense indicated such a change would eliminate the most common complaint from participants. Making student loan repayments tax-free would require a legislative change.

A third barrier to using student loan repayments effectively is the 3-year service requirement employees must fulfill in return for receiving student loan repayment benefits. One agency commented the 3-year service obligation is overly burdensome to employees, considering no pro rata credit is given (i.e., the penalty for failing to complete the service agreement is full reimbursement to the paying agency). Reducing the required 3-year service period in return for student loan repayment benefits also would require a legislative change.

Finally, agencies commented on the considerable administrative burden of implementing and administering a student loan repayment program. One agency observed that aside from the Department of Education, no other Federal agencies have expertise in student loans or could foresee the complexities of managing a student loan repayment program. The most common difficulty reported by the agencies is working with student loan lenders to verify an employee's loan information and ensuring loan payments are credited properly. For example, one agency explained approximately 20 employees had not yet received any confirmation the loan payments had been credited to their student loan accounts. The agency learned the lender had received the

loan payment checks, but had no way of knowing which payments applied to which employees. As a result, the lender sent the funds to the Department of the Treasury, which returned the funds to the agency's payroll provider. At the time of the agency's report, the agency expected the funds to be sent to the lender again, this time with identification sufficient to allow payments to be accurately credited to employees' accounts. Agencies report administering the student loan repayment program can place heavy demands on staff resources because of these difficulties, and the delays associated with administrative troubles may reduce the effectiveness of the program as a recruitment and retention tool.

Impediments to establishing and administering a program are not necessarily the reason some agencies do not offer student loan repayments. For example, one agency reported it has a limited number of outside hires and the individuals recruited to fill higher-graded specialist positions typically have already paid off their student loan debt. Other agencies stated they do not currently have recruitment or retention problems necessitating the use of student loan repayments. 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.

OPM continues its leadership role in promoting the use of the student loan repayment program as a tool to attract and retain a well-qualified Federal workforce. OPM has sponsored interagency forums to facilitate discussions of the difficult issues agencies face in managing the student loan repayment program. At the interagency working group meetings, we encourage agencies to share solutions to the complexities of implementing and administering the student loan repayment program and to provide feedback on ways OPM can better assist them in using the program more effectively. In addition, we will continue to use the OPM Web site and our student loan repayment email list server to disseminate valuable information, such as proposed changes in regulations and guidance and agency best practices and model plans. See section V., entitled "OPM Assistance," for additional information on the actions we have taken to improve agencies' use of this valuable human capital management tool.

## **V. OPM ASSISTANCE**

OPM hosted two interagency forums in 2005 in an effort to bring agencies together to discuss using student loan repayments as a recruitment and retention tool. At the first forum, held on August 3, 2005, we exchanged ideas on issues and concerns about administering a student loan repayment program and how to help agencies use the incentive more effectively. On December 14, 2005, we hosted a second forum during which representatives from the Securities and Exchange Commission, the Department of Justice, and the Department of State shared best practices and lessons learned regarding their student loan repayment programs. We consolidated some of the agencies' best practices and posted them on the OPM Web site at [www.opm.gov/oca/pay/studentloan/html/bestpractices.asp](http://www.opm.gov/oca/pay/studentloan/html/bestpractices.asp).

In addition to hosting two forums, OPM joined with agency program managers to establish an interagency working group on student loan repayments. The Department of State was a particularly instrumental partner in this effort. The interagency working group provides an opportunity for agency program managers to share best practices and lessons learned with each

other and provide feedback to OPM on ways we can better assist agencies in using student loan repayments effectively. At the initial meeting of the interagency working group on November 2, 2005, we discussed the role of the working group, topics for future meetings, problems and solutions regarding the complexities of the lender payment process, and how agencies are handling accountability issues. On March 8, 2006, OPM hosted a second interagency working group meeting. At this meeting, experts from the Department of Education made a presentation to the working group on student loan lending practices. Following the presentation, attendees were given an opportunity to ask questions regarding lender practices and the loan payment process. The working group is currently planning a meeting this Spring to discuss the tools agencies may use for measuring the effectiveness of their student loan repayment programs. Additional meetings will be held in the coming months as the need arises.

OPM established an email list server in August 2005 to assist in sharing information with the student loan repayment program community. The list server is used to notify agency program managers about important student loan repayment program information, such as relevant memoranda, updates to the OPM Web site, and upcoming forums and interagency working group meetings.

The OPM Web site continues to be used to post current guidance and information on student loan repayments. The information available at [www.opm.gov/oca/PAY/StudentLoan/index.asp](http://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.

## **VI. CONCLUSION**

One of the biggest challenges for Federal agencies is attracting and retaining well-qualified, high-performing employees. The student loan repayment program is a valuable human capital management 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 human capital goals.

Congress has placed a priority on ensuring the Federal Government is getting the most out of this valuable program. The House Subcommittee on the Federal Workforce and Agency Organization, Committee on Government Reform, included the Federal student loan repayment program in its oversight plan for the 109th Congress. OPM stands ready to work with Congress to help Federal agencies recruit and retain the best and the brightest using student loan repayments, as well as other human capital incentives.

In addition, OPM will continue to work with agencies to encourage them to take full advantage of student loan repayments. We will continue to assist agencies in establishing a 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 student loan repayment benefits and other human capital management flexibilities. Based on the significant increase in agencies' use of student loan repayments in FY 2005 and reports that

additional agencies have established or will be establishing agency loan repayment plans, we anticipate continued growth of the program in FY 2006.

## REPORTING AGENCIES

### 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

Agency for International Development	International Trade Commission
African Development Foundation	James Madison Fellowship Foundation
Arctic Research Commission	Merit Systems Protection Board
Broadcasting Board of Governors	Millennium Challenge Corporation
Chemical Safety Hazard Investigation Board	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
Defense Nuclear Facilities Safety Board	National Endowment for the Humanities
Environmental Protection Agency	National Labor Relations Board
Equal Employment Opportunity Commission	National Mediation Board
Export-Import Bank	National Science Foundation
Farm Credit Administration	National Transportation Safety Board
Federal Communications Commission	Nuclear Regulatory Commission
Federal Deposit Insurance Corporation	Office of Government Ethics
Federal Election Commission	Office of Personnel Management
Federal Energy Regulatory Commission	Overseas Private Investment Corporation
Federal Housing Finance Board	Postal Rate Commission
Federal Maritime Commission	Railroad Retirement Board
Federal Trade Commission	Securities and Exchange Commission
General Services Administration	Small Business Administration
Government Accountability Office	Smithsonian Institution
Government Printing Office	Social Security Administration
Harry S. Truman Scholarship Foundation	Surface Transportation Board
Holocaust Memorial Museum	Tax Court
Inter-American Foundation	Trade and Development Agency



## AGENCY REPORTS - FY 2005

Department/Agency	Number Of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	17	GS-0150, Geographer GS-0341, Administrative Officer GS-0360, Equal Opportunity Spec. (Civil Rights Mgr.) GS-0401, Biological Scientist GS-0401, Prg. Spec. (Engin./Farm Safety/Agr. Ability) GS-0404, Biological Technician GS-0414, Research Entomologist (2) GS-0440, Research Molecular Geneticist GS-0701, Public Health Veterinarian GS-0701, Veterinary Medical Officer GS-0855, Electronics Engineer GS-0890, Agricultural Engineer (2) GS-1035, Public Affairs Specialist GS-1035, Public Information Officer GS-1529, Mathematical Statistician	\$93,650
Commerce	2	GS-0560, Budget Analyst ZA-0201, Human Resources Specialist	\$10,000
Defense	1,077	AD-1710, Education and Vocational Training DB-0819, Environmental Engineer DB-0830, Mechanical Engineer (2) DB-0861, Aerospace Engineer (4) DB-1550, Computer Scientist DJ-1910, Quality Assurance DR-0810, Civil Engineer DR-0830, Mechanical Engineer (2) DR-0855, Electronics Engineer (2) DR-0861, Aerospace Engineer (2) DR-1515, Operations Research GG-0080, Security Specialist (2) GG-0132, Intelligence Specialist (16) GG-0855, Electronics Engineer (4) GS-0018, Safety and Occupational Health (3) GS-0020, Community Planner (5) GS-0028, Environmental Protection Specialist (2) GS-0080, Security Specialist (7) GS-0083, Police Officer GS-0101, Family Support Consultant (9) GS-0130, Foreign Affairs Specialist GS-0131, International Relations Specialist GS-0150, Geographer GS-0170, Historian (6) GS-0180, Psychologist GS-0185, Social Worker GS-0201, Human Resources Management (10) GS-0203, Human Resources Assistant	\$4,818,492

Department/Agency	Number Of Employees	Job Classifications	Cost
Defense (continued)	1,077	GS-0299, Human Resources Trainee (5) GS-0301, Miscellaneous Administration (22) GS-0303, Miscellaneous Clerk (2) GS-0326, Office Automation Clerk (4) GS-0341, Administrative Officer (2) GS-0343, Management Analyst (15) GS-0346, Logistics Management Specialist (21) GS-0399, Administrative Trainee GS-0403, Microbiologist (3) GS-0501, Financial Management Specialist (10) GS-0510, Accountant (14) GS-0511, Auditor (37) GS-0530, Cashier (2) GS-0560, Budget Analyst (24) GS-0599, Financial Management Trainee (8) GS-0601, General Health Science GS-0602, Physician GS-0801, General Engineer (29) GS-0802, Engineering Technician (3) GS-0803, Safety Engineer (3) GS-0806, Materials Engineer (3) GS-0807, Landscape Architect GS-0808, Architect (6) GS-0810, Civil Engineer (17) GS-0819, Environmental Engineer (19) GS-0830, Mechanical Engineer (135) GS-0840, Nuclear Engineer (69) GS-0850, Electrical Engineer (53) GS-0854, Computer Engineer (17) GS-0855, Electronics Engineer (53) GS-0861, Aerospace Engineer (28) GS-0871, Naval Architect (15) GS-0893, Chemical Engineer (20) GS-0896, Industrial Engineer (13) GS-0899, Engineering Trainee (8) GS-0904, Law Clerk GS-0905, General Attorney (8) GS-1001, General Arts and Information GS-1035, Public Affairs Specialist (5) GS-1071, Audiovisual Production GS-1084, Visual Information (3) GS-1099, Information and Arts Trainee GS-1101, Acquisition Program Manager (20) GS-1102, Contract Specialist (70) GS-1104, Property Disposal GS-1170, Realty Specialist GS-1199, Business and Industry Trainee (12) GS-1222, Patent Attorney (2) GS-1301, General Physical Scientist (4) GS-1310, Physicist (3) GS-1311, Physical Science Technician (6) GS-1320, Chemist (3) GS-1384, Textile Technologist (4)	\$4,818,492

Department/Agency	Number Of Employees	Job Classifications	Cost
Defense (continued)	1,077	GS-1410, Librarian (2) GS-1515, Operations Research Analyst (16) GS-1550, Computer Scientist (15) GS-1701, Child Development Specialist (16) GS-1712, Training Instructor (2) GS-1740, Education Services GS-1750, Instructional Systems Specialist (2) GS-1811, Criminal Investigator (11) GS-2003, Supply Program Management (2) GS-2010, Inventory Management Specialist (10) GS-2130, Traffic Management GS-2181, Airplane Pilot (2) GS-2210, Information Technology Specialist (65) NH-0830, Mechanical Engineer (4) NH-0850, Electrical Engineer NH-0854, Computer Engineer NH-0855, Electronics Engineer (8) NH-0893, Chemical Engineer NH-0905, General Attorney NH-1310, Physicist NH-1515, Operations Research (13) NO-0343, Management Analyst NO-0560, Budget Analyst WL-7408, Food Service Worker Leader	\$4,818,492
Education	16	GS-0301, Miscellaneous Administration and Program GS-0301, Presidential Management Fellow (6) GS-0343, Management and Program Analysis (4) GS-1082, Writing and Editing GS-1530, Statistician GS-1720, Education Program GS-2210, Information Technology Management (2)	\$74,834
Energy	43	EN-0801, General Engineer GS-0028, Environmental Protection Specialist GS-0110, Economist GS-0130, Foreign Affairs Specialist GS-0301, Energy Technology Program Specialist (4) GS-0301, Fish And Wildlife Project Manager GS-0301, Policy Analyst GS-0301, Program Specialist GS-0343, Management Analyst GS-0343, Program Analyst (2) GS-0801, General Engineer (10) GS-0850, Electrical Engineer (4) GS-0855, Electronics Engineer GS-1102, Contract Specialist (3) GS-1130, Public Utilities Specialist (Pre-Scheduler) (2) GS-1130, Public Utilities Specialist (Revenue Analyst) GS-1130, Public Utilities Specialist (Revenue) GS-1160, Financial Analyst (2) GS-1301, Physical Scientist (2) GS-1550, Computer Scientist GS-2210, IT Specialist (2)	\$212,093

Department/Agency	Number Of Employees	Job Classifications	Cost
Health and Human Services	51	AD-0601, Senior Public Health Advisor AD-1320, Staff Fellow GS-0110, Economist (4) GS-0260, EEO Specialist GS-0260, EEO Specialist, Team Leader GS-0301, Consumer Affairs Specialist GS-0301, Program Specialist GS-0301, Program Support Assistant GS-0301, Program Support Specialist (2) GS-0301, Project Specialist GS-0301, Regulatory Policy Analyst (2) GS-0303, Program Support Assistant GS-0303, Technical Information Specialist GS-0318, Lead Division Secretary GS-0318, Secretary GS-0343, Management Analyst GS-0401, Biologist GS-0403, Microbiologist GS-0404, Biological Laboratory Technician GS-0601, General Health Scientist GS-0601, Health Scientist GS-0601, Public Health Advisor GS-0601, Public Health Specialist GS-0601, Regulatory Health Project Manager (5) GS-0602, Deputy Office Director GS-0602, Medical Officer (3) GS-0644, Medical Technologist GS-0696, Consumer Safety Officer (5) GS-0696, Science Intern GS-1320, Chemist GS-1320, Lead Chemist GS-1320, Regulatory Review Chemist GS-1320, Review Chemist (2) GS-1702, Supervisory Education Specialist GS-2210, IT Specialist	\$138,106
Homeland Security	18	GS-0560, Budget Analyst GS-0905, Attorney (17)	\$160,000
Housing and Urban Development	180	GS-0101, Social Science Analyst GS-0110, Economist (2) GS-0110, Field Economist GS-0301, Community Planning and Devel. Prog. Mgr. GS-0301, Community Planning and Devel. Spec. (11) GS-0301, Housing Program Specialist GS-0301, Office Administrator GS-0301, Operations Specialist (3) GS-0301, Presidential Management Fellow GS-0301, Program Management Specialist (2) GS-0301, Senior CPD Representative GS-0303, Customer Service Representative GS-0303, Program Assistant GS-0303, Program Support Assistant GS-0303, Records Management Assistant GS-0303, Staff Assistant (3)	\$397,255

Department/Agency	Number Of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	180	GS-0326, Office Automation Clerk (2) GS-0343, Management Analyst (4) GS-0343, Policy Analyst GS-0343, Program Analyst (22) GS-0360, Equal Opportunity Specialist (11) GS-0399, Student Trainee (Management Info) GS-0510, Accountant GS-0560, Budget Analyst (2) GS-0808, Architect GS-0828, Construction Analyst GS-0904, Law Clerk GS-0905, Attorney (47) GS-0950, Paralegal Specialist (2) GS-1101, Account Executive (2) GS-1101, Affordable Housing Specialist GS-1101, Compliance Specialist GS-1101, Contract Oversight Specialist GS-1101, Housing Program Specialist GS-1101, Housing Project Manager GS-1101, Housing Project Specialist GS-1101, Program Liaison Specialist GS-1101, Program Specialist (2) GS-1101, Project Manager (16) GS-1101, Public Housing Revitalization Specialist (9) GS-1101, Real Estate Analyst GS-1101, Single Family Housing Specialist GS-1101, Single Family Program Advisor GS-1101, Student Trainee GS-1101, Under Writer GS-1102, Contract Specialist (2) GS-1160, Financial Analyst (2) GS-1171, Appraiser GS-1199, Student Trainee GS-2210, Information Technology Specialist (5)	\$397,255
Interior	47	GS-0028, Environmental Program Analyst (2) GS-0028, Environmental Protection Specialist GS-0110, Economist GS-0193, Archeologist GS-0201, Human Resources Specialist GS-0301, Regional Liaison Officer GS-0340, Area Planning Officer GS-0341, Administrative Officer GS-0343, Management Analyst GS-0343, Program Analyst (4) GS-0454, Rangeland Management Specialist (2) GS-0455, Lead Range Technician GS-0460, Forester GS-0501, Financial Management Analyst GS-0501, Lead Finance Specialist GS-0560, Budget Analyst GS-0560, Supervisory Budget Analyst GS-0810, Civil Engineer (2) GS-0810, Highway Engineer (2)	\$318,276

Department/Agency	Number Of Employees	Job Classifications	Cost
Interior (continued)	47	GS-0855, Electronics Engineer GS-0899, Petroleum Engineer GS-1071, Audio Visual Production Specialist GS-1101, Business Specialist GS-1101, Contracts and Grants Specialist GS-1101, Self Determination Specialist GS-1102, Contract Specialist GS-1102, Supervisory Contract Specialist GS-1160, Financial Analyst GS-1199, Business Management Analyst GS-1301, Physical Scientist GS-1315, Hydrologist GS-1350, Geologist GS-1360, Oceanographer GS-1373, Land Surveyor GS-1750, Instructional Systems Specialist GS-2210, Information Technology Specialist GS-2210, Supervisory Information Technology GS-8078, Landscape Architect WG-2604, Electronic Mechanic (2)	\$318,276
Justice	1,092	GS-0030, Operational Security Assistant GS-0072, Fingerprint Examiner GS-0080, Physical Security Specialist (7) GS-0083, Police Officer (4) GS-0086, Security Assistant GS-0101, Employee Assistant Counselor GS-0132, Intelligence Analyst (182) GS-0134, Intelligence Assistant GS-0180, Chief Psychologist GS-0180, DAP Coordinator GS-0180, Medical Officer GS-0180, Psychologist (8) GS-0201, Human Resources Specialist (3) GS-0203, Human Resources Assistant (5) GS-0301, Administrative Specialist (7) GS-0301, Courseware Support Specialist GS-0301, Crime Analyst GS-0301, Emergency Action Specialist GS-0301, Legal Office Specialist GS-0301, Professional Development Specialist GS-0301, Victim Specialist (9) GS-0303, Evidence Control Technician (2) GS-0303, Operations Security Assistant (6) GS-0303, Support Services Clerk/Technician (55) GS-0303, Telecommunications Information Assistant GS-0313, Office Service Supervisor (5) GS-0318, Secretary (4) GS-0334, Information Technology Specialist GS-0343, Management and Program Analyst (17) GS-0343, Management and Program Assistant (2) GS-0343, Special Advisor GS-0391, Telecommunications Specialist (3) GS-0401, Biologist (12)	\$10,063,954

Department/Agency	Number Of Employees	Job Classifications	Cost
Justice (continued)	1,092	GS-0403, Microbiologist GS-0505, Financial Manager (2) GS-0510, Accountant (2) GS-0511, Auditor (3) GS-0525, Accounting Technician (4) GS-0560, Budget Analyst (4) GS-0602, Clinical Director GS-0602, Medical Officer (2) GS-0603, Physician's Assistant GS-0610, Occupational Health Nurse GS-0610, Registered Nurse GS-0855, Electronics Engineer GS-0856, Electronic Technician (17) GS-0904, Law Clerk GS-0905, Attorney Advisor GS-0905, Trial Attorney (84) GS-0950, Paralegal Specialist (4) GS-0963, Legal Instruments Examiner (5) GS-0986, Legal Assistant GS-1001, Sign Language Interpreter/Reading Specialist GS-1040, Language Specialist (2) GS-1160, Financial Analyst (26) GS-1222, Patent Attorney (3) GS-1301, Physical Scientist (6) GS-1320, Chemist (2) GS-1321, Metallurgist GS-1412, Technical Information Specialist (6) GS-1530, Survey Statistician GS-1541, Cryptanalyst (2) GS-1712, Training Instructor (2) GS-1712, Training Specialist GS-1801, Investigative Specialist (83) GS-1801, Surveillance Specialist (16) GS-1802, ELSUR Operations Technician (3) GS-1802, Identification Records Assistant (2) GS-1811, Special Agent (424) GS-2130, Traffic Management Specialist GS-2210, Information Technology Specialist (25) GS-4742, Utility Systems Repairer/Operator (2)	\$10,063,954
Labor	21	GS-0201, Human Resources Specialist (Info. Systems) GS-0303, Program Support Assistant GS-0343, Management and Program Analyst GS-0343, Program Analyst (3) GS-0511, Auditor (2) GS-0905, Attorney Advisor (Labor) GS-1801, Investigative Analyst GS-1811, Supervisory Criminal Investigator GS-1811, Criminal Investigator (8) GS-2210, IT Specialist (Operating Systems) GS-2210, IT Specialist	\$79,418

Department/Agency	Number Of Employees	Job Classifications	Cost
State	809	FS-2010, Administrative Management (79) FS-2101, Financial Management (8) FS-2201, HR Management FS-2301, General Services (5) FS-2501, Security (47) FS-2550, Security Engineering (11) FS-2880, Information Management (34) FS-2882, IM Technical Specialist FS-3001, Consular Officer (64) FS-4400, Public Diplomacy Officer (97) FS-5015, Economics Officer (104) FS-5505, Political Affairs Officer (121) FS-6050, Political/Economics Officer FS-6115, Health Practitioner (2) FS-6217, Facilities Maintenance FS-6218, Construction Engineer FS-9017, Office Management (22) GS-0080, Security Administration (4) GS-0110, Economist GS-0130, Foreign Affairs Officer (34) GS-0132, Intelligence Specialist (3) GS-0170, Historian (2) GS-0201, Human Resources (5) GS-0301, General Management (38) GS-0303, Administrative Support (6) GS-0318, Secretary (5) GS-0343, Management Analyst (6) GS-0501, Financial Management (2) GS-0510, Accounting (2) GS-0511, Auditor GS-0560, Budget Analyst (3) GS-0610, Nurse GS-0801, General Engineer GS-0808, Architect GS-0904, Law Clerk (2) GS-0905, Attorney (18) GS-0967, Passport/Visa Examiner (38) GS-1035, Public Affairs Specialist (3) GS-1101, Defense Controls Analyst (2) GS-1102, Contract or Procurement Specialist (13) GS-1301, Physical Scientist GS-1370, Cartographer GS-1801, Compliance Specialist (4) GS-2210, Computer Specialist (13)	\$3,859,737
Transportation	18	GS-0020, Community Planner GS-0020, Transportation Planner GS-0301, Policy Analyst (5) GS-0360, Equal Opportunity Specialist GS-0399, Student Trainee (Management) GS-0501, Financial Analyst GS-0560, Budget Analyst (2) GS-0801, General Engineer GS-1102, Contract Specialist	\$180,000



Department/Agency	Number Of Employees	Job Classifications	Cost
Transportation (continued)	18	GS-1160, Financial Analyst GS-2101, Regional Administrator GS-2110, Transportation Industry Analyst GS-2210, Information Technology Specialist	\$180,000
Treasury	31	GS-0301, Office Manager GS-0340, Program Manager GS-0340, Project Manager GS-0501, Financial Program Specialist (6) GS-0510, Accountant (2) GS-0511, Auditor (2) GS-0905, Attorney-Advisor (3) GS-1102, Procurement Analyst GS-1397, Document Analyst GS-2210, Information Technology Specialist (13)	\$185,181
Veterans Affairs	82	GS-0180, Supervisory Clinical Psychologist GS-0185, Social Worker (10) GS-0201, Human Resources Specialist (4) GS-0301, Enterprise Systems Manager GS-0301, Program Specialist GS-0301, Special Assistant (2) GS-0343, Budget Analyst GS-0343, Management Analyst (2) GS-0343, Management and Program Analyst GS-0344, Computer Specialist GS-0501, Systems and Procedures Analyst GS-0601, Nuclear Medicine Technologist GS-0601, Pathology Specialist GS-0605, Nurse Anesthetist GS-0610, Staff Nurse (15) GS-0620, Licensed Practical Nurse (5) GS-0620, Licensed Vocational Nurse GS-0621, Nursing Assistant (2) GS-0631, Occupational Therapist GS-0633, Physical Therapist (8) GS-0644, Medical Technologist (2) GS-0644, Supervisory Medical Technologist GS-0646, Histology Technician GS-0660, Pharmacist GS-0669, Medical Records Admin. Specialist GS-0671, Health System Specialist (3) GS-0801, Supervisory General Engineer GS-0810, Civil Engineer (3) GS-0830, Mechanical Engineer (5) GS-0850, Electrical Engineer (2) GS-1170, Realty Specialist (2)	\$466,687

Department/Agency	Number Of Employees	Job Classifications	Cost
<i>Independent Agencies</i>			
Agency for International Development	43	FP-0301, General Development Officer FP-0301, Supervisory General Development Officer (2) FP-0685, Health and Population FP-0685, International Devel. Intern Health and Pop. (7) FP-0685, New Entry Professional Health and Pop. (4) FP-0685, Supervisory Health and Population FP-1101, Private Enterprise Officer FP-1102, Contracting Officer (6) FP-1102, New Entry Professional Contracting Spec. (4) FS-0905, Legal Officer FS-1102, New Entry Professional Contracting Spec. GS-0601, Health Science Specialist (3) GS-0601, Public Health Advisor (2) GS-1102, Contract Specialist (9)	\$200,000
Defense Nuclear Facilities Safety Board	4	DN-0801, General Engineer (3) GS-0905, Attorney	\$40,000
Environmental Protection Agency	21	GS-0028, Environmental Protection Specialist (2) GS-0301, Miscellaneous Administration and Program GS-0343, Management and Program Analysis (13) GS-0470, Soil Science GS-0511, Auditing GS-1301, General Physical Science (2) GS-2210, Information Technology Management	\$123,200
Export-Import Bank	9	GS-0201, Human Resources Specialist GS-0505, Budget Analyst GS-1102, Contract Specialist GS-1165, Loan Specialist (5) GS-1165, Policy Specialist	\$54,000
Federal Energy Regulatory Commission	87	GS-0110, Economist (5) GS-0201, Human Resources Specialist (2) GS-0301, Tribal Liaison GS-0318, Secretary (OA) (2) GS-0343, Program Analyst GS-0401, Biologist (Environmental) (3) GS-0408, Ecologist GS-0501, Accountant (3) GS-0501, Program Specialist GS-0511, Auditor (7) GS-0810, Civil Engineer (12) GS-0819, Environmental Engineer (2) GS-0830, Mechanical Engineer GS-0850, Electrical Engineer (2) GS-0881, Petroleum Engineer (2) GS-0893, Chemical Engineer GS-0904, Law Clerk GS-0905, Attorney (Advisor) (24) GS-0905, Attorney (Trial) (2) GS-1101, Energy Industry Analyst (13) GS-2210, Information Technology Specialist	\$759,212

Department/Agency	Number Of Employees	Job Classifications	Cost
General Services Administration	7	GS-0110, Asset Manager GS-0301, Industrial Operations Analyst GS-1102, Contract Administrator GS-1102, Contract Specialist GS-2210, Lead Information Technology Project GS-2210, Lead Information Technology Specialist GS-2210, Supervisory Information Technology	\$36,484
Government Accountability Office	218	PA-0905, Attorney (16) PE-0101, Social Science Analyst (5) PE-0110, Economist (7) PE-0347, Analyst (164) PE-0511, Financial Auditor (16) PE-1550, Information Technology Specialist (6) PT-0301, Visual Communications Analyst (2) PT-0560, Budget Analyst PT-1529, Mathematical Statistician	\$1,170,876
Government Printing Office	20	PG-0301, Program Development Specialist PG-0343, Program Analyst PG-0510, Accountant PG-1410, Librarian PG-1654, Printing Services Specialist (9) PG-2210, IT Specialist (7)	\$147,907
Inter-American Foundation	1	GS-0101, Social Science Analyst	\$6,000
National Aeronautics and Space Administration	45	GS-0201, Human Resources Specialist (4) GS-0301, International Program Specialist (3) GS-0301, Legislative Affairs Specialist (2) GS-0301, Policy Analyst (2) GS-0301, Program Planning Specialist GS-0301, Program Specialist GS-0341, Administrative Officer GS-0343, Management/Program Analyst (8) GS-0525, Accounting Technician GS-0801, Aerospace Tech. (Tech. Resources Mgt.) GS-0905, Attorney Advisor (General) GS-1102, Contract Specialist (20)	\$381,033
National Archives and Records Administration	6	GS-1420, Archivist (5) GS-1421, Archives Specialist	\$44,302
National Mediation Board	4	GS-0241, Mediation GS-0301, Miscellaneous Administration and Program GS-0905, Attorney GS-0986, Legal Assistance	\$20,512
Nuclear Regulatory Commission	22	GG-0343, Management and Program Analyst GG-0343, Senior Management Analyst GG-0801, Project Engineer GG-0801, Reactor Inspector (2) GG-0810, Structural Engineer GG-0840, Project Engineer GG-0840, Reactor Systems Engineer GG-0905, Attorney (11) GG-1306, Health Physicist (2) GG-1811, Criminal Investigator	\$220,000

Department/Agency	Number Of Employees	Job Classifications	Cost
Office of Personnel Management	4	GS-0180, Personnel Research Psychologist GS-0201, Human Resources Specialist (Info. Systems) GS-0301, Executive Officer GS-0901, Legal Admin. Spec. (Fed. Ret. Claims Exam.)	\$31,000
Securities and Exchange Commission	414	SK-0110, Economist SK-0201, Human Resources Specialist (2) SK-0301, Research Specialist (6) SK-0303, Administrative Clerk SK-0305, Mail Clerk SK-0318, Secretary (6) SK-0343, Program Analyst (3) SK-0344, Management Assistant SK-0510, Staff Accountant (78) SK-0904, Law Clerk (4) SK-0905, Attorney-Adviser (242) SK-0950, Paralegal Specialist (3) SK-0963, Legal Instruments Examiner (4) SK-0986, Legal Technician (3) SK-1001, Investor Assistance Specialist (2) SK-1160, Financial Analyst SK-1801, Market Surveillance Specialist (2) SK-1802, Securities Compliance Assistant SK-1831, Securities Compliance Examiner (48) SK-2210, IT Specialist (5)	\$3,690,471
<b>30 Agencies</b>	<b>4,409</b>		<b>\$27,982,680</b>

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



**United States Office of  
Personnel Management**  
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Washington, DC 20415