

Federal Student Loan Repayment Program Calendar Year 2011

Report to the Congress

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
JANUARY 2013

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 (CY) 2011. 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.

As President Barack Obama noted in remarks following his first Cabinet meeting on April 20, 2009, each Federal agency must 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 repayments and other discretionary benefits strategically to ensure that the cost of using these benefits is commensurate with the benefits gained. In our current budgetary climate, agencies should be mindful that the use of discretionary tools such as student loan repayments deserves close monitoring and must be evaluated as part of an agency's overall human capital expenditures. While the budgetary limits on individual awards and certain other incentives instituted by the June 10, 2011, memorandum issued jointly by the Office of Management and Budget and OPM do not apply to student loan repayments, those limits are indicative of the importance of Federal agencies' responsible use of our limited resources.

In CY 2011, 34 Federal agencies provided 10,134 employees with a total of more than \$71.8 million in student loan repayment benefits. Compared to our last report for CY 2010, this represents nearly an 11 percent decrease in the number of employees receiving student loan repayment benefits and a 16 percent decrease in agencies' overall financial investment in this particular incentive. The average student loan repayment benefit was \$7,091, which is a 6 percent decrease compared to CY 2010. More than 62 percent of all student loan repayment benefits were provided by the Department of Defense, the Department of Justice, and the Department of State.

We support Federal agencies' use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. We strongly encourage agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. OPM will continue to work with agencies to assist them in strategically using student loan repayment benefits, as well as other existing recruitment and retention tools, as necessary, to attract and retain employees to support agency mission and program needs.

John Berry
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2011**

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ATTACHMENT 1: REPORTING AGENCIES FOR CALENDAR YEAR 2011

ATTACHMENT 2: AGENCY REPORTS – CALENDAR YEAR 2011

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 an Executive department or agency.) Section 5379(h)(2) requires OPM to prepare, and annually submit to Congress, a report containing information provided by the agencies.

On March 1, 2012, OPM issued a memorandum requesting agency reports on the use of student loan repayments during CY 2011. In our memorandum, we also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2011, 34 Federal agencies provided 10,134 employees with a total of more than \$71.8 million in student loan repayment benefits. Compared to our last report for CY 2010, this represents nearly an 11 percent decrease in the number of employees receiving student loan repayment benefits and a 16 percent decrease in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit was \$7,091 and represents a 6 percent decrease compared to CY 2010.

During CY 2011, more than 62 percent of all student loan repayment benefits were provided by the Department of Defense (DOD), the Department of Justice, and the Department of State. Overall, these three agencies provided 6,053 employees with more than \$44.6 million in student loan repayment benefits. The other 31 agencies combined to provide 4,081 employees with just over \$27 million in student loan repayment benefits.

Notably, the majority of the decrease in the use of student loan repayment benefits during CY 2011 can be attributed to DOD’s student loan repayment program. DOD invested \$15 million less in student loan repayment benefits than it did in CY 2010, which represented a nearly 51 percent decrease. Similarly, DOD provided student loan repayment benefits to 1,571 fewer employees than it did in CY 2010, which represented a nearly 41 percent decrease.

DOD reported that the two main reasons for its decrease in the usage of student loan repayments during CY 2011 were budget constraints and hiring controls. Therefore, many DOD components did not have the funding to offer student loan repayments in CY 2011 as they had during CY 2010 and previous years. Additionally, DOD cited the June 10, 2011, Office of Management and Budget and OPM memorandum limiting awards and incentives. DOD believes that student loan repayments are utilized for the same reasons as recruitment and retention incentives, which are covered by the memorandum. As a result of that guidance restricting one group of incentives, DOD proceeded with caution and reined in spending in similar categories of incentive payments, including student loan repayments.

OPM continues to support Federal agencies’ use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. For example, tracking the retention rate of student loan repayment recipients over time and comparing it to the retention rate for employees who do not receive student loan repayment benefits can be useful in determining whether the

incentive helps an agency to retain critical personnel. Also, agencies can use survey data to measure the satisfaction of both job candidates and hiring managers with the availability of flexibilities such as student loan repayment benefits. OPM will continue to work with agencies to assist them in using student loan repayments, as well as other flexibilities. We believe the judicious administration of these human resources flexibilities attracts and retains a dynamic Federal workforce to support agency missions and program 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 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 at least 3 years. If the employee separates voluntarily or is separated involuntarily for misconduct, unacceptable performance, or a negative suitability determination under 5 CFR part 731 before fulfilling the service agreement, he or she must reimburse the paying agency for all student loan repayment benefits received.

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

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

III. AGENCY REPORTS

On March 1, 2012, OPM issued a memorandum for Chief Human Capital Officers (CPM 2012-01) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2012. 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 2011. We received responses from 87 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2011, 34 Federal agencies provided 10,134 employees with a total of more than \$71.8 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) Compared to CY 2010, this represents nearly an 11 percent decrease in the number of employees receiving student loan repayment benefits and a 16 percent decrease in agencies' overall financial investment in this particular incentive. (See Table 1 for breakdown by CY.)

TABLE 1

	CY 2008	CY 2009	CY 2010	CY 2011
Participating Agencies	35	36	36	34
Number of Recipients	6,879	8,454	11,359	10,134
Total Amount Provided (In Millions)	\$51.6	\$61.8	\$85.7	\$71.8
Average Amount Provided	\$7,511	\$7,317	\$7,542	\$7,091

In CY 2011, all 15 Federal departments and 19 agencies used student loan repayments as a human resources management tool. In addition to the 34 agencies that provided student loan repayments during CY 2011, 6 additional agencies have established a student loan repayment program. These agencies include the Government Printing Office, National Capital Planning Commission, Office of Government Ethics, Office of Personnel Management, Small Business Administration and the U.S. AbilityOne Commission. Thus, nearly half of the reporting agencies (40 out of 87) either provided student loan repayments during CY 2011 or have established a student loan repayment program.

Agency Data

In CY 2011, the three agencies making the most extensive use of student loan repayments were the Departments of Justice, Defense, and State. More than 62 percent of all student loan repayment benefits were provided by these three agencies. Overall, the three agencies provided 6,053 employees with more than \$44.6 million in student loan repayment benefits. The other 31 agencies combined to provide 4,081 employees with just over \$27 million in student loan repayment benefits.

TABLE 2

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Justice	2,556	25.2	\$20,067,834	27.9
Department of Defense	2,294	22.6	\$14,535,889	20.2
Department of State	1,203	11.9	\$10,010,303	13.9
<i>Subtotal</i>	<i>6,053</i>	<i>59.7</i>	<i>\$44,614,026</i>	<i>62</i>
31 Other Agencies	4,081	40.3	\$27,242,687	38
Total	10,134	100.0	\$71,856,713	100.0

The Department of Justice (DOJ) continued its use of student loan repayment repayments. In CY 2011, DOJ provided benefits totaling more than \$20 million to 2,556 employees. The Federal Bureau of Investigation (FBI) provided the vast majority of student loan repayments within DOJ. The FBI accounted for nearly 90 percent (2,298 employees) of all DOJ employees receiving student loan repayments and more than 91 percent (\$18.3 million) of the total benefits provided during CY 2011.

The CY 2011 recipients at the FBI included 902 Special Agents and 407 Intelligence Analysts. These two occupations accounted for more than 51 percent of DOJ's total student loan repayment recipients during CY 2011.

The Department of Defense (DOD) decreased its use of student loan repayments in CY 2011, providing \$14.5 million in student loan repayment benefits to 2,294 employees. In CY 2010, DOD provided \$29.5 million in student loan repayment benefits to 3,865 employees. Therefore, DOD had a 41 percent decrease in the number of employees receiving student loan repayment benefits and a 51 percent decrease in the total amount of student loan repayment benefits provided during CY 2011.

DOD used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 707 employees in engineering positions. Engineers who received the most student loan repayment benefits included 172 Mechanical Engineers, 149 General Engineers, 129 Nuclear Engineers, and 76 Electronics Engineers. DOD also provided student loan repayment benefits to 345 employees in contracting positions. Additionally, DOD provided student loan repayments to 337 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for over 60 percent of the DOD employees who received student loan repayment benefits during CY 2011.

The Department of State (DOS) continued its use of student loan repayments in CY 2011, providing more than \$10 million in student loan repayment benefits to 1,203 employees. Of the CY 2010 recipients, 532 were in Civil Service positions and 671 were members of the Foreign

Service. DOS offered a lump-sum payment of \$8,500 or the outstanding loan amount if it was less than \$8,500 and greater than \$5,000. DOS provided the most student loan repayments to employees in the positions of Foreign Affairs (185), Passport and Visa Examiner (91), and members of the Foreign Service serving in Political Affairs (122), Economics (102), and Public Diplomacy (101) positions.

The Department of Veterans Affairs (VA) provided 606 employees with over \$4.4 million in student loan repayment benefits during CY 2011. VA provided student loan repayment benefits to employees in a variety of occupations, including 78 Human Resources Specialists, 77 Psychologists, and 76 Pharmacists. In its report, VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. The VA Education Debt Reduction Program (EDRP) allows VA facilities to recruit and retain highly qualified healthcare personnel.

The Securities and Exchange Commission (SEC) provided 575 employees with more than \$3.9 million in student loan repayment benefits during CY 2011. As in the past, SEC made the vast majority (74 percent) of its student loan repayments on behalf of employees in its major occupations of Attorney-Advisor (310) and Accountant (107). These two positions accounted for more than 72 percent of all student loan repayments made by the SEC during CY 2011.

The Department of Health and Human Services (HHS) provided more than \$3 million in student loan repayment benefits to 360 employees in CY 2010. This represents a 7 percent decrease in the number of employees receiving student loan repayments compared to CY 2010. HHS also saw a decrease of nearly 10 percent in the amount of student loan repayments provided versus CY 2010.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling more than \$3.7 million to 536 employees during CY 2010. The vast majority (75 percent) of recipients were GAO Analysts (405).

The Agency for International Development (AID) provided more than \$2.8 million in student loan repayment benefits to 307 employees during CY 2011. The majority of student loan repayment recipients at AID were employees in Crisis Stabilization and Governance (40), Program Analysts/Project Development Officer (38), Health and Population Officer (37), Contract Management (27), and Agriculture Officer (22) positions.

Additional Agencies. The Departments of Agriculture and Energy, as well as the Federal Energy Regulatory Commission, also invested more than \$1 million in their student loan repayment programs. (See Attachment 2 for detailed agency reports.)

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 Commerce reported the Economic Development Administration, International Trade Administration, National Institute of Standards and Technology, National Oceanic and Atmospheric Administration, and the Office of the Secretary utilized student loan repayments to attract and retain employees in professional, administrative, and support occupations.

The Department of Defense (DOD) stated its use of the program has positively impacted the quality and number of candidates applying for intern programs. An annual survey of newly hired interns is used to provide feedback on the program. Consistently, the feedback has indicated the program has been a major factor in the employees' decisions to accept their positions. The student loan repayment program has proven to be a significant recruitment tool for interns into entry-level trainee positions and critical fields like engineering and intelligence related occupations. The program has been very effective, as evidenced by the number of inquiries during recruiting events at various job fairs at colleges and universities. The percentage of recipients who have stayed at DOD for 3 years or more is currently 80 percent.

The Department of Homeland Security found the incentive useful as both a recruitment and retention tool.

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

The Department of State (DOS) reported that, as a result of the growth in participation and because of employee feedback, DOS believes the program is having a positive impact in supporting both recruitment and retention efforts. More than 10,000 employees have benefited from the program since 2002. Hundreds of employees have had their loans paid off by virtue of their service in one of the designated pre-qualifying positions. Only 165 of the student loan repayment recipients have resigned while subject to a service commitment.

The Department of the Treasury reported student loan repayments have been successful when required to fill and retain employees for challenging positions and those requiring unique qualifications. Overall, the Treasury bureaus utilizing the incentive have experienced great success. For example, the Bureau of Public Debt (BPD) has used the program to recruit and retain information technology specialists. BPD reported that information technology positions are among the most challenging to fill and retain, especially those requiring unique qualifications. Treasury also reported that the Bureau of Engraving and Printing has utilized student loan repayments to recruit engineers who might otherwise seek employment in the private sector following graduation.

Agencies:

The Commodity Futures Trading Commission completed the second year of its student loan repayment program and utilized the program to retain employees with critical skills.

The Defense Nuclear Facilities Safety Board reported student loan repayments have assisted the Board in retaining middle and senior-level engineers, including employees from diverse backgrounds. The Board competes with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private-sector and Federal employers along with substantial monetary incentives. The Board's success in remaining competitive with these entities depends on its ability to use all of the recruitment incentives at its disposal, including student loan repayment benefits.

The Federal Energy Regulatory Commission (FERC) used student loan repayments primarily as a retention tool and has made substantial investments in the program since 2007. Highly qualified employees in positions such as Attorney, Engineer, and Energy Industry Analyst are essential to FERC's mission and make up a majority of the recipients. However, FERC does not limit the program to employees in those positions. In fact, FERC relies on this flexibility to retain highly qualified employees in hard-to-fill positions such as Physical Scientist or Wildlife Biologist as well as to retain employees with critical knowledge and skills that ensure efficient operations, such as Information Technology Specialist.

The General Services Administration (GSA) used the incentive to hire and retain employees in specific occupations. For example, over 36 percent of benefits were paid to attract and retain employees in GSA's mission-critical occupations (i.e., acquisition, realty, and finance occupations).

The Government Accountability Office (GAO) stated its student loan repayment program is intended to help retain highly qualified individuals with critical knowledge and skills, especially those recently hired. The program continues to be an important and popular one for GAO staff.

The Nuclear Regulatory Commission (NRC) uses student loan repayments sparingly, primarily as a tool to retain employees who have served for 1 year or more in positions critical to NRC's mission.

The Securities and Exchange Commission stated that the program has been a benefit and has helped the agency to retain highly skilled staff.

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 offered student loan repayment benefits to recruit and retain employees for mission-critical and hard-to-fill positions. Also, it utilized the program to retain highly qualified employees with critical knowledge and skills.

The Department of Defense stated that, before authorizing a student loan repayment for an employee, a determination must be made that it is essential to recruit/retain the employee based on his/her high or unique qualifications or special need of the agency.

The Department of Education issued a streamlined checklist for student loan repayment packages on its intranet site to assist managers with repayment requests. Each office determines the need for the payment of the incentive and allocates its salary and expenses resources accordingly.

The Department of State shared several best practices:

- Provide senior-level management support.
- Implement transparent eligibility criteria.
- Utilize centralized funding and administrative oversight.
- Monitor hiring and attrition rates in order to accurately project qualifying employee levels and appropriate funding.
- Survey employees biannually in order to measure the effectiveness of the program as both a retention and recruitment tool.
- Require employees to be making personal payments toward their loans in order to qualify.
- Expand outreach to the Department of Education and to lender/loan servicing organizations to ensure payments are properly processed and credited only to the borrower's principal loan balance.
- Use "push" communications (e.g., notices, telegrams, e-mail with auto message capability, listserv postings, and briefings) to keep employees informed of program requirements and policy and procedural changes.
- Expand the reporting capability of an online Web-based (paperless) application and database collection. That way, management can determine when an employee subject to any length-of-service commitment resigns from the agency and is required to reimburse the agency.
- Ensure service agreements fully reflect the agency's policy, procedures, and conditions as well as legislative requirements.

Agencies:

The Federal Energy Regulatory Commission (FERC) started using student loan repayments over 10 years ago and has since seen a very small number of employees separate while under a service agreement. However, due to recent program growth and to ensure program effectiveness, FERC established a team of senior managers from each program office to be responsible for program evaluation. This team will serve as the program review panel and will be responsible for measuring program success and providing recommendations on improvements.

FERC requires all managers and employees to provide written justifications regarding the use of student loan repayments. The majority of the justifications bring to light the high cost of living for employees in the Washington, DC, metropolitan area, where the majority of FERC's employees report to duty. The program enables FERC to attract and retain highly qualified employees who might otherwise leave for higher salaries in comparable jobs or move to areas with a lower cost of living.

The Nuclear Regulatory Commission (NRC) has found the ability to repay "PLUS" loans to be a valuable tool for retaining some very experienced staff members. The student loan repayment program at NRC includes review of requests by senior leaders, and NRC continually seeks opportunities to improve its program and guidelines.

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. Several agencies specifically commented that budgetary issues were a major impediment to using student loan repayments as a recruitment or retention tool in CY 2011 and would likely remain one in the near future.

Another barrier to using student loan repayments effectively is the tax liability associated with student loan repayments. One agency pointed out that this dilutes the actual value of the incentive.

Agencies have also commented that the 3-year service requirement associated with student loan repayment benefits is a barrier to using the incentive. Some job candidates or current employees are uncomfortable committing to a minimum 3-year period of service with one agency in return for student loan repayment benefits.

Finally, one agency commented student loan debt levels continue to increase, which decreases the value of the incentive. Agencies have previously noted that the \$10,000 annual limitation of student loan repayment benefits is 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 that, due to limited hiring, it did not need to use student loan repayments. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

V. CONCLUSION

One of the most important priorities 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 while ensuring that the cost is commensurate with the benefits gained.

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 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 look forward to agencies' continued success in using student loan repayments.

REPORTING AGENCIES FOR CALENDAR YEAR 2011

DEPARTMENTS

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

INDEPENDENT AGENCIES

African Development Foundation	Library of Congress
American Battle Monuments Commission	Marine Mammal Commission
Agency for International Development	Merit Systems Protection Board
Appraisal Subcommittee	Millennium Challenge Corporation
Armed Forces Retirement Home	National Aeronautics and Space Administration
Broadcasting Board of Governors	National Archives and Records Administration
Chemical Safety and Hazard Investigation Board	National Capital Planning Commission
Commission on Civil Rights	National Council on Disability
Commission of Fine Arts	National Endowment for the Arts
Commodity Futures Trading Commission	National Endowment for the Humanities
Consumer Product Safety Commission	National Gallery of Art
Corporation for National and Community Service	National Labor Relations Board
Court Services and Offender Supervision Agency	National Mediation Board
Defense Nuclear Facilities Safety Board	National Science Foundation
Environmental Protection Agency	National Security Agency
Export-Import Bank	National Transportation Safety Board
Farm Credit Administration	Nuclear Regulatory Commission
Farm Credit System Insurance Corporation	Nuclear Waste Technical Board
Federal Communications Commission	Occupational Safety and Health Review Commission
Federal Deposit Insurance Corporation	Office of Government Ethics
Federal Elections Commission	Office of Navajo and Hopi Indian Relocation
Federal Energy Regulatory Commission	Office of Personnel Management
Federal Housing Finance Agency	Office of Special Counsel
Federal Labor Relations Authority	Peace Corps
Federal Maritime Commission	Postal Regulatory Commission
Federal Mediation and Conciliation Service	Pension Benefit Guaranty Corporation
Federal Retirement Thrift Investment Board	Presidio Trust
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
Holocaust Memorial Museum	Smithsonian Institution
Institute of Museum and Library Services	Social Security Administration
International Boundary and Water Commission	Surface Transportation Board
Japan-U.S. Friendship Commission	U.S. AbilityOne Commission
John F. Kennedy Center for the Performing Arts	Woodrow Wilson International Center for Scholars

AGENCY REPORTS – CALENDAR YEAR 2011

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	127	GS-0101, History Program LDR GS-0110, Economist GS-0301, Program Specialist (4) GS-0343, Management and Program Analyst GS-0401, Program Specialist (3) GS-0403, Microbiologist (2) GS-0408, Ecologist (2) GS-0414, Research Entomologist (2) GS-0435, Research Plant Physiologist GS-0470, Soil Scientist (2) GS-0701, Veterinary Medical Officer (62) GS-0890, Agriculture Engineer GS-1146, Agricultural Marketing Specialist (11) GS-1801, Compliance Officer (4) GS-1863, Food Inspector (9) GS-1980, Agricultural Commodity Grader (Meat) GS-2210, IT Specialist (Customer Support)	\$1,039,435
Commerce	30	GS-0343, Management Analyst (2) GS-0343, Program Officer GS-0905, General Attorney (5) GS-1101, Economic Development Specialist GS-1410, Librarian GS-1801, Inter. Trade Compliance Analyst (12) GS-1801, Supv. Inter. Trade Compliance Analyst (2) GS-1810, Civil Engineer ZA-0343, Program Analyst ZP-0830, Mechanical Engineer ZP-1520, Mathematician ZP-2210, Information Technology Specialist (2)	\$229,614
Defense	2,294	DA-1199, Business and Industry Student Trainee DB-0020, Community Planning DB-0150, Geography (4) DB-0408, Ecology DB-0413, Physiology DB-0601, General Health Science (2) DB-0610, Nurse (3) DB-0801, General Engineering (6) DB-0807, Landscape Architecture (2) DB-0810, Civil Engineering (2) DB-0830, Mechanical Engineering (10) DB-0855, Electronics Engineering (6) DB-0861, Aerospace Engineering DB-0890, Agricultural Engineering DB-0893, Chemical Engineering DB-1301, General Physical Science (4) DB-1310, Physics	\$14,535,889

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,294	DB-1313, Geophysics DB-1320, Chemistry (2) DB-1350, Geology DB-1520, Mathematics (4) DB-1550, Computer Science (2) DE-0340, Program Management DJ-0501, Financial Administration DJ-0905, Attorney DJ-1102, Contracting DR-0830, Mechanical Engineering DR-0850, Electrical Engineering DR-0855, Electronics Engineering DR-0861, Aerospace Engineering (4) DR-1310, Physics (2) DR-1550, Computer Science ES-0301, Miscellaneous Admin and Program GG-1001, General Arts and Information GL-1811, Criminal Investigating (14) GP-0602, Medical Officer (2) GS-0018, Safety and Occ. Health Management (2) GS-0020, Community Planning (4) GS-0028, Environmental Protection Specialist (2) GS-0030, Sports Specialist GS-0080, Security Administration (15) GS-0101, Social Science (10) GS-0130, Foreign Affairs (5) GS-0150, Geography GS-0170, History (13) GS-0180, Psychology (3) GS-0185, Social Work GS-0190, Anthropology (3) GS-0193, Archeology (2) GS-0201, Human Resources Management (26) GS-0260, Equal Employment Opportunity GS-0301, Misc. Administration & Program (40) GS-0303, Miscellaneous Clerk and Assistant GS-0318, Secretary GS-0340, Program Management (5) GS-0341, Administrative Officer (3) GS-0343, Management and Program Analysis (57) GS-0344, Management Clerical and Assistance GS-0346, Logistics Management (56) GS-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. (2) GS-0403, Microbiology (3) GS-0501, Financial Administration and Program (84) GS-0510, Accounting (20) GS-0511, Auditing (16) GS-0560, Budget Analysis (21) GS-0601, General Health Science GS-0603, Physician Assistant (3) GS-0610, Nurse (193) GS-0620, Practical Nurse (28) GS-0660, Pharmacist (2) GS-0671, Health System Specialist (3) GS-0690, Industrial Hygiene (2) GS-0801, General Engineering (115)	\$14,535,889

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,294	GS-0802, Engineering Technical (7) GS-0803, Safety Engineering (4) GS-0806, Materials Engineering (2) GS-0808, Architecture (7) GS-0809, Construction Control Technical (2) GS-0810, Civil Engineering (29) GS-0819, Environmental Engineering (10) GS-0830, Mechanical Engineering (149) GS-0840, Nuclear Engineering (129) GS-0850, Electrical Engineering (37) GS-0854, Computer Engineering (10) GS-0855, Electronics Engineering (49) GS-0861, Aerospace Engineering (16) GS-0871, Naval Architecture (17) GS-0893, Chemical Engineering (10) GS-0895, Industrial Engineering Technical GS-0896, Industrial Engineering (11) GS-0905, General Attorney (33) GS-0950, Paralegal Specialist (2) GS-1035, Public Affairs (11) GS-1071, Audiovisual Production (2) GS-1083, Technical Writing and Editing GS-1101, General Business and Industry (46) GS-1102, Contracting (321) GS-1130, Public Utilities Specialist GS-1150, Industrial Specialist GS-1152, Production Control (2) GS-1170, Realty GS-1199, Business and Industry Trainee GS-1301, General Physical Science (4) GS-1306, Health Physics (8) GS-1310, Physics (3) GS-1311, Physical Science Technician (15) GS-1315, Hydrology (2) GS-1320, Chemistry (10) GS-1350, Geology GS-1384, Textile Technology GS-1420, Archivist GS-1515, Operations Research (21) GS-1520, Mathematics (3) GS-1529, Mathematical Statistics GS-1550, Computer Science (14) GS-1701, General Education and Training (14) GS-1725, Public Health Educator GS-1740, Education Services (2) GS-1750, Instructional Systems (3) GS-1910, Quality Assurance (3) GS-2001, General Supply GS-2003, Supply Program Management (4) GS-2010, Inventory Management (20) GS-2032, Packaging GS-2130, Traffic Management GS-2181, Aircraft Operation GS-2210, Information Technology Management (37) IA-0132, Intelligence (31) IA-0343, Management and Program Analysis	\$14,535,889

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,294	IA-0801, General Engineering NH-0130, Foreign Affairs NH-0340, Program Management NH-0343, Management and Program Analysis (8) NH-0346, Logistics Management NH-0501, Financial Administration and Program (2) NH-0511, Auditing NH-0560, Budget Analysis NH-0801, General Engineering (6) NH-0830, Mechanical Engineering NH-0850, Electrical Engineering NH-0855, Electronics Engineering (11) NH-0861, Aerospace Engineering (3) NH-0893, Chemical Engineering NH-0905, Attorney NH-1102, Contracting (3) NH-1515, Operations Research (2) NH-1529, Mathematical Statistics NO-0501, Financial Administration and Program (2) NO-0510, Accounting (3) NO-1101, General Business and Industry NO-1102, Contracting (8) NO-1222, Patent Attorney NP-0401, Natural Resources Management NP-0601, General Health Science NP-0810, Civil Engineering NP-0830, Mechanical Engineering NP-1310, Physics NP-1320, Chemistry (2) NT-1102, Contracting (9) NT-2210, Information Technology Management WG-2606, Electronic Industrial Controls Mech. (4) WG-3414, Machining (8) WG-5439, Testing Equipment Operating WG-5725, Crane Operating WT-3414, Machining (3) YA-0130, Foreign Affairs YA-0180, Psychology (3) YA-0185, Social Work YA-0301, Misc. Administration & Program (4) YA-0340, Program Management YA-0343, Management and Program Analysis (3) YA-0346, Logistics Management (2) YA-0501, Financial Administration and Program (1) YA-0511, Auditing YA-0560, Budget Analysis (3) YA-0905, General Attorney YA-1035, Public Affairs YA-1101, General Business and Industry YA-1102, Contracting (3) YA-2210, Information Technology Management (2) YC-2003, Supply Program Management YD-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. (3) YD-0801, General Engineering (20) YD-0830, Mechanical Engineering (10) YD-0850, Electrical Engineering (5)	\$14,535,889

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,294	YD-0854, Computer Engineering YD-0855, Electronics Engineering (9) YD-0861, Aerospace Engineering (4) YD-0893, Chemical Engineering YD-1310, Physics YD-1515, Operations Research (8) YF-0801, General Engineering YG-0602, Medical Officer (5) YG-0680, Dental Officer YH-0601, General Health Science YH-0603, Physician Assistant (2) YH-0610, Nurse (119) YH-0660, Pharmacist YI-0620, Practical Nurse (2) YJ-0602, Medical Officer YJ-0610, Nurse (22) YJ-0660, Pharmacist YP-1199, Business and Industry Student Trainee	\$14,535,889
Education	1	GS-2210, Information Technology Specialist	\$6,000
Energy	132	AD-0303, Power System Dispatcher EJ-0301, Policy Advisor EJ-1515, Operations Research Analyst GS-0028, Environmental Protection Specialist (2) GS-0080, Security Specialist GS-0110, Lead Industry Economist GS-0131, International Relations Specialist GS-0301, Senior Staff Officer GS-0301, Energy Technology Comm. Spec. GS-0301, Energy Technology Program Spec.(6) GS-0301, Cost Estimator GS-0301, Policy Development Specialist GS-0343, Management Analyst GS-0343, Program Analyst (12) GS-0401, Biologist GS-0510, Accountant GS-0560, Budget Analyst (2) GS-0801, General Engineer (15) GS-0810, Civil Engineer GS-0840, Nuclear Engineer GS-0850, Electrical Engineer (8) GS-0855, Electronics Engineer GS-0899, Student Trainee (Nuclear Engineer) GS-0905, Attorney-Advisor (General) (3) GS-1035, Public Affairs Specialist GS-1101, Grants Analyst GS-1101, Investment Analyst GS-1102, Contract Specialist (4) GS-1105, Purchasing Agent GS-1130, Public Utilities Specialist (4) GS-1301, Physical Scientist (3) GS-1515, Operations Research Analyst GS-1529, Mathematical Statistician GS-1530, Survey Statistician GS-2210, Information Technology Specialist (5) NF-0130, Foreign Affairs (3)	\$1,030,147

Department/Agency	Number of Employees	Job Classifications	Cost
Energy (continued)	132	NF-0343, Program Analyst (3) NF-0501, Financial Specialist NF-0801, General Engineer (13) NF-0840, Nuclear Engineer NF-1103, Industrial Property Management NF-1170, Realty Specialist NN-0801, General Engineer (12) NN-0804, Fire Protection Engineer NQ-0343, Management Analyst NQ-0560, Budget Analyst NQ-0690, Industrial Hygienist (2) NQ-1102, Contract Specialist NQ-2210, Information Technology Specialist (3)	\$1,030,147
Health and Human Services	360	AD-0110, Senior Service Fellow AD-0401, Staff Fellow AD-0403, Staff Fellow AD-0405, Associate Director of Genom. AD-0601, Investigator (2) AD-0601, Science Program Leader AD-0601, Staff Fellow AD-0601, Senior Investigator AD-0602, Senior Investigator AD-0602, Staff Clinician AD-0610, Clinical Research Nurse (12) AD-0610, Deputy Chief Nurse Officer AD-0610, Nurse Consultant (2) AD-0610, Nurse Manager (2) AD-0610, Nurse Specialist (Clinical) AD-0610, Nurse Specialist (Research) AD-0610, Sr. Clinical Research Nurse (7) AD-0610, Pro Nursing Prof Dev AD-0610, Senior Nurse Consultant AD-0633, Physical Therapist AD-0660, Pharmacist AD-0661, Pharmacy Technician AD-0701, Staff Scientist (5) AD-0858, Staff Scientist AD-1320, Staff Scientist AD-1320, Staff Fellow (4) AD-1515, Staff Fellow AD-1550, Staff Scientist GP-0602, Lead Medical Officer GP-0602, Medical Officer (34) GP-0602, Medical Officer (Psych.) GP-0602, Medical Officer (Team Leader) (2) GS-0018, Safety and Occup Heath Officer (2) GS-0101, Child & Families Program Specialist (3) GS-0101, Child Care Program Specialist (3) GS-0101, Child Support Program Specialist GS-0101, Child Welfare Program Specialist (3) GS-0101, Children Families Program Specialist GS-0101, Community Services Program Specialist GS-0101, Family Assistance Program Specialist GS-0101, Family Violence Program Specialist GS-0101, Field Program Specialist (2) GS-0101, Head Start Program Specialist (3)	\$3,022,646

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	360	GS-0101, Native American Program Specialist GS-0101, Policy Research Analyst GS-0101, Program Specialist (14) GS-0101, Program Specialist (Case Mg.) GS-0101, Social Science Research Analyst (3) GS-0101, Social Science Program Special GS-0101, Supervisory Family Assistance GS-0101, Youth Services Program Spec. (2) GS-0107, Health Insurance Specialist GS-0301, Assistant Regional Director GS-0301, Associate Ombudsman GS-0301, Deputy Regional Director GS-0301, Ethics Specialist GS-0301, Family Child Development Specialist GS-0301, International Program GS-0301, Legislative Analyst GS-0301, Management and Operations GS-0301, Management Specialist GS-0301, Patient Care Support Supervisor GS-0301, Policy Advisor GS-0301, Policy Analyst (6) GS-0301, Presidential Management Fellow (2) GS-0301, Program Support Specialist (2) GS-0301, Project Manager GS-0301, Project Officer GS-0301, Regulatory Counsel (5) GS-0301, Regulatory Information Specialist GS-0301, Senior Management Advisor GS-0301, Senior Policy Analyst GS-0301, Special Assistant (2) GS-0301, Staff Assistant GS-0303, Program Support Assistant GS-0341, Administrative Officer (4) GS-0343, Management & Program Analyst (7) GS-0343, Management Analyst (10) GS-0343, Program Analyst (9) GS-0399, Student Trainee (Mgmt. and Prog.) (2) GS-0401, Biologist (12) GS-0401, Interdisciplinary Scientist (2) GS-0401, Research Biologist GS-0403, Microbiologist (8) GS-0404, Biological Lab Tech GS-0405, Lead Pharmacologist GS-0405, Pharmacologist (6) GS-0501, Financial Management Spec. (3) GS-0501, Financial Officer GS-0501, Financial Operations Spec. (5) GS-0560, Budget Analyst (7) GS-0601, Epidemiologist (2) GS-0601, General Health Scientist (4) GS-0601, Health Program Specialist GS-0601, Health Science Admin (2) GS-0601, Health Science Policy Analysis GS-0601, Health Science Program Manager GS-0601, Health Scientist Admin. (6) GS-0601, Intellectual Property Advis	\$3,022,646

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	360	GS-0601, Interdisciplinary Scientist GS-0601, Lead Health Project Manager GS-0601, Reg. Health Proj. Manager (8) GS-0601, Regulatory Scientist GS-0601, Science Policy Analyst GS-0601, Scientific Projects Manager GS-0610, Clinical Research Nurse GS-0610, Nurse Practitioner GS-0610, Nurse Consultant GS-0630, Nutritionist GS-0660, Pharmacist (6) GS-0696, Consumer Safety Officer (18) GS-0701, Research Veterinary Medical GS-0905, General Attorney (16) GS-1035, Public Affairs Specialist (2) GS-1083, Tech Writer-Editor (Med. Sci.) GS-1101, Grants Management Spec. (2) GS-1102, Contract Specialist (8) GS-1102, Procurement Analyst (2) GS-1105, Purchasing Agent GS-1109, Grant Management Specialist (2) GS-1170, Realty Specialist GS-1320, Chemist (8) GS-1515, Operations Research Analyst (2) GS-1529, Math Statistician (Biomed.) GS-2210, IT Specialist	\$3,022,646
Homeland Security	131	GS-0101, Social Scientist GS-0132, Intelligence Operations Specialist (15) GS-0180, Engineering Psychologist GS-0301, Policy Analyst (13) GS-0301, Intergovernmental Liaison Officer GS-0301, Lead Public Information Officer GS-0340, Program Manager (2) GS-0343, Management & Program Analyst (38) GS-0401, General Biological Scientist (2) GS-0403, Microbiologist GS-0501, Financial Program Analyst (2) GS-0560, Budget Analyst GS-0801, Systems Engineer (6) GS-0905, Attorney Advisor (4) GS-1102, Contract Specialist (24) GS-1170, Realty Specialist GS-1301, Physical Scientist GS-1320, Chemist (3) GS-2210, Information Technology Specialist (14)	\$947,233
Housing and Urban Development	584	GM-0905, Associate Regional Counsel GS-0001, Program Assistant GS-0001, Project Manager GS-0101, Social Science Analyst (4) GS-0110, Economist (13) GS-0201, HR Specialist (3) GS-0260, Equal Employment Specialist GS-0301, Administrative Specialist GS-0301, Affordable Housing Specialist (2) GS-0301, Community Planning & Development (29) GS-0301, Deputy Regional Administrator	\$804,526

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	584	GS-0301, Field Management Officer GS-0301, Financial Management Specialist GS-0301, FOIA Specialist GS-0301, Government Technical Assistance GS-0301, Grant Officer GS-0301, Healthy Homes Representative (2) GS-0301, Management Information Specialist (2) GS-0301, Native American Program Specialist GS-0301, NSP Specialist GS-0301, Portfolio Management Specialist (2) GS-0301, Presidential Management Fellow (9) GS-0301, Program Analyst (2) GS-0301, Program Center Coordinator GS-0301, Program Manager (2) GS-0301, Program Specialist GS-0301, Regional Relocation Specialist GS-0301, Senior Comm. Planning & Dev. Rep. (4) GS-0301, Senior Management Analyst GS-0301, Special Needs Assistance Specialist GS-0301, Technical Assistance Specialist GS-0301, Web Technology Specialist GS-0303, Clerk (2) GS-0303, Comm. Planning & Dev. Prog. Assistant GS-0303, Correspondence Assistant GS-0303, Customer Service Representative (2) GS-0303, Enforcement Assistant GS-0303, Management Support GS-0303, Office Assistant (2) GS-0303, Program Assistant (5) GS-0303, Program Support Assistant (4) GS-0303, Staff Assistant GS-0318, Secretary (2) GS-0326, Office Automation Clerk GS-0340, Field Office Director GS-0341, Administrative Officer GS-0342, Support Services Specialist GS-0343, Director, Program Standards GS-0343, Management Analyst (29) GS-0343, Management and Program Analyst (2) GS-0343, Presidential Management Fellow GS-0343, Program Analyst (22) GS-0343, Program Assistant GS-0343, Special Assistant GS-0344, Management Assistant GS-0346, Program Analyst GS-0360, Director, FHAP Division GS-0360, Equal Opportunity Specialist (37) GS-0360, Grants Management Specialist GS-0360, Intake Branch Chief GS-0360, Program Analyst GS-0361, Equal Opportunity Assistant GS-0501, Chief, Systems Management Branch GS-0501, Financial Management Analyst (2) GS-0501, Financial Management Specialist GS-0501, Financial Operations Analyst (2) GS-0501, Loan Financing Specialist	\$804,526

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	584	GS-0501, Senior Healthcare Financial Analyst GS-0501, Supervisory Financial Operation Analyst GS-0510, Accountant (2) GS-0510, Operating Accountant GS-0510, Systems Accountant (3) GS-0511, Auditor (2) GS-0560, Budget Analyst (7) GS-0560, Director for Budget and Program Review GS-0560, Senior Budget Analyst GS-0828, Construction Analyst (2) GS-0904, Attorney Advisor GS-0904, Trial Attorney GS-0905, Assistant General Counsel (2) GS-0905, Associate Regional Counsel (2) GS-0905, Attorney Advisor (77) GS-0905, Deputy Assistant General Counsel (4) GS-0905, Senior Attorney GS-0905, Supervisory Attorney Advisor (4) GS-0905, Trial Attorney (5) GS-0950, Paralegal Specialist (5) GS-0986, Legal Assistant (2) GS-1001, Director of Headquarters Operation GS-1100, Public Housing Revitalization Specialist GS-1101, Account Executive GS-1101, Acting Director Asset Management GS-1101, Acting Operations Officer GS-1101, Affordable Housing Specialist (4) GS-1101, Branch Chief (2) GS-1101, Chief of Field Operations GS-1101, Closing Coordinator GS-1101, Contract Oversight Specialist (2) GS-1101, Contractor Industrial Labor Relations GS-1101, Coordinator GS-1101, Credit Policy Specialist GS-1101, Credit Risk Officer GS-1101, Deputy Director (2) GS-1101, Development Project Manager GS-1101, Director (3) GS-1101, Division Director (6) GS-1101, Enforcement Analyst GS-1101, FHA Underwriter GS-1101, Grants Evaluation Specialist (3) GS-1101, Grants Management Specialist GS-1101, Housing Specialist (5) GS-1101, Housing Program Manager (3) GS-1101, Housing Program Policy Specialist (4) GS-1101, Housing Program Specialist (15) GS-1101, Lead Grants Evaluation Specialist GS-1101, Marketing and Outreach Specialist GS-1101, Multifamily Housing Asset Manager GS-1101, Multifamily Project Manager GS-1101, Operations Officer GS-1101, Operations Oversight Analyst GS-1101, PHRS Specialist (4) GS-1101, Portfolio Management Specialist (9) GS-1101, Program Analyst	\$804,526

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	584	GS-1101, Project Manager (54) GS-1101, Public Housing Revitalization Spec. (25) GS-1101, Quality Assurance Specialist GS-1101, Real Estate Analyst (2) GS-1101, Revitalization Specialist (2) GS-1101, Risk Analyst GS-1101, Senior Advisor (2) GS-1101, Senior Project Manager (4) GS-1101, Senior Public Housing Specialist GS-1101, Senior Single Family Housing Spec. GS-1101, Single Family Housing Specialist (8) GS-1101, Supervisory Account Executive (2) GS-1101, Supervisory Project Manager (7) GS-1101, Sustainable Building Underwriter GS-1101, Underwriter (2) GS-1102, Contract Specialist (2) GS-1102, Procurement Analyst GS-1103, Marketing and Outreach Specialist GS-1109, Project Manager GS-1111, Project Manager GS-1160, Financial Analyst (7) GS-1170, Realty Specialist GS-1171, Appraiser (2) GS-1301, Environmental Scientist GS-1910, Quality Assurance Specialist (4) GS-2210, IT Specialist (4) GS-3403, Management Analyst GS-3600, Compliance Branch Chief GS-4400, Architect GS-4400, Program Analyst GS-4403, Single Family Housing Specialist GS-4405, Community Planning and Development GS-4405, Information Specialist GS-4406, Public Housing Revitalization Specialist	\$804,526
Interior	133	GS-0025, Park Manager GS-0028, Environmental Protection Specialist (5) GS-0101, Social Scientist GS-0185, Social Worker (2) GS-0201, Human Resources Specialist (4) GS-0260, EEO Specialist GS-0301, Resource Management Planner GS-0301, Program Analyst GS-0301, Correspondence Specialist GS-0301, City Program Manager GS-0301, Economic Program Dev. Specialist GS-0301, Planning and Environmental Specialist (2) GS-0301, Tribal Operations Specialist GS-0303, Administrative Assistant GS-0340, Deputy Superintendent, Trust GS-0341, Administrative Office GS-0343, Management Analyst (5) GS-0343, Management and Program Analyst GS-0343, Program Analyst (9) GS-0344, Program Assistant GS-0401, Biologist GS-0401, Natural Resources Specialist (2)	\$947,348

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	133	GS-0480, Fish and Wildlife Administrator GS-0482, Fish Biologist GS-0510, Accountant GS-0560, Budget Analyst (3) GS-0801, General Engineer GS-0802, Engineering Technician (Electrical) GS-0802, Engineering Technician (Civil) GS-0810, Civil Engineer (2) GS-0810, Hydraulic Engineer GS-0830, Mechanical Engineer GS-0840, Nuclear Engineer (2) GS-0880, Mining Engineer GS-0881, Petroleum Engineer (23) GS-0905, Attorney-Advisor (General) GS-0905, Attorney-Advisor (Legislation) GS-1035, Public Affairs Specialist GS-1071, Audiovisual Specialist GS-1101, Acquisition Support Specialist GS-1102, Contract Specialist (4) GS-1160, Financial Analyst (Concessions) GS-1170, Realty Specialist (3) GS-1199, Student Trainee (Contracting) GS-1301, Physical Scientist GS-1313, Geophysicist (9) GS-1315, Hydrologist GS-1340, Meteorologist GS-1350, Geologist (8) GS-1360, Oceanographer GS-1373, Land Surveyor (9) GS-1811, Criminal Investigator (2) GS-2210, Information Technology Specialist (4)	\$947,348
Justice	2,556	ES-1601, Facility Information Technology ES-1811, Supervisory Inspection GL-0610, Clinical Nurse (10) GL-1811, Special Agent (240) GS-0018, Safety and Occupational Health Specialist GS-0060, Chaplain (4) GS-0072, Fingerprint Examiner (15) GS-0080, Industrial Security Information Specialist GS-0080, Personnel Security Specialist (27) GS-0080, Physical Security Specialist (HAZMAT) (3) GS-0080, Sup. Personnel Security Specialist (5) GS-0080, Security Information Specialist (4) GS-0083, Police Officer (17) GS-0083, Supervisory Police Officer GS-0086, Supervisory Security Assistant GS-0101, Employee Assistance Counselor (2) GS-0101, Forensic Child Interview Specialist GS-0101, Forensic Disaster Assistant Specialist GS-0101, Supervisory Victim Assistance Clinical GS-0101, Victim Specialist (14) GS-0132, Intelligence Analyst (384) GS-0132, Supervisory Intelligence Analyst (23) GS-0180, Clinical Psychologist (54) GS-0180, Personnel Research Psychologist GS-0201, Human Resources Specialist	\$20,067,834

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,556	GS-0201, Human Resources Spec.(Generalist) (15) GS-0201, Supervisory Human Resources Spec. (3) GS-0203, Human Resources Assistant (3) GS-0260, Equal Employment Specialist GS-0301, Administrative Assistant GS-0301, Administrative Specialist (18) GS-0301, Community Outreach Specialist (4) GS-0301, Congressional Affairs Specialist (2) GS-0301, Crime Analyst (3) GS-0301, CTOC Specialist (3) GS-0301, Emergency Action Specialist GS-0301, English Information Tech Analyst (7) GS-0301, Foreign Operations Specialist (5) GS-0301, Information Liaison Specialist GS-0301, Information Management Specialist GS-0301, Professional Development Specialist (3) GS-0301, Program Maintenance GS-0301, Project Manager GS-0301, Records Conversion Specialist GS-0301, Research Analyst (10) GS-0301, Staff Operations Specialist (138) GS-0301, Supervisory Administrative Specialist GS-0301, Supervisory CTOC Specialist GS-0301, Supv. Foreign Language Prog. Coord. (2) GS-0301, Supv. Management and Budget Analyst GS-0301, Supervisory Research Analyst GS-0301, Training & Civic Liaison Specialist (2) GS-0303, Evidence Control Technician (8) GS-0303, LEGAT Operations Assistant (OA) (3) GS-0303, Operations Security Assistant (7) GS-0303, Support Operations Technician (2) GS-0303, Support Services Clerk (2) GS-0303, Support Services Technician (49) GS-0313, Office Services Supervisor (8) GS-0318, Secretary (13) GS-0335, Computer Assistant (5) GS-0340, Foreign Language Program Manager (4) GS-0341, Administrative Officer GS-0343, Management and Program Analyst (106) GS-0343, Supv. Management & Program Analyst (6) GS-0344, Management and Program Assistant (7) GS-0391, Telecommunications Specialist (5) GS-0401, Biologist (29) GS-0501, Accounting Analyst (4) GS-0501, Financial Operations Specialist (7) GS-0505, Financial Manager (3) GS-0510, Accountant (4) GS-0540, Voucher Examiner GS-0560, Budget Analyst (14) GS-0602, Medical Officer (10) GS-0603, Physician Assistant (6) GS-0610, Nurse Practitioner (6) GS-0660, Pharmacist (3) GS-0680, Dental Officer (2) GS-0802, Engineering Technician GS-0830, Mechanical Engineer	\$20,067,834

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,556	GS-0855, Electronics Engineer (3) GS-0901, Legal Administrative Specialist (27) GS-0905, Attorney (199) GS-0963, Legal Instruments Examiner (10) GS-0963, Supervisory Legal Instruments Examiner GS-1001, Sign Language Interpreter/Reading Spec. GS-1035, Public Affairs Specialist (4) GS-1040, Language Specialist (10) GS-1060, Photographer (2) GS-1082, Writer-Editor (2) GS-1084, Visual Information Specialist GS-1102, Contract Specialist (2) GS-1102, Supervisory Control Specialist GS-1160, Financial Analyst (3) GS-1301, Physical Scientist (29) GS-1320, Chemist (4) GS-1386, Photographic Technologist GS-1397, Document Analyst (4) GS-1410, Librarian GS-1412, Technical Information Specialist (17) GS-1421, Archives Technician GS-1421, Archives Specialist (2) GS-1541, Cryptanalyst (3) GS-1550, Computer Scientist (3) GS-1710, Teacher, Special Education GS-1750, Instructional Systems Specialist (2) GS-1801, Investigative Operations Analysts (22) GS-1801, Investigative Specialist (105) GS-1801, Surveillance Specialist (12) GS-1802, Criminal History Examiner (2) GS-1802, ELSUR Operations Technician (4) GS-1811, Special Agent (586) GS-1811, Supervisory Special Agent (75) GS-2005, Supply Technician GS-2010, Inventory Management Specialist (2) GS-2130, Traffic Management Specialist GS-2210, Information Technology Specialist (48) SL-0132, Senior Intelligence Officer SL-1550, Senior Computer Scientist WG-5703, Motor Vehicle Operator WG-5823, Automotive Mechanic	\$20,067,834
Labor	60	GS-0110, Economist GS-0201, Human Resources Specialist (2) GS-0301, Emergency Preparedness Specialist GS-0301, Program Specialist (4) GS-0303, Miscellaneous Clerk and Assistant GS-0343, Program Analyst (7) GS-0399, Student Trainee GS-0501, Financial Management Specialist GS-0510, Supervisory Accountant GS-0511, Auditor (3) GS-0801, General Engineer (2) GS-0830, Mechanical Engineer (2) GS-0850, Electrical Engineer (2) GS-1043, Program Analyst GS-1082, Writer-Editor	\$318,079

Department/Agency	Number of Employees	Job Classifications	Cost
Labor (continued)	60	GS-1083, Technical Writer-Editor (3) GS-1805, Investigative Analyst (2) GS-1811, Criminal Investigator (25)	\$318,079
State	1,203	FS-2010, Management Officer (76) FS-2101, Financial Management (7) FS-2201, Human Resources Management (4) FS-2301, General Services FS-2501, Security (74) FS-2550, Security Engineering (4) FS-2560, Security Engineering-Technical (2) FS-2880, Information Management (28) FS-2884, Information Tech (2) FS-3001, Consular Affairs (100) FS-4300, English Language Programs FS-4400, Public Diplomacy (101) FS-5015, Economics (102) FS-5505, Political Affairs (122) FS-6080, Interfunctional Officer (2) FS-6110, Medicine (4) FS-6115, Health Practitioner (12) FS-6218, Construction Engineering (2) FS-9017, Office Management (27) GS-0130, Foreign Affairs (185) GS-0132, Intelligence (6) GS-0170, History (11) GS-0201, Personnel Management (23) GS-0343, Management and Program Analysis (68) GS-0501, Financial Administration and Program (10) GS-0510, Accounting (4) GS-0511, Auditing (2) GS-0560, Budget Analysis (17) GS-0801, General Engineering GS-0905, General Attorney (48) GS-0967, Passport and Visa Examining (91) GS-1035, Public Affairs (9) GS-1082, Writing and Editing (4) GS-1101, General Business and Industry GS-1102, Contracting (19) GS-1301, General Physical Science GS-1701, General Education & Training (2) GS-1801, Inspection, Investigation & Compliance (4) GS-1802, Compliance Inspection and Support (2) GS-2210, Information Technology Management (24)	\$10,010,303
Transportation	67	GS-0020, Community Planner (3) GS-0028, Environmental Protection Specialist (4) GS-0110, Industry Economist GS-0301, Policy Analyst (4) GS-0301, Privacy Compliance Officer GS-0340, Director, Office of Civil Rights GS-0343, IT Strategic Advisor GS-0343, Program Analyst GS-0343, Management Analyst GS-0343, Management & Program Analyst (8) GS-0399, Student Trainee (2) GS-0511, Auditor (3) GS-0560, Budget Analyst	\$631,688

Department/Agency	Number of Employees	Job Classifications	Cost
Transportation (continued)	67	GS-0801, General Engineer GS-0905, Attorney-Advisor (3) GS-0905, Trial Attorney (Transportation) (5) GS-1102, Contract Specialist GS-1160, Financial Analyst (2) GS-1550, Supervisory Computer Scientist GS-1801, Investigator GS-1811, Criminal Investigator (3) GS-2101, General Engineer GS-2101, International Transportation Specialist (3) GS-2101, Transportation Specialist GS-2110, Transportation Industry Analyst (8) GS-2101, Transportation Program Analyst (2) GS-2101, Transportation Program Specialist (2) GS-2210, IT Specialist (2)	\$631,688
Treasury	64	GS-0080, Personnel Security Specialist (2) GS-0110, International Economist GS-0132, Intelligence Research Specialist (25) GS-0201, Human Resources Specialist (3) GS-0301, Intelligence Research Specialist GS-0301, Regulatory Policy Project Officer GS-0301, Regulatory Policy Specialist (2) GS-0301, Senior Advisor GS-0301, Sup. Regulatory Outreach Specialist GS-0343, Management and Program Analyst (2) GS-0343, Program Analyst (2) GS-0343, Sup. Management & Program Analyst (2) GS-0344, Program Analyst GS-0501, Operations Specialist GS-0501, Financial Specialist GS-0510, Accountant (2) GS-0511, Auditor (2) GS-0560, Budget Analyst GS-0830, Mechanical Engineer GS-0905, Attorney (2) GS-1102, Contract Specialist (2) GS-1102, Supervisory Contract Specialist GS-1801, Info Sharing Compliance Specialist GS-1801, Law Enforcement Liaison Specialist GS-1811, Investigative Research Specialist GS-1811, Supv. Criminal Investigator GS-2210, Information Technology Specialist (3)	\$473,001
Veterans Affairs	606	GS-0028, Environment Protection Specialist GS-0081, Firefighter/ Paramedic (2) GS-0083, Police Officer (7) GS-0101, Social Science (4) GS-0180, Psychologist (77) GS-0185, Social Worker (29) GS-0201, Human Resources Specialist (88) GS-0203, Human Resources Assistant (2) GS-0260, Equal Employment Opportunity Spec. (3) GS-0301, Miscellaneous Administration & Prog. (25) GS-0303, Miscellaneous Clerk & Assistant (2) GS-0318, Secretary GS-0341, Administrative Officer (4) GS-0343, Management Analyst (13)	\$4,410,589

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	606	GS-0505, Financial Manager GS-0510, Accountant (6) GS-0540, Voucher Examining (2) GS-0560, Budget Analyst (11) GS-0601, General Health Science (13) GS-0620, Practical Nurse (15) GS-0630, Dietitian and Nutritionist (6) GS-0631, Occupational Therapist (13) GS-0633, Physical Therapist (39) GS-0635, Corrective Therapist GS-0638, Recreation/Creative Arts Therapist GS-0640, Health Aid and Technician (5) GS-0644, Medical Technologist (37) GS-0646, Histopathology Technician GS-0647, Diagnostic Radiologic Technologist (14) GS-0648, Therapeutic Radiologic Technician GS-0649, Medical Instrument Technician (4) GS-0651, Respiratory Therapist (9) GS-0660, Pharmacist (76) GS-0661, Pharmacy Technician GS-0665, Speech Pathology & Audiology (5) GS-0667, Orthotist and Prosthetist GS-0669, Medical Records Administrator (4) GS-0670, Health System Administrator GS-0671, Health System Specialist (21) GS-0675, Medical Records Technician GS-0679, Medical Support Assistance (6) GS-0682, Dental Hygienist GS-0690, Industrial Hygienist GS-0801, General Engineer (12) GS-0819, Environmental Engineer (2) GS-0858, Bioengineering & Biomedical Engineer (4) GS-0998, Claims Assistance and Examining (2) GS-1035, Public Affairs Specialist GS-1102, Contract Specialist (16) GS-1105, Purchasing GS-1170, Realty GS-1701, General Education and Training Spec. (2) GS-1712, Training Specialist GS-2010, Inventory Specialist GS-2210, Information Technology Specialist (8)	\$4,410,589
<i>Independent Agencies</i>			
Agency for International Development	307	FP-0110, Economist (11) FP-0135, Agriculture Officer (22) FP-0301, Crisis Stabilization and Governance (40) FP-0301, Program /Project Development Officer (38) FP-0341, Executive Officer (16) FP-0501, Financial Management (17) FP-0685, Health and Population Officer (37) FP-0801, Engineer (4) FP-1101, Environment Officer (14) FP-1101, Private Sector Officer (17) FP-1102, Contract Officer (27) FP-1730, Education Officer (8)	\$2,857,594

Department/Agency	Number of Employees	Job Classifications	Cost
Agency for International Development (continued)	307	FS-0110, Economist FS-0135, Agriculture Officer (2) FS-0301, Crisis Stabilization and Governance (2) FS-0301, General Development Officer (3) FS-0301, Program Officer FS-0301, Program /Project Development Officer (9) FS-0501, Financial Management (4) FS-0685, Health and Population Officer (9) FS-1101, Environment Officer (2) FS-1101, Private Sector Officer FS-1102, Contract Officer (2) FS-1730, Education Officer (6) GS-0203, Human Resources Assistant GS-0685, Public Health Specialist (4) GS-0905, Attorney GS-1102, Contract Specialist (8)	\$2,857,594
Chemical Safety and Hazard Investigation Board	9	GS-0301, Board Affairs Specialist GS-0301, Government & Public Affair Specialist GS-0301, Chemical Safety Recommendation GS-0905, Attorney-Advisor (2) GS-1801, Chemical Incident Investigator (4)	\$64,563
Commodity Futures Trading Commission	43	CT-0110, Economist (3) CT-0201, Human Resources Specialist CT-0511, Auditor (8) CT-0905, Attorney (26) CT-1101, Risk Analyst (3) CT-1801, Trade Practice Analyst CT-2210, IT Specialist	\$257,500
Defense Nuclear Facilities Safety Board	1	DN-0801, Engineer	\$10,000
Environmental Protection Agency	15	GS-0028, Environmental Protection Specialist GS-0301, Miscellaneous Administration and Prog. GS-0343, Management and Program Analysis GS-0415, Toxicology GS-0440, Genetics GS-0601, General Health Science (3) GS-0830, Mechanical Engineering GS-0905, General Attorney GS-1301, General Physical Science (4) GS-2210, Information Technology Management	\$76,323
Export-Import Bank	4	GS-0110, Financial Economist GS-0301, Management and Program Analyst GS-0343, Program Analyst (2)	\$21,332
Farm Credit Administration	19	VH-0570, Associate FC Examiner (2) VH-1101, Associate FCA Examiner (13) VH-1160, Financial Analyst (3) VH-2210, IT Specialist	\$75,510
Federal Energy Regulatory Commission	124	GS-0080, Security Specialist GS-0110, Economist (8) GS-0201, Human Resources Specialist (3) GS-0260, Equal Employment Specialist GS-0301, Legal Support Specialist GS-0301, Project Specialist	\$1,158,566

Department/Agency	Number of Employees	Job Classifications	Cost
Federal Energy Regulatory Commission (continued)	124	GS-0318, Secretary (Office Automation) GS-0343, Management Analyst (5) GS-0486, Wildlife Biologist (2) GS-0510, Accountant (2) GS-0511, Auditor (5) GS-0560, Budget Analyst GS-0810, Civil Engineer (7) GS-0830, Mechanical Engineer (2) GS-0850, Electrical Engineer (11) GS-0881, Petroleum Engineer (2) GS-0893, Chemical Engineer GS-0905, Attorney-Advisors (31) GS-0905, Trial Attorneys (2) GS-0950, Paralegal Specialist GS-1101, Energy Industry Analyst (34) GS-1301, Physical Scientist GS-2210, IT Specialist	\$1,158,566
Federal Housing Finance Agency	1	EL-1160, Senior Financial Analyst	\$10,000
Federal Retirement Thrift Investment Board	7	GS-0301, Project Manager GS-0510, Accountant (3) GS-0905, Attorney – Advisor (2) GS-2210, IT Specialist	\$70,000
Federal Trade Commission	8	GS-0301, Data Analyst GS-0343, Management and Program Analyst GS-0904, Law Clerk (2) GS-0905, General Attorney (4)	\$65,500
General Services Administration	30	GS-0301, Senior Advisor GS-0301, Regional Global Project Mgmt. Officer GS-0343, Program Analyst (14) GS-0501, Financial Management Analyst GS-0808, Architect (2) GS-1001, Preservation Specialist GS-1101, Project Leader GS-1102, Contract Specialist (2) GS-1170, Realty Specialist (7)	\$183,842
Government Accountability Office	536	AC-0303, Engagement and Admin Assistant (2) ES-1301, Chief Scientist MK-0301, Supv. Administrative Management Spec. PA-0905, Attorney (39) PE-0101, Social Science Analyst (8) PE-0110, Economist (3) PE-0347, GAO Analyst (405) PE-0511, Auditor (32) PE-1301, Physical Science Analyst PE-1515, Senior Operations Research Analyst PE-1530, Senior Statistician (2) PE-1550, Information Technology Analyst (23) PE-2210, Information Technology Specialist (2) PY-0180, Psychologist (2) PY-0201, Human Capital Specialist (3) PY-0301, Visual Communication Analyst (3) PY-0343, Management Analyst PY-0560, Budget Analyst (2) PY-1102, Contract Specialist (2)	\$3,730,911

Department/Agency	Number of Employees	Job Classifications	Cost
Government Accountability Office (continued)	536	PY-1410, Librarian PY-1529, Mathematical Statistician PY-2210, Information Technology Specialist	\$3,730,911
Library of Congress	5	GS-0201, Human Resources Specialist GS-0301, Program Specialist GS-0303, Administrative Support Assistant GS-1102, Contract Specialist GS-1410, Librarian	\$40,000
National Aeronautics and Space Administration	8	GS-0201, Human Resources Specialist GS-0301, Misc. Administration & Program GS-0801, General Engineer GS-0905, General Attorney (2) GS-1102, Contract Specialist (3)	\$50,985
National Archives and Records Administration	20	GS-1001, Conservator (3) GS-1001, Motion Picture Specialist GS-1084, Visual Information Specialist GS-1420, Archivist (9) GS-1421, Archives Specialist (6)	\$106,472
Nuclear Regulatory Commission	36	GG-0080, Nuclear Security Specialist GG-0343, Audit Manager GG-0801, Branch Chief GG-0801, Quality Assurance Engineer GG-0801, Reactor Engineer (2) GG-0801, Reactor Inspector (2) GG-0801, Sr. Enforcement Specialist GG-0806, Materials Engineer GG-0810, Structural Engineer (NSPDP) GG-0840, Project Engineer GG-0840, Resident Inspector (BWR) (2) GG-0840, Resident Inspector (PWR) (7) GG-0840, Sr. Enforcement Specialist (Reactors) GG-0905, Attorney (12) GG-0950, Paralegal Specialist GG-1306, Health Physicist	\$331,702
Pension Benefit Guaranty Corporation	38	GS-0905, General Attorney (27) GS-1160, Financial Analyst GS-1510, Actuary (10)	\$370,780
Securities and Exchange Commission	575	SK-0080, Security Specialist (2) SK-0101, Personnel Psychologist SK-0180, Industrial Psychologist SK-0201, Human Resources Specialist (3) SK-0301, Misc. Administration and Program (22) SK-0303, Miscellaneous Clerk and Assistant (5) SK-0304, Information Receptionist SK-0318, Secretary (6) SK-0326, Office Automation Clerk SK-0340, Ethics Program Manager SK-0343, Management and Program Analyst (14) SK-0344, Management Assistant SK-0501, Financial Management Specialist (2) SK-0510, Accounting (107) SK-0560, Budget Analyst SK-0880, Mine Engineer SK-0904, Staff Attorney SK-0905, Attorney-Advisor (310)	\$3,900,801

Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	575	SK-0950, Paralegal Specialist (15) SK-0963, Legal Instrument Examiner (2) SK-0986, Legal Assistance (9) SK-1001, Investor Assistance Specialist SK-1102, Contract Specialist (4) SK-1160, Financial Analyst SK-1410, Librarian SK-1801, Market Surveillance Specialist (3) SK-1802, Securities Compliance Assistant (2) SK-1810, Investigative Specialist SK-1831, Securities Compliance Examiner (26) SK-2210, IT Specialist (22) SO-0301, Director SO-0501, Associate Regional Director SO-0905, Assoc. Regional Director (5) SO-1831, Assoc. Regional Director	\$3,900,801
34 Agencies	10,134		\$71,856,713

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



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Employee Services

1900 E Street, NW
Washington, DC 20415