

**NATIONAL CAPITAL
REGION MEDICAL**



**Misc. Administration and Program
(Organizational Development
Specialist, GS-0301-12)**

Market Analysis

(Series/Grade prior to Change to Lower Grade: GS-1701-14)

November 2014



Overview of Market Analysis

Administration and Program Spec.

2012 Median Pay

\$ 95,400 per year
\$ 45.86 per hour

Entry-Level Education

Bachelor's Degree

Work Experience in a Related Occupation

5 Years or more

On-the-job Training

None

Number of Jobs, 2012

28,600

Job Outlook, 2012-22

11% (As fast as average)

Employment Change, 2012-22

3,200

*Source: Bureau of Labor Statistics-
Occupation Outlook Handbook 2012



Onboard

Employee Count		
	GS-12	Grand Total
WRNMMC	0	0
FBCH	0	0
Grand Total	0	0

No Organizational Development Specialist GS-0301-12 on board throughout NCR MD Region



Losses

Regional Loss Data

	FY12	FY13	FY14	Total
Change of Appt Office to DHA	0	3	12	15
Removal	2	2	0	4
Resignation	3	4	5	12
Voluntary Retirement	2	1	7	10
Special Option Retirement	0	0	1	1
Transfer Appt from NCR-MD to FBCH	0	0	1	1
Transfer Appt to Commerce	0	0	1	1
Transfer Appt to HHS	2	0	1	3
Transfer Appt to DOA	0	4	2	6
Transfer Appt to DON	0	1	1	2
Grand Total	9	15	31	55



Current Recruitments

Recruit/Fill RPAs	
	Grand Total
WRNMMC	0
FBCH	0
Grand Total	0



Salary Data

	GS-12		
	Average of Basic Salary Rate	Average of Total Salary	Average of Total Salary with Retention
WRNMMC			
FBCH			
NCR-MD			

Administration and Program Spec. Receiving Incentives			
% of Basic Pay	15%	25%	Grand Total
Retention (bi-weekly)			
Relocation (lump sum)			
Grand Total			

None in NCR MD Region



Market Analysis



*Salary of person impacted by Change to Lower Grade