

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

**Recruitment, Relocation and
Retention Incentives
Calendar Year 2008**

Report to the Congress

A New Day for the Civil Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
JANUARY 2010

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

I am pleased to present the U.S. Office of Personnel Management (OPM) report to Congress on the use of recruitment, relocation, and retention incentives (3Rs) in Federal agencies for calendar year 2008. In 2008, 47 agencies paid 39,512 recruitment, relocation, and retention incentives to employees worth more than \$284 million. This reflects an increase of more than 21 percent in the total number of incentives paid and an increase of more than 37 percent in the total incentive cost between 2007 and 2008.

As evidenced by the information in this report, recruitment, relocation, and retention incentives are important human resources tools that help agencies attract and retain employees for a model civilian workforce. However, we must ensure the money invested in these incentives is used effectively. President Barack Obama has asked each Federal agency to do its part to ensure “this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely.” My commitment to the President and members of Congress is to encourage agencies to use the 3Rs and other discretionary pay strategically to ensure that the benefits gained outweigh the cost of using these incentives.

In response to President Obama’s request, OPM issued two memoranda to Federal agencies. The first memorandum requests agencies to review their 3Rs programs to ensure that ongoing and new authorizations for payments to employees are used only when necessary to support agency missions and program needs and are consistent with the criteria in law and OPM regulations. The second memorandum (1) requests agencies to review and, if necessary, update their 3Rs plans, as well as their approval and internal monitoring procedures to ensure they meet the requirements in 5 CFR part 575, subparts A, B, and C, (2) requests the agency Chief Human Capital Officers Council to establish a work group to develop recommendations for improving the administration and oversight of the 3Rs authorities with a special emphasis on developing approaches for measuring the cost and benefits of the 3Rs program to the Government, and (3) provides that OPM is conducting a detailed review on the use of 3Rs in the agencies where the incentives are paid most often to identify ways to strengthen the effectiveness of the program. These memoranda can be found in Appendix 1 and Appendix 2 of this report.

We will continue to work with agencies to assist them in using these incentives, 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

**RECRUITMENT, RELOCATION, AND RETENTION INCENTIVES
CALENDAR YEAR 2008**

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I. Executive Summary

Section 101(c) of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, October 30, 2004) requires OPM to submit an annual report to specified committees of the United States Senate and the United States House of Representatives on agencies' use of the recruitment, relocation, and retention incentive authorities in 5 U.S.C. 5753 and 5754 during calendar years 2005-2009. ("Agency" is used in this report generally to refer to a Federal department or independent agency.)

On January 9, 2009, OPM issued a memorandum for Chief Human Capital Officers (CHCOs) requesting agencies to submit reports on their use of recruitment, relocation, and retention incentives in calendar year 2008. The memorandum requested that agencies report retention incentives for employees likely to leave the Federal service separately from retention incentives for employees likely to leave for a different position in the Federal service before the closure or relocation of the employee's office, facility, activity, or organization. The memorandum also requested agencies to report information as a single entity; therefore, data in the report is not broken out by subagency. We invited agencies to comment on any barriers they faced in using these incentives as human resources flexibilities.

Overall, 47 Federal agencies paid 39,512 recruitment, relocation, and retention incentives worth more than \$284 million, with an average incentive payment of \$7,209 during calendar year 2008. This was comprised of 11,396 recruitment incentives totaling over \$85.9 million (average payment of \$7,543); 3,307 relocation incentives totaling more than \$42.9 million (average payment of \$13,000); 24,808 retention incentives (likely to leave the Federal service) totaling over \$155.8 million (average payment of \$6,284); and 1 retention incentive paid to an employee likely to leave for a different Federal position, worth \$1,602. Agencies consistently reported using the incentives to accomplish strategic human resources goals.

The number of recruitment, relocation, and retention incentives increased by 21 percent, and the total amount paid increased by 37 percent between calendar years 2007 and 2008. More specifically, the number of and total amount paid for recruitment incentives during this period increased by more than 47 percent and 49 percent, respectively. The biggest percentage increases were for relocation incentives—the number of relocation incentives increased by over 67 percent, and the total amount paid increased by over 85 percent. The number of retention incentives increased by over 8 percent, and the total amount paid increased by over 22 percent.

In calendar year 2008, agencies typically paid recruitment, relocation, and retention incentives to employees in occupations critical to agency missions, such as health care, engineering, security, and information technology (IT). Agencies also used the incentives to fill positions at the grade or work levels one might expect: more than 55 percent of the recruitment incentives paid to General Schedule (GS) employees were used to recruit new employees into entry- and developmental-level positions (e.g., at GS-05, GS-07, and GS-09), and more than 77 percent of relocation incentives used for GS

employees were paid to employees in intermediate- and upper-level positions (e.g., at GS-11, GS-12, GS-13, and GS-14). The use of retention incentives was spread over a wide range of grade or work levels, an indication that agencies are focused on making sure critical employees are retained at all work levels.

Agencies provided very positive responses regarding the effect these incentives had on recruitment and retention efforts. Most agencies reported no barriers to using these incentives; some reported the availability of funding represented a barrier to incentive use; others also reported it would be helpful to be able to pay recruitment incentives to recruit current employees in another agency and retention incentives to employees who are likely to leave for a different Federal agency in situations other than before the closure or relocation of an employee's office, facility, activity, or organization.

II. Background

Section 101 of the Federal Workforce Flexibility Act of 2004 (the Act) (Public Law 108-411, October 30, 2004) amended 5 U.S.C. 5753 and 5754 by providing new authorities to pay recruitment, relocation, and retention incentives. (Although 5 U.S.C. 5753 and 5754 use the term "bonus," OPM uses the term "incentive" in place of "bonus" in the regulations to differentiate these kinds of payments—which are designed to provide a monetary incentive for an individual or group to accept a new position or to remain employed in the current position—from payments which are used to reward an individual or group for quality of performance (the typical context in which the term "bonus" is used).) On May 13, 2005, OPM issued regulations at 5 CFR part 575, subparts A, B, and C, to implement the new authorities. The law and regulations provide agencies with additional flexibility to help recruit and retain employees and better meet agency strategic human resources needs than did the previous authorities.

Under 5 U.S.C. 5753 and 5 CFR, part 575, subparts A and B, an agency may pay a recruitment incentive to an employee newly appointed to a position in the Federal service or a relocation incentive to a current employee who must relocate to accept a position in a different geographic area when the agency determines the position is likely to be difficult to fill in the absence of an incentive. The employee must sign an agreement to fulfill a period of service with the agency. A recruitment or relocation incentive may not exceed 25 percent of the employee's annual rate of basic pay in effect at the beginning of the service period, multiplied by the number of years (including fractions of a year) in the service period (not to exceed 4 years). With OPM approval, this cap may be increased to 50 percent, based on a critical agency need, as long as the total incentive does not exceed 100 percent of the employee's annual rate of basic pay. A recruitment or relocation incentive may be paid as an initial lump-sum payment at the beginning of the service period, in installments throughout the service period, as a final lump-sum payment upon completion of the service period, or in a combination of these methods.

Under 5 U.S.C. 5754 and 5 CFR part 575, subpart C, an agency may pay a retention incentive to a current employee if the agency determines the unusually high or unique qualifications of the employee or a special need of the agency for the employee's services

makes it essential to retain the employee and the employee would be likely to leave the Federal service in the absence of a retention incentive. The retention incentive may not exceed 25 percent of an employee's rate of basic pay. An agency also may authorize a retention incentive for a group or category of employees not to exceed 10 percent of the employees' rate of basic pay. With OPM approval, an agency may authorize a retention incentive for an individual or group or category of employees up to 50 percent, based on a critical agency need. For most payment options, an employee must sign an agreement to fulfill a period of service with the agency. A retention incentive may be paid in installments after the completion of designated periods of service within the overall service period required by the service agreement or in a single lump sum after completion of the full service period required by the service agreement.

Under 5 U.S.C. 5753(b), OPM may prescribe by regulation circumstances in which an agency may pay a recruitment incentive to a current employee (of the same or a different agency) who moves to a position in the same geographic area that is likely to be difficult to fill in the absence of an incentive. OPM also may prescribe by regulation circumstances in which an agency may pay a retention incentive to a current employee who would be likely to leave his or her position for a different position in the Federal service in the absence of a retention incentive (5 U.S.C. 5754(b)). Congress requested OPM to monitor the use of recruitment and retention incentives under these circumstances to ensure they are an effective use of the Federal Government's funds and do not adversely affect the ability of those Government agencies that lose employees to other Government agencies to carry out their mission. (See section 101(a)(3) of the Act.) Because of the possible costly effects of interagency competition, we did not provide this authority to agencies in the initial regulations issued in May 2005. Instead, the Supplementary Information section of the *Federal Register* notice for these regulations posed a number of questions about whether the regulations should provide agencies with the authority to pay recruitment incentives to help recruit current employees and to pay retention incentives to help retain employees likely to leave for a different position in the Federal service and, if so, under what circumstances.

On November 16, 2007, OPM issued regulations that provide agencies with the authority to pay a retention incentive to an employee who would be likely to leave for a different position in the Federal service before the closure or relocation of the employee's office, facility, activity, or organization. (See 5 CFR 575.315.) Such employees may be more likely than others to seek other Federal employment, especially if they will otherwise be separated from Federal service when their office or facility closes or if they cannot relocate with their office or facility. OPM is monitoring the effects of such pay flexibility on interagency competition and compensation costs in narrow closure and relocation situations to determine if the flexibility should be expanded.

Section 101(c) of the Act requires OPM to submit an annual report to the Senate Committee on Homeland Security and Governmental Affairs and the House Committee on Oversight and Government Reform on agencies' use of the recruitment, relocation, and retention incentive authorities in 5 U.S.C. 5753 and 5754 during calendar years 2005-

2009. The law directs OPM to provide the following information on agencies that have used these authorities:

For recruitment and relocation incentives—

- The number and dollar amount paid in the calendar year—
 - To individuals holding positions within each pay grade, pay level, or other pay classification
 - If applicable, to individuals who moved between positions that were in different agencies but the same geographic area (including the names of the agencies involved)
- A determination of the extent to which such incentives furthered the purposes of 5 U.S.C. 5753

For retention incentives—

- The number and dollar amount paid in the calendar year—
 - To individuals holding positions within each pay grade, pay level, or other pay classification
 - If applicable, to prevent individuals from moving between positions that were in different agencies but the same geographic area (including the names of the agencies involved)
- A determination of the extent to which such incentives furthered the purposes of 5 U.S.C. 5754

III. Agency Reports

OPM's regulations at 5 CFR 575.113(b), 575.213(b), 575.313(b), and 575.315(i) require agencies to submit a written report to OPM by March 31 in each of the years 2006-2010 on their use of recruitment, relocation, and retention incentives during the previous calendar year. On January 9, 2009, OPM issued a memorandum for CHCOs requesting agencies to submit their calendar year report for 2008.

To meet congressional reporting requirements, OPM asked agencies to provide the following information:

- A description of how each authority was used by the agency during calendar year 2008, including information on how the use of these authorities improved the agency's recruitment and retention efforts
- For recruitment, relocation, and retention incentives (likely to leave the Federal service), the total number and total dollar amount paid during calendar year 2008 by pay plan; occupational series; occupational series title; and grade, pay or work level, or other pay classification
- For retention incentives paid under 5 CFR 575.315 (likely to leave for a different Federal position)—

- The total number and total dollar amount of retention incentives paid during calendar year 2008 by pay plan; occupational series; occupational series title; and grade, pay or work level, or other pay classification;
- The agency (which may be in the executive, judicial, or legislative branch) to which each employee or group of employees would be likely to leave in the absence of a retention incentive; and
- Each employee's or group of employees' official worksite and the geographic location of the agency for which each employee or group of employees would be likely to leave in the absence of a retention incentive
- Information on barriers the agency is facing in using the recruitment, relocation, and retention incentive authorities as human resources flexibilities.

Information Not in This Report

This report does not include data or information on—

- Recruitment, relocation, or retention payments authorized under an independent agency authority; this report contains information on only recruitment, relocation, and retention incentives authorized under 5 U.S.C. 5753 and 5754 and 5 CFR 575, subparts A, B, and C
- The use of recruitment incentives to encourage interagency moves; since OPM has not authorized any circumstance in the regulations in which recruitment incentives could be used for this purpose, we did not request such information from agencies.

Overall

As a result of our request for calendar year 2008 data, we received responses from 96 agencies. (See **Attachment 1** for a list of the reporting agencies.) In calendar year 2008, 47 agencies paid 39,512 recruitment, relocation, and retention incentives, costing \$284,842,088. Of this amount, agencies paid 11,396 recruitment incentives totaling \$85,964,732; 3,307 relocation incentives totaling \$42,989,423; 24,808 retention incentives (likely to leave the Federal service) totaling \$155,886,331; and 1 retention incentive paid to an employee likely to leave for a different Federal position worth \$1,602. (More information on this one retention incentive is included later in this report and it is not included with the other retention incentive data.) The average payments were \$7,543 for recruitment incentives; \$13,000 for relocation incentives; and \$6,284 for retention incentives. The overall average payment was \$7,209. (See **Attachment 2** for detailed agency reports.)

Table 1 compares (1) the total number and amount paid for recruitment and relocation incentives in calendar years 2006, 2007, and 2008 and (2) the total number and amount paid for retention incentives in calendar years 2007 and 2008. The calendar year 2006 and 2007 data shown in this table were extracted from OPM's Recruitment, Relocation, and Retention Incentive Report to Congress for Calendar Year 2006 and Recruitment,

Relocation, and Retention Incentive Report to Congress for Calendar Year 2007. (Retention incentive data in this report cannot be compared to the data in OPM’s reports to Congress prior to calendar year 2007 because the new incentive authorities did not go into effect until May 2005, resulting in a reporting period of less than 1 year for 2005. Also, section 101(d)(3) of the Act included a grandfather provision to allow a retention allowance authorized before May 1, 2005, under the former authority in 5 U.S.C. 5754 to continue to be paid until the allowance was reauthorized or terminated, but no later than April 30, 2006.)

As shown in **Table 1**, the use of recruitment, relocation, and retention incentives continued to increase in calendar year 2008. Overall, the number of recruitment, relocation, and retention incentives increased by over 21 percent between calendar years 2007 and 2008. This consisted of more than a 47 percent increase in the number of recruitment incentives, over a 67 percent increase in the number of relocation incentives, and over an 8 percent increase in the number of retention incentives paid.

The total amount of incentives paid increased by more than 37 percent from the previous year. This increase consisted of over a 49 percent increase in the amount paid for recruitment incentives, over an 85 percent increase in the amount paid for relocation incentives, and over a 22 percent increase in the amount paid for retention incentives. However, note that the percentage increase in the number of and amount paid for recruitment and relocation incentives was smaller between 2007 and 2008 than between 2006 and 2007, an indication that the rate of growth for these incentives may be slowing.

TABLE 1
Recruitment, Relocation, and Retention Incentive Comparisons Between
Calendar Years 2006, 2007, and 2008

		CY 2006	CY 2007	CY 2008	Percent Increase (2006 to 2007)	Percent Increase (2007 to 2008)
Recruitment	Number	3,952	7,716	11,396	95.24%	47.69%
	Amount Paid	\$32,898,796	\$57,512,982	\$85,964,732	74.82%	49.47%
Relocation	Number	1,009	1,974	3,307	95.64%	67.53%
	Amount Paid	\$11,634,168	\$23,164,783	\$42,989,423	99.11%	85.58%
Retention	Number		22,794	24,808		8.84%
	Amount Paid		\$127,032,586	\$155,886,331		22.71%
Total	Number		32,484	39,511		21.63%
	Amount Paid		\$207,710,351	\$284,840,486		37.13%

Agency Data

Table 2 shows the number and amount of each type of incentive paid by agencies during calendar year 2008. (A blank cell indicates the agency did not pay any of that type of incentive in calendar year 2008.)

The 13 agencies that made the most extensive use of recruitment, relocation, and retention incentives were, in order—

- Defense
- Veterans Affairs
- Justice
- Health and Human Services
- Commerce
- State
- Energy
- Agriculture
- Treasury
- Homeland Security
- Interior
- Federal Energy Regulatory Commission
- National Aeronautics and Space Administration (NASA)

Defense and Veterans Affairs continued to be the largest users—

- Defense paid 19,393 incentives totaling \$135,817,942
- Veterans Affairs paid 9,388 incentives totaling \$53,668,019

Justice, Health and Human Services, Commerce, and State each used more than 1,000, but fewer than 3,100, recruitment, relocation, and retention incentives totaling between \$10,419,095 and \$25,905,597.

Energy, Agriculture, Treasury, Homeland Security, Interior, Federal Energy Regulatory Commission, and NASA each used more than 100, but fewer than 600, recruitment, relocation, and retention incentives totaling between \$1,230,972 and \$5,047,726.

TABLE 2
Recruitment, Relocation, and Retention Incentives
Calendar Year 2008

Department	Recruitment Incentives			Relocation Incentives			Retention Incentives			Total Incentives	
	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid
Agriculture	297	\$2,537,980	\$8,545	88	\$1,226,584	\$13,938	91	\$757,743	\$8,327	476	\$4,522,307
Commerce	1,402	\$8,878,277	\$6,333	16	\$180,756	\$11,297	193	\$1,360,062	\$7,047	1,611	\$10,419,095
Defense	5,455	\$42,847,789	\$7,855	2,123	\$24,942,062	\$11,748	11,815	\$68,028,091	\$5,758	19,393	\$135,817,942
Energy	163	\$1,749,777	\$10,735	47	\$866,071	\$18,427	347	\$2,431,878	\$7,008	557	\$5,047,726
Health and Human Services	527	\$6,383,899	\$12,114	56	\$830,035	\$14,822	1,971	\$18,691,663	\$9,483	2,554	\$25,905,597
Homeland Security	240	\$1,928,461	\$8,035	45	\$820,009	\$18,222	25	\$266,246	\$10,650	310	\$3,014,716
Housing and Urban Development	1	\$15,000	\$15,000	2	\$33,415	\$16,708	1	\$9,281	\$9,281	4	\$57,696
Interior	54	\$527,246	\$9,764	45	\$898,080	\$19,957	84	\$741,644	\$8,829	183	\$2,166,970
Justice	607	\$4,717,451	\$7,772	238	\$4,910,945	\$20,634	2,158	\$13,419,657	\$6,219	3,003	\$23,048,053
Labor	29	\$188,708	\$6,507	1	\$24,402	\$24,402	12	\$182,507	\$15,209	42	\$395,617
State							1,071	\$10,758,328	\$10,045	1,071	\$10,758,328
Transportation	39	\$208,327	\$5,342	3	\$26,773	\$8,924	21	\$324,239	\$15,440	63	\$559,339
Treasury	160	\$764,266	\$4,777	46	\$982,217	\$21,353	130	\$1,711,642	\$13,166	336	\$3,458,125
Veterans Affairs	2,131	\$12,710,902	\$5,965	544	\$6,496,585	\$11,942	6,713	\$34,460,532	\$5,133	9,388	\$53,668,019
Independent Agency											
African Development Foundation	1	\$5,489	\$5,489				2	\$23,494	\$11,747	3	\$28,983
Agency for International Development	1	\$21,571	\$21,571				8	\$137,110	\$17,139	9	\$158,681
Broadcasting Board of Governors	2	\$15,000	\$7,500							2	\$15,000
Chemical Safety and Hazard Investigation Board	3	\$49,571	\$16,524							3	\$49,571
Committee for Purchase From People Who Are Blind or Severely Disabled							1	\$30,803	\$30,803	1	\$30,803
Commodity Futures Trading Commission							2	\$26,207	\$13,104	2	\$26,207
Consumer Product Safety Commission	7	\$37,783	\$5,398	2	\$8,112	\$4,056				9	\$45,895
Defense Nuclear Facilities Safety Board	9	\$119,529	\$13,281	4	\$45,186	\$11,297	3	\$26,381	\$8,794	16	\$191,096
Environmental Protection Agency	19	\$152,351	\$8,018	1	\$15,858	\$15,858	13	\$245,175	\$18,860	33	\$413,384
Export-Import Bank	3	\$33,000	\$11,000							3	\$33,000
Federal Election Commission				1	\$22,000	\$22,000	2	\$18,160	\$9,080	3	\$40,160
Federal Energy Regulatory Commission	83	\$755,034	\$9,097	3	\$39,650	\$13,217	52	\$845,087	\$16,252	138	\$1,639,771

Independent Agency	Recruitment Incentives			Relocation Incentives			Retention Incentives			Total Incentives	
	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid	Average Incentive Paid	Number	Amount Paid
Federal Retirement Thrift Investment Board	1	\$15,850	\$15,850				1	\$38,650	\$38,650	2	\$54,500
Federal Trade Commission	7	\$76,000	\$10,857				2	\$14,546	\$7,273	9	\$90,546
General Services Administration	7	\$54,000	\$7,714	13	\$129,200	\$9,938	19	\$250,111	\$13,164	39	\$433,311
Holocaust Memorial Museum							1	\$4,557	\$4,557	1	\$4,557
International Boundary and Water Commission	1	\$5,770	\$5,770				1	\$5,470	\$5,470	2	\$11,240
Library of Congress	2	\$9,500	\$4,750	1	\$5,000	\$5,000	10	\$156,313	\$15,631	13	\$170,813
Merit Systems Protection Board				4	\$40,000	\$10,000				4	\$40,000
Millennium Challenge Corporation	7	\$34,500	\$4,929							7	\$34,500
National Aeronautics and Space Administration	86	\$552,237	\$6,421	21	\$365,783	\$17,418	20	\$312,952	\$15,648	127	\$1,230,972
National Archives and Records Administration	2	\$23,174	\$11,587				14	\$282,285	\$20,163	16	\$305,459
National Capital Planning Commission							2	\$11,148	\$5,574	2	\$11,148
National Science Foundation	2	\$20,320	\$10,160							2	\$20,320
National Transportation Safety Board	1	\$10,000	\$10,000				8	\$69,736	\$8,717	9	\$79,736
Overseas Private Investment Corporation	3	\$27,090	\$9,030				3	\$70,163	\$23,388	6	\$97,253
Pension Benefit Guaranty Corporation	4	\$156,379	\$39,095				3	\$40,585	\$13,528	7	\$196,964
Railroad Retirement Board							1	\$4,650	\$4,650	1	\$4,650
Small Business Administration	1	\$23,700	\$23,700	2	\$10,700	\$5,350				3	\$34,400
Smithsonian Institution	15	\$112,230	\$7,482				4	\$94,293	\$23,573	19	\$206,523
Social Security Administration	3	\$40,571	\$13,524				4	\$34,942	\$8,736	7	\$75,513
Tax Court	17	\$108,000	\$6,353							17	\$108,000
U.S. Office of Personnel Management	4	\$48,000	\$12,000	1	\$70,000	\$70,000				5	\$118,000
Total	11,396	\$85,964,732	\$7,543	3,307	\$42,989,423	\$13,000	24,808	\$155,886,331	\$6,284	39,511	\$284,840,486

Agencies that heavily used recruitment, relocation, and retention incentives did not necessarily have large average incentive payments. In fact, the highest overall users of recruitment, relocation, and retention incentives showed a relatively low average incentive cost compared to that of other agencies. Defense and Veterans Affairs were the top users of incentives, but had relatively low average incentive costs. Veterans Affairs had the 7th –lowest average incentive cost (\$5,717), and Defense had the 10th-lowest average incentive cost (\$7,003) compared to those of other agencies. Commerce, another top user of incentives, had the 9th-lowest average incentive cost (\$6,467) compared to other agencies.

Table 3 shows the average incentive cost for all agencies that used recruitment, relocation, and retention incentives. **Table 4** shows the average incentive cost for the top 13 users of the incentives.

TABLE 3
Average Incentive Paid by Agency (all incentive types)

Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
Committee for Purchase From People Who Are Blind or Severely Disabled	1	\$30,803	\$30,803
Pension Benefit Guaranty Corporation	7	\$196,964	\$28,138
Federal Retirement Thrift Investment Board	2	\$54,500	\$27,250
U.S. Office of Personnel Management	5	\$118,000	\$23,600
National Archives and Records Administration	16	\$305,459	\$19,091
Agency for International Development	9	\$158,681	\$17,631
Chemical Safety and Hazard Investigation Board	3	\$49,571	\$16,524
Overseas Private Investment Corporation	6	\$97,253	\$16,209
Housing and Urban Development	4	\$57,696	\$14,424
Federal Election Commission	3	\$40,160	\$13,387
Library of Congress	13	\$170,813	\$13,139
Commodity Futures Trading Commission	2	\$26,207	\$13,104
Environmental Protection Agency	33	\$413,384	\$12,527
Defense Nuclear Facilities Safety Board	16	\$191,096	\$11,944
Federal Energy Regulatory Commission	138	\$1,639,771	\$11,882
Interior	183	\$2,166,970	\$11,841
Small Business Administration	3	\$34,400	\$11,467
General Services Administration	39	\$433,311	\$11,111
Export-Import Bank	3	\$33,000	\$11,000
Smithsonian Institution	19	\$206,523	\$10,870
Social Security Administration	7	\$75,513	\$10,788
Treasury	336	\$3,458,125	\$10,292
National Science Foundation	2	\$20,320	\$10,160
Health and Human Services	2,554	\$25,905,597	\$10,143
Federal Trade Commission	9	\$90,546	\$10,061
State	1,071	\$10,758,328	\$10,045
Merit Systems Protection Board	4	\$40,000	\$10,000
Homeland Security	310	\$3,014,716	\$9,725
National Aeronautics and Space Administration	127	\$1,230,972	\$9,693
African Development Foundation	3	\$28,983	\$9,661

Agriculture	476	\$4,522,307	\$9,501
Labor	42	\$395,617	\$9,419
Energy	557	\$5,047,726	\$9,062
Transportation	63	\$559,339	\$8,878
National Transportation Safety Board	9	\$79,736	\$8,860
Justice	3,003	\$23,048,053	\$7,675
Broadcasting Board of Governors	2	\$15,000	\$7,500
Defense	19,393	\$135,817,942	\$7,003
Commerce	1,611	\$10,419,095	\$6,467
Tax Court	17	\$108,000	\$6,353
Veterans Affairs	9,388	\$53,668,019	\$5,717
International Boundary and Water Commission	2	\$11,240	\$5,620
National Capital Planning Commission	2	\$11,148	\$5,574
Consumer Product Safety Commission	9	\$45,895	\$5,099
Millennium Challenge Corporation	7	\$34,500	\$4,929
Railroad Retirement Board	1	\$4,650	\$4,650
Holocaust Memorial Museum	1	\$4,557	\$4,557
Total	39,511	\$284,840,486	\$7,209

TABLE 4
Average Incentive Paid by Top Users (all incentive types)

Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
Federal Energy Regulatory Commission	138	\$1,639,771	\$11,882
Interior	183	\$2,166,970	\$11,841
Treasury	336	\$3,458,125	\$10,292
Health and Human Services	2,554	\$25,905,597	\$10,143
State	1,071	\$10,758,328	\$10,045
Homeland Security	310	\$3,014,716	\$9,725
National Aeronautics and Space Administration	127	\$1,230,972	\$9,693
Agriculture	476	\$4,522,307	\$9,501
Energy	557	\$5,047,726	\$9,062
Justice	3,003	\$23,048,053	\$7,675
Defense	19,393	\$135,817,942	\$7,003
Commerce	1,611	\$10,419,095	\$6,467
Veterans Affairs	9,388	\$53,668,019	\$5,717

Table 5 shows Defense was by far the largest single user of recruitment incentives during the reporting period. Defense accounted for over 47 percent of all recruitment incentives paid during calendar year 2008, paying 5,455 incentives totaling \$42,847,789. The next two highest users combined—Veterans Affairs and Commerce—accounted for the next 31 percent of recruitment incentives used, each paying more than 1,400 but fewer than 2,200 recruitment incentives each. Justice, Health and Human Services, Agriculture, and

Homeland Security accounted for approximately the next 15 percent of recruitment incentives; each used more than 200 and fewer than 700 recruitment incentives.

TABLE 5
Recruitment Incentives Paid by Agency

Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	5,455	47.87%	\$42,847,789	49.84%
Veterans Affairs	2,131	18.70%	\$12,710,902	14.79%
Commerce	1,402	12.30%	\$8,878,277	10.33%
Justice	607	4.62%	\$4,717,451	7.43%
Health and Human Services	527	5.33%	\$6,383,899	5.49%
Agriculture	297	2.61%	\$2,537,980	2.95%
Homeland Security	240	2.11%	\$1,928,461	2.24%
Energy	163	1.43%	\$1,749,777	2.04%
Treasury	160	1.40%	\$764,266	0.89%
National Aeronautics and Space Administration	86	0.75%	\$552,237	0.64%
Federal Energy Regulatory Commission	83	0.73%	\$755,034	0.88%
<i>All others—28 agencies</i>	245	2.15%	\$2,138,659	2.49%
Total	11,396		\$85,964,732	

Table 6 shows Defense was by far the largest user of relocation incentives during calendar year 2008, paying 2,123 incentives totaling \$24,942,062 or approximately 64 percent of all relocation incentives paid. The two next largest users, Veterans Affairs and Justice, combined for about 24 percent of relocation incentive use. Veterans Affairs paid 544 relocation incentives totaling \$6,496,585, and Justice paid 238 relocation incentives totaling \$4,910,945. Usage dropped significantly after the top three agencies, to 88 or fewer for all other agencies.

TABLE 6
Relocation Incentives Paid by Agency

Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	2,123	64.20%	\$24,942,062	58.02%
Veterans Affairs	544	16.45%	\$6,496,585	15.11%
Justice	238	7.20%	\$4,910,945	11.42%
Agriculture	88	2.66%	\$1,226,584	2.85%
<i>All others—20 agencies</i>	314	9.50%	\$5,413,247	12.59%
Total	3,307		\$42,989,423	

Table 7 shows, of the reporting agencies, Defense and Veterans Affairs were by far the greatest users of retention incentives, paying approximately 75 percent of all incentives. Defense paid 11,815 incentives totaling \$68,028,091, and Veterans Affairs paid 6,713 incentives totaling \$34,460,532. Justice and Health and Human Services were also significant users, paying 2,158 incentives totaling \$13,419,657, and 1,971 incentives totaling \$18,691,663, respectively. State was the next most significant user, paying 1,071 incentives worth \$10,758,328. These five agencies accounted for over 95 percent of all retention incentives paid. Usage then dropped significantly, with Energy, Commerce, and Treasury paying fewer than 350 incentives, each totaling between \$2,431,878 and \$1,360,062.

TABLE 7
Retention Incentives Paid by Agency

Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	11,815	47.63%	\$68,028,091	43.64%
Veterans Affairs	6,713	27.06%	\$34,460,532	22.11%
Justice	2,158	8.70%	\$13,419,657	8.61%
Health and Human Services	1,971	7.95%	\$18,691,663	11.99%
State	1,071	4.32%	\$10,758,328	6.90%
Energy	347	1.40%	\$2,431,878	1.56%
Commerce	193	0.78%	\$1,360,062	0.87%
Treasury	130	0.52%	\$1,711,642	1.10%
<i>All others—29 agencies</i>	410	1.65%	\$5,024,478	3.22%
Total	24,808		\$155,886,331	

Occupational Data

During calendar year 2008, agencies used recruitment incentives for employees in many different occupations. **Table 8** lists the occupations for which agencies used recruitment incentives most frequently. Of the top 30 occupations for which recruitment incentives were used, agencies used them most frequently for health care and engineering. In these top occupations, agencies paid 2,258 recruitment incentives to employees in seven **health care** occupations (\$20,805,554) and 1,527 recruitment incentives to employees in seven **engineering** occupations (\$10,791,743). The single occupation for which recruitment incentives were most used was **patent examining**, with Commerce paying 1,261 recruitment incentives, totaling \$7,933,544, to patent examiners. The third highest use of recruitment incentives was for positions classified in the 0303 occupational series, “miscellaneous clerks and assistants.” A significant number of these (562 of 575) were paid by Defense.

TABLE 8
Recruitment Incentives Paid by Occupational Series

Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1224	PATENT EXAMINING	1,261	11.07%	\$7,933,544	9.23%
0620	PRACTICAL NURSE	643	5.64%	\$1,625,972	1.89%
0303	MISCELLANEOUS CLERK AND ASSISTANT	575	5.05%	\$1,707,558	1.99%
0660	PHARMACIST	420	3.69%	\$3,867,946	4.50%
0610	NURSE	410	3.60%	\$3,747,918	4.36%
0830	MECHANICAL ENGINEERING	383	3.36%	\$2,366,031	2.75%
0602	MEDICAL OFFICER	337	2.96%	\$8,101,024	9.42%
0855	ELECTRONICS ENGINEERING	332	2.91%	\$2,608,982	3.03%
0132	INTELLIGENCE	304	2.67%	\$2,416,435	2.81%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	269	2.36%	\$2,186,946	2.54%
0511	AUDITING	257	2.26%	\$1,779,848	2.07%
2210	INFORMATION TECHNOLOGY MANAGEMENT	199	1.75%	\$1,748,164	2.03%
0801	GENERAL ENGINEERING	194	1.70%	\$1,905,248	2.22%
5803	HEAVY MOBILE EQUIPMENT MECHANIC	190	1.67%	\$553,500	0.64%
0007	CORRECTIONAL OFFICER	187	1.64%	\$1,175,087	1.37%
0861	AEROSPACE ENGINEERING	182	1.60%	\$975,009	1.13%
0083	POLICE	182	1.60%	\$951,202	1.11%
0180	PSYCHOLOGY	176	1.54%	\$1,714,353	1.99%
0343	MANAGEMENT AND PROGRAM ANALYSIS	171	1.50%	\$1,507,471	1.75%
0601	GENERAL HEALTH SCIENCE	171	1.50%	\$1,404,508	1.63%
1863	FOOD INSPECTION	170	1.49%	\$1,167,338	1.36%
0810	CIVIL ENGINEERING	169	1.48%	\$1,297,723	1.51%
1102	CONTRACTING	158	1.39%	\$1,445,612	1.68%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	151	1.33%	\$1,074,276	1.25%
0840	NUCLEAR ENGINEERING	137	1.20%	\$759,907	0.88%
0850	ELECTRICAL ENGINEERING	130	1.14%	\$878,843	1.02%
0633	PHYSICAL THERAPIST	126	1.11%	\$983,910	1.14%
0512	INTERNAL REVENUE AGENT	125	1.10%	\$312,500	0.36%
0201	HUMAN RESOURCES MANAGEMENT	109	0.96%	\$769,276	0.89%
0185	SOCIAL WORK	105	0.92%	\$984,126	1.14%
<i>All others—257 occupations</i>		3,173	27.84%	\$26,014,475	30.26%
Total		11,396		\$85,964,732	

Table 9 shows relocation incentives also were used in a wide variety of occupations. Of the top-10 occupations for which relocation incentives were paid during the reporting period, the two fields most likely to use relocation incentives were occupations in **criminal investigating** (243/\$5,428,325) and **contracting** (219/\$2,594,367). Another occupation that used relocation incentives frequently was **general administration and management** (series 0301—miscellaneous administration and program, series 0340—program management, series 0343—management and program analysis, and series 0346—logistics management) (470/\$6,092,969). Taken together, however, these fields

still accounted for only 28 percent of the relocation incentives issued. The rest of the incentives were spread over a large number of occupations. **Table 9** shows the top-10 occupations for which relocation incentives were used.

TABLE 9
Relocation Incentives by Occupational Series

Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1811	CRIMINAL INVESTIGATING	243	7.35%	\$5,428,325	12.63%
1102	CONTRACTING	219	6.62%	\$2,594,367	6.03%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	171	5.17%	\$1,947,055	4.53%
0801	GENERAL ENGINEERING	152	4.60%	\$2,377,440	5.53%
0201	HUMAN RESOURCES MANAGEMENT	144	4.35%	\$1,723,929	4.01%
0343	MANAGEMENT AND PROGRAM ANALYSIS	118	3.57%	\$1,335,587	3.11%
0810	CIVIL ENGINEERING	105	3.18%	\$1,611,423	3.75%
0340	PROGRAM MANAGEMENT	102	3.08%	\$1,811,980	4.21%
2210	INFORMATION TECHNOLOGY MANAGEMENT	97	2.93%	\$1,149,296	2.67%
0346	LOGISTICS MANAGEMENT	79	2.39%	\$998,347	2.32%
<i>All others—214 occupations</i>		1,877	56.76%	\$22,011,674	51.20%
Total		3,307		\$42,989,423	

Table 10 shows agencies were by far most likely to use retention incentives to retain employees in **health care** occupations. In fact, 11 of the top 20 occupations for which retention incentives were used were in the health care field, and retention incentives paid to these occupations represent 34 percent of all retention incentives paid. Employees in these 11 occupations received 8,538 retention incentives totaling \$58,694,927. Of the other top occupations for which retention incentives were paid, **security** occupations (series 0007—correctional officer and series 0083—police) accounted for almost 8 percent (1,966/\$7,093,383) of retention incentives issued and **engineering** occupations (0801—general engineering and 0855—electronics engineering) accounted for almost 8 percent (1,890/\$4,944,064). **Information technology management** employees also received a significant portion of the retention incentives paid at 4 percent (970/\$9,897,574).

TABLE 10
Retention Incentives Paid by Occupational Series

Occ. Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0610	NURSE	1,511	6.09%	\$10,171,586	6.53%
0620	PRACTICAL NURSE	1,479	5.96%	\$3,880,443	2.49%
0855	ELECTRONICS ENGINEERING	1,362	5.49%	\$2,182,132	1.40%
0083	POLICE	1,170	4.72%	\$3,992,607	2.56%
0602	MEDICAL OFFICER	1,060	4.27%	\$15,983,627	10.25%
2210	INFORMATION TECHNOLOGY MANAGEMENT	970	3.91%	\$9,897,574	6.35%
0660	PHARMACIST	929	3.74%	\$7,851,275	5.04%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	876	3.53%	\$5,292,706	3.40%
0007	CORRECTIONAL OFFICER	796	3.21%	\$3,100,776	1.99%
0621	NURSING ASSISTANT	767	3.09%	\$1,974,286	1.27%
0801	GENERAL ENGINEERING	528	2.13%	\$2,761,932	1.77%
1102	CONTRACTING	508	2.05%	\$2,425,232	1.56%
2880	INFORMATION MANAGEMENT	504	2.03%	\$4,885,245	3.13%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	502	2.02%	\$4,293,497	2.75%
0603	PHYSICIAN'S ASSISTANT	434	1.75%	\$4,553,757	2.92%
0601	GENERAL HEALTH SCIENCE	394	1.59%	\$3,399,006	2.18%
0640	HEALTH AID AND TECHNICIAN	392	1.58%	\$1,432,613	0.92%
0201	HUMAN RESOURCES MANAGEMENT	387	1.56%	\$2,570,083	1.65%
0644	MEDICAL TECHNOLOGIST	370	1.49%	\$1,832,609	1.18%
0649	MEDICAL INSTRUMENT TECHNICIAN	326	1.31%	\$2,323,019	1.49%
<i>All others—295 occupations</i>		9,543	38.47%	\$61,082,326	39.18%
Total		24,808		\$155,886,331	

Pay Plan Data

The following six tables provide data on recruitment, relocation, and retention incentive payments by pay plan.

Agencies primarily used recruitment, relocation, and retention incentives for employees in GS occupations. As **Tables 11, 13, and 15** show, incentive payments to GS employees accounted for 65 percent of all incentive payments made. Since approximately 66 percent of the Federal workforce was under the GS system during calendar year 2008, a high usage of recruitment, relocation, and retention incentives is not surprising. However, during calendar year 2008, incentives also were paid to employees in a wide variety of other pay plans.

As **Table 11** shows, recruitment incentives were paid to employees in 50 pay plans besides the GS pay plan. Over 16 percent of recruitment incentives were paid to Defense employees in the National Security Personnel System (NSPS) pay plans. **Table 12** shows all recruitment incentives paid to employees in NSPS pay plans. A total of 1,852 recruitment incentives were paid to employees in these pay plans. In addition, more than

4 percent of recruitment incentives were paid to employees in wage grade (WG) occupations.

TABLE 11
Recruitment Incentives Paid by Pay Plan

Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	7,686	67.44%	\$56,530,701	65.76%
YD	608	5.34%	\$4,609,680	5.36%
YA	584	5.12%	\$4,267,698	4.96%
WG	501	4.40%	\$2,536,398	2.95%
GL	283	2.48%	\$1,902,004	2.21%
YB	233	2.04%	\$745,201	0.87%
GG	222	1.95%	\$2,106,956	2.45%
ND	176	1.54%	\$696,673	0.81%
YH	137	1.20%	\$1,256,541	1.46%
DP	135	1.18%	\$545,961	0.64%
YG	112	0.98%	\$2,854,982	3.32%
AD	105	0.92%	\$895,442	1.04%
<i>All Others-- 39 pay plans</i>	614	5.39%	\$7,016,495	8.16%
Total	11,396		\$85,964,732	

*Pay plan definitions are in **Attachment 3**

TABLE 12
Recruitment Incentives Paid to NSPS Pay Plans

Pay Plan	Number	Amount Paid
YD	608	\$4,609,680
YA	584	\$4,267,698
YB	233	\$745,201
YH	137	\$1,256,541
YG	112	\$2,854,982
YC	77	\$764,406
YJ	40	\$794,907
YF	24	\$292,561
YE	19	\$206,242
YI	11	\$100,497
YN	3	\$31,300
YK	3	\$47,612
YP	1	\$5,000
Total	1,852	\$15,976,627

*Pay plan definitions are in **Attachment 3**

As **Table 13** shows, relocation incentives were paid to employees in 47 pay plans besides the GS pay plan. Although these payments do not represent a significant proportion of

overall relocation incentives paid, it is interesting to note agencies paid 103 incentives to relocate Senior Executive Service (SES; pay plan code ES) members to jobs in other geographic areas. **Table 14** shows more than 26 percent of relocation incentives were paid to Defense employees in NSPS pay plans. A total of 873 relocation incentives were paid to employees in NSPS pay plans.

TABLE 13
Relocation Incentives by Pay Plan

Pay Plan	Number	Percentage of Total Number	Total Amount Paid	Percentage of Total Paid
GS	1,948	58.91%	\$25,065,051	58.31%
YA	390	11.79%	\$4,224,113	9.83%
YC	183	5.53%	\$2,593,986	6.03%
YD	139	4.20%	\$1,844,339	4.29%
ES	103	3.11%	\$2,548,105	5.93%
YF	79	2.39%	\$1,282,067	2.98%
WG	77	2.33%	\$762,159	1.77%
DB	52	1.57%	\$704,288	1.64%
AD	35	1.06%	\$267,473	0.62%
GG	34	1.03%	\$354,129	0.82%
<i>All others--38 pay plans</i>	267	8.07%	\$3,343,713	7.78%
Total	3,307		\$42,989,423	

*Pay plan definitions are in **Attachment 3**

TABLE 14
Relocation Incentives Paid to NSPS Pay Plans

Pay Plan	Number	Total Amount Paid
YA	390	\$4,224,113
YC	183	\$2,593,986
YD	139	\$1,844,339
YF	79	\$1,282,067
YB	19	\$134,058
YH	15	\$149,495
YE	14	\$198,466
YG	10	\$234,292
YN	8	\$102,648
YK	8	\$85,385
YJ	6	\$40,056
YL	1	\$10,000
YI	1	\$4,569
Total	873	\$10,903,474

*Pay plan definitions are in **Attachment 3**

As **Table 15** shows, retention incentives were paid to employees in an even broader distribution of pay plans. Retention incentives were paid to employees in 55 pay plans

besides the GS pay plan. **Table 16** shows over 18 percent of retention incentives were paid to Defense employees in NSPS pay plans. A total of 4,480 retention incentives were paid to employees in NSPS pay plans.

TABLE 15
Retention Incentives Paid by Pay Plan

Pay Plan	Number	Percent of Total Number	Total Amount Paid	Percent of Total Amount Paid
GS	16,052	64.70%	\$104,725,027	67.18%
YD	1,921	7.74%	\$3,365,112	2.16%
GL	1,137	4.58%	\$4,748,959	3.05%
FP	639	2.58%	\$6,194,818	3.97%
WG	601	2.42%	\$1,824,510	1.17%
GG	581	2.34%	\$2,193,665	1.41%
YA	554	2.23%	\$3,418,171	2.19%
YH	466	1.88%	\$3,230,084	2.07%
YF	379	1.53%	\$1,311,876	0.84%
YC	353	1.42%	\$3,246,928	2.08%
YG	292	1.18%	\$5,273,699	3.38%
WS	286	1.15%	\$1,493,334	0.96%
YJ	252	1.02%	\$2,629,523	1.69%
ES	242	0.98%	\$4,287,901	2.75%
ZP	121	0.49%	\$793,327	0.51%
<i>All others--41 pay plans</i>	932	3.76%	\$7,149,397	4.59%
Total	24,808		\$155,886,331	

TABLE 16
Retention Incentives Paid to NSPS Pay Plans

Pay Plan	Number	Total Amount Paid
YD	1,921	\$3,365,112
YA	554	\$3,418,171
YH	466	\$3,230,084
YF	379	\$1,311,876
YC	353	\$3,246,928
YG	292	\$5,273,699
YJ	252	\$2,629,523
YB	112	\$504,981
YI	58	\$199,395
YN	49	\$240,836
YM	21	\$67,580
YE	12	\$70,241
YP	9	\$5,901
YK	2	\$4,511
Total	4,480	\$23,568,838

*Pay plan definitions are in **Attachment 3**

Incentives by General Schedule Grade

Since the grading system for other pay plans varies greatly, **Tables 17, 18, and 19** summarize incentive usage only by GS grade. These tables also include incentives paid by grade to employees in pay plans GL and GM. Specific information on agency use of recruitment, relocation, and retention incentives by grade or work level in other pay systems is found in **Attachment 2**.

As **Table 17** shows, agencies used recruitment incentives most often to hire GS employees at the GS-07, GS-09, and GS-05 levels (in declining order). Recruitment incentives paid to employees in these grades accounted for more than 55 percent of all recruitment incentives paid to GS employees. However, significant numbers of incentives were paid to employees at a variety of other GS grade levels.

**TABLE 17
Recruitment Incentives Paid by GS Grade**

Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
07	1,927	24.18%	\$10,581,641	18.11%
09	1,287	16.15%	\$8,602,161	14.72%
05	1,191	14.95%	\$5,620,215	9.62%
11	764	9.59%	\$6,422,377	10.99%
12	746	9.36%	\$8,108,946	13.88%
13	566	7.10%	\$5,967,682	10.21%
06	387	4.86%	\$1,647,749	2.82%
14	273	3.43%	\$4,646,320	7.95%
04	237	2.97%	\$683,688	1.17%
10	205	2.57%	\$1,551,063	2.65%
08	164	2.06%	\$948,716	1.62%
15	153	1.92%	\$3,484,746	5.96%
03	69	0.87%	\$167,401	0.29%
Total	7,969		\$58,432,705	

As **Table 18** shows, agencies were most likely to use relocation incentives for employees at the mid-to-upper GS grade levels, with the most relocation incentives paid to employees at the GS-12, GS-13, GS-11, and GS-14 levels (in declining order). Use of relocation incentives for these four grade levels accounted for over 77 percent of the incentives paid to GS employees.

**TABLE 18
Relocation Incentives Paid by GS Grade**

Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
12	504	25.83%	\$5,732,658	22.85%
13	455	23.32%	\$6,861,925	27.36%

11	276	14.15%	\$2,542,385	10.14%
14	272	13.94%	\$4,946,980	19.72%
09	135	6.92%	\$1,053,251	4.20%
15	127	6.51%	\$2,749,801	10.96%
07	80	4.10%	\$552,048	2.20%
06	32	1.64%	\$172,141	0.69%
08	25	1.28%	\$167,229	0.67%
10	21	1.08%	\$198,717	0.79%
05	18	0.92%	\$81,884	0.33%
04	6	0.31%	\$25,037	0.10%
Total	1,951		\$25,084,056	

As **Table 19** shows, agencies used retention incentives to retain employees across a wide variety of grade levels. In fact, agencies were more likely to use a retention incentive to retain a GS-06 employee than a GS-13 employee (2,513 vs. 1,620). Over 1,000 retention incentives were paid to each of nine different grade levels (in declining order): GS-06, GS-11, GS-12, GS-13, GS-09, GS-05, GS-07, GS-14, and GS-08.

TABLE 19
Retention Incentives Paid by GS Grade

Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
06	2,513	14.57%	\$7,306,881	6.64%
11	2,111	12.24%	\$13,885,903	12.63%
12	2,078	12.05%	\$15,172,203	13.80%
13	1,620	9.39%	\$15,513,412	14.11%
09	1,563	9.06%	\$8,202,414	7.46%
05	1,489	8.63%	\$3,454,434	3.14%
07	1,483	8.60%	\$5,259,230	4.78%
14	1,312	7.61%	\$15,993,221	14.54%
08	1,115	6.47%	\$6,055,436	5.51%
15	884	5.13%	\$13,747,936	12.50%
10	705	4.09%	\$4,667,924	4.24%
04	332	1.93%	\$666,817	0.61%
03	40	0.23%	\$40,156	0.04%
02	1	0.01%	\$106	0.00%
Total	17,246		\$109,966,073	

Retention incentives for employees likely to leave for a different Federal position

Section 101(c)(2) of the Federal Workforce Flexibility Act of 2004 requires OPM to include information in this report to Congress on the number and dollar amount of retention incentives paid in calendar year 2008 to prevent individuals from moving between positions that were in different agencies but in the same geographic area (including the names of the agencies involved). On November 16, 2007, OPM issued

final regulations to provide agencies with the authority to pay a retention incentive to an employee who would be likely to leave for a different position in the Federal service before the closure or relocation of the employee’s office, facility, activity, or organization. (See *Section II. Background* for additional information.)

As **Table 20** shows, Defense paid one retention incentive worth \$1,602 to an employee who was likely to leave for a different position in the Federal service before the closure or relocation of the employee’s office, facility, activity, or organization in calendar year 2008. The Department of the Army paid this retention incentive to a YA-03 human resources management specialist. The employee was stationed in Alexandria, VA, and was likely to leave for a Department of the Navy position in Bethesda, MD.

TABLE 20
Retention Incentives for Employees Likely to Leave for a Different Federal Position

Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	Agency to which Employee Expected to Leave	Employee’s Official Worksite Location	Future Potential Worksite Location
Defense	YA	0201	HUMAN RESOURCES MANAGEMENT	03	1	\$1,602	Department of the Navy	Alexandria, VA	Bethesda, MD

IV. AGENCY COMMENTS

Agency use of incentives and effect on recruitment and retention

To comply with congressional reporting requirements, OPM asked agencies to describe how they used recruitment, relocation, and retention incentives during calendar year 2008, including how incentive use improved recruitment and retention efforts. The following excerpts illustrate how recruitment, relocation, and retention incentives were used. However, these excerpts provide only summary information, selected examples, and anecdotes. OPM’s report is not designed or intended to provide detailed information on the content and administration of agency recruitment, relocation, and retention incentive plans and policies, nor does it provide determinations and justifications agencies made for authorizing the incentives.

Under the law and OPM’s regulations, recruitment and relocation incentives may be paid only when an agency determines a position is likely to be difficult to fill in the absence of an incentive. Similarly, retention incentives may be paid only when an agency determines that the unusually high or unique qualifications of the employee or a special need of the agency for the employee’s services makes it essential to retain the employee and the employee would be likely to leave the Federal service in the absence of a retention incentive (or likely to leave for a different Federal position when an employee is affected by a facility closure or relocation).

Of the 96 agencies that submitted reports, 47 agencies had used the incentives, and 49 had not. All agencies that used the incentives submitted narrative portions in their reports.

Departments

Departments cited the use of recruitment, relocation, and retention incentives most often for the following reasons:

- To target specific occupations presenting particular hiring or retention challenges for reasons such as competition from the private sector for a skill set or an overall shortage in the workforce of a particular skill set;
- To resolve specific hiring and retention problems in particular regional areas, such as to address difficulties in recruiting employees to work in high cost-of-living areas, overseas, or in remote or undesirable locations, or to address skills imbalances in particular regions or areas;
- To meet a very specific staffing challenge or as a tool to ensure agencies have the workforce (be that one employee or many employees) necessary for the accomplishment of an important agency mission; or
- To retain employees likely to retire from the Federal service when the agency has a special need for the employees' services.

It is also interesting to note that some Departments commented on how their use of recruitment, relocation, and retention incentives changed in calendar year 2008 due to the change in economic conditions. Retention incentives are being phased out or terminated at some Department of Energy locations because their employees are unable to sell their homes and relocate or retire. On the other hand, the Departments of Interior and Veterans Affairs have increased their use of relocation incentives for employees who are required to relocate given the housing conditions in 2008.

The following are excerpts of agency comments regarding how they used recruitment, relocation, and retention incentives:

Department of Agriculture

Agriculture used recruitment incentives to attract and hire qualified applicants in hard-to-fill positions, attract bilingual employees in positions where the skill was a critical competency, and to compete with the private sector in instances where Government salaries were insufficient.

Relocation incentives were used to facilitate the assignment of senior Agriculture professionals to offices in other States, to entice current employees when recruitment efforts yielded no quality group of applicants for key positions, to attract candidates to high-cost areas or areas where the cost-of-living allowance is not calculated as part of retirement benefits, and to attract candidates to remote locations where inclement weather or costly or limited housing, medical benefits, and medical facilities were issues.

Agriculture used retention incentives to retain employees who possess unique skills and abilities needed to complete critical work, to retain employees who have institutional

knowledge that is necessary to sustain operations during reorganizations or difficult recruiting periods, and to retain bilingual employees in mission-critical positions.

Department of Commerce

From calendar year 2007, the cost of recruitment incentives at Commerce increased by more than two million dollars, relocation incentives more than doubled, and retention incentives increased slightly. Offering these incentives has allowed Commerce to remain extremely competitive with both the private sector and other Federal agencies resulting in improved recruitment and retention of a high quality workforce that meets Commerce's human resources needs.

Recruitment incentives, the most widespread flexibility used, enabled Commerce to target, recruit, and hire hard-to-fill positions, especially when unique qualifications were required. For example, the Patent and Trademark Office cites the use of recruitment incentives as an instrumental factor in the hiring of large numbers of patent examiners each year as a part of their group recruitment incentive program. The National Oceanic and Atmospheric Administration (NOAA) has also benefited from the use of recruitment incentives to increase the number of hard-to-fill Wage Marine positions.

In addition, relocation incentives were used to address hiring problems in remote locations, in areas with a high cost-of-living, and in regions where there is a scarcity of specific skills. For example, NOAA doubled the use of relocation incentives from the prior year to attract well-qualified employees in the physical science and IT series who would otherwise not accept the positions due to remote locations or adverse living conditions.

Retention incentives have also been used as an effective management flexibility to retain employees in highly skilled and sought-after positions. The National Institute of Standards and Technology relied heavily on this incentive to retain employees in the engineering, science, and physics series who would otherwise leave Federal service for higher-paying positions in the private sector. Commerce reports that retention incentives were primarily offered to employees who were likely to leave Federal service for retirement or to work in academia or the private sector. Offering retention incentives has allowed Commerce to retain the institutional knowledge of retirement-eligible employees as well as employees with unique and mission-critical skills.

Department of Defense

Defense used all three incentives during this period to bridge the pay gap between Federal and private sector salaries. The recruitment incentives enhance Defense efforts in recruiting for hard-to-fill occupations. Relocation and retention incentives enable Defense to retain already trained, valued employees and negate the need to go through the lengthy recruitment process. Installations provided a number of examples to illustrate the effectiveness of the recruitment, relocation, and retention incentive authorities:

- Recruitment incentives attract graduating college students across the country for difficult-to-fill intern positions
- Recruitment and retention incentives attract and retain scientists and engineers in research and test laboratories

- Recruitment incentives attract candidates in IT, financial management, air traffic control, and safety management to overseas positions that would have been vacant longer or filled by candidates with lesser skills
- Recruitment incentives for linguists and police officers are addressing a Defense need to significantly increase those skill populations
- Recruitment incentives play a major part in the successful conversion of over 1,200 military healthcare billets to civilian positions
- Recruitment and relocation incentives help fill positions in metropolitan areas with high housing costs
- Recruitment and relocation incentives continue to be vital to staffing efforts in the Balkans and rebasing efforts in the European theater
- Relocation incentives attract highly qualified employees to critical positions in rural areas
- Relocation incentives encourage employees to accept extended assignments and thereby ensure project continuity in connection with Operation Enduring Freedom and Operation Iraqi Freedom
- Relocation incentives increase employee interest in working in overseas locations where locality payments do not apply
- Retention incentives, in conjunction with longer service contracts, provide mission continuity between tours, allow for rapid deployment, and significantly decrease the time required for new operational centers to be at full strength
- Retention incentives decrease the knowledge loss of retirement-eligible employees who remain longer in key positions
- Retention incentives allow Defense to retain employees in hard-to-fill positions who consider higher-paying private sector positions in high-cost locations or in areas with limited candidate resources
- Retention incentives help Defense retain high-level employees possessing key critical skills or vast amounts of institutional knowledge
- Retention incentives enhance Defense's ability to retain employees with unique, mission-required skills who would command larger salaries in the private sector (e.g., medical staff, engineers, attorneys, critical wastewater treatment plant operators, seismic modeling experts, and physicists)
- Retention incentives have stemmed the loss of telecommunications employees and IT staff, particularly to Defense contractors
- Retention incentives allow Defense to retain vital lower-graded employees
- Group retention incentives for security guards and police officers have drastically reduced the turnover rate in those occupations
- Group retention incentives are used for realty employees serving classified customers who require security clearances above top-secret and who are offered bonuses of up to \$30,000 by companies because of their clearances

Department of Energy

Recruitment and relocation incentives were used to attract employees for a wide variety of competitive and excepted service positions for which Energy has had problems recruiting highly qualified candidates. Such incentives are often used in conjunction with advanced in-hire rates in order to get a commitment from the top candidates. Recruitment incentives are needed to be competitive for filling senior management

positions, attracting top graduates for Energy's Career Intern Programs and Presidential Fellowship Program, and in selected occupations, particularly engineering, IT, and power industry occupations. In many instances, relocation incentives were used in conjunction with payment for relocation expenses. The incentives were needed to be competitive for senior management positions, top graduates for Energy's Career Intern Programs, and selected occupations, particularly engineers.

Retention incentives are the most used incentive. However, in some locations they are being phased out or terminated as a result of changes in economic conditions and employees staying on with Energy because of the inability to sell their homes and relocate or retire. The incentives were used to retain critical competencies to avoid significant losses in Energy's knowledge base. The incentives were used primarily for engineers and nuclear materials couriers.

Department of Health and Human Services

Health and Human Services' (HHS') use of recruitment incentives along with other special incentives have been successful in addressing the challenges faced in staffing positions, particularly public health positions. For example, the Food and Drug Administration had a hiring surge in 2008. More than 230 recruitment incentives were authorized for this initiative. The use of recruitment incentives has made HHS more competitive in procuring the highly specialized talent required. HHS has found that relocation incentives are useful for staffing positions in the Washington, DC, area. The retention incentive authority has allowed HHS to retain key personnel.

Department of Homeland Security

Overall, Homeland Security continues to find the recruitment, relocation, and retention incentives valuable management tools in attracting and retaining high quality employees in difficult-to-fill positions.

Department of Housing and Urban Development

Housing and Urban Development (HUD) used all three flexibilities in calendar year 2008. The relocation incentive flexibility was especially helpful this year and resulted in filling positions with highly-qualified candidates, saved a tremendous amount of money, and allowed program offices to break up the payments to fit their budgets.

Department of the Interior

The Bureau of Reclamation at Interior used recruitment and relocation incentives for various occupations and continues to offer a group retention incentive to its Hoover Dam police officer positions from grades GS-5 through GS-12. Hoover Dam has been designated as a National Critical Infrastructure, and it is imperative for the security of the dam to keep these positions adequately staffed. In addition, maintaining a viable and effective security program with duly authorized law enforcement officers is an expensive undertaking because of the costs associated with recruitment and training. The group retention incentive has proved to be a valuable tool in helping to retain police officers.

Minerals Management Service (MMS) used retention incentives to compete with huge oil companies. These companies are always trying to entice experienced geologists, petroleum engineers, physical scientists, geophysicists, structural engineers, and other

professionals to work for them. These companies can pay twice to three times the salary of the Federal Government, which also includes a substantial recruitment bonus. MMS has paid out several retention incentives to these professionals in hopes of keeping them.

Fish and Wildlife Service (FWS) granted two recruitment incentives, both for candidates in positions to which it was extremely difficult to attract employees. In one instance the position was in a remote geographic area. FWS granted 13 relocation incentives, 4 of which were granted to SES members who had to relocate under difficult situations. The other incentives were used to entice employees to relocate to undesirable geographic locations or when employees were unwilling to incur financial burdens associated with relocation. It has been difficult to encourage employees to relocate, given the housing market crisis, without offering an incentive to do so. FWS granted a retention incentive to a uniquely qualified employee in a critical position within the service.

United States Geologic Service (USGS) used recruitment incentives to be more successful when competing with other Government agencies/bureaus, as well as the private sector, for new Federal employees. This incentive is critical in filling positions in remote or less desirable locations or with a high cost of living. In addition, the recruitment incentives allow USGS to recruit a unique pool of students who receive specialized training as hydrologic technicians.

The Bureau of Land Management (BLM) has used incentives to help with the recruitment of hard-to-fill positions such as petroleum engineers and technicians. BLM has also used incentives to help with the recruitment of employees in professional positions. Without the use of incentives, some units would be hard-pressed to find qualified candidates and to keep their current employees in these types of positions. A lot of BLM duty stations are located in small towns and communities primarily in the west and mid-west. Often it is very difficult or even impossible to recruit in some of these locations without the added incentives. Additionally, many BLM locations are in the “energy states” (Alaska, Arizona, California, Colorado, Louisiana, Montana, New Mexico, Texas, Utah, and Wyoming), and BLM is competing with private industries who are recruiting for some of the same positions. In many cases, companies are able to offer salaries and incentives that BLM cannot match.

The Bureau of Indian Affairs offered a recruitment incentive on the fourth advertisement for a position located in a high-cost area. The fifth advertisement finally attracted a qualified candidate. The Bureau also used a relocation incentive to fill a unique position shared among three regions – Eastern Region, Eastern Oklahoma Region and Southern Plains Region – located in Nashville, TN, which is a high-cost area that does not have its own locality rate.

Office of Surface Mining used a relocation incentive to attract a highly-qualified current Federal employee in Albuquerque, NM, to accept a transfer to a position in Knoxville, TN.

National Park Service (NPS) used a retention incentive for a park programs division chief. The employee was offered a retention incentive, as efforts to hire a replacement for him could not have been accomplished in the timeframe available to provide a

qualified trained staff member to represent the National Mall and Memorial Parks in Inaugural planning.

NPS also used a retention incentive for a chief of construction management. The employee was going to retire from the Federal Government and was offered a retention incentive in order to continue several construction projects that were critical to the success and efficiency of the park. The employee managed the construction program that includes \$14 million in on-going construction and over \$43 million in construction projected for the year. Any disruption of the ongoing construction would have resulted in contract disputes or construction inefficiencies.

NPS also used a retention incentive for a program analyst contemplating retirement. The employee independently managed the region's maintenance project funds in addition to having full program responsibility for the repair/rehabilitation account. The employee does all programming for the Federal Lands Highway appropriations, as well as fee accounts, along with line item construction. Approval of a retention incentive allowed the region ample time to recruit for candidates of high quality to fill the position.

Department of Justice

The use of the recruitment, relocation, and retention incentives has served as an effective hiring tool for components within Justice as they continue to compete with private sector hiring. Of particular concern is Justice's struggle to maintain adequate staffing levels in institutions belonging to the U.S. Federal Bureau of Prisons as the prisons' inmate population increases. The remote sites of the prisons also present recruitment and retention problems. In calendar year 2008, Justice received approval from OPM to authorize use of a group retention incentive in excess of the cap of 10 percent. Attaining this approval has been very helpful in retaining experienced personnel in remote locations in California.

Other components also found these staffing incentives to be effective. For example, in recent years, Federal activity overseas has increased significantly, necessitating the relocation of employees to certain foreign and non-foreign areas. The practical worth of the relocation incentive authority is highlighted when it entices experienced personnel to accept reassignments overseas for the components where otherwise it would be necessary to recruit and train new employees for these positions. Recruiting and training new employees instead of paying relocation incentives requires additional time and resources and is more costly. One component remarked that use of the relocation incentive authority dramatically improved its ability to get the right person in the right job at the right time.

Department of Labor

Recruitment incentives were extremely useful in filling a variety of positions where Labor encountered difficulty in recruiting highly-qualified candidates due to higher pay rates outside of Government. Engineering and industrial hygienist positions have been very difficult to fill despite an aggressive recruiting strategy. Competition from private industry has been the major obstacle in attracting candidates. Recruitment incentives were useful in filling three vacancies.

The use of recruitment incentives also allowed Labor to remain competitive when hiring in the field of labor statistics. Labor used recruitment incentives in hiring two research economists and a mathematical statistician. Labor also paid recruitment incentives to attract 16 good candidates into the MBA Fellows program who could have found higher-paying work in the private sector.

Labor used a relocation incentive to persuade a current employee to relocate to a supervisory mine safety and health specialist vacancy in an area with increased complexity, stress, safety concerns, and workload. Filling this position historically has been difficult.

A retention incentive helped retain an extremely effective and qualified certified project manager and was used to postpone the retirement of an MBA Fellows Program Director until the end of the current 2-year training cycle. A retention incentive also was useful in postponing the retirement of a regional director in the New Orleans area until a replacement could be trained. This manager had extensive experience and knowledge of the particular employment issues facing the workforce in the New Orleans area after Hurricane Katrina.

Department of State

State has two major retention programs and has established a few individual retention incentives. The Information Technology Skills Incentive Program pays IT professionals a retention incentive of 10 or 15 percent, depending on the special skills attained. The program contributes significantly to State's recruitment and retention goals and motivates IT professionals to obtain, and remain current in, advanced industry-wide IT skills, certifications and credentials. The competition for skilled IT professionals has not changed since the program's inception in 1999. Employment trends, despite the current economic downturn, are expected to continue to present stiff competition in the IT labor market for State's increasing demand for specialized IT skills. The Skills Incentive Program has enabled State to retain experienced IT employees in both civil service and Foreign Service workforces.

The New Orleans Group Retention Incentive Plan applies to civil service and Foreign Service staff in the New Orleans metropolitan area. Eligible employees receive a 10 percent incentive payment paid on a biweekly basis. The New Orleans Passport Agency is a critical part of State's passport production infrastructure, processing 17 percent of the nation's passport applications. The city of New Orleans has made some progress towards recovery from Hurricane Katrina, but many factors continue to present significant challenges for the region to retain quality employees.

This year, State found it necessary to act to ensure the retention of some very essential linguists who possess a unique combination of language skills with scientific, legal, or diplomatic knowledge. Each was authorized a 10 percent retention incentive to be paid biweekly for 12 months. It is anticipated that similar or higher incentives may be approved in the near future, but very selectively.

Department of Transportation

Transportation is pleased to report that the use of recruitment, relocation, and retention incentives has continued to assist in recruiting and retaining highly qualified candidates and employees with specialized skills and qualifications.

The Federal Highway Administration (FHWA) continues to use recruitment incentives as part of its strategy to recruit highly qualified college graduates into its critical entry-level intake program, which feeds the pipeline in key agency occupations. FHWA established this strategy a number of years ago to address severe difficulties and high declination rates in recruiting entry-level professionals, due to higher starting salaries in the private and State government sectors.

Transportation used the retention incentive authority to retain employees who were ready to retire and who possessed critical skills necessary to the operation of the agency. The retention incentives were granted to these employees to allow them to complete an important project and to train a replacement for succession.

Pipeline and Hazardous Materials Safety Administration and Federal Railroad Administration used relocation incentives to attract applicants with highly desirable qualifications, skills, and certifications to positions that would require the individuals to relocate to an area with a higher cost of living. The use of relocation incentive was necessary for the individuals to accept the positions offered.

Department of the Treasury

Overall, Treasury is pleased with the flexibility the recruitment, relocation, and retention incentive authorities provide in attracting and retaining highly-skilled employees. While Treasury's use of the incentives is not extensive, the authorities are used to recruit and retain employees with critical skills, knowledge, and competencies. The incentives facilitate Treasury's ability to compete in the labor market, retain highly qualified and skilled employees, promote succession planning, and support efforts to fill critical, hard-to-fill positions.

The recruitment incentive authority was used for mission-critical occupations in hard-to-fill locations where offering the incentives enhanced Treasury's ability to attract college graduates and enabled it to somewhat offset the higher starting salaries offered by private sector organizations.

Relocation incentives were especially effective for filling both managerial and analyst positions in the criminal investigation division in hard-to-fill locations. Due to law enforcement availability pay, criminal investigators hit the biweekly premium pay limitation approximately midway through the GS-14 rate range. Thus, without the relocation incentive, there is little motivation to apply for managerial positions in these hard-to-fill locations.

Retention incentives have been a valuable tool in retaining employees and managers who are critical for completion of targeted mission objectives and for knowledge transfer. Treasury made use of the retention incentive authority as a tool to improve the retention of uniquely qualified employees. The employees in these key administration, program

management, financial administration, and IT positions provided a significant contribution to the overall operation of their organizations. This was particularly true for a group of employees who were retained to assist with the transitioning of business to other service providers in preparation for the closure of various field offices. The ability to use this authority improved Treasury's efforts to retain these essential employees who have specific skill sets in high demand and relatively short supply.

Department of Veterans Affairs

Recruitment, relocation, and retention incentives continue to be an effective tool in recruiting and retaining employees in critical and difficult-to-fill Veterans Affairs positions. Throughout the Veterans Affairs healthcare system for example, these incentives are useful in staffing positions in medical specialty occupations in order to be competitive with the higher salaries and incentives offered by the private sector. In remote and rural areas, high cost-of-living areas, and locations with a high concentration of private sector medical facilities, incentives are often the enticement needed to produce and maintain adequate staffing levels. Some of the more critical, difficult-to-fill title 5 positions include pharmacists, diagnostic radiologic technologists, licensed practical nurses, and others in healthcare occupations. With the current economic and housing market conditions, relocation incentives are used more frequently for employees required to relocate. Veterans Affairs data do not reflect payments made to physicians, dentists, optometrists, chiropractors, registered nurses, physician assistants, and expanded-function dental auxiliaries appointed under 38 U.S.C. 7401(1). Incentives to these title 38 appointees are authorized by 38 U.S.C. 7410.

Independent Agencies

Independent agencies cited several different reasons for their use of recruitment, relocation, and retention incentives. The agencies used the incentives strategically to solve specific staffing challenges or retain employees who were vital to accomplishing an agency mission. Few of the agencies used all three of the incentives. Some independent agencies used incentives to target specific occupations presenting particular hiring or retention challenges or to resolve specific hiring and retention problems in certain regional areas. Other agencies used recruitment, relocation, and retention incentives to recruit and retain employees in high cost-of-living, remote, or undesirable locations, or to address skills imbalances in regional centers or offices. Examples of each of these uses of recruitment, relocation, and retention incentives by independent agencies follow.

African Development Foundation

The African Development Foundation is not authorizing new recruitment, relocation, and retention incentives at this time. The reported recruitment and retention incentives are residual payments originally approved in 2007.

Agency for International Development

The Agency for International Development (USAID) granted a recruitment incentive and a retention incentive for two contracting employees to meet a mission-critical need, and authorized retention incentives for employees in IT-related positions who were participants in the joint State/USAID IT Skills Incentives Program. During 2008, USAID

had seven IT employees who received such incentives. See the summary of the Department of State's comments for additional information on this program.

Broadcasting Board of Governors

Recruitment incentive authorities have been an effective tool when the Broadcasting Board of Governors experiences difficulty recruiting the best talent in today's competitive market.

Chemical Safety and Hazard Investigation Board

In calendar year 2008, the Chemical Safety and Hazard Investigation Board paid recruitment incentives to three new employees who joined the agency in senior-level positions. The recruitment incentives enabled the Board to make a more attractive offer to the desired applicants and were successful in having them join the Board's staff. While these recruitment incentives were effective in these senior-level positions and were a relatively low cost to the agency, the Board was unsuccessful using recruitment incentives for other mid-level and senior-level positions.

Committee for Purchase from People Who Are Blind or Severely Disabled

The use of a retention incentive was instrumental in the continuity of operations upon the departure of the Committee's Executive Director and General Counsel, as well as the time after those positions were back-filled. The retention incentive was offered to the Deputy Executive Director, who was a reemployed annuitant with 37 years of Federal service. Without the ability to offer the retention incentive, the Deputy would likely have left the Committee and Federal service. His departure at the same time as the other two key management officials would have significantly and adversely affected the Committee's ability to administer the Javits-Wagner-O'Day Act and to conduct the essential mission functions of the agency in the interim. In addition, the ability to retain the Deputy after the new Executive Director and General Counsel were hired allowed these new employees to get acclimated to their positions and provided them valuable time to learn about the agency and its mission.

Commodity Futures Trading Commission

During calendar year 2008, the Commodity Futures Trading Commission (CFTC) used the retention incentive authority to retain two employees who demonstrated a strong functional knowledge of the Commodity Exchange Act. This knowledge afforded CFTC an opportunity to fulfill its mission of ensuring the economic utility of the futures markets. In retaining these employees, CFTC was able to avoid any interruptions in executing agency functions associated with its mission-critical objectives.

Consumer Product Safety Commission

The recruitment and relocation incentives used by the Consumer Product Safety Commission were instrumental in enticing nine high-quality candidates to accept offers of employment for nine different mission-critical positions. Historically, the Commission has had significant difficulty filling its technical and scientific positions because there are so few candidates with the educational or experience required. The relocation incentives paid to the incumbents were essential for success in convincing the applicants to accept the positions when a move across the country was required. Similarly, the technical positions have been problematic because there are a large number of Federal agencies in

and around the Washington, DC, commuting area competing for a relatively small number of applicants in these specialized fields. The recruitment incentives paid to the incumbents were essential to convince the applicants to accept the positions. The Commission has retained each of these applicants to date.

Defense Nuclear Facilities Safety Board

The Defense Nuclear Facilities Safety Board used the recruitment incentive authority to attract highly qualified senior and mid-level professional engineers from the private sector and to encourage top graduates from the nation's preeminent engineering schools to participate in its Professional Development Program. Individual recruitment incentives paid by the Board were typically 10 percent of the new employee's entry on duty salary. Recruitment incentives were instrumental in helping the Board meet its goal of increasing its technical staff by 10 percent by the end of FY 2008.

The Board used the relocation incentive authority to assist two groups of employees— (1) site representatives who perform daily oversight activities at Department of Energy defense nuclear facilities at various locations throughout the United States; and (2) participants in the Professional Development Program, who must move frequently in order to fulfill program requirements. Relocation incentives paid by the Board were 10 percent of the employee's salary.

In calendar year 2008, the Board used the retention incentive authority to retain GS employees whose services were deemed essential and who would otherwise leave Federal service if the retention incentives were not paid. The essential nature of the positions was determined by the type of work and its significance to the administrative operations of the Board, the unique qualifications of the employees holding the positions, and the impact on the organization if these employees left the agency for positions in the private sector. These incentives were paid in biweekly installments.

Environmental Protection Agency

The Environmental Protection Agency (EPA) used recruitment incentives in association with key occupational series to ensure the success of the agency's mission. For example, 19 recruitment incentives were approved for occupations such as environmental protection specialist, management and program analyst, and environmental and mechanical engineer, as well as general physical scientist, economist, and pharmacologist.

EPA used retention incentives to retain many 14 and 15 grade-level employees with specialized knowledge in technical and high-demand administration areas. Retention incentive requests are granted based on sufficient documentation such as "written offer of employment," name of company, salary offered, and timeline for receiving the offer.

Export-Import Bank

Recruitment incentives were paid to two attorneys and one senior executive at the Export-Import Bank in calendar year 2008. In each case, the ability to offer the incentive enabled the Bank to recruit an excellent candidate for a unique and difficult-to-fill vacancy.

Regarding the attorney hires, although the Bank made use of the superior qualifications and special needs pay-setting authority, the additional flexibility to offer a modest recruitment incentive was a key component in the employment package/job offer. The individuals hired brought excellent skill sets to the job and began contributing to the hiring organization's success immediately.

In the hiring of a senior-level (SL) employee, given the pay limitations of the SL pay system, the ability to offer a structured installment-based recruitment incentive was instrumental in the successful recruitment of a seasoned and well-respected financial executive for the critical position of Senior Vice President and Chief Financial Officer.

Federal Election Commission

The Federal Election Commission paid one relocation incentive to an attorney (investigator) in the Office of the Inspector General. The Commission also used the retention incentive authority to retain the Staff Director (the administrative head of the agency) and the General Counsel. These positions represent two of three statutory positions at the Commission, excluding the Commissioners. The Staff Director's position is set by law at level IV of the Executive Schedule (EX-IV). The General Counsel's position is set by law at the EX-V level.

At the beginning of 2008, the Staff Director oversaw five SL managers who reported directly to her. Three of the five SL employees exceeded the Staff Director's fixed salary as the administrative head of the agency. The Commissioners had concerns that the Staff Director would accept a private-sector position.

The General Counsel oversees five SL attorneys. In 2008, without the retention incentive, the General Counsel's annual pay was less than the rate paid to subordinate supervisory attorneys who were paid at the GS-15, step 10, rate. The Commissioners had serious concerns about losing the General Counsel to the private sector because of the pay issue. The General Counsel indicated that the retention incentive was the primary factor for her decision to stay with the agency.

Federal Energy Regulatory Commission

Recruitment incentives account for approximately 46 percent of the total amount of incentives the Federal Energy Regulatory Commission (FERC) paid during calendar year 2008. Most often, recruitment incentives were used to attract and retain candidates for FERC's mainstream occupations such as accountants, analysts, attorneys, auditors and engineers.

Relocation incentives are rarely used at FERC and account for 2 percent of the total amount of incentives paid to employees. However, this year FERC used the incentive to fill one analyst and two engineering positions.

Retention incentives are the most widely used incentive at FERC, accounting for 52 percent of the total amount of incentives paid. FERC has used this incentive to retain senior attorneys, who are often enticed to leave Federal service for more lucrative private practice offers, and senior electrical engineers with bulk power systems experience where competition for their skills is very strong. Additionally, the retention incentives have

been effective in allowing FERC to maintain its level of expertise in other technical areas as well as senior level management positions when required.

Federal Retirement Thrift Investment Board

The Federal Retirement Thrift Investment Board (FRTIB) used a recruitment incentive to recruit an employee to the SES in the Office of Research and Strategic Planning. This is a small organization but has a very large responsibility to over four million Thrift Savings Plan participants, and it was imperative to recruit a strong and knowledgeable individual as the director. The employee has been a tremendous asset to the FRTIB.

One retention incentive was paid to an employee who was asked to be the Executive Director. The employee could not afford relocating based on the salary offered. The Board was adamant that it did not want to lose the management skills and experience this employee provided to the FRTIB. In just a short period of time, the employee's management and leadership has turned this organization from a mediocre place to work to a place where FRTIB has had only five employees leave in the past 2 years.

Federal Trade Commission

The Federal Trade Commission's (FTC's) Bureau of Economics employs nearly 75 economists who are responsible for providing economic analysis in support of antitrust and consumer protection investigations, cases, and rulemaking; advising the FTC, Congress, and other governmental agencies on the impact on consumers of regulations in various industries; and conducting research and developing reports on the functioning of various industries and competitive processes. The FTC uses recruitment incentives, as well as the superior qualifications and special needs pay-setting authority, to recruit highly-qualified Ph.D. economists.

The FTC also uses recruitment incentives to fill critical positions with highly qualified attorneys experienced in agency-specific legal work. This is particularly true in the Washington, DC, area where the agency is competing with private organizations that compensate attorneys with salaries that far exceed the Federal Government's locality rate. The agency uses retention incentives in situations where highly qualified attorneys are employed in very high cost-of-living areas such as San Francisco, and would likely leave without retention incentives.

In addition, the FTC uses recruitment incentives to fill critical positions with highly qualified individuals in specialized areas, such as Internet and computer forensics and investigations and the management of paper and e-records, e-discovery rules, and disposition of paper and e-records. The FTC also pays retention incentives to retain experienced leaders in regional offices.

General Services Administration

The General Services Administration (GSA) paid a total of 39 employees a recruitment, relocation, or retention incentive during calendar year 2008. The number of employees receiving these incentives represents 0.32 percent of the GSA employee population. As in past years, GSA offered incentives more frequently in high cost-of-living areas, which included Washington, DC, Chicago, San Francisco, New York, and Honolulu. Almost 80 percent of the incentives paid during calendar year 2008 were given to employees in

these metropolitan areas. The competition for highly qualified employees in these areas is particularly intense, and Federal agencies are at an even greater disadvantage considering that salaries paid by private industry can be significantly higher than those earned in comparable positions in the Federal service.

The 3Rs have proven especially instrumental in enabling GSA to hire and retain employees in the agency's mission-critical occupations (MCOs), such as acquisition/contracting, realty, finance, and IT. Fifty-three percent of the incentives used during this reporting period were given to employees in the MCOs, with 20 percent of the incentives paid to retain employees in the IT management series, GS-2210, in the Washington, DC, area, where such skills and experience are in high demand and Federal salaries much lower than those found in the private sector. Similarly, use of pay incentives has enabled GSA to attract candidates in professional occupations (e.g., engineers and attorneys) whose entry-level salaries in private industry would far exceed what the Federal Government can offer. Incentives have also proven effective in hiring and retaining employees for locations in the western and southern United States where it remains difficult to identify candidates with the necessary skills and experience to carry out and support GSA's program responsibilities, especially in the realty occupation and related fields.

Holocaust Memorial Museum

The U.S. Holocaust Memorial Museum paid a retention incentive to retain the services of its Chief of Staff, who is second in command at the Museum and responsible for overseeing all programmatic and administrative aspects of the Museum. The employee is the first and, to date, only person to hold the position since the Museum opened in 1993. He has been eligible to retire since 2007 and, if he were to do so, it would be an enormous loss for the Museum. Without the incentive, the Museum faced the possibility of losing his valuable services to the private industry where he would most certainly be offered a higher compensation package than the Museum is able to offer without the incentive.

International Boundary and Water Commission

The International Boundary and Water Commission reports paying one recruitment incentive and one retention incentive for calendar year 2008. The Commission established a recruitment, relocation, and retention incentives policy in 2007. The incentives are an important tool used as part of the Commission's recruitment initiatives for 2009.

Library of Congress

The Library's use of recruitment incentives has been instrumental towards achieving the agency's goal to recruit and hire a diverse, highly qualified workforce. The Library's authority to use recruitment incentives as a tool not only enhanced its ability to address hard-to-fill positions, but also provided increased flexibility, enabling us to more effectively negotiate with highly qualified applicants who may have otherwise looked to other Federal agencies or the private sector for career opportunities.

Retention incentives have been used by the Library of Congress frequently over the past several years and have proved to be a successful workforce strategy. The authority to use

retention incentives provides the Library with a mechanism to address difficulties in recruiting, compensation packages offered by competing private sector employers, and skill gaps and shortages in key Library positions.

Merit Systems Protection Board

The use of the relocation incentive program improved the Board's recruitment efforts. In addition, the Board was able to fill its positions in a timelier manner with excellent candidates. Also, the movement of these employees was germane to the efficiency of operations at the Merit Systems Protection Board.

Millennium Challenge Corporation

The Millennium Challenge Corporation (MCC) used recruitment incentives in 2008 to obtain the services of talented candidates. Many of MCC's direct hires are from the private sector, and the occasional use of recruitment incentives helps the agency secure the best available candidates. MCC has found recruitment incentives useful in meeting essential staffing needs in order to accomplish its mission.

National Aeronautics and Space Administration

Most NASA Centers found the need to use recruitment incentives at least once during calendar year 2008 to attract the candidate of choice. In many instances the amount of the incentive was not particularly large, but it provided what was necessary to "close the deal" with the candidate.

Relocation incentives will continue to be important to NASA to leverage its workforce effectively. In particular, they have been effective in efforts to address skill imbalances and strengthen core competencies at Centers. They have also been very useful in encouraging NASA employees to accept positions at Stennis Space Center (SSC) and the NASA Shared Services Center located at SSC. Since the surrounding area was devastated by Hurricane Katrina, there is limited housing availability. Attracting individuals to this area will continue to be a challenge.

Although NASA has made limited use of retention incentives in the past 3 years, the use has increased, particularly for experienced engineers. This reflects NASA's need to retain the skills necessary to support safe Space Shuttle flight until the program's retirement in 2010.

During calendar year 2008, NASA also used a similar, but not identical, authority under the NASA Flexibility Act of 2004. Therefore, the information reported to OPM does not reflect every instance in which NASA used a recruitment, relocation, or retention payment to address a specific workforce need.

National Archives and Records Administration

During calendar year 2008, the National Archives and Records Administration (NARA) used recruitment incentives to attract and hire two highly qualified preservation professionals in hard-to-fill positions. NARA used retention incentives to retain employees in the critical shortage occupation of acquisitions, to retain key staff with critical skills needed to address the challenges of electronic records, particularly in the computer engineering and IT fields, to retain continuity of operations in major program

areas, and to retain employees who possess unique skills essential to the operation of the agency who were considering higher-paying positions in the private sector. NARA did not authorize relocation incentives during this period.

National Capital Planning Commission

During calendar year 2008, the National Capital Planning Commission (NCPC) used the retention incentive authority to continue to retain two GS-15 employees who serve in critical positions. The first was paid to a supervisory community planner who was offered a position with a local park authority. The employee is the only licensed engineer on staff, and his experience and abilities in his field would be nearly impossible to replace. The other incentive was paid to a supervisory public affairs specialist who was offered a position with an outside communications firm. She is vital to the ongoing success of NCPC's international collaborations. Her expert knowledge of local and Federal interests and her excellent relations with members of Washington's media corps make her services invaluable to furthering the goals and mission of NCPC.

National Science Foundation

The recruitment incentives offered by the National Science Foundation during calendar year 2008 were essential in obtaining the services of individuals with the background and expertise necessary to perform important mission-related work. Because of the ability to offer incentives, the Foundation was able to overcome the individual's reluctance to accept the position based on the salary being offered.

National Transportation Safety Board

Recruitment incentives allowed the National Transportation Safety Board (NTSB) to be competitive with private industry salaries in attracting highly skilled candidates. NTSB had been recruiting to fill a position with engineering and naval architect skills since 2002. Highly qualified candidates were found; however, they would not relocate to the Washington, DC, area. During calendar year 2008, a recruitment incentive was used to attract a highly qualified engineer with a naval architecture degree and experience as a marine engineer. With a private industry firm, this candidate earned a high salary and was eligible for bonuses and a 10 percent contribution to a 401K retirement plan.

NTSB used retention incentives to retain employees with unique, specialized skills that are critical to its mission, who would otherwise have retired from Federal service or left the Federal service for private industry positions with higher salaries and bonuses. The loss of seasoned engineering and investigative skills and experience would place the NTSB at a disadvantage in addressing transportation safety.

Overseas Private Investment Corporation

For calendar year 2008, the Overseas Private Investment Corporation paid three recruitment incentives and three retention incentives. These incentives were deemed useful tools for obtaining and retaining highly qualified employees.

Pension Benefit Guaranty Corporation

In calendar year 2008, the Pension Benefit Guaranty Corporation (PBGC) paid recruitment incentives to a GS-12 IT specialist, a GS-09 financial analyst, a SL-00 chief investment officer and a GS-14 assistant director of human resources. PBGC also offered

a retention incentive to a GS-15 supervisory public affairs specialist, a GS-13 human resources specialist, and a GS-15 supervisory general attorney. These authorities improved PBGC's recruitment and retention efforts for highly talented individuals from the private sector for vital executive leadership positions and hard-to-fill job categories.

Railroad Retirement Board

The Railroad Retirement Board (RRB) approved a retention incentive to one employee. This employee is a GS-14 Medicare contractor operations specialist. If the RRB did not offer this employee a retention incentive, he would be likely to leave and the employee's departure would negatively affect RRB's ability to analyze budget requests submitted by its Medicare carrier to monitor ongoing budgetary activities. If RRB were to lose this employee's service it would cause a disruption of service to the public.

Small Business Administration

The Small Business Administration used recruitment and relocation incentives during calendar year 2008. The relocation incentives facilitated permanent-change-of-station costs for the employees, and the recruitment incentive made the job offer more attractive for an employee.

Smithsonian Institution

The Smithsonian Institution paid recruitment incentives to employees in various positions in calendar year 2008. The deputy director of the Office of Protection Services and the Associate Director for Curatorial Affairs at the National Museum of African American History and Culture received recruitment incentives. The Smithsonian Institution also paid recruitment incentives to the following positions: anthropologist; biological science technician (zoology); zoologist; fire protection engineer; general attorney (employment law); audio-visual support specialist; editor; contract specialist; librarian (metadata); education specialist; and IT specialist.

The Smithsonian Institution paid retention incentives to an astronomer, a physicist, a senior executive at the National Museum of African American History and Culture, and a key manager at the Office of Facilities, Engineering, and Operations.

Social Security Administration

The Social Security Administration (SSA) did not make extensive use of recruitment, relocation, and retention incentives in calendar year 2008. SSA continues to meet most of its hiring needs through an aggressive national recruitment program. However, SSA has found the incentives to be very effective in recruiting or retaining highly or uniquely qualified individuals.

Tax Court

It is imperative that the U.S. Tax Court attract and recruit law clerk/attorney-adviser candidates who are the most highly qualified law school and graduate law school graduates. Due to the competitiveness of the market from which potential candidates for the position of law clerk/attorney-adviser are recruited, the judges and special trial judges of the Court continue to encounter difficulties in filling that position with the most highly qualified candidates. The Court has adopted a policy to use the recruitment incentive only for law clerk/attorney-adviser positions at the GS-11 and 12 levels. In order to be

considered for the recruitment incentive, specific criteria is considered to include class standing, grade point average, specialized credentials, special academic background, and/or unique experience. As a result of the authority, the Court has significantly improved its ability to attract, recruit, and appoint quality candidates to work as law clerks/attorney-advisers.

U.S. Office of Personnel Management

The use of the recruitment and relocation incentives enhanced OPM's ability to hire quality candidates in key occupations. The use of a relocation incentive allowed the agency to relocate a critical employee needed to address crucial legal issues, as well as provide procedural and policy continuity on recently implemented initiatives of legal significance.

Barriers to using recruitment, relocation, and retention incentives

OPM asked agencies to provide information on any barriers they were facing in using the recruitment, relocation, and retention incentive authorities as human resources flexibilities. Based on the responses we received, agencies are not experiencing significant barriers in using these flexibilities. Altogether, 96 agencies responded to OPM. Of these, 49 submitted negative reports saying they had not used any of the incentives during the reporting period, and 47 submitted positive reports detailing their use of the incentives during the reporting period.

Of the 49 negative reports, 5 agencies commented on barriers to using incentives. The Equal Employment Opportunity Commission, the Institute of Museum and Library Services, and the Office of Government Ethics indicated budgetary constraints were a reason for not paying incentives. Currently working to develop the agency's 3Rs policy and a very low turnover rate were other reasons provided by the Institute of Museum and Library Service and the Office of Government Ethics, respectively. The Advisory Council on Historic Preservation and the Woodrow Wilson International Center for Scholars each mentioned that there were no barriers to using incentives.

Of the 47 agencies that submitted positive reports, Commerce, the Broadcasting Board of Governors, the Smithsonian Institution, and the Federal Retirement Thrift Investment Board reported they did not experience any barriers to the use of recruitment, relocation, and retention incentives as human resources flexibilities.

Five agencies, which included three departments (Agriculture, Defense, and Labor) and two independent agencies (Library of Congress and the National Transportation Safety Board), reported budgetary constraints were a barrier. Agriculture also cited candidate unwillingness to accept positions in high-cost areas regardless of an incentive offer as a barrier to using incentives.

Energy reported that recruitment incentives cannot be used just to match salaries for the top candidates that are selected when there are a significant number of well-qualified candidates referred (i.e., when a position is not difficult to fill). Energy also points out that organizations need to do a better job identifying and maintaining up-to-date lists of positions for which there are staffing problems, which would then help to support their use of recruitment, relocation, and retention incentives.

Housing and Urban Development reported that, while managers are excited about these flexibilities, they have expressed a desire to pay recruitment incentives to employees of other Federal agencies and retention incentives to employees leaving the agency for other Federal agencies. Similarly, Agriculture cited the inability to offer retention incentives to talented employees who transfer to other Federal agencies as a barrier to using incentives, and Veterans Affairs expressed an interest in being able to offer retention incentives for employees who are likely to leave for another Federal agency. For Veterans Affairs, this interest is particularly keen when employees are attracted to Federal agencies that have pay systems and pay ranges that exceed the current GS system.

Veterans Affairs also reported that recipients facing financial hardship prior to relocating routinely express an interest in being able to receive the incentive prior to relocating. While the regulations prohibiting payment prior to establishing a residence in the new geographic location is not a significant barrier, Veterans Affairs stated that any revisions to make an exception when needed may provide greater flexibility.

V. Conclusion

As evidenced by the information in this report, recruitment, relocation, and retention incentives are important human resources tools that help agencies attract and retain employees for a model civilian workforce. Agencies consistently reported using the incentives to accomplish strategic human resources goals.

Further, in calendar year 2008, agencies typically paid recruitment, relocation, and retention incentives to employees in occupations critical to agency missions, such as health care, engineering, security, and information technology. Agencies also used the incentives to fill positions at the grade or work levels one might expect: more than 55 percent of recruitment incentives paid to GS employees were used to recruit new employees into entry- and developmental-level positions (e.g., at GS-05, GS-07, and GS-09) and more than 77 percent of relocation incentives used for GS employees were paid to employees in intermediate- and upper-level positions (e.g., at GS-11, GS-12, GS-13, and GS-14). The use of retention incentives was spread over a wide range of grade or work levels, an indication that agencies are focused on making sure critical employees are retained at all work levels.

While the 3Rs are important pay flexibilities, we must ensure the money spent on these incentives is being used effectively and only when necessary to support agency mission and program needs. The two memoranda issued by OPM to agencies are important first steps in guaranteeing every incentive payment is used appropriately and within the scope of the law and OPM's regulations, as well as in ensuring the benefits of the incentives are worth their cost to the Government.

OPM will continue to provide leadership and guidance to assist agencies in strategically using the 3Rs authorities to attract and retain well-qualified, high-performing Federal employees.

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

Advisory Council for Historic Preservation	Government Printing Office
African Development Foundation	Harry S. Truman Scholarship Foundation
Agency for International Development	Holocaust Memorial Museum
American Battle Monuments Commission	Institute of Museum and Library Service
Arctic Research Commission	Inter-American Foundation
Armed Forces Retirement Home	International Boundary and Water Commission
Barry M. Goldwater Scholarship and Excellence in Education Foundation	International Trade Commission
Broadcasting Board of Governors	James Madison Memorial Fellowship Foundation
Chemical Safety and Hazard Investigation Board	Japan-US Friendship Commission
Christopher Columbus Fellowship Foundation	Library of Congress
Commission on Civil Rights	Marine Mammal Commission
Commission of Fine Arts	Merit Systems Protection Board
Committee for Purchase from People Who Are Blind or Severely Disabled	Millennium Challenge Corporation
Commodity Futures Trading Commission	Morris K. Udall Foundation
Consumer Product Safety Commission	National Aeronautics and Space Administration
Corporation for National and Community Service	National Archives and Records Administration
Court Services and Offender Supervision Agency	National Capital Planning Commission
Defense Nuclear Facilities Safety Board	National Credit Union Administration
Election Assistance Commission	National Endowment for the Arts
Environmental Protection Agency	National Endowment for the Humanities
Equal Employment Opportunity Commission	National Gallery of Art
Executive Office of the President	National Labor Relations Board
Export-Import Bank	National Mediation Board
Farm Credit Administration	National Science Foundation
Farm Credit System Insurance Corporation	Nuclear Regulatory Commission
Federal Communications Commission	Occupational Safety and Health Review Commission
Federal Deposit Insurance Corporation	Office of Government Ethics
Federal Election Commission	Office of Navajo and Hopi Indian Relocation
Federal Energy Regulatory Commission	Office of Special Counsel
Federal Housing Finance Board	Overseas Private Investment Corporation
Federal Labor Relations Authority	Peace Corps
Federal Maritime Commission	Pension Benefit Guaranty Corporation
Federal Mediation and Conciliation Service	Postal Regulatory Commission
Federal Mine Safety and Health Review Commission	Presidio Trust
Federal Retirement Thrift Investment Board	Railroad Retirement Board
Federal Trade Commission	Securities and Exchange Commission
General Services Administration	Selective Service System
	Small Business Administration
	Smithsonian Institution

Social Security Administration
Tax Court
Trade and Development Agency

U.S. Office of Personnel Management
Woodrow Wilson International Center for
Scholar

AGENCY REPORTS FOR CALENDAR YEAR 2008
Recruitment Incentives
Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AGRICULTURE	ES	0110	ECONOMIST	00	1	\$20,000
	ES	1530	STATISTICS	00	1	\$1,500
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$43,050
	GS	0101	SOCIAL SCIENCE	09	1	\$8,000
	GS	0101	SOCIAL SCIENCE	12	2	\$11,936
	GS	0110	ECONOMIST	11	1	\$2,000
	GS	0110	ECONOMIST	13	1	\$16,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$7,000
	GS	0318	SECRETARY	07	1	\$5,250
	GS	0340	PROGRAM MANAGEMENT	15	1	\$37,250
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$2,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$6,571
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	7	\$13,750
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$2,500
	GS	0403	MICROBIOLOGY	14	2	\$51,244
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	05	1	\$1,000
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	07	1	\$1,000
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	08	1	\$3,000
	GS	0408	ECOLOGY	12	2	\$30,000
	GS	0440	GENETICS	12	1	\$5,000
	GS	0440	GENETICS	13	1	\$20,000
	GS	0454	RANGELAND MANAGEMENT	15	1	\$10,000
	GS	0470	SOIL SCIENCE	15	1	\$5,000
	GS	0471	AGRONOMY	11	2	\$5,500
	GS	0560	BUDGET ANALYSIS	07	2	\$10,000
	GS	0701	VETERINARY MEDICAL SCIENCE	11	11	\$167,575
	GS	0701	VETERINARY MEDICAL SCIENCE	12	33	\$576,430
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$20,000
	GS	0801	GENERAL ENGINEERING	12	1	\$16,000
	GS	0802	ENGINEERING TECHNICAL	10	1	\$10,000
	GS	0810	CIVIL ENGINEERING	11	2	\$20,542
	GS	0810	CIVIL ENGINEERING	12	1	\$19,865
	GS	0890	AGRICULTURAL ENGINEERING	09	1	\$10,000
	GS	0890	AGRICULTURAL ENGINEERING	11	1	\$5,000
	GS	0890	AGRICULTURAL ENGINEERING	12	1	\$5,000
	GS	1102	CONTRACTING	13	1	\$10,000
	GS	1102	CONTRACTING	14	1	\$20,587
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	11	2	\$29,102
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	12	1	\$19,000
	GS	1146	AGRICULTURAL MARKETING	07	1	\$5,112
	GS	1320	CHEMISTRY	11	1	\$5,000
	GS	1382	FOOD TECHNOLOGY	12	1	\$2,000
	GS	1501	GENERAL MATHEMATICS AND STATISTICS	14	1	\$12,090
	GS	1529	MATHEMATICAL STATISTICS	07	5	\$9,000
	GS	1529	MATHEMATICAL STATISTICS	09	3	\$6,000
	GS	1530	STATISTICS	07	5	\$7,500
	GS	1530	STATISTICS	09	11	\$21,302
GS	1599	MATHEMATICS AND STATISTICS STUDENT TRAINEE	04	1	\$1,500	
GS	1863	FOOD INSPECTION	05	156	\$1,043,490	
GS	1863	FOOD INSPECTION	07	14	\$123,848	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$10,980	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$20,000	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$7,506	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$15,000	
COMMERCE	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$6,588
COMMERCE	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	2	\$16,038

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
COMMERCE (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$12,000
	GS	0482	FISH BIOLOGY	09	1	\$3,500
	GS	0482	FISH BIOLOGY	13	1	\$5,000
	GS	0905	GENERAL ATTORNEY	11	1	\$3,000
	GS	0950	PARALEGAL SPECIALIST	11	1	\$1,500
	GS	1224	PATENT EXAMINING	05	184	\$1,157,598
	GS	1224	PATENT EXAMINING	07	644	\$3,839,056
	GS	1224	PATENT EXAMINING	09	433	\$2,936,890
	GS	1529	MATHEMATICAL STATISTICS	07	12	\$52,315
	GS	1529	MATHEMATICAL STATISTICS	09	20	\$136,607
	GS	1529	MATHEMATICAL STATISTICS	11	3	\$37,844
	GS	1529	MATHEMATICAL STATISTICS	12	1	\$15,362
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$5,516
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	19	\$128,467
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$81,096
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$5,000
	WM	9901	MISCELLANEOUS VESSEL JOBS	34	1	\$5,298
	WM	9901	MISCELLANEOUS VESSEL JOBS	44	1	\$3,680
	WM	9901	MISCELLANEOUS VESSEL JOBS	45	2	\$6,786
	WM	9924	ABLE SEAMAN	00	1	\$3,218
	WM	9924	ABLE SEAMAN	01	17	\$55,285
	WM	9925	ABLE SEAMAN MAINTENANCE	01	2	\$6,769
	WM	9927	SEAMAN FISHERMAN	06	1	\$3,842
	WM	9927	SEAMAN FISHERMAN	08	3	\$9,640
	WM	9932	FIRST ASSISTANT ENGINEER	06	1	\$6,313
	WM	9932	FIRST ASSISTANT ENGINEER	07	5	\$28,790
	WM	9933	SECOND ASSISTANT ENGINEER	01	1	\$5,893
	WM	9933	SECOND ASSISTANT ENGINEER	02	1	\$7,270
	WM	9933	SECOND ASSISTANT ENGINEER	06	1	\$5,558
	WM	9933	SECOND ASSISTANT ENGINEER	07	2	\$13,291
	WM	9933	SECOND ASSISTANT ENGINEER	11	1	\$4,841
	WM	9934	THIRD ASSISTANT ENGINEER	01	1	\$5,251
	WM	9934	THIRD ASSISTANT ENGINEER	02	4	\$19,826
	WM	9934	THIRD ASSISTANT ENGINEER	08	2	\$12,836
	WM	9954	UNLICENSED JUNIOR ENGINEER	00	4	\$16,413
	WM	9957	ENGINE UTILITYMAN	00	1	\$3,856
	ZP	0110	ECONOMIST	III	3	\$15,500
	ZP	0110	ECONOMIST	IV	2	\$20,000
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	II	3	\$17,000
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	III	2	\$10,000
	ZP	0408	ECOLOGY	III	2	\$10,000
	ZP	0440	GENETICS	IV	1	\$3,000
	ZP	0482	FISH BIOLOGY	III	2	\$23,744
	ZP	0810	CIVIL ENGINEERING	III	1	\$5,000
	ZP	1310	PHYSICS	III	1	\$10,000
	ZP	1310	PHYSICS	V	1	\$56,000
	ZP	1530	STATISTICS	II	1	\$5,000
ZP	1530	STATISTICS	IV	1	\$15,000	
ZP	1550	COMPUTER SCIENCE	IV	1	\$10,000	
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	II	1	\$5,000	
ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	IV	1	\$5,000	
DEFENSE	AD	0101	SOCIAL SCIENCE	05	3	\$22,000
	AD	0101	SOCIAL SCIENCE	20	1	\$10,000
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$16,500
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$2,000
	AD	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	5	\$21,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	AD	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$10,000
	AD	0511	AUDITING	00	3	\$10,500
	AD	0610	NURSE	00	2	\$62,825
	AD	0801	GENERAL ENGINEERING	00	2	\$10,000
	AD	1320	CHEMISTRY	00	2	\$33,000
	AD	1701	GENERAL EDUCATION AND TRAINING	00	9	\$80,674
	AD	1701	GENERAL EDUCATION AND TRAINING	03	4	\$39,200
	AD	1701	GENERAL EDUCATION AND TRAINING	05	5	\$56,062
	AD	1701	GENERAL EDUCATION AND TRAINING	07	2	\$25,000
	AD	1701	GENERAL EDUCATION AND TRAINING	09	1	\$39,625
	AD	1701	GENERAL EDUCATION AND TRAINING	22	1	\$5,000
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	03	14	\$56,500
	AD	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	00	1	\$6,000
	AD	1811	CRIMINAL INVESTIGATING	00	3	\$12,000
	DA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$2,500
	DA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$5,000
	DA	1001	GENERAL ARTS AND INFORMATION	02	1	\$2,000
	DA	1083	TECHNICAL WRITING AND EDITING	02	2	\$12,000
	DA	1083	TECHNICAL WRITING AND EDITING	03	1	\$5,000
	DA	1102	CONTRACTING	02	1	\$6,351
	DB	0150	GEOGRAPHY	02	2	\$15,000
	DB	0150	GEOGRAPHY	04	1	\$10,000
	DB	0403	MICROBIOLOGY	02	2	\$19,000
	DB	0403	MICROBIOLOGY	03	1	\$6,000
	DB	0413	PHYSIOLOGY	02	2	\$6,000
	DB	0413	PHYSIOLOGY	03	2	\$15,000
	DB	0601	GENERAL HEALTH SCIENCE	02	1	\$3,000
	DB	0801	GENERAL ENGINEERING	02	2	\$21,031
	DB	0801	GENERAL ENGINEERING	03	2	\$14,700
	DB	0806	MATERIALS ENGINEERING	02	1	\$6,000
	DB	0810	CIVIL ENGINEERING	02	4	\$4,000
	DB	0810	CIVIL ENGINEERING	04	2	\$24,437
	DB	0830	MECHANICAL ENGINEERING	02	2	\$17,530
	DB	0850	ELECTRICAL ENGINEERING	02	2	\$18,660
	DB	0854	COMPUTER ENGINEERING	02	4	\$20,000
	DB	0854	COMPUTER ENGINEERING	03	2	\$7,000
	DB	0855	ELECTRONICS ENGINEERING	02	9	\$83,475
	DB	0855	ELECTRONICS ENGINEERING	03	4	\$59,407
	DB	0855	ELECTRONICS ENGINEERING	04	2	\$7,000
	DB	0861	AEROSPACE ENGINEERING	02	7	\$40,500
	DB	0861	AEROSPACE ENGINEERING	03	1	\$10,000
	DB	1301	GENERAL PHYSICAL SCIENCE	02	1	\$4,000
	DB	1301	GENERAL PHYSICAL SCIENCE	05	1	\$237
	DB	1310	PHYSICS	02	1	\$9,615
	DB	1310	PHYSICS	04	2	\$48,250
	DB	1320	CHEMISTRY	02	1	\$5,000
	DB	1360	OCEANOGRAPHY	04	1	\$26,250
	DJ	1102	CONTRACTING	03	1	\$5,000
	DJ	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$6,500
	DP	0340	PROGRAM MANAGEMENT	03	1	\$15,000
DP	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$33,000	
DP	0801	GENERAL ENGINEERING	03	1	\$15,000	
DP	0806	MATERIALS ENGINEERING	01	1	\$3,000	
DP	0830	MECHANICAL ENGINEERING	01	24	\$72,000	
DP	0830	MECHANICAL ENGINEERING	02	3	\$9,000	
DP	0830	MECHANICAL ENGINEERING	03	3	\$41,394	
DP	0850	ELECTRICAL ENGINEERING	01	4	\$12,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	DP	0850	ELECTRICAL ENGINEERING	02	4	\$12,000
	DP	0854	COMPUTER ENGINEERING	01	10	\$30,000
	DP	0854	COMPUTER ENGINEERING	02	1	\$3,000
	DP	0855	ELECTRONICS ENGINEERING	01	18	\$54,000
	DP	0855	ELECTRONICS ENGINEERING	02	4	\$12,000
	DP	0855	ELECTRONICS ENGINEERING	03	1	\$10,000
	DP	0856	ELECTRONICS TECHNICAL	03	1	\$2,600
	DP	0861	AEROSPACE ENGINEERING	01	13	\$39,000
	DP	0861	AEROSPACE ENGINEERING	02	2	\$6,000
	DP	0861	AEROSPACE ENGINEERING	03	1	\$11,200
	DP	0893	CHEMICAL ENGINEERING	01	3	\$9,000
	DP	0893	CHEMICAL ENGINEERING	02	1	\$3,000
	DP	0896	INDUSTRIAL ENGINEERING	01	1	\$3,000
	DP	1301	GENERAL PHYSICAL SCIENCE	01	1	\$3,000
	DP	1310	PHYSICS	01	6	\$18,000
	DP	1310	PHYSICS	02	1	\$3,000
	DP	1310	PHYSICS	03	3	\$23,000
	DP	1320	CHEMISTRY	01	1	\$3,000
	DP	1320	CHEMISTRY	03	1	\$12,000
	DP	1515	OPERATIONS RESEARCH	01	2	\$6,000
	DP	1520	MATHEMATICS	01	1	\$3,000
	DP	1520	MATHEMATICS	02	1	\$3,000
	DP	1520	MATHEMATICS	03	1	\$10,000
	DP	1550	COMPUTER SCIENCE	01	12	\$38,767
	DP	1550	COMPUTER SCIENCE	02	4	\$12,000
	DP	1550	COMPUTER SCIENCE	03	1	\$7,000
	DP	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$9,000
	DR	0180	PSYCHOLOGY	02	1	\$4,691
	DR	0180	PSYCHOLOGY	03	1	\$10,000
	DR	0801	GENERAL ENGINEERING	03	2	\$29,500
	DR	0850	ELECTRICAL ENGINEERING	04	1	\$20,000
	DR	0855	ELECTRONICS ENGINEERING	01	2	\$11,500
	DR	0855	ELECTRONICS ENGINEERING	02	1	\$15,000
	DR	0855	ELECTRONICS ENGINEERING	03	2	\$30,000
	DR	0855	ELECTRONICS ENGINEERING	04	3	\$55,000
	DR	0861	AEROSPACE ENGINEERING	01	2	\$17,000
	DR	0861	AEROSPACE ENGINEERING	02	1	\$10,000
	DR	0861	AEROSPACE ENGINEERING	03	1	\$15,000
	DS	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	1	\$5,639
	DT	0856	ELECTRONICS TECHNICAL	03	1	\$7,434
	DT	1311	PHYSICAL SCIENCE TECHNICIAN	03	1	\$7,500
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$50,000
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$29,070
	ES	0801	GENERAL ENGINEERING	00	1	\$25,000
	ES	1102	CONTRACTING	00	1	\$4,000
	ES	1301	GENERAL PHYSICAL SCIENCE	00	1	\$28,792
	GG	0080	SECURITY ADMINISTRATION	12	2	\$10,000
	GG	0080	SECURITY ADMINISTRATION	13	1	\$3,500
	GG	0130	FOREIGN AFFAIRS	13	1	\$10,375
	GG	0132	INTELLIGENCE	07	14	\$152,906
GG	0132	INTELLIGENCE	09	20	\$214,833	
GG	0132	INTELLIGENCE	11	18	\$188,778	
GG	0132	INTELLIGENCE	12	27	\$223,000	
GG	0132	INTELLIGENCE	13	37	\$305,154	
GG	0132	INTELLIGENCE	14	9	\$91,440	
GG	0132	INTELLIGENCE	15	3	\$20,000	
GG	0134	INTELLIGENCE AID AND CLERK	09	2	\$10,000	
GG	0134	INTELLIGENCE AID AND CLERK	11	4	\$20,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0203	HUMAN RESOURCES ASSISTANCE	07	1	\$5,000
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$5,000
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$5,000
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	3	\$43,403
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$25,000
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	2	\$10,000
	GG	0340	PROGRAM MANAGEMENT	15	1	\$18,000
	GG	0341	ADMINISTRATIVE OFFICER	11	1	\$1,605
	GG	0341	ADMINISTRATIVE OFFICER	14	1	\$20,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$9,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$27,575
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	7	\$64,100
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$25,000
	GG	0346	LOGISTICS MANAGEMENT	14	1	\$20,000
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	2	\$47,250
	GG	0505	FINANCIAL MANAGEMENT	15	1	\$10,000
	GG	0560	BUDGET ANALYSIS	09	1	\$11,260
	GG	0560	BUDGET ANALYSIS	12	2	\$10,000
	GG	0801	GENERAL ENGINEERING	09	2	\$32,800
	GG	0801	GENERAL ENGINEERING	12	1	\$20,482
	GG	0806	MATERIALS ENGINEERING	07	1	\$3,000
	GG	0830	MECHANICAL ENGINEERING	05	1	\$1,500
	GG	0830	MECHANICAL ENGINEERING	07	1	\$5,000
	GG	0830	MECHANICAL ENGINEERING	09	1	\$3,000
	GG	0855	ELECTRONICS ENGINEERING	07	2	\$20,000
	GG	0855	ELECTRONICS ENGINEERING	11	1	\$14,080
	GG	0855	ELECTRONICS ENGINEERING	12	1	\$5,000
	GG	0855	ELECTRONICS ENGINEERING	13	1	\$10,000
	GG	0855	ELECTRONICS ENGINEERING	14	1	\$10,000
	GG	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$3,500
	GG	1101	GENERAL BUSINESS AND INDUSTRY	15	2	\$47,250
	GG	1102	CONTRACTING	12	1	\$10,000
	GG	1102	CONTRACTING	15	1	\$10,000
	GG	1301	GENERAL PHYSICAL SCIENCE	14	1	\$10,000
	GG	1301	GENERAL PHYSICAL SCIENCE	15	1	\$10,000
	GG	1410	LIBRARIAN	13	1	\$18,000
	GG	1515	OPERATIONS RESEARCH	15	1	\$4,000
	GG	1520	MATHEMATICS	07	3	\$46,139
	GG	1550	COMPUTER SCIENCE	09	1	\$2,000
	GG	1712	TRAINING INSTRUCTION	12	1	\$1,633
	GG	1712	TRAINING INSTRUCTION	13	4	\$29,000
	GG	2001	GENERAL SUPPLY	11	1	\$20,875
	GG	2001	GENERAL SUPPLY	12	1	\$5,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$10,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	3	\$21,543
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	10	\$80,079
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$7,500
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$10,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	1	\$13,424
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	3	\$27,469
GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	2	\$9,000	
GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	2	\$12,350	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0019	SAFETY TECHNICIAN	09	1	\$11,260
	GS	0020	COMMUNITY PLANNING	07	4	\$26,399
	GS	0020	COMMUNITY PLANNING	09	1	\$8,000
	GS	0020	COMMUNITY PLANNING	13	1	\$27,200
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	1	\$6,500
	GS	0060	CHAPLAIN	11	1	\$9,007
	GS	0080	SECURITY ADMINISTRATION	11	5	\$64,155
	GS	0080	SECURITY ADMINISTRATION	12	1	\$2,500
	GS	0081	FIRE PROTECTION AND PREVENTION	08	1	\$3,603
	GS	0081	FIRE PROTECTION AND PREVENTION	09	3	\$11,040
	GS	0083	POLICE	04	2	\$14,221
	GS	0083	POLICE	05	17	\$53,752
	GS	0083	POLICE	06	27	\$185,913
	GS	0083	POLICE	07	7	\$26,035
	GS	0083	POLICE	09	1	\$4,776
	GS	0099	GENERAL STUDENT TRAINEE	04	1	\$7,513
	GS	0101	SOCIAL SCIENCE	11	1	\$3,000
	GS	0101	SOCIAL SCIENCE	12	1	\$3,000
	GS	0170	HISTORY	09	1	\$12,000
	GS	0170	HISTORY	11	1	\$3,000
	GS	0170	HISTORY	12	1	\$6,250
	GS	0180	PSYCHOLOGY	09	1	\$9,948
	GS	0180	PSYCHOLOGY	11	1	\$3,000
	GS	0180	PSYCHOLOGY	12	1	\$7,403
	GS	0180	PSYCHOLOGY	13	9	\$89,324
	GS	0185	SOCIAL WORK	11	12	\$70,803
	GS	0185	SOCIAL WORK	12	1	\$3,270
	GS	0186	SOCIAL SERVICES AID AND ASSISTANT	07	1	\$8,134
	GS	0188	RECREATION SPECIALIST	07	1	\$1,500
	GS	0193	ARCHEOLOGY	09	2	\$12,000
	GS	0193	ARCHEOLOGY	12	1	\$3,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	6	\$16,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	3	\$9,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,574
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$5,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	11	\$60,925
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	3	\$28,274
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$6,000
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	14	\$49,753
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$4,128
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$7,935
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	24	\$85,441
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	1	\$3,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	17	\$171,519
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	10	\$84,849
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	8	\$57,441
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$11,415
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$37,250
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	5	\$20,175
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	128	\$372,000
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	19	\$53,789	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	184	\$537,633
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	20	\$52,500
	GS	0318	SECRETARY	06	1	\$9,167
	GS	0318	SECRETARY	07	1	\$12,942
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	1	\$3,682
	GS	0340	PROGRAM MANAGEMENT	13	1	\$9,580
	GS	0341	ADMINISTRATIVE OFFICER	11	3	\$71,575
	GS	0341	ADMINISTRATIVE OFFICER	12	2	\$58,987
	GS	0342	SUPPORT SERVICES ADMINISTRATION	07	1	\$3,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	3	\$15,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	5	\$45,498
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$7,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	3	\$25,000
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	05	1	\$2,973
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	07	3	\$7,500
	GS	0346	LOGISTICS MANAGEMENT	07	1	\$4,000
	GS	0346	LOGISTICS MANAGEMENT	09	20	\$51,000
	GS	0346	LOGISTICS MANAGEMENT	11	3	\$6,000
	GS	0346	LOGISTICS MANAGEMENT	12	2	\$17,000
	GS	0346	LOGISTICS MANAGEMENT	13	1	\$15,000
	GS	0346	LOGISTICS MANAGEMENT	14	2	\$43,300
	GS	0391	TELECOMMUNICATIONS	11	1	\$6,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	05	1	\$7,938
	GS	0401	GENERAL BIOLOGICAL SCIENCE	07	6	\$44,961
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	2	\$16,027
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$14,000
	GS	0403	MICROBIOLOGY	13	1	\$10,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	05	1	\$4,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	2	\$9,600
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	4	\$35,027
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$5,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$4,250
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	2	\$22,156
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	3	\$21,665
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	1	\$5,082
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	09	1	\$3,000
	GS	0505	FINANCIAL MANAGEMENT	12	1	\$17,277
	GS	0510	ACCOUNTING	09	1	\$7,500
	GS	0510	ACCOUNTING	11	1	\$5,000
	GS	0511	AUDITING	07	44	\$266,168
	GS	0511	AUDITING	09	31	\$245,578
	GS	0511	AUDITING	11	1	\$8,174
	GS	0511	AUDITING	12	1	\$6,976
	GS	0525	ACCOUNTING TECHNICIAN	06	1	\$8,300
	GS	0525	ACCOUNTING TECHNICIAN	07	3	\$28,244
	GS	0540	VOUCHER EXAMINING	06	1	\$5,559
	GS	0545	MILITARY PAY	06	2	\$10,625
	GS	0560	BUDGET ANALYSIS	09	2	\$9,052
	GS	0560	BUDGET ANALYSIS	11	4	\$24,000
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	06	1	\$382
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	4	\$21,040
	GS	0601	GENERAL HEALTH SCIENCE	13	1	\$2,500
	GS	0602	MEDICAL OFFICER	12	4	\$55,343
	GS	0602	MEDICAL OFFICER	13	14	\$295,856
	GS	0602	MEDICAL OFFICER	14	63	\$1,580,632
	GS	0602	MEDICAL OFFICER	15	49	\$1,488,602
	GS	0603	PHYSICIAN'S ASSISTANT	07	1	\$12,479

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0603	PHYSICIAN'S ASSISTANT	09	1	\$14,925
	GS	0603	PHYSICIAN'S ASSISTANT	11	5	\$48,623
	GS	0603	PHYSICIAN'S ASSISTANT	12	45	\$693,531
	GS	0603	PHYSICIAN'S ASSISTANT	13	1	\$25,244
	GS	0610	NURSE	04	2	\$7,500
	GS	0610	NURSE	05	9	\$58,720
	GS	0610	NURSE	07	5	\$25,000
	GS	0610	NURSE	09	12	\$80,130
	GS	0610	NURSE	10	47	\$258,496
	GS	0610	NURSE	11	53	\$458,221
	GS	0610	NURSE	12	34	\$457,662
	GS	0610	NURSE	13	2	\$29,208
	GS	0620	PRACTICAL NURSE	04	5	\$17,000
	GS	0620	PRACTICAL NURSE	05	37	\$148,193
	GS	0620	PRACTICAL NURSE	06	14	\$56,084
	GS	0630	DIETITIAN AND NUTRITIONIST	09	1	\$4,000
	GS	0631	OCCUPATIONAL THERAPIST	11	4	\$44,938
	GS	0631	OCCUPATIONAL THERAPIST	12	2	\$10,000
	GS	0633	PHYSICAL THERAPIST	11	5	\$51,711
	GS	0633	PHYSICAL THERAPIST	12	1	\$16,112
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	2	\$8,740
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	6	\$16,158
	GS	0640	HEALTH AID AND TECHNICIAN	04	8	\$54,512
	GS	0640	HEALTH AID AND TECHNICIAN	05	2	\$11,717
	GS	0640	HEALTH AID AND TECHNICIAN	06	1	\$650
	GS	0640	HEALTH AID AND TECHNICIAN	07	5	\$18,888
	GS	0640	HEALTH AID AND TECHNICIAN	08	2	\$5,608
	GS	0640	HEALTH AID AND TECHNICIAN	09	13	\$116,348
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	2	\$9,916
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	2	\$15,272
	GS	0644	MEDICAL TECHNOLOGIST	09	1	\$6,500
	GS	0645	MEDICAL TECHNICIAN	05	1	\$7,441
	GS	0645	MEDICAL TECHNICIAN	06	1	\$6,000
	GS	0646	PATHOLOGY TECHNICIAN	09	1	\$1,990
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	1	\$3,864
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	8	\$34,079
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	6	\$38,483
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	9	\$73,640
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	9	\$104,817
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	1	\$7,636
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	4	\$43,288
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	1	\$16,659
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	1	\$4,308
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	10	\$85,451
	GS	0651	RESPIRATORY THERAPIST	08	2	\$13,917
	GS	0660	PHARMACIST	11	23	\$256,609
	GS	0660	PHARMACIST	12	8	\$145,242
	GS	0660	PHARMACIST	13	1	\$24,500
	GS	0661	PHARMACY TECHNICIAN	05	1	\$3,600
	GS	0662	OPTOMETRIST	12	7	\$77,734
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	6	\$52,388
	GS	0668	PODIATRIST	12	1	\$20,612
	GS	0668	PODIATRIST	13	1	\$5,000
	GS	0668	PODIATRIST	14	2	\$60,617
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$2,670
	GS	0671	HEALTH SYSTEM SPECIALIST	09	1	\$3,000
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$3,743
GS	0675	MEDICAL RECORDS TECHNICIAN	05	2	\$13,356	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0675	MEDICAL RECORDS TECHNICIAN	06	1	\$2,333
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	1	\$4,684
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	6	\$10,500
	GS	0680	DENTAL OFFICER	13	5	\$92,635
	GS	0680	DENTAL OFFICER	14	1	\$31,860
	GS	0680	DENTAL OFFICER	15	4	\$90,417
	GS	0681	DENTAL ASSISTANT	06	1	\$3,838
	GS	0682	DENTAL HYGIENE	06	3	\$17,044
	GS	0682	DENTAL HYGIENE	07	5	\$33,095
	GS	0682	DENTAL HYGIENE	09	1	\$10,000
	GS	0682	DENTAL HYGIENE	11	1	\$19,090
	GS	0801	GENERAL ENGINEERING	05	3	\$22,489
	GS	0801	GENERAL ENGINEERING	07	9	\$66,226
	GS	0801	GENERAL ENGINEERING	09	5	\$59,146
	GS	0801	GENERAL ENGINEERING	11	1	\$17,196
	GS	0801	GENERAL ENGINEERING	12	3	\$21,000
	GS	0801	GENERAL ENGINEERING	13	9	\$87,625
	GS	0802	ENGINEERING TECHNICAL	04	1	\$3,500
	GS	0802	ENGINEERING TECHNICAL	05	2	\$12,684
	GS	0802	ENGINEERING TECHNICAL	06	1	\$2,500
	GS	0802	ENGINEERING TECHNICAL	07	2	\$10,177
	GS	0802	ENGINEERING TECHNICAL	09	6	\$31,000
	GS	0802	ENGINEERING TECHNICAL	11	6	\$80,191
	GS	0802	ENGINEERING TECHNICAL	12	6	\$65,393
	GS	0806	MATERIALS ENGINEERING	05	2	\$7,500
	GS	0806	MATERIALS ENGINEERING	07	11	\$66,878
	GS	0806	MATERIALS ENGINEERING	09	4	\$33,491
	GS	0807	LANDSCAPE ARCHITECTURE	07	2	\$7,940
	GS	0808	ARCHITECTURE	12	4	\$41,328
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	09	1	\$2,000
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	11	4	\$20,000
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	2	\$10,000
	GS	0810	CIVIL ENGINEERING	05	6	\$34,316
	GS	0810	CIVIL ENGINEERING	07	14	\$69,830
	GS	0810	CIVIL ENGINEERING	09	7	\$66,056
	GS	0810	CIVIL ENGINEERING	11	2	\$15,000
	GS	0810	CIVIL ENGINEERING	12	18	\$178,361
	GS	0810	CIVIL ENGINEERING	13	1	\$23,024
	GS	0819	ENVIRONMENTAL ENGINEERING	07	2	\$14,573
	GS	0819	ENVIRONMENTAL ENGINEERING	12	2	\$24,586
	GS	0819	ENVIRONMENTAL ENGINEERING	13	1	\$28,183
	GS	0830	MECHANICAL ENGINEERING	05	33	\$221,064
	GS	0830	MECHANICAL ENGINEERING	07	127	\$815,109
	GS	0830	MECHANICAL ENGINEERING	09	33	\$339,315
	GS	0830	MECHANICAL ENGINEERING	11	1	\$3,000
	GS	0830	MECHANICAL ENGINEERING	12	4	\$68,031
	GS	0830	MECHANICAL ENGINEERING	13	2	\$16,351
	GS	0840	NUCLEAR ENGINEERING	05	17	\$72,000
	GS	0840	NUCLEAR ENGINEERING	07	92	\$485,000
	GS	0840	NUCLEAR ENGINEERING	09	11	\$62,694
GS	0840	NUCLEAR ENGINEERING	11	2	\$12,000	
GS	0850	ELECTRICAL ENGINEERING	05	7	\$49,739	
GS	0850	ELECTRICAL ENGINEERING	07	43	\$303,090	
GS	0850	ELECTRICAL ENGINEERING	09	9	\$101,167	
GS	0850	ELECTRICAL ENGINEERING	12	4	\$71,560	
GS	0854	COMPUTER ENGINEERING	05	3	\$17,923	
GS	0854	COMPUTER ENGINEERING	07	14	\$127,287	
GS	0854	COMPUTER ENGINEERING	09	6	\$73,344	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0854	COMPUTER ENGINEERING	13	1	\$6,000
	GS	0855	ELECTRONICS ENGINEERING	05	6	\$22,500
	GS	0855	ELECTRONICS ENGINEERING	07	12	\$56,699
	GS	0855	ELECTRONICS ENGINEERING	09	2	\$4,500
	GS	0855	ELECTRONICS ENGINEERING	11	1	\$3,500
	GS	0855	ELECTRONICS ENGINEERING	12	1	\$10,000
	GS	0855	ELECTRONICS ENGINEERING	13	3	\$27,000
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$15,000
	GS	0856	ELECTRONICS TECHNICAL	05	1	\$3,000
	GS	0856	ELECTRONICS TECHNICAL	08	1	\$3,000
	GS	0856	ELECTRONICS TECHNICAL	09	1	\$4,000
	GS	0856	ELECTRONICS TECHNICAL	11	2	\$30,449
	GS	0861	AEROSPACE ENGINEERING	05	16	\$40,000
	GS	0861	AEROSPACE ENGINEERING	07	30	\$83,572
	GS	0861	AEROSPACE ENGINEERING	09	8	\$29,934
	GS	0861	AEROSPACE ENGINEERING	11	1	\$2,500
	GS	0861	AEROSPACE ENGINEERING	12	3	\$24,500
	GS	0861	AEROSPACE ENGINEERING	13	2	\$4,500
	GS	0871	NAVAL ARCHITECTURE	05	3	\$16,000
	GS	0871	NAVAL ARCHITECTURE	07	15	\$96,000
	GS	0871	NAVAL ARCHITECTURE	09	1	\$8,000
	GS	0893	CHEMICAL ENGINEERING	05	4	\$39,712
	GS	0893	CHEMICAL ENGINEERING	07	15	\$135,452
	GS	0893	CHEMICAL ENGINEERING	09	5	\$67,797
	GS	0893	CHEMICAL ENGINEERING	12	1	\$5,000
	GS	0894	WELDING ENGINEERING	07	2	\$8,000
	GS	0894	WELDING ENGINEERING	09	2	\$8,000
	GS	0896	INDUSTRIAL ENGINEERING	05	3	\$7,500
	GS	0896	INDUSTRIAL ENGINEERING	07	12	\$63,789
	GS	0896	INDUSTRIAL ENGINEERING	09	1	\$14,261
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	04	2	\$8,000
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	1	\$4,000
	GS	0904	LAW CLERK	11	2	\$4,500
	GS	0905	GENERAL ATTORNEY	12	3	\$30,906
	GS	0905	GENERAL ATTORNEY	13	1	\$10,000
	GS	0905	GENERAL ATTORNEY	14	1	\$5,000
	GS	0950	PARALEGAL SPECIALIST	11	1	\$14,414
	GS	0986	LEGAL ASSISTANCE	07	1	\$6,000
	GS	1008	INTERIOR DESIGN	07	1	\$2,000
	GS	1035	PUBLIC AFFAIRS	09	3	\$14,956
	GS	1035	PUBLIC AFFAIRS	11	2	\$18,969
	GS	1035	PUBLIC AFFAIRS	12	3	\$28,953
	GS	1083	TECHNICAL WRITING AND EDITING	09	1	\$15,636
	GS	1083	TECHNICAL WRITING AND EDITING	13	1	\$10,000
	GS	1087	EDITORIAL ASSISTANCE	07	1	\$6,507
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	1	\$5,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	10	\$99,124
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	8	\$68,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	1	\$9,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	2	\$15,000
GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$17,020	
GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$35,819	
GS	1102	CONTRACTING	05	3	\$12,431	
GS	1102	CONTRACTING	07	12	\$98,582	
GS	1102	CONTRACTING	09	9	\$73,298	
GS	1102	CONTRACTING	11	11	\$113,265	
GS	1102	CONTRACTING	12	13	\$305,334	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1102	CONTRACTING	13	2	\$37,304
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	11	2	\$76,981
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	12	1	\$68,024
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	2	\$4,000
	GS	1144	COMMISSARY MANAGEMENT	07	1	\$5,000
	GS	1152	PRODUCTION CONTROL	07	4	\$15,500
	GS	1152	PRODUCTION CONTROL	12	1	\$14,427
	GS	1170	REALTY	05	1	\$2,500
	GS	1170	REALTY	09	2	\$8,000
	GS	1170	REALTY	12	3	\$27,494
	GS	1301	GENERAL PHYSICAL SCIENCE	05	1	\$3,000
	GS	1301	GENERAL PHYSICAL SCIENCE	07	4	\$19,077
	GS	1301	GENERAL PHYSICAL SCIENCE	09	2	\$19,344
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$3,000
	GS	1301	GENERAL PHYSICAL SCIENCE	12	2	\$12,407
	GS	1306	HEALTH PHYSICS	13	1	\$8,500
	GS	1310	PHYSICS	05	1	\$10,784
	GS	1310	PHYSICS	07	4	\$25,554
	GS	1320	CHEMISTRY	05	2	\$13,207
	GS	1320	CHEMISTRY	07	5	\$20,910
	GS	1320	CHEMISTRY	09	5	\$61,394
	GS	1320	CHEMISTRY	11	1	\$2,500
	GS	1330	ASTRONOMY AND SPACE SCIENCE	09	1	\$9,949
	GS	1330	ASTRONOMY AND SPACE SCIENCE	12	1	\$5,000
	GS	1373	LAND SURVEYING	11	1	\$10,000
	GS	1373	LAND SURVEYING	12	1	\$5,000
	GS	1382	FOOD TECHNOLOGY	12	1	\$5,000
	GS	1410	LIBRARIAN	09	1	\$3,000
	GS	1410	LIBRARIAN	11	1	\$3,500
	GS	1410	LIBRARIAN	12	1	\$5,500
	GS	1515	OPERATIONS RESEARCH	05	2	\$6,500
	GS	1515	OPERATIONS RESEARCH	07	16	\$59,043
	GS	1515	OPERATIONS RESEARCH	09	2	\$5,000
	GS	1515	OPERATIONS RESEARCH	13	1	\$15,000
	GS	1515	OPERATIONS RESEARCH	14	1	\$12,500
	GS	1520	MATHEMATICS	07	3	\$23,054
	GS	1520	MATHEMATICS	09	3	\$18,071
	GS	1550	COMPUTER SCIENCE	05	4	\$25,943
	GS	1550	COMPUTER SCIENCE	07	17	\$150,490
	GS	1550	COMPUTER SCIENCE	09	12	\$142,484
	GS	1550	COMPUTER SCIENCE	12	1	\$7,000
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	3	\$63,071
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	13	1	\$10,000
	GS	1640	FACILITY OPERATIONS SERVICES	09	1	\$10,000
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$10,000
	GS	1701	GENERAL EDUCATION AND TRAINING	07	16	\$128,133
	GS	1701	GENERAL EDUCATION AND TRAINING	12	1	\$1,000
	GS	1701	GENERAL EDUCATION AND TRAINING	13	3	\$18,512
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	05	1	\$7,895
	GS	1712	TRAINING INSTRUCTION	07	1	\$12,899
	GS	1712	TRAINING INSTRUCTION	09	1	\$3,000
	GS	1712	TRAINING INSTRUCTION	11	2	\$20,000
	GS	1712	TRAINING INSTRUCTION	12	4	\$61,268
	GS	1815	AIR SAFETY INVESTIGATING	12	1	\$9,497
	GS	1910	QUALITY ASSURANCE	11	6	\$122,951
	GS	1910	QUALITY ASSURANCE	12	3	\$107,168
	GS	2001	GENERAL SUPPLY	09	1	\$5,000
GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$10,450	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	04	2	\$6,000
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	12	\$38,066
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	23	\$62,808
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	3	\$11,950
	GS	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	13	1	\$7,920
	GS	2032	PACKAGING	07	1	\$11,647
	GS	2101	TRANSPORTATION SPECIALIST	07	1	\$3,000
	GS	2101	TRANSPORTATION SPECIALIST	09	1	\$7,728
	GS	2151	DISPATCHING	07	2	\$6,000
	GS	2152	AIR TRAFFIC CONTROL	09	1	\$14,954
	GS	2152	AIR TRAFFIC CONTROL	11	1	\$13,000
	GS	2181	AIRCRAFT OPERATION	09	2	\$6,000
	GS	2181	AIRCRAFT OPERATION	12	1	\$38,168
	GS	2181	AIRCRAFT OPERATION	13	1	\$9,580
	GS	2181	AIRCRAFT OPERATION	14	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	11	\$116,883
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	18	\$83,807
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	6	\$54,849
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	12	\$95,580
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$36,417
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$41,879
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$5,000
	IE	0132	INTELLIGENCE	00	2	\$36,525
	IP	0340	PROGRAM MANAGEMENT	00	1	\$5,000
	ND	0801	GENERAL ENGINEERING	02	1	\$3,000
	ND	0801	GENERAL ENGINEERING	04	1	\$25,000
	ND	0806	MATERIALS ENGINEERING	03	2	\$6,000
	ND	0830	MECHANICAL ENGINEERING	02	48	\$133,500
	ND	0830	MECHANICAL ENGINEERING	03	10	\$28,000
	ND	0830	MECHANICAL ENGINEERING	04	1	\$2,500
	ND	0850	ELECTRICAL ENGINEERING	02	1	\$3,000
	ND	0850	ELECTRICAL ENGINEERING	03	1	\$3,000
	ND	0854	COMPUTER ENGINEERING	02	11	\$37,500
	ND	0854	COMPUTER ENGINEERING	03	3	\$9,000
	ND	0855	ELECTRONICS ENGINEERING	02	45	\$188,000
	ND	0855	ELECTRONICS ENGINEERING	03	2	\$6,000
	ND	0855	ELECTRONICS ENGINEERING	04	3	\$25,000
	ND	0855	ELECTRONICS ENGINEERING	05	1	\$70,173
	ND	0861	AEROSPACE ENGINEERING	02	10	\$28,500
	ND	0861	AEROSPACE ENGINEERING	03	4	\$12,000
	ND	0871	NAVAL ARCHITECTURE	02	1	\$3,000
	ND	0871	NAVAL ARCHITECTURE	03	2	\$7,000
	ND	0871	NAVAL ARCHITECTURE	04	2	\$18,000
	ND	0893	CHEMICAL ENGINEERING	02	8	\$23,500
	ND	0893	CHEMICAL ENGINEERING	03	3	\$9,000
	ND	0896	INDUSTRIAL ENGINEERING	02	1	\$5,000
	ND	0896	INDUSTRIAL ENGINEERING	03	1	\$2,000
	ND	1306	HEALTH PHYSICS	03	1	\$7,500
	ND	1310	PHYSICS	02	1	\$3,000
	ND	1320	CHEMISTRY	02	3	\$9,000
	ND	1320	CHEMISTRY	03	1	\$3,000
	ND	1320	CHEMISTRY	05	1	\$5,000
ND	1520	MATHEMATICS	03	2	\$8,000	
ND	1550	COMPUTER SCIENCE	02	3	\$7,500	
ND	1550	COMPUTER SCIENCE	03	2	\$6,000	
NH	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$10,000	
NO	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$10,000	
NO	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$5,644	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	NP	0806	MATERIALS ENGINEERING	02	1	\$5,000
	NP	0830	MECHANICAL ENGINEERING	03	1	\$4,000
	NP	0854	COMPUTER ENGINEERING	03	1	\$5,000
	NP	0855	ELECTRONICS ENGINEERING	02	1	\$2,500
	NP	0855	ELECTRONICS ENGINEERING	03	2	\$7,000
	NP	0861	AEROSPACE ENGINEERING	04	1	\$4,500
	NP	1310	PHYSICS	03	2	\$5,000
	NP	1320	CHEMISTRY	03	1	\$7,000
	NP	1340	METEOROLOGY	03	1	\$6,000
	NP	1340	METEOROLOGY	04	1	\$15,000
	NP	1360	OCEANOGRAPHY	03	1	\$6,000
	NP	1550	COMPUTER SCIENCE	03	2	\$7,072
	NR	0856	ELECTRONICS TECHNICAL	04	1	\$2,000
	NT	0028	ENVIRONMENTAL PROTECTION SPECIALIST	04	1	\$16,326
	NT	0180	PSYCHOLOGY	05	1	\$5,000
	NT	0343	MANAGEMENT AND PROGRAM ANALYSIS	05	1	\$3,150
	NT	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$3,000
	NT	0802	ENGINEERING TECHNICAL	04	2	\$15,334
	WG	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	11	2	\$20,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	2	\$10,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	12	1	\$4,431
	WG	2604	ELECTRONICS MECHANIC	09	1	\$3,000
	WG	2604	ELECTRONICS MECHANIC	10	2	\$6,000
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	13	\$151,176
	WG	2805	ELECTRICIAN	10	1	\$5,307
	WG	2810	HIGH VOLTAGE ELECTRICIAN	10	1	\$5,000
	WG	2892	AIRCRAFT ELECTRICIAN	10	10	\$126,404
	WG	2892	AIRCRAFT ELECTRICIAN	11	1	\$15,120
	WG	3105	FABRIC WORKING	09	2	\$22,332
	WG	3414	MACHINING	10	1	\$11,426
	WG	3414	MACHINING	11	1	\$15,000
	WG	3705	NONDESTRUCTIVE TESTING	10	2	\$9,807
	WG	3806	SHEET METAL MECHANIC	10	11	\$100,754
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	1	\$10,000
	WG	4805	MEDICAL EQUIPMENT REPAIRING	11	1	\$11,796
	WG	4818	AIRCRAFT SURVIVAL FLIGHT EQUIPMENT REPAIRING	08	2	\$6,000
	WG	5210	RIGGING	10	1	\$11,426
	WG	5306	AIR CONDITIONING EQUIPMENT MECHANIC	11	1	\$5,000
	WG	5309	HEATING AND BOILER PLANT EQUIPMENT MECHANIC	10	1	\$5,000
	WG	5334	MARINE MACHINERY MECHANIC	08	3	\$9,000
	WG	5334	MARINE MACHINERY MECHANIC	10	6	\$18,000
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	1	\$3,000
	WG	5407	ELECTRICAL POWER CONTROLLING	11	1	\$5,000
	WG	5408	SEWAGE DISPOSAL PLANT OPERATING	09	1	\$8,657
	WG	5409	WATER TREATMENT PLANT OPERATING	09	1	\$6,493
	WG	5703	MOTOR VEHICLE OPERATING	07	2	\$5,100
	WG	5703	MOTOR VEHICLE OPERATING	08	6	\$18,000
	WG	5737	LOCOMOTIVE ENGINEERING	09	1	\$2,073
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	08	6	\$64,800
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	09	1	\$11,697
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	10	2	\$24,097
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	05	18	\$54,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	132	\$384,000
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	09	37	\$106,500
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	2	\$6,000
	WG	5806	MOBILE EQUIPMENT SERVICING	05	1	\$3,000
	WG	5806	MOBILE EQUIPMENT SERVICING	06	17	\$51,000
	WG	5823	AUTOMOTIVE MECHANIC	09	2	\$6,000
	WG	6601	MISCELLANEOUS ARMAMENT WORK	08	1	\$3,000
	WG	6610	SMALL ARMS REPAIRING	08	2	\$6,000
	WG	6610	SMALL ARMS REPAIRING	09	7	\$19,500
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	10	1	\$15,000
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	2	\$19,374
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	11	1	\$15,000
	WG	6904	TOOLS AND PARTS ATTENDING	06	19	\$49,500
	WG	6907	MATERIALS HANDLER	05	1	\$3,000
	WG	6907	MATERIALS HANDLER	06	26	\$86,879
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	1	\$10,080
	WG	7407	MEATCUTTING	07	1	\$10,000
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	6	\$55,754
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	9	\$103,657
	WG	8852	AIRCRAFT MECHANIC	08	3	\$12,421
	WG	8852	AIRCRAFT MECHANIC	10	61	\$563,165
	WG	8852	AIRCRAFT MECHANIC	11	4	\$24,000
	WG	8852	AIRCRAFT MECHANIC	12	8	\$95,363
	WL	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	1	\$3,000
	WL	6907	MATERIALS HANDLER	06	1	\$3,000
	WS	3401	MISCELLANEOUS MACHINE TOOL WORK	10	1	\$19,033
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	16	1	\$10,000
	WS	7404	COOKING	09	1	\$4,000
	XH	5784	RIVERBOAT OPERATING	11	1	\$13,779
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	10	\$94,034
	YA	0020	COMMUNITY PLANNING	01	8	\$48,189
	YA	0020	COMMUNITY PLANNING	02	3	\$20,000
	YA	0080	SECURITY ADMINISTRATION	02	6	\$47,464
	YA	0101	SOCIAL SCIENCE	02	2	\$13,000
	YA	0110	ECONOMIST	01	4	\$30,178
	YA	0130	FOREIGN AFFAIRS	03	1	\$15,000
	YA	0132	INTELLIGENCE	02	2	\$20,000
	YA	0180	PSYCHOLOGY	01	1	\$2,000
	YA	0180	PSYCHOLOGY	02	20	\$219,569
	YA	0180	PSYCHOLOGY	03	1	\$17,130
	YA	0185	SOCIAL WORK	02	46	\$523,903
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	17	\$86,500
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	19	\$67,578
	YA	0201	HUMAN RESOURCES MANAGEMENT	03	2	\$10,966
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	01	1	\$5,000
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$5,000
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	7	\$42,357
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	52	\$353,824
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	4	\$50,000
	YA	0340	PROGRAM MANAGEMENT	02	5	\$24,000
	YA	0340	PROGRAM MANAGEMENT	03	2	\$10,000
	YA	0341	ADMINISTRATIVE OFFICER	02	2	\$4,000
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	12	\$62,727
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	19	\$132,373

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	27	\$209,723
	YA	0346	LOGISTICS MANAGEMENT	01	1	\$3,000
	YA	0346	LOGISTICS MANAGEMENT	02	23	\$95,140
	YA	0360	EQUAL OPPORTUNITY COMPLIANCE	02	3	\$9,000
	YA	0391	TELECOMMUNICATIONS	02	1	\$16,757
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	01	2	\$10,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	6	\$32,854
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$7,500
	YA	0510	ACCOUNTING	01	1	\$11,000
	YA	0510	ACCOUNTING	02	1	\$6,956
	YA	0511	AUDITING	01	162	\$1,116,432
	YA	0560	BUDGET ANALYSIS	01	1	\$5,000
	YA	0560	BUDGET ANALYSIS	02	9	\$29,997
	YA	0671	HEALTH SYSTEM SPECIALIST	02	6	\$38,628
	YA	0905	GENERAL ATTORNEY	02	7	\$114,240
	YA	0905	GENERAL ATTORNEY	03	3	\$32,500
	YA	0950	PARALEGAL SPECIALIST	02	2	\$12,810
	YA	1035	PUBLIC AFFAIRS	01	1	\$5,000
	YA	1035	PUBLIC AFFAIRS	02	6	\$42,109
	YA	1035	PUBLIC AFFAIRS	03	1	\$7,500
	YA	1083	TECHNICAL WRITING AND EDITING	02	3	\$17,000
	YA	1101	GENERAL BUSINESS AND INDUSTRY	02	5	\$49,595
	YA	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$13,275
	YA	1102	CONTRACTING	01	6	\$14,000
	YA	1102	CONTRACTING	02	3	\$32,197
	YA	1102	CONTRACTING	03	2	\$20,000
	YA	1160	FINANCIAL ANALYSIS	02	1	\$3,000
	YA	1170	REALTY	01	1	\$2,000
	YA	1420	ARCHIVIST	02	1	\$4,500
	YA	1640	FACILITY OPERATIONS SERVICES	02	1	\$16,013
	YA	1640	FACILITY OPERATIONS SERVICES	03	1	\$9,416
	YA	1670	EQUIPMENT SERVICES	02	2	\$23,056
	YA	1701	GENERAL EDUCATION AND TRAINING	02	1	\$8,734
	YA	1701	GENERAL EDUCATION AND TRAINING	03	1	\$6,000
	YA	1712	TRAINING INSTRUCTION	02	2	\$55,137
	YA	1750	INSTRUCTIONAL SYSTEMS	02	3	\$26,674
	YA	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	02	1	\$10,000
	YA	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	03	1	\$10,120
	YA	1910	QUALITY ASSURANCE	02	3	\$21,239
	YA	2001	GENERAL SUPPLY	03	1	\$10,000
	YA	2152	AIR TRAFFIC CONTROL	02	1	\$15,046
	YA	2181	AIRCRAFT OPERATION	02	4	\$36,458
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	01	2	\$11,000
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	24	\$127,300
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	2	\$15,000
	YB	0086	SECURITY CLERICAL AND ASSISTANCE	02	1	\$6,400
	YB	0203	HUMAN RESOURCES ASSISTANCE	01	1	\$2,000
	YB	0203	HUMAN RESOURCES ASSISTANCE	02	5	\$13,500
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	01	79	\$231,868
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	125	\$361,000
YB	0305	MAIL AND FILE	01	1	\$1,500	
YB	0318	SECRETARY	01	2	\$8,645	
YB	0318	SECRETARY	02	1	\$1,227	
YB	0503	FINANCIAL CLERICAL AND ASSISTANCE	01	1	\$589	
YB	1105	PURCHASING	01	1	\$11,388	
YB	1152	PRODUCTION CONTROL	02	1	\$3,000	
YB	1152	PRODUCTION CONTROL	03	5	\$70,707	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YB	1421	ARCHIVES TECHNICIAN	02	1	\$3,500
	YB	2005	SUPPLY CLERICAL AND TECHNICIAN	01	4	\$12,000
	YB	2151	DISPATCHING	02	4	\$10,500
	YB	2154	AIR TRAFFIC ASSISTANCE	02	1	\$7,377
	YC	0080	SECURITY ADMINISTRATION	01	1	\$10,000
	YC	0080	SECURITY ADMINISTRATION	03	2	\$20,000
	YC	0101	SOCIAL SCIENCE	02	1	\$5,000
	YC	0180	PSYCHOLOGY	02	2	\$47,004
	YC	0180	PSYCHOLOGY	03	1	\$35,088
	YC	0185	SOCIAL WORK	02	1	\$7,822
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	2	\$17,301
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	16	\$144,337
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	9	\$75,822
	YC	0340	PROGRAM MANAGEMENT	02	1	\$2,140
	YC	0340	PROGRAM MANAGEMENT	03	2	\$19,669
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	5	\$54,555
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$35,000
	YC	0346	LOGISTICS MANAGEMENT	02	3	\$21,480
	YC	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$12,500
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	3	\$69,914
	YC	0671	HEALTH SYSTEM SPECIALIST	02	2	\$13,656
	YC	1035	PUBLIC AFFAIRS	02	2	\$32,300
	YC	1035	PUBLIC AFFAIRS	03	1	\$4,000
	YC	1071	AUDIOVISUAL PRODUCTION	02	1	\$7,500
	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	1	\$8,703
	YC	1102	CONTRACTING	02	2	\$24,450
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	03	1	\$20,000
	YC	1640	FACILITY OPERATIONS SERVICES	02	1	\$5,000
	YC	1712	TRAINING INSTRUCTION	02	2	\$7,500
	YC	1712	TRAINING INSTRUCTION	03	2	\$14,048
	YC	2010	INVENTORY MANAGEMENT	02	1	\$7,000
	YC	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	02	2	\$6,761
	YC	2181	AIRCRAFT OPERATION	02	3	\$9,000
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	01	1	\$1,500
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	2	\$20,356
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$5,000
	YD	0401	GENERAL BIOLOGICAL SCIENCE	01	3	\$61,548
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	3	\$16,899
	YD	0403	MICROBIOLOGY	01	1	\$12,000
	YD	0408	ECOLOGY	02	1	\$13,497
	YD	0801	GENERAL ENGINEERING	01	20	\$86,961
	YD	0801	GENERAL ENGINEERING	02	8	\$67,500
	YD	0801	GENERAL ENGINEERING	03	3	\$45,187
	YD	0806	MATERIALS ENGINEERING	01	2	\$25,778
	YD	0806	MATERIALS ENGINEERING	02	1	\$10,000
	YD	0808	ARCHITECTURE	01	3	\$7,000
	YD	0808	ARCHITECTURE	02	6	\$62,500
	YD	0810	CIVIL ENGINEERING	01	49	\$257,106
	YD	0810	CIVIL ENGINEERING	02	30	\$371,420
	YD	0819	ENVIRONMENTAL ENGINEERING	01	12	\$45,900
YD	0819	ENVIRONMENTAL ENGINEERING	02	2	\$30,000	
YD	0830	MECHANICAL ENGINEERING	01	70	\$406,503	
YD	0830	MECHANICAL ENGINEERING	02	8	\$81,734	
YD	0830	MECHANICAL ENGINEERING	03	1	\$25,000	
YD	0840	NUCLEAR ENGINEERING	02	1	\$5,000	
YD	0840	NUCLEAR ENGINEERING	03	1	\$5,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YD	0850	ELECTRICAL ENGINEERING	01	31	\$90,572
	YD	0850	ELECTRICAL ENGINEERING	02	1	\$21,589
	YD	0854	COMPUTER ENGINEERING	01	11	\$42,508
	YD	0854	COMPUTER ENGINEERING	02	1	\$10,000
	YD	0854	COMPUTER ENGINEERING	03	1	\$5,164
	YD	0855	ELECTRONICS ENGINEERING	01	169	\$1,434,453
	YD	0855	ELECTRONICS ENGINEERING	02	26	\$298,000
	YD	0858	BIOMEDICAL ENGINEERING	02	1	\$7,000
	YD	0861	AEROSPACE ENGINEERING	01	34	\$291,546
	YD	0861	AEROSPACE ENGINEERING	02	8	\$108,647
	YD	0861	AEROSPACE ENGINEERING	03	1	\$25,000
	YD	0871	NAVAL ARCHITECTURE	01	8	\$16,000
	YD	0893	CHEMICAL ENGINEERING	01	2	\$14,934
	YD	0896	INDUSTRIAL ENGINEERING	01	11	\$31,572
	YD	1301	GENERAL PHYSICAL SCIENCE	01	2	\$7,500
	YD	1301	GENERAL PHYSICAL SCIENCE	02	2	\$30,000
	YD	1306	HEALTH PHYSICS	01	2	\$16,000
	YD	1306	HEALTH PHYSICS	02	1	\$12,829
	YD	1310	PHYSICS	01	1	\$9,948
	YD	1315	HYDROLOGY	01	1	\$6,900
	YD	1320	CHEMISTRY	01	3	\$11,035
	YD	1320	CHEMISTRY	03	1	\$12,000
	YD	1340	METEOROLOGY	01	2	\$6,993
	YD	1350	GEOLOGY	01	2	\$7,000
	YD	1360	OCEANOGRAPHY	01	1	\$3,000
	YD	1370	CARTOGRAPHY	02	1	\$21,228
	YD	1384	TEXTILE TECHNOLOGY	02	1	\$7,000
	YD	1515	OPERATIONS RESEARCH	01	17	\$125,391
	YD	1515	OPERATIONS RESEARCH	02	8	\$93,300
	YD	1515	OPERATIONS RESEARCH	03	8	\$99,000
	YD	1520	MATHEMATICS	01	1	\$2,961
	YD	1530	STATISTICS	02	1	\$13,240
	YD	1550	COMPUTER SCIENCE	01	21	\$81,770
	YD	1550	COMPUTER SCIENCE	02	2	\$9,067
	YE	0802	ENGINEERING TECHNICAL	03	7	\$63,683
	YE	0802	ENGINEERING TECHNICAL	04	2	\$32,517
	YE	0809	CONSTRUCTION CONTROL TECHNICAL	02	1	\$7,500
	YE	0809	CONSTRUCTION CONTROL TECHNICAL	03	1	\$1,000
	YE	0856	ELECTRONICS TECHNICAL	02	2	\$13,000
	YE	0856	ELECTRONICS TECHNICAL	03	5	\$73,542
	YE	0856	ELECTRONICS TECHNICAL	04	1	\$15,000
	YF	0801	GENERAL ENGINEERING	02	5	\$42,376
	YF	0801	GENERAL ENGINEERING	03	2	\$25,500
	YF	0802	ENGINEERING TECHNICAL	01	1	\$3,200
	YF	0802	ENGINEERING TECHNICAL	03	1	\$23,111
YF	0808	ARCHITECTURE	02	1	\$10,000	
YF	0810	CIVIL ENGINEERING	02	7	\$68,962	
YF	0810	CIVIL ENGINEERING	03	1	\$30,148	
YF	0896	INDUSTRIAL ENGINEERING	02	1	\$15,000	
YF	1301	GENERAL PHYSICAL SCIENCE	03	1	\$10,000	
YF	1306	HEALTH PHYSICS	02	1	\$10,000	
YF	1330	ASTRONOMY AND SPACE SCIENCE	03	1	\$5,000	
YF	1515	OPERATIONS RESEARCH	02	1	\$12,000	
YF	1515	OPERATIONS RESEARCH	03	1	\$37,264	
YG	0602	MEDICAL OFFICER	02	78	\$2,100,169	
YG	0602	MEDICAL OFFICER	03	3	\$48,090	
YG	0680	DENTAL OFFICER	02	31	\$706,723	
YH	0603	PHYSICIAN'S ASSISTANT	02	16	\$219,189	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YH	0610	NURSE	02	71	\$507,146
	YH	0610	NURSE	03	2	\$48,307
	YH	0631	OCCUPATIONAL THERAPIST	02	3	\$44,839
	YH	0633	PHYSICAL THERAPIST	02	7	\$92,195
	YH	0638	RECREATION/CREATIVE ARTS THERAPIST	02	1	\$5,000
	YH	0644	MEDICAL TECHNOLOGIST	02	2	\$10,000
	YH	0660	PHARMACIST	02	27	\$252,288
	YH	0662	OPTOMETRIST	02	1	\$19,767
	YH	0665	SPEECH PATHOLOGY AND AUDIOLOGY	02	2	\$14,518
	YH	0668	PODIATRIST	02	1	\$10,965
	YH	0690	INDUSTRIAL HYGIENE	01	1	\$5,027
	YH	0690	INDUSTRIAL HYGIENE	02	3	\$27,300
	YI	0620	PRACTICAL NURSE	01	3	\$13,233
	YI	0636	REHABILITATION THERAPY ASSISTANT	02	1	\$12,223
	YI	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	02	4	\$43,579
	YI	0682	DENTAL HYGIENE	02	3	\$31,462
	YJ	0602	MEDICAL OFFICER	04	18	\$559,599
	YJ	0610	NURSE	02	9	\$83,546
	YJ	0631	OCCUPATIONAL THERAPIST	02	3	\$22,838
	YJ	0640	HEALTH AID AND TECHNICIAN	01	1	\$10,000
	YJ	0644	MEDICAL TECHNOLOGIST	02	1	\$5,000
	YJ	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	01	1	\$14,079
	YJ	0649	MEDICAL INSTRUMENT TECHNICIAN	01	1	\$12,896
	YJ	0660	PHARMACIST	02	4	\$44,250
	YJ	0662	OPTOMETRIST	02	1	\$24,857
	YJ	0701	VETERINARY MEDICAL SCIENCE	02	1	\$17,842
	YK	1811	CRIMINAL INVESTIGATING	01	3	\$47,612
	YN	0081	FIRE PROTECTION AND PREVENTION	02	2	\$28,300
	YN	0083	POLICE	02	1	\$3,000
	YP	0561	BUDGET CLERICAL AND ASSISTANCE	01	1	\$5,000
ENERGY	EJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$7,925
	EJ	0602	MEDICAL OFFICER	05	1	\$25,500
	EJ	1301	GENERAL PHYSICAL SCIENCE	05	1	\$39,625
	EJ	2101	TRANSPORTATION SPECIALIST	04	1	\$26,600
	EK	0801	GENERAL ENGINEERING	04	6	\$171,686
	EK	1301	GENERAL PHYSICAL SCIENCE	04	1	\$36,707
	ES	0340	PROGRAM MANAGEMENT	00	5	\$133,477
	ES	0801	GENERAL ENGINEERING	00	3	\$77,840
	ES	0840	NUCLEAR ENGINEERING	00	2	\$24,700
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$3,429
	GS	0080	SECURITY ADMINISTRATION	11	1	\$5,000
	GS	0131	INTERNATIONAL RELATIONS	09	2	\$14,622
	GS	0132	INTELLIGENCE	09	1	\$6,000
	GS	0132	INTELLIGENCE	11	3	\$18,000
	GS	0132	INTELLIGENCE	12	3	\$18,000
	GS	0132	INTELLIGENCE	14	1	\$2,300
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$16,446
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	4	\$34,622
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$19,187
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$33,306
	GS	0318	SECRETARY	06	1	\$2,483
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	2	\$13,368
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$3,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$10,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	3	\$30,195
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	1	\$5,000
	GS	0510	ACCOUNTING	14	1	\$25,000
	GS	0511	AUDITING	07	2	\$4,757
	GS	0511	AUDITING	09	1	\$3,000
	GS	0560	BUDGET ANALYSIS	09	2	\$10,000
	GS	0560	BUDGET ANALYSIS	14	2	\$9,312
	GS	0801	GENERAL ENGINEERING	07	1	\$5,000
	GS	0801	GENERAL ENGINEERING	09	5	\$22,000
	GS	0801	GENERAL ENGINEERING	11	8	\$41,000
	GS	0801	GENERAL ENGINEERING	13	1	\$5,049
	GS	0801	GENERAL ENGINEERING	14	5	\$38,499
	GS	0801	GENERAL ENGINEERING	15	3	\$61,418
	GS	0804	FIRE PROTECTION ENGINEERING	11	1	\$15,930
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$31,861
	GS	0819	ENVIRONMENTAL ENGINEERING	09	1	\$5,000
	GS	0819	ENVIRONMENTAL ENGINEERING	11	1	\$4,800
	GS	0840	NUCLEAR ENGINEERING	09	1	\$6,726
	GS	0840	NUCLEAR ENGINEERING	13	1	\$15,146
	GS	0840	NUCLEAR ENGINEERING	14	1	\$10,000
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$2,502
	GS	1035	PUBLIC AFFAIRS	11	1	\$5,540
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$12,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$6,189
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$15,000
	GS	1102	CONTRACTING	09	2	\$10,000
	GS	1102	CONTRACTING	13	1	\$10,000
	GS	1102	CONTRACTING	14	1	\$15,000
	GS	1130	PUBLIC UTILITIES SPECIALIST	13	2	\$12,121
	GS	1130	PUBLIC UTILITIES SPECIALIST	14	1	\$17,500
	GS	1301	GENERAL PHYSICAL SCIENCE	05	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	09	3	\$18,178
	GS	1301	GENERAL PHYSICAL SCIENCE	11	2	\$10,000
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$8,000
	GS	1301	GENERAL PHYSICAL SCIENCE	15	3	\$36,422
	GS	1306	HEALTH PHYSICS	14	1	\$11,014
	GS	1310	PHYSICS	13	1	\$22,815
	GS	1310	PHYSICS	15	1	\$8,462
	GS	1320	CHEMISTRY	15	2	\$27,069
	GS	1515	OPERATIONS RESEARCH	11	2	\$8,500
	GS	1520	MATHEMATICS	13	1	\$4,946
	GS	1550	COMPUTER SCIENCE	15	1	\$51,262
	GS	2003	SUPPLY PROGRAM MANAGEMENT	14	1	\$20,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$2,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$20,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$12,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$15,000
	NF	0080	SECURITY ADMINISTRATION	02	3	\$18,000
	NF	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$6,000
	NF	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	1	\$6,000
NF	0510	ACCOUNTING	02	2	\$12,000	
NF	0560	BUDGET ANALYSIS	02	1	\$6,000	
NF	0690	INDUSTRIAL HYGIENE	02	1	\$6,000	
NF	0801	GENERAL ENGINEERING	01	6	\$48,000	
NF	0801	GENERAL ENGINEERING	02	6	\$36,000	
NF	0840	NUCLEAR ENGINEERING	01	6	\$51,500	
NF	1102	CONTRACTING	02	2	\$12,000	
NF	1550	COMPUTER SCIENCE	01	1	\$6,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	NF	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	2	\$12,000
	NN	0801	GENERAL ENGINEERING	04	1	\$18,600
	NN	0840	NUCLEAR ENGINEERING	02	1	\$5,000
	NN	0840	NUCLEAR ENGINEERING	04	1	\$5,141
	NQ	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$16,000
	NQ	1102	CONTRACTING	02	1	\$5,000
HEALTH AND HUMAN SERVICES	ES	0341	ADMINISTRATIVE OFFICER	00	1	\$37,283
	GP	0602	MEDICAL OFFICER	13	2	\$40,000
	GP	0602	MEDICAL OFFICER	14	29	\$509,206
	GP	0602	MEDICAL OFFICER	15	12	\$266,283
	GP	0680	DENTAL OFFICER	11	1	\$10,000
	GP	0680	DENTAL OFFICER	12	1	\$20,859
	GS	0101	SOCIAL SCIENCE	13	2	\$14,179
	GS	0180	PSYCHOLOGY	12	1	\$3,919
	GS	0180	PSYCHOLOGY	13	2	\$41,836
	GS	0185	SOCIAL WORK	12	1	\$3,997
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$16,977
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	4	\$52,129
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$20,781
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$7,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$15,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	2	\$9,208
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	6	\$53,704
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	2	\$21,759
	GS	0403	MICROBIOLOGY	11	1	\$7,000
	GS	0403	MICROBIOLOGY	13	8	\$66,845
	GS	0405	PHARMACOLOGY	13	31	\$286,390
	GS	0405	PHARMACOLOGY	15	1	\$20,860
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$13,200
	GS	0560	BUDGET ANALYSIS	14	1	\$10,000
	GS	0601	GENERAL HEALTH SCIENCE	12	10	\$73,205
	GS	0601	GENERAL HEALTH SCIENCE	13	23	\$246,794
	GS	0601	GENERAL HEALTH SCIENCE	14	21	\$298,460
	GS	0601	GENERAL HEALTH SCIENCE	15	5	\$88,008
	GS	0602	MEDICAL OFFICER	12	1	\$21,161
	GS	0602	MEDICAL OFFICER	13	2	\$46,896
	GS	0602	MEDICAL OFFICER	14	43	\$647,623
	GS	0602	MEDICAL OFFICER	15	6	\$161,114
	GS	0603	PHYSICIAN'S ASSISTANT	09	1	\$10,348
	GS	0603	PHYSICIAN'S ASSISTANT	11	1	\$18,056
	GS	0603	PHYSICIAN'S ASSISTANT	12	6	\$65,638
	GS	0610	NURSE	04	6	\$24,603
	GS	0610	NURSE	05	7	\$44,017
	GS	0610	NURSE	07	13	\$114,476
	GS	0610	NURSE	09	39	\$402,091
	GS	0610	NURSE	10	38	\$442,987
	GS	0610	NURSE	11	5	\$47,972
	GS	0610	NURSE	12	10	\$138,790
	GS	0610	NURSE	13	1	\$32,600
	GS	0620	PRACTICAL NURSE	05	1	\$5,253
	GS	0620	PRACTICAL NURSE	06	3	\$18,357
GS	0630	DIETITIAN AND NUTRITIONIST	11	2	\$24,169	
GS	0633	PHYSICAL THERAPIST	11	4	\$44,213	
GS	0644	MEDICAL TECHNOLOGIST	07	1	\$7,482	
GS	0644	MEDICAL TECHNOLOGIST	09	3	\$25,366	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	1	\$8,978
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	3	\$28,844
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	4	\$37,591
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	4	\$38,559
	GS	0651	RESPIRATORY THERAPIST	09	1	\$12,387
	GS	0660	PHARMACIST	11	7	\$123,440
	GS	0660	PHARMACIST	12	4	\$91,808
	GS	0660	PHARMACIST	13	20	\$215,845
	GS	0662	OPTOMETRIST	11	4	\$60,133
	GS	0662	OPTOMETRIST	12	2	\$42,456
	GS	0668	PODIATRIST	13	1	\$25,244
	GS	0668	PODIATRIST	14	1	\$29,829
	GS	0668	PODIATRIST	15	1	\$35,572
	GS	0680	DENTAL OFFICER	11	2	\$2,588
	GS	0680	DENTAL OFFICER	12	3	\$46,268
	GS	0682	DENTAL HYGIENE	04	1	\$8,636
	GS	0682	DENTAL HYGIENE	06	1	\$10,769
	GS	0682	DENTAL HYGIENE	07	1	\$9,573
	GS	0682	DENTAL HYGIENE	08	1	\$13,253
	GS	0690	INDUSTRIAL HYGIENE	14	1	\$19,100
	GS	0696	CONSUMER SAFETY	11	5	\$42,747
	GS	0696	CONSUMER SAFETY	12	18	\$141,159
	GS	0696	CONSUMER SAFETY	13	21	\$218,357
	GS	0701	VETERINARY MEDICAL SCIENCE	13	1	\$500
	GS	0801	GENERAL ENGINEERING	09	1	\$517
	GS	0801	GENERAL ENGINEERING	14	1	\$8,000
	GS	1001	GENERAL ARTS AND INFORMATION	14	1	\$12,366
	GS	1102	CONTRACTING	12	1	\$8,000
	GS	1320	CHEMISTRY	12	3	\$19,500
	GS	1320	CHEMISTRY	13	22	\$210,773
	GS	1410	LIBRARIAN	12	1	\$2,000
	GS	1412	TECHNICAL INFORMATION SERVICES	13	1	\$2,000
	GS	1510	ACTUARIAL SCIENCE	13	2	\$21,046
	GS	1515	OPERATIONS RESEARCH	09	1	\$6,255
	GS	1515	OPERATIONS RESEARCH	13	1	\$9,956
	GS	1515	OPERATIONS RESEARCH	14	1	\$10,130
	GS	1529	MATHEMATICAL STATISTICS	12	5	\$40,494
	GS	1529	MATHEMATICAL STATISTICS	13	5	\$49,778
	GS	1529	MATHEMATICAL STATISTICS	14	2	\$44,605
	GS	1712	TRAINING INSTRUCTION	14	1	\$21,000
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$36,249	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$9,000	
HOMELAND SECURITY	AD	0801	GENERAL ENGINEERING	00	1	\$5,000
	AD	1301	GENERAL PHYSICAL SCIENCE	12	1	\$25,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$30,000
	ES	0340	PROGRAM MANAGEMENT	00	2	\$69,760
	ES	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	00	2	\$41,695
	GL	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	05	4	\$20,000
	GL	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	07	4	\$20,000
	GL	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	09	3	\$15,000
	GL	1811	CRIMINAL INVESTIGATING	07	1	\$440
	GL	1811	CRIMINAL INVESTIGATING	09	2	\$8,261
	GS	0080	SECURITY ADMINISTRATION	13	1	\$5,000
GS	0080	SECURITY ADMINISTRATION	15	1	\$7,500	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HOMELAND SECURITY (continued)	GS	0132	INTELLIGENCE	09	4	\$47,951
	GS	0132	INTELLIGENCE	11	1	\$14,552
	GS	0132	INTELLIGENCE	13	2	\$27,585
	GS	0132	INTELLIGENCE	14	3	\$69,855
	GS	0132	INTELLIGENCE	15	1	\$28,236
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	3	\$22,333
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	15	\$50,012
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	9	\$68,211
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	3	\$10,700
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$29,409
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$3,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$2,517
	GS	0340	PROGRAM MANAGEMENT	12	1	\$10,000
	GS	0340	PROGRAM MANAGEMENT	13	1	\$20,740
	GS	0340	PROGRAM MANAGEMENT	15	3	\$50,309
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$22,027
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	7	\$64,609
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	5	\$82,577
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$28,829
	GS	0391	TELECOMMUNICATIONS	14	1	\$6,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$5,000
	GS	0801	GENERAL ENGINEERING	15	2	\$47,250
	GS	0802	ENGINEERING TECHNICAL	07	1	\$10,779
	GS	0802	ENGINEERING TECHNICAL	11	1	\$10,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$14,664
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$10,005
	GS	1102	CONTRACTING	05	1	\$5,222
	GS	1102	CONTRACTING	07	41	\$205,000
	GS	1102	CONTRACTING	09	2	\$24,054
	GS	1102	CONTRACTING	14	2	\$30,882
	GS	1515	OPERATIONS RESEARCH	14	1	\$20,000
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	15	1	\$5,000
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	06	4	\$20,000
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	07	2	\$10,000
	GS	1811	CRIMINAL INVESTIGATING	11	3	\$25,401
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$15,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$16,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	5	\$74,278
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$68,270
LE	0083	POLICE	00	73	\$365,000	
SL	0801	GENERAL ENGINEERING	00	1	\$9,048	
SQ	0602	MEDICAL OFFICER	00	1	\$20,000	
HOUSING AND URBAN DEVELOPMENT	GS	0110	ECONOMIST	11	1	\$15,000
INTERIOR	ES	0340	PROGRAM MANAGEMENT	00	1	\$35,000
	GL	0025	PARK RANGER	09	1	\$5,000
	GS	0023	OUTDOOR RECREATION PLANNING	11	1	\$7,500
	GS	0110	ECONOMIST	09	1	\$2,252
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$10,477
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$10,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
INTERIOR (continued)	GS	0318	SECRETARY	06	1	\$3,085
	GS	0340	PROGRAM MANAGEMENT	14	1	\$26,129
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$10,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	2	\$18,412
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	2	\$31,000
	GS	0403	MICROBIOLOGY	09	1	\$11,811
	GS	0408	ECOLOGY	09	1	\$8,000
	GS	0455	RANGE TECHNICIAN	05	1	\$7,432
	GS	0486	WILDLIFE BIOLOGY	07	2	\$16,267
	GS	0510	ACCOUNTING	13	1	\$5,000
	GS	0560	BUDGET ANALYSIS	15	1	\$23,063
	GS	0801	GENERAL ENGINEERING	12	2	\$35,188
	GS	0802	ENGINEERING TECHNICAL	07	1	\$12,388
	GS	0810	CIVIL ENGINEERING	09	1	\$12,935
	GS	0810	CIVIL ENGINEERING	11	1	\$8,735
	GS	0810	CIVIL ENGINEERING	12	1	\$13,533
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$5,000
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$2,259
	GS	0881	PETROLEUM ENGINEERING	07	1	\$5,000
	GS	0881	PETROLEUM ENGINEERING	11	1	\$13,624
	GS	0881	PETROLEUM ENGINEERING	12	1	\$15,585
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$6,000
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$24,888
	GS	1313	GEOPHYSICS	13	1	\$5,000
	GS	1315	HYDROLOGY	11	1	\$16,000
	GS	1315	HYDROLOGY	13	1	\$19,371
	GS	1350	GEOLOGY	07	3	\$26,269
	GS	1350	GEOLOGY	14	2	\$40,585
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	03	1	\$500
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	04	8	\$4,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	2	\$11,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$11,115
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$7,843
	JUSTICE	AD	0905	GENERAL ATTORNEY	00	1
AD		0905	GENERAL ATTORNEY	21	13	\$83,700
AD		0905	GENERAL ATTORNEY	24	4	\$48,973
AD		0905	GENERAL ATTORNEY	25	3	\$21,546
AD		0905	GENERAL ATTORNEY	26	3	\$7,843
AD		0905	GENERAL ATTORNEY	27	2	\$24,544
AD		0905	GENERAL ATTORNEY	29	6	\$43,730
AD		0905	GENERAL ATTORNEY	33	2	\$8,400
ES		1320	CHEMISTRY	00	1	\$39,625
ES		2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$43,000
GL		0007	CORRECTIONAL OFFICER	05	143	\$879,226
GL		0007	CORRECTIONAL OFFICER	06	41	\$270,407
GL		0007	CORRECTIONAL OFFICER	07	2	\$15,484
GL		0007	CORRECTIONAL OFFICER	09	1	\$9,970
GL		0030	SPORTS SPECIALIST	05	1	\$6,051
GL		0201	HUMAN RESOURCES MANAGEMENT	09	1	\$7,726
GL		0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$6,927
GL		0304	INFORMATION RECEPTIONIST	04	2	\$10,586
GL		0318	SECRETARY	05	4	\$24,635
GL		0318	SECRETARY	06	11	\$74,473
GL		0525	ACCOUNTING TECHNICIAN	05	1	\$6,232
GL		0525	ACCOUNTING TECHNICIAN	06	1	\$6,572
GL		0544	CIVILIAN PAY	05	1	\$6,086
GL		0603	PHYSICIAN'S ASSISTANT	09	1	\$14,925
GL		0610	NURSE	04	1	\$5,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GL	0610	NURSE	05	3	\$27,892
	GL	0610	NURSE	09	3	\$20,266
	GL	0610	NURSE	10	31	\$299,943
	GL	0633	PHYSICAL THERAPIST	09	1	\$15,000
	GL	0640	HEALTH AID AND TECHNICIAN	05	4	\$24,342
	GL	0640	HEALTH AID AND TECHNICIAN	06	1	\$6,572
	GL	0640	HEALTH AID AND TECHNICIAN	09	3	\$24,383
	GL	0675	MEDICAL RECORDS TECHNICIAN	06	1	\$6,381
	GL	0675	MEDICAL RECORDS TECHNICIAN	07	1	\$7,330
	GL	0682	DENTAL HYGIENE	05	1	\$6,086
	GL	0682	DENTAL HYGIENE	08	1	\$9,046
	GL	1702	EDUCATION AND TRAINING TECHNICIAN	05	2	\$12,137
	GL	1702	EDUCATION AND TRAINING TECHNICIAN	07	1	\$6,893
	GL	1710	EDUCATION AND VOCATIONAL TRAINING	07	1	\$7,094
	GL	1710	EDUCATION AND VOCATIONAL TRAINING	09	1	\$7,726
	GL	1910	QUALITY ASSURANCE	09	1	\$7,912
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	12	1	\$14,096
	GS	0080	SECURITY ADMINISTRATION	07	8	\$40,006
	GS	0080	SECURITY ADMINISTRATION	09	1	\$5,000
	GS	0080	SECURITY ADMINISTRATION	13	6	\$135,149
	GS	0083	POLICE	06	10	\$50,000
	GS	0083	POLICE	07	3	\$15,000
	GS	0083	POLICE	08	4	\$20,000
	GS	0101	SOCIAL SCIENCE	11	2	\$15,000
	GS	0101	SOCIAL SCIENCE	12	2	\$14,370
	GS	0132	INTELLIGENCE	07	73	\$377,277
	GS	0132	INTELLIGENCE	09	60	\$360,509
	GS	0132	INTELLIGENCE	11	10	\$104,091
	GS	0132	INTELLIGENCE	12	3	\$35,024
	GS	0132	INTELLIGENCE	13	2	\$30,419
	GS	0180	PSYCHOLOGY	12	3	\$37,429
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	2	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$6,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$7,648
	GS	0318	SECRETARY	05	1	\$6,400
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	4	\$20,480
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$9,971
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$3,794
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	14	\$189,173
	GS	0391	TELECOMMUNICATIONS	09	1	\$13,075
	GS	0391	TELECOMMUNICATIONS	14	1	\$9,178
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	4	\$20,000
	GS	0510	ACCOUNTING	07	1	\$5,000
	GS	0510	ACCOUNTING	09	1	\$5,000
	GS	0510	ACCOUNTING	14	1	\$20,000
	GS	0511	AUDITING	07	1	\$5,000
	GS	0511	AUDITING	12	1	\$10,000
	GS	0525	ACCOUNTING TECHNICIAN	05	1	\$2,973
	GS	0560	BUDGET ANALYSIS	05	1	\$5,000
	GS	0560	BUDGET ANALYSIS	07	8	\$40,000
	GS	0560	BUDGET ANALYSIS	14	1	\$21,109
	GS	0602	MEDICAL OFFICER	15	10	\$229,950
	GS	0603	PHYSICIAN'S ASSISTANT	11	7	\$91,366
	GS	0610	NURSE	10	1	\$13,601
	GS	0610	NURSE	11	4	\$56,919
	GS	0660	PHARMACIST	11	1	\$11,760
GS	0660	PHARMACIST	12	2	\$37,000	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GS	0680	DENTAL OFFICER	13	6	\$131,153
	GS	0855	ELECTRONICS ENGINEERING	13	3	\$35,320
	GS	0856	ELECTRONICS TECHNICAL	07	1	\$5,000
	GS	0856	ELECTRONICS TECHNICAL	11	1	\$925
	GS	0856	ELECTRONICS TECHNICAL	13	1	\$3,400
	GS	0986	LEGAL ASSISTANCE	06	1	\$3,315
	GS	0986	LEGAL ASSISTANCE	07	1	\$3,682
	GS	1035	PUBLIC AFFAIRS	12	1	\$4,554
	GS	1040	LANGUAGE SPECIALIST	12	5	\$95,564
	GS	1102	CONTRACTING	07	3	\$15,000
	GS	1102	CONTRACTING	09	1	\$5,000
	GS	1102	CONTRACTING	11	1	\$5,000
	GS	1701	GENERAL EDUCATION AND TRAINING	11	1	\$9,047
	GS	1710	EDUCATION AND VOCATIONAL TRAINING	11	1	\$9,264
	GS	1712	TRAINING INSTRUCTION	07	1	\$5,000
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	09	1	\$5,856
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	2	\$17,043
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$26,405
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$17,285
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$31,207
WG	4204	PIPEFITTING	10	1	\$5,000	
LABOR	GS	0110	ECONOMIST	12	3	\$17,885
	GS	0110	ECONOMIST	13	2	\$3,462
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$6,823
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	16	\$124,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$5,000
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$5,000
	GS	0804	FIRE PROTECTION ENGINEERING	13	1	\$15,000
	GS	0830	MECHANICAL ENGINEERING	07	1	\$5,000
	GS	1529	MATHEMATICAL STATISTICS	09	1	\$1,538
	GS	1822	MINE SAFETY AND HEALTH	09	1	\$2,500
	GS	1822	MINE SAFETY AND HEALTH	11	1	\$2,500
	TRANSPORTATION	ES	0340	PROGRAM MANAGEMENT	00	1
GS		0020	COMMUNITY PLANNING	12	1	\$5,000
GS		0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$3,000
GS		0110	ECONOMIST	14	1	\$10,000
GS		0180	PSYCHOLOGY	11	1	\$6,000
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$4,811
GS		0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$3,000
GS		0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$7,184
GS		0801	GENERAL ENGINEERING	13	1	\$15,000
GS		0802	ENGINEERING TECHNICAL	09	1	\$3,000
GS		0810	CIVIL ENGINEERING	07	7	\$21,000
GS		0810	CIVIL ENGINEERING	09	8	\$26,000
GS		0810	CIVIL ENGINEERING	11	2	\$6,000
GS		0810	CIVIL ENGINEERING	12	1	\$4,000
GS		0905	GENERAL ATTORNEY	15	1	\$3,243
GS		1170	REALTY	05	1	\$2,500
GS		1170	REALTY	09	1	\$3,500
GS		1529	MATHEMATICAL STATISTICS	12	1	\$15,000
GS		1529	MATHEMATICAL STATISTICS	13	1	\$7,000
GS		1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	11	1	\$15,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
TRANSPORTATION (continued)	GS	2101	TRANSPORTATION SPECIALIST	13	3	\$17,000	
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$5,000	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$1,000	
TREASURY	AD	0340	PROGRAM MANAGEMENT	00	3	\$75,000	
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000	
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$30,996	
	GS	0110	ECONOMIST	09	1	\$4,998	
	GS	0110	ECONOMIST	11	2	\$18,000	
	GS	0110	ECONOMIST	12	1	\$22,674	
	GS	0110	ECONOMIST	13	3	\$26,000	
	GS	0110	ECONOMIST	15	2	\$66,079	
	GS	0132	INTELLIGENCE	09	1	\$5,500	
	GS	0132	INTELLIGENCE	13	3	\$16,500	
	GS	0132	INTELLIGENCE	14	1	\$2,000	
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$55,875	
	GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$5,000	
	GS	0342	SUPPORT SERVICES ADMINISTRATION	12	1	\$5,000	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,000	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$3,000	
	GS	0510	ACCOUNTING	07	1	\$5,000	
	GS	0512	INTERNAL REVENUE AGENT	05	25	\$62,500	
	GS	0512	INTERNAL REVENUE AGENT	07	57	\$142,500	
	GS	0512	INTERNAL REVENUE AGENT	09	34	\$85,000	
	GS	0512	INTERNAL REVENUE AGENT	11	8	\$20,000	
	GS	0512	INTERNAL REVENUE AGENT	13	1	\$2,500	
	GS	0830	MECHANICAL ENGINEERING	07	2	\$20,000	
	GS	0987	TAX LAW SPECIALIST	13	1	\$10,000	
	GS	1160	FINANCIAL ANALYSIS	13	1	\$8,000	
	GS	1550	COMPUTER SCIENCE	14	1	\$5,000	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	4	\$49,644	
	IR	0340	PROGRAM MANAGEMENT	01	1	\$2,500	
	VETERANS AFFAIRS	AD	0180	PSYCHOLOGY	00	1	\$2,000
		ES	0505	FINANCIAL MANAGEMENT	00	1	\$117,050
		ES	0670	HEALTH SYSTEM ADMINISTRATION	00	3	\$36,839
		GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	2	\$12,000
		GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$6,873
GS		0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$7,075	
GS		0060	CHAPLAIN	12	5	\$32,810	
GS		0080	SECURITY ADMINISTRATION	11	1	\$10,000	
GS		0080	SECURITY ADMINISTRATION	12	2	\$20,000	
GS		0081	FIRE PROTECTION AND PREVENTION	11	1	\$5,000	
GS		0083	POLICE	04	1	\$5,000	
GS		0083	POLICE	05	2	\$13,132	
GS		0083	POLICE	06	28	\$147,729	
GS		0083	POLICE	07	5	\$42,644	
GS		0083	POLICE	08	1	\$5,000	
GS		0101	SOCIAL SCIENCE	09	2	\$22,640	
GS		0101	SOCIAL SCIENCE	11	3	\$20,000	
GS		0110	ECONOMIST	13	1	\$4,144	
GS		0110	ECONOMIST	14	1	\$10,000	
GS		0180	PSYCHOLOGY	11	20	\$155,168	
GS		0180	PSYCHOLOGY	12	18	\$148,114	
GS		0180	PSYCHOLOGY	13	85	\$802,036	
GS		0180	PSYCHOLOGY	14	4	\$45,058	
GS	0180	PSYCHOLOGY	15	1	\$22,636		

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	09	2	\$7,505
	GS	0185	SOCIAL WORK	09	3	\$14,500
	GS	0185	SOCIAL WORK	11	27	\$211,052
	GS	0185	SOCIAL WORK	12	7	\$55,663
	GS	0185	SOCIAL WORK	13	5	\$51,374
	GS	0185	SOCIAL WORK	14	2	\$41,742
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	7	\$36,439
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	17	\$134,418
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	14	\$158,012
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	10	\$134,656
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$32,783
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$19,026
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	08	1	\$6,116
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	5	\$21,108
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	3	\$22,037
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$21,019
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	4	\$35,901
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$29,063
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	3	\$7,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	2	\$11,234
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	4	\$28,915
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$5,000
	GS	0318	SECRETARY	05	1	\$1,500
	GS	0318	SECRETARY	06	3	\$4,500
	GS	0340	PROGRAM MANAGEMENT	12	1	\$16,300
	GS	0340	PROGRAM MANAGEMENT	15	1	\$37,250
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$5,228
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$13,623
	GS	0341	ADMINISTRATIVE OFFICER	12	4	\$35,910
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$6,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	2	\$2,982
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$9,389
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	6	\$57,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$27,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$20,000
	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	12	1	\$25,728
	GS	0391	TELECOMMUNICATIONS	13	1	\$5,000
	GS	0403	MICROBIOLOGY	13	1	\$11,022
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$16,873
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$25,000
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	06	5	\$5,000
	GS	0505	FINANCIAL MANAGEMENT	12	1	\$9,778
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$5,000
	GS	0505	FINANCIAL MANAGEMENT	14	3	\$72,702
	GS	0510	ACCOUNTING	09	1	\$7,500
	GS	0510	ACCOUNTING	11	1	\$10,000
	GS	0510	ACCOUNTING	14	1	\$10,000
	GS	0511	AUDITING	12	2	\$17,084
	GS	0511	AUDITING	13	1	\$22,409
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$5,000
	GS	0544	CIVILIAN PAY	05	1	\$1,500
	GS	0544	CIVILIAN PAY	06	1	\$5,000
	GS	0560	BUDGET ANALYSIS	09	2	\$11,509

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0601	GENERAL HEALTH SCIENCE	07	9	\$60,032
	GS	0601	GENERAL HEALTH SCIENCE	08	54	\$255,392
	GS	0601	GENERAL HEALTH SCIENCE	09	13	\$91,776
	GS	0601	GENERAL HEALTH SCIENCE	10	2	\$21,476
	GS	0601	GENERAL HEALTH SCIENCE	11	23	\$144,000
	GS	0601	GENERAL HEALTH SCIENCE	12	4	\$26,775
	GS	0601	GENERAL HEALTH SCIENCE	13	2	\$16,359
	GS	0601	GENERAL HEALTH SCIENCE	14	2	\$46,931
	GS	0601	GENERAL HEALTH SCIENCE	15	1	\$29,800
	GS	0620	PRACTICAL NURSE	03	68	\$166,901
	GS	0620	PRACTICAL NURSE	04	140	\$308,889
	GS	0620	PRACTICAL NURSE	05	250	\$590,610
	GS	0620	PRACTICAL NURSE	06	122	\$301,452
	GS	0621	NURSING ASSISTANT	04	24	\$60,500
	GS	0621	NURSING ASSISTANT	05	11	\$8,900
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	04	4	\$24,128
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	2	\$9,940
	GS	0630	DIETITIAN AND NUTRITIONIST	07	1	\$2,500
	GS	0630	DIETITIAN AND NUTRITIONIST	09	3	\$8,500
	GS	0630	DIETITIAN AND NUTRITIONIST	11	4	\$17,626
	GS	0630	DIETITIAN AND NUTRITIONIST	12	1	\$5,211
	GS	0631	OCCUPATIONAL THERAPIST	07	2	\$10,000
	GS	0631	OCCUPATIONAL THERAPIST	09	10	\$55,968
	GS	0631	OCCUPATIONAL THERAPIST	10	16	\$97,628
	GS	0631	OCCUPATIONAL THERAPIST	11	29	\$229,164
	GS	0633	PHYSICAL THERAPIST	07	2	\$10,000
	GS	0633	PHYSICAL THERAPIST	09	14	\$89,235
	GS	0633	PHYSICAL THERAPIST	10	47	\$256,749
	GS	0633	PHYSICAL THERAPIST	11	44	\$403,695
	GS	0633	PHYSICAL THERAPIST	12	1	\$5,000
	GS	0635	KINESIOTHERAPY	07	3	\$18,688
	GS	0635	KINESIOTHERAPY	09	1	\$2,500
	GS	0636	REHABILITATION THERAPY ASSISTANT	04	1	\$12,000
	GS	0636	REHABILITATION THERAPY ASSISTANT	05	1	\$10,000
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	3	\$22,500
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	7	\$23,136
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	3	\$15,000
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	05	1	\$5,000
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	09	1	\$3,500
	GS	0640	HEALTH AID AND TECHNICIAN	04	1	\$2,000
	GS	0640	HEALTH AID AND TECHNICIAN	05	3	\$12,876
	GS	0640	HEALTH AID AND TECHNICIAN	06	4	\$26,538
	GS	0640	HEALTH AID AND TECHNICIAN	07	16	\$63,320
	GS	0644	MEDICAL TECHNOLOGIST	07	28	\$101,569
	GS	0644	MEDICAL TECHNOLOGIST	09	45	\$223,146
	GS	0644	MEDICAL TECHNOLOGIST	10	4	\$14,090
	GS	0644	MEDICAL TECHNOLOGIST	11	5	\$39,280
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$8,491
	GS	0644	MEDICAL TECHNOLOGIST	13	3	\$30,000
	GS	0645	MEDICAL TECHNICIAN	06	2	\$8,880
GS	0646	PATHOLOGY TECHNICIAN	04	1	\$2,000	
GS	0646	PATHOLOGY TECHNICIAN	05	2	\$8,000	
GS	0646	PATHOLOGY TECHNICIAN	07	2	\$12,000	
GS	0646	PATHOLOGY TECHNICIAN	08	2	\$9,000	
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	17	\$129,380	
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	13	\$65,728	
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	4	\$22,121	
GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	15	\$100,531	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	34	\$223,255
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	10	\$58,466
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	6	\$30,646
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	1	\$10,000
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	06	3	\$13,309
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	07	1	\$1,932
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	1	\$10,000
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	1	\$1,800
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	4	\$45,198
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	3	\$25,995
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	2	\$17,044
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	4	\$15,368
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	5	\$30,399
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	3	\$20,728
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	20	\$164,003
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	19	\$124,526
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	3	\$29,429
	GS	0651	RESPIRATORY THERAPIST	08	2	\$8,775
	GS	0660	PHARMACIST	11	139	\$1,065,112
	GS	0660	PHARMACIST	12	150	\$1,271,767
	GS	0660	PHARMACIST	13	28	\$222,211
	GS	0660	PHARMACIST	14	5	\$85,174
	GS	0660	PHARMACIST	15	1	\$20,940
	GS	0661	PHARMACY TECHNICIAN	05	1	\$3,863
	GS	0661	PHARMACY TECHNICIAN	06	4	\$8,862
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	09	1	\$5,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	2	\$15,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	6	\$36,000
	GS	0667	ORTHOTIST AND PROSTHETIST	11	3	\$24,523
	GS	0667	ORTHOTIST AND PROSTHETIST	12	3	\$27,500
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	2	\$22,404
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	3	\$13,279
	GS	0669	MEDICAL RECORDS ADMINISTRATION	13	2	\$25,378
	GS	0670	HEALTH SYSTEM ADMINISTRATION	09	1	\$2,500
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$7,500
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	2	\$35,502
	GS	0671	HEALTH SYSTEM SPECIALIST	07	1	\$4,000
	GS	0671	HEALTH SYSTEM SPECIALIST	09	3	\$19,500
	GS	0671	HEALTH SYSTEM SPECIALIST	11	3	\$22,899
	GS	0671	HEALTH SYSTEM SPECIALIST	12	3	\$24,420
	GS	0671	HEALTH SYSTEM SPECIALIST	13	12	\$134,856
	GS	0671	HEALTH SYSTEM SPECIALIST	14	2	\$15,000
	GS	0672	PROSTHETIC REPRESENTATIVE	09	1	\$3,000
	GS	0672	PROSTHETIC REPRESENTATIVE	11	2	\$11,000
	GS	0672	PROSTHETIC REPRESENTATIVE	12	3	\$39,298
	GS	0672	PROSTHETIC REPRESENTATIVE	13	1	\$11,650
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	2	\$15,104
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	1	\$1,500
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	1	\$5,000
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	1	\$1,600
GS	0681	DENTAL ASSISTANT	05	3	\$12,070	
GS	0681	DENTAL ASSISTANT	06	1	\$9,167	
GS	0682	DENTAL HYGIENE	04	1	\$5,000	
GS	0682	DENTAL HYGIENE	07	1	\$4,421	
GS	0682	DENTAL HYGIENE	08	3	\$24,420	
GS	0682	DENTAL HYGIENE	09	1	\$5,116	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	08	2	\$5,000	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	1	\$3,153	

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0690	INDUSTRIAL HYGIENE	12	5	\$52,728
	GS	0801	GENERAL ENGINEERING	05	2	\$11,534
	GS	0801	GENERAL ENGINEERING	11	7	\$37,949
	GS	0801	GENERAL ENGINEERING	12	9	\$95,750
	GS	0801	GENERAL ENGINEERING	13	7	\$64,020
	GS	0801	GENERAL ENGINEERING	14	3	\$56,401
	GS	0802	ENGINEERING TECHNICAL	09	1	\$11,711
	GS	0807	LANDSCAPE ARCHITECTURE	13	1	\$11,651
	GS	0808	ARCHITECTURE	14	1	\$5,000
	GS	0810	CIVIL ENGINEERING	11	1	\$8,437
	GS	0858	BIOMEDICAL ENGINEERING	14	1	\$10,000
	GS	0905	GENERAL ATTORNEY	13	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	11	3	\$17,084
	GS	1035	PUBLIC AFFAIRS	12	1	\$10,000
	GS	1035	PUBLIC AFFAIRS	13	2	\$9,453
	GS	1060	PHOTOGRAPHY	11	1	\$4,000
	GS	1071	AUDIOVISUAL PRODUCTION	12	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$12,000
	GS	1102	CONTRACTING	09	3	\$23,358
	GS	1102	CONTRACTING	11	5	\$35,718
	GS	1102	CONTRACTING	12	14	\$171,111
	GS	1102	CONTRACTING	13	2	\$15,127
	GS	1105	PURCHASING	06	1	\$6,000
	GS	1306	HEALTH PHYSICS	13	2	\$36,935
	GS	1530	STATISTICS	11	1	\$7,909
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	05	1	\$2,010
	GS	1701	GENERAL EDUCATION AND TRAINING	12	1	\$5,000
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$4,896
	GS	1712	TRAINING INSTRUCTION	12	1	\$10,000
	GS	1715	VOCATIONAL REHABILITATION	11	1	\$5,000
	GS	1720	EDUCATION PROGRAM	13	1	\$18,000
	GS	1750	INSTRUCTIONAL SYSTEMS	12	1	\$8,999
	GS	2001	GENERAL SUPPLY	12	2	\$15,000
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$10,000
	GS	2010	INVENTORY MANAGEMENT	11	1	\$6,000
	GS	2010	INVENTORY MANAGEMENT	13	1	\$8,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	2	\$6,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	3	\$9,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$18,506
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$14,339
	WG	2805	ELECTRICIAN	10	1	\$3,991
	WG	2854	ELECTRICAL EQUIPMENT REPAIRER	09	1	\$7,820
	WG	3502	LABORING	05	1	\$800
	WG	3566	CUSTODIAL WORKING	02	2	\$1,000
	WG	4204	PIPEFITTING	10	1	\$5,000
	WG	4737	GENERAL EQUIPMENT MECHANIC	10	2	\$16,000
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	1	\$10,000
	WG	5309	HEATING AND BOILER PLANT EQUIPMENT MECHANIC	10	1	\$10,000
	WG	5313	ELEVATOR MECHANIC	11	1	\$15,694
	WG	5402	BOILER PLANT OPERATING	09	1	\$7,000
WG	5402	BOILER PLANT OPERATING	10	4	\$6,000	
WG	7408	FOOD SERVICE WORKING	01	3	\$1,200	
WG	7408	FOOD SERVICE WORKING	02	28	\$12,304	
WG	7408	FOOD SERVICE WORKING	03	2	\$1,500	
WS	2805	ELECTRICIAN	10	1	\$9,964	
WS	3566	CUSTODIAL WORKING	02	1	\$5,232	

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AFRICAN DEVELOPMENT FOUNDATION	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$5,489
AGENCY FOR INTERNATIONAL DEVELOPMENT	GS	1102	CONTRACTING	13	1	\$21,571
BROADCASTING BOARD OF GOVERNORS	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$10,000
	GS	1082	WRITING AND EDITING	15	1	\$5,000
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$21,571
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	14	1	\$23,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$5,000
CONSUMER PRODUCT SAFETY COMMISSION	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$5,800
	GS	0415	TOXICOLOGY	11	1	\$4,815
	GS	0830	MECHANICAL ENGINEERING	12	1	\$7,500
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$7,500
	GS	1311	PHYSICAL SCIENCE TECHNICIAN	05	1	\$3,175
	GS	1320	CHEMISTRY	11	1	\$5,000
	GS	1515	OPERATIONS RESEARCH	07	1	\$3,993
	GS	1515	OPERATIONS RESEARCH	07	1	\$3,993
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	DN	0801	GENERAL ENGINEERING	01	1	\$5,700
	DN	0801	GENERAL ENGINEERING	03	1	\$9,679
	DN	0801	GENERAL ENGINEERING	04	4	\$58,000
	DN	0801	GENERAL ENGINEERING	05	3	\$46,150
ENVIRONMENTAL PROTECTION AGENCY	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	3	\$21,449
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$5,000
	GS	0110	ECONOMIST	12	1	\$17,441
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$4,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$5,146
	GS	0405	PHARMACOLOGY	12	1	\$2,500
	GS	0819	ENVIRONMENTAL ENGINEERING	09	1	\$3,000
	GS	0830	MECHANICAL ENGINEERING	11	1	\$10,000
	GS	0830	MECHANICAL ENGINEERING	13	3	\$27,000
	GS	0893	CHEMICAL ENGINEERING	09	1	\$6,000
	GS	1001	GENERAL ARTS AND INFORMATION	11	1	\$2,500
	GS	1301	GENERAL PHYSICAL SCIENCE	09	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$25,000
	GS	1306	HEALTH PHYSICS	13	1	\$5,000
	GS	1315	HYDROLOGY	13	1	\$12,815
EXPORT-IMPORT BANK	GS	0905	GENERAL ATTORNEY	14	1	\$8,000
	GS	0905	GENERAL ATTORNEY	15	1	\$10,000
	SL	0505	FINANCIAL MANAGEMENT	00	1	\$15,000
FEDERAL ENERGY REGULATORY COMMISSION	GS	0110	ECONOMIST	09	4	\$18,571
	GS	0110	ECONOMIST	15	1	\$25,330
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,004
	GS	0486	WILDLIFE BIOLOGY	12	1	\$2,092
	GS	0511	AUDITING	07	5	\$43,788
	GS	0511	AUDITING	09	2	\$19,982
	GS	0810	CIVIL ENGINEERING	09	1	\$5,970
	GS	0810	CIVIL ENGINEERING	12	1	\$3,046
	GS	0850	ELECTRICAL ENGINEERING	07	4	\$22,465
	GS	0850	ELECTRICAL ENGINEERING	09	2	\$13,292
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$18,393
	GS	0850	ELECTRICAL ENGINEERING	14	2	\$18,625
	GS	0850	ELECTRICAL ENGINEERING	15	6	\$72,920
	GS	0893	CHEMICAL ENGINEERING	07	1	\$5,205
	GS	0905	GENERAL ATTORNEY	11	1	\$2,328
	GS	0905	GENERAL ATTORNEY	12	1	\$10,744
	GS	0905	GENERAL ATTORNEY	13	1	\$10,038
	GS	0905	GENERAL ATTORNEY	14	9	\$135,774

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
FEDERAL ENERGY REGULATORY COMMISSION (continued)	GS	0905	GENERAL ATTORNEY	15	6	\$113,093
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	25	\$128,356
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$35,813
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$9,934
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$14,761
	SL	0850	ELECTRICAL ENGINEERING	00	1	\$9,510
	SL	0905	GENERAL ATTORNEY	00	1	\$10,000
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$15,850
FEDERAL TRADE COMMISSION	GS	0110	ECONOMIST	12	2	\$26,000
	GS	0110	ECONOMIST	15	3	\$45,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$2,500
	GS	0905	GENERAL ATTORNEY	13	1	\$2,500
GENERAL SERVICES ADMINISTRATION	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$5,000
	GS	0804	FIRE PROTECTION ENGINEERING	13	1	\$9,500
	GS	0808	ARCHITECTURE	12	2	\$17,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$6,500
	GS	1170	REALTY	11	1	\$6,000
	GS	1171	APPRAISING	12	1	\$10,000
INTERNATIONAL BOUNDARY AND WATER COMMISSION	GG	1102	CONTRACTING	12	1	\$5,770
LIBRARY OF CONGRESS	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$1,500
	GS	1102	CONTRACTING	13	1	\$8,000
MILLENNIUM CHALLENGE CORPORATION	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$5,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	2	\$7,000
	MC	0905	GENERAL ATTORNEY	03	1	\$7,000
	MC	1102	CONTRACTING	03	1	\$8,000
	MC	1740	EDUCATION SERVICES	03	1	\$5,000
	MC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$2,500
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$21,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$43,050
	ES	0801	GENERAL ENGINEERING	00	1	\$20,651
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$10,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$4,000
	GS	0318	SECRETARY	07	1	\$2,115
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$3,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$23,544
	GS	0602	MEDICAL OFFICER	15	1	\$5,000
	GS	0801	GENERAL ENGINEERING	07	6	\$32,000
	GS	0801	GENERAL ENGINEERING	09	1	\$9,500
	GS	0801	GENERAL ENGINEERING	12	3	\$16,100
	GS	0801	GENERAL ENGINEERING	13	5	\$23,000
	GS	0801	GENERAL ENGINEERING	14	2	\$10,000
	GS	0802	ENGINEERING TECHNICAL	12	1	\$10,000
	GS	0806	MATERIALS ENGINEERING	07	1	\$5,000
	GS	0830	MECHANICAL ENGINEERING	07	1	\$3,000
	GS	0854	COMPUTER ENGINEERING	14	1	\$10,000
	GS	0855	ELECTRONICS ENGINEERING	09	1	\$1,875
GS	0855	ELECTRONICS ENGINEERING	12	1	\$5,000	
GS	0861	AEROSPACE ENGINEERING	07	11	\$41,100	

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (continued)	GS	0861	AEROSPACE ENGINEERING	09	3	\$15,000
	GS	0861	AEROSPACE ENGINEERING	11	4	\$11,310
	GS	0861	AEROSPACE ENGINEERING	12	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	13	12	\$43,700
	GS	0861	AEROSPACE ENGINEERING	14	4	\$40,000
	GS	0861	AEROSPACE ENGINEERING	15	1	\$15,000
	GS	0894	WELDING ENGINEERING	13	1	\$21,367
	GS	0905	GENERAL ATTORNEY	11	1	\$15,400
	GS	0905	GENERAL ATTORNEY	13	1	\$1,000
	GS	1001	GENERAL ARTS AND INFORMATION	11	1	\$8,174
	GS	1001	GENERAL ARTS AND INFORMATION	15	1	\$15,000
	GS	1035	PUBLIC AFFAIRS	12	1	\$5,000
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$15,000
	GS	1330	ASTRONOMY AND SPACE SCIENCE	14	1	\$10,000
	GS	1910	QUALITY ASSURANCE	12	8	\$46,525
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$3,000	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$1,000	
NATIONAL SCIENCE FOUNDATION	AD	0101	SOCIAL SCIENCE	02	1	\$5,820
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$14,500
NATIONAL TRANSPORTATION SAFETY BOARD	GS	0801	GENERAL ENGINEERING	13	1	\$10,000
OVERSEAS PRIVATE INVESTMENT CORPORATION	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$24,898
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$2,192
PENSION BENEFIT GUARANTY CORPORATION	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$8,000
	GS	1160	FINANCIAL ANALYSIS	09	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$5,000
	SL	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$138,379
SMALL BUSINESS ADMINISTRATION	ES	0340	PROGRAM MANAGEMENT	00	1	\$23,700
SMITHSONIAN INSTITUTION	GS	0190	GENERAL ANTHROPOLOGY	12	2	\$9,000
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	07	1	\$1,000
	GS	0410	ZOOLOGY	12	1	\$4,500
	GS	0804	FIRE PROTECTION ENGINEERING	13	1	\$10,000
	GS	0905	GENERAL ATTORNEY	13	1	\$5,530
	GS	1001	GENERAL ARTS AND INFORMATION	09	1	\$3,000
	GS	1082	WRITING AND EDITING	11	1	\$3,000
	GS	1102	CONTRACTING	12	1	\$10,000
	GS	1420	ARCHIVIST	11	1	\$3,000
	GS	1701	GENERAL EDUCATION AND TRAINING	11	1	\$3,000
	GS	1701	GENERAL EDUCATION AND TRAINING	12	1	\$3,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$5,000
	SL	0080	SECURITY ADMINISTRATION	00	1	\$20,000
SL	1015	MUSEUM CURATOR	00	1	\$31,700	
SOCIAL SECURITY ADMINISTRATION	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$15,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$25,571
TAX COURT	GS	0904	LAW CLERK	11	4	\$24,000
	GS	0905	GENERAL ATTORNEY	12	13	\$84,000
U.S. OFFICE OF PERSONNEL MANAGEMENT	ES	1510	ACTUARIAL SCIENCE	00	1	\$30,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$6,000
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	11	2	\$12,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AGRICULTURE	ES	0401	GENERAL BIOLOGICAL SCIENCE	00	2	\$30,000
	ES	0460	FORESTRY	00	1	\$20,805
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$49,687
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$18,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$4,300
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$3,500
	GS	0340	PROGRAM MANAGEMENT	13	3	\$57,002
	GS	0340	PROGRAM MANAGEMENT	14	2	\$29,753
	GS	0401	GENERAL BIOLOGICAL SCIENCE	05	1	\$6,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	2	\$19,440
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$15,000
	GS	0437	HORTICULTURE	14	1	\$26,000
	GS	0440	GENETICS	11	1	\$1,500
	GS	0454	RANGELAND MANAGEMENT	12	1	\$16,328
	GS	0457	SOIL CONSERVATION	05	1	\$6,566
	GS	0457	SOIL CONSERVATION	12	1	\$15,870
	GS	0460	FORESTRY	12	1	\$7,935
	GS	0462	FORESTRY TECHNICIAN	08	1	\$6,731
	GS	0462	FORESTRY TECHNICIAN	09	1	\$12,755
	GS	0462	FORESTRY TECHNICIAN	11	2	\$19,443
	GS	0470	SOIL SCIENCE	09	1	\$10,000
	GS	0486	WILDLIFE BIOLOGY	07	1	\$9,819
	GS	0486	WILDLIFE BIOLOGY	13	2	\$43,265
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$14,000
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$12,500
	GS	0560	BUDGET ANALYSIS	09	1	\$10,944
	GS	0701	VETERINARY MEDICAL SCIENCE	13	2	\$32,914
	GS	0802	ENGINEERING TECHNICAL	11	1	\$16,878
	GS	0806	MATERIALS ENGINEERING	12	1	\$1,000
	GS	0810	CIVIL ENGINEERING	13	1	\$14,000
	GS	0890	AGRICULTURAL ENGINEERING	11	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	12	1	\$21,228
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$26,460
	GS	1102	CONTRACTING	13	1	\$3,000
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	11	1	\$14,552
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	12	2	\$24,814
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	13	3	\$59,317
	GS	1165	LOAN SPECIALIST	09	3	\$39,691
	GS	1165	LOAN SPECIALIST	12	3	\$41,627
	GS	1165	LOAN SPECIALIST	13	2	\$43,003
	GS	1529	MATHEMATICAL STATISTICS	11	1	\$15,769
	GS	1529	MATHEMATICAL STATISTICS	12	1	\$18,039
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$20,740
	GS	1530	STATISTICS	11	6	\$42,995
	GS	1530	STATISTICS	12	1	\$17,441
	GS	1530	STATISTICS	13	14	\$180,141
	GS	1530	STATISTICS	14	1	\$26,959
GS	1530	STATISTICS	15	2	\$66,308	
GS	1670	EQUIPMENT SERVICES	11	1	\$12,390	
GS	1980	AGRICULTURAL COMMODITY GRADING	09	1	\$2,000	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$13,175	
COMMERCE	ZA	0028	ENVIRONMENTAL PROTECTION SPECIALIST	IV	1	\$10,000
	ZA	0260	EQUAL EMPLOYMENT OPPORTUNITY	IV	1	\$3,000
	ZA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	IV	1	\$8,060
	ZA	0340	PROGRAM MANAGEMENT	IV	1	\$15,196
	ZA	0341	ADMINISTRATIVE OFFICER	III	1	\$5,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
COMMERCE (continued)	ZP	0401	GENERAL BIOLOGICAL SCIENCE	III	2	\$17,000
	ZP	0482	FISH BIOLOGY	III	2	\$12,500
	ZP	1301	GENERAL PHYSICAL SCIENCE	V	1	\$25,000
	ZP	1315	HYDROLOGY	III	1	\$5,000
	ZP	1340	METEOROLOGY	IV	1	\$25,000
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	III	1	\$5,000
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	IV	1	\$25,000
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	V	1	\$20,000
	ZS	0303	MISCELLANEOUS CLERK AND ASSISTANT	IV	1	\$5,000
DEFENSE	AD	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	3	\$17,000
	AD	0511	AUDITING	00	5	\$25,500
	AD	0801	GENERAL ENGINEERING	00	1	\$6,000
	AD	1701	GENERAL EDUCATION AND TRAINING	00	3	\$19,250
	AD	1701	GENERAL EDUCATION AND TRAINING	01	2	\$24,500
	AD	1701	GENERAL EDUCATION AND TRAINING	05	1	\$5,000
	AD	1701	GENERAL EDUCATION AND TRAINING	07	1	\$10,000
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	09	1	\$32,000
	AD	1811	CRIMINAL INVESTIGATING	00	2	\$10,000
	DA	1102	CONTRACTING	03	1	\$5,625
	DB	0601	GENERAL HEALTH SCIENCE	03	1	\$12,000
	DB	0801	GENERAL ENGINEERING	03	4	\$60,524
	DB	0830	MECHANICAL ENGINEERING	03	1	\$11,596
	DB	0854	COMPUTER ENGINEERING	02	2	\$16,060
	DB	0854	COMPUTER ENGINEERING	03	7	\$91,098
	DB	0854	COMPUTER ENGINEERING	04	3	\$59,259
	DB	0855	ELECTRONICS ENGINEERING	02	4	\$35,351
	DB	0855	ELECTRONICS ENGINEERING	03	14	\$208,102
	DB	0855	ELECTRONICS ENGINEERING	04	3	\$54,704
	DB	0861	AEROSPACE ENGINEERING	03	1	\$9,000
	DB	0893	CHEMICAL ENGINEERING	02	1	\$17,380
	DB	1550	COMPUTER SCIENCE	02	2	\$17,923
	DB	1550	COMPUTER SCIENCE	03	9	\$111,291
	DE	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$23,049
	DE	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$19,032
	DE	0391	TELECOMMUNICATIONS	03	3	\$40,909
	DE	0560	BUDGET ANALYSIS	03	1	\$13,495
	DE	0802	ENGINEERING TECHNICAL	02	1	\$8,878
	DE	0856	ELECTRONICS TECHNICAL	03	1	\$7,000
	DE	1670	EQUIPMENT SERVICES	03	1	\$10,404
	DE	2010	INVENTORY MANAGEMENT	03	1	\$9,781
	DE	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$11,267
	DK	0085	SECURITY GUARD	04	1	\$10,194
	DP	0346	LOGISTICS MANAGEMENT	03	2	\$38,147
	DP	0854	COMPUTER ENGINEERING	03	1	\$18,880
	DP	0855	ELECTRONICS ENGINEERING	03	1	\$10,000
	DP	0855	ELECTRONICS ENGINEERING	04	1	\$10,000
	DP	1102	CONTRACTING	03	2	\$14,138
	DP	1550	COMPUTER SCIENCE	03	1	\$7,963
	DP	1910	QUALITY ASSURANCE	03	1	\$10,000
	DP	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$5,000
	DR	0806	MATERIALS ENGINEERING	03	1	\$42,658
	DR	0850	ELECTRICAL ENGINEERING	03	1	\$5,000
	DS	0346	LOGISTICS MANAGEMENT	02	1	\$15,635
	DT	0856	ELECTRONICS TECHNICAL	03	1	\$5,000
	ES	0201	HUMAN RESOURCES MANAGEMENT	00	2	\$40,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$55,000
	ES	0340	PROGRAM MANAGEMENT	00	7	\$158,904

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	ES	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	2	\$40,000
	ES	0346	LOGISTICS MANAGEMENT	00	1	\$15,000
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$42,000
	ES	0505	FINANCIAL MANAGEMENT	00	2	\$29,880
	ES	0510	ACCOUNTING	00	2	\$54,414
	ES	0511	AUDITING	00	1	\$25,000
	ES	0801	GENERAL ENGINEERING	00	3	\$65,000
	ES	0840	NUCLEAR ENGINEERING	00	1	\$35,888
	ES	0855	ELECTRONICS ENGINEERING	00	1	\$22,000
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	4	\$80,000
	ES	1102	CONTRACTING	00	3	\$55,000
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	15	1	\$20,000
	GG	0080	SECURITY ADMINISTRATION	11	3	\$31,589
	GG	0080	SECURITY ADMINISTRATION	12	1	\$15,389
	GG	0080	SECURITY ADMINISTRATION	13	2	\$41,654
	GG	0132	INTELLIGENCE	11	1	\$1,000
	GG	0132	INTELLIGENCE	12	4	\$34,660
	GG	0132	INTELLIGENCE	13	6	\$49,908
	GG	0132	INTELLIGENCE	14	2	\$15,000
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	3	\$20,000
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$12,000
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$10,000
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$7,500
	GG	0861	AEROSPACE ENGINEERING	13	2	\$10,000
	GG	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$10,000
	GG	1102	CONTRACTING	13	1	\$16,738
	GG	1712	TRAINING INSTRUCTION	14	1	\$5,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$17,815
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$35,876
	GM	0905	GENERAL ATTORNEY	14	1	\$963
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	3	\$18,241
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	3	\$29,530
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	3	\$12,069
	GS	0020	COMMUNITY PLANNING	11	1	\$10,000
	GS	0020	COMMUNITY PLANNING	12	4	\$35,000
	GS	0020	COMMUNITY PLANNING	13	3	\$40,000
	GS	0021	COMMUNITY PLANNING TECHNICIAN	07	1	\$7,500
	GS	0021	COMMUNITY PLANNING TECHNICIAN	09	1	\$2,500
	GS	0021	COMMUNITY PLANNING TECHNICIAN	11	1	\$5,000
	GS	0025	PARK RANGER	07	1	\$5,891
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$14,075
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$20,016
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	14	1	\$6,408
	GS	0080	SECURITY ADMINISTRATION	11	2	\$20,766
	GS	0080	SECURITY ADMINISTRATION	12	1	\$16,385
	GS	0081	FIRE PROTECTION AND PREVENTION	10	1	\$1,431
	GS	0083	POLICE	05	6	\$25,000
	GS	0083	POLICE	06	3	\$16,755
	GS	0083	POLICE	07	2	\$2,000
	GS	0083	POLICE	08	3	\$13,850
	GS	0101	SOCIAL SCIENCE	09	1	\$11,607
	GS	0101	SOCIAL SCIENCE	11	1	\$15,000
GS	0132	INTELLIGENCE	12	1	\$10,000	
GS	0150	GEOGRAPHY	11	1	\$7,462	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0170	HISTORY	09	1	\$4,000
	GS	0180	PSYCHOLOGY	13	2	\$10,000
	GS	0185	SOCIAL WORK	11	2	\$10,449
	GS	0185	SOCIAL WORK	12	1	\$10,000
	GS	0188	RECREATION SPECIALIST	07	1	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	3	\$24,454
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	5	\$56,176
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$16,737
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	2	\$10,311
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$7,319
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	1	\$10,573
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$9,833
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	12	\$94,573
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	1	\$10,956
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	6	\$52,817
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	14	\$132,659
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	10	\$139,241
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$37,840
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$8,895
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$6,995
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	25	\$199,408
	GS	0318	SECRETARY	05	1	\$5,000
	GS	0318	SECRETARY	06	2	\$13,335
	GS	0318	SECRETARY	07	2	\$11,965
	GS	0318	SECRETARY	08	1	\$2,535
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	07	1	\$8,000
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	2	\$23,571
	GS	0340	PROGRAM MANAGEMENT	12	2	\$28,043
	GS	0340	PROGRAM MANAGEMENT	13	10	\$125,717
	GS	0340	PROGRAM MANAGEMENT	14	20	\$231,512
	GS	0340	PROGRAM MANAGEMENT	15	6	\$62,123
	GS	0341	ADMINISTRATIVE OFFICER	11	7	\$82,035
	GS	0341	ADMINISTRATIVE OFFICER	12	2	\$27,939
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	12	\$100,773
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	5	\$49,041
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	13	\$144,015
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	3	\$66,515
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$14,705
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	05	1	\$7,223
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	08	1	\$2,500
	GS	0346	LOGISTICS MANAGEMENT	07	1	\$6,500
	GS	0346	LOGISTICS MANAGEMENT	11	5	\$49,094
	GS	0346	LOGISTICS MANAGEMENT	12	15	\$142,870
	GS	0346	LOGISTICS MANAGEMENT	13	17	\$210,463
	GS	0346	LOGISTICS MANAGEMENT	14	3	\$62,759
	GS	0391	TELECOMMUNICATIONS	11	1	\$5,709
	GS	0391	TELECOMMUNICATIONS	12	2	\$8,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	5	\$29,023
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	4	\$52,327
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	3	\$27,547

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0486	WILDLIFE BIOLOGY	12	1	\$14,075
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$4,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	2	\$17,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	4	\$32,906
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	9	\$73,866
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	2	\$23,977
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	1	\$27,365
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$17,156
	GS	0510	ACCOUNTING	09	1	\$5,000
	GS	0510	ACCOUNTING	11	4	\$44,719
	GS	0510	ACCOUNTING	12	10	\$158,240
	GS	0510	ACCOUNTING	13	9	\$143,720
	GS	0511	AUDITING	13	1	\$37,866
	GS	0525	ACCOUNTING TECHNICIAN	07	2	\$14,154
	GS	0545	MILITARY PAY	06	2	\$8,344
	GS	0560	BUDGET ANALYSIS	07	1	\$8,134
	GS	0560	BUDGET ANALYSIS	09	2	\$24,389
	GS	0560	BUDGET ANALYSIS	11	6	\$57,823
	GS	0560	BUDGET ANALYSIS	12	6	\$61,395
	GS	0560	BUDGET ANALYSIS	13	2	\$11,284
	GS	0602	MEDICAL OFFICER	12	2	\$21,983
	GS	0602	MEDICAL OFFICER	14	2	\$59,106
	GS	0603	PHYSICIAN'S ASSISTANT	12	4	\$56,530
	GS	0610	NURSE	10	2	\$4,500
	GS	0610	NURSE	11	4	\$25,506
	GS	0610	NURSE	12	2	\$18,316
	GS	0620	PRACTICAL NURSE	05	1	\$5,000
	GS	0620	PRACTICAL NURSE	06	2	\$5,000
	GS	0631	OCCUPATIONAL THERAPIST	12	1	\$10,777
	GS	0633	PHYSICAL THERAPIST	11	1	\$9,388
	GS	0640	HEALTH AID AND TECHNICIAN	04	1	\$4,226
	GS	0640	HEALTH AID AND TECHNICIAN	06	2	\$8,706
	GS	0640	HEALTH AID AND TECHNICIAN	07	2	\$9,132
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	1	\$7,566
	GS	0660	PHARMACIST	12	1	\$12,000
	GS	0667	ORTHOTIST AND PROSTHETIST	07	1	\$6,500
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$3,123
	GS	0671	HEALTH SYSTEM SPECIALIST	11	2	\$28,000
	GS	0671	HEALTH SYSTEM SPECIALIST	12	1	\$6,466
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	1	\$6,507
	GS	0680	DENTAL OFFICER	13	1	\$10,000
	GS	0682	DENTAL HYGIENE	07	1	\$5,632
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$2,545
	GS	0801	GENERAL ENGINEERING	12	4	\$34,930
	GS	0801	GENERAL ENGINEERING	13	12	\$163,783
	GS	0801	GENERAL ENGINEERING	14	2	\$25,024
	GS	0801	GENERAL ENGINEERING	15	4	\$96,548
	GS	0802	ENGINEERING TECHNICAL	09	2	\$7,200
	GS	0802	ENGINEERING TECHNICAL	10	2	\$28,519
	GS	0802	ENGINEERING TECHNICAL	11	7	\$94,589
	GS	0802	ENGINEERING TECHNICAL	12	13	\$182,296
	GS	0802	ENGINEERING TECHNICAL	13	2	\$19,349
	GS	0804	FIRE PROTECTION ENGINEERING	12	1	\$2,976
	GS	0807	LANDSCAPE ARCHITECTURE	12	1	\$16,351
	GS	0808	ARCHITECTURE	07	1	\$10,527
	GS	0808	ARCHITECTURE	11	1	\$8,895
	GS	0808	ARCHITECTURE	12	4	\$37,256
GS	0808	ARCHITECTURE	13	4	\$46,378	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0808	ARCHITECTURE	14	3	\$12,751
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	06	1	\$2,070
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	07	1	\$3,687
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	09	5	\$48,297
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	11	10	\$112,004
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	18	\$190,740
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	13	11	\$142,620
	GS	0810	CIVIL ENGINEERING	09	1	\$7,760
	GS	0810	CIVIL ENGINEERING	11	3	\$27,288
	GS	0810	CIVIL ENGINEERING	12	16	\$161,261
	GS	0810	CIVIL ENGINEERING	13	21	\$343,784
	GS	0810	CIVIL ENGINEERING	14	14	\$228,152
	GS	0810	CIVIL ENGINEERING	15	1	\$3,114
	GS	0817	SURVEY TECHNICAL	11	1	\$10,000
	GS	0819	ENVIRONMENTAL ENGINEERING	11	1	\$5,000
	GS	0819	ENVIRONMENTAL ENGINEERING	12	7	\$61,535
	GS	0819	ENVIRONMENTAL ENGINEERING	13	2	\$38,646
	GS	0819	ENVIRONMENTAL ENGINEERING	14	2	\$5,825
	GS	0830	MECHANICAL ENGINEERING	09	1	\$2,000
	GS	0830	MECHANICAL ENGINEERING	11	5	\$42,900
	GS	0830	MECHANICAL ENGINEERING	12	12	\$137,962
	GS	0830	MECHANICAL ENGINEERING	13	3	\$30,004
	GS	0830	MECHANICAL ENGINEERING	14	1	\$16,646
	GS	0840	NUCLEAR ENGINEERING	11	1	\$15,174
	GS	0840	NUCLEAR ENGINEERING	12	3	\$38,522
	GS	0840	NUCLEAR ENGINEERING	13	1	\$18,894
	GS	0850	ELECTRICAL ENGINEERING	07	1	\$2,500
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$5,173
	GS	0850	ELECTRICAL ENGINEERING	12	5	\$58,466
	GS	0850	ELECTRICAL ENGINEERING	13	8	\$123,469
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$13,002
	GS	0854	COMPUTER ENGINEERING	13	2	\$12,500
	GS	0855	ELECTRONICS ENGINEERING	07	1	\$2,500
	GS	0855	ELECTRONICS ENGINEERING	09	2	\$5,000
	GS	0855	ELECTRONICS ENGINEERING	12	3	\$26,704
	GS	0855	ELECTRONICS ENGINEERING	13	7	\$104,498
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$12,450
	GS	0856	ELECTRONICS TECHNICAL	11	1	\$5,000
	GS	0861	AEROSPACE ENGINEERING	05	1	\$2,000
	GS	0861	AEROSPACE ENGINEERING	07	1	\$2,500
	GS	0861	AEROSPACE ENGINEERING	12	3	\$13,914
	GS	0861	AEROSPACE ENGINEERING	13	3	\$37,181
	GS	0893	CHEMICAL ENGINEERING	11	1	\$7,799
	GS	0896	INDUSTRIAL ENGINEERING	13	1	\$10,000
	GS	0905	GENERAL ATTORNEY	14	3	\$42,643
	GS	0905	GENERAL ATTORNEY	15	3	\$29,765
	GS	0950	PARALEGAL SPECIALIST	12	2	\$19,144
	GS	1035	PUBLIC AFFAIRS	09	2	\$13,000
	GS	1035	PUBLIC AFFAIRS	11	1	\$8,719
	GS	1035	PUBLIC AFFAIRS	12	2	\$14,640
GS	1035	PUBLIC AFFAIRS	13	2	\$30,016	
GS	1035	PUBLIC AFFAIRS	14	1	\$5,652	
GS	1082	WRITING AND EDITING	09	1	\$9,948	
GS	1083	TECHNICAL WRITING AND EDITING	13	1	\$12,970	
GS	1084	VISUAL INFORMATION	09	1	\$3,649	
GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$15,000	
GS	1101	GENERAL BUSINESS AND INDUSTRY	11	1	\$3,000	
GS	1101	GENERAL BUSINESS AND INDUSTRY	12	2	\$32,440	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	5	\$77,032
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$17,407
	GS	1102	CONTRACTING	05	1	\$5,000
	GS	1102	CONTRACTING	07	3	\$17,000
	GS	1102	CONTRACTING	09	4	\$23,448
	GS	1102	CONTRACTING	11	31	\$282,564
	GS	1102	CONTRACTING	12	28	\$331,963
	GS	1102	CONTRACTING	13	23	\$335,383
	GS	1102	CONTRACTING	14	4	\$57,389
	GS	1102	CONTRACTING	15	1	\$10,000
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	11	1	\$14,445
	GS	1105	PURCHASING	07	1	\$2,000
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	1	\$3,253
	GS	1144	COMMISSARY MANAGEMENT	08	1	\$10,000
	GS	1150	INDUSTRIAL SPECIALIST	11	1	\$8,928
	GS	1150	INDUSTRIAL SPECIALIST	12	1	\$8,656
	GS	1152	PRODUCTION CONTROL	12	3	\$42,649
	GS	1170	REALTY	09	1	\$12,027
	GS	1170	REALTY	11	4	\$18,743
	GS	1170	REALTY	12	5	\$42,594
	GS	1170	REALTY	13	4	\$45,668
	GS	1170	REALTY	14	2	\$22,543
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$10,000
	GS	1306	HEALTH PHYSICS	09	1	\$10,612
	GS	1306	HEALTH PHYSICS	12	2	\$34,626
	GS	1306	HEALTH PHYSICS	13	4	\$67,263
	GS	1320	CHEMISTRY	12	1	\$12,491
	GS	1350	GEOLOGY	13	1	\$12,427
	GS	1370	CARTOGRAPHY	11	1	\$6,811
	GS	1515	OPERATIONS RESEARCH	09	1	\$7,137
	GS	1550	COMPUTER SCIENCE	13	1	\$8,333
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	1	\$12,736
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$8,000
	GS	1670	EQUIPMENT SERVICES	10	1	\$14,703
	GS	1670	EQUIPMENT SERVICES	11	1	\$4,300
	GS	1701	GENERAL EDUCATION AND TRAINING	09	2	\$8,000
	GS	1712	TRAINING INSTRUCTION	09	1	\$5,000
	GS	1712	TRAINING INSTRUCTION	12	2	\$11,000
	GS	1740	EDUCATION SERVICES	11	3	\$35,488
	GS	1750	INSTRUCTIONAL SYSTEMS	11	3	\$46,741
	GS	1750	INSTRUCTIONAL SYSTEMS	12	2	\$23,674
	GS	1811	CRIMINAL INVESTIGATING	13	4	\$56,822
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$13,726
	GS	1910	QUALITY ASSURANCE	11	6	\$57,438
	GS	1910	QUALITY ASSURANCE	12	9	\$158,901
	GS	1910	QUALITY ASSURANCE	13	2	\$35,838
	GS	2001	GENERAL SUPPLY	09	2	\$18,608
	GS	2001	GENERAL SUPPLY	12	1	\$11,542
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	1	\$4,000
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$9,348
GS	2003	SUPPLY PROGRAM MANAGEMENT	13	1	\$12,599	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	1	\$3,000	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	1	\$6,627	
GS	2010	INVENTORY MANAGEMENT	11	2	\$15,600	
GS	2010	INVENTORY MANAGEMENT	12	1	\$9,660	
GS	2010	INVENTORY MANAGEMENT	13	1	\$11,858	
GS	2010	INVENTORY MANAGEMENT	14	1	\$14,012	
GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	1	\$5,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	2152	AIR TRAFFIC CONTROL	11	2	\$15,709
	GS	2181	AIRCRAFT OPERATION	08	1	\$9,467
	GS	2181	AIRCRAFT OPERATION	13	7	\$84,531
	GS	2185	AIRCREW TECHNICIAN	10	1	\$13,513
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	6	\$42,713
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	8	\$51,611
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	16	\$178,503
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$59,322
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$23,710
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$29,790
	IE	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$25,000
	ND	0801	GENERAL ENGINEERING	04	1	\$2,500
	ND	0830	MECHANICAL ENGINEERING	03	1	\$8,000
	ND	0830	MECHANICAL ENGINEERING	04	1	\$5,000
	ND	0830	MECHANICAL ENGINEERING	05	1	\$22,604
	ND	0854	COMPUTER ENGINEERING	04	1	\$10,000
	ND	0855	ELECTRONICS ENGINEERING	04	3	\$10,125
	ND	0855	ELECTRONICS ENGINEERING	05	4	\$105,734
	ND	1310	PHYSICS	04	3	\$20,000
	ND	1360	OCEANOGRAPHY	04	1	\$3,500
	ND	1550	COMPUTER SCIENCE	04	2	\$18,500
	ND	1550	COMPUTER SCIENCE	05	1	\$28,842
	NH	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$10,000
	NH	0346	LOGISTICS MANAGEMENT	03	4	\$51,705
	NH	0346	LOGISTICS MANAGEMENT	04	1	\$15,538
	NH	0391	TELECOMMUNICATIONS	03	2	\$27,768
	NH	0801	GENERAL ENGINEERING	04	2	\$33,170
	NH	0854	COMPUTER ENGINEERING	03	2	\$17,020
	NH	0854	COMPUTER ENGINEERING	04	1	\$19,966
	NH	0855	ELECTRONICS ENGINEERING	04	3	\$44,780
	NH	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$20,780
	NH	1102	CONTRACTING	03	6	\$60,000
	NH	1102	CONTRACTING	04	3	\$40,000
	NK	0318	SECRETARY	02	1	\$6,426
	NT	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	04	1	\$10,814
	NT	0201	HUMAN RESOURCES MANAGEMENT	05	1	\$18,000
	NT	0343	MANAGEMENT AND PROGRAM ANALYSIS	05	1	\$5,000
	NT	0346	LOGISTICS MANAGEMENT	05	1	\$15,000
	NT	0505	FINANCIAL MANAGEMENT	06	1	\$29,735
	NT	0802	ENGINEERING TECHNICAL	04	1	\$5,000
	NT	0905	GENERAL ATTORNEY	05	1	\$10,000
	WB	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	00	2	\$31,623
	WB	2604	ELECTRONICS MECHANIC	00	2	\$20,860
	WB	2810	HIGH VOLTAGE ELECTRICIAN	00	7	\$54,168
	WB	3502	LABORING	00	1	\$7,798
	WB	5210	RIGGING	00	1	\$10,296
	WB	5352	INDUSTRIAL EQUIPMENT MECHANIC	00	7	\$73,375
	WB	5407	ELECTRICAL POWER CONTROLLING	00	4	\$34,886
	WG	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	11	1	\$10,000
WG	2604	ELECTRONICS MECHANIC	11	1	\$13,842	
WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	12	1	\$7,500	
WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	4	\$63,656	
WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	13	2	\$12,200	
WG	2805	ELECTRICIAN	10	1	\$13,330	
WG	2810	HIGH VOLTAGE ELECTRICIAN	10	1	\$4,201	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	2892	AIRCRAFT ELECTRICIAN	10	1	\$12,334
	WG	2892	AIRCRAFT ELECTRICIAN	11	2	\$9,700
	WG	3806	SHEET METAL MECHANIC	10	7	\$73,584
	WG	4607	CARPENTRY	09	1	\$1,332
	WG	4714	MODEL MAKING	14	2	\$17,681
	WG	4749	MAINTENANCE MECHANIC	06	1	\$8,948
	WG	4749	MAINTENANCE MECHANIC	07	1	\$3,000
	WG	5205	GAS AND RADIATION DETECTING	09	1	\$5,000
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	4	\$53,600
	WG	5426	LOCK AND DAM OPERATING	09	1	\$7,447
	WG	5716	ENGINEERING EQUIPMENT OPERATING	10	1	\$9,115
	WG	5725	CRANE OPERATING	11	1	\$2,500
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	09	1	\$13,247
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	11	1	\$9,620
	WG	6501	MISCELLANEOUS AMMUNITION, EXPLOSIVES, AND TOXIC MATER WORK	08	1	\$4,191
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	2	\$10,000
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	11	1	\$5,000
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	05	1	\$2,000
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	06	1	\$2,000
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	2	\$32,155
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	7	\$74,331
	WG	8852	AIRCRAFT MECHANIC	10	18	\$203,039
	WG	8852	AIRCRAFT MECHANIC	11	5	\$57,889
	WL	3359	INSTRUMENT MECHANIC	11	1	\$12,668
	WL	4204	PIPEFITTING	10	1	\$12,637
	WL	4749	MAINTENANCE MECHANIC	08	1	\$2,832
	WL	5334	MARINE MACHINERY MECHANIC	10	1	\$13,148
	WL	5350	PRODUCTION MACHINERY MECHANIC	10	1	\$13,148
	WL	6912	MATERIALS EXAMINING AND IDENTIFYING	05	1	\$2,000
	WL	7407	MEATCUTTING	07	1	\$5,000
	WS	3401	MISCELLANEOUS MACHINE TOOL WORK	10	1	\$16,521
	WS	3414	MACHINING	09	1	\$15,335
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	12	1	\$16,595
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	14	1	\$16,341
	WS	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	16	1	\$10,682
	WS	6912	MATERIALS EXAMINING AND IDENTIFYING	05	1	\$2,000
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	08	3	\$42,462
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	09	1	\$14,799
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	10	2	\$31,538
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	12	1	\$17,040
	WS	8852	AIRCRAFT MECHANIC	13	1	\$17,363
	WY	5318	LOCK AND DAM REPAIRING	10	1	\$7,907
	WY	5426	LOCK AND DAM OPERATING	06	1	\$7,387
	WY	5426	LOCK AND DAM OPERATING	07	1	\$7,150
	WY	5426	LOCK AND DAM OPERATING	09	3	\$20,959
	XF	5401	MISCELLANEOUS INDUSTRIAL EQUIPMENT OPERATION	07	2	\$12,886
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	6	\$108,236
	YA	0020	COMMUNITY PLANNING	01	1	\$5,000
	YA	0020	COMMUNITY PLANNING	02	4	\$25,445
	YA	0080	SECURITY ADMINISTRATION	02	10	\$80,223
YA	0101	SOCIAL SCIENCE	02	11	\$105,363	
YA	0110	ECONOMIST	03	1	\$12,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	0131	INTERNATIONAL RELATIONS	03	1	\$10,000
	YA	0170	HISTORY	02	4	\$45,000
	YA	0180	PSYCHOLOGY	02	5	\$53,142
	YA	0180	PSYCHOLOGY	03	1	\$25,000
	YA	0185	SOCIAL WORK	02	6	\$76,437
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	6	\$71,426
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	35	\$380,071
	YA	0201	HUMAN RESOURCES MANAGEMENT	03	3	\$48,063
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	2	\$15,800
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	32	\$296,267
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	7	\$98,953
	YA	0340	PROGRAM MANAGEMENT	02	2	\$28,872
	YA	0340	PROGRAM MANAGEMENT	03	2	\$53,388
	YA	0341	ADMINISTRATIVE OFFICER	01	1	\$5,306
	YA	0341	ADMINISTRATIVE OFFICER	02	4	\$36,192
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	1	\$5,000
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	32	\$338,928
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	8	\$66,462
	YA	0346	LOGISTICS MANAGEMENT	02	13	\$176,324
	YA	0346	LOGISTICS MANAGEMENT	03	7	\$70,000
	YA	0391	TELECOMMUNICATIONS	02	1	\$5,000
	YA	0391	TELECOMMUNICATIONS	03	1	\$10,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	01	4	\$18,900
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	8	\$53,380
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	3	\$15,000
	YA	0510	ACCOUNTING	02	3	\$24,270
	YA	0511	AUDITING	01	4	\$28,657
	YA	0511	AUDITING	02	14	\$152,269
	YA	0511	AUDITING	03	2	\$108,419
	YA	0560	BUDGET ANALYSIS	02	7	\$70,508
	YA	0560	BUDGET ANALYSIS	03	1	\$8,000
	YA	0671	HEALTH SYSTEM SPECIALIST	02	10	\$92,165
	YA	0905	GENERAL ATTORNEY	02	6	\$61,812
	YA	0905	GENERAL ATTORNEY	03	6	\$80,685
	YA	0950	PARALEGAL SPECIALIST	01	1	\$10,000
	YA	0950	PARALEGAL SPECIALIST	02	2	\$12,000
	YA	1001	GENERAL ARTS AND INFORMATION	03	1	\$10,000
	YA	1035	PUBLIC AFFAIRS	02	2	\$20,000
	YA	1101	GENERAL BUSINESS AND INDUSTRY	02	5	\$66,366
	YA	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$15,000
	YA	1102	CONTRACTING	01	1	\$2,500
	YA	1102	CONTRACTING	02	31	\$326,659
	YA	1102	CONTRACTING	03	12	\$176,659
	YA	1104	PROPERTY DISPOSAL	02	1	\$2,000
	YA	1170	REALTY	02	2	\$23,060
	YA	1170	REALTY	03	1	\$10,000
	YA	1173	HOUSING MANAGEMENT	02	1	\$16,927
	YA	1173	HOUSING MANAGEMENT	03	1	\$10,000
	YA	1410	LIBRARIAN	02	1	\$5,000
	YA	1601	EQUIPMENT, FACILITIES, AND SERVICES	03	1	\$25,008
	YA	1640	FACILITY OPERATIONS SERVICES	02	1	\$3,052
	YA	1670	EQUIPMENT SERVICES	02	1	\$14,051
	YA	1701	GENERAL EDUCATION AND TRAINING	02	2	\$9,500
	YA	1712	TRAINING INSTRUCTION	02	1	\$15,000
	YA	1740	EDUCATION SERVICES	02	5	\$40,028
	YA	1750	INSTRUCTIONAL SYSTEMS	02	2	\$15,000
	YA	1810	GENERAL INVESTIGATING	02	1	\$24,765

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	1910	QUALITY ASSURANCE	02	10	\$118,574
	YA	2003	SUPPLY PROGRAM MANAGEMENT	02	1	\$2,000
	YA	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	03	1	\$19,532
	YA	2130	TRAFFIC MANAGEMENT	02	1	\$6,500
	YA	2150	TRANSPORTATION OPERATIONS	01	1	\$8,000
	YA	2150	TRANSPORTATION OPERATIONS	02	1	\$11,799
	YA	2152	AIR TRAFFIC CONTROL	02	2	\$29,290
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	18	\$144,336
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	3	\$65,544
	YB	0086	SECURITY CLERICAL AND ASSISTANCE	02	1	\$10,000
	YB	0203	HUMAN RESOURCES ASSISTANCE	02	4	\$28,972
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	3	\$22,269
	YB	0318	SECRETARY	01	2	\$9,000
	YB	0318	SECRETARY	02	2	\$15,337
	YB	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	02	1	\$6,000
	YB	0503	FINANCIAL CLERICAL AND ASSISTANCE	02	1	\$10,593
	YB	0962	CONTACT REPRESENTATIVE	02	1	\$2,845
	YB	1016	MUSEUM SPECIALIST AND TECHNICIAN	02	1	\$6,379
	YB	1106	PROCUREMENT CLERICAL AND TECHNICIAN	02	1	\$2,000
	YB	1152	PRODUCTION CONTROL	03	1	\$16,663
	YB	2005	SUPPLY CLERICAL AND TECHNICIAN	02	1	\$4,000
	YC	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	1	\$24,170
	YC	0020	COMMUNITY PLANNING	02	1	\$10,000
	YC	0025	PARK RANGER	01	1	\$7,720
	YC	0028	ENVIRONMENTAL PROTECTION SPECIALIST	02	2	\$43,419
	YC	0080	SECURITY ADMINISTRATION	01	1	\$10,000
	YC	0080	SECURITY ADMINISTRATION	02	5	\$58,000
	YC	0101	SOCIAL SCIENCE	02	3	\$42,489
	YC	0110	ECONOMIST	02	1	\$12,000
	YC	0180	PSYCHOLOGY	03	1	\$19,367
	YC	0185	SOCIAL WORK	02	3	\$68,225
	YC	0201	HUMAN RESOURCES MANAGEMENT	02	12	\$139,007
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	2	\$32,546
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	11	\$172,306
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	10	\$146,263
	YC	0340	PROGRAM MANAGEMENT	02	2	\$24,000
	YC	0340	PROGRAM MANAGEMENT	03	6	\$99,238
	YC	0341	ADMINISTRATIVE OFFICER	02	1	\$23,470
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	6	\$82,724
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$70,274
	YC	0346	LOGISTICS MANAGEMENT	02	2	\$13,752
	YC	0346	LOGISTICS MANAGEMENT	03	4	\$78,214
	YC	0391	TELECOMMUNICATIONS	03	1	\$25,000
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	3	\$34,963
	YC	0505	FINANCIAL MANAGEMENT	02	2	\$48,087
	YC	0505	FINANCIAL MANAGEMENT	03	5	\$86,883
	YC	0510	ACCOUNTING	02	4	\$51,075
	YC	0511	AUDITING	02	2	\$16,269
	YC	0511	AUDITING	03	1	\$18,483
	YC	0560	BUDGET ANALYSIS	02	2	\$30,558
YC	0670	HEALTH SYSTEM ADMINISTRATION	02	1	\$5,000	
YC	0905	GENERAL ATTORNEY	03	2	\$45,000	
YC	1015	MUSEUM CURATOR	02	2	\$32,975	
YC	1035	PUBLIC AFFAIRS	02	2	\$20,951	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	7	\$78,803
	YC	1101	GENERAL BUSINESS AND INDUSTRY	03	6	\$110,606
	YC	1102	CONTRACTING	02	16	\$205,995
	YC	1102	CONTRACTING	03	3	\$50,967
	YC	1104	PROPERTY DISPOSAL	02	1	\$2,000
	YC	1144	COMMISSARY MANAGEMENT	01	3	\$30,000
	YC	1144	COMMISSARY MANAGEMENT	02	1	\$10,000
	YC	1152	PRODUCTION CONTROL	02	1	\$47,918
	YC	1170	REALTY	02	3	\$26,587
	YC	1173	HOUSING MANAGEMENT	02	2	\$15,000
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	02	7	\$103,687
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	03	2	\$31,757
	YC	1701	GENERAL EDUCATION AND TRAINING	02	2	\$17,000
	YC	1712	TRAINING INSTRUCTION	02	1	\$8,000
	YC	1740	EDUCATION SERVICES	02	1	\$5,000
	YC	1750	INSTRUCTIONAL SYSTEMS	02	2	\$37,584
	YC	1910	QUALITY ASSURANCE	02	3	\$22,008
	YC	2001	GENERAL SUPPLY	02	2	\$21,497
	YC	2003	SUPPLY PROGRAM MANAGEMENT	02	1	\$19,431
	YC	2010	INVENTORY MANAGEMENT	02	2	\$7,000
	YC	2030	DISTRIBUTION FACILITIES AND STORAGE MANAGEMENT	02	2	\$31,197
	YC	2181	AIRCRAFT OPERATION	02	2	\$21,512
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	7	\$55,009
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	2	\$43,000
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	5	\$57,825
	YD	0403	MICROBIOLOGY	01	1	\$15,000
	YD	0801	GENERAL ENGINEERING	01	4	\$42,109
	YD	0801	GENERAL ENGINEERING	02	19	\$298,746
	YD	0801	GENERAL ENGINEERING	03	23	\$402,764
	YD	0803	SAFETY ENGINEERING	03	4	\$77,000
	YD	0806	MATERIALS ENGINEERING	03	1	\$12,789
	YD	0808	ARCHITECTURE	02	6	\$71,923
	YD	0810	CIVIL ENGINEERING	02	16	\$215,885
	YD	0810	CIVIL ENGINEERING	03	3	\$72,674
	YD	0819	ENVIRONMENTAL ENGINEERING	02	5	\$60,870
	YD	0819	ENVIRONMENTAL ENGINEERING	03	1	\$11,883
	YD	0830	MECHANICAL ENGINEERING	01	4	\$8,000
	YD	0830	MECHANICAL ENGINEERING	02	5	\$42,807
	YD	0830	MECHANICAL ENGINEERING	03	2	\$32,632
	YD	0840	NUCLEAR ENGINEERING	02	1	\$21,160
	YD	0850	ELECTRICAL ENGINEERING	02	3	\$27,808
	YD	0855	ELECTRONICS ENGINEERING	01	2	\$12,000
	YD	0855	ELECTRONICS ENGINEERING	02	9	\$90,287
	YD	0855	ELECTRONICS ENGINEERING	03	3	\$65,174
	YD	0861	AEROSPACE ENGINEERING	02	1	\$5,000
	YD	0896	INDUSTRIAL ENGINEERING	01	1	\$5,000
	YD	0896	INDUSTRIAL ENGINEERING	02	1	\$2,000
	YD	1301	GENERAL PHYSICAL SCIENCE	02	1	\$18,000
	YD	1301	GENERAL PHYSICAL SCIENCE	03	1	\$25,596
	YD	1320	CHEMISTRY	01	1	\$5,000
	YD	1320	CHEMISTRY	02	2	\$12,500
	YD	1330	ASTRONOMY AND SPACE SCIENCE	02	1	\$8,000
YD	1330	ASTRONOMY AND SPACE SCIENCE	03	1	\$30,283	
YD	1340	METEOROLOGY	01	1	\$2,338	
YD	1340	METEOROLOGY	02	1	\$4,000	
YD	1515	OPERATIONS RESEARCH	01	1	\$5,000	
YD	1515	OPERATIONS RESEARCH	02	5	\$34,000	
YD	1515	OPERATIONS RESEARCH	03	2	\$25,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YD	1550	COMPUTER SCIENCE	02	1	\$3,286
	YD	1550	COMPUTER SCIENCE	03	1	\$20,000
	YE	0802	ENGINEERING TECHNICAL	03	10	\$124,347
	YE	0802	ENGINEERING TECHNICAL	04	1	\$17,842
	YE	0809	CONSTRUCTION CONTROL TECHNICAL	03	1	\$19,068
	YE	0856	ELECTRONICS TECHNICAL	03	1	\$17,328
	YE	0856	ELECTRONICS TECHNICAL	04	1	\$19,881
	YF	0401	GENERAL BIOLOGICAL SCIENCE	02	3	\$43,042
	YF	0801	GENERAL ENGINEERING	02	16	\$195,767
	YF	0801	GENERAL ENGINEERING	03	11	\$162,562
	YF	0802	ENGINEERING TECHNICAL	02	2	\$37,555
	YF	0802	ENGINEERING TECHNICAL	03	2	\$40,546
	YF	0804	FIRE PROTECTION ENGINEERING	02	1	\$7,273
	YF	0808	ARCHITECTURE	02	1	\$5,000
	YF	0810	CIVIL ENGINEERING	02	21	\$380,946
	YF	0810	CIVIL ENGINEERING	03	3	\$76,823
	YF	0819	ENVIRONMENTAL ENGINEERING	02	6	\$84,835
	YF	0830	MECHANICAL ENGINEERING	02	1	\$10,000
	YF	0840	NUCLEAR ENGINEERING	02	2	\$37,370
	YF	0840	NUCLEAR ENGINEERING	03	1	\$28,304
	YF	0850	ELECTRICAL ENGINEERING	02	2	\$30,761
	YF	0855	ELECTRONICS ENGINEERING	03	2	\$30,196
	YF	0871	NAVAL ARCHITECTURE	03	1	\$30,615
	YF	0896	INDUSTRIAL ENGINEERING	02	1	\$20,959
	YF	1301	GENERAL PHYSICAL SCIENCE	03	1	\$21,247
	YF	1306	HEALTH PHYSICS	03	1	\$23,266
	YF	1515	OPERATIONS RESEARCH	03	1	\$15,000
	YG	0602	MEDICAL OFFICER	02	9	\$224,292
	YG	0680	DENTAL OFFICER	02	1	\$10,000
	YH	0601	GENERAL HEALTH SCIENCE	02	1	\$5,000
	YH	0603	PHYSICIAN'S ASSISTANT	02	2	\$36,343
	YH	0610	NURSE	02	4	\$35,211
	YH	0633	PHYSICAL THERAPIST	02	1	\$25,000
	YH	0644	MEDICAL TECHNOLOGIST	02	5	\$22,884
	YH	0690	INDUSTRIAL HYGIENE	02	1	\$10,000
	YH	0690	INDUSTRIAL HYGIENE	03	1	\$15,057
	YI	0649	MEDICAL INSTRUMENT TECHNICIAN	02	1	\$4,569
	YJ	0601	GENERAL HEALTH SCIENCE	02	1	\$18,341
	YJ	0602	MEDICAL OFFICER	04	1	\$1,243
	YJ	0610	NURSE	02	1	\$10,000
	YJ	0631	OCCUPATIONAL THERAPIST	02	1	\$2,500
	YJ	0644	MEDICAL TECHNOLOGIST	02	1	\$5,722
	YJ	0690	INDUSTRIAL HYGIENE	02	1	\$2,250
YK	1811	CRIMINAL INVESTIGATING	02	7	\$72,917	
YK	1811	CRIMINAL INVESTIGATING	03	1	\$12,468	
YL	0081	FIRE PROTECTION AND PREVENTION	03	1	\$10,000	
YN	0081	FIRE PROTECTION AND PREVENTION	02	3	\$39,972	
YN	0083	POLICE	01	2	\$23,013	
YN	0083	POLICE	02	1	\$1,930	
YN	1811	CRIMINAL INVESTIGATING	02	2	\$37,733	
ENERGY	EJ	0854	COMPUTER ENGINEERING	05	1	\$31,867
	ES	0340	PROGRAM MANAGEMENT	00	6	\$154,128
	ES	0801	GENERAL ENGINEERING	00	3	\$87,834
	ES	0840	NUCLEAR ENGINEERING	00	1	\$39,292
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$12,737
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$25,244
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$25,031
GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$32,390	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	GS	0340	PROGRAM MANAGEMENT	13	1	\$15,146
	GS	0340	PROGRAM MANAGEMENT	14	1	\$15,602
	GS	0340	PROGRAM MANAGEMENT	15	1	\$35,089
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$942
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$24,229
	GS	0560	BUDGET ANALYSIS	15	1	\$18,000
	GS	0801	GENERAL ENGINEERING	13	1	\$14,758
	GS	0801	GENERAL ENGINEERING	14	2	\$38,787
	GS	0801	GENERAL ENGINEERING	15	1	\$33,665
	GS	0840	NUCLEAR ENGINEERING	14	1	\$32,448
	GS	0855	ELECTRONICS ENGINEERING	12	1	\$4,377
	GS	0856	ELECTRONICS TECHNICAL	11	1	\$15,440
	GS	0905	GENERAL ATTORNEY	12	1	\$1,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$5,000
	GS	1102	CONTRACTING	15	1	\$33,289
	GS	1301	GENERAL PHYSICAL SCIENCE	14	1	\$15,602
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$18,354
	GS	1811	CRIMINAL INVESTIGATING	13	2	\$6,000
	GS	1910	QUALITY ASSURANCE	15	2	\$18,837
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$13,031
	NN	0801	GENERAL ENGINEERING	02	1	\$10,000
	NQ	0340	PROGRAM MANAGEMENT	04	1	\$29,701
	NQ	1102	CONTRACTING	02	1	\$7,000
	NQ	1102	CONTRACTING	03	1	\$20,000
	NQ	2101	TRANSPORTATION SPECIALIST	04	1	\$25,751
	HEALTH AND HUMAN SERVICES	ES	1811	CRIMINAL INVESTIGATING	00	1
GP		0602	MEDICAL OFFICER	14	1	\$5,565
GP		0602	MEDICAL OFFICER	15	1	\$12,083
GS		0080	SECURITY ADMINISTRATION	15	1	\$21,334
GS		0201	HUMAN RESOURCES MANAGEMENT	11	1	\$5,000
GS		0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
GS		0201	HUMAN RESOURCES MANAGEMENT	13	1	\$10,006
GS		0201	HUMAN RESOURCES MANAGEMENT	14	2	\$35,000
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$10,000
GS		0318	SECRETARY	09	1	\$10,000
GS		0340	PROGRAM MANAGEMENT	14	1	\$11,233
GS		0340	PROGRAM MANAGEMENT	15	1	\$13,454
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$8,235
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$5,380
GS		0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$26,142
GS		0601	GENERAL HEALTH SCIENCE	13	1	\$10,373
GS		0601	GENERAL HEALTH SCIENCE	15	1	\$20,887
GS		0603	PHYSICIAN'S ASSISTANT	11	1	\$17,253
GS		0603	PHYSICIAN'S ASSISTANT	12	1	\$4,246
GS		0610	NURSE	09	1	\$11,675
GS		0610	NURSE	10	5	\$60,451
GS		0610	NURSE	11	1	\$11,556
GS		0610	NURSE	12	3	\$29,529
GS		0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	1	\$11,115
GS		0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$16,734
GS		0685	PUBLIC HEALTH PROGRAM SPECIALIST	13	1	\$15,400
GS		0685	PUBLIC HEALTH PROGRAM SPECIALIST	14	1	\$4,335
GS		0685	PUBLIC HEALTH PROGRAM SPECIALIST	15	1	\$16,640
GS		0696	CONSUMER SAFETY	09	1	\$5,112
GS		0696	CONSUMER SAFETY	12	3	\$20,928
GS		0696	CONSUMER SAFETY	14	1	\$10,457
GS		0801	GENERAL ENGINEERING	12	2	\$15,458

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0819	ENVIRONMENTAL ENGINEERING	12	1	\$74,025
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$20,740
	GS	1640	FACILITY OPERATIONS SERVICES	15	1	\$35,557
	GS	1811	CRIMINAL INVESTIGATING	14	6	\$120,000
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$19,959
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$26,158
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$33,015
HOMELAND SECURITY	ES	0340	PROGRAM MANAGEMENT	00	5	\$142,723
	ES	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	00	3	\$66,570
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$31,700
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	2	\$27,296
	GS	0080	SECURITY ADMINISTRATION	12	1	\$10,000
	GS	0132	INTELLIGENCE	14	1	\$24,475
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$14,908
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$36,353
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$48,848
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$23,023
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$24,508
	GS	0346	LOGISTICS MANAGEMENT	13	1	\$13,274
	GS	0511	AUDITING	14	1	\$20,000
	GS	0801	GENERAL ENGINEERING	14	2	\$37,000
	GS	0854	COMPUTER ENGINEERING	13	1	\$7,939
	GS	0905	GENERAL ATTORNEY	15	2	\$41,701
	GS	1084	VISUAL INFORMATION	12	1	\$11,260
	GS	1102	CONTRACTING	12	1	\$19,051
	GS	1102	CONTRACTING	13	2	\$30,000
	GS	1102	CONTRACTING	14	1	\$20,949
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$19,399
	GS	1515	OPERATIONS RESEARCH	13	1	\$23,396
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$10,044
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	08	1	\$8,200
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$10,030
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$15,000
	GS	1896	BORDER PATROL AGENT	14	2	\$55,325
	GS	2101	TRANSPORTATION SPECIALIST	12	1	\$10,000
	WG	2604	ELECTRONICS MECHANIC	11	1	\$12,037
	HOUSING AND URBAN DEVELOPMENT	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	14	1
GS		0360	EQUAL OPPORTUNITY COMPLIANCE	15	1	\$11,000
INTERIOR	ES	0340	PROGRAM MANAGEMENT	00	3	\$55,000
	ES	0480	FISH AND WILDLIFE ADMINISTRATION	00	4	\$199,200
	GL	0025	PARK RANGER	09	1	\$8,490
	GS	0025	PARK RANGER	11	1	\$10,000
	GS	0193	ARCHEOLOGY	11	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$10,797
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$15,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$9,529
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$10,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$5,000
	GS	0340	PROGRAM MANAGEMENT	14	2	\$30,247
	GS	0340	PROGRAM MANAGEMENT	15	1	\$25,000
	GS	0341	ADMINISTRATIVE OFFICER	07	1	\$10,914
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$5,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
INTERIOR (continued)	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$14,076	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$12,119	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$16,570	
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$12,534	
	GS	0454	RANGELAND MANAGEMENT	11	1	\$15,000	
	GS	0480	FISH AND WILDLIFE ADMINISTRATION	14	1	\$100,000	
	GS	0480	FISH AND WILDLIFE ADMINISTRATION	15	1	\$12,534	
	GS	0485	WILDLIFE REFUGE MANAGEMENT	12	1	\$9,233	
	GS	0810	CIVIL ENGINEERING	12	1	\$18,000	
	GS	0810	CIVIL ENGINEERING	13	1	\$9,320	
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$12,480	
	GS	1082	WRITING AND EDITING	13	1	\$87,338	
	GS	1083	TECHNICAL WRITING AND EDITING	11	1	\$17,682	
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$23,905	
	GS	1102	CONTRACTING	13	1	\$20,016	
	GS	1170	REALTY	11	2	\$20,000	
	GS	1170	REALTY	12	1	\$10,000	
	GS	1171	APPRAISING	13	1	\$9,230	
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$16,873	
	JUSTICE	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$19,758
		GS	1640	FACILITY OPERATIONS SERVICES	13	1	\$8,753
		GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$6,000
GS		2005	SUPPLY CLERICAL AND TECHNICIAN	11	1	\$17,482	
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$10,000	
AD		0905	GENERAL ATTORNEY	21	1	\$3,060	
AD		0905	GENERAL ATTORNEY	24	1	\$10,005	
AD		0905	GENERAL ATTORNEY	26	1	\$12,000	
AD		0905	GENERAL ATTORNEY	27	1	\$5,000	
AD		0905	GENERAL ATTORNEY	28	2	\$20,498	
AD		0905	GENERAL ATTORNEY	29	6	\$27,660	
AD		0905	GENERAL ATTORNEY	33	4	\$40,000	
ES		0006	CORRECTIONAL INSTITUTION ADMINISTRATION	00	1	\$10,000	
ES		1811	CRIMINAL INVESTIGATING	00	8	\$226,088	
GL		0007	CORRECTIONAL OFFICER	09	1	\$9,552	
GS		0007	CORRECTIONAL OFFICER	11	5	\$65,445	
GS		0007	CORRECTIONAL OFFICER	12	1	\$16,043	
GS		0101	SOCIAL SCIENCE	12	2	\$15,000	
GS		0132	INTELLIGENCE	07	1	\$5,000	
GS		0132	INTELLIGENCE	13	1	\$17,156	
GS		0201	HUMAN RESOURCES MANAGEMENT	11	1	\$12,037	
GS		0201	HUMAN RESOURCES MANAGEMENT	12	1	\$16,497	
GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$15,000		
GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$5,705		
GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	4	\$51,839		
GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$20,860		
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	5	\$47,019		
GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	4	\$39,144		
GS	0341	ADMINISTRATIVE OFFICER	14	1	\$10,022		
GS	0341	ADMINISTRATIVE OFFICER	15	1	\$10,397		
GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$43,134		
GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$14,908		
GS	0950	PARALEGAL SPECIALIST	12	1	\$5,000		
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	1	\$7,500		
GS	1811	CRIMINAL INVESTIGATING	11	2	\$22,500		

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	
JUSTICE (continued)	GS	1811	CRIMINAL INVESTIGATING	12	24	\$580,075	
	GS	1811	CRIMINAL INVESTIGATING	13	24	\$594,360	
	GS	1811	CRIMINAL INVESTIGATING	14	79	\$1,746,350	
	GS	1811	CRIMINAL INVESTIGATING	15	42	\$1,083,482	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	4	\$62,566	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$15,043	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$25,000	
LABOR	GS	1822	MINE SAFETY AND HEALTH	15	1	\$24,402	
TRANSPORTATION	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$7,500	
	GS	1102	CONTRACTING	13	1	\$10,000	
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$9,273	
TREASURY	ES	0340	PROGRAM MANAGEMENT	00	8	\$194,963	
	ES	1811	CRIMINAL INVESTIGATING	00	3	\$98,836	
	GS	0318	SECRETARY	09	1	\$8,660	
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$21,549	
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	06	1	\$8,871	
	GS	1811	CRIMINAL INVESTIGATING	14	16	\$261,054	
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$15,000	
	IR	0080	SECURITY ADMINISTRATION	05	1	\$22,780	
	IR	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	3	\$74,153	
	IR	1811	CRIMINAL INVESTIGATING	01	9	\$244,196	
	IR	1811	CRIMINAL INVESTIGATING	04	2	\$32,155	
	VETERANS AFFAIRS	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	9	\$169,104
		ES	0905	GENERAL ATTORNEY	00	1	\$65,000
		GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	1	\$7,424
GS		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	2	\$18,483	
GS		0060	CHAPLAIN	12	2	\$10,940	
GS		0060	CHAPLAIN	13	1	\$3,000	
GS		0080	SECURITY ADMINISTRATION	11	2	\$14,382	
GS		0080	SECURITY ADMINISTRATION	13	3	\$31,322	
GS		0083	POLICE	06	8	\$52,578	
GS		0083	POLICE	07	2	\$14,923	
GS		0083	POLICE	08	2	\$9,000	
GS		0083	POLICE	09	1	\$7,500	
GS		0083	POLICE	12	1	\$10,000	
GS		0101	SOCIAL SCIENCE	11	4	\$29,000	
GS		0101	SOCIAL SCIENCE	13	3	\$12,898	
GS		0101	SOCIAL SCIENCE	14	1	\$5,000	
GS		0110	ECONOMIST	13	1	\$8,288	
GS		0180	PSYCHOLOGY	12	3	\$20,000	
GS		0180	PSYCHOLOGY	13	24	\$292,990	
GS		0180	PSYCHOLOGY	14	1	\$3,435	
GS		0180	PSYCHOLOGY	15	1	\$7,000	
GS		0185	SOCIAL WORK	11	10	\$76,709	
GS		0185	SOCIAL WORK	12	6	\$54,195	
GS		0185	SOCIAL WORK	13	2	\$40,129	
GS		0201	HUMAN RESOURCES MANAGEMENT	07	2	\$10,000	
GS		0201	HUMAN RESOURCES MANAGEMENT	09	7	\$46,969	
GS		0201	HUMAN RESOURCES MANAGEMENT	11	7	\$47,163	
GS		0201	HUMAN RESOURCES MANAGEMENT	12	19	\$173,519	
GS		0201	HUMAN RESOURCES MANAGEMENT	13	10	\$158,410	
GS		0201	HUMAN RESOURCES MANAGEMENT	14	7	\$153,104	
GS		0203	HUMAN RESOURCES ASSISTANCE	07	1	\$10,000	
GS		0203	HUMAN RESOURCES ASSISTANCE	09	1	\$9,633	
GS		0260	EQUAL EMPLOYMENT OPPORTUNITY	13	1	\$19,417	
GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$61,387		

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	5	\$33,863
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	7	\$34,581
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	7	\$95,831
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	10	\$126,768
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$3,000
	GS	0318	SECRETARY	09	1	\$10,003
	GS	0340	PROGRAM MANAGEMENT	12	1	\$15,000
	GS	0340	PROGRAM MANAGEMENT	13	2	\$61,355
	GS	0340	PROGRAM MANAGEMENT	14	3	\$47,189
	GS	0340	PROGRAM MANAGEMENT	15	1	\$49,202
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$9,410
	GS	0341	ADMINISTRATIVE OFFICER	12	4	\$50,031
	GS	0341	ADMINISTRATIVE OFFICER	13	4	\$73,834
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$15,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$26,029
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$62,255
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$28,334
	GS	0346	LOGISTICS MANAGEMENT	14	1	\$24,072
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$15,732
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	1	\$13,230
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$12,384
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	3	\$63,102
	GS	0505	FINANCIAL MANAGEMENT	13	4	\$96,309
	GS	0505	FINANCIAL MANAGEMENT	14	7	\$93,647
	GS	0505	FINANCIAL MANAGEMENT	15	4	\$113,744
	GS	0510	ACCOUNTING	09	1	\$57,055
	GS	0510	ACCOUNTING	11	1	\$15,894
	GS	0510	ACCOUNTING	12	1	\$5,000
	GS	0510	ACCOUNTING	13	3	\$44,566
	GS	0544	CIVILIAN PAY	08	1	\$13,927
	GS	0544	CIVILIAN PAY	09	1	\$5,000
	GS	0560	BUDGET ANALYSIS	12	3	\$72,398
	GS	0560	BUDGET ANALYSIS	13	4	\$54,625
	GS	0560	BUDGET ANALYSIS	14	1	\$26,840
	GS	0601	GENERAL HEALTH SCIENCE	08	1	\$684
	GS	0601	GENERAL HEALTH SCIENCE	09	1	\$1,000
	GS	0601	GENERAL HEALTH SCIENCE	11	5	\$35,000
	GS	0601	GENERAL HEALTH SCIENCE	12	4	\$39,369
	GS	0601	GENERAL HEALTH SCIENCE	13	1	\$13,289
GS	0601	GENERAL HEALTH SCIENCE	14	2	\$30,030	
GS	0620	PRACTICAL NURSE	04	3	\$10,500	
GS	0620	PRACTICAL NURSE	05	1	\$2,000	
GS	0620	PRACTICAL NURSE	06	8	\$37,168	
GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	09	1	\$4,815	
GS	0630	DIETITIAN AND NUTRITIONIST	11	2	\$20,894	
GS	0630	DIETITIAN AND NUTRITIONIST	13	3	\$55,064	
GS	0631	OCCUPATIONAL THERAPIST	10	1	\$3,000	
GS	0631	OCCUPATIONAL THERAPIST	11	1	\$10,000	
GS	0633	PHYSICAL THERAPIST	09	1	\$11,285	
GS	0633	PHYSICAL THERAPIST	10	1	\$7,500	
GS	0633	PHYSICAL THERAPIST	11	2	\$15,000	
GS	0633	PHYSICAL THERAPIST	13	2	\$26,814	
GS	0635	KINESIOTHERAPY	09	1	\$3,683	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0635	KINESIOTHERAPY	10	1	\$10,000
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	10	1	\$5,000
	GS	0640	HEALTH AID AND TECHNICIAN	05	1	\$1,200
	GS	0640	HEALTH AID AND TECHNICIAN	07	2	\$15,432
	GS	0644	MEDICAL TECHNOLOGIST	09	2	\$10,000
	GS	0644	MEDICAL TECHNOLOGIST	11	4	\$17,156
	GS	0644	MEDICAL TECHNOLOGIST	12	2	\$15,777
	GS	0644	MEDICAL TECHNOLOGIST	13	1	\$10,014
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	1	\$8,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	2	\$10,109
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	2	\$13,250
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	2	\$6,128
	GS	0660	PHARMACIST	11	10	\$77,555
	GS	0660	PHARMACIST	12	36	\$232,711
	GS	0660	PHARMACIST	13	5	\$89,628
	GS	0660	PHARMACIST	15	2	\$60,932
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	09	1	\$5,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	5	\$39,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	13	1	\$15,000
	GS	0667	ORTHOTIST AND PROSTHETIST	11	2	\$12,533
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	5	\$65,467
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	1	\$10,000
	GS	0669	MEDICAL RECORDS ADMINISTRATION	13	2	\$25,184
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$19,417
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	4	\$71,761
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	4	\$94,720
	GS	0671	HEALTH SYSTEM SPECIALIST	09	2	\$14,948
	GS	0671	HEALTH SYSTEM SPECIALIST	11	3	\$18,820
	GS	0671	HEALTH SYSTEM SPECIALIST	12	3	\$15,480
	GS	0671	HEALTH SYSTEM SPECIALIST	13	16	\$309,725
	GS	0671	HEALTH SYSTEM SPECIALIST	14	3	\$58,792
	GS	0672	PROSTHETIC REPRESENTATIVE	09	1	\$5,000
	GS	0672	PROSTHETIC REPRESENTATIVE	11	2	\$17,500
	GS	0672	PROSTHETIC REPRESENTATIVE	13	2	\$32,500
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$8,551
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	13	3	\$30,305
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	1	\$5,000
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	2	\$4,500
	GS	0682	DENTAL HYGIENE	08	1	\$10,000
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$5,000
	GS	0701	VETERINARY MEDICAL SCIENCE	14	1	\$12,000
	GS	0801	GENERAL ENGINEERING	11	2	\$10,000
	GS	0801	GENERAL ENGINEERING	12	6	\$58,059
	GS	0801	GENERAL ENGINEERING	13	5	\$57,652
	GS	0801	GENERAL ENGINEERING	14	9	\$204,530
	GS	0802	ENGINEERING TECHNICAL	11	2	\$23,623
	GS	0807	LANDSCAPE ARCHITECTURE	13	1	\$14,104
	GS	0808	ARCHITECTURE	12	1	\$10,000
	GS	0808	ARCHITECTURE	13	1	\$14,758
	GS	0808	ARCHITECTURE	14	1	\$8,734
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	09	1	\$5,000
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	1	\$13,879
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	13	2	\$40,642
	GS	0810	CIVIL ENGINEERING	13	2	\$42,416
	GS	0830	MECHANICAL ENGINEERING	12	1	\$10,000
	GS	0830	MECHANICAL ENGINEERING	13	1	\$22,815
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$61,752
	GS	0858	BIOMEDICAL ENGINEERING	07	1	\$7,500

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0905	GENERAL ATTORNEY	14	1	\$2,500
	GS	0905	GENERAL ATTORNEY	15	1	\$37,400
	GS	0996	VETERANS CLAIMS EXAMINING	15	2	\$15,000
	GS	1008	INTERIOR DESIGN	11	2	\$24,531
	GS	1035	PUBLIC AFFAIRS	11	1	\$17,710
	GS	1035	PUBLIC AFFAIRS	14	2	\$30,079
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	2	\$22,441
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$31,713
	GS	1102	CONTRACTING	09	2	\$14,083
	GS	1102	CONTRACTING	11	3	\$24,459
	GS	1102	CONTRACTING	12	17	\$216,293
	GS	1102	CONTRACTING	13	7	\$84,558
	GS	1102	CONTRACTING	14	3	\$42,867
	GS	1105	PURCHASING	07	1	\$1,000
	GS	1165	LOAN SPECIALIST	14	1	\$8,000
	GS	1306	HEALTH PHYSICS	13	1	\$5,000
	GS	1530	STATISTICS	12	1	\$7,000
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$21,359
	GS	1811	CRIMINAL INVESTIGATING	09	1	\$4,908
	GS	1811	CRIMINAL INVESTIGATING	13	1	\$8,693
	GS	2001	GENERAL SUPPLY	12	1	\$13,593
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	1	\$22,737
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	1	\$8,000
	GS	2010	INVENTORY MANAGEMENT	11	1	\$5,000
	GS	2010	INVENTORY MANAGEMENT	12	1	\$5,496
	GS	2010	INVENTORY MANAGEMENT	13	4	\$122,327
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$2,550
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	3	\$35,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$30,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$40,262
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$5,000
	WG	2604	ELECTRONICS MECHANIC	10	1	\$180
	WG	2805	ELECTRICIAN	10	1	\$7,500
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	10	1	\$10,000
	WS	5402	BOILER PLANT OPERATING	10	1	\$10,000
	WS	7404	COOKING	09	1	\$5,580

Relocation Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
CONSUMER PRODUCT SAFETY COMMISSION	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$3,000
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	07	1	\$5,112
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	DN	0801	GENERAL ENGINEERING	04	3	\$29,336
	DN	0801	GENERAL ENGINEERING	05	1	\$15,850
ENVIRONMENTAL PROTECTION AGENCY	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$15,858
FEDERAL ELECTION COMMISSION	GS	0905	GENERAL ATTORNEY	14	1	\$22,000
FEDERAL ENERGY REGULATORY COMMISSION	GS	0810	CIVIL ENGINEERING	13	1	\$10,000
	GS	0850	ELECTRICAL ENGINEERING	15	1	\$10,379
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$19,271
GENERAL SERVICES ADMINISTRATION	ES	0905	GENERAL ATTORNEY	00	1	\$11,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$26,950
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$9,750
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$3,500
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$5,500
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$6,000
	GS	0830	MECHANICAL ENGINEERING	12	1	\$7,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$9,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$17,000
	GS	1102	CONTRACTING	12	1	\$5,000
	GS	1170	REALTY	12	1	\$5,000
	GS	1171	APPRAISING	13	1	\$23,000
LIBRARY OF CONGRESS	SL	0095	FOREIGN LAW SPECIALIST	00	1	\$5,000
MERIT SYSTEMS PROTECTION BOARD	GS	0905	GENERAL ATTORNEY	14	1	\$10,000
	GS	0905	GENERAL ATTORNEY	15	3	\$30,000
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	ES	0801	GENERAL ENGINEERING	00	7	\$150,442
	ES	0905	GENERAL ATTORNEY	00	1	\$15,560
	ES	1102	CONTRACTING	00	1	\$21,774
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$15,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$2,000
	GS	0318	SECRETARY	07	1	\$5,000
	GS	0801	GENERAL ENGINEERING	15	1	\$24,642
	GS	0850	ELECTRICAL ENGINEERING	15	1	\$25,000
	GS	0861	AEROSPACE ENGINEERING	13	2	\$45,000
	GS	0861	AEROSPACE ENGINEERING	14	1	\$7,500
	GS	0861	AEROSPACE ENGINEERING	15	1	\$17,316
	GS	0905	GENERAL ATTORNEY	15	1	\$26,549
	GS	1035	PUBLIC AFFAIRS	14	1	\$5,000
	GS	1102	CONTRACTING	13	1	\$5,000
SMALL BUSINESS ADMINISTRATION	GS	0340	PROGRAM MANAGEMENT	15	1	\$3,200
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$7,500
U.S. OFFICE OF PERSONNEL MANAGEMENT	GS	1811	CRIMINAL INVESTIGATING	15	1	\$70,000

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AGRICULTURE	ES	0560	BUDGET ANALYSIS	00	2	\$48,840
	GS	0110	ECONOMIST	12	1	\$24,630
	GS	0110	ECONOMIST	13	2	\$37,088
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$23,728
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$29,800
	GS	0335	COMPUTER CLERK AND ASSISTANT	08	1	\$6,697
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$26,820
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$12,418
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$19,501
	GS	0414	ENTOMOLOGY	14	2	\$8,549
	GS	0440	GENETICS	15	1	\$23,246
	GS	0470	SOIL SCIENCE	14	1	\$4,458
	GS	0560	BUDGET ANALYSIS	13	1	\$25,581
	GS	0560	BUDGET ANALYSIS	15	1	\$22,980
	GS	0602	MEDICAL OFFICER	14	1	\$27,776
	GS	0701	VETERINARY MEDICAL SCIENCE	13	1	\$10,874
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$37,808
	GS	1101	GENERAL BUSINESS AND INDUSTRY	04	5	\$7,971
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	6	\$11,356
	GS	1101	GENERAL BUSINESS AND INDUSTRY	06	1	\$1,988
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	34	\$83,011
	GS	1101	GENERAL BUSINESS AND INDUSTRY	08	5	\$13,783
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$5,946
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	2	\$7,520
	GS	1102	CONTRACTING	11	2	\$19,571
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	12	1	\$19,000
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$13,736
	GS	1320	CHEMISTRY	14	1	\$28,962
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$19,418
	GS	1530	STATISTICS	13	2	\$41,176
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$37,866
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$17,385
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$34,596
ST	0440	GENETICS	00	1	\$3,664	
COMMERCE	ES	0505	FINANCIAL MANAGEMENT	00	1	\$17,648
	ES	1220	PATENT ADMINISTRATION	00	1	\$19,680
	ES	1301	GENERAL PHYSICAL SCIENCE	00	2	\$32,400
	GS	0083	POLICE	04	10	\$12,557
	GS	0083	POLICE	05	7	\$14,312
	GS	0083	POLICE	06	11	\$78,136
	GS	0083	POLICE	07	5	\$40,815
	GS	0083	POLICE	08	4	\$35,411
	GS	0801	GENERAL ENGINEERING	13	1	\$3,212
	GS	1224	PATENT EXAMINING	07	1	\$11,043
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$16,178
	ST	1320	CHEMISTRY	00	1	\$30,624
	WM	9927	SEAMAN FISHERMAN	01	1	\$5,642
	WM	9927	SEAMAN FISHERMAN	06	1	\$3,708
	WM	9931	CHIEF ENGINEER	07	1	\$10,698
	ZA	1102	CONTRACTING	III	1	\$4,889
	ZA	1102	CONTRACTING	IV	3	\$32,677
	ZP	0101	SOCIAL SCIENCE	V	1	\$9,245
	ZP	0110	ECONOMIST	V	2	\$13,868
	ZP	0801	GENERAL ENGINEERING	IV	1	\$3,433
	ZP	0801	GENERAL ENGINEERING	V	5	\$46,224
	ZP	0804	FIRE PROTECTION ENGINEERING	V	1	\$4,570
	ZP	0806	MATERIALS ENGINEERING	V	3	\$17,744
	ZP	0830	MECHANICAL ENGINEERING	V	9	\$60,092

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
COMMERCE (continued)	ZP	0850	ELECTRICAL ENGINEERING	V	2	\$9,245
	ZP	0854	COMPUTER ENGINEERING	V	2	\$13,868
	ZP	0855	ELECTRONICS ENGINEERING	V	6	\$27,735
	ZP	0858	BIOMEDICAL ENGINEERING	V	1	\$7,191
	ZP	0893	CHEMICAL ENGINEERING	IV	1	\$4,570
	ZP	0893	CHEMICAL ENGINEERING	V	2	\$18,490
	ZP	0896	INDUSTRIAL ENGINEERING	V	1	\$4,503
	ZP	1301	GENERAL PHYSICAL SCIENCE	V	19	\$154,289
	ZP	1310	PHYSICS	IV	1	\$4,079
	ZP	1310	PHYSICS	V	30	\$181,189
	ZP	1320	CHEMISTRY	V	17	\$90,565
	ZP	1321	METALLURGY	V	3	\$18,490
	ZP	1515	OPERATIONS RESEARCH	V	1	\$4,503
	ZP	1520	MATHEMATICS	V	1	\$9,117
	ZP	1529	MATHEMATICAL STATISTICS	V	1	\$9,111
	ZP	1530	STATISTICS	V	1	\$9,117
	ZP	1550	COMPUTER SCIENCE	V	8	\$59,965
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	V	2	\$12,124
	ZS	0083	POLICE	V	4	\$52,775
	ZS	0303	MISCELLANEOUS CLERK AND ASSISTANT	III	1	\$10,692
	ZT	0802	ENGINEERING TECHNICAL	IV	5	\$40,680
	ZT	0802	ENGINEERING TECHNICAL	V	10	\$92,958
DEFENSE	AD	0101	SOCIAL SCIENCE	07	1	\$11,026
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$286
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$35,667
	AD	1701	GENERAL EDUCATION AND TRAINING	00	26	\$162,579
	AD	1701	GENERAL EDUCATION AND TRAINING	01	1	\$4,143
	AD	1701	GENERAL EDUCATION AND TRAINING	03	1	\$1,449
	AD	1701	GENERAL EDUCATION AND TRAINING	05	5	\$70,522
	AD	1701	GENERAL EDUCATION AND TRAINING	07	18	\$246,531
	AD	1701	GENERAL EDUCATION AND TRAINING	09	13	\$241,609
	AD	1701	GENERAL EDUCATION AND TRAINING	11	2	\$56,458
	AD	1701	GENERAL EDUCATION AND TRAINING	23	1	\$21,218
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	09	3	\$90,621
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	11	1	\$33,474
	DB	0413	PHYSIOLOGY	04	1	\$12,973
	DB	0415	TOXICOLOGY	03	1	\$869
	DB	0601	GENERAL HEALTH SCIENCE	03	1	\$8,985
	DB	0602	MEDICAL OFFICER	04	4	\$51,001
	DB	0602	MEDICAL OFFICER	05	1	\$960
	DB	0610	NURSE	02	1	\$9,830
	DB	0801	GENERAL ENGINEERING	03	1	\$8,618
	DB	0801	GENERAL ENGINEERING	04	2	\$38,651
	DB	0830	MECHANICAL ENGINEERING	04	3	\$57,778
	DB	0855	ELECTRONICS ENGINEERING	03	2	\$24,386
	DB	0855	ELECTRONICS ENGINEERING	04	4	\$48,872
	DB	0858	BIOMEDICAL ENGINEERING	03	3	\$28,414
	DB	0861	AEROSPACE ENGINEERING	04	1	\$5,620
	DB	1301	GENERAL PHYSICAL SCIENCE	04	1	\$934
	DB	1310	PHYSICS	04	1	\$22,242
	DB	1550	COMPUTER SCIENCE	04	3	\$22,575
	DE	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$2,901
	DE	0404	BIOLOGICAL SCIENCE TECHNICIAN	02	2	\$20,196
	DJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$9,679
DJ	0340	PROGRAM MANAGEMENT	04	1	\$3,162	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	DJ	0346	LOGISTICS MANAGEMENT	04	1	\$31,217
	DJ	0560	BUDGET ANALYSIS	03	1	\$4,602
	DJ	1670	EQUIPMENT SERVICES	04	1	\$16,267
	DK	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$74
	DK	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$203
	DP	0201	HUMAN RESOURCES MANAGEMENT	03	1	\$23,562
	DP	0201	HUMAN RESOURCES MANAGEMENT	04	1	\$16,836
	DP	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$21,287
	DP	0830	MECHANICAL ENGINEERING	04	1	\$1,076
	DP	0855	ELECTRONICS ENGINEERING	02	1	\$376
	DP	0855	ELECTRONICS ENGINEERING	03	6	\$2,936
	DP	0855	ELECTRONICS ENGINEERING	04	2	\$1,562
	DP	1310	PHYSICS	04	1	\$24,986
	DR	0180	PSYCHOLOGY	03	1	\$28,481
	DR	0801	GENERAL ENGINEERING	03	1	\$12,901
	DR	0801	GENERAL ENGINEERING	04	1	\$6,314
	DR	0806	MATERIALS ENGINEERING	02	1	\$116
	DR	0854	COMPUTER ENGINEERING	02	1	\$4,799
	DR	0855	ELECTRONICS ENGINEERING	03	1	\$8,364
	DR	1301	GENERAL PHYSICAL SCIENCE	04	1	\$22,694
	DR	1515	OPERATIONS RESEARCH	04	1	\$2,538
	ES	0130	FOREIGN AFFAIRS	00	1	\$583
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	4	\$119,230
	ES	0346	LOGISTICS MANAGEMENT	00	1	\$1,002
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$39,488
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$4,951
	ES	0510	ACCOUNTING	00	4	\$84,981
	ES	0560	BUDGET ANALYSIS	00	1	\$12,056
	ES	0801	GENERAL ENGINEERING	00	1	\$1,033
	ES	1301	GENERAL PHYSICAL SCIENCE	00	1	\$37,928
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$2,031
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$3,251
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	15	2	\$3,832
	GG	0030	SPORTS SPECIALIST	09	1	\$1,544
	GG	0080	SECURITY ADMINISTRATION	11	3	\$4,862
	GG	0080	SECURITY ADMINISTRATION	12	3	\$5,048
	GG	0080	SECURITY ADMINISTRATION	13	41	\$453,122
	GG	0080	SECURITY ADMINISTRATION	14	11	\$183,818
	GG	0080	SECURITY ADMINISTRATION	15	3	\$62,263
	GG	0083	POLICE	07	33	\$66,884
	GG	0083	POLICE	08	7	\$6,405
	GG	0083	POLICE	09	1	\$1,115
	GG	0101	SOCIAL SCIENCE	09	1	\$1,624
	GG	0101	SOCIAL SCIENCE	12	1	\$2,289
	GG	0102	SOCIAL SCIENCE AID AND TECHNICIAN	06	1	\$1,068
	GG	0132	INTELLIGENCE	09	2	\$4,586
	GG	0132	INTELLIGENCE	11	3	\$23,924
	GG	0132	INTELLIGENCE	12	1	\$1,738
	GG	0132	INTELLIGENCE	13	3	\$32,032
	GG	0132	INTELLIGENCE	14	2	\$19,345
GG	0132	INTELLIGENCE	15	1	\$2,962	
GG	0170	HISTORY	12	1	\$2,590	
GG	0170	HISTORY	13	1	\$3,337	
GG	0188	RECREATION SPECIALIST	07	1	\$1,507	
GG	0188	RECREATION SPECIALIST	09	1	\$2,035	
GG	0188	RECREATION SPECIALIST	11	1	\$2,198	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$390
	GG	0201	HUMAN RESOURCES MANAGEMENT	11	5	\$6,082
	GG	0201	HUMAN RESOURCES MANAGEMENT	12	10	\$8,028
	GG	0201	HUMAN RESOURCES MANAGEMENT	13	5	\$13,542
	GG	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$1,494
	GG	0203	HUMAN RESOURCES ASSISTANCE	06	2	\$1,411
	GG	0203	HUMAN RESOURCES ASSISTANCE	07	2	\$853
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	09	1	\$1,820
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	11	3	\$1,759
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$1,411
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$2,569
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	15	1	\$1,234
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$2,189
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	4	\$2,091
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	2	\$695
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	21	\$34,973
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	21	\$46,661
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	5	\$9,582
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$28,876
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$1,575
	GG	0318	SECRETARY	06	1	\$2,737
	GG	0318	SECRETARY	07	2	\$931
	GG	0318	SECRETARY	08	3	\$1,872
	GG	0318	SECRETARY	09	2	\$3,800
	GG	0318	SECRETARY	10	1	\$1,550
	GG	0318	SECRETARY	11	1	\$717
	GG	0340	PROGRAM MANAGEMENT	14	1	\$601
	GG	0341	ADMINISTRATIVE OFFICER	13	1	\$2,262
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$2,461
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$6,028
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	4	\$7,572
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	6	\$14,845
	GG	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	07	1	\$120
	GG	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	09	1	\$1,872
	GG	0346	LOGISTICS MANAGEMENT	12	1	\$2,369
	GG	0346	LOGISTICS MANAGEMENT	13	3	\$7,746
	GG	0346	LOGISTICS MANAGEMENT	14	8	\$29,227
	GG	0391	TELECOMMUNICATIONS	09	1	\$3,061
	GG	0391	TELECOMMUNICATIONS	12	2	\$4,788
	GG	0391	TELECOMMUNICATIONS	14	2	\$7,392
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$1,216
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	2	\$4,707
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	16	\$38,306
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	17	\$49,315
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	8	\$34,023
	GG	0560	BUDGET ANALYSIS	13	3	\$7,283
	GG	0560	BUDGET ANALYSIS	14	1	\$3,640
	GG	0560	BUDGET ANALYSIS	15	1	\$4,294
	GG	0610	NURSE	11	1	\$16,746
	GG	0610	NURSE	12	2	\$11,206
GG	0801	GENERAL ENGINEERING	12	7	\$12,275	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GG	0801	GENERAL ENGINEERING	13	27	\$82,693
	GG	0801	GENERAL ENGINEERING	14	17	\$50,196
	GG	0801	GENERAL ENGINEERING	15	5	\$17,169
	GG	0803	SAFETY ENGINEERING	13	4	\$12,482
	GG	0803	SAFETY ENGINEERING	14	1	\$2,732
	GG	0807	LANDSCAPE ARCHITECTURE	11	1	\$1,806
	GG	0810	CIVIL ENGINEERING	12	1	\$960
	GG	0810	CIVIL ENGINEERING	13	1	\$3,337
	GG	0819	ENVIRONMENTAL ENGINEERING	11	1	\$2,110
	GG	0819	ENVIRONMENTAL ENGINEERING	12	1	\$2,806
	GG	0819	ENVIRONMENTAL ENGINEERING	13	3	\$6,812
	GG	0819	ENVIRONMENTAL ENGINEERING	14	1	\$3,772
	GG	0830	MECHANICAL ENGINEERING	12	2	\$7,839
	GG	0830	MECHANICAL ENGINEERING	13	1	\$763
	GG	0830	MECHANICAL ENGINEERING	14	1	\$3,698
	GG	0850	ELECTRICAL ENGINEERING	07	1	\$1,115
	GG	0850	ELECTRICAL ENGINEERING	13	1	\$3,034
	GG	0854	COMPUTER ENGINEERING	13	3	\$10,281
	GG	0854	COMPUTER ENGINEERING	14	1	\$1,533
	GG	0855	ELECTRONICS ENGINEERING	13	12	\$34,332
	GG	0855	ELECTRONICS ENGINEERING	14	1	\$3,617
	GG	0855	ELECTRONICS ENGINEERING	15	1	\$2,741
	GG	0861	AEROSPACE ENGINEERING	13	2	\$6,418
	GG	0905	GENERAL ATTORNEY	14	7	\$24,970
	GG	0905	GENERAL ATTORNEY	15	3	\$13,279
	GG	0950	PARALEGAL SPECIALIST	09	1	\$2,035
	GG	1001	GENERAL ARTS AND INFORMATION	11	1	\$2,256
	GG	1001	GENERAL ARTS AND INFORMATION	13	1	\$2,824
	GG	1035	PUBLIC AFFAIRS	13	1	\$3,080
	GG	1060	PHOTOGRAPHY	11	1	\$1,900
	GG	1071	AUDIOVISUAL PRODUCTION	13	1	\$3,159
	GG	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$2,236
	GG	1101	GENERAL BUSINESS AND INDUSTRY	13	5	\$13,111
	GG	1101	GENERAL BUSINESS AND INDUSTRY	14	20	\$50,624
	GG	1101	GENERAL BUSINESS AND INDUSTRY	15	14	\$36,549
	GG	1102	CONTRACTING	11	1	\$1,246
	GG	1102	CONTRACTING	12	2	\$3,496
	GG	1102	CONTRACTING	13	39	\$99,520
	GG	1102	CONTRACTING	14	25	\$93,886
	GG	1102	CONTRACTING	15	9	\$35,528
	GG	1301	GENERAL PHYSICAL SCIENCE	15	1	\$4,049
	GG	1310	PHYSICS	13	2	\$6,588
	GG	1515	OPERATIONS RESEARCH	13	3	\$6,500
	GG	1520	MATHEMATICS	12	1	\$3,359
	GG	1550	COMPUTER SCIENCE	14	1	\$3,943
	GG	1550	COMPUTER SCIENCE	15	1	\$2,399
	GG	1701	GENERAL EDUCATION AND TRAINING	09	2	\$875
	GG	1701	GENERAL EDUCATION AND TRAINING	11	1	\$2,166
	GG	1701	GENERAL EDUCATION AND TRAINING	12	1	\$2,374
	GG	1740	EDUCATION SERVICES	11	1	\$1,810
	GG	1740	EDUCATION SERVICES	13	1	\$3,337
	GG	1910	QUALITY ASSURANCE	13	1	\$2,968
GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$8,779	
GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	4	\$7,591	
GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$30,509	
GM	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$881	
GM	0602	MEDICAL OFFICER	15	1	\$2,682	
GM	0840	NUCLEAR ENGINEERING	13	1	\$6,284	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GM	0905	GENERAL ATTORNEY	15	2	\$11,927
	GM	1301	GENERAL PHYSICAL SCIENCE	15	1	\$5,536
	GM	1410	LIBRARIAN	13	1	\$1,974
	GM	1515	OPERATIONS RESEARCH	15	1	\$9,408
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$3,948
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$956
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	1	\$7,623
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	3	\$26,888
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	3	\$22,189
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	11	2	\$26,186
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	2	\$15,970
	GS	0030	SPORTS SPECIALIST	05	9	\$7,769
	GS	0030	SPORTS SPECIALIST	07	1	\$375
	GS	0030	SPORTS SPECIALIST	09	1	\$971
	GS	0050	FUNERAL DIRECTING	12	1	\$22,562
	GS	0060	CHAPLAIN	11	1	\$10,247
	GS	0060	CHAPLAIN	12	1	\$7,037
	GS	0080	SECURITY ADMINISTRATION	07	1	\$270
	GS	0080	SECURITY ADMINISTRATION	08	2	\$4,823
	GS	0080	SECURITY ADMINISTRATION	09	9	\$22,139
	GS	0080	SECURITY ADMINISTRATION	11	8	\$33,020
	GS	0080	SECURITY ADMINISTRATION	12	15	\$29,165
	GS	0080	SECURITY ADMINISTRATION	13	15	\$127,748
	GS	0080	SECURITY ADMINISTRATION	14	3	\$40,926
	GS	0080	SECURITY ADMINISTRATION	15	1	\$1,351
	GS	0081	FIRE PROTECTION AND PREVENTION	05	2	\$2,687
	GS	0081	FIRE PROTECTION AND PREVENTION	06	9	\$22,667
	GS	0081	FIRE PROTECTION AND PREVENTION	07	63	\$159,709
	GS	0081	FIRE PROTECTION AND PREVENTION	08	13	\$30,448
	GS	0081	FIRE PROTECTION AND PREVENTION	09	8	\$23,897
	GS	0081	FIRE PROTECTION AND PREVENTION	10	2	\$2,790
	GS	0081	FIRE PROTECTION AND PREVENTION	11	2	\$3,207
	GS	0081	FIRE PROTECTION AND PREVENTION	13	1	\$4,322
	GS	0083	POLICE	03	5	\$2,484
	GS	0083	POLICE	04	14	\$9,824
	GS	0083	POLICE	05	23	\$42,931
	GS	0083	POLICE	06	63	\$122,764
	GS	0083	POLICE	07	76	\$124,729
	GS	0083	POLICE	08	16	\$48,692
	GS	0083	POLICE	09	13	\$68,866
	GS	0083	POLICE	10	2	\$7,022
	GS	0083	POLICE	11	1	\$5,089
	GS	0083	POLICE	12	3	\$14,143
	GS	0085	SECURITY GUARD	05	105	\$151,429
	GS	0085	SECURITY GUARD	06	82	\$115,230
	GS	0085	SECURITY GUARD	07	10	\$18,770
	GS	0085	SECURITY GUARD	09	7	\$15,985
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	05	2	\$1,707
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	06	3	\$8,957
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	07	10	\$20,170
GS	0101	SOCIAL SCIENCE	09	3	\$3,105	
GS	0101	SOCIAL SCIENCE	11	6	\$5,199	
GS	0101	SOCIAL SCIENCE	12	1	\$1,546	
GS	0101	SOCIAL SCIENCE	13	1	\$4,768	
GS	0132	INTELLIGENCE	12	3	\$48,735	
GS	0150	GEOGRAPHY	09	1	\$331	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0180	PSYCHOLOGY	09	2	\$7,602
	GS	0180	PSYCHOLOGY	11	20	\$205,108
	GS	0180	PSYCHOLOGY	12	4	\$15,417
	GS	0180	PSYCHOLOGY	13	43	\$452,515
	GS	0180	PSYCHOLOGY	14	10	\$98,688
	GS	0180	PSYCHOLOGY	15	2	\$24,441
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	09	4	\$13,331
	GS	0185	SOCIAL WORK	11	12	\$44,364
	GS	0185	SOCIAL WORK	12	6	\$13,106
	GS	0185	SOCIAL WORK	13	2	\$6,815
	GS	0188	RECREATION SPECIALIST	07	3	\$4,138
	GS	0189	RECREATION AID AND ASSISTANT	05	2	\$1,345
	GS	0189	RECREATION AID AND ASSISTANT	07	1	\$1,682
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	4	\$4,421
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	22	\$105,620
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	27	\$175,027
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	28	\$209,081
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	8	\$72,286
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	7	\$61,614
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	27	\$56,591
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	18	\$57,100
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	24	\$60,213
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	32	\$135,126
	GS	0203	HUMAN RESOURCES ASSISTANCE	09	4	\$16,260
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	09	1	\$1,861
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	4	\$32,337
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$4,657
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	18	\$59,113
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	37	\$116,632
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	43	\$189,362
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	15	\$55,059
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	11	\$94,948
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	8	\$59,433
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$106
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	03	2	\$806
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	6	\$4,397
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	23	\$45,311
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	19	\$48,797
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	28	\$86,456
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	2	\$11,269
	GS	0305	MAIL AND FILE	03	5	\$3,871
	GS	0305	MAIL AND FILE	04	2	\$1,406
	GS	0305	MAIL AND FILE	05	1	\$1,099
	GS	0318	SECRETARY	05	18	\$23,212
	GS	0318	SECRETARY	06	38	\$72,914
	GS	0318	SECRETARY	07	21	\$51,892
	GS	0318	SECRETARY	08	3	\$3,494
	GS	0318	SECRETARY	09	2	\$12,159
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	03	1	\$34
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	05	2	\$528
GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	06	1	\$6,299	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0335	COMPUTER CLERK AND ASSISTANT	05	1	\$1,277
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	11	\$45,812
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	6	\$33,124
	GS	0340	PROGRAM MANAGEMENT	11	2	\$9,740
	GS	0340	PROGRAM MANAGEMENT	12	2	\$7,524
	GS	0340	PROGRAM MANAGEMENT	13	4	\$32,936
	GS	0340	PROGRAM MANAGEMENT	14	22	\$319,198
	GS	0340	PROGRAM MANAGEMENT	15	25	\$472,162
	GS	0341	ADMINISTRATIVE OFFICER	09	2	\$3,338
	GS	0341	ADMINISTRATIVE OFFICER	11	5	\$37,518
	GS	0341	ADMINISTRATIVE OFFICER	12	3	\$53,192
	GS	0341	ADMINISTRATIVE OFFICER	13	4	\$21,585
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$31,543
	GS	0342	SUPPORT SERVICES ADMINISTRATION	08	1	\$9,859
	GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$13,719
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	2	\$4,123
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	45	\$201,678
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	18	\$101,576
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	13	\$32,737
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$17,469
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$2,586
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$1,142
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	06	9	\$11,665
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	07	24	\$52,632
	GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	09	1	\$1,297
	GS	0346	LOGISTICS MANAGEMENT	09	5	\$26,614
	GS	0346	LOGISTICS MANAGEMENT	11	1	\$8,909
	GS	0346	LOGISTICS MANAGEMENT	12	36	\$145,489
	GS	0346	LOGISTICS MANAGEMENT	13	26	\$104,096
	GS	0346	LOGISTICS MANAGEMENT	14	12	\$109,308
	GS	0346	LOGISTICS MANAGEMENT	15	1	\$6,346
	GS	0391	TELECOMMUNICATIONS	09	2	\$1,955
	GS	0391	TELECOMMUNICATIONS	11	11	\$96,404
	GS	0391	TELECOMMUNICATIONS	12	33	\$144,732
	GS	0391	TELECOMMUNICATIONS	13	4	\$17,130
	GS	0391	TELECOMMUNICATIONS	14	2	\$12,923
	GS	0399	ADMIN AND OFFICE SUPPORT STUDENT TRAINEE	04	2	\$558
	GS	0399	ADMIN AND OFFICE SUPPORT STUDENT TRAINEE	05	1	\$328
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	2	\$7,562
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$1,376
	GS	0403	MICROBIOLOGY	15	1	\$4,427
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	09	2	\$8,718
	GS	0415	TOXICOLOGY	13	1	\$18,025
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	2	\$711
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	3	\$7,968
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	4	\$15,522
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	33	\$88,038
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	19	\$74,377
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	5	\$26,153
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	2	\$10,806
GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	21	\$49,636	
GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	4	\$25,156	
GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	09	5	\$27,181	
GS	0505	FINANCIAL MANAGEMENT	12	2	\$18,498	
GS	0505	FINANCIAL MANAGEMENT	13	5	\$70,312	
GS	0505	FINANCIAL MANAGEMENT	14	1	\$2,662	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0505	FINANCIAL MANAGEMENT	15	2	\$23,049
	GS	0510	ACCOUNTING	11	5	\$17,455
	GS	0510	ACCOUNTING	12	9	\$55,952
	GS	0510	ACCOUNTING	13	12	\$119,998
	GS	0510	ACCOUNTING	14	2	\$16,753
	GS	0510	ACCOUNTING	15	2	\$35,123
	GS	0511	AUDITING	12	5	\$24,345
	GS	0511	AUDITING	13	4	\$44,140
	GS	0525	ACCOUNTING TECHNICIAN	06	4	\$11,761
	GS	0525	ACCOUNTING TECHNICIAN	07	17	\$88,027
	GS	0525	ACCOUNTING TECHNICIAN	08	5	\$29,487
	GS	0540	VOUCHER EXAMINING	06	3	\$14,849
	GS	0540	VOUCHER EXAMINING	07	1	\$1,191
	GS	0540	VOUCHER EXAMINING	08	1	\$12,518
	GS	0544	CIVILIAN PAY	07	2	\$22,309
	GS	0545	MILITARY PAY	06	7	\$21,013
	GS	0545	MILITARY PAY	07	4	\$16,862
	GS	0545	MILITARY PAY	08	2	\$14,409
	GS	0560	BUDGET ANALYSIS	07	2	\$1,382
	GS	0560	BUDGET ANALYSIS	09	13	\$18,901
	GS	0560	BUDGET ANALYSIS	11	34	\$70,274
	GS	0560	BUDGET ANALYSIS	12	45	\$93,802
	GS	0560	BUDGET ANALYSIS	13	12	\$26,608
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	05	1	\$7,493
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	06	4	\$3,322
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	5	\$16,490
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	05	5	\$2,810
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	07	3	\$327
	GS	0601	GENERAL HEALTH SCIENCE	09	9	\$43,494
	GS	0601	GENERAL HEALTH SCIENCE	11	8	\$53,445
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$1,506
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$60,111
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$23,571
	GS	0602	MEDICAL OFFICER	12	4	\$37,200
	GS	0602	MEDICAL OFFICER	13	26	\$318,581
	GS	0602	MEDICAL OFFICER	14	293	\$4,105,823
	GS	0602	MEDICAL OFFICER	15	186	\$3,116,514
	GS	0603	PHYSICIAN'S ASSISTANT	07	1	\$1,688
	GS	0603	PHYSICIAN'S ASSISTANT	09	2	\$2,783
	GS	0603	PHYSICIAN'S ASSISTANT	11	124	\$1,266,144
	GS	0603	PHYSICIAN'S ASSISTANT	12	164	\$1,863,491
	GS	0603	PHYSICIAN'S ASSISTANT	13	3	\$27,842
	GS	0610	NURSE	05	3	\$6,192
	GS	0610	NURSE	07	1	\$2,015
	GS	0610	NURSE	09	20	\$85,173
	GS	0610	NURSE	10	91	\$423,494
	GS	0610	NURSE	11	143	\$1,009,994
	GS	0610	NURSE	12	213	\$2,085,713
	GS	0610	NURSE	13	4	\$54,525
	GS	0620	PRACTICAL NURSE	05	60	\$148,368
	GS	0620	PRACTICAL NURSE	06	49	\$85,796
	GS	0620	PRACTICAL NURSE	07	3	\$4,670
	GS	0621	NURSING ASSISTANT	04	9	\$8,537
	GS	0621	NURSING ASSISTANT	06	20	\$112,665
	GS	0621	NURSING ASSISTANT	07	2	\$8,870
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	1	\$2,009
	GS	0631	OCCUPATIONAL THERAPIST	11	3	\$21,574
	GS	0633	PHYSICAL THERAPIST	11	17	\$84,157

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0633	PHYSICAL THERAPIST	12	1	\$2,091
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	22	\$119,286
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	5	\$12,655
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	1	\$962
	GS	0640	HEALTH AID AND TECHNICIAN	04	44	\$150,819
	GS	0640	HEALTH AID AND TECHNICIAN	05	25	\$116,407
	GS	0640	HEALTH AID AND TECHNICIAN	06	9	\$30,699
	GS	0640	HEALTH AID AND TECHNICIAN	07	23	\$103,256
	GS	0640	HEALTH AID AND TECHNICIAN	08	8	\$29,748
	GS	0640	HEALTH AID AND TECHNICIAN	09	11	\$59,074
	GS	0640	HEALTH AID AND TECHNICIAN	11	1	\$1,494
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	1	\$6,585
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	08	4	\$34,799
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	12	\$102,621
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	3	\$28,747
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$1,504
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	12	1	\$730
	GS	0644	MEDICAL TECHNOLOGIST	09	5	\$16,474
	GS	0644	MEDICAL TECHNOLOGIST	10	1	\$3,127
	GS	0644	MEDICAL TECHNOLOGIST	11	3	\$5,023
	GS	0645	MEDICAL TECHNICIAN	04	13	\$44,797
	GS	0645	MEDICAL TECHNICIAN	05	2	\$6,870
	GS	0645	MEDICAL TECHNICIAN	07	2	\$14,339
	GS	0646	PATHOLOGY TECHNICIAN	07	7	\$38,503
	GS	0646	PATHOLOGY TECHNICIAN	08	3	\$10,090
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	30	\$99,306
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	19	\$70,703
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	65	\$422,299
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	22	\$187,327
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	3	\$5,293
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	5	\$14,838
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	1	\$6,698
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	2	\$27,069
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	2	\$23,993
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	1	\$2,592
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	1	\$3,422
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	1	\$263
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	6	\$27,649
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	73	\$526,036
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	14	\$108,925
	GS	0651	RESPIRATORY THERAPIST	07	9	\$39,917
	GS	0651	RESPIRATORY THERAPIST	08	1	\$13,091
	GS	0651	RESPIRATORY THERAPIST	09	2	\$1,926
	GS	0651	RESPIRATORY THERAPIST	11	1	\$9,756
	GS	0660	PHARMACIST	11	145	\$1,182,451
	GS	0660	PHARMACIST	12	92	\$405,288
	GS	0660	PHARMACIST	13	11	\$39,253
	GS	0661	PHARMACY TECHNICIAN	05	2	\$4,460
	GS	0661	PHARMACY TECHNICIAN	06	2	\$2,467
	GS	0661	PHARMACY TECHNICIAN	07	1	\$956
GS	0661	PHARMACY TECHNICIAN	09	1	\$708	
GS	0662	OPTOMETRIST	11	1	\$17,628	
GS	0662	OPTOMETRIST	12	18	\$200,662	
GS	0662	OPTOMETRIST	13	1	\$5,215	
GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	2	\$9,773	
GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	1	\$7,370	
GS	0667	ORTHOTIST AND PROSTHETIST	11	1	\$1,880	
GS	0667	ORTHOTIST AND PROSTHETIST	14	1	\$4,296	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0668	PODIATRIST	12	3	\$36,470
	GS	0668	PODIATRIST	13	3	\$43,922
	GS	0668	PODIATRIST	14	2	\$11,508
	GS	0669	MEDICAL RECORDS ADMINISTRATION	07	1	\$3,208
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$298
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	2	\$4,404
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$2,139
	GS	0671	HEALTH SYSTEM SPECIALIST	09	1	\$691
	GS	0671	HEALTH SYSTEM SPECIALIST	10	2	\$18,269
	GS	0671	HEALTH SYSTEM SPECIALIST	11	5	\$17,273
	GS	0671	HEALTH SYSTEM SPECIALIST	12	5	\$38,478
	GS	0671	HEALTH SYSTEM SPECIALIST	13	4	\$21,464
	GS	0675	MEDICAL RECORDS TECHNICIAN	05	2	\$3,535
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	4	\$3,956
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	9	\$26,601
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	37	\$138,936
	GS	0675	MEDICAL RECORDS TECHNICIAN	09	2	\$1,488
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	38	\$110,730
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	9	\$37,895
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	3	\$8,763
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	1	\$1,139
	GS	0680	DENTAL OFFICER	11	1	\$9,677
	GS	0680	DENTAL OFFICER	12	2	\$21,784
	GS	0680	DENTAL OFFICER	13	20	\$351,553
	GS	0680	DENTAL OFFICER	14	3	\$11,999
	GS	0681	DENTAL ASSISTANT	05	1	\$656
	GS	0681	DENTAL ASSISTANT	06	8	\$17,070
	GS	0682	DENTAL HYGIENE	06	12	\$91,426
	GS	0682	DENTAL HYGIENE	07	32	\$153,221
	GS	0682	DENTAL HYGIENE	08	1	\$14,093
	GS	0682	DENTAL HYGIENE	09	1	\$7,847
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	2	\$7,922
	GS	0690	INDUSTRIAL HYGIENE	07	1	\$1,298
	GS	0690	INDUSTRIAL HYGIENE	09	1	\$1,850
	GS	0690	INDUSTRIAL HYGIENE	11	3	\$25,644
	GS	0690	INDUSTRIAL HYGIENE	12	7	\$36,423
	GS	0690	INDUSTRIAL HYGIENE	13	2	\$17,185
	GS	0704	ANIMAL HEALTH TECHNICIAN	08	1	\$5,587
	GS	0801	GENERAL ENGINEERING	11	1	\$6,334
	GS	0801	GENERAL ENGINEERING	12	2	\$3,730
	GS	0801	GENERAL ENGINEERING	13	8	\$56,770
	GS	0801	GENERAL ENGINEERING	14	2	\$19,695
	GS	0801	GENERAL ENGINEERING	15	2	\$9,352
	GS	0802	ENGINEERING TECHNICAL	09	7	\$19,207
	GS	0802	ENGINEERING TECHNICAL	11	11	\$81,843
	GS	0802	ENGINEERING TECHNICAL	12	8	\$44,948
	GS	0804	FIRE PROTECTION ENGINEERING	12	1	\$1,623
	GS	0808	ARCHITECTURE	12	2	\$1,048
	GS	0808	ARCHITECTURE	14	1	\$909
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	11	1	\$4,208
GS	0810	CIVIL ENGINEERING	11	3	\$5,657	
GS	0810	CIVIL ENGINEERING	12	9	\$55,147	
GS	0810	CIVIL ENGINEERING	13	7	\$100,677	
GS	0810	CIVIL ENGINEERING	14	1	\$882	
GS	0817	SURVEY TECHNICAL	09	1	\$7,655	
GS	0819	ENVIRONMENTAL ENGINEERING	12	3	\$28,897	
GS	0819	ENVIRONMENTAL ENGINEERING	13	2	\$14,079	
GS	0819	ENVIRONMENTAL ENGINEERING	14	1	\$5,392	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	0819	ENVIRONMENTAL ENGINEERING	15	1	\$5,829
	GS	0830	MECHANICAL ENGINEERING	09	1	\$3,458
	GS	0830	MECHANICAL ENGINEERING	11	2	\$11,403
	GS	0830	MECHANICAL ENGINEERING	12	1	\$1,736
	GS	0830	MECHANICAL ENGINEERING	13	1	\$4,286
	GS	0830	MECHANICAL ENGINEERING	14	1	\$8,970
	GS	0830	MECHANICAL ENGINEERING	15	1	\$17,814
	GS	0840	NUCLEAR ENGINEERING	12	2	\$35,296
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$1,080
	GS	0850	ELECTRICAL ENGINEERING	12	3	\$9,228
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$13,780
	GS	0854	COMPUTER ENGINEERING	09	1	\$3,591
	GS	0854	COMPUTER ENGINEERING	11	3	\$14,770
	GS	0854	COMPUTER ENGINEERING	12	3	\$17,798
	GS	0854	COMPUTER ENGINEERING	13	1	\$536
	GS	0854	COMPUTER ENGINEERING	14	1	\$13,963
	GS	0855	ELECTRONICS ENGINEERING	12	4	\$4,196
	GS	0855	ELECTRONICS ENGINEERING	13	1	\$7,525
	GS	0855	ELECTRONICS ENGINEERING	14	2	\$9,351
	GS	0856	ELECTRONICS TECHNICAL	10	1	\$5,333
	GS	0856	ELECTRONICS TECHNICAL	11	4	\$27,239
	GS	0856	ELECTRONICS TECHNICAL	12	2	\$13,682
	GS	0858	BIOMEDICAL ENGINEERING	12	1	\$1,497
	GS	0858	BIOMEDICAL ENGINEERING	13	1	\$1,972
	GS	0861	AEROSPACE ENGINEERING	13	1	\$4,563
	GS	0871	NAVAL ARCHITECTURE	12	1	\$7,743
	GS	0893	CHEMICAL ENGINEERING	11	1	\$4,059
	GS	0896	INDUSTRIAL ENGINEERING	11	1	\$1,309
	GS	0896	INDUSTRIAL ENGINEERING	12	1	\$3,005
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	04	2	\$386
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	3	\$1,040
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	07	3	\$937
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	09	2	\$1,318
	GS	0905	GENERAL ATTORNEY	12	3	\$21,822
	GS	0905	GENERAL ATTORNEY	13	4	\$45,951
	GS	0905	GENERAL ATTORNEY	14	2	\$5,246
	GS	0950	PARALEGAL SPECIALIST	08	1	\$1,752
	GS	0950	PARALEGAL SPECIALIST	11	2	\$10,609
	GS	0962	CONTACT REPRESENTATIVE	07	1	\$1,633
	GS	0962	CONTACT REPRESENTATIVE	10	1	\$2,060
	GS	0986	LEGAL ASSISTANCE	06	1	\$1,314
	GS	0986	LEGAL ASSISTANCE	08	2	\$4,863
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	07	1	\$8,511
	GS	1001	GENERAL ARTS AND INFORMATION	07	7	\$8,529
	GS	1001	GENERAL ARTS AND INFORMATION	12	1	\$2,485
GS	1035	PUBLIC AFFAIRS	09	4	\$12,447	
GS	1035	PUBLIC AFFAIRS	11	9	\$22,780	
GS	1035	PUBLIC AFFAIRS	12	8	\$29,975	
GS	1035	PUBLIC AFFAIRS	13	2	\$5,932	
GS	1060	PHOTOGRAPHY	07	2	\$696	
GS	1060	PHOTOGRAPHY	09	2	\$3,437	
GS	1060	PHOTOGRAPHY	11	1	\$2,061	
GS	1071	AUDIOVISUAL PRODUCTION	09	2	\$3,422	
GS	1071	AUDIOVISUAL PRODUCTION	11	2	\$8,845	
GS	1071	AUDIOVISUAL PRODUCTION	12	1	\$2,374	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1082	WRITING AND EDITING	11	1	\$2,231
	GS	1084	VISUAL INFORMATION	11	3	\$17,053
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	1	\$214
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	1	\$1,250
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	3	\$24,996
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	6	\$7,229
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	18	\$48,429
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	24	\$75,282
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$5,247
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	4	\$11,168
	GS	1102	CONTRACTING	05	1	\$127
	GS	1102	CONTRACTING	07	14	\$11,057
	GS	1102	CONTRACTING	09	29	\$93,388
	GS	1102	CONTRACTING	11	66	\$218,458
	GS	1102	CONTRACTING	12	123	\$519,979
	GS	1102	CONTRACTING	13	38	\$223,604
	GS	1102	CONTRACTING	14	1	\$5,065
	GS	1102	CONTRACTING	15	1	\$1,455
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	12	4	\$16,073
	GS	1103	INDUSTRIAL PROPERTY MANAGEMENT	13	1	\$10,510
	GS	1105	PURCHASING	07	2	\$16,921
	GS	1105	PURCHASING	08	2	\$892
	GS	1105	PURCHASING	09	1	\$1,638
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	05	2	\$11,611
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	06	3	\$3,539
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	12	\$54,847
	GS	1144	COMMISSARY MANAGEMENT	11	1	\$1,003
	GS	1150	INDUSTRIAL SPECIALIST	12	1	\$3,733
	GS	1152	PRODUCTION CONTROL	09	13	\$75,774
	GS	1152	PRODUCTION CONTROL	11	1	\$3,968
	GS	1170	REALTY	09	1	\$292
	GS	1170	REALTY	11	1	\$1,569
	GS	1170	REALTY	12	2	\$2,545
	GS	1173	HOUSING MANAGEMENT	07	1	\$2,480
	GS	1173	HOUSING MANAGEMENT	09	3	\$2,063
	GS	1173	HOUSING MANAGEMENT	11	1	\$2,041
	GS	1176	BUILDING MANAGEMENT	12	5	\$7,319
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	04	1	\$1,100
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	05	3	\$2,605
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	07	3	\$1,513
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	09	3	\$5,187
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$2,017
	GS	1301	GENERAL PHYSICAL SCIENCE	12	3	\$36,149
	GS	1301	GENERAL PHYSICAL SCIENCE	13	2	\$5,306
	GS	1301	GENERAL PHYSICAL SCIENCE	14	1	\$22,545
	GS	1306	HEALTH PHYSICS	09	1	\$1,007
	GS	1306	HEALTH PHYSICS	11	2	\$4,581
	GS	1306	HEALTH PHYSICS	12	1	\$15,113
	GS	1306	HEALTH PHYSICS	13	1	\$15,860
	GS	1306	HEALTH PHYSICS	14	2	\$12,685
GS	1310	PHYSICS	12	1	\$16,000	
GS	1310	PHYSICS	13	2	\$27,925	
GS	1310	PHYSICS	14	1	\$5,746	
GS	1310	PHYSICS	15	1	\$30,230	
GS	1311	PHYSICAL SCIENCE TECHNICIAN	09	1	\$1,796	
GS	1320	CHEMISTRY	11	1	\$2,826	
GS	1320	CHEMISTRY	12	1	\$2,327	
GS	1320	CHEMISTRY	13	1	\$2,433	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	1320	CHEMISTRY	14	1	\$18,545
	GS	1320	CHEMISTRY	15	1	\$25,042
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$2,494
	GS	1411	LIBRARY TECHNICIAN	08	1	\$1,654
	GS	1421	ARCHIVES TECHNICIAN	07	1	\$1,409
	GS	1515	OPERATIONS RESEARCH	12	1	\$1,105
	GS	1515	OPERATIONS RESEARCH	13	2	\$6,815
	GS	1515	OPERATIONS RESEARCH	14	2	\$7,630
	GS	1529	MATHEMATICAL STATISTICS	13	1	\$1,341
	GS	1550	COMPUTER SCIENCE	11	4	\$9,194
	GS	1550	COMPUTER SCIENCE	12	4	\$16,707
	GS	1550	COMPUTER SCIENCE	13	4	\$36,020
	GS	1550	COMPUTER SCIENCE	15	2	\$27,203
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	11	6	\$20,953
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	16	\$171,600
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	13	8	\$104,465
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	14	2	\$55,622
	GS	1640	FACILITY OPERATIONS SERVICES	11	5	\$19,773
	GS	1640	FACILITY OPERATIONS SERVICES	12	3	\$24,898
	GS	1670	EQUIPMENT SERVICES	09	1	\$10,308
	GS	1670	EQUIPMENT SERVICES	11	5	\$8,339
	GS	1670	EQUIPMENT SERVICES	12	3	\$22,345
	GS	1670	EQUIPMENT SERVICES	13	1	\$6,689
	GS	1670	EQUIPMENT SERVICES	14	1	\$11,833
	GS	1701	GENERAL EDUCATION AND TRAINING	09	2	\$3,496
	GS	1701	GENERAL EDUCATION AND TRAINING	11	2	\$4,249
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$1,351
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	04	1	\$1,142
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	05	9	\$11,881
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	06	1	\$3,865
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	07	7	\$19,895
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	08	2	\$866
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	09	2	\$1,920
	GS	1712	TRAINING INSTRUCTION	09	6	\$21,185
	GS	1712	TRAINING INSTRUCTION	11	3	\$19,585
	GS	1712	TRAINING INSTRUCTION	12	3	\$45,261
	GS	1740	EDUCATION SERVICES	09	1	\$6,600
	GS	1740	EDUCATION SERVICES	11	4	\$10,156
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	11	1	\$7,307
	GS	1910	QUALITY ASSURANCE	09	13	\$72,419
	GS	1910	QUALITY ASSURANCE	11	15	\$87,049
	GS	1910	QUALITY ASSURANCE	12	64	\$381,121
	GS	1910	QUALITY ASSURANCE	13	20	\$120,031
	GS	1910	QUALITY ASSURANCE	14	1	\$26,304
	GS	2001	GENERAL SUPPLY	09	1	\$1,935
	GS	2001	GENERAL SUPPLY	11	3	\$27,055
	GS	2001	GENERAL SUPPLY	12	6	\$36,892
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	16	\$120,237
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	9	\$113,723
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	3	\$16,261
GS	2003	SUPPLY PROGRAM MANAGEMENT	15	1	\$1,438	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	4	\$9,506	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	15	\$40,787	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	13	\$49,341	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	08	3	\$32,354	
GS	2005	SUPPLY CLERICAL AND TECHNICIAN	09	3	\$20,123	
GS	2010	INVENTORY MANAGEMENT	09	3	\$11,836	
GS	2101	TRANSPORTATION SPECIALIST	08	1	\$614	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	GS	2101	TRANSPORTATION SPECIALIST	09	4	\$55,139
	GS	2101	TRANSPORTATION SPECIALIST	13	1	\$675
	GS	2101	TRANSPORTATION SPECIALIST	14	23	\$271,399
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	04	2	\$7,703
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	05	1	\$993
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	06	5	\$8,645
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	4	\$20,859
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	08	2	\$15,862
	GS	2130	TRAFFIC MANAGEMENT	11	7	\$84,340
	GS	2131	FREIGHT RATE	07	1	\$6,534
	GS	2151	DISPATCHING	05	1	\$251
	GS	2152	AIR TRAFFIC CONTROL	09	1	\$4,389
	GS	2152	AIR TRAFFIC CONTROL	11	11	\$63,546
	GS	2152	AIR TRAFFIC CONTROL	12	2	\$4,833
	GS	2152	AIR TRAFFIC CONTROL	13	1	\$11,767
	GS	2152	AIR TRAFFIC CONTROL	14	2	\$4,545
	GS	2181	AIRCRAFT OPERATION	12	27	\$180,001
	GS	2181	AIRCRAFT OPERATION	13	149	\$1,528,800
	GS	2181	AIRCRAFT OPERATION	14	6	\$107,491
	GS	2183	AIR NAVIGATION	12	9	\$64,892
	GS	2183	AIR NAVIGATION	13	1	\$19,645
	GS	2185	AIRCREW TECHNICIAN	09	4	\$14,036
	GS	2185	AIRCREW TECHNICIAN	10	7	\$27,260
	GS	2185	AIRCREW TECHNICIAN	11	2	\$13,432
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$1,845
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	32	\$103,208
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	110	\$605,032
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	111	\$855,373
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	61	\$505,935
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	20	\$111,215
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$7,608
	IP	0801	GENERAL ENGINEERING	00	1	\$547
	IP	1301	GENERAL PHYSICAL SCIENCE	00	1	\$529
	ND	0801	GENERAL ENGINEERING	05	1	\$8,897
	ND	0806	MATERIALS ENGINEERING	04	1	\$5,911
	ND	0806	MATERIALS ENGINEERING	05	1	\$6,103
	ND	0830	MECHANICAL ENGINEERING	04	5	\$31,124
	ND	0855	ELECTRONICS ENGINEERING	04	5	\$27,769
	ND	0855	ELECTRONICS ENGINEERING	05	2	\$13,537
	ND	0871	NAVAL ARCHITECTURE	04	1	\$6,688
	ND	1320	CHEMISTRY	04	2	\$20,974
	ND	1320	CHEMISTRY	05	1	\$12,422
	ND	1550	COMPUTER SCIENCE	04	1	\$2,745
	NH	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$4,133
	NH	0560	BUDGET ANALYSIS	03	1	\$2,127
	NH	0801	GENERAL ENGINEERING	03	1	\$610
	NH	1102	CONTRACTING	03	1	\$15,290
	NH	1515	OPERATIONS RESEARCH	03	1	\$751
	NH	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$1,129
	NT	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$449
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$29,632
	SL	0905	GENERAL ATTORNEY	00	1	\$7,656
	ST	0801	GENERAL ENGINEERING	00	2	\$41,735
	ST	0806	MATERIALS ENGINEERING	00	1	\$12,641
ST	0850	ELECTRICAL ENGINEERING	00	1	\$19,322	
ST	1301	GENERAL PHYSICAL SCIENCE	00	3	\$53,890	
TP	1701	GENERAL EDUCATION AND TRAINING	CE	1	\$17,358	
WB	5407	ELECTRICAL POWER CONTROLLING	00	2	\$31,111	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	2502	TELECOMMUNICATIONS MECHANIC	10	1	\$3,359
	WG	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	08	1	\$4,018
	WG	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	11	10	\$28,345
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	1	\$5,397
	WG	2604	ELECTRONICS MECHANIC	10	6	\$11,581
	WG	2604	ELECTRONICS MECHANIC	11	13	\$48,729
	WG	2604	ELECTRONICS MECHANIC	12	1	\$3,240
	WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	11	1	\$7,728
	WG	2608	ELECTRONIC DIGITAL COMPUTER MECHANIC	11	1	\$8,295
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	08	1	\$473
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	54	\$163,054
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	13	3	\$4,496
	WG	2805	ELECTRICIAN	10	1	\$6,849
	WG	2810	HIGH VOLTAGE ELECTRICIAN	10	22	\$42,681
	WG	2892	AIRCRAFT ELECTRICIAN	08	1	\$1,076
	WG	2892	AIRCRAFT ELECTRICIAN	10	22	\$66,272
	WG	2892	AIRCRAFT ELECTRICIAN	11	3	\$5,471
	WG	3105	FABRIC WORKING	09	7	\$17,684
	WG	3105	FABRIC WORKING	10	2	\$18,986
	WG	3414	MACHINING	11	5	\$12,715
	WG	3501	MISCELLANEOUS GENERAL SERVICES AND SUPPORT WORK	05	1	\$518
	WG	3705	NONDESTRUCTIVE TESTING	10	2	\$7,140
	WG	3705	NONDESTRUCTIVE TESTING	11	1	\$2,664
	WG	3806	SHEET METAL MECHANIC	10	34	\$94,380
	WG	3806	SHEET METAL MECHANIC	11	3	\$5,769
	WG	4255	FUEL DISTRIBUTION SYSTEM MECHANIC	10	2	\$16,071
	WG	4604	WOOD WORKING	08	2	\$7,242
	WG	4714	MODEL MAKING	14	5	\$20,506
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	6	\$15,202
	WG	4818	AIRCRAFT SURVIVAL FLIGHT EQUIPMENT REPAIRING	10	5	\$6,021
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	10	\$18,586
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	11	1	\$4,018
	WG	5408	SEWAGE DISPOSAL PLANT OPERATING	09	7	\$57,145
	WG	5408	SEWAGE DISPOSAL PLANT OPERATING	10	4	\$28,128
	WG	5409	WATER TREATMENT PLANT OPERATING	09	5	\$39,309
	WG	5409	WATER TREATMENT PLANT OPERATING	10	5	\$35,822
	WG	5703	MOTOR VEHICLE OPERATING	06	1	\$2,086
	WG	5703	MOTOR VEHICLE OPERATING	07	3	\$3,588
	WG	5703	MOTOR VEHICLE OPERATING	08	2	\$4,985
	WG	5716	ENGINEERING EQUIPMENT OPERATING	08	1	\$2,052
	WG	5725	CRANE OPERATING	11	1	\$13,842
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	08	4	\$8,631
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	10	10	\$1,070
	WG	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	11	1	\$1,863
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	05	1	\$828
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	1	\$1,950
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	8	\$46,776
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	11	1	\$3,036
	WG	5823	AUTOMOTIVE MECHANIC	10	6	\$26,896
	WG	5823	AUTOMOTIVE MECHANIC	11	1	\$8,413
WG	6501	MISCELLANEOUS AMMUNITION, EXPLOSIVES, AND TOXIC MATER WORK	07	1	\$4,342	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WG	6610	SMALL ARMS REPAIRING	09	1	\$4,235
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	06	1	\$1,967
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	10	9	\$64,481
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	10	4	\$6,032
	WG	6652	AIRCRAFT ORDNANCE SYSTEMS MECHANIC	11	1	\$1,454
	WG	6904	TOOLS AND PARTS ATTENDING	06	5	\$20,479
	WG	6907	MATERIALS HANDLER	05	1	\$2,437
	WG	6907	MATERIALS HANDLER	06	24	\$63,221
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	06	1	\$4,660
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	1	\$3,130
	WG	7002	PACKING	06	3	\$9,478
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	18	\$56,071
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	11	2	\$2,803
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	40	\$123,005
	WG	8602	AIRCRAFT ENGINE MECHANIC	11	1	\$2,400
	WG	8810	AIRCRAFT PROPELLER MECHANIC	10	1	\$172
	WG	8852	AIRCRAFT MECHANIC	09	3	\$726
	WG	8852	AIRCRAFT MECHANIC	10	99	\$277,193
	WG	8852	AIRCRAFT MECHANIC	11	26	\$50,817
	WG	8852	AIRCRAFT MECHANIC	12	23	\$73,164
	WL	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	11	4	\$10,739
	WL	2805	ELECTRICIAN	10	1	\$855
	WL	2810	HIGH VOLTAGE ELECTRICIAN	10	2	\$19,719
	WL	5407	ELECTRICAL POWER CONTROLLING	10	8	\$5,981
	WL	5408	SEWAGE DISPOSAL PLANT OPERATING	09	3	\$19,374
	WL	5409	WATER TREATMENT PLANT OPERATING	09	1	\$6,375
	WL	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	10	1	\$134
	WL	8602	AIRCRAFT ENGINE MECHANIC	10	3	\$6,921
	WL	8852	AIRCRAFT MECHANIC	10	2	\$9,084
	WS	2601	MISCELLANEOUS ELECTRONIC EQUIPMENT INSTALL AND MAINTENANCE	11	2	\$3,978
	WS	2604	ELECTRONICS MECHANIC	10	2	\$19,739
	WS	2604	ELECTRONICS MECHANIC	11	1	\$2,245
	WS	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	11	1	\$240
	WS	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	1	\$3,419
	WS	2892	AIRCRAFT ELECTRICIAN	10	1	\$2,579
	WS	3806	SHEET METAL MECHANIC	08	1	\$226
	WS	3806	SHEET METAL MECHANIC	09	2	\$3,639
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	10	1	\$8,670
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	14	1	\$18,176
	WS	4714	MODEL MAKING	13	1	\$12,451
	WS	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	4	\$1,192
	WS	4749	MAINTENANCE MECHANIC	16	1	\$12,213
	WS	5378	POWERED SUPPORT SYSTEMS MECHANIC	10	2	\$4,184
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	09	1	\$10,231
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	10	1	\$14,382
	WS	5408	SEWAGE DISPOSAL PLANT OPERATING	11	1	\$14,103
	WS	5409	WATER TREATMENT PLANT OPERATING	09	1	\$12,144
	WS	5409	WATER TREATMENT PLANT OPERATING	11	1	\$15,556
	WS	5729	DRILL RIG OPERATING	09	1	\$5,678
	WS	5786	SMALL CRAFT OPERATING	10	1	\$3,511
	WS	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	10	6	\$27,241
	WS	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	11	2	\$21,814
WS	5801	MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE	16	2	\$26,375	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	09	1	\$9,982
	WS	5823	AUTOMOTIVE MECHANIC	08	1	\$866
	WS	5823	AUTOMOTIVE MECHANIC	10	3	\$16,108
	WS	6641	ORDNANCE EQUIPMENT MECHANIC	10	1	\$18,082
	WS	6907	MATERIALS HANDLER	06	3	\$14,178
	WS	8602	AIRCRAFT ENGINE MECHANIC	10	2	\$5,809
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	09	1	\$208
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	10	2	\$14,509
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	14	3	\$4,583
	WS	8852	AIRCRAFT MECHANIC	09	5	\$20,830
	WS	8852	AIRCRAFT MECHANIC	10	13	\$46,813
	WS	8852	AIRCRAFT MECHANIC	11	1	\$4,963
	WS	8852	AIRCRAFT MECHANIC	13	1	\$11,877
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	3	\$14,247
	YA	0020	COMMUNITY PLANNING	02	2	\$4,952
	YA	0028	ENVIRONMENTAL PROTECTION SPECIALIST	02	1	\$2,565
	YA	0080	SECURITY ADMINISTRATION	01	1	\$690
	YA	0080	SECURITY ADMINISTRATION	02	6	\$36,022
	YA	0080	SECURITY ADMINISTRATION	03	1	\$34,454
	YA	0101	SOCIAL SCIENCE	02	3	\$8,503
	YA	0101	SOCIAL SCIENCE	03	1	\$2,290
	YA	0150	GEOGRAPHY	02	1	\$1,868
	YA	0170	HISTORY	02	1	\$10,716
	YA	0180	PSYCHOLOGY	02	40	\$286,886
	YA	0180	PSYCHOLOGY	03	5	\$125,912
	YA	0185	SOCIAL WORK	01	1	\$109
	YA	0185	SOCIAL WORK	02	20	\$137,303
	YA	0188	RECREATION SPECIALIST	02	1	\$806
	YA	0190	GENERAL ANTHROPOLOGY	02	10	\$30,689
	YA	0190	GENERAL ANTHROPOLOGY	03	1	\$1,595
	YA	0193	ARCHEOLOGY	02	3	\$7,934
	YA	0201	HUMAN RESOURCES MANAGEMENT	01	6	\$4,647
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	68	\$335,595
	YA	0201	HUMAN RESOURCES MANAGEMENT	03	13	\$73,507
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	2	\$1,628
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	3	\$26,546
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	33	\$228,380
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	6	\$80,629
	YA	0340	PROGRAM MANAGEMENT	02	2	\$4,187
	YA	0341	ADMINISTRATIVE OFFICER	02	9	\$43,287
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	1	\$785
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	27	\$130,321
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	9	\$116,189
	YA	0346	LOGISTICS MANAGEMENT	02	1	\$3,227
	YA	0391	TELECOMMUNICATIONS	02	26	\$71,942
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	3	\$51,611
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$2,723
	YA	0510	ACCOUNTING	02	2	\$13,434
	YA	0511	AUDITING	03	1	\$20,560
	YA	0560	BUDGET ANALYSIS	02	7	\$15,193
YA	0560	BUDGET ANALYSIS	03	1	\$2,516	
YA	0669	MEDICAL RECORDS ADMINISTRATION	02	3	\$8,265	
YA	0671	HEALTH SYSTEM SPECIALIST	01	3	\$6,743	
YA	0671	HEALTH SYSTEM SPECIALIST	02	18	\$109,099	
YA	0905	GENERAL ATTORNEY	02	10	\$138,307	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YA	0905	GENERAL ATTORNEY	03	11	\$112,673
	YA	1001	GENERAL ARTS AND INFORMATION	01	1	\$5,313
	YA	1001	GENERAL ARTS AND INFORMATION	03	1	\$26,378
	YA	1035	PUBLIC AFFAIRS	02	3	\$12,098
	YA	1101	GENERAL BUSINESS AND INDUSTRY	02	1	\$1,717
	YA	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$8,089
	YA	1102	CONTRACTING	01	1	\$518
	YA	1102	CONTRACTING	02	40	\$115,814
	YA	1102	CONTRACTING	03	30	\$222,154
	YA	1103	INDUSTRIAL PROPERTY MANAGEMENT	02	1	\$7,893
	YA	1170	REALTY	01	1	\$1,343
	YA	1170	REALTY	02	3	\$7,741
	YA	1173	HOUSING MANAGEMENT	02	1	\$472
	YA	1176	BUILDING MANAGEMENT	02	4	\$9,667
	YA	1410	LIBRARIAN	02	1	\$4,359
	YA	1640	FACILITY OPERATIONS SERVICES	02	2	\$19,324
	YA	1670	EQUIPMENT SERVICES	02	1	\$1,842
	YA	1701	GENERAL EDUCATION AND TRAINING	02	2	\$6,648
	YA	1701	GENERAL EDUCATION AND TRAINING	03	1	\$2,092
	YA	1712	TRAINING INSTRUCTION	02	13	\$8,318
	YA	1720	EDUCATION PROGRAM	02	1	\$4,279
	YA	1740	EDUCATION SERVICES	02	1	\$2,343
	YA	1750	INSTRUCTIONAL SYSTEMS	02	1	\$25,130
	YA	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	02	3	\$43,375
	YA	1910	QUALITY ASSURANCE	02	2	\$6,085
	YA	2001	GENERAL SUPPLY	02	2	\$12,690
	YA	2003	SUPPLY PROGRAM MANAGEMENT	02	1	\$561
	YA	2010	INVENTORY MANAGEMENT	02	3	\$11,922
	YA	2101	TRANSPORTATION SPECIALIST	02	2	\$15,815
	YA	2130	TRAFFIC MANAGEMENT	02	1	\$12,017
	YA	2152	AIR TRAFFIC CONTROL	02	9	\$35,146
	YA	2181	AIRCRAFT OPERATION	02	1	\$15,657
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	38	\$308,907
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	14	\$152,929
	YB	0181	PSYCHOLOGY AID AND TECHNICIAN	02	1	\$13,422
	YB	0203	HUMAN RESOURCES ASSISTANCE	01	7	\$9,788
	YB	0203	HUMAN RESOURCES ASSISTANCE	02	13	\$17,848
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	01	18	\$38,052
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	8	\$13,204
	YB	0318	SECRETARY	01	2	\$5,262
	YB	0318	SECRETARY	02	9	\$50,708
	YB	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	01	2	\$5,388
	YB	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	02	2	\$3,443
	YB	0390	TELECOMMUNICATIONS PROCESSING	01	15	\$132,418
	YB	0392	GENERAL TELECOMMUNICATIONS	02	20	\$161,006
	YB	0503	FINANCIAL CLERICAL AND ASSISTANCE	01	1	\$5,684
	YB	0561	BUDGET CLERICAL AND ASSISTANCE	01	1	\$2,534
	YB	0675	MEDICAL RECORDS TECHNICIAN	01	2	\$3,404
	YB	0675	MEDICAL RECORDS TECHNICIAN	02	2	\$5,753
	YB	1060	PHOTOGRAPHY	03	1	\$536
	YB	1108	BUSINESS SUPPORT	01	2	\$10,157
	YB	1108	BUSINESS SUPPORT	02	1	\$145
YB	2005	SUPPLY CLERICAL AND TECHNICIAN	01	2	\$2,790	
YB	2005	SUPPLY CLERICAL AND TECHNICIAN	02	2	\$8,180	
YB	2204	COMPUTER TECHNICIAN	02	1	\$15,259	
YC	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	1	\$988	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YC	0020	COMMUNITY PLANNING	02	1	\$909
	YC	0080	SECURITY ADMINISTRATION	01	1	\$8,586
	YC	0080	SECURITY ADMINISTRATION	02	6	\$61,463
	YC	0080	SECURITY ADMINISTRATION	03	2	\$20,168
	YC	0101	SOCIAL SCIENCE	02	3	\$5,822
	YC	0101	SOCIAL SCIENCE	03	1	\$12,691
	YC	0180	PSYCHOLOGY	02	17	\$240,764
	YC	0180	PSYCHOLOGY	03	3	\$65,847
	YC	0185	SOCIAL WORK	02	18	\$144,340
	YC	0190	GENERAL ANTHROPOLOGY	03	1	\$2,393
	YC	0201	HUMAN RESOURCES MANAGEMENT	02	17	\$120,422
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	14	\$128,610
	YC	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$9,885
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	1	\$895
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	29	\$224,297
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	19	\$284,261
	YC	0340	PROGRAM MANAGEMENT	03	2	\$41,915
	YC	0341	ADMINISTRATIVE OFFICER	02	2	\$5,322
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	6	\$40,791
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	4	\$88,008
	YC	0346	LOGISTICS MANAGEMENT	02	8	\$44,669
	YC	0346	LOGISTICS MANAGEMENT	03	3	\$2,422
	YC	0390	TELECOMMUNICATIONS PROCESSING	01	4	\$40,793
	YC	0391	TELECOMMUNICATIONS	02	3	\$40,732
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	7	\$39,891
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	2	\$51,571
	YC	0503	FINANCIAL CLERICAL AND ASSISTANCE	01	1	\$2,451
	YC	0505	FINANCIAL MANAGEMENT	02	1	\$8,725
	YC	0505	FINANCIAL MANAGEMENT	03	3	\$35,598
	YC	0510	ACCOUNTING	02	1	\$17,381
	YC	0560	BUDGET ANALYSIS	02	7	\$29,699
	YC	0610	NURSE	02	1	\$2,231
	YC	0669	MEDICAL RECORDS ADMINISTRATION	01	1	\$4,448
	YC	0669	MEDICAL RECORDS ADMINISTRATION	02	2	\$28,148
	YC	0670	HEALTH SYSTEM ADMINISTRATION	02	2	\$18,572
	YC	0670	HEALTH SYSTEM ADMINISTRATION	03	1	\$23,581
	YC	0671	HEALTH SYSTEM SPECIALIST	01	1	\$996
	YC	0671	HEALTH SYSTEM SPECIALIST	02	7	\$47,971
	YC	0675	MEDICAL RECORDS TECHNICIAN	01	6	\$28,915
	YC	0679	MEDICAL SUPPORT ASSISTANCE	01	3	\$12,296
	YC	0905	GENERAL ATTORNEY	02	1	\$19,636
	YC	0905	GENERAL ATTORNEY	03	6	\$79,837
	YC	1001	GENERAL ARTS AND INFORMATION	02	2	\$23,209
	YC	1035	PUBLIC AFFAIRS	02	1	\$1,514
	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	12	\$54,088
	YC	1101	GENERAL BUSINESS AND INDUSTRY	03	7	\$81,575
	YC	1102	CONTRACTING	02	24	\$171,029
	YC	1102	CONTRACTING	03	17	\$188,069
	YC	1144	COMMISSARY MANAGEMENT	01	1	\$12,422
	YC	1150	INDUSTRIAL SPECIALIST	02	1	\$2,219
	YC	1170	REALTY	03	1	\$3,875
	YC	1173	HOUSING MANAGEMENT	02	1	\$2,317
	YC	1222	PATENT ATTORNEY	03	1	\$23,298
	YC	1410	LIBRARIAN	02	1	\$4,465
	YC	1411	LIBRARY TECHNICIAN	01	1	\$5,691
	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	01	1	\$4,216

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YC	1601	EQUIPMENT, FACILITIES, AND SERVICES	02	1	\$935
	YC	1640	FACILITY OPERATIONS SERVICES	02	1	\$16,044
	YC	1670	EQUIPMENT SERVICES	02	1	\$2,653
	YC	1701	GENERAL EDUCATION AND TRAINING	02	2	\$20,121
	YC	1703	EDUCATION TRAINING PROFESSIONAL	02	1	\$3,644
	YC	1712	TRAINING INSTRUCTION	02	8	\$96,244
	YC	1720	EDUCATION PROGRAM	02	1	\$2,217
	YC	1750	INSTRUCTIONAL SYSTEMS	02	1	\$2,504
	YC	1910	QUALITY ASSURANCE	02	2	\$13,246
	YC	2003	SUPPLY PROGRAM MANAGEMENT	02	3	\$38,537
	YC	2003	SUPPLY PROGRAM MANAGEMENT	03	1	\$1,465
	YC	2010	INVENTORY MANAGEMENT	02	2	\$6,656
	YC	2150	TRANSPORTATION OPERATIONS	02	1	\$290
	YC	2152	AIR TRAFFIC CONTROL	02	5	\$47,442
	YC	2203	COMPUTER OPERATOR	01	2	\$2,178
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	23	\$212,048
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	7	\$113,777
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	3	\$24,279
	YD	0486	WILDLIFE BIOLOGY	02	1	\$8,704
	YD	0801	GENERAL ENGINEERING	02	102	\$189,747
	YD	0801	GENERAL ENGINEERING	03	18	\$152,808
	YD	0803	SAFETY ENGINEERING	02	1	\$524
	YD	0804	FIRE PROTECTION ENGINEERING	02	2	\$9,688
	YD	0806	MATERIALS ENGINEERING	02	11	\$3,541
	YD	0808	ARCHITECTURE	02	4	\$19,073
	YD	0810	CIVIL ENGINEERING	01	2	\$19,748
	YD	0810	CIVIL ENGINEERING	02	15	\$44,002
	YD	0810	CIVIL ENGINEERING	03	1	\$16,288
	YD	0819	ENVIRONMENTAL ENGINEERING	02	20	\$51,294
	YD	0830	MECHANICAL ENGINEERING	01	8	\$3,451
	YD	0830	MECHANICAL ENGINEERING	02	202	\$335,866
	YD	0830	MECHANICAL ENGINEERING	03	2	\$9,841
	YD	0840	NUCLEAR ENGINEERING	03	64	\$91,395
	YD	0850	ELECTRICAL ENGINEERING	02	24	\$49,518
	YD	0854	COMPUTER ENGINEERING	02	12	\$38,146
	YD	0854	COMPUTER ENGINEERING	03	1	\$2,844
	YD	0855	ELECTRONICS ENGINEERING	01	10	\$5,115
	YD	0855	ELECTRONICS ENGINEERING	02	0	\$1,525,075
	YD	0855	ELECTRONICS ENGINEERING	03	6	\$63,958
	YD	0858	BIOMEDICAL ENGINEERING	02	2	\$26,163
	YD	0861	AEROSPACE ENGINEERING	01	8	\$1,128
	YD	0861	AEROSPACE ENGINEERING	02	115	\$102,545
	YD	0871	NAVAL ARCHITECTURE	02	1	\$2,318
	YD	0893	CHEMICAL ENGINEERING	01	1	\$205
	YD	0893	CHEMICAL ENGINEERING	02	4	\$1,042
	YD	0896	INDUSTRIAL ENGINEERING	02	31	\$56,302
	YD	1301	GENERAL PHYSICAL SCIENCE	02	6	\$51,264
	YD	1306	HEALTH PHYSICS	02	2	\$10,900
	YD	1306	HEALTH PHYSICS	03	2	\$43,288
	YD	1310	PHYSICS	02	1	\$18,625
	YD	1310	PHYSICS	03	4	\$85,535
	YD	1320	CHEMISTRY	02	11	\$21,505
	YD	1321	METALLURGY	02	2	\$3,648
	YD	1330	ASTRONOMY AND SPACE SCIENCE	03	1	\$10,905
	YD	1515	OPERATIONS RESEARCH	02	5	\$18,069
YD	1515	OPERATIONS RESEARCH	03	8	\$89,469	
YD	1529	MATHEMATICAL STATISTICS	02	1	\$9,972	
YD	1550	COMPUTER SCIENCE	01	1	\$70	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YD	1550	COMPUTER SCIENCE	02	74	\$142,763
	YD	1550	COMPUTER SCIENCE	03	1	\$4,491
	YE	0802	ENGINEERING TECHNICAL	03	4	\$26,344
	YE	0802	ENGINEERING TECHNICAL	04	1	\$5,172
	YE	0809	CONSTRUCTION CONTROL TECHNICAL	03	1	\$2,281
	YE	0856	ELECTRONICS TECHNICAL	02	1	\$14,169
	YE	0856	ELECTRONICS TECHNICAL	03	4	\$21,845
	YE	1311	PHYSICAL SCIENCE TECHNICIAN	01	1	\$430
	YF	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$11,695
	YF	0403	MICROBIOLOGY	03	1	\$14,941
	YF	0404	BIOLOGICAL SCIENCE TECHNICIAN	01	1	\$8,610
	YF	0801	GENERAL ENGINEERING	02	129	\$302,430
	YF	0801	GENERAL ENGINEERING	03	20	\$251,058
	YF	0802	ENGINEERING TECHNICAL	02	2	\$31,975
	YF	0810	CIVIL ENGINEERING	02	5	\$37,556
	YF	0810	CIVIL ENGINEERING	03	1	\$27,019
	YF	0819	ENVIRONMENTAL ENGINEERING	02	10	\$38,377
	YF	0819	ENVIRONMENTAL ENGINEERING	03	1	\$3,607
	YF	0830	MECHANICAL ENGINEERING	02	4	\$9,328
	YF	0840	NUCLEAR ENGINEERING	02	2	\$23,043
	YF	0850	ELECTRICAL ENGINEERING	02	2	\$20,471
	YF	0855	ELECTRONICS ENGINEERING	02	155	\$258,814
	YF	0855	ELECTRONICS ENGINEERING	03	3	\$13,994
	YF	0856	ELECTRONICS TECHNICAL	01	1	\$5,677
	YF	0856	ELECTRONICS TECHNICAL	02	2	\$12,141
	YF	0861	AEROSPACE ENGINEERING	02	8	\$8,582
	YF	0861	AEROSPACE ENGINEERING	03	1	\$5,837
	YF	0893	CHEMICAL ENGINEERING	03	2	\$61,861
	YF	0896	INDUSTRIAL ENGINEERING	02	3	\$6,693
	YF	1301	GENERAL PHYSICAL SCIENCE	02	3	\$12,478
	YF	1306	HEALTH PHYSICS	02	1	\$12,344
	YF	1320	CHEMISTRY	02	1	\$8,217
	YF	1515	OPERATIONS RESEARCH	03	5	\$57,589
	YF	1530	STATISTICS	02	1	\$7,724
	YF	1550	COMPUTER SCIENCE	02	12	\$21,331
	YF	1550	COMPUTER SCIENCE	03	2	\$38,484
	YG	0602	MEDICAL OFFICER	02	244	\$4,505,548
	YG	0602	MEDICAL OFFICER	03	6	\$148,653
	YG	0680	DENTAL OFFICER	02	42	\$619,498
	YH	0601	GENERAL HEALTH SCIENCE	02	13	\$76,160
	YH	0601	GENERAL HEALTH SCIENCE	03	2	\$3,336
	YH	0603	PHYSICIAN'S ASSISTANT	01	2	\$7,928
	YH	0603	PHYSICIAN'S ASSISTANT	02	60	\$703,748
	YH	0610	NURSE	01	1	\$1,695
	YH	0610	NURSE	02	219	\$1,138,854
	YH	0631	OCCUPATIONAL THERAPIST	02	1	\$1,914
	YH	0633	PHYSICAL THERAPIST	02	7	\$49,910
	YH	0644	MEDICAL TECHNOLOGIST	02	17	\$74,079
	YH	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	02	1	\$4,253
	YH	0660	PHARMACIST	02	130	\$1,019,677
YH	0662	OPTOMETRIST	02	7	\$97,553	
YH	0665	SPEECH PATHOLOGY AND AUDIOLOGY	02	2	\$8,859	
YH	0668	PODIATRIST	02	1	\$21,287	
YH	0668	PODIATRIST	03	1	\$6,695	
YH	0690	INDUSTRIAL HYGIENE	02	2	\$14,136	
YI	0620	PRACTICAL NURSE	01	3	\$4,628	
YI	0636	REHABILITATION THERAPY ASSISTANT	02	1	\$2,626	
YI	0640	HEALTH AID AND TECHNICIAN	03	1	\$5,104	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
DEFENSE (continued)	YI	0642	NUCLEAR MEDICINE TECHNICIAN	02	2	\$15,010
	YI	0642	NUCLEAR MEDICINE TECHNICIAN	03	3	\$19,038
	YI	0646	PATHOLOGY TECHNICIAN	02	1	\$1,615
	YI	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	02	20	\$68,930
	YI	0649	MEDICAL INSTRUMENT TECHNICIAN	02	2	\$18,009
	YI	0681	DENTAL ASSISTANT	01	18	\$31,941
	YI	0682	DENTAL HYGIENE	02	3	\$16,045
	YI	0683	DENTAL LABORATORY AID AND TECHNICIAN	02	4	\$16,449
	YJ	0601	GENERAL HEALTH SCIENCE	02	6	\$35,285
	YJ	0602	MEDICAL OFFICER	04	37	\$840,166
	YJ	0603	PHYSICIAN'S ASSISTANT	02	10	\$113,293
	YJ	0610	NURSE	01	1	\$226
	YJ	0610	NURSE	02	66	\$460,793
	YJ	0633	PHYSICAL THERAPIST	02	3	\$14,908
	YJ	0636	REHABILITATION THERAPY ASSISTANT	01	1	\$5,496
	YJ	0640	HEALTH AID AND TECHNICIAN	01	9	\$65,729
	YJ	0642	NUCLEAR MEDICINE TECHNICIAN	01	2	\$25,938
	YJ	0642	NUCLEAR MEDICINE TECHNICIAN	02	1	\$4,056
	YJ	0644	MEDICAL TECHNOLOGIST	02	9	\$36,707
	YJ	0645	MEDICAL TECHNICIAN	01	1	\$6,428
	YJ	0646	PATHOLOGY TECHNICIAN	01	4	\$12,453
	YJ	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	01	20	\$182,193
	YJ	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	02	2	\$28,336
	YJ	0649	MEDICAL INSTRUMENT TECHNICIAN	01	6	\$45,430
	YJ	0651	RESPIRATORY THERAPIST	01	1	\$6,420
	YJ	0660	PHARMACIST	02	58	\$596,729
	YJ	0661	PHARMACY TECHNICIAN	01	2	\$719
	YJ	0662	OPTOMETRIST	02	4	\$81,675
	YJ	0667	ORTHOTIST AND PROSTHETIST	01	3	\$27,414
	YJ	0667	ORTHOTIST AND PROSTHETIST	02	1	\$14,585
	YJ	0680	DENTAL OFFICER	04	1	\$2,018
	YJ	0690	INDUSTRIAL HYGIENE	02	4	\$22,526
	YK	1811	CRIMINAL INVESTIGATING	01	1	\$2,248
	YK	1811	CRIMINAL INVESTIGATING	02	1	\$2,263
	YM	0083	POLICE	01	3	\$4,094
	YM	0083	POLICE	02	1	\$1,918
	YM	0085	SECURITY GUARD	01	17	\$61,568
	YN	0081	FIRE PROTECTION AND PREVENTION	01	3	\$15,127
	YN	0081	FIRE PROTECTION AND PREVENTION	02	3	\$6,666
	YN	0083	POLICE	01	31	\$168,344
	YN	0083	POLICE	02	2	\$13,957
	YN	0085	SECURITY GUARD	01	10	\$36,742
YP	0299	HUMAN RESOURCES MANAGEMENT STUDENT TRAINEE	01	8	\$5,599	
YP	0303	MISCELLANEOUS CLERK AND ASSISTANT	01	1	\$302	
ENERGY	EJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$13,307
	EJ	0340	PROGRAM MANAGEMENT	04	2	\$25,641
	EJ	1035	PUBLIC AFFAIRS	04	1	\$7,223
	EK	0801	GENERAL ENGINEERING	03	1	\$5,337
	EK	0801	GENERAL ENGINEERING	04	12	\$90,945
	EK	0801	GENERAL ENGINEERING	05	1	\$8,678
	EK	0804	FIRE PROTECTION ENGINEERING	04	1	\$8,933
	EK	1301	GENERAL PHYSICAL SCIENCE	04	4	\$26,212
	EN	0801	GENERAL ENGINEERING	04	36	\$283,124
	EN	0840	NUCLEAR ENGINEERING	04	1	\$7,661
	EN	0840	NUCLEAR ENGINEERING	05	1	\$16,360
	EN	1301	GENERAL PHYSICAL SCIENCE	04	7	\$49,637
	EN	1306	HEALTH PHYSICS	04	1	\$9,870

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$22,077
	ES	0340	PROGRAM MANAGEMENT	00	5	\$50,275
	ES	0801	GENERAL ENGINEERING	00	1	\$12,767
	ES	0905	GENERAL ATTORNEY	00	1	\$16,062
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$43,200
	GM	1301	GENERAL PHYSICAL SCIENCE	13	1	\$7,041
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	15	1	\$22,054
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$12,900
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$16,362
	GS	0340	PROGRAM MANAGEMENT	14	2	\$22,961
	GS	0340	PROGRAM MANAGEMENT	15	2	\$33,185
	GS	0511	AUDITING	13	3	\$9,463
	GS	0511	AUDITING	14	1	\$6,363
	GS	0511	AUDITING	15	1	\$457
	GS	0801	GENERAL ENGINEERING	13	3	\$13,440
	GS	0801	GENERAL ENGINEERING	14	42	\$189,834
	GS	0801	GENERAL ENGINEERING	15	10	\$173,592
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$23,265
	GS	0804	FIRE PROTECTION ENGINEERING	15	1	\$23,067
	GS	0819	ENVIRONMENTAL ENGINEERING	13	1	\$19,172
	GS	0840	NUCLEAR ENGINEERING	14	13	\$72,192
	GS	0850	ELECTRICAL ENGINEERING	07	1	\$672
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$656
	GS	0850	ELECTRICAL ENGINEERING	13	4	\$28,893
	GS	0855	ELECTRONICS ENGINEERING	09	1	\$7,205
	GS	0905	GENERAL ATTORNEY	15	1	\$2,578
	GS	1102	CONTRACTING	12	1	\$4,461
	GS	1102	CONTRACTING	13	1	\$7,191
	GS	1102	CONTRACTING	14	1	\$8,636
	GS	1102	CONTRACTING	15	1	\$1,689
	GS	1130	PUBLIC UTILITIES SPECIALIST	13	1	\$14,687
	GS	1130	PUBLIC UTILITIES SPECIALIST	14	1	\$4,133
	GS	1150	INDUSTRIAL SPECIALIST	13	1	\$3,898
	GS	1222	PATENT ATTORNEY	13	1	\$7,511
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$752
	GS	1301	GENERAL PHYSICAL SCIENCE	14	3	\$110,860
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$44,581
	GS	1640	FACILITY OPERATIONS SERVICES	14	1	\$13,546
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$13,840
	NN	0801	GENERAL ENGINEERING	03	2	\$10,869
	NN	0801	GENERAL ENGINEERING	04	9	\$78,477
	NN	0840	NUCLEAR ENGINEERING	04	20	\$25,361
	NN	0854	COMPUTER ENGINEERING	04	1	\$4,211
	NN	1301	GENERAL PHYSICAL SCIENCE	04	1	\$45,612
	NQ	0028	ENVIRONMENTAL PROTECTION SPECIALIST	03	1	\$6,527
	NQ	0080	SECURITY ADMINISTRATION	02	1	\$3,536
	NQ	0080	SECURITY ADMINISTRATION	03	4	\$27,430
NQ	0132	INTELLIGENCE	02	1	\$2,830	
NQ	0201	HUMAN RESOURCES MANAGEMENT	04	1	\$14,495	
NQ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	2	\$8,220	
NQ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$11,590	
NQ	0340	PROGRAM MANAGEMENT	04	1	\$8,942	
NQ	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	1	\$4,534	
NQ	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$9,746	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
ENERGY (continued)	NQ	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$14,838
	NQ	0560	BUDGET ANALYSIS	03	1	\$15,777
	NQ	0905	GENERAL ATTORNEY	03	2	\$16,362
	NQ	0905	GENERAL ATTORNEY	04	1	\$9,115
	NQ	0950	PARALEGAL SPECIALIST	02	1	\$4,503
	NQ	1102	CONTRACTING	03	1	\$7,178
	NQ	1222	PATENT ATTORNEY	03	1	\$6,935
	NQ	2101	TRANSPORTATION SPECIALIST	03	1	\$8,197
	NQ	2101	TRANSPORTATION SPECIALIST	04	1	\$16,946
	NQ	2130	TRAFFIC MANAGEMENT	03	1	\$3,553
	NU	0318	SECRETARY	02	2	\$5,223
	NV	0084	NUCLEAR MATERIALS COURIER	01	49	\$155,625
	NV	0084	NUCLEAR MATERIALS COURIER	02	22	\$114,981
	NV	0084	NUCLEAR MATERIALS COURIER	03	18	\$110,670
NV	0084	NUCLEAR MATERIALS COURIER	04	9	\$61,149	
HEALTH AND HUMAN SERVICES	ES	0110	ECONOMIST	00	1	\$2,933
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	13	\$285,058
	ES	0340	PROGRAM MANAGEMENT	00	14	\$300,954
	ES	0341	ADMINISTRATIVE OFFICER	00	2	\$32,634
	ES	0505	FINANCIAL MANAGEMENT	00	2	\$47,181
	ES	0510	ACCOUNTING	00	2	\$54,609
	ES	0560	BUDGET ANALYSIS	00	1	\$25,719
	ES	0601	GENERAL HEALTH SCIENCE	00	4	\$77,821
	ES	0602	MEDICAL OFFICER	00	1	\$28,044
	ES	0660	PHARMACIST	00	1	\$17,146
	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	1	\$41,136
	ES	0696	CONSUMER SAFETY	00	4	\$36,201
	ES	0858	BIOMEDICAL ENGINEERING	00	1	\$12,002
	ES	0905	GENERAL ATTORNEY	00	3	\$117,321
	ES	0950	PARALEGAL SPECIALIST	00	3	\$68,227
	ES	1102	CONTRACTING	00	1	\$5,455
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$30,863
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	3	\$65,204
	GM	0107	HEALTH INSURANCE ADMINISTRATION	15	1	\$29,656
	GM	0340	PROGRAM MANAGEMENT	15	1	\$1,417
	GM	0696	CONSUMER SAFETY	15	2	\$29,315
	GM	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$22,242
	GM	1320	CHEMISTRY	15	1	\$13,112
	GP	0602	MEDICAL OFFICER	13	1	\$1,459
	GP	0602	MEDICAL OFFICER	14	21	\$106,448
	GP	0602	MEDICAL OFFICER	15	42	\$506,073
	GP	0680	DENTAL OFFICER	11	2	\$12,073
	GP	0680	DENTAL OFFICER	12	2	\$15,580
	GP	0680	DENTAL OFFICER	13	1	\$26,229
	GP	0680	DENTAL OFFICER	14	2	\$30,805
	GS	0080	SECURITY ADMINISTRATION	15	1	\$29,656
	GS	0083	POLICE	05	5	\$10,403
	GS	0083	POLICE	06	4	\$8,705
	GS	0083	POLICE	07	42	\$200,375
	GS	0083	POLICE	08	16	\$99,480
	GS	0083	POLICE	09	11	\$71,702
	GS	0083	POLICE	11	7	\$51,823
	GS	0101	SOCIAL SCIENCE	14	1	\$26,824
	GS	0101	SOCIAL SCIENCE	15	1	\$9,995
	GS	0107	HEALTH INSURANCE ADMINISTRATION	14	2	\$36,552
GS	0110	ECONOMIST	13	1	\$7,463	
GS	0110	ECONOMIST	14	5	\$59,977	
GS	0110	ECONOMIST	15	3	\$34,864	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0180	PSYCHOLOGY	13	4	\$45,795
	GS	0180	PSYCHOLOGY	15	2	\$25,634
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$7,219
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$31,232
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$923
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$10,753
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	9	\$120,645
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	19	\$393,106
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$9,073
	GS	0340	PROGRAM MANAGEMENT	15	3	\$33,504
	GS	0341	ADMINISTRATIVE OFFICER	15	2	\$42,830
	GS	0342	SUPPORT SERVICES ADMINISTRATION	14	1	\$10,346
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$3,427
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$7,388
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$9,690
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	4	\$16,202
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	4	\$49,835
	GS	0346	LOGISTICS MANAGEMENT	11	1	\$13,711
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$3,290
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	9	\$141,338
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$3,006
	GS	0403	MICROBIOLOGY	14	3	\$46,395
	GS	0403	MICROBIOLOGY	15	6	\$53,430
	GS	0405	PHARMACOLOGY	12	3	\$14,895
	GS	0405	PHARMACOLOGY	13	82	\$641,585
	GS	0405	PHARMACOLOGY	14	88	\$883,485
	GS	0405	PHARMACOLOGY	15	36	\$469,676
	GS	0413	PHYSIOLOGY	14	2	\$34,496
	GS	0415	TOXICOLOGY	13	19	\$136,990
	GS	0415	TOXICOLOGY	14	3	\$26,251
	GS	0440	GENETICS	14	1	\$23,192
	GS	0487	ANIMAL SCIENCE	15	1	\$13,232
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$956
	GS	0505	FINANCIAL MANAGEMENT	15	2	\$52,505
	GS	0560	BUDGET ANALYSIS	14	1	\$6,340
	GS	0560	BUDGET ANALYSIS	15	2	\$29,556
	GS	0601	GENERAL HEALTH SCIENCE	12	2	\$6,910
	GS	0601	GENERAL HEALTH SCIENCE	13	3	\$17,665
	GS	0601	GENERAL HEALTH SCIENCE	14	12	\$208,173
	GS	0601	GENERAL HEALTH SCIENCE	15	19	\$385,354
	GS	0602	MEDICAL OFFICER	13	2	\$9,190
GS	0602	MEDICAL OFFICER	14	82	\$754,693	
GS	0602	MEDICAL OFFICER	15	102	\$1,311,568	
GS	0603	PHYSICIAN'S ASSISTANT	09	4	\$16,644	
GS	0603	PHYSICIAN'S ASSISTANT	11	14	\$155,541	
GS	0603	PHYSICIAN'S ASSISTANT	12	13	\$79,939	
GS	0603	PHYSICIAN'S ASSISTANT	13	1	\$5,886	
GS	0610	NURSE	05	16	\$48,083	
GS	0610	NURSE	07	30	\$88,916	
GS	0610	NURSE	09	176	\$946,681	
GS	0610	NURSE	10	208	\$1,555,405	
GS	0610	NURSE	11	111	\$763,772	
GS	0610	NURSE	12	70	\$558,538	
GS	0610	NURSE	13	8	\$118,032	
GS	0610	NURSE	14	3	\$50,344	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0610	NURSE	15	1	\$28,767
	GS	0620	PRACTICAL NURSE	04	1	\$2,835
	GS	0620	PRACTICAL NURSE	05	2	\$3,442
	GS	0620	PRACTICAL NURSE	06	19	\$97,443
	GS	0630	DIETITIAN AND NUTRITIONIST	11	2	\$17,916
	GS	0633	PHYSICAL THERAPIST	11	4	\$42,733
	GS	0633	PHYSICAL THERAPIST	12	1	\$10,510
	GS	0640	HEALTH AID AND TECHNICIAN	07	1	\$4,386
	GS	0640	HEALTH AID AND TECHNICIAN	08	1	\$6,447
	GS	0644	MEDICAL TECHNOLOGIST	07	5	\$13,789
	GS	0644	MEDICAL TECHNOLOGIST	09	19	\$96,152
	GS	0644	MEDICAL TECHNOLOGIST	10	5	\$29,413
	GS	0644	MEDICAL TECHNOLOGIST	11	11	\$70,073
	GS	0644	MEDICAL TECHNOLOGIST	12	3	\$22,679
	GS	0644	MEDICAL TECHNOLOGIST	13	1	\$5,926
	GS	0645	MEDICAL TECHNICIAN	07	2	\$8,706
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	1	\$946
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	1	\$1,032
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	4	\$15,423
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	24	\$163,383
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	10	\$62,475
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	4	\$32,814
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	3	\$40,951
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	2	\$22,980
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	13	1	\$1,906
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	3	\$28,266
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	4	\$37,519
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	2	\$11,327
	GS	0651	RESPIRATORY THERAPIST	08	3	\$11,484
	GS	0651	RESPIRATORY THERAPIST	11	1	\$12,296
	GS	0660	PHARMACIST	09	1	\$1,744
	GS	0660	PHARMACIST	11	16	\$203,089
	GS	0660	PHARMACIST	12	13	\$146,886
	GS	0660	PHARMACIST	13	4	\$48,192
	GS	0660	PHARMACIST	14	2	\$22,666
	GS	0662	OPTOMETRIST	09	1	\$547
	GS	0662	OPTOMETRIST	11	13	\$96,152
	GS	0662	OPTOMETRIST	12	11	\$206,725
	GS	0668	PODIATRIST	13	4	\$68,123
	GS	0668	PODIATRIST	14	10	\$163,965
	GS	0668	PODIATRIST	15	3	\$35,057
	GS	0669	MEDICAL RECORDS ADMINISTRATION	07	1	\$4,270
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$3,453
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	1	\$558
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	1	\$21,725
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$35,379
	GS	0680	DENTAL OFFICER	11	6	\$75,549
	GS	0680	DENTAL OFFICER	12	8	\$86,164
	GS	0682	DENTAL HYGIENE	07	1	\$5,717
	GS	0682	DENTAL HYGIENE	08	2	\$18,200
GS	0682	DENTAL HYGIENE	09	2	\$26,058	
GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	15	1	\$34,800	
GS	0696	CONSUMER SAFETY	13	7	\$39,801	
GS	0696	CONSUMER SAFETY	14	5	\$57,420	
GS	0696	CONSUMER SAFETY	15	8	\$107,799	
GS	0699	MEDICAL AND HEALTH STUDENT TRAINEE	07	1	\$3,389	
GS	0701	VETERINARY MEDICAL SCIENCE	13	1	\$7,541	
GS	0701	VETERINARY MEDICAL SCIENCE	14	3	\$26,635	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HEALTH AND HUMAN SERVICES (continued)	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$22,751
	GS	0801	GENERAL ENGINEERING	13	2	\$15,296
	GS	0801	GENERAL ENGINEERING	14	1	\$12,057
	GS	0802	ENGINEERING TECHNICAL	09	1	\$489
	GS	0808	ARCHITECTURE	14	1	\$21,470
	GS	0854	COMPUTER ENGINEERING	15	1	\$16,802
	GS	0855	ELECTRONICS ENGINEERING	13	1	\$3,076
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$1,782
	GS	0905	GENERAL ATTORNEY	15	23	\$413,271
	GS	1035	PUBLIC AFFAIRS	14	1	\$8,094
	GS	1035	PUBLIC AFFAIRS	15	4	\$75,370
	GS	1084	VISUAL INFORMATION	13	1	\$22,119
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$4,569
	GS	1102	CONTRACTING	13	2	\$33,209
	GS	1102	CONTRACTING	15	2	\$28,930
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$4,830
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$70,937
	GS	1320	CHEMISTRY	13	1	\$5,943
	GS	1320	CHEMISTRY	14	6	\$59,671
	GS	1320	CHEMISTRY	15	3	\$20,862
	GS	1410	LIBRARIAN	13	1	\$8,545
	GS	1510	ACTUARIAL SCIENCE	09	1	\$9,867
	GS	1529	MATHEMATICAL STATISTICS	13	57	\$485,320
	GS	1529	MATHEMATICAL STATISTICS	14	59	\$627,609
	GS	1529	MATHEMATICAL STATISTICS	15	31	\$373,242
	GS	1530	STATISTICS	13	2	\$27,744
	GS	1530	STATISTICS	14	2	\$34,549
	GS	1530	STATISTICS	15	3	\$46,894
	GS	1550	COMPUTER SCIENCE	14	1	\$1,854
	GS	1550	COMPUTER SCIENCE	15	2	\$29,032
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$8,507
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	17	\$139,825
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	12	\$128,571
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	21	\$256,012
	RS	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$9,505
	RS	0403	MICROBIOLOGY	00	1	\$16,040
	RS	0405	PHARMACOLOGY	00	1	\$627
	SL	0950	PARALEGAL SPECIALIST	00	1	\$4,837
	WG	5703	MOTOR VEHICLE OPERATING	08	1	\$5,931
	HOMELAND SECURITY	ES	0201	HUMAN RESOURCES MANAGEMENT	00	1
ES		0340	PROGRAM MANAGEMENT	00	4	\$45,812
ES		0905	GENERAL ATTORNEY	00	1	\$11,040
ES		1811	CRIMINAL INVESTIGATING	00	3	\$49,100
GS		0201	HUMAN RESOURCES MANAGEMENT	15	1	\$5,711
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$9,706
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$9,706
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$9,209
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$20,000
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$12,387
GS		0505	FINANCIAL MANAGEMENT	15	1	\$13,041
GS		0830	MECHANICAL ENGINEERING	12	1	\$7,838
GS		0905	GENERAL ATTORNEY	15	1	\$14,592
GS		1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	1	\$10,572
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$8,622
GS		2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$5,318

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
HOMELAND SECURITY (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$24,756
HOUSING AND URBAN DEVELOPMENT	GS	0360	EQUAL OPPORTUNITY COMPLIANCE	15	1	\$9,281
INTERIOR	ES	0340	PROGRAM MANAGEMENT	00	1	\$6,923
	ES	1370	CARTOGRAPHY	00	1	\$10,000
	GL	0025	PARK RANGER	14	1	\$28,593
	GL	0083	POLICE	06	1	\$2,286
	GL	0083	POLICE	07	5	\$12,886
	GL	0083	POLICE	08	5	\$18,692
	GL	0083	POLICE	09	1	\$5,514
	GL	0083	POLICE	10	1	\$18,866
	GL	0083	POLICE	11	1	\$7,052
	GS	0023	OUTDOOR RECREATION PLANNING	11	1	\$10,999
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$14,379
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$18,490
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$42,495
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$7,744
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$9,378
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$48,912
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	3	\$75,030
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$15,135
	GS	0340	PROGRAM MANAGEMENT	14	1	\$6,174
	GS	0340	PROGRAM MANAGEMENT	15	1	\$8,567
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$5,588
	GS	0341	ADMINISTRATIVE OFFICER	15	1	\$13,820
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$1,083
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$8,768
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$3,757
	GS	0391	TELECOMMUNICATIONS	14	1	\$16,704
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	2	\$18,332
	GS	0610	NURSE	11	1	\$3,332
	GS	0802	ENGINEERING TECHNICAL	12	1	\$7,886
	GS	0810	CIVIL ENGINEERING	13	2	\$709
	GS	0810	CIVIL ENGINEERING	14	2	\$1,392
	GS	0830	MECHANICAL ENGINEERING	12	1	\$20,822
	GS	0830	MECHANICAL ENGINEERING	13	2	\$1,767
	GS	0881	PETROLEUM ENGINEERING	09	1	\$5,186
	GS	0881	PETROLEUM ENGINEERING	12	2	\$9,896
	GS	0881	PETROLEUM ENGINEERING	13	6	\$22,109
	GS	0881	PETROLEUM ENGINEERING	14	5	\$24,628
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$17,116
	GS	1170	REALTY	14	1	\$29,828
	GS	1170	REALTY	15	1	\$34,595
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$1,161
	GS	1313	GEOPHYSICS	12	1	\$1,265
	GS	1315	HYDROLOGY	11	2	\$30,148
	GS	1315	HYDROLOGY	12	1	\$17,276
	GS	1350	GEOLOGY	12	1	\$1,307
	GS	1350	GEOLOGY	13	2	\$2,116
	GS	1350	GEOLOGY	14	2	\$1,465
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$11,147	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$56,552	
WG	5313	ELEVATOR MECHANIC	11	3	\$1,032	
XE	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	00	1	\$2,742	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE	AD	0905	GENERAL ATTORNEY	21	1	\$4,801
	AD	0905	GENERAL ATTORNEY	24	1	\$7,054
	AD	0905	GENERAL ATTORNEY	25	1	\$4,767
	AD	0905	GENERAL ATTORNEY	26	1	\$6,730
	AD	0905	GENERAL ATTORNEY	27	2	\$14,043
	AD	0905	GENERAL ATTORNEY	28	1	\$16,253
	AD	0905	GENERAL ATTORNEY	29	11	\$109,657
	AD	0905	GENERAL ATTORNEY	33	9	\$134,010
	AD	0905	GENERAL ATTORNEY	35	4	\$59,560
	AD	0905	GENERAL ATTORNEY	37	4	\$68,314
	ES	0132	INTELLIGENCE	00	1	\$25,833
	ES	0340	PROGRAM MANAGEMENT	00	3	\$82,386
	ES	1811	CRIMINAL INVESTIGATING	00	10	\$206,334
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	2	\$63,864
	GL	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	09	3	\$12,819
	GL	0007	CORRECTIONAL OFFICER	05	136	\$390,398
	GL	0007	CORRECTIONAL OFFICER	06	116	\$371,393
	GL	0007	CORRECTIONAL OFFICER	07	226	\$691,140
	GL	0007	CORRECTIONAL OFFICER	08	209	\$999,946
	GL	0007	CORRECTIONAL OFFICER	09	60	\$317,040
	GL	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	1	\$3,386
	GL	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	5	\$27,940
	GL	0030	SPORTS SPECIALIST	07	4	\$24,353
	GL	0030	SPORTS SPECIALIST	09	11	\$53,576
	GL	0101	SOCIAL SCIENCE	05	1	\$2,606
	GL	0101	SOCIAL SCIENCE	07	4	\$16,067
	GL	0101	SOCIAL SCIENCE	09	6	\$30,113
	GL	0181	PSYCHOLOGY AID AND TECHNICIAN	07	1	\$7,091
	GL	0188	RECREATION SPECIALIST	05	1	\$2,606
	GL	0188	RECREATION SPECIALIST	07	1	\$2,677
	GL	0188	RECREATION SPECIALIST	09	13	\$65,551
	GL	0201	HUMAN RESOURCES MANAGEMENT	07	2	\$11,186
	GL	0201	HUMAN RESOURCES MANAGEMENT	09	7	\$37,352
	GL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	7	\$38,629
	GL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	3	\$19,294
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$2,352
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	2	\$8,861
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	4	\$15,988
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	15	\$82,577
	GL	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	4	\$30,574
	GL	0304	INFORMATION RECEPTIONIST	04	5	\$10,428
	GL	0318	SECRETARY	05	9	\$28,564
	GL	0318	SECRETARY	06	26	\$116,394
	GL	0318	SECRETARY	07	7	\$26,763
	GL	0318	SECRETARY	08	4	\$19,041
	GL	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	2	\$17,842
	GL	0510	ACCOUNTING	09	3	\$14,575
	GL	0525	ACCOUNTING TECHNICIAN	05	1	\$6,705
	GL	0525	ACCOUNTING TECHNICIAN	06	2	\$5,739
	GL	0525	ACCOUNTING TECHNICIAN	07	10	\$57,809
GL	0560	BUDGET ANALYSIS	09	4	\$24,019	
GL	0610	NURSE	05	2	\$7,457	
GL	0610	NURSE	07	3	\$16,048	
GL	0610	NURSE	09	1	\$3,423	
GL	0610	NURSE	10	102	\$568,538	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GL	0620	PRACTICAL NURSE	07	6	\$17,459
	GL	0640	HEALTH AID AND TECHNICIAN	06	1	\$3,117
	GL	0640	HEALTH AID AND TECHNICIAN	07	1	\$2,677
	GL	0640	HEALTH AID AND TECHNICIAN	08	1	\$7,853
	GL	0640	HEALTH AID AND TECHNICIAN	09	4	\$12,327
	GL	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$9,417
	GL	0661	PHARMACY TECHNICIAN	05	1	\$2,601
	GL	0675	MEDICAL RECORDS TECHNICIAN	06	2	\$5,261
	GL	0675	MEDICAL RECORDS TECHNICIAN	07	9	\$45,099
	GL	0681	DENTAL ASSISTANT	06	1	\$7,101
	GL	0856	ELECTRONICS TECHNICAL	09	1	\$7,682
	GL	0963	LEGAL INSTRUMENTS EXAMINING	08	7	\$33,508
	GL	0963	LEGAL INSTRUMENTS EXAMINING	09	2	\$7,704
	GL	1102	CONTRACTING	05	1	\$2,352
	GL	1102	CONTRACTING	07	1	\$2,756
	GL	1102	CONTRACTING	09	2	\$17,594
	GL	1603	EQUIPMENT, FACILITIES, AND SERVICES ASSISTANCE	06	1	\$6,563
	GL	1603	EQUIPMENT, FACILITIES, AND SERVICES ASSISTANCE	07	10	\$46,194
	GL	1658	LAUNDRY OPERATIONS SERVICES	09	1	\$9,912
	GL	1658	LAUNDRY OPERATIONS SERVICES	10	1	\$4,030
	GL	1667	FOOD SERVICES	09	1	\$3,756
	GL	1701	GENERAL EDUCATION AND TRAINING	05	1	\$7,196
	GL	1701	GENERAL EDUCATION AND TRAINING	09	5	\$21,110
	GL	1702	EDUCATION AND TRAINING TECHNICIAN	05	3	\$21,424
	GL	1702	EDUCATION AND TRAINING TECHNICIAN	06	2	\$9,240
	GL	1702	EDUCATION AND TRAINING TECHNICIAN	07	1	\$3,386
	GL	1710	EDUCATION AND VOCATIONAL TRAINING	07	2	\$5,511
	GL	1710	EDUCATION AND VOCATIONAL TRAINING	09	1	\$7,930
	GL	1712	TRAINING INSTRUCTION	09	1	\$3,082
	GL	1811	CRIMINAL INVESTIGATING	10	23	\$111,153
	GL	1910	QUALITY ASSURANCE	09	1	\$3,390
	GL	2010	INVENTORY MANAGEMENT	09	2	\$11,012
	GL	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$6,813
	GM	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$14,347
	GM	0905	GENERAL ATTORNEY	15	17	\$12,393
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$8,544
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	11	6	\$38,050
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	12	22	\$163,537
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	13	5	\$58,497
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	14	11	\$135,913
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	15	1	\$14,607
	GS	0007	CORRECTIONAL OFFICER	11	43	\$274,386
	GS	0007	CORRECTIONAL OFFICER	12	4	\$36,104
	GS	0007	CORRECTIONAL OFFICER	13	2	\$20,369
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$12,219
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	2	\$20,273
	GS	0060	CHAPLAIN	12	11	\$81,036
	GS	0060	CHAPLAIN	13	2	\$23,355
	GS	0080	SECURITY ADMINISTRATION	11	2	\$12,897
	GS	0080	SECURITY ADMINISTRATION	12	1	\$6,967
GS	0080	SECURITY ADMINISTRATION	13	20	\$449,454	
GS	0080	SECURITY ADMINISTRATION	14	1	\$9,484	
GS	0101	SOCIAL SCIENCE	11	49	\$302,246	
GS	0101	SOCIAL SCIENCE	12	5	\$44,636	
GS	0101	SOCIAL SCIENCE	13	1	\$5,158	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GS	0132	INTELLIGENCE	09	1	\$4,504
	GS	0132	INTELLIGENCE	11	4	\$24,159
	GS	0132	INTELLIGENCE	12	9	\$67,763
	GS	0132	INTELLIGENCE	13	14	\$143,067
	GS	0132	INTELLIGENCE	14	4	\$43,138
	GS	0180	PSYCHOLOGY	11	2	\$12,760
	GS	0180	PSYCHOLOGY	12	3	\$20,637
	GS	0180	PSYCHOLOGY	13	6	\$81,218
	GS	0180	PSYCHOLOGY	14	1	\$7,110
	GS	0180	PSYCHOLOGY	15	2	\$31,277
	GS	0188	RECREATION SPECIALIST	11	2	\$15,316
	GS	0188	RECREATION SPECIALIST	12	1	\$4,329
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$10,494
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$9,637
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$16,726
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	3	\$60,367
	GS	0203	HUMAN RESOURCES ASSISTANCE	08	1	\$4,758
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	5	\$25,824
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	9	\$59,349
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	4	\$55,970
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$16,182
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$43,290
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	3	\$9,909
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	3	\$10,825
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$4,541
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	21	\$96,188
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	4	\$27,459
	GS	0305	MAIL AND FILE	06	1	\$3,866
	GS	0313	WORK UNIT SUPERVISING	09	1	\$4,955
	GS	0313	WORK UNIT SUPERVISING	10	1	\$4,960
	GS	0318	SECRETARY	08	1	\$4,758
	GS	0318	SECRETARY	09	2	\$10,359
	GS	0318	SECRETARY	10	1	\$6,448
	GS	0340	PROGRAM MANAGEMENT	15	1	\$25,088
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$8,622
	GS	0341	ADMINISTRATIVE OFFICER	14	3	\$20,498
	GS	0341	ADMINISTRATIVE OFFICER	15	1	\$11,516
	GS	0342	SUPPORT SERVICES ADMINISTRATION	11	1	\$4,545
	GS	0342	SUPPORT SERVICES ADMINISTRATION	12	1	\$12,938
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$19,035
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$14,640
	GS	0391	TELECOMMUNICATIONS	11	1	\$5,449
	GS	0391	TELECOMMUNICATIONS	12	3	\$23,078
	GS	0391	TELECOMMUNICATIONS	13	6	\$65,824
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$4,545
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	3	\$27,611
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$8,544
	GS	0510	ACCOUNTING	11	1	\$4,195
	GS	0510	ACCOUNTING	13	1	\$9,321
	GS	0511	AUDITING	11	1	\$6,176
GS	0511	AUDITING	13	1	\$12,002	
GS	0525	ACCOUNTING TECHNICIAN	07	2	\$8,836	
GS	0525	ACCOUNTING TECHNICIAN	08	2	\$9,379	
GS	0530	CASH PROCESSING	06	1	\$3,314	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GS	0560	BUDGET ANALYSIS	11	2	\$10,358
	GS	0560	BUDGET ANALYSIS	12	1	\$15,870
	GS	0560	BUDGET ANALYSIS	14	1	\$12,418
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	09	1	\$5,405
	GS	0602	MEDICAL OFFICER	15	1	\$36,217
	GS	0602	MEDICAL OFFICER	15	5	\$75,031
	GS	0603	PHYSICIAN'S ASSISTANT	11	36	\$308,830
	GS	0610	NURSE	11	10	\$96,177
	GS	0610	NURSE	12	2	\$9,386
	GS	0660	PHARMACIST	12	1	\$22,001
	GS	0670	HEALTH SYSTEM ADMINISTRATION	11	3	\$12,406
	GS	0670	HEALTH SYSTEM ADMINISTRATION	12	2	\$24,792
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	2	\$20,713
	GS	0671	HEALTH SYSTEM SPECIALIST	11	4	\$26,036
	GS	0680	DENTAL OFFICER	12	3	\$15,363
	GS	0802	ENGINEERING TECHNICAL	11	2	\$13,490
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$11,931
	GS	0855	ELECTRONICS ENGINEERING	15	2	\$68,426
	GS	0856	ELECTRONICS TECHNICAL	11	8	\$47,123
	GS	0856	ELECTRONICS TECHNICAL	12	5	\$34,619
	GS	0856	ELECTRONICS TECHNICAL	14	1	\$30,215
	GS	0905	GENERAL ATTORNEY	15	2	\$26,632
	GS	0950	PARALEGAL SPECIALIST	09	1	\$5,063
	GS	0950	PARALEGAL SPECIALIST	11	2	\$20,618
	GS	0950	PARALEGAL SPECIALIST	12	1	\$8,056
	GS	0986	LEGAL ASSISTANCE	05	1	\$3,620
	GS	0986	LEGAL ASSISTANCE	06	4	\$12,497
	GS	0986	LEGAL ASSISTANCE	07	2	\$8,562
	GS	1060	PHOTOGRAPHY	11	1	\$7,084
	GS	1082	WRITING AND EDITING	14	1	\$17,222
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	1	\$9,295
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	4	\$26,224
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$6,189
	GS	1102	CONTRACTING	11	2	\$22,488
	GS	1102	CONTRACTING	12	1	\$4,609
	GS	1105	PURCHASING	08	1	\$4,758
	GS	1150	INDUSTRIAL SPECIALIST	12	3	\$15,680
	GS	1152	PRODUCTION CONTROL	11	2	\$13,740
	GS	1160	FINANCIAL ANALYSIS	11	1	\$6,176
	GS	1160	FINANCIAL ANALYSIS	12	4	\$29,610
	GS	1412	TECHNICAL INFORMATION SERVICES	09	2	\$11,411
	GS	1550	COMPUTER SCIENCE	14	1	\$25,796
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$5,447
	GS	1640	FACILITY OPERATIONS SERVICES	13	2	\$19,909
	GS	1667	FOOD SERVICES	11	5	\$35,090
	GS	1667	FOOD SERVICES	12	2	\$18,744
	GS	1667	FOOD SERVICES	13	2	\$19,757
	GS	1670	EQUIPMENT SERVICES	12	2	\$23,980
	GS	1701	GENERAL EDUCATION AND TRAINING	11	3	\$17,352
	GS	1710	EDUCATION AND VOCATIONAL TRAINING	11	10	\$61,067
	GS	1710	EDUCATION AND VOCATIONAL TRAINING	12	2	\$19,463
	GS	1710	EDUCATION AND VOCATIONAL TRAINING	13	2	\$20,026
	GS	1712	TRAINING INSTRUCTION	11	4	\$22,762
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	09	2	\$9,008	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	11	8	\$46,863	
GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	12	1	\$6,967	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
JUSTICE (continued)	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	13	6	\$51,005
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	14	1	\$9,178
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	06	1	\$3,424
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	07	5	\$22,091
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	09	3	\$15,765
	GS	1810	GENERAL INVESTIGATING	13	2	\$40,294
	GS	1811	CRIMINAL INVESTIGATING	10	3	\$45,000
	GS	1811	CRIMINAL INVESTIGATING	11	8	\$111,769
	GS	1811	CRIMINAL INVESTIGATING	12	27	\$255,542
	GS	1811	CRIMINAL INVESTIGATING	13	131	\$1,236,185
	GS	1811	CRIMINAL INVESTIGATING	14	27	\$323,243
	GS	1811	CRIMINAL INVESTIGATING	15	6	\$93,134
	GS	1910	QUALITY ASSURANCE	11	1	\$4,311
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	08	1	\$5,029
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$5,173
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$22,707
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	8	\$65,713
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,189
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$12,197
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$49,965
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$33,347
	WG	5823	AUTOMOTIVE MECHANIC	06	2	\$11,905
	WG	5823	AUTOMOTIVE MECHANIC	10	3	\$20,320
	WS	2805	ELECTRICIAN	09	9	\$53,462
	WS	3414	MACHINING	09	1	\$9,955
	WS	3414	MACHINING	11	1	\$4,067
	WS	3703	WELDING	08	1	\$3,913
	WS	4204	PIPEFITTING	09	1	\$10,754
	WS	4206	PLUMBING	08	7	\$36,555
	WS	4742	UTILITY SYSTEMS REPAIRING OPERATING	08	11	\$59,394
	WS	4749	MAINTENANCE MECHANIC	08	23	\$120,977
	WS	4749	MAINTENANCE MECHANIC	14	5	\$37,490
	WS	5306	AIR CONDITIONING EQUIPMENT MECHANIC	09	13	\$86,934
	WS	5823	AUTOMOTIVE MECHANIC	08	31	\$127,326
	WS	5823	AUTOMOTIVE MECHANIC	10	1	\$3,833
	WS	6907	MATERIALS HANDLER	04	32	\$130,233
	WS	6907	MATERIALS HANDLER	05	1	\$8,714
	WS	6907	MATERIALS HANDLER	06	2	\$12,047
	WS	7305	LAUNDRY MACHINE OPERATING	04	3	\$9,005
	WS	7404	COOKING	08	60	\$302,493
LABOR	ES	0340	PROGRAM MANAGEMENT	00	2	\$27,711
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$23,610
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$17,904
	GS	0249	WAGE AND HOUR COMPLIANCE	14	2	\$37,736
	GS	0340	PROGRAM MANAGEMENT	15	1	\$9,454
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	15	1	\$30,538
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$19,408
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$16,146	
STATE	FP	2501	MISCELLANEOUS WIRE COMMUNICATIONS EQUIPMENT INSTALL AND MAINTENANCE	02	1	\$11,246
	FP	2501	MISCELLANEOUS WIRE COMMUNICATIONS EQUIPMENT INSTALL AND MAINTENANCE	03	2	\$15,091
	FP	2880	INFORMATION MANAGEMENT	01	30	\$446,026
	FP	2880	INFORMATION MANAGEMENT	02	96	\$1,117,370
	FP	2880	INFORMATION MANAGEMENT	03	180	\$1,801,794
FP	2880	INFORMATION MANAGEMENT	04	192	\$1,496,776	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
STATE (continued)	FP	2880	INFORMATION MANAGEMENT	05	6	\$23,279
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	02	13	\$143,544
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	03	41	\$358,485
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	04	19	\$138,766
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	05	3	\$13,213
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	06	1	\$1,831
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	01	3	\$44,833
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	02	27	\$314,641
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	03	19	\$220,758
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	04	6	\$47,165
	GG	0391	TELECOMMUNICATIONS	13	1	\$6,368
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	6	\$64,458
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$13,900
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$18,701
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$8,464
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$2,680
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	3	\$2,417
	GS	0332	COMPUTER OPERATION	09	1	\$5,595
	GS	0340	PROGRAM MANAGEMENT	14	1	\$7,389
	GS	0340	PROGRAM MANAGEMENT	15	1	\$12,553
	GS	0391	TELECOMMUNICATIONS	13	6	\$65,234
	GS	0391	TELECOMMUNICATIONS	14	2	\$21,048
	GS	0391	TELECOMMUNICATIONS	15	3	\$64,938
	GS	0530	CASH PROCESSING	07	1	\$4,769
	GS	0962	CONTACT REPRESENTATIVE	07	4	\$17,460
	GS	0967	PASSPORT AND VISA EXAMINING	05	11	\$16,980
	GS	0967	PASSPORT AND VISA EXAMINING	07	24	\$88,043
	GS	0967	PASSPORT AND VISA EXAMINING	09	25	\$94,339
	GS	0967	PASSPORT AND VISA EXAMINING	11	47	\$245,233
	GS	0967	PASSPORT AND VISA EXAMINING	12	15	\$92,356
	GS	0967	PASSPORT AND VISA EXAMINING	13	6	\$38,508
	GS	1040	LANGUAGE SPECIALIST	14	3	\$51,442
	GS	1040	LANGUAGE SPECIALIST	15	3	\$84,886
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$7,366
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	2	\$8,720
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$27,005
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	23	\$186,114
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	104	\$1,282,186
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	94	\$1,358,672
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	37	\$665,686
TRANSPORTATION	ES	0340	PROGRAM MANAGEMENT	00	1	\$11,025
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$6,725
	ES	2121	RAILROAD SAFETY	00	1	\$41,939
	GS	0110	ECONOMIST	15	1	\$571
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$3,305
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$17,364
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$7,525
	GS	0801	GENERAL ENGINEERING	14	1	\$18,746
	GS	0810	CIVIL ENGINEERING	07	1	\$7,566
	GS	0830	MECHANICAL ENGINEERING	15	1	\$11,479
	GS	2101	TRANSPORTATION SPECIALIST	14	2	\$34,381
	GS	2101	TRANSPORTATION SPECIALIST	15	3	\$89,402
	GS	2121	RAILROAD SAFETY	13	1	\$15,203
	GS	2121	RAILROAD SAFETY	15	1	\$20,955
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$21,722
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$12,331

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
TRANSPORTATION (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$4,000
	ES	0110	ECONOMIST	00	1	\$16,524
TREASURY	ES	0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$16,172
	ES	0340	PROGRAM MANAGEMENT	00	29	\$504,231
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$21,362
	ES	0905	GENERAL ATTORNEY	00	2	\$86,951
	ES	1102	CONTRACTING	00	1	\$32,199
	ES	1811	CRIMINAL INVESTIGATING	00	2	\$25,302
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	4	\$33,077
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	9	\$43,033
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	4	\$34,102
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$22,404
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	4	\$21,680
	GS	0340	PROGRAM MANAGEMENT	14	4	\$41,098
	GS	0340	PROGRAM MANAGEMENT	15	3	\$40,481
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$6,844
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$5,684
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$9,926
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	4	\$46,578
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	7	\$35,084
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	2	\$14,735
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$7,715
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	1	\$11,470
	GS	0510	ACCOUNTING	14	2	\$40,781
	GS	0510	ACCOUNTING	15	1	\$12,685
	GS	0511	AUDITING	13	2	\$14,407
	GS	0511	AUDITING	14	2	\$21,960
	GS	0560	BUDGET ANALYSIS	14	1	\$6,797
	GS	0987	TAX LAW SPECIALIST	15	2	\$45,349
	GS	1102	CONTRACTING	14	1	\$8,074
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	14	1	\$2,443
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$1,550
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	4	\$13,950
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$17,149
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	8	\$115,646
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	4	\$73,631
	IR	0340	PROGRAM MANAGEMENT	01	3	\$27,906
	IR	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	2	\$27,358
	IR	0560	BUDGET ANALYSIS	03	1	\$8,364
	IR	2210	INFORMATION TECHNOLOGY MANAGEMENT	01	4	\$136,183
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$21,265
	SL	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	1	\$39,492
AD	0660	PHARMACIST	00	1	\$4,811	
ES	0101	SOCIAL SCIENCE	00	1	\$11,881	
VETERANS AFFAIRS	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$35,644
	ES	0340	PROGRAM MANAGEMENT	00	2	\$26,511
	ES	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	1	\$10,790
	ES	0346	LOGISTICS MANAGEMENT	00	1	\$11,881
	ES	0501	FINANCIAL ADMINISTRATION AND PROGRAM	00	1	\$25,269
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$11,881
	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	43	\$358,929
	ES	0671	HEALTH SYSTEM SPECIALIST	00	3	\$43,343

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$16,584
	GM	0060	CHAPLAIN	13	1	\$5,032
	GM	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$12,871
	GM	0505	FINANCIAL MANAGEMENT	13	1	\$7,741
	GM	0505	FINANCIAL MANAGEMENT	14	3	\$49,880
	GM	0701	VETERINARY MEDICAL SCIENCE	14	1	\$9,953
	GM	0801	GENERAL ENGINEERING	13	1	\$1,479
	GM	0801	GENERAL ENGINEERING	14	2	\$49,944
	GM	0803	SAFETY ENGINEERING	13	1	\$22,472
	GM	1320	CHEMISTRY	15	1	\$36,067
	GM	1529	MATHEMATICAL STATISTICS	14	2	\$4,634
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$18,778
	GM	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$28,964
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	1	\$943
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$3,765
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	2	\$18,039
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$27,198
	GS	0019	SAFETY TECHNICIAN	06	1	\$347
	GS	0080	SECURITY ADMINISTRATION	07	1	\$4,526
	GS	0080	SECURITY ADMINISTRATION	09	7	\$25,310
	GS	0080	SECURITY ADMINISTRATION	11	6	\$32,955
	GS	0080	SECURITY ADMINISTRATION	12	4	\$21,231
	GS	0080	SECURITY ADMINISTRATION	13	3	\$38,742
	GS	0080	SECURITY ADMINISTRATION	14	1	\$14,264
	GS	0083	POLICE	05	10	\$21,529
	GS	0083	POLICE	06	460	\$1,381,817
	GS	0083	POLICE	07	150	\$591,623
	GS	0083	POLICE	08	66	\$291,966
	GS	0083	POLICE	09	34	\$149,161
	GS	0083	POLICE	10	6	\$33,321
	GS	0083	POLICE	11	6	\$39,803
	GS	0083	POLICE	12	4	\$32,336
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	04	1	\$2,871
	GS	0101	SOCIAL SCIENCE	09	2	\$4,153
	GS	0101	SOCIAL SCIENCE	11	2	\$15,997
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	07	2	\$9,770
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	10	1	\$5,722
	GS	0110	ECONOMIST	14	1	\$8,803
	GS	0180	PSYCHOLOGY	12	1	\$5,808
	GS	0180	PSYCHOLOGY	13	17	\$169,848
	GS	0180	PSYCHOLOGY	14	5	\$18,624
	GS	0180	PSYCHOLOGY	15	2	\$20,304
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	11	1	\$760
	GS	0185	SOCIAL WORK	11	46	\$231,854
	GS	0185	SOCIAL WORK	12	53	\$274,345
	GS	0185	SOCIAL WORK	13	12	\$73,704
	GS	0185	SOCIAL WORK	14	2	\$9,123
	GS	0186	SOCIAL SERVICES AID AND ASSISTANT	06	1	\$3,442
	GS	0187	SOCIAL SERVICES	08	1	\$5,381
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	4	\$15,777
GS	0201	HUMAN RESOURCES MANAGEMENT	11	19	\$75,386	
GS	0201	HUMAN RESOURCES MANAGEMENT	12	45	\$302,736	
GS	0201	HUMAN RESOURCES MANAGEMENT	13	26	\$217,641	
GS	0201	HUMAN RESOURCES MANAGEMENT	14	18	\$177,411	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$31,661
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	1	\$2,856
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	6	\$6,630
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	6	\$17,927
	GS	0203	HUMAN RESOURCES ASSISTANCE	08	2	\$8,717
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$10,937
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	13	3	\$22,901
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	10	\$46,964
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	10	1	\$6,276
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	17	\$119,814
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	13	\$89,015
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	11	\$101,751
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	10	\$166,709
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$1,575
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	9	\$12,911
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	40	\$93,441
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	27	\$57,088
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	3	\$19,998
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$4,731
	GS	0318	SECRETARY	06	2	\$6,616
	GS	0318	SECRETARY	09	1	\$3,841
	GS	0326	OFFICE AUTOMATION CLERICAL AND ASSISTANCE	05	1	\$459
	GS	0332	COMPUTER OPERATION	10	5	\$16,895
	GS	0332	COMPUTER OPERATION	13	2	\$19,630
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	1	\$1,217
	GS	0335	COMPUTER CLERK AND ASSISTANT	08	1	\$2,143
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	2	\$4,595
	GS	0335	COMPUTER CLERK AND ASSISTANT	11	3	\$19,048
	GS	0335	COMPUTER CLERK AND ASSISTANT	12	1	\$6,584
	GS	0340	PROGRAM MANAGEMENT	12	4	\$37,494
	GS	0340	PROGRAM MANAGEMENT	13	5	\$44,735
	GS	0340	PROGRAM MANAGEMENT	14	5	\$61,318
	GS	0340	PROGRAM MANAGEMENT	15	4	\$43,580
	GS	0341	ADMINISTRATIVE OFFICER	09	2	\$2,727
	GS	0341	ADMINISTRATIVE OFFICER	11	4	\$25,041
	GS	0341	ADMINISTRATIVE OFFICER	12	3	\$42,339
	GS	0341	ADMINISTRATIVE OFFICER	13	5	\$56,994
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$16,065
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	4	\$30,287
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$8,090
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	6	\$81,372
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	8	\$116,102
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	7	\$93,239
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	3	\$30,974
GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	07	1	\$5,449	
GS	0344	MANAGEMENT AND PROGRAM CLERICAL AND ASSISTANCE	08	1	\$12,182	
GS	0346	LOGISTICS MANAGEMENT	15	1	\$1,158	
GS	0391	TELECOMMUNICATIONS	12	1	\$18,185	
GS	0403	MICROBIOLOGY	07	1	\$2,364	
GS	0403	MICROBIOLOGY	13	1	\$16,435	
GS	0413	PHYSIOLOGY	13	1	\$1,654	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0413	PHYSIOLOGY	15	2	\$15,851
	GS	0440	GENETICS	15	1	\$8,169
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	2	\$4,817
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	2	\$7,174
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$10,394
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$19,874
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$38,536
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	06	24	\$73,254
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	3	\$7,872
	GS	0505	FINANCIAL MANAGEMENT	12	1	\$10,603
	GS	0505	FINANCIAL MANAGEMENT	13	6	\$57,780
	GS	0505	FINANCIAL MANAGEMENT	14	16	\$327,578
	GS	0505	FINANCIAL MANAGEMENT	15	4	\$105,923
	GS	0510	ACCOUNTING	11	3	\$14,565
	GS	0510	ACCOUNTING	12	3	\$6,420
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$1,779
	GS	0530	CASH PROCESSING	07	1	\$1,504
	GS	0544	CIVILIAN PAY	05	1	\$741
	GS	0544	CIVILIAN PAY	07	7	\$28,805
	GS	0560	BUDGET ANALYSIS	11	2	\$10,025
	GS	0560	BUDGET ANALYSIS	12	1	\$11,364
	GS	0560	BUDGET ANALYSIS	13	3	\$17,543
	GS	0560	BUDGET ANALYSIS	14	1	\$26,570
	GS	0601	GENERAL HEALTH SCIENCE	07	3	\$7,404
	GS	0601	GENERAL HEALTH SCIENCE	08	110	\$674,862
	GS	0601	GENERAL HEALTH SCIENCE	09	82	\$519,456
	GS	0601	GENERAL HEALTH SCIENCE	10	15	\$143,230
	GS	0601	GENERAL HEALTH SCIENCE	11	46	\$383,360
	GS	0601	GENERAL HEALTH SCIENCE	12	22	\$240,065
	GS	0601	GENERAL HEALTH SCIENCE	13	18	\$177,788
	GS	0601	GENERAL HEALTH SCIENCE	14	8	\$120,339
	GS	0601	GENERAL HEALTH SCIENCE	15	5	\$114,490
	GS	0620	PRACTICAL NURSE	03	4	\$1,149
	GS	0620	PRACTICAL NURSE	04	91	\$117,178
	GS	0620	PRACTICAL NURSE	05	257	\$545,093
	GS	0620	PRACTICAL NURSE	06	921	\$2,552,412
	GS	0620	PRACTICAL NURSE	07	63	\$299,970
	GS	0621	NURSING ASSISTANT	03	22	\$31,726
	GS	0621	NURSING ASSISTANT	04	41	\$89,090
	GS	0621	NURSING ASSISTANT	05	475	\$1,120,778
	GS	0621	NURSING ASSISTANT	06	198	\$602,620
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	04	1	\$1,335
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	05	3	\$3,074
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	15	\$57,049
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	07	5	\$31,385
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	09	1	\$12,590
	GS	0630	DIETITIAN AND NUTRITIONIST	09	1	\$652
	GS	0630	DIETITIAN AND NUTRITIONIST	11	1	\$815
	GS	0630	DIETITIAN AND NUTRITIONIST	12	1	\$8,395
	GS	0630	DIETITIAN AND NUTRITIONIST	13	1	\$10,033
	GS	0630	DIETITIAN AND NUTRITIONIST	14	2	\$22,636
	GS	0631	OCCUPATIONAL THERAPIST	09	2	\$9,529
	GS	0631	OCCUPATIONAL THERAPIST	10	18	\$96,142
	GS	0631	OCCUPATIONAL THERAPIST	11	77	\$464,325
	GS	0631	OCCUPATIONAL THERAPIST	12	8	\$55,021
	GS	0631	OCCUPATIONAL THERAPIST	14	1	\$12,311
GS	0633	PHYSICAL THERAPIST	09	3	\$10,405	
GS	0633	PHYSICAL THERAPIST	10	32	\$198,365	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0633	PHYSICAL THERAPIST	11	74	\$400,007
	GS	0633	PHYSICAL THERAPIST	12	8	\$53,631
	GS	0633	PHYSICAL THERAPIST	13	1	\$13,038
	GS	0635	KINESIOTHERAPY	10	4	\$13,284
	GS	0635	KINESIOTHERAPY	11	8	\$51,679
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	2	\$3,906
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	10	\$43,006
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	6	\$16,991
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	06	1	\$1,774
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	11	1	\$18,283
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	12	1	\$14,132
	GS	0640	HEALTH AID AND TECHNICIAN	03	1	\$86
	GS	0640	HEALTH AID AND TECHNICIAN	04	7	\$10,206
	GS	0640	HEALTH AID AND TECHNICIAN	05	70	\$160,856
	GS	0640	HEALTH AID AND TECHNICIAN	06	87	\$231,809
	GS	0640	HEALTH AID AND TECHNICIAN	07	73	\$332,812
	GS	0640	HEALTH AID AND TECHNICIAN	08	10	\$54,828
	GS	0640	HEALTH AID AND TECHNICIAN	09	3	\$35,903
	GS	0640	HEALTH AID AND TECHNICIAN	11	1	\$6,976
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	05	2	\$19,980
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	06	1	\$4,956
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	1	\$4,571
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	1	\$6,082
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	3	\$43,067
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$19,994
	GS	0644	MEDICAL TECHNOLOGIST	07	6	\$17,598
	GS	0644	MEDICAL TECHNOLOGIST	09	150	\$587,306
	GS	0644	MEDICAL TECHNOLOGIST	10	40	\$218,154
	GS	0644	MEDICAL TECHNOLOGIST	11	51	\$291,240
	GS	0644	MEDICAL TECHNOLOGIST	12	31	\$202,318
	GS	0644	MEDICAL TECHNOLOGIST	13	13	\$142,551
	GS	0645	MEDICAL TECHNICIAN	04	2	\$5,615
	GS	0645	MEDICAL TECHNICIAN	05	6	\$14,031
	GS	0645	MEDICAL TECHNICIAN	06	10	\$38,273
	GS	0645	MEDICAL TECHNICIAN	07	8	\$29,825
	GS	0645	MEDICAL TECHNICIAN	08	4	\$24,788
	GS	0646	PATHOLOGY TECHNICIAN	07	13	\$57,015
	GS	0646	PATHOLOGY TECHNICIAN	08	5	\$39,484
	GS	0646	PATHOLOGY TECHNICIAN	09	1	\$5,570
	GS	0646	PATHOLOGY TECHNICIAN	11	1	\$20,140
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	10	\$28,575
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	15	\$76,948
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	49	\$191,267
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	211	\$994,601
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	228	\$1,394,710
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	66	\$554,007
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	33	\$280,031
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	22	\$271,945
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	13	6	\$94,153
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	06	3	\$21,675
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	07	3	\$14,359	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	3	\$35,728	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	18	\$150,366	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	14	\$152,615	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	15	\$201,570	
GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	9	\$97,650	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	4	\$21,093	
GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	13	\$49,357	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	13	\$83,116
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	80	\$605,819
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	76	\$560,156
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	25	\$180,685
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	3	\$15,947
	GS	0651	RESPIRATORY THERAPIST	07	2	\$16,077
	GS	0651	RESPIRATORY THERAPIST	08	2	\$31,117
	GS	0651	RESPIRATORY THERAPIST	09	1	\$4,288
	GS	0651	RESPIRATORY THERAPIST	10	1	\$6,800
	GS	0660	PHARMACIST	11	133	\$716,829
	GS	0660	PHARMACIST	12	159	\$1,095,156
	GS	0660	PHARMACIST	13	89	\$942,828
	GS	0660	PHARMACIST	14	35	\$498,409
	GS	0660	PHARMACIST	15	38	\$888,120
	GS	0661	PHARMACY TECHNICIAN	05	3	\$8,976
	GS	0661	PHARMACY TECHNICIAN	06	12	\$37,324
	GS	0661	PHARMACY TECHNICIAN	07	2	\$7,513
	GS	0661	PHARMACY TECHNICIAN	08	2	\$19,138
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	13	4	\$40,131
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	14	2	\$17,446
	GS	0667	ORTHOTIST AND PROSTHETIST	11	1	\$5,802
	GS	0667	ORTHOTIST AND PROSTHETIST	12	1	\$8,774
	GS	0667	ORTHOTIST AND PROSTHETIST	13	2	\$30,019
	GS	0669	MEDICAL RECORDS ADMINISTRATION	09	1	\$8,330
	GS	0669	MEDICAL RECORDS ADMINISTRATION	10	1	\$9,020
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	4	\$59,920
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	2	\$23,916
	GS	0669	MEDICAL RECORDS ADMINISTRATION	13	2	\$23,021
	GS	0669	MEDICAL RECORDS ADMINISTRATION	14	1	\$27,487
	GS	0669	MEDICAL RECORDS ADMINISTRATION	15	1	\$5,997
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$1,500
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	3	\$65,592
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	3	\$44,227
	GS	0671	HEALTH SYSTEM SPECIALIST	09	1	\$4,771
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$2,417
	GS	0671	HEALTH SYSTEM SPECIALIST	12	5	\$29,550
	GS	0671	HEALTH SYSTEM SPECIALIST	13	20	\$209,780
	GS	0671	HEALTH SYSTEM SPECIALIST	14	9	\$80,674
	GS	0671	HEALTH SYSTEM SPECIALIST	15	1	\$33,114
	GS	0672	PROSTHETIC REPRESENTATIVE	12	1	\$4,507
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$5,625
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	13	2	\$44,082
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	14	1	\$14,138
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	7	\$49,481
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	7	\$41,569
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	3	\$4,749
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	78	\$151,351
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	26	\$51,227
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	1	\$1,941
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	7	\$12,585
GS	0679	MEDICAL SUPPORT ASSISTANCE	09	1	\$1,111	
GS	0681	DENTAL ASSISTANT	05	2	\$11,785	
GS	0681	DENTAL ASSISTANT	06	21	\$94,382	
GS	0682	DENTAL HYGIENE	07	1	\$13,006	
GS	0682	DENTAL HYGIENE	08	10	\$64,776	
GS	0682	DENTAL HYGIENE	09	16	\$123,681	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	08	1	\$4,901	
GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	3	\$11,664	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	0690	INDUSTRIAL HYGIENE	11	2	\$25,046
	GS	0690	INDUSTRIAL HYGIENE	12	2	\$22,249
	GS	0690	INDUSTRIAL HYGIENE	13	2	\$27,272
	GS	0690	INDUSTRIAL HYGIENE	14	1	\$1,055
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$20,909
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$33,457
	GS	0704	ANIMAL HEALTH TECHNICIAN	09	1	\$2,638
	GS	0801	GENERAL ENGINEERING	07	1	\$3,996
	GS	0801	GENERAL ENGINEERING	11	2	\$4,275
	GS	0801	GENERAL ENGINEERING	12	5	\$31,500
	GS	0801	GENERAL ENGINEERING	13	10	\$57,287
	GS	0801	GENERAL ENGINEERING	14	12	\$156,753
	GS	0801	GENERAL ENGINEERING	15	2	\$26,830
	GS	0802	ENGINEERING TECHNICAL	09	1	\$2,935
	GS	0802	ENGINEERING TECHNICAL	10	1	\$440
	GS	0802	ENGINEERING TECHNICAL	11	7	\$53,251
	GS	0802	ENGINEERING TECHNICAL	12	2	\$19,158
	GS	0807	LANDSCAPE ARCHITECTURE	14	1	\$12,744
	GS	0808	ARCHITECTURE	12	2	\$29,908
	GS	0808	ARCHITECTURE	14	1	\$12,700
	GS	0809	CONSTRUCTION CONTROL TECHNICAL	12	1	\$1,272
	GS	0854	COMPUTER ENGINEERING	13	1	\$24,508
	GS	0856	ELECTRONICS TECHNICAL	09	1	\$13,333
	GS	0856	ELECTRONICS TECHNICAL	11	3	\$19,784
	GS	0856	ELECTRONICS TECHNICAL	13	1	\$5,508
	GS	0858	BIOMEDICAL ENGINEERING	11	1	\$1,819
	GS	0858	BIOMEDICAL ENGINEERING	12	2	\$32,376
	GS	0858	BIOMEDICAL ENGINEERING	13	4	\$29,871
	GS	0905	GENERAL ATTORNEY	14	1	\$18,174
	GS	0996	VETERANS CLAIMS EXAMINING	07	2	\$1,983
	GS	0996	VETERANS CLAIMS EXAMINING	14	1	\$24,752
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	06	1	\$386
	GS	1035	PUBLIC AFFAIRS	12	1	\$5,078
	GS	1035	PUBLIC AFFAIRS	13	1	\$25,158
	GS	1060	PHOTOGRAPHY	11	1	\$13,927
	GS	1082	WRITING AND EDITING	13	2	\$33,227
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$7,454
	GS	1102	CONTRACTING	09	2	\$6,913
	GS	1102	CONTRACTING	11	2	\$12,196
	GS	1102	CONTRACTING	12	6	\$34,585
	GS	1102	CONTRACTING	13	4	\$50,329
	GS	1105	PURCHASING	07	4	\$13,248
	GS	1170	REALTY	14	1	\$9,758
	GS	1170	REALTY	15	1	\$6,748
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$25,506
	GS	1306	HEALTH PHYSICS	09	1	\$5,612
	GS	1306	HEALTH PHYSICS	11	1	\$3,366
	GS	1306	HEALTH PHYSICS	12	1	\$9,883
	GS	1306	HEALTH PHYSICS	13	6	\$122,104
	GS	1310	PHYSICS	12	1	\$5,711
GS	1310	PHYSICS	13	3	\$86,009	
GS	1320	CHEMISTRY	09	1	\$5,836	
GS	1320	CHEMISTRY	13	1	\$26,551	
GS	1529	MATHEMATICAL STATISTICS	12	3	\$11,048	
GS	1529	MATHEMATICAL STATISTICS	13	2	\$3,923	
GS	1529	MATHEMATICAL STATISTICS	15	1	\$8,567	
GS	1530	STATISTICS	12	1	\$676	
GS	1530	STATISTICS	13	4	\$20,311	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	GS	1530	STATISTICS	14	3	\$27,926
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	09	2	\$13,300
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	11	21	\$109,139
	GS	1601	EQUIPMENT, FACILITIES, AND SERVICES	12	6	\$39,854
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$21,473
	GS	1640	FACILITY OPERATIONS SERVICES	13	2	\$18,280
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	07	1	\$2,221
	GS	1712	TRAINING INSTRUCTION	07	1	\$2,672
	GS	1712	TRAINING INSTRUCTION	11	1	\$2,643
	GS	1715	VOCATIONAL REHABILITATION	13	1	\$10,874
	GS	1720	EDUCATION PROGRAM	12	2	\$4,966
	GS	1811	CRIMINAL INVESTIGATING	07	1	\$800
	GS	1811	CRIMINAL INVESTIGATING	09	3	\$10,063
	GS	1811	CRIMINAL INVESTIGATING	11	4	\$32,095
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$17,056
	GS	2001	GENERAL SUPPLY	09	1	\$1,869
	GS	2001	GENERAL SUPPLY	12	1	\$17,788
	GS	2001	GENERAL SUPPLY	13	1	\$2,680
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$12,695
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	3	\$47,428
	GS	2003	SUPPLY PROGRAM MANAGEMENT	14	2	\$8,989
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	1	\$855
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	2	\$3,553
	GS	2010	INVENTORY MANAGEMENT	09	3	\$10,634
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	05	1	\$891
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	2	\$15,416
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$2,771
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	5	\$24,929
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	14	\$115,456
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	47	\$531,593
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	24	\$354,666
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	10	\$168,022
	WG	2604	ELECTRONICS MECHANIC	10	1	\$3,744
	WG	2805	ELECTRICIAN	10	1	\$6,514
	WG	2854	ELECTRICAL EQUIPMENT REPAIRER	09	1	\$10,977
	WG	3566	CUSTODIAL WORKING	01	2	\$2,715
	WG	3566	CUSTODIAL WORKING	02	15	\$19,437
	WG	3566	CUSTODIAL WORKING	03	4	\$5,256
	WG	4742	UTILITY SYSTEMS REPAIRING OPERATING	10	4	\$7,945
	WG	4749	MAINTENANCE MECHANIC	05	1	\$139
	WG	4749	MAINTENANCE MECHANIC	09	1	\$2,304
	WG	4804	LOCKSMITHING	09	1	\$2,340
	WG	4805	MEDICAL EQUIPMENT REPAIRING	06	1	\$336
	WG	5309	HEATING AND BOILER PLANT EQUIPMENT MECHANIC	10	3	\$1,669
	WG	5703	MOTOR VEHICLE OPERATING	06	1	\$3,818
	WG	5703	MOTOR VEHICLE OPERATING	07	1	\$875
	WL	3566	CUSTODIAL WORKING	02	3	\$4,221
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	10	1	\$9,815
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	13	1	\$4,253
	WS	4701	MISCELLANEOUS GENERAL MAINTENANCE AND OPERATIONS WORK	15	1	\$5,959
WS	4749	MAINTENANCE MECHANIC	10	1	\$10,443	
WS	5306	AIR CONDITIONING EQUIPMENT MECHANIC	09	1	\$9,252	
WS	5406	UTILITY SYSTEMS OPERATING	10	2	\$11,436	
WS	7301	MISCELLANEOUS LAUNDRY, DRY CLEANING, AND PRESSING	06	1	\$7,721	

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
VETERANS AFFAIRS (continued)	WS	7404	COOKING	09	1	\$4,509

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
AFRICAN DEVELOPMENT FOUNDATION	GS	0505	FINANCIAL MANAGEMENT	15	1	\$1,100
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$22,394
AGENCY FOR INTERNATIONAL DEVELOPMENT	GS	1102	CONTRACTING	14	1	\$9,411
	GS	1550	COMPUTER SCIENCE	15	1	\$21,334
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	6	\$106,365
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$30,803
COMMODITY FUTURES TRADING COMMISSION	CT	0905	GENERAL ATTORNEY	14	1	\$1,926
	CT	0905	GENERAL ATTORNEY	15	1	\$24,281
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	11	1	\$7,550
	GS	0318	SECRETARY	12	1	\$3,585
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$15,246
ENVIRONMENTAL PROTECTION AGENCY	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	15	2	\$50,370
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$12,599
	GS	0511	AUDITING	15	1	\$28,054
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$16,196
	GS	0854	COMPUTER ENGINEERING	14	1	\$23,179
	GS	1102	CONTRACTING	15	1	\$2,198
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$25,664
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$46,571
FEDERAL ELECTION COMMISSION	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$40,344
	EX	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	IV	1	\$2,288
	EX	0905	GENERAL ATTORNEY	V	1	\$15,872
FEDERAL ENERGY REGULATORY COMMISSION	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$52,879
	ES	0340	PROGRAM MANAGEMENT	00	7	\$185,162
	ES	0850	ELECTRICAL ENGINEERING	00	1	\$36,046
	ES	0905	GENERAL ATTORNEY	00	5	\$106,392
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$16,827
	GM	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$30,493
	GM	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$11,877
	GS	0110	ECONOMIST	12	1	\$11,024
	GS	0110	ECONOMIST	15	1	\$13,374
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$12,522
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$8,424
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$12,376
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$5,949
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$7,987
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$7,946
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$8,736
	GS	0560	BUDGET ANALYSIS	15	1	\$7,280
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$10,254
	GS	0850	ELECTRICAL ENGINEERING	15	3	\$37,710
	GS	0905	GENERAL ATTORNEY	15	4	\$39,603
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$17,971
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$16,245
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	8	\$136,635
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$23,067
SL	0850	ELECTRICAL ENGINEERING	00	2	\$18,886	
SL	1550	COMPUTER SCIENCE	00	1	\$9,422	

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	EX	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$38,650
FEDERAL TRADE COMMISSION	GM	0905	GENERAL ATTORNEY	15	1	\$5,339
	GS	0905	GENERAL ATTORNEY	15	1	\$9,207
GENERAL SERVICES ADMINISTRATION	ES	0340	PROGRAM MANAGEMENT	00	1	\$37,884
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$18,812
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$7,511
	GS	1102	CONTRACTING	12	1	\$2,236
	GS	1102	CONTRACTING	14	1	\$4,680
	GS	1170	REALTY	14	4	\$44,514
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	11	1	\$7,267
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	8	\$127,207	
HOLOCAUST MEMORIAL MUSEUM	SL	0110	ECONOMIST	00	1	\$4,557
INTERNATIONAL BOUNDARY AND WATER COMMISSION	GG	0810	CIVIL ENGINEERING	13	1	\$5,470
LIBRARY OF CONGRESS	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$18,054
	GS	0510	ACCOUNTING	15	1	\$16,350
	GS	0560	BUDGET ANALYSIS	15	1	\$37,680
	GS	1410	LIBRARIAN	14	1	\$29,758
	GS	1410	LIBRARIAN	15	1	\$2,294
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$14,677
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$7,500
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$20,000
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	SL	1410	LIBRARIAN	00	1	\$10,000
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$3,028
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$55,127
	ES	0801	GENERAL ENGINEERING	00	6	\$95,607
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$30,736
	GS	0801	GENERAL ENGINEERING	14	2	\$12,938
	GS	0801	GENERAL ENGINEERING	15	5	\$59,229
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$5,457
	GS	0861	AEROSPACE ENGINEERING	15	1	\$13,707
GS	0905	GENERAL ATTORNEY	15	1	\$37,123	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	ES	1420	ARCHIVIST	00	1	\$34,255
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$2,058
	GS	0854	COMPUTER ENGINEERING	15	1	\$35,271
	GS	1001	GENERAL ARTS AND INFORMATION	13	1	\$3,848
	GS	1001	GENERAL ARTS AND INFORMATION	15	1	\$37,070
	GS	1035	PUBLIC AFFAIRS	15	1	\$13,386
	GS	1102	CONTRACTING	14	2	\$1,973
	GS	1102	CONTRACTING	15	1	\$37,070
	GS	1421	ARCHIVES TECHNICIAN	13	1	\$376
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$33,355
	SL	0340	PROGRAM MANAGEMENT	00	2	\$52,077
SL	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$31,546	
NATIONAL CAPITAL PLANNING COMMISSION	GS	0020	COMMUNITY PLANNING	15	1	\$9,563
	GS	1035	PUBLIC AFFAIRS	15	1	\$1,585
NATIONAL TRANSPORTATION SAFETY BOARD	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,661
	GS	0861	AEROSPACE ENGINEERING	15	1	\$17,858
	GS	1321	METALLURGY	15	1	\$7,238
	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	14	1	\$3,076

Retention Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid
NATIONAL TRANSPORTATION SAFETY BOARD (continued)	GS	1801	GENERAL INSPECTION, INVESTIGATION, AND COMPLIANCE	15	1	\$19,019
	GS	1815	AIR SAFETY INVESTIGATING	14	2	\$5,034
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$5,850
OVERSEAS PRIVATE INVESTMENT CORPORATION	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$17,572
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$33,893
	SL	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$18,698
PENSION BENEFIT GUARANTY CORPORATION	GM	0905	GENERAL ATTORNEY	15	1	\$14,900
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$10,785
	GS	1035	PUBLIC AFFAIRS	15	1	\$14,900
RAILROAD RETIREMENT BOARD	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$4,650
SMITHSONIAN INSTITUTION	SL	0340	PROGRAM MANAGEMENT	00	1	\$23,775
	SL	0801	GENERAL ENGINEERING	00	1	\$22,500
	SL	1310	PHYSICS	00	1	\$19,488
	SL	1330	ASTRONOMY AND SPACE SCIENCE	00	1	\$28,530
SOCIAL SECURITY ADMINISTRATION	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$13,280
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$4,477
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$17,185

Retention Incentives (Likely to leave for a different Federal position)

Agency	Pay Plan	Occ. Series	Official OPM Occupational Series Title	Grade or Work Level	Total Number Paid	Total Amount Paid	Agency to which Employee is Expected to Leave	Employee's Official Worksite Location	Future Potential Worksite Location
Defense	YA	0201	HUMAN RESOURCES MANAGEMENT	03	1	1,602	Department of Navy	Alexandria, VA	Bethesda, MD

PAY PLAN DEFINITIONS

Pay Plan	Pay Plan Definition
AD	Administratively determined rates not elsewhere specified
CT	Positions previously defined under pay plan codes AD, ES, GM, and GS—Commodity Futures Trading Commission
DA	Demonstration administrative—Department of the Navy
DB	Demonstration engineers and scientists—Department of Defense (DOD)
DE	Demonstration engineers and scientists technicians—DOD
DJ	Demonstration administrative—DOD
DK	Demonstration general support—DOD
DN	Excepted service employees—Defense Nuclear Facilities Safety Board
DP	Demonstration professional—Department of the Navy
DR	Demonstration scientist and engineer—Department of the Air Force
DS	Demonstration specialist—Department of the Navy
DT	Demonstration technician—Department of the Navy
EJ	Department of Energy Organization Act excepted service
EK	National Defense Authorization Act of 1995—Department of Energy excepted service
EN	National Nuclear Security Administration excepted service
ES	Senior Executive Service
EX	Executive pay
FP	Foreign Service Personnel
GG	Grades similar to General Schedule (GS)
GL	GS law enforcement officers in grades 3 through 10
GM	Employees covered by the Performance Management and Recognition System (PMRS) termination provisions
GP	GS physicians and dentists receiving title 38 market pay
GS	General Schedule
IE	Senior Intelligence Executive Service—DOD
IP	Senior Intelligence Professional Program—DOD
IR	Internal Revenue Service broadband classification and pay system positions
LE	United States Secret Service Uniformed Division—Department of Homeland Security
MC	Employees of Millennium Challenge Corporation
ND	Demonstration scientific and engineering—Department of the Navy
NF	Employees in the National Nuclear Security Administration's (NNSA's) Future Leaders Career Path
NH	Business management and technical management professional—DOD Acquisition Workforce Demonstration Project
NK	Administration support—DOD Acquisition Workforce Demonstration Project
NN	Employees in the NNSA's engineering and scientific career path
NO	Naval Research Laboratory administrative specialist/professional
NP	Naval Research Laboratory science and engineering professional
NQ	Employees in the NNSA's professional, technical, and administrative career path
NR	Naval Research Laboratory science and engineering technical
NT	Demonstration administrative and technical—Department of the Navy

Pay Plan**Pay Plan Definition**

NU	Employees in the NNSA's technician and administrative support career path
NV	Employees in the NNSA's nuclear materials courier career path
RS	Senior Biomedical Research Service—Department of Health and Human Services
SL	Senior level
SQ	Physicians and dentists paid under the Scientific and Professional (ST) pay system receiving title 38 market pay
ST	Scientific and professional
TP	Teaching positions—DOD Education Activity
WB	Wage positions under the Federal Wage System not otherwise designated
WG	Nonsupervisory pay schedules—Federal Wage System
WL	Leader pay schedules—Federal Wage System
WM	Maritime pay schedules
WS	Supervisory pay schedules—Federal Wage System
WY	Navigational lock and dam operation and maintenance positions—Department of the Army
XE	Supervisors of negotiated rate employees—Department of the Interior
XF	Nonsupervisory floating plant (other than hopper dredge) schedule—Department of the Army
XH	Floating plant (other than hopper dredge) schedule—Department of the Army
YA	Standard career group—professional/analytical pay schedule—DOD National Security Personnel System (NSPS)
YB	Standard career group—technician/support pay schedule—DOD NSPS
YC	Standard career group—supervisor/manager pay schedule—DOD NSPS
YD	Scientific and engineering career group—professional pay schedule—DOD NSPS
YE	Scientific and engineering career group—technician/support pay schedule—DOD NSPS
YF	Scientific and engineering career group—supervisor/manager pay schedule—DOD NSPS
YG	Medical career group—physician/dentist pay schedule—DOD NSPS
YH	Medical career group—professional pay schedule—DOD NSPS
YI	Medical career group—technician/support pay schedule—DOD NSPS
YJ	Medical career group—supervisor/manager pay schedule—DOD NSPS
YK	Investigative and protective career group—investigative pay schedule—DOD NSPS
YL	Investigative and protective career group—fire protection pay schedule—DOD NSPS
YM	Investigative and protective career group—police/security guard pay schedule—DOD NSPS
YN	Investigative and protective career group—supervisor/manager pay schedule—DOD NSPS
YP	Standard career group—Student Educational Employment Program pay schedule—DOD NSPS
ZA	Administrative—Commerce Demonstration and Alternative Personnel Management System
ZP	Scientific and engineering professional— Commerce Demonstration and Alternative Personnel Management System
ZS	Administrative support— Commerce Demonstration and Alternative Personnel Management System
ZT	Scientific and engineering technician— Commerce Demonstration and Alternative Personnel Management System



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

MAY 27 2009

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: JOHN BERRY
Director

SUBJECT: Effective Use of Recruitment, Relocation, and Retention Incentives

President Barack Obama met with members of his Cabinet on April 20, 2009, and asked each Federal agency to do its part to ensure "this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely." Pay and benefits are essential to making the Government a model employer and make up an important part of the Federal budget. Although most pay and benefits are fixed by law, the amount we spend on discretionary pay should be closely monitored. Agencies invest in recruitment, relocation, and retention incentives (commonly known as the 3Rs) to attract and retain the talent the Government needs to meet the many challenges confronting the country. These are important tools to support the civilian workforce, but we also must ensure this money is being used effectively.

In this context, I request that you review your 3Rs programs to ensure that ongoing and new authorizations for payments to employees are used only when necessary to support your mission and program needs, and are consistent with the criteria in law and U.S. Office of Personnel Management's (OPM's) regulations. The cost of using any of these pay flexibilities should be weighed against the benefits to be gained. This is especially important when it comes to retention incentives, which account for the clear majority of 3Rs costs in 2007 at \$127 million.

OPM's regulations in 5 CFR 575.311 make clear that each agency is responsible for terminating retention incentives when conditions change such that the original determination to pay the incentive no longer applies or when payment is no longer warranted. While agencies are required to review each retention incentive paid without a service agreement at least annually to determine whether the payment is still warranted, I strongly recommend you review all retention incentives at least annually, whether associated with a service agreement or not.

OPM is reviewing current 3Rs policies and may consider further steps to strengthen and improve the administration of the program.

Additional Information

We are happy to receive ideas from agencies for improving the administration of the 3Rs program. If you would like to discuss this issue or need additional information, agency

headquarters-level human resources officials may contact Jerome D. Mikowicz by email at pay-performance-policy@opm.gov or by phone at (202) 606-2858. Employees should contact their agency's human resources offices for assistance.

cc: Chief Human Capital Officers
Human Resources Directors



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

JUL 10 2009

MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS

FROM:

JOHN BERRY
DIRECTOR

A handwritten signature in black ink, appearing to read "John Berry", written over the printed name and title.

Subject:

Review of Recruitment, Relocation, and Retention Incentives

This is a follow-up to my May 27, 2009, memorandum to agencies concerning the effective use of recruitment, relocation, and retention incentives (3Rs). (See CPM 2009-10 at www.chcoc.gov/Transmittals/Index.aspx.) I informed agencies that the U.S. Office of Personnel Management (OPM) planned to review agency use of the 3Rs in more detail and may consider further steps to strengthen and improve the administration of the 3Rs program.

Recruitment, relocation, and retention incentives are important human resources tools that help agencies attract and retain employees for a model civilian workforce. However, these incentives must be used consistent with the law and OPM's regulations and paid only when necessary to support agency mission and program needs. OPM will engage agencies in the following ways to help strengthen the effectiveness of the 3Rs program:

1. I request each agency review and, if needed, update its 3Rs plans, as well as approval and internal monitoring procedures to ensure they meet the requirements in 5 CFR part 575, subparts A, B, and C. Please certify that you have completed these actions by signing the attached certification form and submitting it to your OPM Human Capital Officer within 45 days from the date of this memorandum.
2. I request the Chief Human Capital Officers (CHCO) Council establish a work group to develop recommendations for improving the administration and oversight of the 3Rs authorities with a special emphasis on developing approaches for measuring the cost-benefit of the 3Rs program to the Government. As part of this cost-benefit analysis, I ask the work group to evaluate what the impact would be on recruitment and retention efforts if agencies were to scale back their funding of the 3Rs. The purpose of this evaluation is to improve our understanding of the return on investment we obtain when we use these discretionary authorities. I will ask the work group to report back to the full CHCO Council as soon as possible, but no later than 90 days from the date of this memorandum.

3. OPM will provide information on the results of our detailed review on the use of the 3Rs in agencies where the incentives are paid most often and the metrics we used in our analysis to the CHCO Council during an upcoming meeting. The information we share may be helpful as agencies review and strengthen their own 3Rs programs and identify ways to improve the administration and oversight of the 3Rs authorities.

If in your work you detect any potential improprieties in the oversight or use of this incentive program, I ask you to please flag them immediately to OPM. I understand and appreciate the time and effort these actions will take. However, this special review of the 3Rs program is essential to ensure these incentives are paid appropriately and are cost effective. I anticipate preparing and sharing a report of the results of all actions with the Executive Office of the President.

Additional Information

Additional information and instructions on the actions requested are found in the attachments to this memorandum. Please also consult OPM's regulations at 5 CFR part 575, subparts A, B, and C, and Web guidance at www.opm.gov/oca for further information and complete details on the 3Rs program. If you have questions or need additional information, please contact your OPM Human Capital Officer. Employees should contact their agency's human resources offices for assistance.

Attachment

cc: Human Resources Directors

**Certification of Agency Review of
Recruitment, Relocation, and Retention Incentive Plans**

Please read the information below and check one of the two boxes to certify your agency's review of its recruitment, relocation, and retention incentive (3Rs) plans. Sign and date the form and provide the contact information requested below. This certification form must be signed by the Chief Human Capital Officer (CHCO), Human Resources Director, or an official at your agency's headquarters level who is authorized to sign on behalf of the CHCO or HR Director. (Each agency should submit only one certification form.) Email a copy of the completed certification form to your agency's U.S. Office of Personnel Management Human Capital Officer.

- My agency has reviewed and updated, as needed, its recruitment, relocation, and retention incentive (3Rs) plans required by 5 U.S.C. 5753 and 5754 and its 3Rs approval and internal monitoring procedures. Our plans and procedures meet the requirements in 5 CFR part 575, subparts A, B, and C.
- My agency does not have the 3Rs plans required by 5 U.S.C. 5753 and 5754 because (check any of following that apply)—
- My agency does not use the 3Rs authorities.
 - My agency or employees are not covered by the 3Rs authorities.
 - My agency has independent authority to make recruitment, relocation, and retention payments.

Certifying Official

Signature _____ Date _____

Name [printed] _____

Title _____

Agency _____

Agency Contact Point

Name _____

Title _____

Phone number _____ Email address _____



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
EMPLOYEE SERVICES
PAY AND LEAVE
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