

**RECRUITMENT, RELOCATION, AND
RETENTION INCENTIVES**

CALENDAR YEAR 2006



REPORT TO THE CONGRESS

Working for America



**UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
AUGUST 2007**

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's (OPM's) report to Congress on the use of recruitment, relocation, and retention incentives in Federal agencies for calendar year 2006. In 2006, 47 agencies paid 22,764 recruitment, relocation, and retention incentives to employees that were worth more than \$140 million.

The mission of OPM is to ensure the Federal Government has an effective civilian workforce. In light of the upcoming retirement wave and the increasing competition for talent we face, it is crucial for agencies to have the necessary human capital flexibilities to attract and retain the talent they need to meet their specific agency missions. OPM has led the way to encourage agencies to implement effective human capital strategies to attract and retain highly-qualified individuals for Federal service.

Section 101(c) of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, October 30, 2004) requires OPM to submit a report annually to specified committees of the United States Senate and the United States House of Representatives with information on the use of recruitment, relocation, and retention incentives in Federal agencies during calendar years 2005-2009. Section 5753 of title 5, United States Code, authorizes agencies to pay recruitment and relocation incentives to recruit new employees and relocate current employees to positions that are likely to be difficult to fill in the absence of an incentive. Section 5754 of title 5, United States Code, authorizes agencies to pay retention incentives to help retain employees with unusually high or unique qualifications or employees who are fulfilling a special agency need that makes it essential to retain the employees when the employees would be likely to leave the Federal service in the absence of an incentive.

The number of recruitment and retention incentives agencies reported using in calendar year 2006 is much higher than the number reported in OPM's calendar year 2005 report, which was published last year. However, it is important to note OPM's current report on the use of recruitment, relocation, and retention incentives for 2006 should not be used to make comparisons with OPM's 2005 report. The new incentive authorities created by the Federal Workforce Flexibility Act did not take effect until May 13, 2005, making the reporting period for the 2005 report less than 8 months. Also, the Act permitted agencies to pay retention allowances "grandfathered" under the previous law until April 30, 2006. Next year's report will be the first year when all recruitment, relocation, and retention payments will be paid under the new authorities, and it will become the baseline for future comparison of agencies' use of these flexibilities.

Linda M. Springer
Director

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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 the U.S. Office of Personnel Management (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 December 15, 2006, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit a report on their use of recruitment, relocation, and retention incentives in calendar year 2006. The memorandum 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 capital flexibilities.

Overall, 47 Federal agencies paid 22,764 recruitment, relocation, and retention incentives worth more than \$140 million with an overall average incentive payment of \$6,170 during calendar year 2006. This was comprised of 3,952 recruitment incentives totaling over \$32.9 million (average paid: \$8,325), 1,009 relocation incentives totaling over \$11.6 million (average payment of \$11,530), and 17,803 retention incentives totaling over \$95.9 million (average payment of \$5,388). Agencies consistently reported using the incentives to accomplish strategic human capital goals, and often realized these goals at relatively low average incentive costs.

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 that one might expect: 53 percent of recruitment incentives were used to recruit new employees into entry and developmental-level positions (e.g., at GS-07, GS-09, and GS-11) and 80 percent of relocation incentives 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 (the greatest use of retention incentives, in descending order, were for employees in nine different grade levels: GS-06, GS-12, GS-11, GS-13, GS-05, GS-14, GS-15, GS-09, and GS-07), 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. A few agencies also reported it would be helpful to have the flexibility to pay recruitment incentives to current Federal employees and retention incentives to employees likely to leave for other Federal jobs.

II. BACKGROUND

On May 13, 2005, OPM issued interim regulations at 5 CFR part 575, subparts A, B, and C, to implement section 101 of the Federal Workforce Flexibility Act of 2004 (the Act) (Public Law 108-411, October 30, 2004). (See 70 FR 25732.) Section 101 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(s)—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).) The current authorities provided agencies with additional flexibility to help recruit and retain employees and better meet agency strategic human capital needs than the previous authorities did. The amended law replaced the former authorities provided by 5 U.S.C. 5753 and 5754. The interim regulations replaced the former regulations at 5 CFR part 575, subparts A, B, and C, to pay recruitment and relocation bonuses and retention allowances.

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 of 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 agencies 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 agencies 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). 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 interim regulations. Instead, we invited comments and recommendations from interested parties on the circumstances in which it would be appropriate to authorize recruitment and retention incentives to current employees to promote and prevent interagency movements. We will address these comments in a future *Federal Register* notice.

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 for 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; and
 - 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); and
- 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; and
 - 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); and
- 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), and 575.313(b) 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 December 15, 2006, OPM issued a memorandum for Chief Human Capital Officers requesting agencies to submit their calendar year report for 2006.

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 2006, including information on how the use of these authorities improved the agency's recruitment and retention efforts;
- The total number and total dollar amount of each category of incentive (recruitment, relocation, and retention) paid during calendar year 2006 by pay plan; occupational series; occupational series title; and grade, pay or work level, or other pay classification; and
- Information on any barriers the agency is facing in using the recruitment, relocation, and retention incentive authorities as human capital flexibilities.

In response to our request for calendar year 2006 data, we received responses from 95 agencies. (See **Attachment 1** for a list of the reporting agencies.) In calendar year 2006, 47 Federal agencies paid 22,764 recruitment, relocation, and retention incentives costing \$140,458,288. Of this amount, agencies paid 3,952 recruitment incentives totaling \$32,898,796, 1,009 relocation incentives totaling \$11,634,168, and 17,803 retention incentives totaling \$95,925,324. The average payments were \$8,325 for recruitment incentives, \$11,530 for relocation incentives, and \$5,388 for retention incentives. The overall average payment was \$6,170. (See **Attachment 2** for detailed agency reports.)

Information Not in This Report

This report does not include data or information on—

- “Grandfathered” retention allowances paid between January 1, 2006, and April 30, 2006. 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 not later than April 30, 2006. All such grandfathered retention allowances had to be terminated by April 30, 2006.
- Recruitment, relocation, or retention payments authorized under an independent agency authority. This report only contains information on 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 or retention incentives to encourage or discourage interagency moves. Since OPM has not authorized any circumstance in the regulations in which recruitment or retention incentives could be used for this purpose, we did not request such information from agencies.

Also, this report does not compare the recruitment, relocation, and retention incentive data for calendar 2006 to the data in OPM's Recruitment, Relocation, and Retention Incentive Report to Congress for Calendar Year 2005. Because the new incentive authorities did not go into effect until May 2005, the reporting period for the calendar year 2005 report did not cover a full year (i.e., the reporting period was from May 13, 2005, to December 31, 2005). Therefore, we are not able to make valid comparisons of incentive use between calendar years.

Agency Data

Table 1 shows the number and amount of each type of incentive paid by agency during calendar year 2006. (A blank cell indicates the agency did not pay any of that type of incentive in calendar year 2006.)

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

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

Defense and Veterans Affairs were by far the largest users—

- Defense paid 8,785 incentives totaling \$54,674,905, and
- Veterans Affairs paid 6,393 incentives totaling \$27,201,870.

Homeland Security, State, and Health and Human Services used more than 1,000 but less than 3,000 recruitment, relocation, and retention incentives totaling between \$3,774,300 and \$23,276,257.

Agriculture, Energy, Treasury, Commerce, and Justice used more than 200 but less than 600 recruitment, relocation, and retention incentives totaling between \$2,397,225 and \$4,562,500.

NASA, the Federal Energy Regulatory Commission, and Interior used more than 95 but less than 200 incentives, totaling between \$839,824 and \$1,294,688.

Of these top 13 agencies, all were cabinet-level agencies, with the exception of the Federal Energy Regulatory Commission and NASA. In addition, although NASA has its own authorities to offer recruitment, relocation, and retention bonuses under 5 U.S.C. 9804 and 9805, it also takes advantage of, and is among the top users of, recruitment, relocation, and retention incentives under the 5 U.S.C. 5753 and 5754 authorities.

TABLE 1

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
Departments											
Agriculture	104	\$1,262,888	\$12,143	32	\$395,790	\$12,368	87	\$738,547	\$8,489	223	\$2,397,225
Commerce	400	\$2,929,984	\$7,325	5	\$66,261	\$13,252	120	\$995,631	\$8,297	525	\$3,991,876
Defense	1,602	\$15,289,215	\$9,544	543	\$6,090,640	\$11,217	6,640	\$33,295,050	\$5,014	8,785	\$54,674,905
Education	1	\$7,000	\$7,000				1	\$20,270	\$20,270	2	\$27,270
Energy	69	\$570,129	\$8,263	18	\$279,053	\$15,503	198	\$1,808,525	\$9,134	285	\$2,657,707
Health and Human Services	226	\$3,408,117	\$15,080	36	\$443,142	\$12,310	2,321	\$19,424,998	\$8,369	2,583	\$23,276,257
Homeland Security	20	\$274,458	\$13,723	12	\$149,601	\$12,467	1,098	\$3,350,241	\$3,051	1,130	\$3,774,300
Housing and Urban Development							3	\$24,948	\$8,316	3	\$24,948
Interior	37	\$255,720	\$6,911	38	\$513,619	\$13,516	63	\$525,349	\$8,339	138	\$1,294,688
Justice	264	\$2,137,977	\$8,098	39	\$395,896	\$10,151	281	\$2,028,627	\$7,219	584	\$4,562,500
Labor	28	\$225,210	\$8,043	7	\$57,001	\$8,143	1	\$10,765	\$10,765	36	\$292,976
State							1,153	\$8,055,204	\$6,986	1,153	\$8,055,204
Transportation	40	\$232,279	\$5,807	5	\$81,979	\$16,396	18	\$345,484	\$19,194	63	\$659,742
Treasury	190	\$611,070	\$3,216	66	\$891,917	\$13,514	95	\$1,065,445	\$11,215	351	\$2,568,432
Veterans Affairs	670	\$3,572,280	\$5,332	154	\$1,567,321	\$10,177	5,569	\$22,062,269	\$3,962	6,393	\$27,201,870
Independent Agencies											
African Development Foundation	2	\$46,014	\$23,007				2	\$46,466	\$23,233	4	\$92,480
Agency for International Development							26	\$209,585	\$8,061	26	\$209,585
Broadcasting Board of Governors	1	\$10,000	\$10,000				1	\$25,164	\$25,164	2	\$35,164
Chemical Safety and Hazard Investigation Board	2	\$10,686	\$5,343							2	\$10,686
Consumer Product Safety Commission	2	\$25,726	\$12,863	1	\$13,840	\$13,840				3	\$39,566
Defense Nuclear Facilities Safety Board							3	\$16,226	\$5,409	3	\$16,226
Environmental Protection Agency	14	\$131,017	\$9,358	1	\$5,000	\$5,000	14	\$235,340	\$16,810	29	\$371,357
Export-Import Bank	1	\$15,000	\$15,000							1	\$15,000
Federal Election Commission							1	\$9,373	\$9,373	1	\$9,373
Federal Energy Regulatory Commission	68	\$383,974	\$5,647				33	\$455,849	\$13,814	101	\$839,824
Federal Retirement Thrift Investment Board	1	\$13,977	\$13,977							1	\$13,977

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 Trade Commission	9	\$68,000	\$7,556				2	\$18,000	\$9,000	11	\$86,000
General Services Administration				14	\$98,056	\$7,004	26	\$302,782	\$11,645	40	\$400,838
Library of Congress	5	\$49,321	\$9,864				3	\$94,500	\$31,500	8	\$143,821
Merit Systems Protection Board				4	\$65,000	\$16,250				4	\$65,000
Millennium Challenge Corporation	42	\$216,000	\$5,143							42	\$216,000
National Aeronautics and Space Administration	57	\$489,258	\$8,583	31	\$508,052	\$16,389	8	\$177,224	\$22,153	96	\$1,174,534
National Archives and Records Administration							6	\$128,328	\$21,388	6	\$128,328
National Capital Planning Commission							2	\$23,832	\$11,916	2	\$23,832
National Gallery of Art							1	\$20,945	\$20,945	1	\$20,945
National Mediation Board							2	\$13,860	\$6,930	2	\$13,860
National Science Foundation	2	\$4,960	\$2,480	1	\$5,000	\$5,000				3	\$9,960
Office of Special Counsel	1	\$15,000	\$15,000							1	\$15,000
Overseas Private Investment Corporation				1	\$3,000	\$3,000	4	\$41,741	\$10,435	5	\$44,741
Pension Benefit Guaranty Corporation	4	\$79,540	\$19,885							4	\$79,540
Railroad Retirement Board							1	\$2,781	\$2,781	1	\$2,781
Selective Service System							1	\$6,778	\$6,778	1	\$6,778
Smithsonian Institution	52	\$301,005	\$5,789	1	\$4,000	\$4,000	15	\$308,738	\$20,583	68	\$613,743
Social Security Administration	9	\$65,991	\$7,332				3	\$20,060	\$6,687	12	\$86,051
Surface Transportation Board	1	\$20,000	\$20,000							1	\$20,000
Tax Court	20	\$140,000	\$7,000							20	\$140,000
U.S. Office of Personnel Management	8	\$37,000	\$4,625				1	\$16,399	\$16,399	9	\$53,399
Total	3,952	\$32,898,796	\$8,325	1009	\$11,634,168	\$11,530	17,803	\$95,925,324	\$5,388	22,764	\$140,458,288

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 two top users of incentives, but had relatively low average incentive costs. Veterans Affairs had the fourth lowest average incentive cost compared to those of other agencies (\$4,255) and Defense had the ninth lowest (\$6,224). Homeland Security, another top user of incentives, had the third lowest average incentive cost compared to other agencies (\$3,340).

Table 2 shows the average incentive cost for all agencies that used recruitment, relocation, and retention incentives. **Table 3** shows the average incentive cost for the top 13 users of the incentives.

TABLE 2

Average Incentive Paid by Agency (all incentive types)			
Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
African Development Foundation	4	\$92,480	\$23,120
National Archives and Records Administration	6	\$128,328	\$21,388
National Gallery of Art	1	\$20,945	\$20,945
Surface Transportation Board	1	\$20,000	\$20,000
Pension Benefit Guaranty Corporation	4	\$79,540	\$19,885
Library of Congress	8	\$143,821	\$17,978
Broadcasting Board of Governors	2	\$35,164	\$17,582
Merit Systems Protection Board	4	\$65,000	\$16,250
Office of Special Counsel	1	\$15,000	\$15,000
Export-Import Bank	1	\$15,000	\$15,000
Federal Retirement Thrift Investment Board	1	\$13,977	\$13,977
Education	2	\$27,270	\$13,635
Consumer Product Safety Commission	3	\$39,566	\$13,189
Environmental Protection Agency	29	\$371,357	\$12,805
National Aeronautics and Space Administration	96	\$1,174,534	\$12,235
National Capital Planning Commission	2	\$23,832	\$11,916
Agriculture	223	\$2,397,225	\$10,750
Transportation	63	\$659,742	\$10,472
General Services Administration	40	\$400,838	\$10,021
Interior	138	\$1,294,688	\$9,382
Federal Election Commission	1	\$9,373	\$9,373
Energy	285	\$2,657,707	\$9,325
Smithsonian Institution	68	\$613,743	\$9,026
Health and Human Services	2,583	\$23,276,257	\$9,011
Overseas Private Investment Corporation	5	\$44,741	\$8,948
Housing and Urban Development	3	\$24,948	\$8,316
Federal Energy Regulatory Commission	101	\$839,824	\$8,315
Labor	36	\$292,976	\$8,138
Agency for International Development	26	\$209,585	\$8,061

Federal Trade Commission	11	\$86,000	\$7,818
Justice	584	\$4,562,500	\$7,813
Commerce	525	\$3,991,876	\$7,604
Treasury	351	\$2,568,432	\$7,317
Social Security Administration	12	\$86,051	\$7,171
Tax Court	20	\$140,000	\$7,000
State	1,153	\$8,055,204	\$6,986
National Mediation Board	2	\$13,860	\$6,930
Selective Service System	1	\$6,778	\$6,778
Defense	8,785	\$54,674,905	\$6,224
U.S. Office of Personnel Management	9	\$53,399	\$5,933
Defense Nuclear Facilities Safety Board	3	\$16,226	\$5,409
Chemical Safety and Hazard Investigation Board	2	\$10,686	\$5,343
Millennium Challenge Corporation	42	\$216,000	\$5,143
Veterans Affairs	6,393	\$27,201,870	\$4,255
Homeland Security	1,130	\$3,774,300	\$3,340
National Science Foundation	3	\$9,960	\$3,320
Railroad Retirement Board	1	\$2,781	\$2,781
Total	22,764	\$140,458,288	\$6,170

TABLE 3

Average Incentive Paid by Top Users (all incentive types)			
Agency	Total Incentives Paid	Total Amount Paid	Average Incentive Paid
National Aeronautics and Space Administration	96	\$1,174,534	\$12,235
Agriculture	223	\$2,397,225	\$10,750
Interior	138	\$1,294,688	\$9,382
Energy	285	\$2,657,707	\$9,325
Health and Human Services	2,583	\$23,276,257	\$9,011
Federal Energy Regulatory Commission	101	\$839,824	\$8,315
Justice	584	\$4,562,500	\$7,813
Commerce	525	\$3,991,876	\$7,604
Treasury	351	\$2,568,432	\$7,317
State	1,153	\$8,055,204	\$6,986
Defense	8,785	\$54,674,905	\$6,224
Veterans Affairs	6,393	\$27,201,870	\$4,255
Homeland Security	1,130	\$3,774,300	\$3,340

Table 4 shows Defense was by far the largest single user of recruitment incentives during the reporting period. Defense accounted for slightly over 40 percent of all recruitment incentives paid during calendar year 2006, paying 1,602 incentives totaling \$15,289,215. The next four highest users combined—Veterans Affairs, Commerce, Justice, and Health and Human Services—accounted for roughly the next 40 percent of recruitment incentives used, paying more

than 200 but less than 700 recruitment incentives each. Treasury, Agriculture, Energy, the Federal Energy Regulatory Commission, NASA, and the Smithsonian Institution accounted for approximately the next 14 percent of recruitment incentives; each used more than 50 and less than 200 recruitment incentives.

TABLE 4

Recruitment Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	1,602	40.54%	\$15,289,215	46.47%
Veterans Affairs	670	16.95%	\$3,572,280	10.86%
Commerce	400	10.12%	\$2,929,984	8.91%
Justice	264	6.68%	\$2,137,977	6.50%
Health and Human Services	226	5.72%	\$3,408,117	10.36%
Treasury	190	4.81%	\$611,070	1.86%
Agriculture	104	2.63%	\$1,262,888	3.84%
Energy	69	1.75%	\$570,129	1.73%
Federal Energy Regulatory Commission	68	1.72%	\$383,974	1.17%
National Aeronautics and Space Administration	57	1.44%	\$489,258	1.49%
Smithsonian Institution	52	1.32%	\$301,005	0.91%
<i>All others -- 23 agencies</i>	250	6.33%	\$1,946,399	5.92%
Total	3,952		\$32,898,796	

Table 5 shows Defense was also by far the greatest user of relocation incentives during calendar year 2006, paying 543 incentives totaling \$6,090,640 or approximately 54 percent of all relocation incentives paid. After Defense, the seven next greatest users of relocation incentives combined accounted for less than 40 percent of relocation incentive use. Veterans Affairs, the second most significant user, paid 154 incentives totaling \$1,567,321. Usage then dropped significantly, with Treasury, Justice, Interior, Health and Human Services, Agriculture, and NASA paying more than 30 but less than 70 relocation incentives each.

TABLE 5

Relocation Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	543	53.82%	\$6,090,640	52.35%
Veterans Affairs	154	15.26%	\$1,567,321	13.47%
Treasury	66	6.54%	\$891,917	7.67%
Justice	39	3.87%	\$395,896	3.40%
Interior	38	3.77%	\$513,619	4.41%
Health and Human Services	36	3.57%	\$443,142	3.81%
Agriculture	32	3.17%	\$395,790	3.40%

National Aeronautics and Space Administration	31	3.07%	\$508,052	4.37%
<i>All others -- 12 agencies</i>	70	6.94%	\$827,791	7.12%
Total	1,009		\$11,634,168	

Table 6 shows of the reporting agencies, Defense and Veterans Affairs were by far the greatest users of retention incentives, with Defense paying 6,640 incentives totaling \$33,295,050, and Veterans Affairs paying 5,569 retention incentives totaling \$22,062,269. Health and Human Services was also a significant user of retention incentives, paying 2,321 for a total of \$19,424,998. By themselves, Defense and Veterans Affairs accounted for almost 70 percent of the retention incentives used. Together with Health and Human Services, these three agencies accounted for more than 80 percent of all retention incentives paid during calendar year 2006.

The next most significant users of retention incentives were State and Homeland Security, paying 1,153 and 1,098 incentives accounting for \$8,055,204 and \$3,350,241, respectively. Their use accounted for approximately 13 percent of all retention incentives paid.

Usage then dropped significantly, with the following agencies paying over 85 and less than 300 retention incentives each:

- Justice
- Energy,
- Commerce,
- Treasury, and
- Agriculture.

TABLE 6

Retention Incentives Paid by Agency				
Agency	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
Defense	6,640	37.30%	\$33,295,050	34.71%
Veterans Affairs	5,569	31.28%	\$22,062,269	23.00%
Health and Human Services	2,321	13.04%	\$19,424,998	20.25%
State	1,153	6.48%	\$8,055,204	8.40%
Homeland Security	1,098	6.17%	\$3,350,241	3.49%
Justice	281	1.58%	\$2,028,627	2.11%
Energy	198	1.11%	\$1,808,525	1.89%
Commerce	120	0.67%	\$995,631	1.04%
Treasury	95	0.53%	\$1,065,445	1.11%
Agriculture	87	0.49%	\$738,547	0.77%
<i>All others -- 26 agencies</i>	241	1.35%	\$3,100,787	3.23%
Total	17,803		\$95,925,324	

Occupational Data

During the calendar year, agencies used recruitment incentives for employees in many different occupations. **Table 7** lists the occupations for which agencies used recruitment incentives most frequently. Of the top 15 occupations for which recruitment incentives were used, agencies used them most frequently for two groups of occupations: health care and engineering. In these top occupations, agencies paid 842 recruitment incentives to employees in five **health care** occupations (\$8,037,398) and 542 recruitment incentives to employees in four **engineering** occupations (\$4,430,531). The single occupation for which recruitment incentives were most used was **patent examining**, with Commerce paying 287 recruitment incentives to patent examiners totaling \$2,112,445.

TABLE 7

Recruitment Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
1224	PATENT EXAMINING	287	7.26%	\$2,112,445	6.42%
0620	PRACTICAL NURSE	279	7.06%	\$798,114	2.43%
0855	ELECTRONICS ENGINEERING	215	5.44%	\$1,810,540	5.50%
0610	NURSE	211	5.34%	\$1,832,642	5.57%
0132	INTELLIGENCE	201	5.09%	\$1,499,520	4.56%
0830	MECHANICAL ENGINEERING	177	4.48%	\$1,322,705	4.02%
0512	INTERNAL REVENUE AGENT	171	4.33%	\$427,500	1.30%
0602	MEDICAL OFFICER	165	4.18%	\$3,971,957	12.07%
0511	AUDITING	149	3.77%	\$989,806	3.01%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	125	3.16%	\$1,338,594	4.07%
0660	PHARMACIST	116	2.94%	\$1,040,942	3.16%
0861	AEROSPACE ENGINEERING	79	2.00%	\$625,390	1.90%
2210	INFORMATION TECHNOLOGY MANAGEMENT	72	1.82%	\$594,676	1.81%
0801	GENERAL ENGINEERING	71	1.80%	\$671,896	2.04%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	71	1.80%	\$393,743	1.20%
<i>All others -- 184 occupations</i>		1,563	39.55%	\$13,468,326	40.94%
Total		3,952		\$32,898,796	

Table 8 shows relocation incentives were used in a very wide variety of occupations. Of the top ten occupations for which relocation incentives were paid during the reporting period, the two fields most likely to use relocation incentives were occupations in **general administration and management** (series 0301—miscellaneous administration and program and series 0340—program management) (140/\$1,832,196) and **engineering** (85/\$1,340,632). Taken together, however, these two fields still accounted for only about 22 percent of the relocation incentives

paid. The rest of the incentives were spread over a great number of occupations. **Table 8** shows the top ten occupations for which relocation incentives were used.

TABLE 8

Relocation Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	63	6.24%	\$776,068	6.67%
1102	CONTRACTING	58	5.75%	\$608,863	5.23%
0801	GENERAL ENGINEERING	50	4.96%	\$827,269	7.11%
0201	HUMAN RESOURCES MANAGEMENT	49	4.86%	\$553,456	4.76%
1811	CRIMINAL INVESTIGATING	46	4.56%	\$611,385	5.26%
0343	MANAGEMENT AND PROGRAM ANALYSIS	45	4.46%	\$469,036	4.03%
0810	CIVIL ENGINEERING	35	3.47%	\$513,363	4.41%
0340	PROGRAM MANAGEMENT	32	3.17%	\$587,092	5.05%
2210	INFORMATION TECHNOLOGY MANAGEMENT	32	3.17%	\$376,272	3.23%
0501	FINANCIAL ADMINISTRATION AND PROGRAM	22	2.18%	\$212,522	1.83%
<i>All others -- 146 occupations</i>		<i>577</i>	<i>57.19%</i>	<i>\$6,098,843</i>	<i>52.42%</i>
Total		1,009		\$11,634,168	

Table 9 shows agencies were by far most likely to use retention incentives to retain employees in **health care** occupations. In fact, 12 of the top 21 occupations for which retention incentives were used were in the health care field, and retention incentives paid to these occupations represent 41 percent of all retention incentives paid. Employees in these 12 occupations received 7,352 retention incentives totaling \$41,201,097. Of the other top occupations for which retention incentives were paid, two security occupations—**police** and **security administration**—accounted for slightly over ten percent of the retention incentives used (1,905/\$6,062,805), and three engineering occupations, **electronics engineering**, **general engineering**, and **mechanical engineering**, accounted for roughly another ten percent (1,709/\$6,490,991). Among the other top users of retention incentives, employees in **information technology** occupations were also likely to receive retention incentives (1,359/\$10,320,186).

TABLE 9

Retention Incentives Paid by Occupational Series					
Series	Occupational Series Title	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
0620	PRACTICAL NURSE	1,368	7.68%	\$2,891,351	3.01%
0855	ELECTRONICS ENGINEERING	1,174	6.59%	\$3,763,385	3.92%

0602	MEDICAL OFFICER	1,115	6.26%	\$13,154,644	13.71%
0083	POLICE	1,056	5.93%	\$3,388,857	3.53%
0610	NURSE	1,021	5.73%	\$5,451,982	5.68%
0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	937	5.26%	\$4,080,603	4.25%
2210	INFORMATION TECHNOLOGY MANAGEMENT	864	4.85%	\$7,159,475	7.46%
0080	SECURITY ADMINISTRATION	849	4.77%	\$2,673,948	2.79%
0660	PHARMACIST	746	4.19%	\$4,566,263	4.76%
0621	NURSING ASSISTANT	735	4.13%	\$1,536,939	1.60%
2880	INFORMATION MANAGEMENT	495	2.78%	\$3,160,711	3.29%
0801	GENERAL ENGINEERING	331	1.86%	\$1,965,284	2.05%
0649	MEDICAL INSTRUMENT TECHNICIAN	265	1.49%	\$1,670,750	1.74%
0601	GENERAL HEALTH SCIENCE	259	1.45%	\$2,025,864	2.11%
1102	CONTRACTING	255	1.43%	\$1,000,719	1.04%
0405	PHARMACOLOGY	248	1.39%	\$1,965,613	2.05%
0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	230	1.29%	\$2,093,014	2.18%
0640	HEALTH AID AND TECHNICIAN	225	1.26%	\$692,824	0.72%
0644	MEDICAL TECHNOLOGIST	217	1.22%	\$877,224	0.91%
0603	PHYSICIANS ASSISTANT	216	1.21%	\$2,287,040	2.38%
0830	MECHANICAL ENGINEERING	204	1.15%	\$762,322	0.79%
<i>All others -- 250 occupations</i>		4,994	28.05%	\$28,765,053	29.99%
Total		17,803		\$95,925,324	

Pay Plan Data

Agencies overwhelmingly used recruitment, relocation, and retention incentives for employees in General Schedule (GS) occupations. As **Tables 10, 12, and 14** show, incentive payments to GS employees accounted for approximately 75 percent of all incentive payments made. Since during calendar year 2006 approximately 70 percent of the Federal workforce was under the GS system, a high usage of recruitment, relocation, and retention incentives is not surprising. However, since use of incentives for GS employees represents approximately 75 percent of all incentives paid, agencies used proportionately more recruitment, relocation, and retention incentives for their GS employees than for employees under other pay plans.

However, during calendar year 2006, incentives were also paid to employees in a wide variety of other pay plans. The following six tables provide more data on incentive payments by pay plan. Pay plan definitions are in **Attachment 3**.

As **Table 10** shows, recruitment incentives were paid to employees in 30 pay plans besides the GS pay plan. More than 12 percent of recruitment incentives were paid to Defense employees in the National Security Personnel System (NSPS) pay plans. **Table 11** shows all recruitment incentives paid to employees in NSPS pay plans. A total of 493 recruitment incentives were paid to employees in these plans.

TABLE 10

Recruitment Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	3,001	75.94%	\$23,929,012	72.74%
YD	342	8.65%	\$3,061,426	9.31%
YA	133	3.37%	\$1,100,137	3.34%
AD	101	2.56%	\$1,485,062	4.51%
GG	58	1.47%	\$603,215	1.83%
MC	39	0.99%	\$171,500	0.52%
WG	38	0.96%	\$220,446	0.67%
WM	32	0.81%	\$144,500	0.44%
ND	29	0.73%	\$90,125	0.27%
DB	28	0.71%	\$220,591	0.67%
ZP	23	0.58%	\$221,184	0.67%
ES	22	0.56%	\$532,401	1.62%
EK	20	0.51%	\$124,000	0.38%
GP	15	0.38%	\$313,650	0.95%
<i>All others -- 17 pay plans</i>	71	1.80%	\$681,547	2.07%
Total	3,952		\$32,898,796	

TABLE 11

Recruitment Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YD	342	\$3,061,426.00
YA	133	\$1,100,137
YP	6	\$11,500
YC	5	\$83,933
YF	4	\$50,000
YH	2	\$16,238
YB	1	\$13,199
Total	493	\$4,336,433

As **Table 12** shows, relocation incentives were paid to employees in 31 pay plans besides the GS pay plan. Although these payments do not represent a significant proportion of overall relocation incentives paid, it is nonetheless interesting to note agencies paid 36 incentives to relocate Senior Executive Service (pay plan code ES) members to jobs in other geographic areas. More than 13 percent of relocation incentives were paid to Defense employees in NSPS pay plans. **Table 13** shows all relocation incentives paid to employees in NSPS pay plans. A total of 138 relocation incentives were paid to employees in these plans.

TABLE 12

Relocation Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	748	74.13%	\$8,234,703	70.78%
YA	74	7.33%	\$645,417	5.55%
ES	36	3.57%	\$924,257	7.94%
YC	22	2.18%	\$250,540	2.15%
YD	22	2.18%	\$260,205	2.24%
YF	14	1.39%	\$192,617	1.66%
WG	13	1.29%	\$91,940	0.79%
IR	12	1.19%	\$208,831	1.79%
AD	10	0.99%	\$84,832	0.73%
NH	10	0.99%	\$125,414	1.08%
<i>All others -- 22 pay plans</i>	48	4.76%	\$615,412	5.29%
Total	1,009		\$11,634,168	

TABLE 13

Relocation Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YA	74	\$645,417.00
YC	22	\$250,540
YD	22	\$260,205
YF	14	\$192,617
YK	3	\$30,000
YB	1	\$5,000
YE	1	\$8,000
YJ	1	\$16,937
Total	138	\$1,408,716

As **Table 14** shows, retention incentives were paid to employees in an even broader distribution of pay plans. Retention incentives were paid to employees in 45 pay plans besides the GS pay plan. More than 11 percent of retention incentives were paid to Defense employees in NSPS pay plans. **Table 15** shows all retention incentives paid to employees in NSPS pay plans. A total of 1,988 retention incentives were paid to employees in these plans.

TABLE 14

Retention Incentives Paid by Pay Plan				
Pay Plan	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
GS	13,673	76.80%	\$73,988,874	77.13%
YD	1,563	8.78%	\$4,890,226	5.10%
FP	741	4.16%	\$5,152,385	5.37%
GG	401	2.25%	\$986,979	1.03%
AD	334	1.88%	\$3,158,216	3.29%
YF	226	1.27%	\$987,574	1.03%
WG	147	0.83%	\$446,319	0.47%
ES	122	0.69%	\$2,160,181	2.25%
YA	70	0.39%	\$546,714	0.57%
EN	56	0.31%	\$535,877	0.56%
ZP	55	0.31%	\$377,037	0.39%
YB	53	0.30%	\$119,128	0.12%
YC	49	0.28%	\$361,525	0.38%
GP	36	0.20%	\$86,494	0.09%
WS	30	0.17%	\$149,571	0.16%
<i>All others -- 31 pay plans</i>	247	1.39%	\$1,978,224	2.06%
Total	17,803		\$95,925,324	

TABLE 15

Retention Incentives Paid to NSPS Pay Plans		
Pay Plan	Number	Amount Paid
YD	1,563	\$4,890,226
YF	226	\$987,574
YA	70	\$546,714
YB	53	\$119,128
YC	49	\$361,525
YH	17	\$73,750
YJ	7	\$57,350
YG	2	\$42,757
YK	1	\$3,702
Total	1,988	\$7,082,725

Incentives by General Schedule Grade

Since the grading system for other pay plans varies greatly, **Tables 16, 17, and 18** summarize incentive usage only by GS grade. Specific information on agency use of recruitment,

relocation, and retention incentives by grade or work level in other pay systems may be found in **Attachment 2**.

As **Table 16** shows, agencies used recruitment incentives most often to hire GS employees at the GS-09, GS-07, and GS-11 levels (in declining order). Recruitment incentives paid to employees in these grades accounted for 53 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 16

Recruitment Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
09	663	22.09%	\$4,623,479	19.32%
07	569	18.96%	\$3,173,489	13.26%
11	359	11.96%	\$3,242,095	13.55%
05	295	9.83%	\$1,147,131	4.79%
12	269	8.96%	\$2,820,046	11.79%
13	203	6.76%	\$2,329,134	9.73%
14	130	4.33%	\$2,355,976	9.85%
04	105	3.50%	\$316,831	1.32%
15	104	3.47%	\$2,238,893	9.36%
10	95	3.17%	\$743,172	3.11%
06	91	3.03%	\$377,640	1.58%
08	62	2.07%	\$394,288	1.65%
03	56	1.87%	\$166,838	0.70%
Total	3,001		\$23,929,012	

As **Table 17** 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 almost 80 percent of the incentives paid to GS employees.

TABLE 17

Relocation Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
12	209	27.94%	\$2,129,541	25.86%
13	185	24.73%	\$2,380,491	28.91%
11	109	14.57%	\$908,358	11.03%
14	92	12.30%	\$1,386,476	16.84%
09	48	6.42%	\$342,537	4.16%
15	32	4.28%	\$606,741	7.37%

07	24	3.21%	\$153,756	1.87%
08	20	2.67%	\$162,789	1.98%
10	15	2.01%	\$95,937	1.17%
05	8	1.07%	\$35,432	0.43%
06	5	0.67%	\$23,630	0.29%
04	1	0.13%	\$9,016	0.11%
Total	748		\$8,234,703	

As **Table 18** shows, agencies used retention incentives to retain employees across a variety of grade levels. In fact, agencies were more likely to use a retention incentive to retain a GS-06 employee than a GS-12 employee (1,820 incentives vs. 1,766 incentives). Over 1,000 incentives were paid to employees in nine different grade levels: GS-06, GS-12, GS-11, GS-13, GS-05, GS-14, GS-15, GS-09, and GS-07.

TABLE 18

Retention Incentives Paid by GS Grade				
Grade	Number	Percent of Total Number	Amount Paid	Percent of Total Amount Paid
06	1,820	13.31%	\$4,363,690	5.90%
12	1,766	12.92%	\$10,205,073	13.79%
11	1,567	11.46%	\$7,813,950	10.56%
13	1,496	10.94%	\$9,848,075	13.31%
05	1,126	8.24%	\$2,045,900	2.77%
14	1,081	7.91%	\$11,663,465	15.76%
15	1,063	7.77%	\$13,396,712	18.11%
09	1,057	7.73%	\$4,559,688	6.16%
07	1,009	7.38%	\$3,050,995	4.12%
08	886	6.48%	\$3,932,632	5.32%
10	540	3.95%	\$2,757,650	3.73%
04	236	1.73%	\$338,364	0.46%
03	25	0.18%	\$12,118	0.02%
02	1	0.01%	\$563	0.00%
Total	13,673		\$73,988,874	

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 2006, including how incentive use improved recruitment and retention efforts. The following excerpts illustrate how recruitment, relocation, and retention incentives were used, but the reader must bear in mind that 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 the determinations and justifications agencies made for authorizing the incentives because these matters are outside the scope of this report. Under the law and OPM's regulations, recruitment and relocation incentives may be paid only when an agency determines that a position would be 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.

Of the 95 agencies that submitted reports, 47 agencies had used the incentives, 48 had not. Of the 47 that had used the incentives, 39 (15 departments and 24 independent agencies) provided the requested information.

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; and
- 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.

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

Department of Agriculture

The Department of Agriculture cited the following reasons for authorizing recruitment incentives: staff turnover; high cost of living in the Washington, DC, area; to make a more attractive offer when private sector salaries were more than the Government could otherwise offer; to recruit exceptional applicants with knowledge and ability based on extensive, in-depth masters degree work; and as leverage to compete for candidates in hard-to-fill positions.

Agriculture cited the following reasons for authorizing relocation incentives: when faced with difficulty in recruiting highly qualified applicants willing to relocate to high cost-of-living areas; to attract candidates to remote locations where weather, costly and limited housing, costly

medical benefits, and limited medical facilities were issues; and to attract candidates to nonforeign areas where the cost-of-living allowance (COLA) is not used for retirement benefits calculations.

Agriculture cited the following reasons for authorizing retention incentives: to retain employees during periods of high turnover which results in large knowledge and skill gaps or during difficult recruiting periods; to retain employees with exceptional expertise and irreplaceable skills; to retain bilingual employees; and to retain key staff members performing critical work.

Department of Commerce

Being able to offer recruitment, relocation, and retention incentives allowed the Department of Commerce to remain competitive with the private sector and other Federal agencies, to improve its ability to recruit and retain highly qualified and specialized candidates, and to better meet its human capital needs. The incentives assisted Commerce when special qualifications are needed and to retain employees with key knowledge and skills performing mission critical work. As reported last year, Commerce continues to use these incentives rather than the superior qualifications and special needs pay-setting authority because the use of these incentives further facilitates the successful negotiation and acceptance of position offers with selected candidates.

Recruitment incentives have been a key factor in allowing Commerce to recruit and hire for hard-to-fill positions, including those advertised over a significant period of time without attracting high quality candidates. This is especially evident in the Patent and Trademark Office (PTO), where the use of recruitment incentives in the patent examining series was instrumental to PTO in attaining its fiscal year 2006 hiring goal of 12,000 patent examiners and in decreasing attrition for this series from prior years. Recruitment and retention incentives helped the National Institute of Standards and Technology better meet its human capital needs and remain competitive with both the private sector and other Federal agencies in recruiting and retaining candidates for highly specialized positions. The National Oceanic and Atmospheric Administration also found these incentives to be invaluable tools to attract and retain highly qualified applicants for hard-to-fill Marine Wage positions.

Department of Defense

The Department of Defense used all three incentives during the reporting period to bridge the pay gap between Federal and private sector salaries. The recruitment incentives enhanced Defense's efforts in recruiting for hard-to-fill occupations. Relocation and retention incentives enabled Defense to retain already-trained, valued employees and mitigate 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 authorities.

- Recruitment incentives attract graduating college students from around the nation 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 information technology (IT), financial management, air traffic control, and safety management to overseas positions. Without the

incentives, these jobs 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 increase significantly the number of employees in those occupations.
- Recruitment incentives play a major part in successfully filling health care positions converted from military billets.
- Recruitment incentives are effective for filling positions in occupations requiring a positive education, such as auditors and accountants.
- Recruitment and relocation incentives offset the high cost of housing in metropolitan areas.
- 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 defray relocation costs both in the U.S. and overseas.
- 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 execution, and significantly decrease the time required for new operational centers to be at full strength.
- Retention incentives now include an employee's locality payments in the formula for determining the amount of the incentive. The stronger financial inducement further closes the pay gap between Federal and private sector salaries, thereby decreasing 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 stabilized the installation's workforce by stemming the loss of telecommunications employees and IT staff, particularly to Defense contractors.
- Retention incentives allow Defense to retain vital lower-graded employees.
- Retention incentives have been used to maintain employees with unusually unique qualifications at Base Realignment and Closure (BRAC) impacted sites, which is critical during the time of transition.
- 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—these employees require security clearances above top-secret and the Department competes with companies who offer bonuses of up to \$30,000 to individuals with such clearances.

Department of Education

The Department of Education reported in the two instances in which they were used, the incentives had a positive impact on employee recruitment and retention.

Department of Energy

The Department of Energy authorized recruitment incentives for a wide variety of occupations in different pay plans that were difficult to fill due to the lack of available highly qualified candidates and/or undesirable geographical locations, i.e., high cost-of-living areas or remote locations. Energy also authorized retention incentives primarily to retain the agency's technical workforce in a wide variety of occupations and grades. Not surprising, this incentive was used more than recruitment and relocation incentives combined to retain a more senior workforce.

Department of Health and Human Services

As with all Federal agencies, the Department of Health and Human Services is facing increasing competition in attracting and retaining talented men and women. The new recruitment, relocation, and retention incentive authorities provided Health and Human Services with additional flexibilities to help recruit and retain employees and improved its recruitment and retention efforts.

Department of Homeland Security

The Department of Homeland Security found these incentives useful in recruiting employees for hard-to-fill positions and retaining employees with critical skills.

Department of Housing and Urban Development

The Department of Housing and Urban Development is just beginning to exercise these flexibilities and found them extremely helpful in retaining some of its highly regarded employees. The retention incentives reflected in the Housing and Urban Development report were made to employees who were going to retire. Being able to offer these incentives provides Housing and Urban Development with the time necessary to make other arrangements once the employee does retire.

Department of the Interior

The Department of the Interior used all three incentives during calendar year 2006. The incentives improved its ability to recruit and retain highly qualified individuals for positions that have historically been difficult to fill because of competition from the private sector and/or the remote location of the position. Interior also emphasized the use of relocation incentives to encourage current employees who are in surplus positions to move to other geographic locations where their competencies would be more effectively utilized.

The Bureau of Reclamation offered a group retention incentive to Hoover Dam police officers from grades 07 through 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. 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 over a 4-year period of time proved to be a valuable tool in helping retain the Bureau's cadre of law enforcement officers.

The U.S. Fish and Wildlife Service used recruitment and relocation incentives to fill highly technical positions located in either remote locations or duty stations noted for high costs of living. Following the devastation caused by Hurricane Katrina, the Minerals Management Service used recruitment and relocation incentives as part of a larger benefits package to attract and retain highly qualified employees with expertise in petroleum exploration, drilling, and transportation. These new employees were instrumental in helping Interior restore off-shore drilling of oil and the repair and maintenance of oil and gas pipelines.

Department of Justice

Recruitment, relocation, and retention incentive authorities have been effective tools when the Department of Justice experiences difficulty in recruiting and/or retaining highly qualified personnel. Some bureaus indicated using these pay flexibilities made them able to retain and gain the “best talent in today’s competitive market,” as well as staff hard-to-fill vacancies. Other bureaus report these authorities improved succession planning by providing a method of retaining highly knowledgeable staff to provide leadership and training to less experienced staff. Justice continues to use the recruitment, relocation, and retention incentives either separately or in conjunction with other pay flexibilities to deal with staffing difficulties.

Department of Labor

The Department of Labor used recruitment incentives to recruit an expert GS-110 economist and an expert in toxicology in the GS-0601 general health science series and to fill several other vacancies where there was difficulty in attracting applicants due to higher salary rates outside of the Government. Labor also used recruitment incentives to recruit good candidates into the MBA Fellows program (GS-0301 miscellaneous administration and program series) who could have found higher-paying work in the private sector.

The Employment and Training Administration and the Mine Safety and Health Administration used relocation incentives to convince several employees to relocate to different duty stations where there was a greater need for their services.

Labor had been paying a GS-12 Manpower Analyst a retention allowance under the former authority, which it terminated according to the deadline set in the law and regulations. Labor authorized a retention incentive for the employee under the new authority, but terminated it when it was no longer needed due to the employee’s promotion to GS-13.

Department of State

The Department of State uses retention incentives for the following two major retention programs:

The IT Skills Incentive Program (SIP) pays civil service and Foreign Service IT professionals in IT series or skill-coded positions a retention incentive of 5, 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 maintain advanced industry-wide skills, certifications, and credentials. This plan was instituted in 1999 as a 5-year pilot program until it was formalized in October 2005.

The competition for skilled IT professionals has not changed since the program's inception in 1999. Employment trends continue to present stiff competition in a tight labor market for State's growing demand for current specialized IT skills. SIP has not only helped State retain its experienced IT employees, but has also encouraged them to acquire professional credentials in the latest technology thereby helping State maintain and improve its highly technical information management workforce. In order to maximize SIP's benefit to State, representatives of State's IT and human resources community meet monthly to review and adapt the program's certification requirements in response to changes in State's needs or in the IT training environment. As a result, employees must continually meet new certification requirements to remain eligible to receive SIP payments.

The New Orleans Group Retention Incentive Plan applies to civil service employees and Foreign Service members in the New Orleans metropolitan area. Eligible employees receive a retention incentive of 10 percent of their rate of basic pay, which is paid on a biweekly basis.

Department of Transportation

The Department of Transportation used recruitment incentives at the Federal Highway Administration as part of its strategy to recruit highly qualified college graduates for key professional disciplines. Thus far, 19 incentives were paid to college graduates and masters degree candidates who otherwise may not have accepted because the Federal Government cannot match private sector salaries. Other incentives were used by Transportation to hire individuals with specialized skills, including private sector candidates who otherwise would not have joined the agency.

One relocation incentive was used to relocate a field employee to a headquarters position. This office recruited for four positions in 3 years and received only two qualified candidates. The selectee had hands-on experience in bridge management and also had inspection and technical credibility with outside customers because of his field experience. However, he would not accept the position without a relocation incentive of \$12,000. It was imperative this position be filled, and the relocation incentive allowed Transportation to fill it with a highly skilled employee.

Retention incentives allowed Transportation to retain the services of invaluable employees in critical positions who would have retired or left for private industry. In three cases—for a financial officer, lead human resources specialist, and realty specialist—these incentives enabled critical program activities to continue, allowing the offices additional time to find suitable replacements for these key employees.

Department of the Treasury

While the Department of the Treasury's use of the incentives is not extensive, they are used when needed to maintain critical skills, knowledge, and competencies. The incentives allowed Treasury's bureaus 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.

- Recruitment incentives helped one bureau recruit several exceptional candidates from the private sector who are experts in IT and managing stakeholders in the U.S. payments systems.
- Relocation incentives helped one bureau resolve restructuring needs created by Hurricane Katrina and improved the bureau's recruitment/retention efforts by facilitating the hiring and retention of employees whose skills and experience supported its workforce restructuring initiatives and goals, succession planning, and ability to fill critical, hard-to-fill positions.
- Retention incentives were used during calendar year 2006 exclusively as a tool to improve one bureau's retention of exceptionally qualified employees in key IT positions providing a significant contribution to the overall operation of the bureau. The ability to use this authority improved the bureau's efforts to retain essential employees who have specific skill sets that are in high demand and/or short supply. In the absence of a retention incentive, it is likely these employees would have left the Federal service.
- A retention incentive was offered to one bureau's top manager who was being sought after by private industry. Loss of this manager would have been a critical blow to its operations. This is the second year the bureau has offered this retention incentive, and the bureau feels the incentive is the reason it has been able to retain the employee.
- Retention incentives helped reduce turnover and retain well trained, experienced, and quality staff to maintain essential operations at a high level. This flexibility was used to address important program requirements by providing extra compensation to one employee to stay a few months longer before accepting a private sector position. The incentive provided a tool allowing the bureau to compete with higher-paying corporate employers in the continuing demand for workers with exceptional technical and managerial skills.
- Another bureau utilized the retention incentive flexibility to retain employees with unique qualifications whose departure from Federal service would deplete a wealth of business knowledge and technical expertise, making completion of its mission extremely difficult. The retention of those experienced employees with special skills and institutional knowledge of IRS systems is critical to maintain the bureau's productivity. To lose employees with this expertise would have a negative impact on evaluating and bringing new technologies to the tax-paying public as well as continuing to provide the high level of service expected.

Department of Veterans Affairs

The Department of Veterans Affairs reported significant use of recruitment, relocation, and retention incentives in calendar year 2006. (See **Table 1** for more information.) These figures do not reflect incentive payments authorized under 38 U.S.C. 7401 for physicians, dentists, optometrists, chiropractors, registered nurses, physician assistants, and expanded-function dental auxiliaries appointed under 38 U.S.C. 7401(1).

Title 5 recruitment, relocation and retention incentives helped attract and retain highly qualified and skilled individuals. This is especially true for Veterans Affairs' facilities located in rural, remote, or isolated areas where the pool of suitable candidates is limited, and in high-cost metropolitan areas where facilities must offer higher salaries to compete with private sector salaries. Use of recruitment, relocation, and retention incentives helped reduce the turnover for many mission critical occupations and assisted facilities in stabilizing the workforce with high-caliber individuals.

Independent agencies

Independent agencies cited several different reasons for their use of recruitment, relocation, and retention incentives. A number of the independent agencies used only very few recruitment, relocation, and retention incentives during the reporting period, but they used these incentives judiciously and strategically to resolve a very specific staffing challenge or to retain employees who were crucial to the accomplishment of an important agency mission. 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's board looks specifically for senior managers who have specific competencies, knowledge, skills, abilities, and extensive experience related to participatory community economic development in Africa or expertise in a grassroots industry viable throughout the countries in which the Foundation operates. Recruitment and retention incentives allowed the Foundation to recruit and retain employees with critical skill sets to meet the agency's needs. The Foundation authorized two incentives for employees in the senior level pay plan. The first was a recruitment incentive authorized for the newly-hired Vice President and Chief Operating Officer because the individual selected for the position would not have taken the position without the incentive. The second was a retention incentive for the Vice President and Chief Executive Officer for Africa Operations. The Chief Financial Officer, a GS-15 employee, is receiving a retention incentive.

Because the Foundation is a very small agency, there have been only a small number of turnovers of high level positions in recent years. However, as senior positions become vacant, the incentives will become very important as the agency seeks to recruit and retain candidates with the necessary level of expertise and the specialized knowledge of African economic development.

Agency for International Development

The Agency for International Development (USAID) did not grant any recruitment or relocation incentives in 2006 but authorized retention incentives for participants in the Department of State/USAID IT Skills Incentives Program (SIP). SIP is a joint effort between State and USAID currently paying employees in specific IT occupational series a retention incentive of 10 or 15 percent of their rate of basic pay for industry-standard skills, professional certifications, and credentials. The program has contributed to the recruitment and retention of IT employees with critical skills in high demand specialties and has resulted in improved job performance, higher employee morale, and greater support to the agency's critical IT infrastructure. In addition, the program has motivated IT professionals to obtain and maintain advanced industry-standard skills, certifications and credentials.

Chemical Safety and Hazard Investigation Board

The Chemical Safety and Hazard Investigation Board used recruitment incentives to hire IT specialists. In the past, it has been difficult for the Board to recruit the desired caliber of talent in these positions. The Board has used recruitment incentives to make more attractive offers and has been successful in filling its positions. The Board has not had to use relocation or retention incentives to support its recruitment and retention efforts.

Consumer Product Safety Commission

The Consumer Product Safety Commission successfully used one relocation incentive and two recruitment incentives to entice high quality candidates to accept offers of employment for three mission critical positions. Historically, textile technologist vacancies have been extremely difficult to fill because so few candidates have the education and experience the position requires. The relocation incentive was essential in convincing an incumbent to accept the new position. Similarly, filling mathematical statistician positions has been challenging because there are a large number of Federal agencies in the Washington, DC, area competing for a relatively small number of applicants. The recruitment incentive was essential to convincing the incumbent to accept the position. The Commission used a recruitment incentive to fill the Assistant Executive Director vacancy in the Office of Hazard Identification and Reduction. Prior to his employment with the Commission, the incumbent was a private sector manager of a multi-national manufacturing company. The depth of his knowledge in managing processes and human resources was an excellent match with the position he now occupies, and the recruitment incentive was an essential part of the compensation and benefits package the Commission was able to offer him.

Defense Nuclear Facilities Safety Board

The Defense Nuclear Facilities Safety Board used retention incentives to retain employees whose services were deemed essential and who would otherwise leave Federal service if the incentives were not paid. The essential nature of the positions was determined by the type the 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.

Environmental Protection Agency

The Environmental Protection Agency (EPA) used recruitment, relocation, and retention incentives during calendar year 2006 only to the extent necessary to retain or recruit employees who would otherwise be lost or unobtainable. Since EPA's retention rate remains very high and its ability to recruit for all but the most specialized of positions remains strong, personnel-related funds have been better allocated towards staff salaries and bonuses rather than for recruitment and retention incentives. Therefore, the use of the incentives is strategic. Incentives were most often approved in association with occupational series key to the success of the agency's mission, for example, environmental protection specialist, environmental scientist, toxicologist, research biologist, IT, and attorney-adviser. EPA has also retained sufficient controls on the use of the incentives to ensure the costs and benefits are justified and appropriate. Based on the supporting narrative statements for each request, the agency is able to determine the employment justification was prepared by a higher level official other than the employee's immediate supervisor. Retention incentive requests are granted based on sufficient documentation.

EPA provided several examples of how it uses the various incentives.

- EPA continued the use of incentive authorities to recruit and retain key employees in occupations contributing to the success of the agency's mission. For example, in the field of environmental science, recruitment incentives were used for environmental scientists (GS-1301) who possessed expert knowledge in the science field. Together, the recruitment and relocation incentives aided the Agency's efforts to compete with the private sector for highly-desired talent.
- The Office of Air and Radiation used recruitment incentives to recruit highly qualified candidates with unique mixes of skills in a short period of time. This allowed the Office to remain competitive with private industry, which can offer a higher salary, better benefits package, and perks.
- Region 10 used both recruitment and relocation incentives as an opportunity to fulfill its affirmative action/equal opportunity goals and, in one case, increase the skill set of IT in the Human Resources Unit.
- The Office of the Inspector General requires employees to provide "a written offer of employment" from an outside source along with a written statement documenting that the employee is likely to leave before offering retention incentives. Supporting employment details are provided, such as information on the position offered, the timeline for receiving the offer, with what company and at what salary.

EPA recognizes in the near future a confluence of demographic factors will result in both an increase in its attrition through retirements and increased competition for critical employees. As a result, the agency continues to expand its infrastructure (knowledge, processes, and organizational culture) to the extent necessary to efficiently use recruitment and retention incentives as they may become more necessary.

Federal Election Commission

A retention incentive was used to keep the Federal Election Commission's top attorney from going to the private sector.

Federal Energy Regulatory Commission

The Federal Energy Regulatory Commission used recruitment incentives judiciously for certain groups of positions to remain competitive with private sector salaries and benefits. The occupations include energy industry analysts, economists, and electrical engineers. The Commission used these incentives in cases where there was an established pattern of difficulty recruiting candidates with the competencies required for the position in the absence of a recruitment incentive and based on consideration of the factors listed in 5 CFR 575.104(b).

Federal Retirement Thrift Investment Board

The Federal Retirement Thrift Investment Board used one recruitment incentive to recruit a highly qualified applicant for a difficult-to-fill senior management position. The position required experience most likely to be found outside of the Government, and the most highly qualified applicants had more attractive private sector compensation packages. No other incentives were used during the calendar year as the agency was actually in a downsizing mode,

using the Voluntary Early Retirement Authority (VERA) and offering Voluntary Separation Incentive Payments (VSIP), and therefore had limited recruitment and retention issues.

Federal Trade Commission

The Federal Trade Commission's (FTC's) Bureau of Economics employs nearly 70 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 Government 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. FTC uses recruitment incentives, as well as the superior qualifications and special needs pay-setting authority, to recruit highly-qualified PhD economists. Individuals completing doctoral degrees in economics are likely to be courted by universities for faculty posts where they can focus primarily on research. FTC also uses recruitment incentives to fill some 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 far exceeding the Federal Government's locality pay. The agency uses retention incentives in situations where highly qualified attorneys are employed in very high cost-of-living areas, such as New York City and San Francisco, and would likely leave without the incentives.

FTC believes without offering recruitment incentives and using the superior qualifications and special needs pay-setting authority, it would be impossible for the agency to compete with non-Federal sources to recruit the quality and high level of expertise needed to accomplish the agency's mission. Also, the ability to pay incentives to retain current employees in critical positions assists the agency in maintaining experienced leaders in its regional offices.

General Services Administration

During calendar year 2006, less than half of 1 percent of the General Services Administration (GSA) employee population received recruitment, relocation, and retention incentives. While this figure is not imposing, GSA considers these incentives to be important human resources flexibilities that can be helpful in solving particular staffing problems and in meeting strategic human capital management objectives and goals. GSA noted that no recruitment incentives were paid in 2006 whereas four were paid in the previous year. This may be due in part to the fact that GSA was heavily impacted by a hiring freeze in 2006.

GSA believes incentives continue to be most helpful in areas like Washington DC, where the competition for highly qualified employees is keen and the cost of living is high. Most of its retention incentives were paid for positions located in the greater Washington, DC, area. Other incentives were paid for positions located in Chicago, IL; Boston, MA; Phoenix, AZ; and Los Angeles, CA. These locations are considered high cost-of-living areas, and the market for high quality employees is very competitive.

Relocation incentives were used for positions located primarily in the Western United States, typically for hard to fill positions where previous recruitment efforts had not produced candidates with the necessary experience and skills. The relocations included moves to Portland, OR; Anchorage, AK; Auburn, WA; Spokane, WA; San Francisco, CA; and the Washington, DC,

area. According to a human resources manager with responsibility for the Western regions, "...the use of relocation incentives was imperative in convincing candidates to accept hard to fill Realty Specialist positions in certain relatively high cost of living areas...all cases, relocation incentives were considered an excellent tool."

Additional anecdotal evidence indicates the use of these authorities has helped GSA improve its recruitment and retention efforts by allowing it to use additional monetary incentives to attract and retain employees who would otherwise be lost to private industry or retirement/resignation. Sample comments from GSA field offices include: "We do make it a point to discuss 3Rs hiring flexibilities with any selecting official who may be having a difficult time filling a vacant position." "We have used retention incentives to retain high quality employees who are in occupations that are hard to fill, specifically in occupations in the 2210 (information technology) and 1102 (contracting) series." "Since we are in a high cost and competitive labor market where private industry often offers initial hiring incentives as well as higher salaries and benefits, the 3Rs have helped us be competitive and attract some well qualified candidates." "Management feels that the incentives are an investment, as the candidate agrees to remain on board for a specified amount of time in exchange for an incentive."

Merit Systems Protection Board

The Merit Systems Protection Board stated relocation incentives allowed it to fill positions with excellent candidates; such positions would otherwise have been vacant for a much longer time.

National Aeronautics and Space Administration

Although external hiring was limited during calendar year 2006, several National Aeronautics and Space Administration (NASA) Centers found the need to use recruitment incentives at least once during this timeframe in order 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 the agency to leverage its workforce effectively. In particular, they have been effective in NASA's 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 and the recently established NASA Shared Services Center located at the Stennis Space Center. 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 made limited use of retention incentives during calendar year 2006, it anticipates the use of retention incentives may increase over the next few years with the need to retain the skills necessary to support safe Space Shuttle flight until the program's retirement in 2010.

National Archives and Records Administration

During calendar year 2006, the National Archives and Records Administration used retention incentives to retain key staff with critical skill sets to address the challenges of electronic records in Government, particularly in the computer engineering, information technology, and records

management fields; to retain retirement eligible employees with vast amounts of institutional knowledge; and to retain employees in difficult-to-fill positions who would have otherwise been lost to higher-paying positions in the private sector.

The National Archives and Records Administration did not authorize any recruitment or relocation incentives during the reporting period, due in part to a hiring freeze in effect for more than half of the reporting period.

National Capital Planning Commission

During calendar year 2006, the National Capital Planning Commission paid retention incentives to retain employees who serve in critical positions within the agency—

- A supervisory community planner 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. He was involved in the creation of the Legacy Plan, a 21st century vision for the National Capital Region. His retention is critical to the development and implementation of several initiatives identified in the Plan.
- A supervisory public affairs specialist was offered a position with an outside communications firm. The employee serves as a top advisor to the Commission's chairman and executive director as well as a senior liaison to the White House on agency initiatives involving the Executive Office. She is vital to the ongoing success of the Commission's international collaborations, including the agency's role in Capital Alliance, a global organization for capital city planners from around the world. Her expert knowledge of the 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 the Commission.

National Science Foundation

The National Science Foundation (NSF) uses a number of sources and methods to recruit employees and has leveraged the use of technology to supplement the more traditional recruiting methods. NSF has a reputation for being an attractive place to work and views itself as having a culture of civility. NSF points out that it was rated the second best place to work in the Federal Government by the Partnership for Public Service.

However, NSF continues to face challenges associated with recruiting staff from an "in-demand" scientific and engineering population with the requisite skills to address the rapid changes in the frontiers of science, including individuals from diverse backgrounds and geographic or academic locations. NSF recognizes it is competing with private sector entities in all of its job categories for the best possible talent in fields where available talent is scarce and often not diverse. As a result, the NSF Human Capital Management Plan encourages the strategic use of recruitment, relocation, and retentive incentives when appropriate.

During calendar year 2006, NSF offered two recruitment incentives in order to hire employees with special skills. A science assistant with a unique skill set in social sciences and demonstrated knowledge of computer utilization for movement of complex data sets coupled with computer programming was secured for a critical position through the use of a recruitment

incentive. The second incentive was used to recruit a contract specialist with the requisite credentials and character, which otherwise had been difficult to find.

A senior scientist in the field of ocean sciences had the skills and relevant job experience in environmental impact assessment, scientific research activities, associated large-scale logistics, and operations making him uniquely qualified for a critical leadership position at the Foundation. He had previously declined the position twice and was the only candidate with the experience and expertise to be effective immediately. NSF used a relocation incentive to convince him to accept the position and move to the Washington, DC, metropolitan area from New Orleans, Louisiana.

NSF paid no retention incentives during calendar year 2006.

Overseas Private Investment Corporation

During calendar year 2006, the Overseas Private Investment Corporation used one relocation incentive to relocate a highly qualified candidate from Ohio to Washington, DC. The incentive was deemed a useful recruitment tool, since previous recruitment efforts generated few candidates.

Pension Benefit Guaranty Corporation

The Pension Benefit Guaranty Corporation stated the incentives improved its ability to recruit highly talented individuals for positions which would have been difficult to fill in the absence of an incentive.

Railroad Retirement Board

In calendar year 2006, the Railroad Retirement Board paid a retention incentive to retain a GS-0301-13, Medicare contractor operations specialist who would have been likely to leave without the incentive. Loss of the employee would have negatively affected the Board's ability to analyze budget requests submitted by its Medicare carrier to monitor on-going budgetary activities and would have resulted in a disruption of service to the public. The Board did not pay any recruitment or relocation incentives.

Selective Service System

The Selective Service System used one incentive during calendar year 2006. A retention incentive was paid to a GS-13-2210 IT specialist employee who the agency felt was likely to leave the Federal Government had it not taken such action. After the employee's salary increased following a promotion, the retention incentive was deemed no longer necessary and was terminated.

Smithsonian Institution

The Smithsonian Institution used recruitment and retention incentives throughout the agency, as follows:

- The Office of Facilities Engineering & Operations authorized recruitment incentives to assist new hires with relocating to the Washington, DC, metropolitan area.

- The National Zoological Park used recruitment incentives to compete with other organizations for highly qualified candidates.
- The Smithsonian Astrophysical Observatory used recruitment incentives to hire qualified managers to take on specific projects.
- The National Museum of the American Indian used a relocation incentive to move an individual from Oklahoma to Washington, DC.
- The Office of Facilities Engineering & Operations offered retention incentives to key managers, and the National Zoological Park offered them to key employees who were all being offered more competitive salaries by the private sector.
- The Smithsonian Astrophysical Observatory offered retention incentives to retain personnel who were essential for completion of a project.

Social Security Administration

The Social Security Administration meets most of its hiring needs through a proactive, aggressive National Recruiting Program. However, it has found the incentives to be very effective when it has offered an incentive to recruit or retain a highly or uniquely qualified individual.

Tax Court

The U.S. Tax Court must attract and recruit the most highly qualified law school and advanced-study law school graduates for the position of law clerk/attorney-adviser. 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 these positions with the most highly qualified candidates. The Court has adopted a policy of using recruitment incentives only for law clerk/attorney-adviser positions at the GS-0904 and GS-0905-11 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 to our Judges.

U.S. Office of Personnel Management

The use of recruitment incentives enhanced the U.S. Office of Personnel Management's (OPM's) ability to hire quality candidates in key occupations. The use of the retention incentive allowed OPM to retain a critical employee needed to address crucial legal issues as well as provide procedural and policy continuity during transition to the agency's new General Counsel.

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 capital flexibilities. Based on the responses we received, agencies are not experiencing significant barriers in using these flexibilities. Altogether, 95 agencies responded to OPM. Of these, 48 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. Most agencies did not specifically address the question of barriers to incentive use in their reports.

Of the 48 that submitted negative reports, only the Equal Employment Opportunity Commission and the National Endowment for the Arts commented on barriers to using incentives. Both said the main barrier is budget constraints.

Of the 47 agencies that submitted positive reports, five agencies, which included four departments (Commerce, Education, Energy, and Veterans Affairs) and one independent agency (the General Services Administration) said they were not experiencing any barriers to the use of recruitment, relocation, and retention incentives as human capital flexibilities.

Three agencies, which included two departments (Agriculture and Defense) and one independent agency (the National Archives and Records Administration), mentioned some barriers to their use of the flexibilities. Agriculture and Defense cited budget constraints as the most significant barrier to incentive use. All three agencies also mentioned the restriction on interagency use of recruitment and retention incentives, which hampers their ability to effectively use these flexibilities. The National Archives and Records Administration would welcome using retention incentives for employees who are likely to leave their positions for positions in other Federal agencies, particularly when the agencies have pay banding or demonstration projects in place.

Housing and Urban Development, while not citing restrictions on interagency use of the incentives as a barrier, said their managers would prefer to be able to use the recruitment incentive for status candidates from other departments, especially if the candidates were required to sign a service agreement. The General Services Administration, while not citing restrictions on interagency use of the incentives as a barrier, did mention it would be helpful in certain situations to be allowed to pay retention incentives to current employees likely to leave for another Federal agency. They said a retention incentive could not be considered or approved on more than one occasion because it was likely that the employee would leave GSA for another Federal agency.

V. CONCLUSION

One of the biggest challenges facing Federal agencies is attracting and retaining the high-quality employees they need to achieve their missions. As evidenced by the information in this report, Federal agencies are using recruitment, relocation, and retention incentives strategically to address these challenges and build and maintain a high-performing workforce with essential skills and competencies. Agencies consistently reported using the incentives to accomplish strategic human capital goals. The data in this report show many agencies realized these goals at relatively low average incentive costs in calendar year 2006.

Further, in calendar year 2006 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 that one might expect: 53 percent of recruitment incentives were used to recruit new employees into entry and developmental-level positions (e.g., at GS-07, GS-09, and GS-11) and 80 percent of relocation incentives 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.

OPM is pleased to see agencies use recruitment, relocation, and retention incentives to achieve the goals for which the incentives were created—to attract and retain an effective civilian workforce. Strategic use of recruitment, relocation, and retention incentives will become increasingly important to address recruitment and retention issues arising from the upcoming retirement wave and the growing competition for talent. OPM will continue to provide guidance to assist agencies in taking full advantage of these and other human capital flexibilities to attract and retain well-qualified, high-performing Federal employees.

REPORTING AGENCIES

DEPARTMENTS

Agriculture
 Commerce
 Defense
 Education
 Energy
 Health and Human Services
 Homeland Security
 Housing and Urban Development

Interior
 Justice
 Labor
 State
 Transportation
 Treasury
 Veterans Affairs

INDEPENDENT AGENCIES

Advisory Council for Historic Preservation
 African Development Foundation
 Agency for International Development
 American Battle Monuments Commission
 Arctic Research Commission
 Armed Forces Retirement Home
 Barry M. Goldwater Scholarship and Excellence in Education Foundation
 Broadcasting Board of Governors
 Chemical Safety and Hazard Investigation Board
 Christopher Columbus Fellowship Foundation
 Commission on Civil Rights
 Commission of Fine Arts
 Committee for Purchase from People Who Are Blind or Severely Disabled
 Commodity Futures Trading Commission
 Consumer Product Safety Commission
 Corporation for National & Community Service
 Court Services & Offender Supervision Agency
 Defense Nuclear Facilities Safety Board
 Election Assistance Commission
 Environmental Protection Agency
 Equal Employment Opportunity Commission
 Executive Office of the President
 Export-Import Bank
 Farm Credit Administration
 Farm Credit System Insurance Corporation
 Federal Communications Commission
 Federal Deposit Insurance Corporation
 Federal Election Commission
 Federal Energy Regulatory Commission
 Federal Housing Finance Board
 Federal Labor Relations Authority
 Federal Maritime Commission
 Federal Mediation and Conciliation Service
 Federal Mine Safety and Health Review Commission
 Federal Retirement Thrift Investment Board
 Federal Trade Commission
 General Services Administration
 Government Printing Office
 Harry S. Truman Scholarship Foundation

Holocaust Memorial Museum
 Institute of Museum & Library Service
 Inter-American Foundation
 International Boundary & Water Commission
 International Trade Commission
 James Madison Memorial Fellowship Foundation
 Japan-US Friendship Commission
 Library of Congress
 Marine Mammal Commission
 Merit Systems Protection Board
 Millennium Challenge Corporation
 Morris K. Udall Foundation
 National Aeronautics and Space Administration
 National Archives and Records Administration
 National Capital Planning Commission
 National Credit Union Administration
 National Endowment for the Arts
 National Endowment for the Humanities
 National Gallery of Art
 National Labor Relations Board
 National Mediation Board
 National Science Foundation
 Nuclear Regulatory Commission
 Occupational Safety and Health Review Commission
 Office of Government Ethics
 Office of Navajo and Hopi Indian Relocation
 Office of Special Counsel
 Overseas Private Investment Corporation
 Pension Benefit Guaranty Corporation
 Postal Rate Commission
 Presidio Trust
 Railroad Retirement Board
 Securities and Exchange Commission
 Selective Service System
 Small Business Administration
 Smithsonian Institution
 Social Security Administration
 Surface Transportation Board
 Tax Court
 Trade and Development Agency
 U.S. Office of Personnel Management

AGENCY REPORTS FOR CALENDAR YEAR 2006

Recruitment Incentives
Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Agriculture	GS	0110	ECONOMIST	11	1	\$2,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$10,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$15,995
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$5,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$9,540
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$15,224
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$15,360
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	05	1	\$4,500
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	07	2	\$4,600
	GS	0408	ECOLOGY	13	1	\$10,000
	GS	0414	ENTOMOLOGY	13	1	\$18,854
	GS	0436	PLANT PROTECTION AND QUARANTINE	11	1	\$10,000
	GS	0454	RANGELAND MANAGEMENT	12	1	\$15,000
	GS	0460	FORESTRY	05	1	\$3,000
	GS	0460	FORESTRY	07	3	\$6,000
	GS	0460	FORESTRY	09	4	\$11,500
	GS	0460	FORESTRY	11	1	\$12,500
	GS	0460	FORESTRY	12	1	\$17,648
	GS	0460	FORESTRY	13	1	\$10,000
	GS	0462	FORESTRY TECHNICIAN	05	1	\$3,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$10,000
	GS	0601	GENERAL HEALTH SCIENCE	15	1	\$15,000
	GS	0701	VETERINARY MEDICAL SCIENCE	09	1	\$10,739
	GS	0701	VETERINARY MEDICAL SCIENCE	11	32	\$440,823
	GS	0701	VETERINARY MEDICAL SCIENCE	12	21	\$327,554
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$33,596
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$11,636
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$21,271
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	12	1	\$16,262
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	13	4	\$79,928
	GS	1146	AGRICULTURAL MARKETING	07	1	\$7,090
	GS	1146	AGRICULTURAL MARKETING	11	1	\$2,500
	GS	1301	GENERAL PHYSICAL SCIENCE	09	1	\$5,000
	GS	1320	CHEMISTRY	12	1	\$10,617
	GS	1529	MATHEMATICAL STATISTICIAN	11	1	\$14,726
	GS	1529	MATHEMATICAL STATISTICIAN	12	1	\$16,607
	GS	1640	FACILITY OPERATIONS SERVICES	11	1	\$6,532

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Agriculture (continued)	GS	1801	GENERAL INSPECTION	09	1	\$1,000
	GS	1980	AGRICULTURAL COMMODITY GRADING	05	2	\$12,598
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$8,188
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,000
Commerce	ES	0340	PROGRAM MANAGEMENT	00	1	\$38,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$6,320
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$12,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,000
	GS	0905	GENERAL ATTORNEY	11	1	\$2,000
	GS	0905	GENERAL ATTORNEY	12	2	\$9,500
	GS	0905	GENERAL ATTORNEY	15	1	\$7,500
	GS	1224	PATENT EXAMINING	05	30	\$229,890
	GS	1224	PATENT EXAMINING	07	165	\$1,063,190
	GS	1224	PATENT EXAMINING	09	92	\$819,365
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$10,000
	GS	1529	MATHEMATICAL STATISTICIAN	07	3	\$12,546
	GS	1529	MATHEMATICAL STATISTICIAN	09	14	\$133,685
	GS	1529	MATHEMATICAL STATISTICIAN	11	1	\$10,231
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	9	\$58,878
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	7	\$55,088
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$4,000
	WM	9901	MISCELLANEOUS VESSEL JOBS	12	3	\$10,335
	WM	9901	MISCELLANEOUS VESSEL JOBS	45	8	\$25,139
	WM	9924	ABLE SEAMAN	01	9	\$28,230
	WM	9927	SEAMAN-FISHERMAN	02	1	\$2,888
	WM	9927	SEAMAN-FISHERMAN	06	2	\$7,128
	WM	9931	CHIEF ENGINEER	01	1	\$20,328
	WM	9932	FIRST ASSISTANT ENGINEER	06	1	\$5,972
	WM	9932	FIRST ASSISTANT ENGINEER	07	1	\$5,842
	WM	9933	SECOND ASSISTANT ENGINEER	01	1	\$4,788
	WM	9933	SECOND ASSISTANT ENGINEER	02	1	\$5,446
	WM	9933	SECOND ASSISTANT ENGINEER	06	1	\$7,123
	WM	9934	THIRD ASSISTANT ENGINEER	01	1	\$4,946
	WM	9934	THIRD ASSISTANT ENGINEER	07	1	\$6,335
	WM	9954	UNLICENSED JUNIOR ENGINEER	00	1	\$10,000
	ZA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	V	1	\$34,500
	ZA	0343	MANAGEMENT AND PROGRAM ANALYSIS	III	1	\$8,619
ZA	1083	TECHNICAL WRITING AND EDITING	III	1	\$3,500	
ZA	1101	GENERAL BUSINESS AND INDUSTRY	II	1	\$2,500	
ZA	1640	FACILITY OPERATIONS SERVICES	III	1	\$4,000	

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Commerce (continued)	ZA	1701	GENERAL EDUCATION AND TRAINING	III	1	\$6,800
	ZP	0101	SOCIAL SCIENCE	V	1	\$35,750
	ZP	0110	ECONOMIST	II	1	\$1,000
	ZP	0110	ECONOMIST	III	1	\$3,334
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	III	1	\$10,000
	ZP	0482	FISHERY BIOLOGY	II	1	\$5,000
	ZP	0482	FISHERY BIOLOGY	III	1	\$8,000
	ZP	0482	FISHERY BIOLOGY	IV	1	\$6,000
	ZP	0806	MATERIALS ENGINEERING	IV	1	\$10,000
	ZP	0810	CIVIL ENGINEERING	V	1	\$15,000
	ZP	0830	MECHANICAL ENGINEERING	IV	1	\$10,000
	ZP	0850	ELECTRICAL ENGINEERING	III	1	\$10,000
	ZP	1301	GENERAL PHYSICAL SCIENCE	II	1	\$10,000
	ZP	1301	GENERAL PHYSICAL SCIENCE	IV	1	\$5,000
	ZP	1301	GENERAL PHYSICAL SCIENCE	V	1	\$25,000
	ZP	1310	PHYSICS	IV	1	\$10,000
	ZP	1360	OCEANOGRAPHY	IV	2	\$20,000
	ZP	1530	STATISTICIAN	V	1	\$10,000
	ZP	1550	COMPUTER SCIENCE	II	1	\$3,000
	ZP	1550	COMPUTER SCIENCE	IV	2	\$17,000
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	III	1	\$5,100
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	IV	1	\$2,000
	ZS	0083	POLICE	II	2	\$7,977
	ZS	0083	POLICE	III	2	\$12,711
	ZS	0318	SECRETARY	IV	1	\$1,500
	ZT	1311	PHYSICAL SCIENCE TECHNICIAN	II	1	\$5,000
Defense	AD	0180	PSYCHOLOGY	00	2	\$20,000
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$37,915
	AD	0343	MANAGEMENT AND PROGRAM ANALYSIS	00	1	\$2,000
	AD	0403	MICROBIOLOGY	00	1	\$10,000
	AD	0601	GENERAL HEALTH SCIENCE	00	2	\$13,000
	AD	0602	MEDICAL OFFICER	00	2	\$25,000
	AD	0610	NURSE	00	1	\$35,000
	AD	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$27,954
	AD	1310	PHYSICS	00	1	\$25,000
	AD	1701	GENERAL EDUCATION AND TRAINING	00	2	\$25,852
	AD	1701	GENERAL EDUCATION AND TRAINING	03	3	\$21,000
	AD	1701	GENERAL EDUCATION AND TRAINING	05	1	\$3,000
	AD	1701	GENERAL EDUCATION AND TRAINING	07	1	\$25,000
	AD	1701	GENERAL EDUCATION AND TRAINING	21	1	\$5,000

Recruitment Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	AD	1701	GENERAL EDUCATION AND TRAINING	25	1	\$5,000
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	03	9	\$44,500
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	09	3	\$22,000
	AD	1811	CRIMINAL INVESTIGATING	00	1	\$2,000
	DB	0150	GEOGRAPHY	02	1	\$10,000
	DB	0180	PSYCHOLOGY	02	1	\$21,588
	DB	0801	GENERAL ENGINEERING	02	4	\$16,000
	DB	0801	GENERAL ENGINEERING	04	1	\$10,800
	DB	0830	MECHANICAL ENGINEERING	02	1	\$9,825
	DB	0854	COMPUTER ENGINEERING	03	2	\$16,000
	DB	0855	ELECTRONICS ENGINEERING	02	7	\$49,903
	DB	0855	ELECTRONICS ENGINEERING	03	2	\$16,000
	DB	0861	AEROSPACE ENGINEERING	03	2	\$11,000
	DB	0893	CHEMICAL ENGINEERING	02	2	\$14,825
	DB	0893	CHEMICAL ENGINEERING	03	2	\$15,000
	DB	1310	PHYSICS	02	2	\$19,650
	DB	1310	PHYSICS	03	1	\$10,000
	DJ	1035	PUBLIC AFFAIRS	03	1	\$5,000
	DP	0830	MECHANICAL ENGINEERING	01	1	\$3,000
	DP	0830	MECHANICAL ENGINEERING	02	1	\$3,000
	DP	0830	MECHANICAL ENGINEERING	03	1	\$10,000
	DP	0850	ELECTRICAL ENGINEERING	01	1	\$3,000
	DP	0854	COMPUTER ENGINEERING	01	1	\$3,000
	DP	0855	ELECTRONICS ENGINEERING	02	3	\$9,000
	DP	0861	AEROSPACE ENGINEERING	01	1	\$3,000
	DP	0893	CHEMICAL ENGINEERING	01	1	\$3,000
	DP	1320	CHEMISTRY	01	1	\$3,000
	DP	1320	CHEMISTRY	03	1	\$19,269
	DR	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$11,000
	DR	0830	MECHANICAL ENGINEERING	03	1	\$15,000
	DR	0855	ELECTRONICS ENGINEERING	01	1	\$10,000
	DR	0858	BIOMEDICAL ENGINEERING	02	1	\$8,000
	DR	0861	AEROSPACE ENGINEERING	01	1	\$5,000
	DR	0861	AEROSPACE ENGINEERING	02	1	\$4,000
	DR	0861	AEROSPACE ENGINEERING	03	1	\$10,000
	DR	1310	PHYSICS	03	1	\$5,000
	DR	1520	MATHEMATICS	02	1	\$10,000
	DR	1550	COMPUTER SCIENCE	04	1	\$25,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$67,739
	ES	0560	BUDGET ANALYSIS	00	1	\$14,500

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GG	0080	SECURITY ADMINISTRATION	12	1	\$5,000
	GG	0132	INTELLIGENCE	07	1	\$10,000
	GG	0132	INTELLIGENCE	09	4	\$51,500
	GG	0132	INTELLIGENCE	11	9	\$131,742
	GG	0132	INTELLIGENCE	12	6	\$80,950
	GG	0132	INTELLIGENCE	13	8	\$57,711
	GG	0132	INTELLIGENCE	14	3	\$44,707
	GG	0132	INTELLIGENCE	15	1	\$10,000
	GG	0134	INTELLIGENCE AID AND CLERK	09	2	\$27,428
	GG	0184	SOCIOLOGY	12	1	\$25,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$8,000
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	1	\$3,500
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$14,763
	GG	0560	BUDGET ANALYSIS	12	1	\$5,000
	GG	0801	GENERAL ENGINEERING	13	1	\$10,000
	GG	0801	GENERAL ENGINEERING	14	1	\$5,000
	GG	0855	ELECTRONICS ENGINEERING	07	1	\$5,000
	GG	0855	ELECTRONICS ENGINEERING	09	3	\$27,500
	GG	0861	AEROSPACE ENGINEERING	09	2	\$12,500
	GG	0893	CHEMICAL ENGINEERING	05	1	\$7,500
	GG	1515	OPERATIONS RESEARCH	12	1	\$10,000
	GG	1550	COMPUTER SCIENCE	14	1	\$2,500
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$10,000
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$2,500
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$14,927
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$9,167
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	07	2	\$19,207
	GS	0020	COMMUNITY PLANNING	07	2	\$17,947
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	11	1	\$14,992
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$25,000
	GS	0062	CLOTHING DESIGN	12	1	\$10,000
	GS	0080	SECURITY ADMINISTRATION	07	2	\$18,336
	GS	0080	SECURITY ADMINISTRATION	11	2	\$10,000
	GS	0085	SECURITY GUARD	05	7	\$21,732
	GS	0101	SOCIAL SCIENCE	11	2	\$8,250
	GS	0180	PSYCHOLOGY	09	1	\$6,279
	GS	0180	PSYCHOLOGY	11	2	\$15,426
	GS	0180	PSYCHOLOGY	14	1	\$20,424
	GS	0185	SOCIAL WORK	11	1	\$5,007

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0187	SOCIAL SERVICES	09	1	\$4,619
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	2	\$10,620
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	7	\$50,746
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	2	\$11,301
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	2	\$5,616
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	2	\$15,602
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$8,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	2	\$22,568
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$17,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	3	\$49,696
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	4	\$47,580
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$24,454
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	2	\$13,584
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$6,710
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	3	\$13,120
	GS	0318	SECRETARY	04	1	\$5,795
	GS	0318	SECRETARY	05	2	\$11,829
	GS	0318	SECRETARY	06	2	\$7,581
	GS	0318	SECRETARY	07	1	\$3,120
	GS	0340	PROGRAM MANAGEMENT	13	2	\$11,565
	GS	0340	PROGRAM MANAGEMENT	14	1	\$21,883
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$15,573
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	05	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	2	\$1,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$9,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$15,000
	GS	0346	LOGISTICS MANAGEMENT	07	2	\$18,777
	GS	0346	LOGISTICS MANAGEMENT	09	2	\$26,112
	GS	0346	LOGISTICS MANAGEMENT	12	1	\$5,000
	GS	0346	LOGISTICS MANAGEMENT	13	1	\$17,284
	GS	0391	TELECOMMUNICATIONS	11	1	\$5,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	05	1	\$7,401
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$3,300
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$8,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$25,000

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	4	\$18,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	2	\$19,550
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	3	\$26,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$13,840
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$3,164
	GS	0510	ACCOUNTING	07	4	\$17,250
	GS	0510	ACCOUNTING	09	2	\$5,500
	GS	0511	AUDITING	05	7	\$20,720
	GS	0511	AUDITING	07	29	\$171,539
	GS	0511	AUDITING	09	17	\$114,894
	GS	0511	AUDITING	13	1	\$7,372
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$7,802
	GS	0540	VOUCHER EXAMINING	06	1	\$3,000
	GS	0545	MILITARY PAY	05	1	\$6,000
	GS	0545	MILITARY PAY	06	1	\$6,000
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	3	\$11,848
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$9,258
	GS	0601	GENERAL HEALTH SCIENCE	13	2	\$35,719
	GS	0601	GENERAL HEALTH SCIENCE	14	1	\$33,061
	GS	0602	MEDICAL OFFICER	13	5	\$108,287
	GS	0602	MEDICAL OFFICER	14	44	\$1,025,575
	GS	0602	MEDICAL OFFICER	15	31	\$873,528
	GS	0603	PHYSICIANS ASSISTANT	07	1	\$11,962
	GS	0603	PHYSICIANS ASSISTANT	11	11	\$147,744
	GS	0603	PHYSICIANS ASSISTANT	12	19	\$311,009
	GS	0610	NURSE	09	10	\$70,879
	GS	0610	NURSE	10	40	\$296,439
	GS	0610	NURSE	11	43	\$331,724
	GS	0610	NURSE	12	29	\$420,483
	GS	0610	NURSE	13	2	\$34,107
	GS	0620	PRACTICAL NURSE	05	15	\$56,985
	GS	0620	PRACTICAL NURSE	06	9	\$46,181
	GS	0631	OCCUPATIONAL THERAPIST	11	1	\$3,032
	GS	0633	PHYSICAL THERAPIST	09	1	\$9,914
	GS	0633	PHYSICAL THERAPIST	11	1	\$4,000
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	3	\$14,507
	GS	0640	HEALTH AID AND TECHNICIAN	04	5	\$29,588
	GS	0640	HEALTH AID AND TECHNICIAN	05	1	\$3,068
	GS	0640	HEALTH AID AND TECHNICIAN	07	1	\$3,118
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	05	1	\$3,686
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	2	\$23,182

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$16,459
	GS	0646	PATHOLOGY TECHNICIAN	08	1	\$10,369
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	5	\$29,178
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	4	\$26,266
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	8	\$48,713
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$14,985
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	1	\$10,820
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	5	\$46,606
	GS	0660	PHARMACIST	11	19	\$287,796
	GS	0660	PHARMACIST	12	7	\$70,122
	GS	0662	OPTOMETRIST	12	1	\$3,633
	GS	0662	OPTOMETRIST	13	2	\$39,913
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	14	1	\$10,000
	GS	0667	ORTHOTIST AND PROSTHETIST	14	1	\$7,047
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$5,273
	GS	0671	HEALTH SYSTEM SPECIALIST	12	1	\$15,573
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	1	\$5,000
	GS	0680	DENTAL OFFICER	12	2	\$28,341
	GS	0680	DENTAL OFFICER	13	19	\$357,390
	GS	0680	DENTAL OFFICER	14	1	\$26,703
	GS	0682	DENTAL HYGIENE	06	2	\$11,373
	GS	0682	DENTAL HYGIENE	07	3	\$5,770
	GS	0682	DENTAL HYGIENE	11	1	\$5,000
	GS	0690	INDUSTRIAL HYGIENE	11	1	\$4,712
	GS	0690	INDUSTRIAL HYGIENE	13	1	\$15,000
	GS	0801	GENERAL ENGINEERING	07	2	\$14,142
	GS	0801	GENERAL ENGINEERING	09	6	\$70,064
	GS	0801	GENERAL ENGINEERING	12	1	\$9,802
	GS	0802	ENGINEERING TECHNICIAN	05	1	\$7,436
	GS	0802	ENGINEERING TECHNICIAN	11	2	\$4,488
	GS	0803	SAFETY ENGINEERING	07	1	\$10,142
	GS	0803	SAFETY ENGINEERING	13	1	\$5,000
	GS	0804	FIRE PROTECTION ENGINEERING	07	1	\$2,000
	GS	0804	FIRE PROTECTION ENGINEERING	12	1	\$10,000
	GS	0806	MATERIALS ENGINEERING	07	2	\$22,560
	GS	0806	MATERIALS ENGINEERING	09	1	\$10,142
	GS	0806	MATERIALS ENGINEERING	11	1	\$12,408
	GS	0808	ARCHITECTURE	07	1	\$10,142
	GS	0808	ARCHITECTURE	12	1	\$10,000
	GS	0808	ARCHITECTURE	13	1	\$7,735
	GS	0810	CIVIL ENGINEERING	07	3	\$15,142

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0810	CIVIL ENGINEERING	09	1	\$10,142
	GS	0810	CIVIL ENGINEERING	12	1	\$4,843
	GS	0819	ENVIRONMENTAL ENGINEERING	07	2	\$20,284
	GS	0819	ENVIRONMENTAL ENGINEERING	09	1	\$4,000
	GS	0830	MECHANICAL ENGINEERING	05	1	\$10,078
	GS	0830	MECHANICAL ENGINEERING	07	20	\$138,136
	GS	0830	MECHANICAL ENGINEERING	09	78	\$593,440
	GS	0830	MECHANICAL ENGINEERING	11	2	\$26,407
	GS	0830	MECHANICAL ENGINEERING	14	1	\$17,500
	GS	0840	NUCLEAR ENGINEERING	09	35	\$192,000
	GS	0840	NUCLEAR ENGINEERING	11	1	\$8,000
	GS	0850	ELECTRICAL ENGINEERING	05	1	\$10,078
	GS	0850	ELECTRICAL ENGINEERING	07	7	\$65,784
	GS	0850	ELECTRICAL ENGINEERING	09	17	\$158,444
	GS	0850	ELECTRICAL ENGINEERING	12	2	\$19,052
	GS	0854	COMPUTER ENGINEERING	07	3	\$32,379
	GS	0854	COMPUTER ENGINEERING	09	6	\$59,922
	GS	0854	COMPUTER ENGINEERING	11	2	\$16,234
	GS	0855	ELECTRONICS ENGINEERING	07	8	\$57,710
	GS	0855	ELECTRONICS ENGINEERING	09	9	\$49,958
	GS	0861	AEROSPACE ENGINEERING	07	7	\$62,852
	GS	0861	AEROSPACE ENGINEERING	09	5	\$52,358
	GS	0861	AEROSPACE ENGINEERING	13	1	\$5,000
	GS	0871	NAVAL ARCHITECTURE	07	1	\$4,000
	GS	0871	NAVAL ARCHITECTURE	09	3	\$10,000
	GS	0893	CHEMICAL ENGINEERING	05	1	\$8,188
	GS	0893	CHEMICAL ENGINEERING	09	7	\$55,710
	GS	0893	CHEMICAL ENGINEERING	11	1	\$18,461
	GS	0894	WELDING ENGINEERING	07	1	\$4,000
	GS	0896	INDUSTRIAL ENGINEERING	07	3	\$24,736
	GS	0896	INDUSTRIAL ENGINEERING	09	3	\$27,414
	GS	0896	INDUSTRIAL ENGINEERING	11	1	\$16,026
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	04	1	\$4,000
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	1	\$4,000
	GS	0905	GENERAL ATTORNEY	12	1	\$17,991
	GS	1035	PUBLIC AFFAIRS	13	1	\$20,846
	GS	1083	TECHNICAL WRITING AND EDITING	09	2	\$22,428
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	7	\$65,534
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$9,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	1	\$9,237

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$7,500
	GS	1102	CONTRACTING	07	14	\$123,402
	GS	1102	CONTRACTING	09	3	\$27,000
	GS	1102	CONTRACTING	11	2	\$12,292
	GS	1170	REALTY	14	1	\$5,000
	GS	1173	HOUSING MANAGEMENT	11	1	\$10,000
	GS	1301	GENERAL PHYSICAL SCIENCE	09	1	\$14,084
	GS	1306	HEALTH PHYSICS	14	2	\$56,794
	GS	1310	PHYSICS	07	1	\$8,779
	GS	1310	PHYSICS	09	2	\$21,330
	GS	1310	PHYSICS	13	1	\$8,766
	GS	1320	CHEMISTRY	05	1	\$7,401
	GS	1320	CHEMISTRY	07	1	\$9,594
	GS	1320	CHEMISTRY	09	4	\$44,330
	GS	1330	ASTRONOMY AND SPACE SCIENCE	12	1	\$5,000
	GS	1350	GEOLOGY	13	1	\$10,204
	GS	1515	OPERATIONS RESEARCH	07	2	\$17,558
	GS	1515	OPERATIONS RESEARCH	13	1	\$8,000
	GS	1520	MATHEMATICS	09	2	\$23,984
	GS	1530	STATISTICIAN	11	1	\$5,000
	GS	1550	COMPUTER SCIENCE	07	3	\$21,510
	GS	1550	COMPUTER SCIENCE	09	8	\$92,563
	GS	1550	COMPUTER SCIENCE	11	2	\$22,407
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	06	2	\$7,020
	GS	1740	EDUCATION SERVICES	11	1	\$9,300
	GS	1750	INSTRUCTIONAL SYSTEMS	11	1	\$14,224
	GS	1750	INSTRUCTIONAL SYSTEMS	12	1	\$9,344
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	4	\$13,821
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	1	\$4,681
	GS	2030	DISTRIBUTION FACILITIES STORAGE MANAGE	15	1	\$24,371
	GS	2101	TRANSPORTATION SPECIALIST	09	1	\$1,473
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	2	\$6,240
	GS	2130	TRAFFIC MANAGEMENT	11	1	\$3,000
	GS	2152	AIR TRAFFIC CONTROL	11	2	\$19,434
	GS	2152	AIR TRAFFIC CONTROL	12	1	\$10,000
	GS	2181	AIRCRAFT OPERATION	12	1	\$9,791
	GS	2181	AIRCRAFT OPERATION	13	2	\$26,217
	GS	2181	AIRCRAFT OPERATION	14	1	\$4,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	5	\$52,665
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$4,962
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	3	\$19,837

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$25,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$23,013
	ND	0806	MATERIALS ENGINEERING	04	1	\$5,000
	ND	0830	MECHANICAL ENGINEERING	02	12	\$29,500
	ND	0830	MECHANICAL ENGINEERING	03	2	\$6,500
	ND	0854	COMPUTER ENGINEERING	02	3	\$6,000
	ND	0855	ELECTRONICS ENGINEERING	02	1	\$2,500
	ND	0855	ELECTRONICS ENGINEERING	03	1	\$3,000
	ND	0855	ELECTRONICS ENGINEERING	04	1	\$2,000
	ND	0861	AEROSPACE ENGINEERING	02	1	\$2,500
	ND	0871	NAVAL ARCHITECTURE	03	1	\$2,625
	ND	0893	CHEMICAL ENGINEERING	03	1	\$3,000
	ND	1310	PHYSICS	03	1	\$2,500
	ND	1310	PHYSICS	04	2	\$20,000
	ND	1550	COMPUTER SCIENCE	02	1	\$2,500
	ND	1550	COMPUTER SCIENCE	03	1	\$2,500
	NH	0801	GENERAL ENGINEERING	04	2	\$16,697
	NH	0830	MECHANICAL ENGINEERING	03	1	\$2,940
	NP	0401	GENERAL BIOLOGICAL SCIENCE	04	1	\$10,000
	NP	0893	CHEMICAL ENGINEERING	03	1	\$1,500
	NP	1301	GENERAL PHYSICAL SCIENCE	04	1	\$25,000
	NP	1310	PHYSICS	03	1	\$13,000
	NT	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	06	1	\$25,000
	ST	0801	GENERAL ENGINEERING	00	1	\$15,000
	WG	2502	TELECOMMUNICATIONS MECHANIC	10	1	\$3,000
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	1	\$12,136
	WG	2810	ELECTRICIAN (HIGH VOLTAGE)	11	1	\$5,000
	WG	3105	FABRIC WORKING	10	1	\$1,372
	WG	4255	FUEL DISTRIBUTION SYSTEM MECHANICAL	11	1	\$11,113
	WG	4604	WOOD WORKER	08	1	\$3,687
	WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	11	1	\$6,000
	WG	5413	FUEL DISTRIBUTION SYSTEM OPERATOR	08	1	\$11,801
	WG	5703	MOTOR VEHICLE OPERATOR	08	2	\$7,560
	WG	5725	CRANE OPERATING	11	1	\$10,000
	WG	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	08	6	\$22,726
	WG	6501	MISC AMMUN	10	1	\$4,889
	WG	6907	MATERIALS HANDLER	06	3	\$10,065
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	1	\$3,547
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	10	2	\$22,550

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	3	\$41,520
	YA	0020	COMMUNITY PLANNING	01	2	\$17,558
	YA	0080	SECURITY ADMINISTRATION	03	1	\$22,851
	YA	0130	FOREIGN AFFAIRS	03	2	\$30,004
	YA	0132	INTELLIGENCE	01	1	\$16,892
	YA	0132	INTELLIGENCE	02	1	\$17,284
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	3	\$15,000
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	1	\$10,000
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	9	\$98,796
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$10,000
	YA	0340	PROGRAM MANAGEMENT	02	1	\$16,458
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	01	1	\$5,000
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	3	\$38,391
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$11,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$5,000
	YA	0510	ACCOUNTING	01	2	\$10,000
	YA	0511	AUDITING	01	89	\$627,264
	YA	0905	GENERAL ATTORNEY	02	1	\$10,000
	YA	1102	CONTRACTING	01	1	\$10,000
	YA	1102	CONTRACTING	02	1	\$19,200
	YA	1102	CONTRACTING	03	1	\$10,296
	YA	1801	GENERAL INSPECTION	02	1	\$17,640
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	01	2	\$12,639
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	3	\$27,344
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$13,199
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$6,000
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$24,970
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$22,000
	YC	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$15,445
	YC	1601	GENERAL FACILITIES AND EQUIPMENT	02	1	\$15,518
	YD	0403	MICROBIOLOGY	02	2	\$19,813
	YD	0801	GENERAL ENGINEERING	01	5	\$55,242
	YD	0801	GENERAL ENGINEERING	02	5	\$58,331
	YD	0808	ARCHITECTURE	01	3	\$30,426
YD	0808	ARCHITECTURE	02	1	\$18,104	
YD	0810	CIVIL ENGINEERING	01	4	\$40,568	
YD	0810	CIVIL ENGINEERING	02	1	\$3,500	

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YD	0819	ENVIRONMENTAL ENGINEERING	01	4	\$32,426
	YD	0819	ENVIRONMENTAL ENGINEERING	02	3	\$41,144
	YD	0830	MECHANICAL ENGINEERING	01	40	\$359,899
	YD	0830	MECHANICAL ENGINEERING	02	13	\$86,480
	YD	0850	ELECTRICAL ENGINEERING	01	7	\$75,526
	YD	0850	ELECTRICAL ENGINEERING	02	1	\$10,000
	YD	0854	COMPUTER ENGINEERING	01	5	\$53,915
	YD	0854	COMPUTER ENGINEERING	02	1	\$6,700
	YD	0855	ELECTRONICS ENGINEERING	01	143	\$1,193,751
	YD	0855	ELECTRONICS ENGINEERING	02	33	\$369,218
	YD	0861	AEROSPACE ENGINEERING	01	19	\$159,755
	YD	0861	AEROSPACE ENGINEERING	02	13	\$144,472
	YD	0893	CHEMICAL ENGINEERING	01	1	\$2,000
	YD	0896	INDUSTRIAL ENGINEERING	01	7	\$49,487
	YD	0896	INDUSTRIAL ENGINEERING	02	2	\$35,815
	YD	1320	CHEMISTRY	01	1	\$1,500
	YD	1515	OPERATIONS RESEARCH	01	8	\$83,355
	YD	1515	OPERATIONS RESEARCH	02	3	\$24,388
	YD	1515	OPERATIONS RESEARCH	03	5	\$81,611
	YD	1550	COMPUTER SCIENCE	01	2	\$4,000
	YD	1550	COMPUTER SCIENCE	02	10	\$20,000
	YF	0801	GENERAL ENGINEERING	02	2	\$20,000
	YF	1515	OPERATIONS RESEARCH	03	2	\$30,000
	YH	0660	PHARMACIST	02	2	\$16,238
	YP	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	01	6	\$11,500
	Education	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1
Energy	AD	0303	MISCELLANEOUS CLERK AND ASSISTANT	03	2	\$10,000
	AD	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$5,000
	EK	0801	GENERAL ENGINEERING	01	13	\$78,000
	EK	0801	GENERAL ENGINEERING	02	4	\$24,000
	EK	0801	GENERAL ENGINEERING	04	1	\$10,000
	EK	1306	HEALTH PHYSICS	02	1	\$6,000
	EK	1310	PHYSICS	02	1	\$6,000
	ES	0340	PROGRAM MANAGEMENT	00	2	\$30,900
	ES	0511	AUDITING	00	1	\$1,317
	ES	0801	GENERAL ENGINEERING	00	2	\$31,520
	ES	0840	NUCLEAR ENGINEERING	00	2	\$20,000
	ES	1310	PHYSICS	00	1	\$35,000
	GS	0080	SECURITY ADMINISTRATION	09	2	\$12,000
	GS	0130	FOREIGN AFFAIRS	11	1	\$5,000

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$9,647
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	6	\$36,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$2,888
	GS	0318	SECRETARY	06	1	\$3,000
	GS	0318	SECRETARY	09	1	\$5,249
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$8,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$7,500
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$11,000
	GS	0801	GENERAL ENGINEERING	13	2	\$16,800
	GS	0801	GENERAL ENGINEERING	15	1	\$34,500
	GS	0804	FIRE PROTECTION ENGINEERING	13	3	\$20,926
	GS	0905	GENERAL ATTORNEY	13	1	\$12,360
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$12,000
	GS	1102	CONTRACTING	09	2	\$11,000
	GS	1170	REALTY	09	1	\$6,000
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$2,000
	GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$30,000
	GS	1310	PHYSICS	15	1	\$15,000
	GS	1320	CHEMISTRY	15	1	\$15,000
	GS	1550	COMPUTER SCIENCE	12	2	\$23,522
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	13	2	\$8,000
Health and Human Services	AD	0401	GENERAL BIOLOGICAL SCIENCE	00	6	\$99,800
	AD	0405	PHARMACOLOGY	00	1	\$10,829
	AD	0440	GENETICS	00	1	\$14,000
	AD	0601	GENERAL HEALTH SCIENCE	00	3	\$44,259
	AD	0602	MEDICAL OFFICER	00	20	\$648,935
	AD	0610	NURSE	01	1	\$10,000
	AD	0610	NURSE	01	5	\$22,000
	AD	0610	NURSE	02	1	\$3,000
	AD	0640	HEALTH AID AND TECHNICIAN	02	4	\$10,500
	AD	0642	NUCLEAR MEDICINE TECHNICIAN	02	1	\$2,000
	AD	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	02	1	\$2,135
	AD	0649	MEDICAL INSTRUMENT TECHNICIAN	01	2	\$6,500
	AD	0649	MEDICAL INSTRUMENT TECHNICIAN	02	1	\$2,000
	AD	0701	VETERINARY MEDICAL SCIENCE	00	1	\$53,848
	AD	0858	BIOMEDICAL ENGINEERING	00	1	\$38,250
	AD	1310	PHYSICS	00	1	\$25,000
	AD	1320	CHEMISTRY	00	1	\$15,356
	AD	1529	MATHEMATICAL STATISTICIAN	00	1	\$5,000

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	AD	1530	STATISTICIAN	00	1	\$10,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$41,300
	GP	0602	MEDICAL OFFICER	14	4	\$86,005
	GP	0602	MEDICAL OFFICER	15	7	\$178,660
	GP	0680	DENTAL OFFICER	11	3	\$24,914
	GP	0680	DENTAL OFFICER	14	1	\$24,071
	GS	0080	SECURITY ADMINISTRATION	15	1	\$34,944
	GS	0101	SOCIAL SCIENCE	15	1	\$25,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	2	\$47,752
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$59,680
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$1,500
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$7,735
	GS	0403	MICROBIOLOGY	13	1	\$4,500
	GS	0440	GENETICS	11	1	\$5,000
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$17,000
	GS	0601	GENERAL HEALTH SCIENCE	13	8	\$85,705
	GS	0601	GENERAL HEALTH SCIENCE	14	4	\$35,739
	GS	0601	GENERAL HEALTH SCIENCE	15	2	\$35,000
	GS	0602	MEDICAL OFFICER	13	6	\$93,747
	GS	0602	MEDICAL OFFICER	14	20	\$348,641
	GS	0602	MEDICAL OFFICER	15	18	\$419,344
	GS	0603	PHYSICIANS ASSISTANT	07	1	\$11,718
	GS	0603	PHYSICIANS ASSISTANT	11	2	\$22,854
	GS	0603	PHYSICIANS ASSISTANT	12	2	\$18,373
	GS	0610	NURSE	04	1	\$6,247
	GS	0610	NURSE	05	4	\$27,402
	GS	0610	NURSE	07	5	\$23,772
	GS	0610	NURSE	09	15	\$100,445
	GS	0610	NURSE	10	15	\$128,950
	GS	0610	NURSE	11	3	\$28,481
	GS	0610	NURSE	12	3	\$40,700
	GS	0630	DIETITIAN AND NUTRITIONIST	11	2	\$19,230
	GS	0633	PHYSICAL THERAPIST	11	1	\$2,772
	GS	0644	MEDICAL TECHNOLOGIST	09	2	\$10,218
	GS	0644	MEDICAL TECHNOLOGIST	11	2	\$11,548
	GS	0646	PATHOLOGY TECHNICIAN	12	1	\$5,006
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	1	\$4,493
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	1	\$13,045
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	1	\$15,012

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0660	PHARMACIST	11	2	\$37,724
	GS	0662	OPTOMETRIST	11	5	\$83,784
	GS	0662	OPTOMETRIST	12	1	\$8,098
	GS	0668	PODIATRIST	14	2	\$23,647
	GS	0680	DENTAL OFFICER	11	4	\$49,557
	GS	0680	DENTAL OFFICER	12	4	\$57,644
	GS	0682	DENTAL HYGIENE	08	1	\$12,639
	GS	0905	GENERAL ATTORNEY	13	1	\$10,531
	GS	1320	CHEMISTRY	13	1	\$500
	GS	1410	LIBRARIAN	14	1	\$6,095
	GS	1529	MATHEMATICAL STATISTICIAN	13	1	\$3,017
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$20,966
	RS	0602	MEDICAL OFFICER	00	1	\$4,000
	Homeland Security	ES	0602	MEDICAL OFFICER	00	1
GS		0020	COMMUNITY PLANNING	12	2	\$24,933
GS		0132	INTELLIGENCE	13	1	\$7,735
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$12,281
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$10,000
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$27,758
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	09	3	\$30,000
GS		0801	GENERAL ENGINEERING	13	1	\$12,376
GS		0802	ENGINEERING TECHNICIAN	09	1	\$9,544
GS		1301	GENERAL PHYSICAL SCIENCE	15	1	\$25,000
GS		1384	TEXTILE TECHNOLOGY	13	1	\$24,362
GS		1750	INSTRUCTIONAL SYSTEMS	09	1	\$9,544
GS		1811	CRIMINAL INVESTIGATING	09	3	\$30,266
GS		1811	CRIMINAL INVESTIGATING	11	1	\$9,659
Interior	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$6,229
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$10,204
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$7,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$14,763
	GS	0486	WILDLIFE BIOLOGY	13	1	\$16,769
	GS	0810	CIVIL ENGINEERING	11	1	\$5,000
	GS	0810	CIVIL ENGINEERING	11	1	\$15,272
	GS	0850	ELECTRICAL ENGINEERING	11	2	\$10,620
	GS	0881	PETROLEUM ENGINEERING	11	1	\$15,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$29,811
	GS	1171	APPRAISING	12	1	\$11,762

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Interior (continued)	GS	1171	APPRAISING	15	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	09	1	\$6,449
	GS	1311	PHYSICAL SCIENCE TECHNICIAN	03	1	\$1,000
	GS	1311	PHYSICAL SCIENCE TECHNICIAN	05	2	\$2,000
	GS	1315	HYDROLOGY	12	1	\$4,000
	GS	1350	GEOLOGY	13	1	\$18,000
	GS	1350	GEOLOGY	14	1	\$22,690
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	03	1	\$1,800
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	04	8	\$11,400
	GS	1399	PHYSICAL SCIENCE STUDENT TRAINEE	05	6	\$7,800
	GS	1529	MATHEMATICAL STATISTICIAN	12	1	\$23,151
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$10,000
Justice	AD	0905	GENERAL ATTORNEY	21	2	\$9,738
	AD	0905	GENERAL ATTORNEY	28	2	\$9,981
	ES	0340	PROGRAM MANAGEMENT	00	1	\$38,000
	GS	0080	SECURITY ADMINISTRATION	13	1	\$16,458
	GS	0083	POLICE	12	2	\$33,676
	GS	0101	SOCIAL SCIENCE	11	3	\$20,000
	GS	0101	SOCIAL SCIENCE	13	1	\$16,458
	GS	0132	INTELLIGENCE	07	37	\$170,850
	GS	0132	INTELLIGENCE	09	77	\$475,318
	GS	0132	INTELLIGENCE	11	30	\$229,764
	GS	0132	INTELLIGENCE	12	11	\$91,901
	GS	0132	INTELLIGENCE	13	9	\$83,166
	GS	0132	INTELLIGENCE	14	2	\$20,000
	GS	0180	PSYCHOLOGY	12	1	\$15,572
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	07	1	\$7,802
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$10,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	6	\$102,800
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	6	\$28,121
	GS	0511	AUDITING	07	1	\$6,700
	GS	0560	BUDGET ANALYSIS	07	1	\$7,302
	GS	0560	BUDGET ANALYSIS	12	1	\$2,768
	GS	0602	MEDICAL OFFICER	14	1	\$29,820
	GS	0602	MEDICAL OFFICER	15	5	\$89,415
	GS	0603	PHYSICIANS ASSISTANT	07	1	\$10,000
	GS	0603	PHYSICIANS ASSISTANT	11	5	\$64,644
	GS	0610	NURSE	03	1	\$2,500
	GS	0610	NURSE	04	6	\$32,500
	GS	0610	NURSE	05	2	\$12,500
GS	0610	NURSE	07	1	\$5,000	

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice (continued)	GS	0610	NURSE	09	4	\$40,000
	GS	0610	NURSE	10	14	\$97,493
	GS	0610	NURSE	11	3	\$48,020
	GS	0620	PRACTICAL NURSE	10	1	\$8,950
	GS	0950	PARALEGAL SPECIALIST	09	2	\$21,952
	GS	0986	LEGAL ASSISTANCE	05	1	\$4,000
	GS	0986	LEGAL ASSISTANCE	09	1	\$6,183
	GS	1040	LANGUAGE SPECIALIST	07	1	\$10,142
	GS	1040	LANGUAGE SPECIALIST	09	3	\$37,224
	GS	1040	LANGUAGE SPECIALIST	11	2	\$21,017
	GS	1040	LANGUAGE SPECIALIST	12	5	\$76,719
	GS	1102	CONTRACTING	07	1	\$5,000
	GS	1550	COMPUTER SCIENCE	15	1	\$26,689
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$7,056
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$18,245
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$48,688
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$17,844
	Labor	GS	0106	UNEMPLOYMENT INSURANCE	12	1
GS		0110	ECONOMIST	13	1	\$12,000
GS		0110	ECONOMIST	15	1	\$26,689
GS		0142	MANPOWER DEVELOPMENT	13	1	\$5,000
GS		0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	17	\$132,000
GS		0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$2,000
GS		0601	GENERAL HEALTH SCIENCE	14	1	\$20,226
GS		0690	INDUSTRIAL HYGIENE	12	1	\$3,530
GS		1529	MATHEMATICAL STATISTICIAN	09	1	\$8,000
GS		1712	TRAINING INSTRUCTION	12	1	\$3,111
GS		1712	TRAINING INSTRUCTION	13	2	\$7,654
Transportation	GS	0020	COMMUNITY PLANNING	09	5	\$17,500
	GS	0020	COMMUNITY PLANNING	11	1	\$5,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	2	\$7,000
	GS	0110	ECONOMIST	09	2	\$8,000
	GS	0180	PSYCHOLOGY	11	3	\$28,262
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$8,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$5,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	4	\$14,000
	GS	0801	GENERAL ENGINEERING	12	1	\$5,000
	GS	0801	GENERAL ENGINEERING	15	1	\$11,261
	GS	0801	GENERAL ENGINEERING	15	1	\$15,000
	GS	0810	CIVIL ENGINEERING	07	1	\$3,000

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Transportation (continued)	GS	0810	CIVIL ENGINEERING	09	6	\$21,000
	GS	0810	CIVIL ENGINEERING	12	1	\$3,000
	GS	0810	CIVIL ENGINEERING	14	1	\$13,224
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$4,000
	GS	1160	FINANCIAL ANALYSIS	09	1	\$7,682
	GS	1170	REALTY	09	1	\$3,500
	GS	1515	OPERATIONS RESEARCH	13	1	\$5,000
	GS	2101	TRANSPORTATION SPECIALIST	13	2	\$7,850
	GS	2110	TRANSPORTATION INDUSTRY ANALYSIS	15	1	\$15,000
	GS	2121	RAILROAD SAFETY	13	1	\$20,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$5,000
Treasury	GS	0110	ECONOMIST	12	1	\$5,000
	GS	0110	ECONOMIST	13	3	\$34,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$8,000
	GS	0340	PROGRAM MANAGEMENT	15	1	\$10,752
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$9,200
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	1	\$5,000
	GS	0510	ACCOUNTING	07	2	\$7,113
	GS	0512	INTERNAL REVENUE AGENT	05	30	\$75,000
	GS	0512	INTERNAL REVENUE AGENT	07	99	\$247,500
	GS	0512	INTERNAL REVENUE AGENT	09	37	\$92,500
	GS	0512	INTERNAL REVENUE AGENT	11	5	\$12,500
	GS	0526	TAX SPECIALIST	07	1	\$2,500
	GS	0526	TAX SPECIALIST	09	1	\$2,500
	GS	0560	BUDGET ANALYSIS	09	1	\$8,000
	GS	1001	GENERAL ARTS AND INFORMATION	11	1	\$25,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$12,798
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$43,707
Veterans Affairs	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	2	\$29,875
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$10,000
	GS	0080	SECURITY ADMINISTRATION	13	2	\$17,500
	GS	0083	POLICE	06	10	\$51,946
	GS	0101	SOCIAL SCIENCE	12	1	\$3,000
	GS	0180	PSYCHOLOGY	11	1	\$5,000
	GS	0180	PSYCHOLOGY	12	2	\$18,573
	GS	0180	PSYCHOLOGY	13	6	\$54,500
	GS	0185	SOCIAL WORK	11	4	\$8,515
	GS	0185	SOCIAL WORK	14	1	\$24,000

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	11	3	\$20,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$26,201
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	3	\$43,335
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	1	\$9,743
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$4,976
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$230
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$12,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$26,000
	GS	0318	SECRETARY	06	2	\$1,875
	GS	0318	SECRETARY	07	1	\$2,000
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$3,000
	GS	0342	SUPPORT SERVICES ADMINISTRATION	12	1	\$19,206
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$18,000
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	09	1	\$10,738
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	1	\$5,000
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$15,000
	GS	0510	ACCOUNTING	13	1	\$19,135
	GS	0525	ACCOUNTING TECHNICIAN	08	1	\$4,602
	GS	0601	GENERAL HEALTH SCIENCE	05	1	\$2,394
	GS	0601	GENERAL HEALTH SCIENCE	07	4	\$44,028
	GS	0601	GENERAL HEALTH SCIENCE	08	9	\$58,271
	GS	0601	GENERAL HEALTH SCIENCE	09	5	\$47,544
	GS	0601	GENERAL HEALTH SCIENCE	11	5	\$52,032
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$8,000
	GS	0601	GENERAL HEALTH SCIENCE	13	2	\$16,536
	GS	0620	PRACTICAL NURSE	03	51	\$154,276
	GS	0620	PRACTICAL NURSE	04	51	\$105,865
	GS	0620	PRACTICAL NURSE	05	120	\$325,616
	GS	0620	PRACTICAL NURSE	06	32	\$100,241
	GS	0621	NURSING ASSISTANT	04	18	\$29,800
	GS	0621	NURSING ASSISTANT	05	1	\$3,000
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	03	1	\$5,000
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	08	1	\$5,000
	GS	0630	DIETITIAN AND NUTRITIONIST	12	2	\$9,800
	GS	0631	OCCUPATIONAL THERAPIST	10	4	\$35,000
	GS	0631	OCCUPATIONAL THERAPIST	11	2	\$10,850
	GS	0633	PHYSICAL THERAPIST	09	5	\$19,489
	GS	0633	PHYSICAL THERAPIST	10	12	\$89,154

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0633	PHYSICAL THERAPIST	11	12	\$59,478
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	1	\$5,056
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	1	\$2,454
	GS	0640	HEALTH AID AND TECHNICIAN	04	1	\$1,000
	GS	0640	HEALTH AID AND TECHNICIAN	06	4	\$27,008
	GS	0640	HEALTH AID AND TECHNICIAN	07	5	\$23,499
	GS	0640	HEALTH AID AND TECHNICIAN	08	1	\$5,000
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	3	\$34,145
	GS	0644	MEDICAL TECHNOLOGIST	07	3	\$11,000
	GS	0644	MEDICAL TECHNOLOGIST	09	17	\$84,296
	GS	0644	MEDICAL TECHNOLOGIST	11	3	\$30,339
	GS	0644	MEDICAL TECHNOLOGIST	12	1	\$5,000
	GS	0645	MEDICAL TECHNICIAN	04	1	\$3,000
	GS	0645	MEDICAL TECHNICIAN	07	2	\$6,000
	GS	0646	PATHOLOGY TECHNICIAN	08	1	\$4,000
	GS	0646	PATHOLOGY TECHNICIAN	10	1	\$5,000
	GS	0646	PATHOLOGY TECHNICIAN	11	1	\$10,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	12	\$51,838
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	2	\$4,360
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	12	\$59,524
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	13	\$67,500
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	8	\$46,130
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	1	\$5,000
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	1	\$5,564
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	2	\$10,997
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	2	\$20,000
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	1	\$17,322
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	04	3	\$23,306
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	2	\$19,195
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	1	\$10,000
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	3	\$11,891
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	12	\$76,098
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	7	\$56,155
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	2	\$23,041
	GS	0660	PHARMACIST	11	49	\$373,631
	GS	0660	PHARMACIST	12	30	\$174,060
	GS	0660	PHARMACIST	13	5	\$40,000
	GS	0660	PHARMACIST	14	1	\$10,000
	GS	0660	PHARMACIST	15	1	\$31,371
	GS	0661	PHARMACY TECHNICIAN	05	4	\$7,817
	GS	0661	PHARMACY TECHNICIAN	06	2	\$5,134

**Recruitment Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0661	PHARMACY TECHNICIAN	07	1	\$5,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$7,225
	GS	0667	ORTHOTIST AND PROSTHETIST	12	3	\$40,905
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	2	\$21,951
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	1	\$24,634
	GS	0671	HEALTH SYSTEM SPECIALIST	13	1	\$24,707
	GS	0672	PROSTHETIC REPRESENTATIVE	13	1	\$10,000
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	11	1	\$12,000
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$10,000
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	2	\$7,000
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	3	\$6,000
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	3	\$15,000
	GS	0681	DENTAL ASSISTANT	05	1	\$2,500
	GS	0682	DENTAL HYGIENE	05	1	\$11,968
	GS	0682	DENTAL HYGIENE	08	3	\$25,000
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$10,000
	GS	0699	MEDICAL AND HEALTH STUDENT TRAINEE	03	1	\$2,262
	GS	0701	VETERINARY MEDICAL SCIENCE	14	1	\$23,337
	GS	0801	GENERAL ENGINEERING	13	4	\$50,089
	GS	0819	ENVIRONMENTAL ENGINEERING	12	1	\$10,000
	GS	0858	BIOMEDICAL ENGINEERING	11	1	\$4,297
	GS	0905	GENERAL ATTORNEY	12	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	11	1	\$5,197
	GS	1102	CONTRACTING	12	4	\$38,610
	GS	1306	HEALTH PHYSICS	09	1	\$13,570
	GS	1306	HEALTH PHYSICS	12	1	\$20,000
	GS	1306	HEALTH PHYSICS	13	1	\$6,500
	GS	1310	PHYSICS	09	1	\$13,961
	GS	1712	TRAINING INSTRUCTION	09	1	\$11,454
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	1	\$3,000
	GS	2010	INVENTORY MANAGEMENT	12	2	\$23,500
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$15,058
WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	10	3	\$30,000	

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
African Development Foundation	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$30,250
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$15,764
Broadcasting Board of Governors	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$10,000
Chemical Safety and Hazard Investigation Board	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$6,784
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$3,902
Consumer Product Safety Commission	ES	0340	PROGRAM MANAGEMENT	00	1	\$20,000
	GS	1529	MATHEMATICAL STATISTICIAN	09	1	\$5,726
Environmental Protection Agency	ES	0340	PROGRAM MANAGEMENT	00	1	\$10,000
	ES	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$10,000
	ES	1320	CHEMISTRY	00	1	\$10,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	09	2	\$13,841
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$5,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$5,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	14	1	\$20,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	05	1	\$2,500
	GS	0415	TOXICOLOGY	13	1	\$6,357
	GS	0905	GENERAL ATTORNEY	12	1	\$13,840
	GS	1301	GENERAL PHYSICAL SCIENCE	11	1	\$13,568
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$16,911
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$4,000
Export-Import Bank	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$15,000
Federal Energy Regulatory Commission	GS	0023	OUTDOOR RECREATION PLANNING	09	2	\$2,000
	GS	0110	ECONOMIST	07	5	\$15,000
	GS	0110	ECONOMIST	09	4	\$12,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$8,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	07	1	\$1,000
	GS	0408	ECOLOGY	09	1	\$1,000
	GS	0482	FISHERY BIOLOGY	09	1	\$5,000
	GS	0511	AUDITING	07	1	\$3,000
	GS	0810	CIVIL ENGINEERING	09	1	\$3,000
	GS	0810	CIVIL ENGINEERING	12	1	\$3,000
	GS	0830	MECHANICAL ENGINEERING	07	1	\$1,000
	GS	0850	ELECTRICAL ENGINEERING	05	1	\$10,000
	GS	0850	ELECTRICAL ENGINEERING	07	3	\$24,000
	GS	0850	ELECTRICAL ENGINEERING	09	3	\$10,000
	GS	0850	ELECTRICAL ENGINEERING	13	2	\$25,000
	GS	0850	ELECTRICAL ENGINEERING	15	1	\$10,000
	GS	0893	CHEMICAL ENGINEERING	07	1	\$2,000
GS	0893	CHEMICAL ENGINEERING	09	2	\$7,000	

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Federal Energy Regulatory Commission (continued)	GS	0893	CHEMICAL ENGINEERING	11	1	\$3,000
	GS	0904	LAW CLERK	11	1	\$1,085
	GS	0905	GENERAL ATTORNEY	11	3	\$5,000
	GS	0905	GENERAL ATTORNEY	13	2	\$13,000
	GS	0905	GENERAL ATTORNEY	14	2	\$43,945
	GS	0905	GENERAL ATTORNEY	15	2	\$59,944
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	5	\$15,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	12	\$41,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	2	\$10,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$20,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$5,000
	SL	0905	GENERAL ATTORNEY	00	2	\$20,000
Federal Retirement Thrift Investment Board	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$13,977
Federal Trade Commission	GS	0110	ECONOMIST	12	4	\$32,000
	GS	0110	ECONOMIST	13	1	\$10,000
	GS	0110	ECONOMIST	15	1	\$8,000
	GS	0905	GENERAL ATTORNEY	13	1	\$1,500
	GS	0905	GENERAL ATTORNEY	14	1	\$15,000
	GS	0905	GENERAL ATTORNEY	15	1	\$1,500
General Services Administration	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$3,500
Library of Congress	GS	0101	SOCIAL SCIENCE	12	2	\$13,321
	GS	0101	SOCIAL SCIENCE	13	1	\$10,000
	GS	0101	SOCIAL SCIENCE	14	1	\$16,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$10,000
Millennium Challenge Corporation	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	3	\$44,500
	MC	0110	ECONOMIST	03	2	\$13,000
	MC	0110	ECONOMIST	04	1	\$10,000
	MC	0201	HUMAN RESOURCES MANAGEMENT	05	1	\$1,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$10,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$7,500
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$5,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	14	\$58,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$5,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$5,000

**Recruitment Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Millennium Challenge Corporation (continued)	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$2,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	1	\$2,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	8	\$23,500
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$3,500
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	2	\$16,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$5,000
	MC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$5,000
National Aeronautics and Space Administration	ES	0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$41,300
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$40,525
	ES	0801	GENERAL ENGINEERING	00	1	\$41,300
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$4,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$25,000
	GS	0318	SECRETARY	11	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	4	\$17,000
	GS	0560	BUDGET ANALYSIS	09	1	\$5,000
	GS	0801	GENERAL ENGINEERING	07	3	\$17,972
	GS	0801	GENERAL ENGINEERING	13	3	\$10,000
	GS	0801	GENERAL ENGINEERING	14	1	\$8,000
	GS	0801	GENERAL ENGINEERING	15	1	\$5,000
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$13,708
	GS	0854	COMPUTER ENGINEERING	07	1	\$2,000
	GS	0854	COMPUTER ENGINEERING	13	1	\$4,000
	GS	0855	ELECTRONICS ENGINEERING	13	2	\$15,000
	GS	0861	AEROSPACE ENGINEERING	09	2	\$16,585
	GS	0861	AEROSPACE ENGINEERING	12	6	\$20,100
	GS	0861	AEROSPACE ENGINEERING	13	13	\$63,300
	GS	0861	AEROSPACE ENGINEERING	14	2	\$15,000
	GS	0861	AEROSPACE ENGINEERING	15	2	\$37,968
	GS	0905	GENERAL ATTORNEY	15	1	\$25,000
	GS	1102	CONTRACTING	12	1	\$1,500
	GS	1301	GENERAL PHYSICAL SCIENCE	13	2	\$8,000
GS	1301	GENERAL PHYSICAL SCIENCE	15	2	\$40,000	
GS	1515	OPERATIONS RESEARCH	09	1	\$3,500	
National Science Foundation	AD	0101	SOCIAL SCIENCE	01	1	\$2,960
	GS	1102	CONTRACTING	12	1	\$2,000

Recruitment Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Office of Personnel Management	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$6,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	2	\$14,000
	GS	0511	AUDITING	05	2	\$7,000
	GS	0901	GENERAL LEGAL AND KINDRED ADMINISTRATION	09	2	\$5,000
Office of Special Counsel	GS	0905	GENERAL ATTORNEY	15	1	\$15,000
Pension Benefit Guaranty Corporation	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$2,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$9,540
	GS	0511	AUDITING	14	1	\$30,000
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$38,000
Smithsonian Institution	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMEN	12	1	\$4,000
	GS	0085	SECURITY GUARD	05	24	\$120,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	1	\$2,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$5,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$500
	GS	0610	NURSE	11	1	\$10,000
	GS	0802	ENGINEERING TECHNICIAN	11	2	\$10,000
	GS	1001	GENERAL ARTS AND INFORMATION	09	1	\$1,500
	GS	1001	GENERAL ARTS AND INFORMATION	11	1	\$3,500
	GS	1001	GENERAL ARTS AND INFORMATION	15	1	\$5,000
	GS	1301	GENERAL PHYSICAL SCIENCE	14	1	\$9,105
	GS	1330	ASTRONOMY AND SPACE SCIENCE	07	1	\$5,000
	GS	1350	GEOLOGY	12	1	\$5,000
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$15,000
	SL	1001	GENERAL ARTS AND INFORMATION	00	1	\$10,000
	SL	1001	GENERAL ARTS AND INFORMATION	00	1	\$10,000
	SL	1330	ASTRONOMY AND SPACE SCIENCE	00	1	\$30,400
	WG	2805	ELECTRICIAN	10	3	\$15,000
	WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	08	2	\$10,000
	WG	5701	MISC TRANSPORTATION/MOBILE EQUIPMENT OPERATOR	02	6	\$30,000
Social Security Administration	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$22,852
	GS	0610	NURSE	12	1	\$5,000
	GS	1510	ACTUARY	13	1	\$25,139
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	4	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$3,000
Surface Transportation Board	GS	0905	GENERAL ATTORNEY	15	1	\$20,000

**Recruitment Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Tax Court	GS	0904	LAW CLERK	11	12	\$76,000
	GS	0905	GENERAL ATTORNEY	12	8	\$64,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Agriculture	ES	0701	VETERINARY MEDICAL SCIENCE	00	1	\$40,475
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	1	\$5,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$20,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$13,087
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$8,971
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$26,689
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$14,320
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$13,840
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$15,000
	GS	0454	RANGELAND MANAGEMENT	11	1	\$10,000
	GS	0460	FORESTRY	09	3	\$17,439
	GS	0460	FORESTRY	11	2	\$10,952
	GS	0460	FORESTRY	15	1	\$27,456
	GS	0462	FORESTRY TECHNICIAN	10	1	\$5,773
	GS	0950	PARALEGAL SPECIALIST	11	1	\$2,580
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$16,262
	GS	1145	AGRICULTURAL PROGRAM SPECIALIST	12	2	\$32,524
	GS	1146	AGRICULTURAL MARKETING	12	1	\$3,229
	GS	1165	LOAN SPECIALIST	12	1	\$17,991
	GS	1165	LOAN SPECIALIST	13	2	\$31,456
	GS	1170	REALTY	12	1	\$16,146
	GS	1350	GEOLOGY	13	1	\$5,000
	GS	1373	LAND SURVEYING	12	1	\$4,600
	GS	1712	TRAINING INSTRUCTION	12	1	\$15,000
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$5,000
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$7,000	
Commerce	ZA	1101	GENERAL BUSINESS AND INDUSTRY	05	1	\$30,000
	ZP	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$16,750
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	2	\$4,511
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$15,000
Defense	AD	1701	GENERAL EDUCATION AND TRAINING	03	1	\$5,000
	DA	1102	CONTRACTING	03	1	\$4,500
	DE	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$10,000
	DE	1035	PUBLIC AFFAIRS	04	1	\$7,500
	DJ	0080	SECURITY ADMINISTRATION	03	1	\$3,000
	DJ	2001	GENERAL SUPPLY	02	1	\$4,000
	DP	1310	PHYSICS	01	1	\$3,000
	DR	0401	GENERAL BIOLOGICAL SCIENCE	02	1	\$16,271
DR	0801	GENERAL ENGINEERING	03	1	\$15,000	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	DR	0801	GENERAL ENGINEERING	04	1	\$10,000
	DR	0855	ELECTRONICS ENGINEERING	03	1	\$10,000
	DS	1910	QUALITY ASSURANCE	03	1	\$3,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$25,000
	ES	0801	GENERAL ENGINEERING	00	3	\$60,400
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	2	\$30,000
	GG	0080	SECURITY ADMINISTRATION	12	1	\$16,000
	GG	0101	SOCIAL SCIENCE	11	1	\$5,000
	GG	0101	SOCIAL SCIENCE	12	1	\$5,000
	GG	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$10,000
	GG	1102	CONTRACTING	15	1	\$26,689
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$4,000
	GS	0006	CORRECTIONAL INSTITUTION ADMINISTRATION	10	1	\$5,000
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	3	\$33,417
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$17,000
	GS	0020	COMMUNITY PLANNING	11	1	\$5,000
	GS	0020	COMMUNITY PLANNING	12	1	\$19,206
	GS	0080	SECURITY ADMINISTRATION	12	4	\$58,553
	GS	0080	SECURITY ADMINISTRATION	13	3	\$37,006
	GS	0081	FIRE PROTECTION AND PREVENTION	09	1	\$9,500
	GS	0099	GENERAL STUDENT TRAINEE	11	1	\$15,500
	GS	0180	PSYCHOLOGY	13	1	\$7,407
	GS	0185	SOCIAL WORK	11	2	\$6,531
	GS	0185	SOCIAL WORK	12	1	\$15,000
	GS	0189	RECREATION AID AND ASSISTANT	07	1	\$1,328
	GS	0193	ARCHEOLOGY	11	1	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	2	\$38,919
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$16,458
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$21,883
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	1	\$9,016
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	1	\$3,432
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$13,840
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	13	1	\$9,185
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	2	\$13,180
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	5	\$39,834
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	6	\$62,291
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	4	\$69,033

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$18,152
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$6,093
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	6	\$43,446
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	1	\$7,802
	GS	0319	CLOSED MICROPHONE REPORTER	08	3	\$22,157
	GS	0319	CLOSED MICROPHONE REPORTER	09	1	\$3,000
	GS	0340	PROGRAM MANAGEMENT	13	3	\$45,880
	GS	0340	PROGRAM MANAGEMENT	14	3	\$35,994
	GS	0340	PROGRAM MANAGEMENT	15	2	\$27,894
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$2,243
	GS	0341	ADMINISTRATIVE OFFICER	12	2	\$39,303
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	2	\$27,043
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	5	\$37,812
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	5	\$49,635
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	5	\$38,692
	GS	0346	LOGISTICS MANAGEMENT	11	3	\$29,634
	GS	0346	LOGISTICS MANAGEMENT	12	4	\$44,234
	GS	0346	LOGISTICS MANAGEMENT	13	1	\$14,044
	GS	0346	LOGISTICS MANAGEMENT	15	1	\$20,131
	GS	0391	TELECOMMUNICATIONS	11	1	\$7,080
	GS	0391	TELECOMMUNICATIONS	12	1	\$14,044
	GS	0401	GENERAL BIOLOGICAL SCIENCE	07	1	\$8,842
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$4,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	1	\$2,252
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$8,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	2	\$13,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	5	\$39,360
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$75,018
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$2,222
	GS	0510	ACCOUNTING	12	1	\$5,000
	GS	0510	ACCOUNTING	13	4	\$80,338
	GS	0560	BUDGET ANALYSIS	09	1	\$9,543
	GS	0560	BUDGET ANALYSIS	11	5	\$45,796
	GS	0560	BUDGET ANALYSIS	12	2	\$30,720
	GS	0560	BUDGET ANALYSIS	13	1	\$8,000
	GS	0602	MEDICAL OFFICER	13	2	\$51,564
	GS	0602	MEDICAL OFFICER	14	3	\$37,591
	GS	0602	MEDICAL OFFICER	15	1	\$29,000
	GS	0610	NURSE	10	3	\$14,371
	GS	0610	NURSE	11	2	\$4,898

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0610	NURSE	12	1	\$12,455
	GS	0633	PHYSICAL THERAPIST	12	1	\$5,013
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	1	\$3,000
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	2	\$7,333
	GS	0660	PHARMACIST	11	3	\$19,938
	GS	0660	PHARMACIST	12	2	\$32,291
	GS	0662	OPTOMETRIST	12	1	\$15,000
	GS	0668	PODIATRIST	15	1	\$10,000
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	1	\$9,655
	GS	0671	HEALTH SYSTEM SPECIALIST	11	2	\$14,653
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	2	\$11,500
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$6,819
	GS	0690	INDUSTRIAL HYGIENE	13	1	\$5,925
	GS	0801	GENERAL ENGINEERING	12	3	\$27,668
	GS	0801	GENERAL ENGINEERING	13	2	\$26,458
	GS	0801	GENERAL ENGINEERING	14	1	\$15,000
	GS	0802	ENGINEERING TECHNICIAN	10	2	\$8,036
	GS	0802	ENGINEERING TECHNICIAN	11	4	\$48,284
	GS	0802	ENGINEERING TECHNICIAN	12	2	\$13,365
	GS	0802	ENGINEERING TECHNICIAN	13	1	\$16,146
	GS	0808	ARCHITECTURE	12	2	\$31,607
	GS	0808	ARCHITECTURE	13	1	\$19,749
	GS	0809	CONSTRUCTION CONTROL	09	3	\$34,268
	GS	0809	CONSTRUCTION CONTROL	11	4	\$35,321
	GS	0809	CONSTRUCTION CONTROL	12	8	\$96,968
	GS	0809	CONSTRUCTION CONTROL	13	2	\$34,013
	GS	0810	CIVIL ENGINEERING	09	1	\$4,000
	GS	0810	CIVIL ENGINEERING	11	1	\$5,234
	GS	0810	CIVIL ENGINEERING	12	7	\$60,947
	GS	0810	CIVIL ENGINEERING	13	11	\$211,532
	GS	0810	CIVIL ENGINEERING	14	4	\$84,127
	GS	0810	CIVIL ENGINEERING	15	1	\$22,689
	GS	0819	ENVIRONMENTAL ENGINEERING	12	4	\$32,494
	GS	0830	MECHANICAL ENGINEERING	09	2	\$8,000
	GS	0830	MECHANICAL ENGINEERING	12	4	\$43,607
	GS	0840	NUCLEAR ENGINEERING	12	2	\$34,000
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$6,089
	GS	0850	ELECTRICAL ENGINEERING	12	5	\$47,397
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$28,686
	GS	0855	ELECTRONICS ENGINEERING	09	1	\$4,000
	GS	0855	ELECTRONICS ENGINEERING	15	1	\$20,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0861	AEROSPACE ENGINEERING	09	1	\$2,500
	GS	0896	INDUSTRIAL ENGINEERING	13	2	\$19,282
	GS	0905	GENERAL ATTORNEY	14	1	\$20,226
	GS	0905	GENERAL ATTORNEY	15	1	\$9,150
	GS	0962	CONTACT REPRESENTATIVE	09	1	\$11,096
	GS	1015	MUSEUM CURATOR	14	1	\$10,000
	GS	1016	MUSEUM SPECIALIST AND TECHNICIAN	12	1	\$5,000
	GS	1035	PUBLIC AFFAIRS	09	1	\$11,630
	GS	1035	PUBLIC AFFAIRS	11	1	\$8,586
	GS	1083	TECHNICAL WRITING AND EDITING	12	1	\$10,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	2	\$15,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$10,000
	GS	1102	CONTRACTING	09	1	\$4,618
	GS	1102	CONTRACTING	11	1	\$10,161
	GS	1102	CONTRACTING	12	16	\$144,321
	GS	1102	CONTRACTING	13	14	\$186,525
	GS	1102	CONTRACTING	14	1	\$17,000
	GS	1102	CONTRACTING	15	1	\$18,301
	GS	1144	COMMISSARY MANAGEMENT	12	1	\$10,000
	GS	1170	REALTY	12	3	\$34,230
	GS	1170	REALTY	14	1	\$20,744
	GS	1173	HOUSING MANAGEMENT	13	1	\$16,458
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$4,000
	GS	1301	GENERAL PHYSICAL SCIENCE	14	2	\$25,085
	GS	1350	GEOLOGY	13	2	\$13,605
	GS	1515	OPERATIONS RESEARCH	12	1	\$6,000
	GS	1515	OPERATIONS RESEARCH	14	1	\$23,180
	GS	1530	STATISTICIAN	11	1	\$10,000
	GS	1550	COMPUTER SCIENCE	13	1	\$5,000
	GS	1640	FACILITY OPERATIONS SERVICES	11	1	\$10,000
	GS	1640	FACILITY OPERATIONS SERVICES	12	1	\$8,000
	GS	1640	FACILITY OPERATIONS SERVICES	13	1	\$9,777
	GS	1670	EQUIPMENT SERVICES	09	1	\$3,000
	GS	1670	EQUIPMENT SERVICES	11	1	\$6,000
	GS	1670	EQUIPMENT SERVICES	12	1	\$17,714
	GS	1701	GENERAL EDUCATION AND TRAINING	09	1	\$15,284
	GS	1701	GENERAL EDUCATION AND TRAINING	11	1	\$10,000
	GS	1740	EDUCATION SERVICES	11	1	\$7,363
	GS	1750	INSTRUCTIONAL SYSTEMS	12	1	\$17,616
	GS	1910	QUALITY ASSURANCE	11	2	\$13,000
	GS	1910	QUALITY ASSURANCE	12	6	\$77,129

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1910	QUALITY ASSURANCE	13	3	\$57,533
	GS	2001	GENERAL SUPPLY	09	1	\$9,543
	GS	2001	GENERAL SUPPLY	12	1	\$16,146
	GS	2130	TRAFFIC MANAGEMENT	11	2	\$22,882
	GS	2130	TRAFFIC MANAGEMENT	13	1	\$14,301
	GS	2152	AIR TRAFFIC CONTROL	11	1	\$14,434
	GS	2181	AIRCRAFT OPERATION	13	1	\$15,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	4	\$39,256
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	6	\$66,253
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	4	\$62,199
	IE	0801	GENERAL ENGINEERING	00	1	\$25,000
	IE	1102	CONTRACTING	00	1	\$25,000
	ND	0801	GENERAL ENGINEERING	05	3	\$95,167
	ND	0855	ELECTRONICS ENGINEERING	03	1	\$5,000
	ND	0855	ELECTRONICS ENGINEERING	04	1	\$1,441
	NH	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	1	\$7,335
	NH	0801	GENERAL ENGINEERING	04	1	\$27,660
	NH	0855	ELECTRONICS ENGINEERING	03	2	\$9,896
	NH	0855	ELECTRONICS ENGINEERING	04	1	\$29,523
	NH	1101	GENERAL BUSINESS AND INDUSTRY	04	2	\$30,000
	NH	1102	CONTRACTING	03	1	\$6,000
	NH	1102	CONTRACTING	04	2	\$15,000
	NT	0343	MANAGEMENT AND PROGRAM ANALYSIS	04	1	\$3,000
	ST	1301	GENERAL PHYSICAL SCIENCE	00	1	\$25,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	11	3	\$15,000
	WG	2602	ELECTRONIC MEASUREMENT EQUIPMENT MECHANIC	12	1	\$5,074
	WG	2604	ELECTRONICS MECHANIC	11	2	\$25,508
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	1	\$14,937
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	13	1	\$1,512
	WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	11	1	\$6,000
	WG	5408	WASTEWATER TREATMENT PLANT OPERATOR	09	1	\$9,909
	WG	6501	MISC AMMUN	09	1	\$5,000
	WL	5334	MARINE MACHINERY MECHANIC	10	1	\$16,458
	WL	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	1	\$13,472
	WM	9904	SHIP PILOT	27	1	\$35,750
	WS	4816	PROTECTVE SAFE EQUIP FABRICATNG REPAIR	08	1	\$5,000
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	10	1	\$16,608
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	15	1	\$24,072
	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	02	2	\$27,680

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YA	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	03	1	\$14,002
	YA	0020	COMMUNITY PLANNING	02	1	\$18,000
	YA	0101	SOCIAL SCIENCE	02	1	\$5,000
	YA	0110	ECONOMIST	02	1	\$6,661
	YA	0185	SOCIAL WORK	02	1	\$12,993
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	8	\$53,920
	YA	0201	HUMAN RESOURCES MANAGEMENT	03	4	\$25,000
	YA	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$3,037
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	2	\$17,690
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	3	\$36,599
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	2	\$30,096
	YA	0340	PROGRAM MANAGEMENT	03	1	\$8,816
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	8	\$46,419
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$40,768
	YA	0346	LOGISTICS MANAGEMENT	02	4	\$35,000
	YA	0346	LOGISTICS MANAGEMENT	03	5	\$50,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	1	\$8,000
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$4,000
	YA	0511	AUDITING	01	1	\$12,993
	YA	0511	AUDITING	02	3	\$17,375
	YA	0905	GENERAL ATTORNEY	02	1	\$2,500
	YA	1035	PUBLIC AFFAIRS	02	1	\$10,000
	YA	1101	GENERAL BUSINESS AND INDUSTRY	02	1	\$7,500
	YA	1101	GENERAL BUSINESS AND INDUSTRY	03	2	\$24,015
	YA	1102	CONTRACTING	02	4	\$27,355
	YA	1701	GENERAL EDUCATION AND TRAINING	02	2	\$14,000
	YA	1740	EDUCATION SERVICES	02	1	\$10,000
	YA	1740	EDUCATION SERVICES	03	1	\$10,000
	YA	1750	INSTRUCTIONAL SYSTEMS	02	1	\$5,000
	YA	1750	INSTRUCTIONAL SYSTEMS	03	3	\$15,000
	YA	1910	QUALITY ASSURANCE	02	1	\$11,191
	YA	2001	GENERAL SUPPLY	02	1	\$24,807
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	2	\$10,000
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$5,000
	YC	0101	SOCIAL SCIENCE	02	1	\$5,000
	YC	0201	HUMAN RESOURCES MANAGEMENT	02	4	\$40,000
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	3	\$35,000
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	1	\$5,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	3	\$25,000
	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	1	\$4,000
	YC	0501	FINANCIAL ADMINISTRATION AND PROGRAM	02	1	\$8,000
	YC	0511	AUDITING	02	1	\$6,000
	YC	0560	BUDGET ANALYSIS	03	1	\$30,648
	YC	1101	GENERAL BUSINESS AND INDUSTRY	03	1	\$7,500
	YC	1102	CONTRACTING	02	1	\$15,000
	YC	1173	HOUSING MANAGEMENT	02	1	\$10,000
	YC	1640	FACILITY OPERATIONS SERVICES	02	1	\$20,627
	YC	1750	INSTRUCTIONAL SYSTEMS	02	1	\$18,753
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$20,012
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	1	\$5,000
	YD	0403	MICROBIOLOGY	03	1	\$25,185
	YD	0486	WILDLIFE BIOLOGY	02	1	\$5,000
	YD	0801	GENERAL ENGINEERING	02	7	\$56,000
	YD	0801	GENERAL ENGINEERING	03	4	\$58,041
	YD	0808	ARCHITECTURE	02	1	\$6,000
	YD	0810	CIVIL ENGINEERING	03	1	\$21,393
	YD	0830	MECHANICAL ENGINEERING	02	1	\$621
	YD	0855	ELECTRONICS ENGINEERING	02	1	\$2,000
	YD	0894	WELDING ENGINEERING	02	1	\$15,000
	YD	1515	OPERATIONS RESEARCH	02	2	\$33,742
	YD	1515	OPERATIONS RESEARCH	03	1	\$32,223
	YE	0802	ENGINEERING TECHNICIAN	02	1	\$8,000
	YF	0401	GENERAL BIOLOGICAL SCIENCE	02	1	\$17,600
	YF	0801	GENERAL ENGINEERING	02	1	\$10,000
	YF	0801	GENERAL ENGINEERING	03	4	\$60,738
	YF	0810	CIVIL ENGINEERING	02	5	\$42,328
	YF	0810	CIVIL ENGINEERING	03	1	\$27,451
	YF	0850	ELECTRICAL ENGINEERING	02	1	\$7,500
	YF	1515	OPERATIONS RESEARCH	03	1	\$27,000
	YJ	0660	PHARMACIST	02	1	\$16,937
	YK	1811	CRIMINAL INVESTIGATING	02	3	\$30,000
Energy	EK	1301	GENERAL PHYSICAL SCIENCE	04	1	\$6,000
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$32,123
	ES	0801	GENERAL ENGINEERING	00	1	\$27,511
	GS	0080	SECURITY ADMINISTRATION	14	1	\$13,130
	GS	0110	ECONOMIST	13	1	\$3,609
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$18,000
	GS	0340	PROGRAM MANAGEMENT	15	1	\$22,652

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	GS	0511	AUDITING	09	1	\$5,729
	GS	0801	GENERAL ENGINEERING	14	4	\$55,682
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$23,409
	GS	1102	CONTRACTING	14	1	\$25,537
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$10,000
	WB	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	00	1	\$307
	WB	2801	MISC ELECTRICAL INSTALLATION MAINT	00	1	\$19,289
	WB	2801	MISC ELECTRICAL INSTALLATION MAINT	00	1	\$16,075
Health and Human Services	AD	0602	MEDICAL OFFICER	00	1	\$22,853
	ES	0340	PROGRAM MANAGEMENT	00	1	\$9,094
	ES	0341	ADMINISTRATIVE OFFICER	00	1	\$15,815
	ES	0602	MEDICAL OFFICER	00	1	\$39,325
	GS	0080	SECURITY ADMINISTRATION	14	1	\$22,041
	GS	0180	PSYCHOLOGY	12	1	\$8,098
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$22,983
	GS	0601	GENERAL HEALTH SCIENCE	15	1	\$11,466
	GS	0602	MEDICAL OFFICER	14	1	\$15,973
	GS	0602	MEDICAL OFFICER	15	2	\$59,294
	GS	0603	PHYSICIANS ASSISTANT	12	1	\$7,682
	GS	0610	NURSE	07	1	\$7,021
	GS	0610	NURSE	09	3	\$31,627
	GS	0610	NURSE	10	5	\$48,273
	GS	0610	NURSE	12	1	\$4,060
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	13	1	\$17,007
	GS	0696	CONSUMER SAFETY	12	3	\$19,515
	GS	0696	CONSUMER SAFETY	13	2	\$19,070
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	3	\$11,000
	GS	1102	CONTRACTING	11	1	\$6,000
	GS	1102	CONTRACTING	14	2	\$13,000
	GS	1667	FOOD SERVICES	09	1	\$5,832
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$26,113	
Homeland Security	GS	0132	INTELLIGENCE	14	1	\$25,137
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	11	1	\$11,547
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$16,607
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$10,073
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$9,951
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$20,627
	GS	1740	EDUCATION SERVICES	11	1	\$11,547
	GS	1811	CRIMINAL INVESTIGATING	09	1	\$9,862
	GS	1811	CRIMINAL INVESTIGATING	11	1	\$9,659

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Homeland Security (continued)	GS	1811	CRIMINAL INVESTIGATING	13	1	\$13,555
	GS	1896	CUSTOMS AND BORDER PROTECTION INTERDICTION	11	1	\$3,769
	GS	1896	CUSTOMS AND BORDER PROTECTION INTERDICTION	12	1	\$7,267
Interior	ES	0340	PROGRAM MANAGEMENT	00	1	\$20,000
	GS	0023	OUTDOOR RECREATION PLANNING	12	1	\$16,319
	GS	0025	PARK RANGER	09	1	\$5,000
	GS	0025	PARK RANGER	14	1	\$5,000
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	1	\$15,685
	GS	0170	HISTORY	09	1	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$15,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$10,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$19,753
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$5,000
	GS	0340	PROGRAM MANAGEMENT	14	1	\$7,000
	GS	0340	PROGRAM MANAGEMENT	15	2	\$28,042
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$1,540
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$19,405
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$23,613
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$14,726
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$15,431
	GS	0401	GENERAL BIOLOGICAL SCIENCE	11	1	\$11,547
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$16,091
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$37,523
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$5,000
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$19,338
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$20,699
	GS	0408	ECOLOGY	11	1	\$5,000
	GS	0462	FORESTRY TECHNICIAN	07	1	\$5,000
	GS	0480	GENERAL FISH AND WILDLIFE ADMINISTRATION	15	2	\$51,570
	GS	0485	WILDLIFE REFUGE MANAGEMENT	13	1	\$17,555
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$8,822
	GS	0808	ARCHITECTURE	12	1	\$13,000
	GS	0810	CIVIL ENGINEERING	13	1	\$11,520
	GS	0881	PETROLEUM ENGINEERING	11	1	\$14,292
	GS	1102	CONTRACTING	13	1	\$5,000
	GS	1373	LAND SURVEYING	12	1	\$17,648
GS	1640	FACILITY OPERATIONS SERVICES	13	1	\$10,000	
GS	1640	FACILITY OPERATIONS SERVICES	14	1	\$5,000	
GS	1811	CRIMINAL INVESTIGATING	14	1	\$7,500	

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2	\$9,250
	AD	0905	GENERAL ATTORNEY	28	1	\$2,500
	AD	0905	GENERAL ATTORNEY	29	1	\$3,885
	AD	0905	GENERAL ATTORNEY	37	2	\$9,655
	GS	0132	INTELLIGENCE	12	1	\$15,685
	GS	0132	INTELLIGENCE	13	1	\$21,250
	GS	0132	INTELLIGENCE	14	1	\$7,500
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$15,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	2	\$23,635
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$3,000
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	2	\$19,989
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	10	1	\$4,484
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$18,564
	GS	0505	FINANCIAL MANAGEMENT	13	1	\$19,749
	GS	0511	AUDITING	14	1	\$20,000
	GS	1102	CONTRACTING	12	1	\$7,000
	GS	1160	FINANCIAL ANALYSIS	12	1	\$5,905
	GS	1667	FOOD SERVICES	13	1	\$20,846
	GS	1811	CRIMINAL INVESTIGATING	07	3	\$30,000
	GS	1811	CRIMINAL INVESTIGATING	09	2	\$15,000
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$7,500
	GS	1811	CRIMINAL INVESTIGATING	13	8	\$95,000
GS	1811	CRIMINAL INVESTIGATING	14	2	\$17,500	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	07	1	\$3,000	
Labor	GS	0142	MANPOWER DEVELOPMENT	14	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$2,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$15,000
	GS	0344	MANAGEMENT PROGRAM CLERICAL ASSIST	07	1	\$6,507
	GS	1712	TRAINING INSTRUCTION	13	1	\$4,092
	GS	1822	MINE SAFETY AND HEALTH	15	1	\$24,402
Transportation	ES	0340	PROGRAM MANAGEMENT	00	1	\$39,165
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$4,486
	GS	0511	AUDITING	14	1	\$21,328
	GS	0810	CIVIL ENGINEERING	13	1	\$12,000
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$5,000
Treasury	ES	0340	PROGRAM MANAGEMENT	00	10	\$259,480
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$25,000
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$5,000
	GS	0318	SECRETARY	05	5	\$25,000

Relocation Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Treasury (continued)	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	1	\$770
	GS	0512	INTERNAL REVENUE AGENT	12	1	\$5,000
	GS	0512	INTERNAL REVENUE AGENT	13	3	\$15,000
	GS	0526	TAX SPECIALIST	11	2	\$10,000
	GS	0526	TAX SPECIALIST	13	1	\$5,000
	GS	0560	BUDGET ANALYSIS	12	1	\$5,000
	GS	0592	TAX EXAMINING	05	1	\$5,000
	GS	0592	TAX EXAMINING	07	1	\$5,000
	GS	0905	GENERAL ATTORNEY	13	1	\$5,000
	GS	0905	GENERAL ATTORNEY	15	1	\$25,000
	GS	0930	HEARINGS AND APPEALS	13	1	\$5,000
	GS	0962	CONTACT REPRESENTATIVE	08	5	\$62,369
	GS	1035	PUBLIC AFFAIRS	14	1	\$5,000
	GS	1169	INTERNAL REVENUE OFFICER	12	2	\$10,000
	GS	1802	COMPLIANCE INSPECTION AND SUPPORT	06	1	\$5,000
	GS	1811	CRIMINAL INVESTIGATING	12	1	\$5,000
	GS	1811	CRIMINAL INVESTIGATING	13	3	\$35,000
	GS	1811	CRIMINAL INVESTIGATING	14	10	\$160,467
	IR	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	01	2	\$48,489
	IR	0512	INTERNAL REVENUE AGENT	04	1	\$5,000
	IR	0526	TAX SPECIALIST	06	1	\$5,000
	IR	0930	HEARINGS AND APPEALS	04	1	\$5,000
	IR	1811	CRIMINAL INVESTIGATING	01	4	\$100,110
IR	1811	CRIMINAL INVESTIGATING	04	3	\$45,232	
Veterans Affairs	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	2	\$31,369
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	14	1	\$11,893
	GS	0080	SECURITY ADMINISTRATION	12	1	\$10,000
	GS	0080	SECURITY ADMINISTRATION	14	1	\$24,375
	GS	0083	POLICE	06	2	\$14,130
	GS	0101	SOCIAL SCIENCE	09	1	\$5,000
	GS	0101	SOCIAL SCIENCE	11	1	\$5,000
	GS	0101	SOCIAL SCIENCE	13	1	\$10,000
	GS	0180	PSYCHOLOGY	13	3	\$26,888
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	09	1	\$2,219
	GS	0185	SOCIAL WORK	12	1	\$5,000
	GS	0185	SOCIAL WORK	13	2	\$16,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	2	\$15,197
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	8	\$86,816
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	4	\$62,203
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	3	\$36,300

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	2	\$13,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$6,500
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	4	\$74,351
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$10,000
	GS	0318	SECRETARY	05	1	\$2,000
	GS	0340	PROGRAM MANAGEMENT	11	1	\$11,647
	GS	0340	PROGRAM MANAGEMENT	13	3	\$31,279
	GS	0340	PROGRAM MANAGEMENT	14	2	\$40,149
	GS	0341	ADMINISTRATIVE OFFICER	09	1	\$5,000
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$2,000
	GS	0341	ADMINISTRATIVE OFFICER	12	2	\$22,500
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$5,000
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$7,500
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$25,309
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$20,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$5,000
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$9,400
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	2	\$24,000
	GS	0505	FINANCIAL MANAGEMENT	13	3	\$32,571
	GS	0505	FINANCIAL MANAGEMENT	14	3	\$59,800
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$18,105
	GS	0510	ACCOUNTING	09	1	\$10,000
	GS	0510	ACCOUNTING	13	2	\$33,000
	GS	0511	AUDITING	13	1	\$16,458
	GS	0525	ACCOUNTING TECHNICIAN	07	1	\$10,000
	GS	0560	BUDGET ANALYSIS	13	1	\$10,000
	GS	0601	GENERAL HEALTH SCIENCE	08	3	\$22,639
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$15,592
	GS	0620	PRACTICAL NURSE	06	1	\$1,500
	GS	0631	OCCUPATIONAL THERAPIST	09	1	\$8,500
	GS	0633	PHYSICAL THERAPIST	09	1	\$9,672
	GS	0633	PHYSICAL THERAPIST	10	1	\$5,000
	GS	0633	PHYSICAL THERAPIST	11	3	\$22,127
	GS	0644	MEDICAL TECHNOLOGIST	11	1	\$7,157
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	2	\$9,000
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	2	\$12,470
	GS	0660	PHARMACIST	11	5	\$48,938

**Relocation Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0660	PHARMACIST	12	5	\$37,943
	GS	0660	PHARMACIST	13	2	\$20,000
	GS	0660	PHARMACIST	14	1	\$11,653
	GS	0661	PHARMACY TECHNICIAN	07	1	\$2,000
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	2	\$6,920
	GS	0667	ORTHOTIST AND PROSTHETIST	12	1	\$10,000
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	3	\$18,300
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	1	\$10,000
	GS	0670	HEALTH SYSTEM ADMINISTRATION	09	1	\$2,500
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	1	\$5,000
	GS	0671	HEALTH SYSTEM SPECIALIST	11	1	\$5,000
	GS	0671	HEALTH SYSTEM SPECIALIST	13	3	\$37,394
	GS	0671	HEALTH SYSTEM SPECIALIST	14	1	\$22,539
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	07	1	\$2,000
	GS	0690	INDUSTRIAL HYGIENE	12	1	\$5,000
	GS	0801	GENERAL ENGINEERING	12	2	\$9,800
	GS	0801	GENERAL ENGINEERING	13	2	\$13,439
	GS	0801	GENERAL ENGINEERING	14	2	\$54,481
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$10,000
	GS	0810	CIVIL ENGINEERING	07	1	\$10,142
	GS	0830	MECHANICAL ENGINEERING	12	1	\$7,598
	GS	0830	MECHANICAL ENGINEERING	13	2	\$17,720
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$8,000
	GS	0850	ELECTRICAL ENGINEERING	13	1	\$10,862
	GS	0858	BIOMEDICAL ENGINEERING	09	1	\$1,000
	GS	0858	BIOMEDICAL ENGINEERING	12	1	\$7,500
	GS	0996	VETERANS CLAIMS EXAMINING	15	1	\$10,000
	GS	1102	CONTRACTING	12	2	\$17,000
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$21,394
	GS	1701	GENERAL EDUCATION AND TRAINING	14	1	\$22,539
	GS	2010	INVENTORY MANAGEMENT	11	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$10,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$52,428
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$30,000
	WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	10	1	\$7,000
	WG	5402	BOILER PLANT OPERATOR	10	1	\$2,000
	WS	4749	MAINTENANCE MECHANIC	13	1	\$3,615

Relocation Incentives Independent Agencies

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade Or Work Level	Number Paid	Total Amount Paid
Consumer Product Safety Commission	GS	1384	TEXTILE TECHNOLOGY	12	1	\$13,840
Environmental Protection Agency	GS	0819	ENVIRONMENTAL ENGINEERING	14	1	\$5,000
General Services Administration	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$9,500
	GS	0830	MECHANICAL ENGINEERING	13	1	\$6,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$5,000
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	2	\$19,000
	GS	1102	CONTRACTING	12	2	\$19,000
	GS	1102	CONTRACTING	13	1	\$5,856
	GS	1170	REALTY	11	1	\$8,200
	GS	1170	REALTY	12	1	\$5,000
	GS	1170	REALTY	13	1	\$3,000
	GS	1170	REALTY	14	1	\$4,000
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	11	2	\$13,500
	Merit Systems Protection Board	GS	0905	GENERAL ATTORNEY	14	2
GS		0905	GENERAL ATTORNEY	15	2	\$45,000
National Aeronautics and Space Administration	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$26,689
	ES	0201	HUMAN RESOURCES MANAGEMENT	00	1	\$18,760
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$40,225
	ES	0801	GENERAL ENGINEERING	00	4	\$127,620
	ES	0861	AEROSPACE ENGINEERING	00	2	\$57,895
	ES	1301	GENERAL PHYSICAL SCIENCE	00	1	\$25,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$5,000
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	2	\$25,387
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$7,002
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$38,585
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$19,749
	GS	0510	ACCOUNTING	12	1	\$5,536
	GS	0801	GENERAL ENGINEERING	13	1	\$21,604
	GS	0801	GENERAL ENGINEERING	14	1	\$10,000
	GS	0801	GENERAL ENGINEERING	15	1	\$20,000
	GS	0830	MECHANICAL ENGINEERING	07	1	\$3,000
	GS	0861	AEROSPACE ENGINEERING	14	1	\$10,000
	GS	0905	GENERAL ATTORNEY	14	2	\$9,500
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$5,000
	GS	1102	CONTRACTING	12	1	\$5,000
	GS	1102	CONTRACTING	13	1	\$5,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$21,500

**Relocation Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade Or Work Level	Number Paid	Total Amount Paid
National Science Foundation	AD	1360	OCEANOGRAPHY	04	1	\$5,000
Overseas Private Investment Corporation	GS	0080	SECURITY ADMINISTRATION	12	1	\$3,000
Smithsonian Institution	GS	1001	GENERAL ARTS AND INFORMATION	12	1	\$4,000

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Agriculture	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$3,898
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	1	\$11,741
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	2	\$18,948
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,182
	GS	0340	PROGRAM MANAGEMENT	15	1	\$23,104
	GS	0340	PROGRAM MANAGEMENT	15	1	\$7,047
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$2,520
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	1	\$6,456
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$13,232
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	1	\$20,370
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$28,214
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$12,832
	GS	0403	MICROBIOLOGY	15	1	\$27,954
	GS	0440	GENETICS	15	3	\$61,873
	GS	0460	FORESTRY	12	2	\$12,412
	GS	0460	FORESTRY	13	1	\$19,201
	GS	0460	FORESTRY	14	1	\$9,240
	GS	0460	FORESTRY	15	1	\$4,092
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$16,608
	GS	0701	VETERINARY MEDICAL SCIENCE	13	1	\$10,862
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$41,409
	GS	0701	VETERINARY MEDICAL SCIENCE	15	3	\$61,254
	GS	0802	ENGINEERING TECHNICIAN	11	2	\$31,340
	GS	0810	CIVIL ENGINEERING	12	1	\$22,892
	GS	0810	CIVIL ENGINEERING	13	3	\$49,312
	GS	1035	PUBLIC AFFAIRS	13	1	\$12,865
	GS	1101	GENERAL BUSINESS AND INDUSTRY	05	3	\$1,330
	GS	1101	GENERAL BUSINESS AND INDUSTRY	06	3	\$3,089
	GS	1101	GENERAL BUSINESS AND INDUSTRY	07	25	\$34,849
	GS	1101	GENERAL BUSINESS AND INDUSTRY	08	6	\$9,665
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$14,255
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	2	\$4,551
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$12,136
	GS	1102	CONTRACTING	12	1	\$10,961
	GS	1105	PURCHASING	08	1	\$7,257
	GS	1105	PURCHASING	09	1	\$5,610
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$17,691
	GS	1301	GENERAL PHYSICAL SCIENCE	12	1	\$2,875
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	1	\$22,625
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	2	\$15,607

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Agriculture (cont.)	ST	0701	VETERINARY MEDICAL SCIENCE	00	1	\$35,188
Commerce	ES	0505	FINANCIAL MANAGEMENT	00	1	\$7,603
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$9,036
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	1	\$28,184
	GS	0905	GENERAL ATTORNEY	15	1	\$5,643
	GS	1140	TRADE SPECIALIST	12	1	\$6,702
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$15,360
	ST	1310	PHYSICS	00	3	\$75,210
	WM	9901	MISCELLANEOUS VESSEL JOBS	44	3	\$3,321
	WM	9933	SECOND ASSISTANT ENGINEER	07	1	\$6,731
	ZA	0391	TELECOMMUNICATIONS	04	1	\$13,775
	ZA	1101	GENERAL BUSINESS AND INDUSTRY	IV	1	\$4,179
	ZA	1102	CONTRACTING	IV	3	\$15,756
	ZP	0101	SOCIAL SCIENCE	V	1	\$7,134
	ZP	0801	GENERAL ENGINEERING	V	4	\$27,201
	ZP	0830	MECHANICAL ENGINEERING	V	4	\$28,538
	ZP	0855	ELECTRONICS ENGINEERING	V	1	\$2,850
	ZP	0858	BIOMEDICAL ENGINEERING	V	1	\$3,842
	ZP	0893	CHEMICAL ENGINEERING	V	1	\$6,915
	ZP	1301	GENERAL PHYSICAL SCIENCE	V	8	\$46,373
	ZP	1310	PHYSICS	III	1	\$84,000
	ZP	1310	PHYSICS	V	21	\$72,192
	ZP	1320	CHEMISTRY	V	3	\$21,403
	ZP	1321	METALLURGY	V	2	\$8,888
	ZP	1515	OPERATIONS RESEARCH	IV	1	\$3,946
	ZP	1515	OPERATIONS RESEARCH	V	3	\$21,403
	ZP	1520	MATHEMATICS	V	1	\$7,134
	ZP	1529	MATHEMATICAL STATISTICIAN	V	1	\$2,850
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	IV	1	\$28,252
	ZP	2210	INFORMATION TECHNOLOGY MANAGEMENT	V	1	\$4,116
	ZS	0083	POLICE	II	1	\$7,363
	ZS	0083	POLICE	III	13	\$124,486
	ZS	0083	POLICE	IV	8	\$88,590
	ZS	0083	POLICE	V	4	\$50,286
ZT	0802	ENGINEERING TECHNICIAN	IV	10	\$53,016	
ZT	0802	ENGINEERING TECHNICIAN	V	10	\$92,558	
ZT	1374	GEODETTIC TECHNICIAN	04	1	\$10,795	
Defense	AD	0101	SOCIAL SCIENCE	07	1	\$755
	AD	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$9,412
	AD	1701	GENERAL EDUCATION AND TRAINING	00	4	\$12,922

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	AD	1701	GENERAL EDUCATION AND TRAINING	05	2	\$9,904
	AD	1701	GENERAL EDUCATION AND TRAINING	07	2	\$18,353
	AD	1701	GENERAL EDUCATION AND TRAINING	09	11	\$95,725
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	09	2	\$41,113
	AD	1710	EDUCATION AND VOCATIONAL TRAINING	11	1	\$20,550
	DB	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$757
	DB	0413	PHYSIOLOGY	03	1	\$858
	DB	0602	MEDICAL OFFICER	04	3	\$30,123
	DB	0602	MEDICAL OFFICER	05	1	\$18,696
	DB	0610	NURSE	02	1	\$7,306
	DB	0810	CIVIL ENGINEERING	04	1	\$15,549
	DB	0854	COMPUTER ENGINEERING	02	1	\$2,936
	DB	0855	ELECTRONICS ENGINEERING	04	2	\$27,460
	DB	0858	BIOMEDICAL ENGINEERING	03	4	\$24,482
	DB	0861	AEROSPACE ENGINEERING	04	1	\$10,730
	DB	1301	GENERAL PHYSICAL SCIENCE	04	1	\$19,561
	DB	1310	PHYSICS	04	1	\$16,073
	DB	1313	GEOPHYSICS	04	1	\$12,697
	DB	1550	COMPUTER SCIENCE	04	2	\$5,677
	DE	0404	BIOLOGICAL SCIENCE TECHNICIAN	02	2	\$13,946
	DJ	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	03	1	\$7,601
	DJ	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$4,036
	DJ	1670	EQUIPMENT SERVICES	04	1	\$2,834
	DK	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	1	\$1,302
	DP	0180	PSYCHOLOGY	04	1	\$3,261
	DP	0855	ELECTRONICS ENGINEERING	04	2	\$4,997
	DP	1515	OPERATIONS RESEARCH	04	1	\$2,421
	DR	0180	PSYCHOLOGY	03	1	\$11,981
	DR	0801	GENERAL ENGINEERING	03	2	\$9,240
	DR	1515	OPERATIONS RESEARCH	04	1	\$2,239
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$23,306
	ES	0510	ACCOUNTING	00	2	\$38,785
	ES	1101	GENERAL BUSINESS AND INDUSTRY	00	2	\$16,266
	ES	1301	GENERAL PHYSICAL SCIENCE	00	2	\$50,981
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$27,675
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	1	\$1,955
	GG	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	15	1	\$1,508
	GG	0030	SPORTS SPECIALIST	09	1	\$1,042

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GG	0080	SECURITY ADMINISTRATION	11	2	\$1,710
	GG	0080	SECURITY ADMINISTRATION	12	3	\$6,240
	GG	0080	SECURITY ADMINISTRATION	13	25	\$168,279
	GG	0080	SECURITY ADMINISTRATION	14	8	\$84,439
	GG	0080	SECURITY ADMINISTRATION	15	1	\$16,816
	GG	0083	POLICE	06	2	\$1,518
	GG	0083	POLICE	07	29	\$27,042
	GG	0083	POLICE	08	5	\$2,518
	GG	0083	POLICE	09	1	\$460
	GG	0086	SECURITY CLERICAL AND ASSISTANCE	05	1	\$2,826
	GG	0101	SOCIAL SCIENCE	09	5	\$4,310
	GG	0101	SOCIAL SCIENCE	11	3	\$3,592
	GG	0101	SOCIAL SCIENCE	12	1	\$1,333
	GG	0102	SOCIAL SCIENCE AID AND TECHNICIAN	06	1	\$648
	GG	0132	INTELLIGENCE	11	1	\$1,018
	GG	0132	INTELLIGENCE	13	2	\$17,086
	GG	0170	HISTORY	12	1	\$1,555
	GG	0170	HISTORY	13	1	\$2,008
	GG	0188	RECREATION SPECIALIST	07	1	\$884
	GG	0188	RECREATION SPECIALIST	09	1	\$1,257
	GG	0188	RECREATION SPECIALIST	11	1	\$1,335
	GG	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$776
	GG	0201	HUMAN RESOURCES MANAGEMENT	11	3	\$3,382
	GG	0201	HUMAN RESOURCES MANAGEMENT	12	7	\$11,229
	GG	0201	HUMAN RESOURCES MANAGEMENT	13	3	\$5,498
	GG	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$849
	GG	0203	HUMAN RESOURCES ASSISTANCE	06	4	\$2,926
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	09	1	\$1,122
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	11	2	\$2,392
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	1	\$1,297
	GG	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$2,186
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$1,042
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	6	\$8,854
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	7	\$10,573
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$2,560
	GG	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$3,540
	GG	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$952
	GG	0318	SECRETARY	07	1	\$927

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GG	0318	SECRETARY	09	2	\$2,329
	GG	0318	SECRETARY	10	1	\$1,316
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	1	\$1,418
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	2	\$3,466
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	4	\$7,625
	GG	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	3	\$4,690
	GG	0344	MANAGEMENT PROGRAM CLERICAL ASSIST	07	1	\$977
	GG	0346	LOGISTICS MANAGEMENT	12	2	\$1,662
	GG	0346	LOGISTICS MANAGEMENT	14	7	\$15,381
	GG	0346	LOGISTICS MANAGEMENT	15	1	\$2,796
	GG	0361	EQUAL OPPORTUNITY ASSISTANCE	07	1	\$752
	GG	0391	TELECOMMUNICATIONS	09	1	\$1,814
	GG	0391	TELECOMMUNICATIONS	12	2	\$2,760
	GG	0391	TELECOMMUNICATIONS	14	2	\$4,439
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$327
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$1,511
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	10	\$17,386
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	15	\$31,479
	GG	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	7	\$17,069
	GG	0510	ACCOUNTING	11	1	\$1,224
	GG	0560	BUDGET ANALYSIS	13	3	\$5,745
	GG	0560	BUDGET ANALYSIS	14	1	\$2,061
	GG	0610	NURSE	11	1	\$10,114
	GG	0801	GENERAL ENGINEERING	12	3	\$3,201
	GG	0801	GENERAL ENGINEERING	13	23	\$47,422
	GG	0801	GENERAL ENGINEERING	14	10	\$22,510
	GG	0801	GENERAL ENGINEERING	15	2	\$4,640
	GG	0803	SAFETY ENGINEERING	13	2	\$3,805
	GG	0803	SAFETY ENGINEERING	14	1	\$2,435
	GG	0810	CIVIL ENGINEERING	13	1	\$2,061
	GG	0819	ENVIRONMENTAL ENGINEERING	11	1	\$1,186
	GG	0819	ENVIRONMENTAL ENGINEERING	12	1	\$1,733
	GG	0819	ENVIRONMENTAL ENGINEERING	13	3	\$6,077
	GG	0819	ENVIRONMENTAL ENGINEERING	14	1	\$2,296
	GG	0830	MECHANICAL ENGINEERING	11	1	\$1,198
	GG	0850	ELECTRICAL ENGINEERING	13	1	\$1,305
	GG	0854	COMPUTER ENGINEERING	13	3	\$6,161
	GG	0855	ELECTRONICS ENGINEERING	13	12	\$22,983
	GG	0855	ELECTRONICS ENGINEERING	14	1	\$2,057
	GG	0861	AEROSPACE ENGINEERING	12	1	\$1,811
	GG	0861	AEROSPACE ENGINEERING	13	1	\$2,061

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GG	0905	GENERAL ATTORNEY	14	6	\$13,823
	GG	0905	GENERAL ATTORNEY	15	3	\$8,153
	GG	0950	PARALEGAL SPECIALIST	09	1	\$1,249
	GG	1001	GENERAL ARTS AND INFORMATION	11	1	\$1,285
	GG	1001	GENERAL ARTS AND INFORMATION	13	1	\$1,691
	GG	1035	PUBLIC AFFAIRS	13	1	\$1,853
	GG	1071	AUDIOVISUAL PRODUCTION	13	1	\$1,797
	GG	1101	GENERAL BUSINESS AND INDUSTRY	09	1	\$1,195
	GG	1101	GENERAL BUSINESS AND INDUSTRY	13	4	\$7,892
	GG	1101	GENERAL BUSINESS AND INDUSTRY	14	8	\$16,251
	GG	1101	GENERAL BUSINESS AND INDUSTRY	15	9	\$22,022
	GG	1102	CONTRACTING	13	32	\$56,582
	GG	1102	CONTRACTING	14	18	\$39,432
	GG	1102	CONTRACTING	15	8	\$18,823
	GG	1173	HOUSING MANAGEMENT	09	1	\$1,242
	GG	1301	GENERAL PHYSICAL SCIENCE	15	1	\$658
	GG	1310	PHYSICS	13	2	\$4,016
	GG	1515	OPERATIONS RESEARCH	13	2	\$3,963
	GG	1550	COMPUTER SCIENCE	14	1	\$2,435
	GG	1701	GENERAL EDUCATION AND TRAINING	09	1	\$959
	GG	1701	GENERAL EDUCATION AND TRAINING	11	2	\$2,657
	GG	1740	EDUCATION SERVICES	09	1	\$791
	GG	1740	EDUCATION SERVICES	11	1	\$1,446
	GG	1740	EDUCATION SERVICES	13	1	\$2,061
	GG	1801	GENERAL INSPECTION	12	1	\$1,555
	GG	1910	QUALITY ASSURANCE	13	1	\$2,154
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	2	\$2,625
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$3,228
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	09	3	\$4,281
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	1	\$5,341
	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	4	\$22,317
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	11	4	\$20,522
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	12	3	\$16,716
	GS	0030	SPORTS SPECIALIST	05	6	\$3,904
	GS	0030	SPORTS SPECIALIST	07	1	\$877
	GS	0060	CHAPLAIN	12	1	\$3,863
	GS	0080	SECURITY ADMINISTRATION	05	1	\$1,083
	GS	0080	SECURITY ADMINISTRATION	07	1	\$715
	GS	0080	SECURITY ADMINISTRATION	08	2	\$2,368

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0080	SECURITY ADMINISTRATION	09	6	\$11,258
	GS	0080	SECURITY ADMINISTRATION	11	7	\$8,295
	GS	0080	SECURITY ADMINISTRATION	12	11	\$17,904
	GS	0080	SECURITY ADMINISTRATION	13	14	\$145,382
	GS	0080	SECURITY ADMINISTRATION	14	2	\$29,556
	GS	0081	FIRE PROTECTION AND PREVENTION	06	3	\$5,751
	GS	0081	FIRE PROTECTION AND PREVENTION	07	16	\$38,731
	GS	0081	FIRE PROTECTION AND PREVENTION	08	6	\$14,401
	GS	0081	FIRE PROTECTION AND PREVENTION	09	2	\$6,813
	GS	0081	FIRE PROTECTION AND PREVENTION	12	1	\$4,640
	GS	0081	FIRE PROTECTION AND PREVENTION	13	1	\$781
	GS	0083	POLICE	04	1	\$474
	GS	0083	POLICE	06	16	\$14,892
	GS	0083	POLICE	07	46	\$44,639
	GS	0083	POLICE	08	10	\$18,239
	GS	0083	POLICE	09	8	\$20,935
	GS	0083	POLICE	10	1	\$4,148
	GS	0083	POLICE	12	1	\$7,240
	GS	0085	SECURITY GUARD	05	14	\$10,411
	GS	0085	SECURITY GUARD	06	24	\$28,808
	GS	0085	SECURITY GUARD	07	10	\$13,613
	GS	0085	SECURITY GUARD	09	5	\$8,593
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	06	1	\$1,098
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	07	9	\$9,346
	GS	0086	SECURITY CLERICAL AND ASSISTANCE	08	1	\$1,054
	GS	0101	SOCIAL SCIENCE	13	1	\$875
	GS	0132	INTELLIGENCE	12	3	\$24,212
	GS	0150	GEOGRAPHY	09	1	\$468
	GS	0170	HISTORY	13	1	\$6,299
	GS	0180	PSYCHOLOGY	12	1	\$1,628
	GS	0180	PSYCHOLOGY	13	15	\$91,516
	GS	0180	PSYCHOLOGY	14	2	\$22,350
	GS	0180	PSYCHOLOGY	15	1	\$12,998
	GS	0185	SOCIAL WORK	11	3	\$18,289
	GS	0185	SOCIAL WORK	12	3	\$8,324
	GS	0185	SOCIAL WORK	13	1	\$6,842
	GS	0188	RECREATION SPECIALIST	07	4	\$3,299
	GS	0189	RECREATION AID AND ASSISTANT	05	2	\$1,436
	GS	0189	RECREATION AID AND ASSISTANT	07	1	\$1,537
	GS	0201	HUMAN RESOURCES MANAGEMENT	07	3	\$6,007
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	15	\$50,608

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	11	18	\$59,704
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	16	\$102,077
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	5	\$46,645
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	3	\$37,225
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$2,856
	GS	0203	HUMAN RESOURCES ASSISTANCE	04	7	\$8,366
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	6	\$8,734
	GS	0203	HUMAN RESOURCES ASSISTANCE	06	12	\$22,205
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	21	\$55,916
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	12	2	\$3,042
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	2	\$3,603
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	7	\$16,993
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	20	\$43,910
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	30	\$99,819
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	12	\$78,046
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	8	\$83,593
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	5	\$49,463
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$563
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	04	2	\$2,236
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	12	\$24,160
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	21	\$35,682
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	1	\$1,564
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	09	1	\$3,938
	GS	0305	MAIL AND FILE	03	2	\$597
	GS	0305	MAIL AND FILE	04	2	\$1,216
	GS	0305	MAIL AND FILE	05	1	\$608
	GS	0318	SECRETARY	05	5	\$8,541
	GS	0318	SECRETARY	06	37	\$42,317
	GS	0318	SECRETARY	07	12	\$18,187
	GS	0318	SECRETARY	08	1	\$1,054
	GS	0318	SECRETARY	09	2	\$7,609
	GS	0318	SECRETARY	10	1	\$1,778
	GS	0326	OFC AUTOMATION CLERICAL AND ASSISTANCE	03	1	\$373
	GS	0335	COMPUTER CLERK AND ASSISTANT	06	1	\$707
	GS	0335	COMPUTER CLERK AND ASSISTANT	07	3	\$7,650
	GS	0335	COMPUTER CLERK AND ASSISTANT	09	1	\$12,992
	GS	0335	COMPUTER CLERK AND ASSISTANT	10	1	\$6,519

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0340	PROGRAM MANAGEMENT	12	3	\$22,142
	GS	0340	PROGRAM MANAGEMENT	14	12	\$138,490
	GS	0340	PROGRAM MANAGEMENT	15	28	\$450,429
	GS	0341	ADMINISTRATIVE OFFICER	09	3	\$18,625
	GS	0341	ADMINISTRATIVE OFFICER	11	2	\$7,905
	GS	0341	ADMINISTRATIVE OFFICER	12	5	\$42,162
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$2,139
	GS	0341	ADMINISTRATIVE OFFICER	14	2	\$29,681
	GS	0342	SUPPORT SERVICES ADMINISTRATION	08	1	\$6,440
	GS	0342	SUPPORT SERVICES ADMINISTRATION	09	1	\$2,795
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	25	\$71,259
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	11	\$23,807
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	10	\$27,764
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	2	\$9,278
	GS	0344	MANAGEMENT PROGRAM CLERICAL ASSIST	06	8	\$6,589
	GS	0344	MANAGEMENT PROGRAM CLERICAL ASSIST	07	23	\$24,275
	GS	0346	LOGISTICS MANAGEMENT	11	2	\$1,293
	GS	0346	LOGISTICS MANAGEMENT	12	18	\$59,546
	GS	0346	LOGISTICS MANAGEMENT	13	21	\$64,397
	GS	0346	LOGISTICS MANAGEMENT	14	3	\$22,653
	GS	0391	TELECOMMUNICATIONS	09	1	\$1,756
	GS	0391	TELECOMMUNICATIONS	11	5	\$22,968
	GS	0391	TELECOMMUNICATIONS	12	36	\$92,124
	GS	0391	TELECOMMUNICATIONS	13	5	\$33,219
	GS	0391	TELECOMMUNICATIONS	14	2	\$7,719
	GS	0401	GENERAL BIOLOGICAL SCIENCE	09	3	\$6,153
	GS	0401	GENERAL BIOLOGICAL SCIENCE	12	2	\$18,745
	GS	0403	MICROBIOLOGY	12	1	\$3,750
	GS	0403	MICROBIOLOGY	14	1	\$6,232
	GS	0403	MICROBIOLOGY	15	1	\$11,144
	GS	0404	BIOLOGICAL SCIENCE TECHNICIAN	09	2	\$7,561
	GS	0408	ECOLOGY	12	1	\$3,476
	GS	0415	TOXICOLOGY	13	1	\$11,978
	GS	0486	WILDLIFE BIOLOGY	12	1	\$6,208
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	07	1	\$317
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	09	1	\$6,570
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	4	\$3,051
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	19	\$45,015
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	11	\$19,126
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$16,722
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	07	1	\$2,584

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	08	2	\$8,379
	GS	0503	FINANCIAL CLERICAL AND ASSISTANCE	09	3	\$8,133
	GS	0505	FINANCIAL MANAGEMENT	12	3	\$11,416
	GS	0505	FINANCIAL MANAGEMENT	13	3	\$34,135
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$1,363
	GS	0510	ACCOUNTING	11	3	\$15,243
	GS	0510	ACCOUNTING	12	10	\$42,016
	GS	0510	ACCOUNTING	13	3	\$18,532
	GS	0510	ACCOUNTING	14	2	\$17,860
	GS	0525	ACCOUNTING TECHNICIAN	06	2	\$2,692
	GS	0525	ACCOUNTING TECHNICIAN	07	15	\$44,056
	GS	0525	ACCOUNTING TECHNICIAN	08	5	\$16,241
	GS	0540	VOUCHER EXAMINING	08	2	\$10,026
	GS	0544	CIVILIAN PAY	06	1	\$700
	GS	0544	CIVILIAN PAY	07	2	\$7,449
	GS	0545	MILITARY PAY	06	7	\$16,328
	GS	0545	MILITARY PAY	07	4	\$9,046
	GS	0545	MILITARY PAY	08	2	\$8,202
	GS	0560	BUDGET ANALYSIS	07	2	\$1,107
	GS	0560	BUDGET ANALYSIS	09	10	\$16,121
	GS	0560	BUDGET ANALYSIS	11	25	\$35,072
	GS	0560	BUDGET ANALYSIS	12	35	\$81,931
	GS	0560	BUDGET ANALYSIS	13	11	\$19,638
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	05	1	\$1,041
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	06	2	\$1,732
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	1	\$713
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	04	3	\$530
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	05	4	\$1,645
	GS	0599	FINANCIAL MANAGEMENT STUDENT TRAINEE	07	1	\$760
	GS	0601	GENERAL HEALTH SCIENCE	09	8	\$51,239
	GS	0601	GENERAL HEALTH SCIENCE	11	10	\$46,686
	GS	0601	GENERAL HEALTH SCIENCE	12	1	\$501
	GS	0602	MEDICAL OFFICER	12	2	\$1,428
	GS	0602	MEDICAL OFFICER	13	33	\$440,890
	GS	0602	MEDICAL OFFICER	14	215	\$3,195,743
	GS	0602	MEDICAL OFFICER	15	122	\$2,166,822
	GS	0603	PHYSICIANS ASSISTANT	11	108	\$1,091,600
	GS	0603	PHYSICIANS ASSISTANT	12	85	\$956,619
	GS	0603	PHYSICIANS ASSISTANT	13	6	\$79,913
	GS	0610	NURSE	07	2	\$4,842
	GS	0610	NURSE	09	16	\$67,346

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0610	NURSE	10	83	\$366,279
	GS	0610	NURSE	11	176	\$723,575
	GS	0610	NURSE	12	208	\$1,378,802
	GS	0610	NURSE	13	11	\$67,251
	GS	0620	PRACTICAL NURSE	05	40	\$94,977
	GS	0620	PRACTICAL NURSE	06	41	\$57,073
	GS	0620	PRACTICAL NURSE	07	3	\$1,685
	GS	0621	NURSING ASSISTANT	04	5	\$5,101
	GS	0621	NURSING ASSISTANT	06	13	\$59,493
	GS	0621	NURSING ASSISTANT	07	1	\$5,479
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	1	\$2,747
	GS	0631	OCCUPATIONAL THERAPIST	11	1	\$5,429
	GS	0633	PHYSICAL THERAPIST	11	9	\$59,324
	GS	0633	PHYSICAL THERAPIST	12	1	\$11,830
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	9	\$51,291
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	1	\$5,830
	GS	0640	HEALTH AID AND TECHNICIAN	04	14	\$55,049
	GS	0640	HEALTH AID AND TECHNICIAN	05	17	\$63,121
	GS	0640	HEALTH AID AND TECHNICIAN	06	4	\$14,322
	GS	0640	HEALTH AID AND TECHNICIAN	07	18	\$51,662
	GS	0640	HEALTH AID AND TECHNICIAN	08	7	\$36,950
	GS	0640	HEALTH AID AND TECHNICIAN	09	2	\$7,717
	GS	0640	HEALTH AID AND TECHNICIAN	11	2	\$7,680
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	1	\$6,124
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	08	4	\$29,607
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	8	\$56,618
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	2	\$17,708
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$7,582
	GS	0644	MEDICAL TECHNOLOGIST	09	1	\$3,075
	GS	0644	MEDICAL TECHNOLOGIST	10	1	\$1,952
	GS	0644	MEDICAL TECHNOLOGIST	11	5	\$14,326
	GS	0644	MEDICAL TECHNOLOGIST	12	2	\$14,699
	GS	0645	MEDICAL TECHNICIAN	04	8	\$19,988
	GS	0645	MEDICAL TECHNICIAN	05	2	\$5,066
	GS	0645	MEDICAL TECHNICIAN	07	2	\$9,538
	GS	0646	PATHOLOGY TECHNICIAN	07	2	\$11,439
	GS	0646	PATHOLOGY TECHNICIAN	08	4	\$4,449
	GS	0646	PATHOLOGY TECHNICIAN	09	2	\$8,500
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	1	\$691
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	19	\$59,447
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	21	\$76,428

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	48	\$218,006
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	17	\$101,281
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	5	\$32,839
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	3	\$17,051
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	1	\$4,946
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	2	\$19,627
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	2	\$14,172
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	1	\$6,370
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	1	\$11,502
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	5	\$13,818
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	62	\$320,993
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	11	\$59,681
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	2	\$13,666
	GS	0651	RESPIRATORY THERAPIST	07	6	\$12,569
	GS	0651	RESPIRATORY THERAPIST	09	1	\$4,681
	GS	0651	RESPIRATORY THERAPIST	11	1	\$6,545
	GS	0660	PHARMACIST	11	137	\$952,931
	GS	0660	PHARMACIST	12	127	\$696,742
	GS	0660	PHARMACIST	13	22	\$110,318
	GS	0661	PHARMACY TECHNICIAN	05	1	\$1,162
	GS	0661	PHARMACY TECHNICIAN	06	1	\$2,730
	GS	0661	PHARMACY TECHNICIAN	07	1	\$2,939
	GS	0661	PHARMACY TECHNICIAN	09	1	\$1,751
	GS	0662	OPTOMETRIST	11	1	\$6,476
	GS	0662	OPTOMETRIST	12	12	\$139,445
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	11	1	\$9,351
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	1	\$4,465
	GS	0667	ORTHOTIST AND PROSTHETIST	11	3	\$21,556
	GS	0668	PODIATRIST	12	1	\$9,761
	GS	0668	PODIATRIST	13	2	\$29,677
	GS	0668	PODIATRIST	14	1	\$16,198
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	2	\$9,453
	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	1	\$9,810
	GS	0670	HEALTH SYSTEM ADMINISTRATION	13	2	\$14,189
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	1	\$6,429
	GS	0671	HEALTH SYSTEM SPECIALIST	11	8	\$29,415
	GS	0671	HEALTH SYSTEM SPECIALIST	12	2	\$8,679
	GS	0671	HEALTH SYSTEM SPECIALIST	13	2	\$1,591
	GS	0675	MEDICAL RECORDS TECHNICIAN	06	2	\$3,895
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	2	\$7,353
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	23	\$58,936

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0675	MEDICAL RECORDS TECHNICIAN	09	5	\$15,918
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	22	\$45,404
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	6	\$23,496
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	1	\$2,653
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	1	\$6,618
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	2	\$2,203
	GS	0680	DENTAL OFFICER	11	1	\$8,992
	GS	0680	DENTAL OFFICER	12	5	\$55,504
	GS	0680	DENTAL OFFICER	13	4	\$41,207
	GS	0680	DENTAL OFFICER	14	4	\$29,295
	GS	0681	DENTAL ASSISTANT	05	1	\$177
	GS	0681	DENTAL ASSISTANT	06	8	\$14,960
	GS	0682	DENTAL HYGIENE	06	10	\$62,267
	GS	0682	DENTAL HYGIENE	07	23	\$105,718
	GS	0682	DENTAL HYGIENE	08	1	\$10,895
	GS	0682	DENTAL HYGIENE	09	2	\$7,827
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	07	1	\$4,133
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	1	\$2,529
	GS	0690	INDUSTRIAL HYGIENE	11	2	\$7,178
	GS	0690	INDUSTRIAL HYGIENE	12	5	\$30,519
	GS	0690	INDUSTRIAL HYGIENE	13	1	\$5,985
	GS	0801	GENERAL ENGINEERING	11	2	\$6,728
	GS	0801	GENERAL ENGINEERING	12	1	\$1,479
	GS	0801	GENERAL ENGINEERING	13	8	\$31,445
	GS	0801	GENERAL ENGINEERING	14	3	\$17,590
	GS	0801	GENERAL ENGINEERING	15	3	\$28,817
	GS	0802	ENGINEERING TECHNICIAN	09	2	\$2,446
	GS	0802	ENGINEERING TECHNICIAN	11	1	\$9,084
	GS	0802	ENGINEERING TECHNICIAN	12	3	\$10,336
	GS	0804	FIRE PROTECTION ENGINEERING	12	1	\$3,085
	GS	0806	MATERIALS ENGINEERING	12	1	\$8,503
	GS	0808	ARCHITECTURE	12	1	\$682
	GS	0810	CIVIL ENGINEERING	12	9	\$66,125
	GS	0810	CIVIL ENGINEERING	13	6	\$51,353
	GS	0819	ENVIRONMENTAL ENGINEERING	12	3	\$22,431
	GS	0819	ENVIRONMENTAL ENGINEERING	13	2	\$4,146
	GS	0819	ENVIRONMENTAL ENGINEERING	14	1	\$7,046
	GS	0819	ENVIRONMENTAL ENGINEERING	15	1	\$5,591
	GS	0830	MECHANICAL ENGINEERING	07	1	\$7,997
	GS	0830	MECHANICAL ENGINEERING	09	2	\$10,844
	GS	0830	MECHANICAL ENGINEERING	11	2	\$2,122

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	0830	MECHANICAL ENGINEERING	12	1	\$931
	GS	0830	MECHANICAL ENGINEERING	14	1	\$5,860
	GS	0850	ELECTRICAL ENGINEERING	09	1	\$857
	GS	0850	ELECTRICAL ENGINEERING	11	3	\$5,671
	GS	0850	ELECTRICAL ENGINEERING	12	2	\$4,289
	GS	0850	ELECTRICAL ENGINEERING	14	1	\$8,759
	GS	0854	COMPUTER ENGINEERING	07	1	\$7,957
	GS	0854	COMPUTER ENGINEERING	09	1	\$7,407
	GS	0854	COMPUTER ENGINEERING	11	1	\$11,196
	GS	0854	COMPUTER ENGINEERING	12	2	\$17,224
	GS	0854	COMPUTER ENGINEERING	14	1	\$9,572
	GS	0855	ELECTRONICS ENGINEERING	12	2	\$9,364
	GS	0855	ELECTRONICS ENGINEERING	13	2	\$9,963
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$8,343
	GS	0856	ELECTRONICS TECHNICIAN	10	1	\$8,673
	GS	0856	ELECTRONICS TECHNICIAN	11	4	\$23,844
	GS	0856	ELECTRONICS TECHNICIAN	12	2	\$14,312
	GS	0858	BIOMEDICAL ENGINEERING	12	1	\$476
	GS	0858	BIOMEDICAL ENGINEERING	13	1	\$10,568
	GS	0861	AEROSPACE ENGINEERING	14	1	\$15,779
	GS	0871	NAVAL ARCHITECTURE	12	1	\$5,230
	GS	0893	CHEMICAL ENGINEERING	09	1	\$8,731
	GS	0896	INDUSTRIAL ENGINEERING	11	1	\$897
	GS	0899	ENGINEERING AND ARCHITECTURE STUDENT TRAINEE	05	1	\$637
	GS	0905	GENERAL ATTORNEY	13	3	\$28,900
	GS	0905	GENERAL ATTORNEY	15	4	\$52,147
	GS	0950	PARALEGAL SPECIALIST	08	1	\$1,076
	GS	0950	PARALEGAL SPECIALIST	12	1	\$200
	GS	0962	CONTACT REPRESENTATIVE	07	1	\$877
	GS	0962	CONTACT REPRESENTATIVE	10	1	\$1,175
	GS	0986	LEGAL ASSISTANCE	06	1	\$781
	GS	0986	LEGAL ASSISTANCE	08	2	\$1,642
	GS	1001	GENERAL ARTS AND INFORMATION	07	6	\$5,136
	GS	1001	GENERAL ARTS AND INFORMATION	12	1	\$1,503
	GS	1001	GENERAL ARTS AND INFORMATION	13	1	\$13,906
	GS	1010	EXHIBITS SPECIALIST	12	1	\$6,567
	GS	1016	MUSEUM SPECIALIST AND TECHNICIAN	09	1	\$3,404
	GS	1035	PUBLIC AFFAIRS	09	1	\$1,010
	GS	1035	PUBLIC AFFAIRS	11	3	\$4,857
	GS	1035	PUBLIC AFFAIRS	12	5	\$8,112

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1060	PHOTOGRAPHY	07	2	\$1,405
	GS	1060	PHOTOGRAPHY	09	2	\$2,266
	GS	1071	AUDIOVISUAL PRODUCTION	09	2	\$2,041
	GS	1071	AUDIOVISUAL PRODUCTION	11	3	\$12,256
	GS	1071	AUDIOVISUAL PRODUCTION	12	1	\$1,409
	GS	1084	VISUAL INFORMATION	11	2	\$9,810
	GS	1101	GENERAL BUSINESS AND INDUSTRY	06	1	\$5,797
	GS	1101	GENERAL BUSINESS AND INDUSTRY	09	2	\$11,880
	GS	1101	GENERAL BUSINESS AND INDUSTRY	11	2	\$981
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$1,733
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	14	\$27,269
	GS	1102	CONTRACTING	07	5	\$3,442
	GS	1102	CONTRACTING	09	16	\$37,536
	GS	1102	CONTRACTING	11	31	\$122,765
	GS	1102	CONTRACTING	12	66	\$164,365
	GS	1102	CONTRACTING	13	18	\$61,568
	GS	1105	PURCHASING	06	1	\$4,291
	GS	1105	PURCHASING	07	2	\$13,418
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	05	3	\$7,365
	GS	1106	PROCUREMENT CLERICAL AND TECHNICIAN	07	8	\$12,915
	GS	1144	COMMISSARY MANAGEMENT	11	1	\$5,726
	GS	1152	PRODUCTION CONTROL	07	1	\$545
	GS	1152	PRODUCTION CONTROL	08	1	\$2,443
	GS	1170	REALTY	07	1	\$341
	GS	1173	HOUSING MANAGEMENT	11	1	\$1,250
	GS	1173	HOUSING MANAGEMENT	12	2	\$7,625
	GS	1176	BUILDING MANAGEMENT	11	3	\$5,007
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	05	4	\$1,887
	GS	1199	BUSINESS AND INDUSTRY STUDENT TRAINEE	07	1	\$524
	GS	1222	PATENT ATTORNEY	15	1	\$16,445
	GS	1301	GENERAL PHYSICAL SCIENCE	11	2	\$23,912
	GS	1301	GENERAL PHYSICAL SCIENCE	12	2	\$14,136
	GS	1301	GENERAL PHYSICAL SCIENCE	13	2	\$4,730
	GS	1301	GENERAL PHYSICAL SCIENCE	14	1	\$6,440
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$20,683
	GS	1306	HEALTH PHYSICS	09	1	\$2,470
	GS	1306	HEALTH PHYSICS	11	1	\$9,190
	GS	1306	HEALTH PHYSICS	12	1	\$9,730
	GS	1306	HEALTH PHYSICS	13	1	\$9,074
	GS	1310	PHYSICS	12	1	\$4,173
	GS	1310	PHYSICS	13	2	\$24,576

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1310	PHYSICS	14	2	\$32,515
	GS	1310	PHYSICS	15	1	\$21,310
	GS	1320	CHEMISTRY	11	1	\$874
	GS	1320	CHEMISTRY	12	1	\$9,246
	GS	1320	CHEMISTRY	14	1	\$12,579
	GS	1320	CHEMISTRY	15	1	\$15,789
	GS	1330	ASTRONOMY AND SPACE SCIENCE	13	1	\$7,971
	GS	1410	LIBRARIAN	13	1	\$3,700
	GS	1411	LIBRARY TECHNICIAN	08	1	\$2,860
	GS	1421	ARCHIVES TECHNICIAN	07	1	\$852
	GS	1515	OPERATIONS RESEARCH	13	2	\$4,766
	GS	1515	OPERATIONS RESEARCH	14	1	\$12,236
	GS	1515	OPERATIONS RESEARCH	15	1	\$2,052
	GS	1529	MATHEMATICAL STATISTICIAN	13	1	\$7,177
	GS	1550	COMPUTER SCIENCE	09	2	\$18,327
	GS	1550	COMPUTER SCIENCE	11	1	\$9,876
	GS	1550	COMPUTER SCIENCE	12	2	\$16,816
	GS	1550	COMPUTER SCIENCE	15	2	\$22,649
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	11	7	\$31,890
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	12	10	\$89,575
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	13	4	\$43,326
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	14	3	\$31,759
	GS	1601	GENERAL FACILITIES AND EQUIPMENT	15	1	\$11,926
	GS	1640	FACILITY OPERATIONS SERVICES	11	1	\$3,606
	GS	1640	FACILITY OPERATIONS SERVICES	12	4	\$41,068
	GS	1670	EQUIPMENT SERVICES	11	1	\$1,370
	GS	1670	EQUIPMENT SERVICES	12	3	\$7,445
	GS	1670	EQUIPMENT SERVICES	14	1	\$13,444
	GS	1701	GENERAL EDUCATION AND TRAINING	09	2	\$3,229
	GS	1701	GENERAL EDUCATION AND TRAINING	11	1	\$3,875
	GS	1701	GENERAL EDUCATION AND TRAINING	13	1	\$1,312
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	04	2	\$1,265
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	05	7	\$5,006
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	07	2	\$1,436
	GS	1702	EDUCATION AND TRAINING TECHNICIAN	08	1	\$860
	GS	1712	TRAINING INSTRUCTION	09	5	\$14,315
	GS	1712	TRAINING INSTRUCTION	11	1	\$2,227
	GS	1712	TRAINING INSTRUCTION	12	3	\$39,576
	GS	1740	EDUCATION SERVICES	09	1	\$1,963
	GS	1740	EDUCATION SERVICES	11	3	\$16,159
	GS	1801	GENERAL INSPECTION	09	1	\$2,919

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	1910	QUALITY ASSURANCE	09	3	\$8,294
	GS	1910	QUALITY ASSURANCE	12	2	\$8,178
	GS	1910	QUALITY ASSURANCE	13	1	\$19,769
	GS	2001	GENERAL SUPPLY	09	1	\$1,195
	GS	2001	GENERAL SUPPLY	12	2	\$9,766
	GS	2003	SUPPLY PROGRAM MANAGEMENT	09	10	\$52,842
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	3	\$16,922
	GS	2003	SUPPLY PROGRAM MANAGEMENT	12	1	\$108
	GS	2003	SUPPLY PROGRAM MANAGEMENT	15	1	\$13,313
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	05	2	\$9,053
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	06	8	\$11,033
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	07	11	\$34,748
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	08	1	\$5,318
	GS	2005	SUPPLY CLERICAL AND TECHNICIAN	09	1	\$630
	GS	2010	INVENTORY MANAGEMENT	09	1	\$5,376
	GS	2101	TRANSPORTATION SPECIALIST	14	19	\$173,945
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	06	2	\$2,239
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	2	\$7,861
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	08	3	\$17,052
	GS	2130	TRAFFIC MANAGEMENT	11	5	\$43,600
	GS	2151	DISPATCHING	07	9	\$10,603
	GS	2151	DISPATCHING	08	1	\$1,144
	GS	2151	DISPATCHING	09	1	\$1,061
	GS	2152	AIR TRAFFIC CONTROL	09	1	\$5,030
	GS	2152	AIR TRAFFIC CONTROL	11	14	\$75,986
	GS	2152	AIR TRAFFIC CONTROL	12	4	\$40,343
	GS	2152	AIR TRAFFIC CONTROL	13	2	\$20,081
	GS	2152	AIR TRAFFIC CONTROL	14	1	\$2,999
	GS	2181	AIRCRAFT OPERATION	12	12	\$86,395
	GS	2181	AIRCRAFT OPERATION	13	135	\$1,054,199
	GS	2181	AIRCRAFT OPERATION	14	4	\$28,512
	GS	2183	AIR NAVIGATION	12	8	\$34,357
	GS	2183	AIR NAVIGATION	13	1	\$20,398
	GS	2185	AIRCREW TECHNICIAN	09	4	\$12,000
	GS	2185	AIRCREW TECHNICIAN	10	7	\$13,307
	GS	2185	AIRCREW TECHNICIAN	11	2	\$11,979
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	11	\$35,899
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	61	\$316,064
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	94	\$622,083
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	47	\$364,794
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	19	\$188,924

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	5	\$53,860
	NA	2805	ELECTRICIAN	11	1	\$480
	NA	4206	PLUMBING	11	1	\$480
	NA	4206	PLUMBING	11	1	\$480
	NA	4605	WOOD CRAFTING	10	1	\$480
	NA	4605	WOOD CRAFTING	11	1	\$480
	NA	4605	WOOD CRAFTING	11	1	\$480
	NA	4607	CARPENTER	10	1	\$480
	NA	4607	CARPENTER	11	1	\$480
	NA	4749	MAINTENANCE MECHANIC	10	1	\$4,888
	NA	4820	VENDING MACHINE REPAIRING	08	1	\$500
	NA	5823	AUTOMOTIVE MECHANIC	10	1	\$4,700
	ND	0801	GENERAL ENGINEERING	05	1	\$4,377
	ND	0806	MATERIALS ENGINEERING	04	1	\$1,927
	ND	0830	MECHANICAL ENGINEERING	04	1	\$8,054
	ND	0830	MECHANICAL ENGINEERING	05	4	\$10,561
	ND	0855	ELECTRONICS ENGINEERING	04	6	\$30,159
	ND	0855	ELECTRONICS ENGINEERING	05	1	\$4,666
	ND	0871	NAVAL ARCHITECTURE	04	2	\$3,854
	ND	0893	CHEMICAL ENGINEERING	05	1	\$10,126
	ND	1320	CHEMISTRY	04	2	\$20,135
	ND	1550	COMPUTER SCIENCE	04	1	\$4,547
	NG	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$1,008
	NH	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	04	1	\$8,044
	NH	0560	BUDGET ANALYSIS	03	1	\$6,109
	NH	0801	GENERAL ENGINEERING	03	1	\$836
	NH	0801	GENERAL ENGINEERING	04	1	\$2,947
	NH	0855	ELECTRONICS ENGINEERING	04	1	\$6,092
	NH	1102	CONTRACTING	04	1	\$752
	NH	1515	OPERATIONS RESEARCH	03	1	\$2,516
	NH	1515	OPERATIONS RESEARCH	04	2	\$9,022
	NH	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$3,759
	NL	2805	ELECTRICIAN	11	1	\$480
	NL	2805	ELECTRICIAN	11	1	\$480
	NL	2805	ELECTRICIAN	11	1	\$480
	NL	4605	WOOD CRAFTING	11	1	\$480
	NL	4607	CARPENTER	10	1	\$480
	NL	4607	CARPENTER	10	1	\$480
	NL	4749	MAINTENANCE MECHANIC	11	1	\$480
	NL	5823	AUTOMOTIVE MECHANIC	10	1	\$480

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	NS	4749	MAINTENANCE MECHANIC	11	1	\$480
	NS	4749	MAINTENANCE MECHANIC	11	1	\$480
	NS	4749	MAINTENANCE MECHANIC	11	1	\$480
	NS	4749	MAINTENANCE MECHANIC	11	1	\$480
	NS	4749	MAINTENANCE MECHANIC	11	1	\$480
	NS	5003	GARDENING	08	1	\$480
	NS	5716	ENGINEERING EQUIPMENT OPERATING	10	1	\$480
	NS	5823	AUTOMOTIVE MECHANIC	10	1	\$480
	NT	2210	INFORMATION TECHNOLOGY MANAGEMENT	04	1	\$2,173
	ST	0801	GENERAL ENGINEERING	00	2	\$48,001
	ST	1301	GENERAL PHYSICAL SCIENCE	00	1	\$30,589
	TP	1701	GENERAL EDUCATION AND TRAINING		5	\$12,664
	WB	5407	ELECTRICAL POWER CONTROLLER	00	2	\$19,351
	WG	2601	MISC ELECTRONIC EQUIPMT INSTALL MAINT	11	9	\$18,650
	WG	2604	ELECTRONICS MECHANIC	10	4	\$3,921
	WG	2604	ELECTRONICS MECHANIC	11	3	\$5,611
	WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	11	1	\$5,916
	WG	2610	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	12	2	\$7,421
	WG	2805	ELECTRICIAN	10	2	\$3,908
	WG	2810	ELECTRICIAN (HIGH VOLTAGE)	10	1	\$1,267
	WG	2892	AIRCRAFT ELECTRICIAN	10	1	\$2,204
	WG	2892	AIRCRAFT ELECTRICIAN	11	1	\$2,251
	WG	3105	FABRIC WORKING	10	2	\$9,207
	WG	3806	SHEET METAL MECHANIC	10	3	\$4,066
	WG	3806	SHEET METAL MECHANIC	11	1	\$2,165
	WG	4255	FUEL DISTRIBUTION SYSTEM MECHANICAL	10	2	\$9,489
	WG	4714	MODEL MAKING	14	6	\$9,391
	WG	4818	AIRCRAFT SURVIVAL FLIGHT EQUIPMENT REPAI	08	2	\$3,823
	WG	5378	POWERED SUPPORT SYSTEMS MECHANIC	11	1	\$6,619
	WG	5408	WASTEWATER TREATMENT PLANT OPERATOR	09	6	\$15,451
	WG	5408	WASTEWATER TREATMENT PLANT OPERATOR	10	7	\$39,731
	WG	5409	WATER TREATMENT PLANT OPERATOR	09	7	\$26,074
	WG	5409	WATER TREATMENT PLANT OPERATOR	10	5	\$32,140
	WG	5413	FUEL DISTRIBUTION SYSTEM OPERATOR	08	1	\$1,879
	WG	5703	MOTOR VEHICLE OPERATOR	06	1	\$387
	WG	5703	MOTOR VEHICLE OPERATOR	08	2	\$3,831
	WG	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	10	1	\$1,259
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	08	1	\$562
	WG	5803	HEAVY MOBILE EQUIPMENT MECHANIC	10	5	\$21,356
	WG	5823	AUTOMOTIVE MECHANIC	10	3	\$13,108

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	WG	5823	AUTOMOTIVE MECHANIC	11	1	\$4,818
	WG	6501	MISC AMMUN	07	1	\$3,834
	WG	6641	ORDNANCE EQUIPMENT MECHANIC	10	5	\$23,497
	WG	6904	TOOLS AND PARTS ATTENDING	06	4	\$13,231
	WG	6907	MATERIALS HANDLER	06	15	\$38,837
	WG	6912	MATERIALS EXAMINING AND IDENTIFYING	07	3	\$7,655
	WG	7002	PACKING	06	1	\$3,530
	WG	8268	AIRCRAFT PNEUDRAULIC SYSTEMS MECHANIC	11	1	\$3,295
	WG	8602	AIRCRAFT ENGINE MECHANIC	10	1	\$7,704
	WG	8810	AIRCRAFT PROPELLER MECHANIC	10	1	\$2,177
	WG	8852	AIRCRAFT MECHANIC	08	1	\$2,730
	WG	8852	AIRCRAFT MECHANIC	10	4	\$8,708
	WG	8852	AIRCRAFT MECHANIC	11	2	\$3,635
	WG	8852	AIRCRAFT MECHANIC	12	5	\$10,146
	WL	2601	MISC ELECTRONIC EQUIPMT INSTALL MAINT	11	3	\$6,903
	WL	2810	ELECTRICIAN (HIGH VOLTAGE)	10	1	\$6,297
	WL	5408	WASTEWATER TREATMENT PLANT OPERATOR	09	4	\$12,917
	WL	5409	WATER TREATMENT PLANT OPERATOR	09	1	\$1,193
	WS	2601	MISC ELECTRONIC EQUIPMT INSTALL MAINT	11	1	\$2,349
	WS	2604	ELECTRONICS MECHANIC	10	1	\$8,390
	WS	2604	ELECTRONICS MECHANIC	11	1	\$1,343
	WS	4749	MAINTENANCE MECHANIC	16	1	\$7,486
	WS	5408	WASTEWATER TREATMENT PLANT OPERATOR	09	1	\$3,578
	WS	5408	WASTEWATER TREATMENT PLANT OPERATOR	10	1	\$10,846
	WS	5409	WATER TREATMENT PLANT OPERATOR	08	1	\$8,480
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	10	1	\$10,701
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	11	1	\$6,664
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	12	1	\$4,180
	WS	5801	MISC TRANSPORTATION/MOBILE EQUIPMENT MAINT	13	1	\$2,395
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	09	1	\$6,170
	WS	5803	HEAVY MOBILE EQUIPMENT MECHANIC	16	1	\$2,427
	WS	5823	AUTOMOTIVE MECHANIC	08	1	\$1,156
	WS	5823	AUTOMOTIVE MECHANIC	10	1	\$4,967
	WS	6641	ORDNANCE EQUIPMENT MECHANIC	10	1	\$5,985
	WS	6907	MATERIALS HANDLER	06	2	\$5,962
	WS	8801	MISCELLANEOUS AIRCRAFT OVERHAUL	10	1	\$478
	WS	8852	AIRCRAFT MECHANIC	09	1	\$602
	WS	8852	AIRCRAFT MECHANIC	10	5	\$12,492

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YA	0020	COMMUNITY PLANNING	02	1	\$2,050
	YA	0080	SECURITY ADMINISTRATION	03	1	\$22,838
	YA	0101	SOCIAL SCIENCE	02	2	\$10,897
	YA	0201	HUMAN RESOURCES MANAGEMENT	02	2	\$8,628
	YA	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	4	\$28,825
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	02	2	\$8,134
	YA	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	3	\$53,000
	YA	0391	TELECOMMUNICATIONS	02	4	\$13,093
	YA	0501	FINANCIAL ADMINISTRATION AND PROGRAM	03	1	\$3,947
	YA	0560	BUDGET ANALYSIS	02	1	\$3,482
	YA	0560	BUDGET ANALYSIS	03	1	\$1,795
	YA	0905	GENERAL ATTORNEY	02	7	\$79,093
	YA	0905	GENERAL ATTORNEY	03	3	\$39,802
	YA	1001	GENERAL ARTS AND INFORMATION	03	1	\$1,938
	YA	1084	VISUAL INFORMATION	02	1	\$4,845
	YA	1102	CONTRACTING	01	2	\$2,316
	YA	1102	CONTRACTING	02	2	\$7,822
	YA	1102	CONTRACTING	03	24	\$158,581
	YA	1701	GENERAL EDUCATION AND TRAINING	03	1	\$15,505
	YA	1750	INSTRUCTIONAL SYSTEMS	02	1	\$923
	YA	1801	GENERAL INSPECTION	02	1	\$4,323
	YA	2181	AIRCRAFT OPERATION	02	1	\$11,238
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	1	\$13,533
	YA	2210	INFORMATION TECHNOLOGY MANAGEMENT	03	3	\$50,108
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	01	15	\$14,597
	YB	0303	MISCELLANEOUS CLERK AND ASSISTANT	02	1	\$423
	YB	0318	SECRETARY	02	1	\$3,294
	YB	0390	TELECOMMUNICATIONS PROCESSING	01	16	\$58,189
	YB	0392	GENERAL TELECOMMUNICATIONS	02	17	\$25,266
	YB	1002	ARTS AND INFORMATION SUPPORT	02	1	\$2,379
	YB	1060	PHOTOGRAPHY	03	1	\$6,302
	YB	2204	COMPUTER TECHNICIAN	02	1	\$8,678
	YC	0080	SECURITY ADMINISTRATION	03	1	\$8,216
	YC	0130	FOREIGN AFFAIRS	03	1	\$7,501
	YC	0201	HUMAN RESOURCES MANAGEMENT	02	2	\$9,375
	YC	0201	HUMAN RESOURCES MANAGEMENT	03	2	\$13,299
	YC	0260	EQUAL EMPLOYMENT OPPORTUNITY	02	1	\$5,953
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	02	4	\$16,071
	YC	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	03	8	\$129,794

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YC	0343	MANAGEMENT AND PROGRAM ANALYSIS	03	2	\$30,289
	YC	0346	LOGISTICS MANAGEMENT	02	4	\$18,423
	YC	0390	TELECOMMUNICATIONS PROCESSING	01	4	\$23,834
	YC	0391	TELECOMMUNICATIONS	02	2	\$6,201
	YC	0560	BUDGET ANALYSIS	02	1	\$7,017
	YC	1015	MUSEUM CURATOR	03	1	\$10,904
	YC	1101	GENERAL BUSINESS AND INDUSTRY	02	2	\$2,846
	YC	1102	CONTRACTING	02	2	\$2,157
	YC	1102	CONTRACTING	03	6	\$44,880
	YC	1173	HOUSING MANAGEMENT	02	2	\$15,188
	YC	1601	GENERAL FACILITIES AND EQUIPMENT	02	2	\$6,843
	YC	2203	COMPUTER OPERATOR	01	1	\$1,435
	YC	2210	INFORMATION TECHNOLOGY MANAGEMENT	02	1	\$1,299
	YD	0401	GENERAL BIOLOGICAL SCIENCE	02	1	\$691
	YD	0401	GENERAL BIOLOGICAL SCIENCE	03	1	\$3,527
	YD	0403	MICROBIOLOGY	02	1	\$355
	YD	0414	ENTOMOLOGY	03	1	\$3,348
	YD	0415	TOXICOLOGY	03	1	\$3,804
	YD	0801	GENERAL ENGINEERING	02	81	\$261,914
	YD	0801	GENERAL ENGINEERING	03	3	\$25,899
	YD	0806	MATERIALS ENGINEERING	02	13	\$49,501
	YD	0807	LANDSCAPE ARCHITECTURE	02	1	\$3,512
	YD	0808	ARCHITECTURE	02	3	\$10,110
	YD	0810	CIVIL ENGINEERING	02	3	\$3,514
	YD	0819	ENVIRONMENTAL ENGINEERING	02	6	\$16,318
	YD	0830	MECHANICAL ENGINEERING	01	7	\$6,905
	YD	0830	MECHANICAL ENGINEERING	02	172	\$587,878
	YD	0840	NUCLEAR ENGINEERING	03	1	\$11,701
	YD	0850	ELECTRICAL ENGINEERING	01	1	\$190
	YD	0850	ELECTRICAL ENGINEERING	02	20	\$71,932
	YD	0854	COMPUTER ENGINEERING	02	6	\$31,430
	YD	0855	ELECTRONICS ENGINEERING	01	21	\$10,660
	YD	0855	ELECTRONICS ENGINEERING	02	995	\$3,074,487
	YD	0855	ELECTRONICS ENGINEERING	03	1	\$6,039
	YD	0861	AEROSPACE ENGINEERING	01	7	\$9,786
	YD	0861	AEROSPACE ENGINEERING	02	101	\$326,154
	YD	0893	CHEMICAL ENGINEERING	02	3	\$13,180
	YD	0896	INDUSTRIAL ENGINEERING	01	2	\$803
	YD	0896	INDUSTRIAL ENGINEERING	02	27	\$68,675
	YD	1301	GENERAL PHYSICAL SCIENCE	02	3	\$21,416
	YD	1301	GENERAL PHYSICAL SCIENCE	03	1	\$3,804

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Defense (continued)	YD	1306	HEALTH PHYSICS	03	1	\$3,870
	YD	1310	PHYSICS	03	2	\$22,048
	YD	1320	CHEMISTRY	02	11	\$31,261
	YD	1320	CHEMISTRY	03	1	\$4,096
	YD	1321	METALLURGY	02	4	\$9,146
	YD	1515	OPERATIONS RESEARCH	03	4	\$32,958
	YD	1550	COMPUTER SCIENCE	02	57	\$159,316
	YF	0801	GENERAL ENGINEERING	02	75	\$324,349
	YF	0801	GENERAL ENGINEERING	03	7	\$65,453
	YF	0810	CIVIL ENGINEERING	02	1	\$14,538
	YF	0810	CIVIL ENGINEERING	03	1	\$13,319
	YF	0830	MECHANICAL ENGINEERING	02	3	\$10,515
	YF	0850	ELECTRICAL ENGINEERING	02	1	\$7,535
	YF	0855	ELECTRONICS ENGINEERING	02	120	\$462,058
	YF	0856	ELECTRONICS TECHNICIAN	01	1	\$2,190
	YF	0861	AEROSPACE ENGINEERING	02	5	\$15,852
	YF	0861	AEROSPACE ENGINEERING	03	1	\$7,389
	YF	0893	CHEMICAL ENGINEERING	03	1	\$16,782
	YF	0896	INDUSTRIAL ENGINEERING	02	3	\$14,684
	YF	1301	GENERAL PHYSICAL SCIENCE	02	1	\$4,501
	YF	1550	COMPUTER SCIENCE	02	6	\$28,408
	YG	0602	MEDICAL OFFICER	03	2	\$42,757
	YH	0601	GENERAL HEALTH SCIENCE	02	4	\$10,792
	YH	0610	NURSE	02	3	\$6,899
	YH	0633	PHYSICAL THERAPIST	02	1	\$11,135
	YH	0644	MEDICAL TECHNOLOGIST	02	3	\$1,066
	YH	0660	PHARMACIST	02	4	\$29,209
	YH	0662	OPTOMETRIST	02	1	\$10,676
	YH	0690	INDUSTRIAL HYGIENE	03	1	\$3,973
	YJ	0601	GENERAL HEALTH SCIENCE	03	1	\$11,707
	YJ	0602	MEDICAL OFFICER	04	1	\$21,430
	YJ	0610	NURSE	02	2	\$5,969
	YJ	0660	PHARMACIST	02	3	\$18,243
YK	1811	CRIMINAL INVESTIGATING	02	1	\$3,702	
Education	GS	1530	STATISTICIAN	15	1	\$20,270
Energy	EJ	0132	INTELLIGENCE	03	2	\$9,757
	EJ	0340	PROGRAM MANAGEMENT	04	1	\$15,773
	EJ	1035	PUBLIC AFFAIRS	04	1	\$9,316
	EK	0801	GENERAL ENGINEERING	04	13	\$89,218
	EK	0801	GENERAL ENGINEERING	04	1	\$11,420
	EK	0804	FIRE PROTECTION ENGINEERING	04	1	\$11,505

Retention Incentives Departments

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	EK	1301	GENERAL PHYSICAL SCIENCE	04	3	\$30,143
	EK	1301	GENERAL PHYSICAL SCIENCE	04	1	\$12,602
	EN	0801	GENERAL ENGINEERING	03	3	\$18,329
	EN	0801	GENERAL ENGINEERING	04	30	\$317,266
	EN	0801	GENERAL ENGINEERING	04	2	\$22,414
	EN	0801	GENERAL ENGINEERING	04	1	\$8,653
	EN	0801	GENERAL ENGINEERING	04	8	\$64,958
	EN	0840	NUCLEAR ENGINEERING	04	1	\$6,572
	EN	1301	GENERAL PHYSICAL SCIENCE	04	9	\$74,399
	EN	1301	GENERAL PHYSICAL SCIENCE	04	1	\$10,873
	EN	1306	HEALTH PHYSICS	04	1	\$12,413
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$18,318
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$30,415
	ES	0340	PROGRAM MANAGEMENT	00	1	\$10,478
	ES	0340	PROGRAM MANAGEMENT	00	3	\$32,731
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$41,283
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	13	1	\$8,641
	GS	0080	SECURITY ADMINISTRATION	09	1	\$4,438
	GS	0080	SECURITY ADMINISTRATION	13	1	\$8,888
	GS	0080	SECURITY ADMINISTRATION	14	5	\$49,599
	GS	0084	NUCLEAR MATERIALS COURIER	09	16	\$38,655
	GS	0084	NUCLEAR MATERIALS COURIER	10	6	\$23,650
	GS	0084	NUCLEAR MATERIALS COURIER	12	3	\$6,229
	GS	0084	NUCLEAR MATERIALS COURIER	13	2	\$8,148
	GS	0132	INTELLIGENCE	15	1	\$14,622
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$26,770
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	1	\$4,725
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$6,063
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$7,474
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$34,943
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	1	\$3,952
	GS	0318	SECRETARY	05	1	\$2,939
	GS	0340	PROGRAM MANAGEMENT	14	2	\$43,581
	GS	0340	PROGRAM MANAGEMENT	15	3	\$60,043
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	3	\$16,110
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	3	\$20,715
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	2	\$11,379

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Energy (continued)	GS	0510	ACCOUNTING	13	1	\$9,629
	GS	0511	AUDITING	11	1	\$4,677
	GS	0511	AUDITING	12	1	\$5,979
	GS	0511	AUDITING	13	4	\$23,332
	GS	0511	AUDITING	14	4	\$29,653
	GS	0511	AUDITING	15	3	\$21,324
	GS	0560	BUDGET ANALYSIS	14	1	\$14,259
	GS	0690	INDUSTRIAL HYGIENE	14	1	\$10,795
	GS	0801	GENERAL ENGINEERING	11	1	\$5,388
	GS	0801	GENERAL ENGINEERING	12	2	\$13,080
	GS	0801	GENERAL ENGINEERING	13	1	\$6,268
	GS	0801	GENERAL ENGINEERING	14	8	\$59,520
	GS	0801	GENERAL ENGINEERING	15	2	\$56,382
	GS	0804	FIRE PROTECTION ENGINEERING	15	1	\$20,966
	GS	0850	ELECTRICAL ENGINEERING	11	1	\$6,071
	GS	0850	ELECTRICAL ENGINEERING	13	3	\$34,339
	GS	0905	GENERAL ATTORNEY	14	2	\$22,174
	GS	0905	GENERAL ATTORNEY	15	1	\$13,385
	GS	1102	CONTRACTING	14	2	\$19,256
	GS	1102	CONTRACTING	15	1	\$20,077
	GS	1130	PUBLIC UTILITIES SPECIALIST	13	1	\$21,665
	GS	1130	PUBLIC UTILITIES SPECIALIST	14	1	\$23,647
	GS	1301	GENERAL PHYSICAL SCIENCE	13	2	\$19,258
	GS	1301	GENERAL PHYSICAL SCIENCE	14	5	\$41,952
	GS	1640	FACILITY OPERATIONS SERVICES	15	1	\$30,888
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$14,155
	WG	3416	TOOLMAKING	11	2	\$6
	Health and Human Services	AD	0401	GENERAL BIOLOGICAL SCIENCE	00	9
AD		0403	MICROBIOLOGY	00	5	\$57,176
AD		0405	PHARMACOLOGY	00	48	\$335,145
AD		0415	TOXICOLOGY	00	4	\$25,610
AD		0440	GENETICS	00	1	\$3,219
AD		0601	GENERAL HEALTH SCIENCE	00	7	\$120,609
AD		0602	MEDICAL OFFICER	00	74	\$1,240,878
AD		0633	PHYSICAL THERAPIST	01	1	\$287
AD		0660	PHARMACIST	00	8	\$75,318
AD		0696	CONSUMER SAFETY	00	1	\$1,130
AD		0881	PETROLEUM ENGINEERING	00	1	\$10,761
AD		1310	PHYSICS	00	2	\$62,682
AD		1320	CHEMISTRY	00	11	\$87,366
AD		1529	MATHEMATICAL STATISTICIAN	00	26	\$160,788

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	ES	0110	ECONOMIST	00	1	\$21,840
	ES	0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$4,255
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	14	\$393,250
	ES	0340	PROGRAM MANAGEMENT	00	6	\$113,895
	ES	0341	ADMINISTRATIVE OFFICER	00	5	\$50,684
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$10,897
	ES	0510	ACCOUNTING	00	1	\$18,422
	ES	0511	AUDITING	00	1	\$3,180
	ES	0560	BUDGET ANALYSIS	00	1	\$21,189
	ES	0601	GENERAL HEALTH SCIENCE	00	5	\$65,498
	ES	0602	MEDICAL OFFICER	00	1	\$17,853
	ES	0660	PHARMACIST	00	1	\$8,746
	ES	0670	HEALTH SYSTEM ADMINISTRATION	00	1	\$31,119
	ES	0696	CONSUMER SAFETY	00	3	\$39,623
	ES	0801	GENERAL ENGINEERING	00	1	\$24,838
	ES	0858	BIOMEDICAL ENGINEERING	00	1	\$9,285
	ES	0905	GENERAL ATTORNEY	00	2	\$63,825
	ES	0950	PARALEGAL SPECIALIST	00	4	\$92,159
	ES	1035	PUBLIC AFFAIRS	00	1	\$6,819
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$23,003
	ES	2210	INFORMATION TECHNOLOGY MANAGEMENT	00	2	\$26,939
	GP	0602	MEDICAL OFFICER	14	9	\$20,679
	GP	0602	MEDICAL OFFICER	15	26	\$64,900
	GP	0680	DENTAL OFFICER	11	1	\$915
	GS	0080	SECURITY ADMINISTRATION	15	3	\$77,708
	GS	0083	POLICE	05	6	\$14,746
	GS	0083	POLICE	06	10	\$16,834
	GS	0083	POLICE	07	33	\$137,699
	GS	0083	POLICE	08	20	\$90,485
	GS	0083	POLICE	09	12	\$57,628
	GS	0083	POLICE	11	11	\$53,928
	GS	0101	SOCIAL SCIENCE	14	2	\$15,230
	GS	0101	SOCIAL SCIENCE	15	2	\$10,406
	GS	0107	HEALTH INSURANCE ADMINISTRATION	13	1	\$3,454
	GS	0107	HEALTH INSURANCE ADMINISTRATION	14	1	\$7,567
	GS	0107	HEALTH INSURANCE ADMINISTRATION	15	1	\$8,763
	GS	0110	ECONOMIST	13	5	\$38,332
	GS	0110	ECONOMIST	14	5	\$31,711
	GS	0110	ECONOMIST	15	2	\$29,010
	GS	0180	PSYCHOLOGY	13	2	\$19,382

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$2,479
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	15	1	\$12,502
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$5,642
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	2	\$26,084
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	5	\$50,884
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	16	\$178,664
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	1	\$820
	GS	0340	PROGRAM MANAGEMENT	15	5	\$38,419
	GS	0341	ADMINISTRATIVE OFFICER	12	1	\$3,919
	GS	0341	ADMINISTRATIVE OFFICER	15	7	\$113,582
	GS	0342	SUPPORT SERVICES ADMINISTRATION	14	1	\$6,607
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$5,496
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	1	\$1,050
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	1	\$15,018
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$21,300
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	5	\$53,568
	GS	0401	GENERAL BIOLOGICAL SCIENCE	13	3	\$13,155
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	11	\$104,354
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	2	\$13,656
	GS	0403	MICROBIOLOGY	14	3	\$21,120
	GS	0403	MICROBIOLOGY	15	4	\$63,755
	GS	0405	PHARMACOLOGY	12	4	\$14,617
	GS	0405	PHARMACOLOGY	13	77	\$550,022
	GS	0405	PHARMACOLOGY	14	82	\$704,225
	GS	0405	PHARMACOLOGY	15	34	\$320,020
	GS	0413	PHYSIOLOGY	13	1	\$5,706
	GS	0413	PHYSIOLOGY	14	1	\$19,248
	GS	0415	TOXICOLOGY	13	12	\$89,695
	GS	0415	TOXICOLOGY	14	2	\$12,641
	GS	0440	GENETICS	14	1	\$16,469
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$3,072
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$14,819
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$12,117
	GS	0510	ACCOUNTING	14	2	\$9,644
	GS	0510	ACCOUNTING	15	1	\$17,314
	GS	0511	AUDITING	15	1	\$2,921
	GS	0560	BUDGET ANALYSIS	15	1	\$3,857
	GS	0601	GENERAL HEALTH SCIENCE	11	1	\$2,016

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0601	GENERAL HEALTH SCIENCE	12	2	\$17,105
	GS	0601	GENERAL HEALTH SCIENCE	13	1	\$11,092
	GS	0601	GENERAL HEALTH SCIENCE	14	15	\$200,794
	GS	0601	GENERAL HEALTH SCIENCE	15	13	\$194,314
	GS	0602	MEDICAL OFFICER	13	4	\$39,880
	GS	0602	MEDICAL OFFICER	14	182	\$1,352,873
	GS	0602	MEDICAL OFFICER	15	437	\$4,461,643
	GS	0603	PHYSICIANS ASSISTANT	11	7	\$59,939
	GS	0603	PHYSICIANS ASSISTANT	12	8	\$70,593
	GS	0610	NURSE	05	6	\$8,536
	GS	0610	NURSE	07	11	\$25,939
	GS	0610	NURSE	09	137	\$587,079
	GS	0610	NURSE	10	169	\$814,239
	GS	0610	NURSE	11	93	\$591,924
	GS	0610	NURSE	12	28	\$212,632
	GS	0610	NURSE	13	5	\$57,397
	GS	0610	NURSE	14	2	\$29,706
	GS	0610	NURSE	15	1	\$28,919
	GS	0620	PRACTICAL NURSE	05	3	\$395
	GS	0620	PRACTICAL NURSE	06	16	\$58,855
	GS	0633	PHYSICAL THERAPIST	10	1	\$8,714
	GS	0633	PHYSICAL THERAPIST	11	5	\$28,942
	GS	0640	HEALTH AID AND TECHNICIAN	07	1	\$8,125
	GS	0644	MEDICAL TECHNOLOGIST	10	5	\$23,055
	GS	0644	MEDICAL TECHNOLOGIST	11	5	\$13,920
	GS	0645	MEDICAL TECHNICIAN	04	1	\$905
	GS	0645	MEDICAL TECHNICIAN	05	1	\$862
	GS	0645	MEDICAL TECHNICIAN	07	2	\$3,401
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	4	\$29,593
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	17	\$91,355
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	6	\$26,730
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	4	\$21,280
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	2	\$17,041
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	1	\$8,155
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	3	\$25,436
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	2	\$3,993
	GS	0660	PHARMACIST	11	14	\$86,558
	GS	0660	PHARMACIST	12	5	\$55,374
	GS	0660	PHARMACIST	13	3	\$30,014
	GS	0660	PHARMACIST	14	3	\$28,989
	GS	0662	OPTOMETRIST	11	6	\$54,835

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	0662	OPTOMETRIST	12	7	\$93,603
	GS	0668	PODIATRIST	13	4	\$49,270
	GS	0668	PODIATRIST	14	12	\$179,111
	GS	0671	HEALTH SYSTEM SPECIALIST	07	1	\$5,704
	GS	0671	HEALTH SYSTEM SPECIALIST	09	1	\$2,881
	GS	0680	DENTAL OFFICER	11	13	\$93,543
	GS	0680	DENTAL OFFICER	12	19	\$152,890
	GS	0680	DENTAL OFFICER	13	8	\$68,211
	GS	0680	DENTAL OFFICER	14	5	\$47,121
	GS	0680	DENTAL OFFICER	15	1	\$8,404
	GS	0681	DENTAL ASSISTANT	03	1	\$2,950
	GS	0681	DENTAL ASSISTANT	05	2	\$1,755
	GS	0681	DENTAL ASSISTANT	06	1	\$996
	GS	0682	DENTAL HYGIENE	07	1	\$3,960
	GS	0682	DENTAL HYGIENE	08	3	\$7,473
	GS	0682	DENTAL HYGIENE	09	2	\$12,729
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	14	1	\$16,446
	GS	0685	PUBLIC HEALTH PROGRAM SPECIALIST	15	6	\$56,753
	GS	0696	CONSUMER SAFETY	12	3	\$5,059
	GS	0696	CONSUMER SAFETY	13	11	\$61,069
	GS	0696	CONSUMER SAFETY	14	4	\$24,128
	GS	0696	CONSUMER SAFETY	15	6	\$63,118
	GS	0701	VETERINARY MEDICAL SCIENCE	13	2	\$10,193
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$26,529
	GS	0801	GENERAL ENGINEERING	12	1	\$16,678
	GS	0801	GENERAL ENGINEERING	14	1	\$20,643
	GS	0855	ELECTRONICS ENGINEERING	13	1	\$6,736
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$12,849
	GS	0858	BIOMEDICAL ENGINEERING	12	1	\$1,408
	GS	0905	GENERAL ATTORNEY	14	1	\$9,824
	GS	0905	GENERAL ATTORNEY	15	21	\$283,930
	GS	1035	PUBLIC AFFAIRS	15	4	\$51,691
	GS	1082	WRITING AND EDITING	13	1	\$10,792
	GS	1084	VISUAL INFORMATION	13	1	\$18,716
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$1,952
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	3	\$32,812
	GS	1102	CONTRACTING	12	1	\$5,057
	GS	1102	CONTRACTING	13	2	\$30,167
	GS	1102	CONTRACTING	14	1	\$19,331
	GS	1102	CONTRACTING	15	2	\$22,053
	GS	1301	GENERAL PHYSICAL SCIENCE	15	1	\$9,082

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Health and Human Services (continued)	GS	1320	CHEMISTRY	14	6	\$58,492
	GS	1320	CHEMISTRY	15	7	\$59,628
	GS	1529	MATHEMATICAL STATISTICIAN	13	53	\$336,538
	GS	1529	MATHEMATICAL STATISTICIAN	14	62	\$545,161
	GS	1529	MATHEMATICAL STATISTICIAN	15	24	\$247,702
	GS	1530	STATISTICIAN	13	2	\$17,734
	GS	1530	STATISTICIAN	15	2	\$10,964
	GS	1550	COMPUTER SCIENCE	15	2	\$20,991
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$16,412
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	2	\$601
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	23	\$182,667
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	20	\$143,080
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	19	\$210,304
	RS	0401	GENERAL BIOLOGICAL SCIENCE	00	1	\$4,530
	RS	0405	PHARMACOLOGY	00	3	\$41,585
	RS	1529	MATHEMATICAL STATISTICIAN	00	1	\$12,494
	SL	0950	PARALEGAL SPECIALIST	00	1	\$13,051
	WG	5703	MOTOR VEHICLE OPERATOR	07	1	\$2,879
Homeland Security	ES	0340	PROGRAM MANAGEMENT	00	1	\$27,000
	ES	1896	CUSTOMS AND BORDER PROTECTION INTERDICTION	00	1	\$28,176
	GS	0080	SECURITY ADMINISTRATION	07	3	\$6,390
	GS	0080	SECURITY ADMINISTRATION	09	49	\$89,877
	GS	0080	SECURITY ADMINISTRATION	11	109	\$254,136
	GS	0080	SECURITY ADMINISTRATION	12	309	\$1,501,763
	GS	0080	SECURITY ADMINISTRATION	13	268	\$53,109
	GS	0083	POLICE	04	1	\$4,581
	GS	0083	POLICE	06	10	\$13,786
	GS	0083	POLICE	07	20	\$32,439
	GS	0083	POLICE	08	165	\$567,854
	GS	0083	POLICE	09	73	\$268,123
	GS	0083	POLICE	10	42	\$174,843
	GS	0083	POLICE	11	25	\$111,517
	GS	0083	POLICE	12	12	\$66,223
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$6,758
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$4,972
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$24,290
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$20,542
	GS	0830	MECHANICAL ENGINEERING	12	1	\$16,145
GS	0896	INDUSTRIAL ENGINEERING	13	1	\$9,118	
GS	1102	CONTRACTING	13	1	\$19,769	

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Homeland Security (continued)	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$20,280
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$28,550
Housing and Urban Development	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$24,948
Interior	ES	0340	PROGRAM MANAGEMENT	00	1	\$15,095
	GS	0083	POLICE	07	9	\$77,719
	GS	0083	POLICE	08	3	\$13,380
	GS	0083	POLICE	10	5	\$23,404
	GS	0083	POLICE	11	1	\$6,933
	GS	0083	POLICE	12	1	\$7,619
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$12,525
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$19,126
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$10,000
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	2	\$23,163
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$22,041
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$6,938
	GS	0318	SECRETARY	10	1	\$13,523
	GS	0340	PROGRAM MANAGEMENT	13	1	\$8,481
	GS	0340	PROGRAM MANAGEMENT	13	1	\$11,960
	GS	0340	PROGRAM MANAGEMENT	14	1	\$14,091
	GS	0340	PROGRAM MANAGEMENT	15	1	\$4,776
	GS	0341	ADMINISTRATIVE OFFICER	13	1	\$266
	GS	0401	GENERAL BIOLOGICAL SCIENCE	14	1	\$379
	GS	0460	FORESTRY	11	1	\$10,000
	GS	0510	ACCOUNTING	15	1	\$7,846
	GS	0802	ENGINEERING TECHNICIAN	12	1	\$3,707
	GS	0810	CIVIL ENGINEERING	12	1	\$5,867
	GS	0810	CIVIL ENGINEERING	13	3	\$17,276
	GS	0830	MECHANICAL ENGINEERING	12	1	\$6,448
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$3,692
	GS	0881	PETROLEUM ENGINEERING	12	2	\$5,804
	GS	0881	PETROLEUM ENGINEERING	13	7	\$52,478
	GS	0881	PETROLEUM ENGINEERING	14	4	\$28,517
	GS	0881	PETROLEUM ENGINEERING	15	2	\$32,183
	GS	1102	CONTRACTING	13	1	\$19,680
	GS	1170	REALTY	14	1	\$3,915
	GS	1170	REALTY	15	1	\$16,510
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$2,672	
GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$17,336	
Justice	AD	0905	GENERAL ATTORNEY	21	11	\$48,025

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice (continued)	AD	0905	GENERAL ATTORNEY	24	7	\$32,977
	AD	0905	GENERAL ATTORNEY	25	19	\$93,645
	AD	0905	GENERAL ATTORNEY	26	24	\$164,639
	AD	0905	GENERAL ATTORNEY	27	18	\$113,253
	AD	0905	GENERAL ATTORNEY	28	18	\$132,630
	AD	0905	GENERAL ATTORNEY	29	15	\$100,053
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$18,915
	ES	1811	CRIMINAL INVESTIGATING	00	3	\$28,659
	GS	0132	INTELLIGENCE	12	3	\$31,755
	GS	0132	INTELLIGENCE	14	1	\$4,622
	GS	0201	HUMAN RESOURCES MANAGEMENT	09	1	\$9,868
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	1	\$8,141
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	3	\$27,450
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$9,050
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$11,182
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	1	\$2,826
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$13,356
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	2	\$24,333
	GS	0318	SECRETARY	09	1	\$5,155
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$3,131
	GS	0341	ADMINISTRATIVE OFFICER	15	2	\$56,020
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	1	\$10,102
	GS	0391	TELECOMMUNICATIONS	13	1	\$3,937
	GS	0511	AUDITING	13	3	\$30,955
	GS	0560	BUDGET ANALYSIS	15	1	\$24,837
	GS	0602	MEDICAL OFFICER	15	3	\$38,050
	GS	0603	PHYSICIANS ASSISTANT	11	2	\$28,376
	GS	0610	NURSE	07	1	\$15,552
	GS	0610	NURSE	09	8	\$120,100
	GS	0610	NURSE	10	51	\$252,578
	GS	0610	NURSE	11	5	\$62,957
	GS	0620	PRACTICAL NURSE	07	4	\$14,290
	GS	0660	PHARMACIST	13	1	\$21,395
	GS	0855	ELECTRONICS ENGINEERING	14	1	\$13,916
	GS	0855	ELECTRONICS ENGINEERING	15	3	\$47,704
	GS	0856	ELECTRONICS TECHNICIAN	14	1	\$13,916
	GS	0905	GENERAL ATTORNEY	15	2	\$27,345
	GS	0950	PARALEGAL SPECIALIST	11	1	\$5,671

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Justice (continued)	GS	0986	LEGAL ASSISTANCE	06	4	\$13,005
	GS	0986	LEGAL ASSISTANCE	07	12	\$50,604
	GS	0986	LEGAL ASSISTANCE	08	20	\$89,730
	GS	0986	LEGAL ASSISTANCE	09	2	\$9,301
	GS	0986	LEGAL ASSISTANCE	11	1	\$5,706
	GS	1035	PUBLIC AFFAIRS	13	1	\$12,304
	GS	1082	WRITING AND EDITING	14	1	\$1,193
	GS	1515	OPERATIONS RESEARCH	14	1	\$10,633
	GS	1520	MATHEMATICS	14	1	\$13,121
	GS	1550	COMPUTER SCIENCE	14	1	\$15,506
	GS	1810	GENERAL INVESTIGATING	13	1	\$13,762
	GS	1811	CRIMINAL INVESTIGATING	13	1	\$2,877
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$10,310
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$15,600
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	3	\$51,922
	WG	3603	MASONRY	10	1	\$7,635
	WG	8852	AIRCRAFT MECHANIC	11	2	\$17,286
	WS	5823	AUTOMOTIVE MECHANIC	14	1	\$6,507
	WS	8852	AIRCRAFT MECHANIC	09	1	\$10,259
	Labor	GS	0140	MANPOWER RESEARCH AND ANALYSIS	12	1
State	FP	2510	SECURITY OFFICER	03	4	\$9,016
	FP	2510	SECURITY OFFICER	04	1	\$630
	FP	2880	INFORMATION MANAGEMENT	02	2	\$14,463
	FP	2880	INFORMATION MANAGEMENT	03	207	\$1,365,005
	FP	2880	INFORMATION MANAGEMENT	04	269	\$1,746,256
	FP	2880	INFORMATION MANAGEMENT	05	17	\$34,987
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	03	45	\$285,762
	FP	2882	INFORMATION MANAGEMENT TECHNICAL	04	35	\$216,242
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	01	28	\$303,981
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	02	131	\$1,172,739
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	03	1	\$416
	FP	2884	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$2,888
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	8	\$68,107
	GG	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$12,268
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	1	\$2,419
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$2,877
	GS	0340	PROGRAM MANAGEMENT	14	1	\$3,311
	GS	0340	PROGRAM MANAGEMENT	15	1	\$3,407
	GS	0391	TELECOMMUNICATIONS	13	6	\$61,475
	GS	0391	TELECOMMUNICATIONS	14	2	\$28,327

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
State (continued)	GS	0391	TELECOMMUNICATIONS	15	3	\$53,761
	GS	0530	CASH PROCESSING	07	1	\$1,400
	GS	0962	CONTACT REPRESENTATIVE	07	4	\$5,057
	GS	0967	PASSPORT AND VISA EXAMINING	05	2	\$1,738
	GS	0967	PASSPORT AND VISA EXAMINING	07	18	\$19,375
	GS	0967	PASSPORT AND VISA EXAMINING	09	7	\$6,652
	GS	0967	PASSPORT AND VISA EXAMINING	11	41	\$66,225
	GS	0967	PASSPORT AND VISA EXAMINING	12	10	\$19,485
	GS	0967	PASSPORT AND VISA EXAMINING	13	4	\$10,449
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	7	\$12,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	19	\$62,909
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	37	\$229,617
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	134	\$1,192,939
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	71	\$758,242
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	33	\$280,779
Transportation	ES	0340	PROGRAM MANAGEMENT	00	2	\$53,779
	ES	2121	RAILROAD SAFETY	00	1	\$3,058
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$8,112
	GS	0340	PROGRAM MANAGEMENT	15	1	\$34,683
	GS	0801	GENERAL ENGINEERING	15	1	\$36,075
	GS	0830	MECHANICAL ENGINEERING	15	1	\$12,809
	GS	0905	GENERAL ATTORNEY	13	1	\$10,500
	GS	1102	CONTRACTING	11	1	\$9,226
	GS	1170	REALTY	13	1	\$25,658
	GS	2101	TRANSPORTATION SPECIALIST	14	1	\$30,107
	GS	2101	TRANSPORTATION SPECIALIST	15	1	\$26,788
	GS	2121	RAILROAD SAFETY	15	1	\$16,015
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$36,170
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$25,020
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$17,484
Treasury	ES	0260	EQUAL EMPLOYMENT OPPORTUNITY	00	1	\$3,726
	ES	0340	PROGRAM MANAGEMENT	00	16	\$158,811
	ES	0340	PROGRAM MANAGEMENT	00	1	\$3,107
	ES	0340	PROGRAM MANAGEMENT	00	1	\$34,027
	ES	0340	PROGRAM MANAGEMENT	00	1	\$34,027
	ES	0505	FINANCIAL MANAGEMENT	00	1	\$1,873
	ES	1102	CONTRACTING	00	2	\$29,094
	ES	1811	CRIMINAL INVESTIGATING	00	1	\$33,376
	GS	0110	ECONOMIST	12	9	\$20,546
	GS	0132	INTELLIGENCE	15	1	\$28,672

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Treasury (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$4,977
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$7,106
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$11,183
	GS	0340	PROGRAM MANAGEMENT	14	1	\$1,183
	GS	0340	PROGRAM MANAGEMENT	15	5	\$58,623
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$25,906
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	2	\$35,086
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	3	\$90,100
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	12	1	\$2,035
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$25,201
	GS	0510	ACCOUNTING	14	1	\$10,422
	GS	0510	ACCOUNTING	14	1	\$16,950
	GS	0510	ACCOUNTING	14	1	\$4,652
	GS	0510	ACCOUNTING	15	1	\$21,479
	GS	0510	ACCOUNTING	15	1	\$4,618
	GS	0510	ACCOUNTING	15	2	\$14,990
	GS	0511	AUDITING	13	1	\$22,336
	GS	0511	AUDITING	13	1	\$9,069
	GS	0511	AUDITING	13	1	\$9,589
	GS	0905	GENERAL ATTORNEY	15	1	\$6,531
	GS	0987	TAX LAW SPECIALIST	15	1	\$35,868
	GS	1529	MATHEMATICAL STATISTICIAN	12	1	\$2,200
	GS	1801	GENERAL INSPECTION	14	1	\$28,720
	GS	1811	CRIMINAL INVESTIGATING	13	1	\$26,250
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	1	\$2,000
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	3	\$5,983
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	9	\$54,157
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	9	\$89,396
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$27,962
	IR	0340	PROGRAM MANAGEMENT	01	2	\$34,951
	IR	1035	PUBLIC AFFAIRS	01	1	\$28,663
	Veterans Affairs	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	2
ES		0670	HEALTH SYSTEM ADMINISTRATION	00	1	\$18,172
ES		2210	INFORMATION TECHNOLOGY MANAGEMENT	00	1	\$634
GS		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	11	1	\$383
GS		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$9,593
GS		0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	13	2	\$18,857

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0019	SAFETY TECHNICIAN	09	1	\$63
	GS	0060	CHAPLAIN	13	1	\$1,476
	GS	0080	SECURITY ADMINISTRATION	07	1	\$3,286
	GS	0080	SECURITY ADMINISTRATION	09	2	\$6,934
	GS	0080	SECURITY ADMINISTRATION	11	6	\$12,423
	GS	0080	SECURITY ADMINISTRATION	12	3	\$14,927
	GS	0080	SECURITY ADMINISTRATION	13	2	\$20,106
	GS	0081	FIRE PROTECTION AND PREVENTION	07	1	\$6,307
	GS	0083	POLICE	05	13	\$11,024
	GS	0083	POLICE	06	257	\$621,584
	GS	0083	POLICE	07	118	\$378,984
	GS	0083	POLICE	08	30	\$84,939
	GS	0083	POLICE	09	24	\$102,399
	GS	0083	POLICE	10	2	\$8,450
	GS	0083	POLICE	11	4	\$16,997
	GS	0083	POLICE	12	1	\$6,202
	GS	0083	POLICE	13	2	\$5,710
	GS	0101	SOCIAL SCIENCE	09	1	\$115
	GS	0101	SOCIAL SCIENCE	12	1	\$3,264
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	07	1	\$1,454
	GS	0102	SOCIAL SCIENCE AID AND TECHNICIAN	08	1	\$3,210
	GS	0110	ECONOMIST	13	1	\$5,607
	GS	0180	PSYCHOLOGY	11	1	\$108
	GS	0180	PSYCHOLOGY	13	11	\$94,005
	GS	0180	PSYCHOLOGY	14	1	\$7,281
	GS	0180	PSYCHOLOGY	15	1	\$3,264
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	07	1	\$3,456
	GS	0181	PSYCHOLOGY AID AND TECHNICIAN	09	2	\$4,569
	GS	0185	SOCIAL WORK	09	7	\$15,253
	GS	0185	SOCIAL WORK	11	51	\$162,671
	GS	0185	SOCIAL WORK	12	36	\$151,275
	GS	0185	SOCIAL WORK	13	10	\$43,257
	GS	0185	SOCIAL WORK	14	2	\$12,147
	GS	0187	SOCIAL SERVICES	08	2	\$9,929
	GS	0201	HUMAN RESOURCES MANAGEMENT	11	2	\$5,777
	GS	0201	HUMAN RESOURCES MANAGEMENT	12	10	\$42,920
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	13	\$76,718
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	11	\$136,535
	GS	0203	HUMAN RESOURCES ASSISTANCE	05	1	\$1,344
	GS	0203	HUMAN RESOURCES ASSISTANCE	07	1	\$973
	GS	0260	EQUAL EMPLOYMENT OPPORTUNITY	14	1	\$3,736

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	05	1	\$2,083
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	07	1	\$3,705
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	09	2	\$4,254
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	11	5	\$17,348
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	12	6	\$43,717
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	10	\$80,578
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	4	\$43,704
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	3	\$55,383
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	05	1	\$344
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	06	20	\$23,729
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	07	16	\$18,109
	GS	0303	MISCELLANEOUS CLERK AND ASSISTANT	08	2	\$7,702
	GS	0318	SECRETARY	06	1	\$4,416
	GS	0318	SECRETARY	09	1	\$13,458
	GS	0332	COMPUTER OPERATION	10	2	\$4,418
	GS	0332	COMPUTER OPERATION	13	2	\$12,365
	GS	0335	COMPUTER CLERK AND ASSISTANT	08	1	\$1,764
	GS	0340	PROGRAM MANAGEMENT	12	3	\$16,209
	GS	0340	PROGRAM MANAGEMENT	13	6	\$36,659
	GS	0340	PROGRAM MANAGEMENT	14	5	\$75,484
	GS	0340	PROGRAM MANAGEMENT	15	3	\$44,826
	GS	0341	ADMINISTRATIVE OFFICER	11	1	\$920
	GS	0341	ADMINISTRATIVE OFFICER	12	4	\$30,939
	GS	0341	ADMINISTRATIVE OFFICER	13	5	\$58,477
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	09	1	\$7,008
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	11	2	\$7,328
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	12	3	\$11,597
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	13	5	\$49,346
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	14	5	\$21,919
	GS	0343	MANAGEMENT AND PROGRAM ANALYSIS	15	2	\$45,474
	GS	0344	MANAGEMENT PROGRAM CLERICAL ASSIST	08	1	\$10,942
	GS	0391	TELECOMMUNICATIONS	09	1	\$5,033
	GS	0391	TELECOMMUNICATIONS	11	1	\$6,486
	GS	0392	GENERAL TELECOMMUNICATIONS	12	1	\$2,542
	GS	0440	GENETICS	15	1	\$8,224
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	11	1	\$6,926

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$17,160
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	15	1	\$8,035
	GS	0505	FINANCIAL MANAGEMENT	13	3	\$17,608
	GS	0505	FINANCIAL MANAGEMENT	14	15	\$232,677
	GS	0505	FINANCIAL MANAGEMENT	15	3	\$51,152
	GS	0510	ACCOUNTING	12	1	\$1,536
	GS	0510	ACCOUNTING	15	1	\$2,981
	GS	0560	BUDGET ANALYSIS	11	1	\$3,072
	GS	0560	BUDGET ANALYSIS	12	3	\$38,484
	GS	0560	BUDGET ANALYSIS	13	4	\$23,227
	GS	0561	BUDGET CLERICAL AND ASSISTANCE	07	1	\$11,659
	GS	0601	GENERAL HEALTH SCIENCE	07	6	\$22,659
	GS	0601	GENERAL HEALTH SCIENCE	08	51	\$265,320
	GS	0601	GENERAL HEALTH SCIENCE	09	51	\$285,169
	GS	0601	GENERAL HEALTH SCIENCE	10	14	\$86,162
	GS	0601	GENERAL HEALTH SCIENCE	11	39	\$260,136
	GS	0601	GENERAL HEALTH SCIENCE	12	12	\$141,281
	GS	0601	GENERAL HEALTH SCIENCE	13	12	\$114,199
	GS	0601	GENERAL HEALTH SCIENCE	14	4	\$56,371
	GS	0601	GENERAL HEALTH SCIENCE	15	2	\$62,214
	GS	0620	PRACTICAL NURSE	03	17	\$7,757
	GS	0620	PRACTICAL NURSE	04	101	\$93,593
	GS	0620	PRACTICAL NURSE	05	275	\$420,318
	GS	0620	PRACTICAL NURSE	06	814	\$1,985,768
	GS	0620	PRACTICAL NURSE	07	54	\$156,640
	GS	0621	NURSING ASSISTANT	03	3	\$368
	GS	0621	NURSING ASSISTANT	04	58	\$92,831
	GS	0621	NURSING ASSISTANT	05	463	\$897,563
	GS	0621	NURSING ASSISTANT	06	192	\$476,105
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	04	5	\$2,944
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	05	4	\$11,225
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	06	10	\$22,417
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	07	6	\$21,132
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	08	2	\$3,108
	GS	0622	MEDICAL SUPPLY AIDE AND TECHNICIAN	09	1	\$6,378
	GS	0630	DIETITIAN AND NUTRITIONIST	12	1	\$2,621
	GS	0630	DIETITIAN AND NUTRITIONIST	13	1	\$8,760
	GS	0631	OCCUPATIONAL THERAPIST	09	3	\$4,162
	GS	0631	OCCUPATIONAL THERAPIST	10	4	\$31,893
	GS	0631	OCCUPATIONAL THERAPIST	11	27	\$54,312
	GS	0631	OCCUPATIONAL THERAPIST	12	2	\$10,597

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0633	PHYSICAL THERAPIST	09	2	\$6,378
	GS	0633	PHYSICAL THERAPIST	10	30	\$131,167
	GS	0633	PHYSICAL THERAPIST	11	35	\$110,969
	GS	0633	PHYSICAL THERAPIST	12	4	\$33,466
	GS	0635	CORRECTIVE THERAPIST	10	1	\$7,250
	GS	0635	CORRECTIVE THERAPIST	11	1	\$397
	GS	0636	REHABILITATION THERAPY ASSISTANT	06	1	\$1,920
	GS	0636	REHABILITATION THERAPY ASSISTANT	07	5	\$8,197
	GS	0636	REHABILITATION THERAPY ASSISTANT	08	1	\$1,340
	GS	0638	RECREATION/CREATIVE ARTS THERAPIST	11	1	\$14,657
	GS	0640	HEALTH AID AND TECHNICIAN	04	1	\$792
	GS	0640	HEALTH AID AND TECHNICIAN	05	42	\$70,317
	GS	0640	HEALTH AID AND TECHNICIAN	06	64	\$109,789
	GS	0640	HEALTH AID AND TECHNICIAN	07	41	\$182,844
	GS	0640	HEALTH AID AND TECHNICIAN	08	7	\$44,972
	GS	0640	HEALTH AID AND TECHNICIAN	09	4	\$33,245
	GS	0640	HEALTH AID AND TECHNICIAN	10	1	\$6,238
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	07	1	\$4,181
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	09	5	\$32,604
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	10	6	\$35,154
	GS	0642	NUCLEAR MEDICINE TECHNICIAN	11	1	\$5,018
	GS	0644	MEDICAL TECHNOLOGIST	07	1	\$867
	GS	0644	MEDICAL TECHNOLOGIST	09	132	\$503,990
	GS	0644	MEDICAL TECHNOLOGIST	10	13	\$58,729
	GS	0644	MEDICAL TECHNOLOGIST	11	32	\$103,042
	GS	0644	MEDICAL TECHNOLOGIST	12	12	\$86,714
	GS	0644	MEDICAL TECHNOLOGIST	13	5	\$51,786
	GS	0645	MEDICAL TECHNICIAN	04	1	\$637
	GS	0645	MEDICAL TECHNICIAN	05	16	\$32,282
	GS	0645	MEDICAL TECHNICIAN	06	11	\$33,299
	GS	0645	MEDICAL TECHNICIAN	07	7	\$30,334
	GS	0645	MEDICAL TECHNICIAN	08	2	\$5,078
	GS	0646	PATHOLOGY TECHNICIAN	07	10	\$33,291
	GS	0646	PATHOLOGY TECHNICIAN	08	4	\$9,984
	GS	0646	PATHOLOGY TECHNICIAN	09	2	\$7,747
	GS	0646	PATHOLOGY TECHNICIAN	11	1	\$18,185
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	05	22	\$44,277
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	06	114	\$322,683
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	07	201	\$713,926
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	08	222	\$938,940
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	09	144	\$729,779

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	10	37	\$204,903
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	11	31	\$198,274
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	12	15	\$185,864
	GS	0647	DIAGNOSTIC RADIOLOGIC TECHNOLOGIST	13	3	\$42,060
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	06	2	\$22,258
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	08	24	\$167,242
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	09	8	\$67,714
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	10	14	\$151,130
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	11	9	\$116,138
	GS	0648	THERAPEUTIC RADIOLOGIC TECHNOLOGIST	12	1	\$21,154
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	05	1	\$2,678
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	06	8	\$31,817
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	07	14	\$77,584
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	08	85	\$565,619
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	09	56	\$410,560
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	10	12	\$119,445
	GS	0649	MEDICAL INSTRUMENT TECHNICIAN	11	4	\$25,459
	GS	0651	RESPIRATORY THERAPIST	05	1	\$3,203
	GS	0651	RESPIRATORY THERAPIST	07	2	\$15,866
	GS	0651	RESPIRATORY THERAPIST	08	2	\$29,869
	GS	0651	RESPIRATORY THERAPIST	09	1	\$5,574
	GS	0651	RESPIRATORY THERAPIST	10	1	\$6,220
	GS	0660	PHARMACIST	11	153	\$626,019
	GS	0660	PHARMACIST	12	144	\$581,072
	GS	0660	PHARMACIST	13	70	\$444,256
	GS	0660	PHARMACIST	14	23	\$322,358
	GS	0660	PHARMACIST	15	28	\$478,721
	GS	0661	PHARMACY TECHNICIAN	03	1	\$74
	GS	0661	PHARMACY TECHNICIAN	05	9	\$30,628
	GS	0661	PHARMACY TECHNICIAN	06	5	\$10,666
	GS	0661	PHARMACY TECHNICIAN	07	3	\$18,770
	GS	0661	PHARMACY TECHNICIAN	09	1	\$106
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	12	1	\$15,371
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	13	1	\$7,394
	GS	0665	SPEECH PATHOLOGY AND AUDIOLOGY	14	1	\$27,581
	GS	0667	ORTHOTIST AND PROSTHETIST	12	1	\$17,098
	GS	0667	ORTHOTIST AND PROSTHETIST	13	2	\$12,722
	GS	0669	MEDICAL RECORDS ADMINISTRATION	05	2	\$8,899
	GS	0669	MEDICAL RECORDS ADMINISTRATION	07	1	\$1,179
	GS	0669	MEDICAL RECORDS ADMINISTRATION	10	1	\$7,645
	GS	0669	MEDICAL RECORDS ADMINISTRATION	11	3	\$40,589

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0669	MEDICAL RECORDS ADMINISTRATION	12	4	\$33,962
	GS	0669	MEDICAL RECORDS ADMINISTRATION	13	3	\$25,160
	GS	0669	MEDICAL RECORDS ADMINISTRATION	14	1	\$681
	GS	0670	HEALTH SYSTEM ADMINISTRATION	06	1	\$278
	GS	0670	HEALTH SYSTEM ADMINISTRATION	14	4	\$36,603
	GS	0670	HEALTH SYSTEM ADMINISTRATION	15	2	\$10,991
	GS	0671	HEALTH SYSTEM SPECIALIST	12	2	\$1,504
	GS	0671	HEALTH SYSTEM SPECIALIST	13	17	\$205,708
	GS	0671	HEALTH SYSTEM SPECIALIST	14	2	\$15,954
	GS	0671	HEALTH SYSTEM SPECIALIST	15	1	\$29,248
	GS	0672	PROSTHETIC REPRESENTATIVE	11	1	\$4,250
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	12	1	\$3,264
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	13	1	\$9,460
	GS	0673	HOSPITAL HOUSEKEEPING MANAGEMENT	14	1	\$17,426
	GS	0675	MEDICAL RECORDS TECHNICIAN	05	1	\$1,190
	GS	0675	MEDICAL RECORDS TECHNICIAN	07	11	\$69,300
	GS	0675	MEDICAL RECORDS TECHNICIAN	08	2	\$10,740
	GS	0675	MEDICAL RECORDS TECHNICIAN	09	1	\$3,480
	GS	0679	MEDICAL SUPPORT ASSISTANCE	04	2	\$2,453
	GS	0679	MEDICAL SUPPORT ASSISTANCE	05	116	\$175,800
	GS	0679	MEDICAL SUPPORT ASSISTANCE	06	11	\$12,546
	GS	0679	MEDICAL SUPPORT ASSISTANCE	07	2	\$942
	GS	0679	MEDICAL SUPPORT ASSISTANCE	08	6	\$6,536
	GS	0679	MEDICAL SUPPORT ASSISTANCE	09	1	\$1,632
	GS	0681	DENTAL ASSISTANT	05	8	\$47,278
	GS	0681	DENTAL ASSISTANT	06	12	\$36,973
	GS	0682	DENTAL HYGIENE	06	2	\$12,324
	GS	0682	DENTAL HYGIENE	07	6	\$14,817
	GS	0682	DENTAL HYGIENE	08	10	\$80,851
	GS	0682	DENTAL HYGIENE	09	8	\$32,943
	GS	0683	DENTAL LABORATORY AID AND TECHNICIAN	09	1	\$4,150
	GS	0690	INDUSTRIAL HYGIENE	11	1	\$14,563
	GS	0690	INDUSTRIAL HYGIENE	12	2	\$17,733
	GS	0690	INDUSTRIAL HYGIENE	14	1	\$393
	GS	0701	VETERINARY MEDICAL SCIENCE	12	1	\$437
	GS	0701	VETERINARY MEDICAL SCIENCE	14	2	\$31,104
	GS	0701	VETERINARY MEDICAL SCIENCE	15	1	\$26,541
	GS	0801	GENERAL ENGINEERING	11	1	\$2,066
	GS	0801	GENERAL ENGINEERING	12	2	\$10,894
	GS	0801	GENERAL ENGINEERING	13	8	\$79,081
	GS	0801	GENERAL ENGINEERING	14	8	\$101,934

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	0802	ENGINEERING TECHNICIAN	09	3	\$10,733
	GS	0802	ENGINEERING TECHNICIAN	10	8	\$35,910
	GS	0802	ENGINEERING TECHNICIAN	11	13	\$76,172
	GS	0802	ENGINEERING TECHNICIAN	12	4	\$41,550
	GS	0803	SAFETY ENGINEERING	13	1	\$5,645
	GS	0808	ARCHITECTURE	12	2	\$27,432
	GS	0810	CIVIL ENGINEERING	14	1	\$5,896
	GS	0854	COMPUTER ENGINEERING	13	1	\$22,443
	GS	0858	BIOMEDICAL ENGINEERING	11	2	\$9,750
	GS	0858	BIOMEDICAL ENGINEERING	12	3	\$14,363
	GS	0858	BIOMEDICAL ENGINEERING	13	3	\$18,927
	GS	0904	LAW CLERK	11	1	\$996
	GS	0905	GENERAL ATTORNEY	11	1	\$3,320
	GS	0905	GENERAL ATTORNEY	12	1	\$996
	GS	0998	CLAIMS ASSISTANCE AND EXAMINING	09	1	\$1,891
	GS	1035	PUBLIC AFFAIRS	13	1	\$11,665
	GS	1082	WRITING AND EDITING	13	1	\$16,051
	GS	1083	TECHNICAL WRITING AND EDITING	12	1	\$5,711
	GS	1083	TECHNICAL WRITING AND EDITING	13	1	\$6,230
	GS	1087	EDITORIAL ASSISTANCE	07	1	\$6,280
	GS	1101	GENERAL BUSINESS AND INDUSTRY	12	1	\$2,880
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$23,320
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	1	\$18,966
	GS	1102	CONTRACTING	12	3	\$16,350
	GS	1102	CONTRACTING	13	1	\$5,074
	GS	1105	PURCHASING	06	2	\$4,738
	GS	1170	REALTY	14	1	\$3,889
	GS	1170	REALTY	15	1	\$1,824
	GS	1301	GENERAL PHYSICAL SCIENCE	13	1	\$23,245
	GS	1306	HEALTH PHYSICS	12	1	\$4,950
	GS	1306	HEALTH PHYSICS	13	9	\$115,528
	GS	1306	HEALTH PHYSICS	14	1	\$672
	GS	1310	PHYSICS	13	2	\$44,302
	GS	1320	CHEMISTRY	09	1	\$5,434
	GS	1320	CHEMISTRY	13	1	\$24,226
	GS	1320	CHEMISTRY	14	1	\$28,767
	GS	1320	CHEMISTRY	15	1	\$30,979
	GS	1529	MATHEMATICAL STATISTICIAN	12	3	\$2,363
	GS	1530	STATISTICIAN	12	1	\$1,912
	GS	1530	STATISTICIAN	13	1	\$2,475
	GS	1630	CEMETERY ADMINISTRATION SERVICES	12	2	\$1,722

**Retention Incentives
Departments**

Department	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Veterans Affairs (continued)	GS	1640	FACILITY OPERATIONS SERVICES	12	2	\$12,964
	GS	1640	FACILITY OPERATIONS SERVICES	13	1	\$9,711
	GS	1811	CRIMINAL INVESTIGATING	09	3	\$1,274
	GS	1811	CRIMINAL INVESTIGATING	11	4	\$27,891
	GS	1811	CRIMINAL INVESTIGATING	15	1	\$26,790
	GS	2001	GENERAL SUPPLY	11	2	\$22,121
	GS	2003	SUPPLY PROGRAM MANAGEMENT	11	1	\$709
	GS	2003	SUPPLY PROGRAM MANAGEMENT	13	2	\$22,199
	GS	2010	INVENTORY MANAGEMENT	09	3	\$7,094
	GS	2010	INVENTORY MANAGEMENT	12	1	\$3,066
	GS	2102	TRANSPORTATION CLERK AND ASSISTANT	07	1	\$1,860
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	05	1	\$3,101
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	09	1	\$9,418
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	11	3	\$19,088
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	12	23	\$195,328
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	2	\$17,558
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	83	\$733,169
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	26	\$315,972
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	7	\$63,850
	WG	2604	ELECTRONICS MECHANIC	10	1	\$3,978
	WG	2606	ELECTRONIC INDUSTRIAL CONTROLS MECHANIC	13	1	\$13,000
	WG	2805	ELECTRICIAN	10	1	\$924
	WG	3566	CUSTODIAL WORKER	02	1	\$110
	WG	4742	UTILITY SYSTEMS REPAIRER-OPERATOR	10	4	\$4,180
	WG	4805	MEDICAL EQUIPMENT REPAIRING	08	1	\$3,824
	WG	4805	MEDICAL EQUIPMENT REPAIRING	11	5	\$6,205
	WG	5703	MOTOR VEHICLE OPERATOR	07	1	\$548
	WG	6907	MATERIALS HANDLER	04	1	\$258
	WS	2604	ELECTRONICS MECHANIC	10	1	\$12,953
	WS	4701	MISC GENERAL MAINTENANCE OPERATIONS	11	1	\$5,813
	WS	7404	COOK	09	1	\$7,388

**Retention Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
African Development Foundation	GS	0505	FINANCIAL MANAGEMENT	15	1	\$28,677
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$17,789
Agency for International Development	GS	0391	TELECOMMUNICATIONS	13	1	\$8,313
	GS	0391	TELECOMMUNICATIONS	14	2	\$20,755
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	13	\$94,934
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	10	\$85,583
Broadcasting Board of Governors	GS	0510	ACCOUNTING	15	1	\$25,164
Defense Nuclear Facilities Safety Board	GS	0318	SECRETARY	11	1	\$2,825
	GS	0318	SECRETARY	12	1	\$4,659
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$8,742
Environmental Protection Agency	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$35,941
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	14	1	\$19,861
	GS	0028	ENVIRONMENTAL PROTECTION SPECIALIST	15	1	\$25,159
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$3,701
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$925
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	15	1	\$10,767
	GS	0401	GENERAL BIOLOGICAL SCIENCE	15	1	\$31,731
	GS	0511	AUDITING	15	1	\$24,881
	GS	0854	COMPUTER ENGINEERING	14	1	\$17,338
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	3	\$38,607
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$14,146
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$12,282
Federal Election Commission	EX	0905	GENERAL ATTORNEY	V	1	\$9,373
Federal Energy Regulatory Commission	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$24,672
	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$41,134
	ES	0340	PROGRAM MANAGEMENT	00	1	\$25,182
	ES	0340	PROGRAM MANAGEMENT	00	1	\$24,672
	ES	0340	PROGRAM MANAGEMENT	00	1	\$24,672
	ES	0340	PROGRAM MANAGEMENT	00	1	\$5,583
	ES	0905	GENERAL ATTORNEY	00	1	\$1,705
	ES	0905	GENERAL ATTORNEY	00	1	\$24,672

**Retention Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Federal Energy Regulatory Commission (continued)	ES	0905	GENERAL ATTORNEY	00	1	\$20,722
	GS	0201	HUMAN RESOURCES MANAGEMENT	14	1	\$10,512
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$10,831
	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	14	1	\$26,413
	GS	0341	ADMINISTRATIVE OFFICER	14	1	\$302
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	13	1	\$16,680
	GS	0505	FINANCIAL MANAGEMENT	15	1	\$13,104
	GS	0560	BUDGET ANALYSIS	15	1	\$13,050
	GS	0830	MECHANICAL ENGINEERING	13	1	\$17,070
	GS	0850	ELECTRICAL ENGINEERING	15	2	\$11,527
	GS	0905	GENERAL ATTORNEY	15	1	\$6,643
	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$6,065
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	11	\$127,701
	SL	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$2,937
Federal Trade Commission	GS	0905	GENERAL ATTORNEY	15	2	\$18,000
General Services Administration	ES	0340	PROGRAM MANAGEMENT	00	1	\$13,932
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$7,690
	GS	0201	HUMAN RESOURCES MANAGEMENT	15	1	\$27,712
	GS	0340	PROGRAM MANAGEMENT	15	1	\$17,536
	GS	0501	FINANCIAL ADMINISTRATION AND PROGRAM	14	2	\$11,329
	GS	0804	FIRE PROTECTION ENGINEERING	14	1	\$6,621
	GS	0850	ELECTRICAL ENGINEERING	12	1	\$3,258
	GS	1101	GENERAL BUSINESS AND INDUSTRY	15	1	\$11,945
	GS	1102	CONTRACTING	13	1	\$3,068
	GS	1170	REALTY	14	3	\$38,286
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$3,262
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	3	\$33,406
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	7	\$92,578
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	2	\$32,159
Library of Congress	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$31,500
	SL	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$31,500
	SL	1410	LIBRARIAN	00	1	\$31,500
National Aeronautics and Space Administration	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$41,300
	GS	0201	HUMAN RESOURCES MANAGEMENT	13	1	\$20,455

**Retention Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
National Aeronautics and Space Administration (continued)	GS	0801	GENERAL ENGINEERING	15	3	\$43,329
	GS	0830	MECHANICAL ENGINEERING	14	1	\$28,447
	GS	0861	AEROSPACE ENGINEERING	13	1	\$13,954
	GS	0905	GENERAL ATTORNEY	15	1	\$29,739
National Archives and Records Administration	ES	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	00	1	\$13,318
	GS	0854	COMPUTER ENGINEERING	15	1	\$14,837
	GS	1001	GENERAL ARTS AND INFORMATION	15	1	\$22,770
	GS	1102	CONTRACTING	15	1	\$34,780
	GS	1421	ARCHIVES TECHNICIAN	15	1	\$22,770
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	15	1	\$19,853
National Capital Planning Commission	GS	0020	COMMUNITY PLANNING	15	1	\$16,998
	GS	1035	PUBLIC AFFAIRS	15	1	\$6,834
National Gallery of Art	GS	1015	MUSEUM CURATOR	14	1	\$20,945
National Mediation Board	GS	0241	MEDIATION	15	2	\$13,860
Office of Personnel Management	ES	0905	GENERAL ATTORNEY	00	1	\$16,399
Overseas Private Investment Corporation	GS	1101	GENERAL BUSINESS AND INDUSTRY	13	1	\$8,633
	GS	1101	GENERAL BUSINESS AND INDUSTRY	14	2	\$16,993
	SL	1101	GENERAL BUSINESS AND INDUSTRY	00	1	\$16,115
Railroad Retirement Board	GS	0301	MISCELLANEOUS ADMINISTRATION AND PROGRAM	13	1	\$2,781
Selective Service System	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	13	1	\$6,778
Smithsonian Institution	GS	0018	SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT	12	1	\$6,938
	GS	0437	HORTICULTURE	09	1	\$2,617
	GS	0856	ELECTRONICS TECHNICIAN	12	1	\$9,965
	GS	1010	EXHIBITS SPECIALIST	13	1	\$2,398
	GS	1015	MUSEUM CURATOR	15	1	\$29,739
	GS	1035	PUBLIC AFFAIRS	12	1	\$19,338
	GS	1310	PHYSICS	15	1	\$42,000
	SL	0080	SECURITY ADMINISTRATION	00	1	\$22,800
	SL	0080	SECURITY ADMINISTRATION	00	1	\$22,463
	SL	0340	PROGRAM MANAGEMENT	00	1	\$22,800
	SL	0340	PROGRAM MANAGEMENT	00	1	\$22,800
	SL	0560	BUDGET ANALYSIS	00	1	\$16,720
	SL	0801	GENERAL ENGINEERING	00	1	\$22,800
	SL	1330	ASTRONOMY AND SPACE SCIENCE	00	1	\$30,400
	ST	1330	ASTRONOMY AND SPACE SCIENCE	00	1	\$34,960
	Social Security Administration	GS	0610	NURSE	11	1

**Retention Incentives
Independent Agencies**

Independent Agency	Pay Plan	Occ. Series	Occupational Series Title	Grade or Work Level	Number Paid	Total Amount Paid
Social Security Administration (continued)	GS	1035	PUBLIC AFFAIRS	12	1	\$6,146
	GS	2210	INFORMATION TECHNOLOGY MANAGEMENT	14	1	\$7,874

PAY PLAN DEFINITIONS

AD	Administratively determined rates, not elsewhere specified
DA	Demonstration administrative—DOD
DB	Demonstration engineers and scientists—DOD
DE	Demonstration engineers and scientists technician—DOD
DJ	Demonstration administrative—DOD
DK	Demonstration general support—DOD
DP	Demonstration professional—Department of the Navy
DR	Demonstration Air Force scientist and engineer
DS	Demonstration specialist—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
EP	Defense Intelligence Senior Executive Service
ES	Senior Executive Service
EX	Executive pay
FP	Foreign Service Personnel
GG	Grades similar to General Schedule
GP	GS Physicians and dentists receiving title 38 market pay—HHS
GS	General Schedule
IE	Senior Intelligence Executive Service
IR	Internal Revenue Service broadband classification and pay system positions
MC	Employees of Millennium Challenge Corporation
NA	Nonappropriated Funds—nonsupervisory, nonleader—Federal Wage System
ND	Demonstration scientific and engineering—Department of the Navy
NG	Demonstration general support—DOD
NH	Business management and technical management professional—DOD Acquisition Workforce Demonstration
NL	Nonappropriated funds—leader—Federal Wage System
NP	Naval Research Laboratory science and engineering professional
NS	Nonappropriated funds—supervisory—Federal Wage System
NT	Demonstration administrative and technical—Department of the Navy
RS	Senior Biomedical Research Service—HHS
SL	Senior level
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
YA	Standard career group—professional/analytical pay schedule—DOD 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
YJ	Medical career group—supervisor/manager pay schedule—DOD NSPS
YK	Investigative and protective career group—investigative 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



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