

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Student Loan Repayment Program

Calendar Year 2015



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

I am pleased to transmit the U.S. Office of Personnel Management's (OPM's) annual report to Congress on agencies' use of student loan repayments as a strategic tool for purposes of recruitment and retention during calendar year (CY) 2015. Section 5379 of title 5, United States Code, authorizes agencies to establish programs under which they may repay certain types of Federally-made, insured, or guaranteed student loans to recruit or retain highly-qualified personnel. The law also requires OPM to report to Congress annually on agencies' use of student loan repayments.

During CY 2015, 32 Federal agencies provided 9,610 employees with a total of more than \$69.5 million in student loan repayment benefits. Compared to CY 2014, this represents a 13 percent increase in the number of employees receiving student loan repayment benefits and an 18.4 percent increase in agencies' overall financial investment in this particular incentive.

Several Federal agencies utilized student loan repayments to recruit and retain employees in Federal Science, Technology, Engineering, and Mathematics (STEM) positions during CY 2015. Notably, in CY 2015, the Department of Defense (DOD) provided student loan repayments to over 766 engineers compared to 550 engineers in CY 2014. This amounted to a 39 percent increase in the number of DOD engineers receiving student loan repayments.

Closing the skills gap in the STEM workforce is a key component in our efforts to deliver on the core mission of OPM: to recruit and retain a world-class workforce to serve the American people. Employees in STEM career fields are vital to the Federal Government's mission, and OPM is committed to continue working with agencies to help them attract and retain talented professionals using student loan repayments and other human resources management flexibilities.

In addition to OPM's student loan repayment program, OPM is working with the Department of Education to educate the Federal workforce on Education's Public Service Loan Forgiveness (PSLF) Program. OPM will be collaborating with human capital professionals and senior leaders across agencies to develop effective strategies for communicating the options available to the Federal workforce. These strategies will be woven through OPM's existing efforts to encourage and advance hiring excellence and enhance employee engagement in order to recruit and retain a first class Federal workforce. Additional information on the PSLF Program can be found at <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>.

My commitment to the President and Members of Congress is to encourage agencies to ensure that the cost of using student loan repayments and other discretionary benefits is commensurate with the benefits gained. In the current budgetary climate, the use of discretionary tools such as student loan repayments requires close monitoring and evaluation as part of an agency's overall human capital expenditures. As a result, OPM encourages agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives.

OPM will continue to work with agencies to assist them in strategically using student loan repayment benefits, as well as other existing recruitment and retention tools, as necessary, to attract and retain employees to support agency mission and program needs.

Beth F. Cobert
Acting Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2015**

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I. EXECUTIVE SUMMARY

Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to the U.S. Office of Personnel Management (OPM) on their use of student loan repayments during the previous calendar year (CY). (In this report, unless otherwise noted, OPM uses the term “agency” to refer generally to either an Executive department or agency.) Section 5379(h)(2) requires OPM to prepare, and annually submit to Congress, a report containing information provided by the agencies.

On February 22, 2016, OPM issued a [memorandum](#) (CPM 2016-03) requesting agency reports on the use of student loan repayments during CY 2015. In its memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2015, 32 Federal agencies provided 9,610 employees with a total of more than \$69.5 million in student loan repayment benefits. Compared to CY 2014, this represents more than a 13 percent increase in the number of employees receiving student loan repayment benefits and an 18.4 percent increase in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2015 was \$7,238.

During CY 2015, 82 percent of the cost of all student loan repayment benefits was provided by the Departments of Defense, Justice, State, and Veterans Affairs, and the Securities and Exchange Commission. Similarly, more than 76 percent of all student loan repayment recipients were employed by these five agencies. Overall, these five agencies provided 7,314 employees with more than \$57 million in student loan repayment benefits. The other 27 agencies combined provided 2,296 employees with just over \$12.5 million in student loan repayment benefits.

OPM continues to support Federal agencies’ use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. For example, tracking the retention rate of student loan repayment recipients over time and comparing it to the retention rate for employees who do not receive student loan repayment benefits can be useful in determining whether the incentive helps an agency to retain critical personnel. Also, agencies can use survey data to measure the satisfaction of both job candidates and hiring managers with the availability of human resources flexibilities such as student loan repayment benefits.

In addition to OPM’s student loan repayment program, OPM is working with the Department of Education to educate the Federal workforce on Education’s Public Service Loan Forgiveness (PSLF) Program. OPM will be collaborating with human capital professionals and senior leaders across agencies to develop effective strategies for communicating the options available to the Federal workforce. These strategies will be woven through OPM’s existing efforts to encourage and advance hiring excellence and enhance employee engagement in order to recruit and retain a first class Federal workforce. Additional information on the PSLF Program can be found at <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>.

OPM will continue to work with agencies to assist them in using student loan repayments, as well as other flexibilities. OPM believes the judicious administration of these flexibilities attracts and retains a dynamic Federal workforce to support agency missions and program needs.

II. BACKGROUND

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally-made, insured, or guaranteed student loans as an incentive to recruit or retain highly-qualified personnel. Agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year, up to an aggregate maximum of \$60,000 for any one employee. In return, the employee must sign an agreement to remain in the service of the paying agency for at least 3 years. If the employee separates voluntarily or is separated involuntarily for misconduct, unacceptable performance, or a negative suitability determination under 5 CFR part 731 before fulfilling the service agreement, he or she must reimburse the paying agency for all student loan repayment benefits received.

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

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

III. AGENCY REPORTS

On February 22, 2016, OPM issued a [memorandum](#) for Chief Human Capital Officers (CPM 2016-03) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2016. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send their reports on the use of student loan repayments during CY 2015. OPM received responses from 85 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2015, 32 Federal agencies provided 9,610 employees with a total of more than \$69.5 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) (See Table 1 for breakdown by CY.)

TABLE 1

	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	CY 2014	CY 2015
Participating Agencies	36	36	34	35	31	33	32

	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	CY 2014	CY 2015
Number of Recipients	8,454	11,359	10,134	10,543	7,314	8,469	9,610
Total Amount Provided (In Millions)	\$61.8	\$85.7	\$71.8	\$70.3	\$52.9	\$58.7	\$69.5
Average Amount Provided	\$7,317	\$7,542	\$7,091	\$6,670	\$7,233	\$6,937	\$7,238

Agency Data

In CY 2015, the five agencies making the most extensive use of student loan repayments were once again the Departments of Defense, Justice, State, Veterans Affairs, and the Securities and Exchange Commission. 82 percent of the total cost of all student loan repayment benefits were provided by these five agencies. Similarly, 76 percent of all student loan repayment recipients were employed by these five agencies. Overall, these five agencies provided 7,314 employees with more than \$57 million in student loan repayment benefits. The other 27 agencies combined provided 2,296 employees with just over \$ 12.5 million in student loan repayment benefits. (See Table 2 for breakdown.)

TABLE 2

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Defense	2,525	26.3%	\$19,133,117	27.7%
Department of Justice	1,733	18%	\$14,575,135	21%
Department of State	1,431	15%	\$11,285,688	16.2%
Securities and Exchange Commission	727	8.0%	\$6,381,160	9.1%

Veterans Affairs	898	9.3%	\$5,661,112	8.0%
<i>Subtotal</i>	<i>7,314</i>	<i>76.1%</i>	<i>\$57,036,212</i>	<i>82.0%</i>
27 Other Agencies	2,296	23.9	\$12,519,596	18.0
Total	9,610	100.0%	\$69,555,808	100.0%

The *Department of Defense (DOD)* used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 766 employees in engineering positions. Engineers who received the most student loan repayment benefits included Nuclear Engineers (213), Mechanical Engineers (161), and Electronics Engineers (89). DOD also provided student loan repayment benefits to 661 employees in GS-1102 contracting positions. Additionally, DOD provided student loan repayments to 194 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for 52 percent of the DOD employees who received student loan repayment benefits during CY 2015.

The *Department of Justice (DOJ)* increased its usage of student loan repayments during CY 2015. The top two DOJ recipient occupations were Special Agents (587) and Intelligence Analysts (183). These two occupations accounted for over 44 percent of DOJ's total student loan repayment recipients during CY 2015.

The *Department of State (DOS)* continued its use of student loan repayments in CY 2015, providing more than \$11.2 million in student loan repayment benefits to 1,431 employees. Of the CY 2015 recipients, 726 were in civil service positions and 705 were members of the Foreign Service. DOS offered a lump-sum payment of \$8,000 or the outstanding loan amount if it was less than \$8,000 and greater than \$5,000. An eligible DOS employee must have a loan balance of \$5,000 or greater in order to receive student loan repayments. DOS provided the most student loan repayments to employees in the civil service positions of Foreign Affairs (224), Passport and Visa Examiner (135), and Management and Program Analysis (101), and members of the Foreign Service serving in Political Affairs (133), Public Diplomacy (110), and Economics (105) positions.

The *Securities and Exchange Commission (SEC)* provided 727 employees with more than \$6.3 million in student loan repayment benefits during CY 2015. As in the past, SEC made the vast majority (70 percent) of its student loan repayments on behalf of employees in its mission-critical occupations of Attorney-Advisor (372), Accountant (100), and Securities Compliance Examiner (41).

The *Department of Veterans Affairs (VA)* provided 898 employees with over \$5.6 million in student loan repayment benefits during CY 2015. When compared to CY 2014, this represents a 26 percent increase in recipients and a 36.6 percent increase in the amount disbursed. VA provided student loan repayment benefits to employees in a variety of occupations, including Contract Specialists (95), Human Resources Specialists (151), Pharmacists (68), and Psychologists (88). In its report, VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. The VA Education Debt Reduction Program (EDRP) allows VA facilities to recruit and retain highly-qualified healthcare personnel.

The *Department of Health and Human Services (HHS)* provided more than \$4.4 million in student loan repayment benefits to 546 employees during CY 2015. HHS noted that this was a 24 percent increase in employees participating in the program when compared to CY 2014. HHS has expanded its use of the program in CY 2015 mainly for general health science and management analysts.

The *Government Accountability Office (GAO)* provided student loan repayment benefits totaling more than \$1.3 million to 469 employees during CY 2015. The majority (69.5 percent) of recipients were GAO Analysts (326).

Additional Agencies. The Departments of Commerce, Energy, Housing and Urban Development, Interior, Transportation, and Treasury, as well as the Federal Energy Regulatory Commission, and Commodity Futures Trading Commission, each invested more than \$300,000 in their student loan repayment programs. (See Attachment 2 for detailed agency reports.)

IV. AGENCY COMMENTS

We invited agencies to provide details on their experiences in administering their student loan repayment programs. We received information regarding program effectiveness, best practices, and impediments to using student loan repayments effectively as a human resources management tool. In this section, we provide a summary of agencies' comments.

A. Effect on Recruitment and Retention

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

Departments:

The *Department of Agriculture* has found the student loan repayment program to be an attractive retention tool.

The *Department of Commerce* reported that student loan repayments have been utilized to attract and retain employees in professional, administrative, and support occupations. The International Trade Administration, Economic Development Administration, National Institute of Standards and Technology, the National Oceanic and Atmospheric Administration, the Office of the Inspector General, and the Office of the Secretary have used the student loan repayment program to attract and retain employees in the professional, administrative and support occupations.

The *Department of Defense* reported that this incentive is a useful and effective human capital management tool. The student loan repayment program has proven to be a significant recruitment tool for bringing interns into entry-level training positions, and critical fields like engineering and nursing.

The *Department of the Interior* stated that student loan repayments have aided several bureaus in attracting and retaining highly-skilled employees. The student loan repayment program has been particularly helpful with filling mission-critical occupations which include

petroleum engineers, environmental scientists, natural resource specialists, geophysicists, geologists, and biologists.

The *Department of State* reported that as a result of the growth in participation and because of employee feedback, State believes the program is having a positive impact in supporting both recruitment and retention efforts. Hundreds have had their loans paid off by virtue of their service in one of the designated pre-qualifying positions. Employee feedback has been very positive in supporting both recruitment and retention efforts as well as assisting academic achievers from varying socioeconomic backgrounds. More than 7,000 employees have received the benefit of the program since 2002. In the 14 years of the program, only 317 recipients have resigned while subject to a service commitment.

The *Department of the Treasury* reported that bureaus have successfully utilized student loan repayments to deal with the challenges of recruitment and retention. The program is mostly used by bureaus with hard-to-fill intelligence, legal and policy-related positions. The student loan repayment program is successful and essential in the ability to hire and retain employees for mission-critical positions.

The *Department of Veterans Affairs* stated that local VA Medical Centers value student loan repayments as an incentive to use for recruitment and retention of talented, highly-qualified employees.

Agencies:

The *Defense Nuclear Facilities Safety Board (Board)* reported that they compete with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private sector and Federal Government employers along with substantial monetary incentives both before and after they accept employment with the Board. The Board's success in remaining competitive with these entities depends on its ability to use all of the incentives at its disposal, including student loan repayment benefits, to recruit and retain the services of these employees.

The *Federal Energy Regulatory Commission (FERC)* used student loan repayments primarily as a retention tool and has made substantial investments in the program since 2001. Highly-qualified employees in positions such as Attorney, Engineer, and Energy Industry Analyst are essential to FERC's mission and make up a majority of the recipients. However, FERC does not limit the program to employees in those positions. In fact, FERC relies on this flexibility to retain highly-qualified employees in hard-to-fill positions such as Physical Scientist or Wildlife Biologist as well as to retain employees with critical knowledge and skills that ensure efficient operations, such as Information Technology Specialist.

The *Government Accountability Office (GAO)* stated the student loan repayment program continues to increase, and remains an important tool that facilitates their ability to recruit and retain well-qualified, high-performing employees. The program is used for analyst positions which requires specialized skills necessary for congressional engagements and mission support employees with critical skills.

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

The *Postal Regulatory Commission* used the student loan repayment program to recruit and retain highly-qualified personnel.

The *Securities and Exchange Commission* reported that approximately 72 percent of student loan repayments were made to employees in mission-critical occupations identified as Accountants, Attorneys and Securities Compliance Examiners at both the Senior Officer (SO) level and SK staff level

B. Best Practices

Some agencies shared best practices they have developed to strategically implement and administer their student loan repayments. Examples of these best practices are noted below.

Departments:

The *Department of State* shared several best practices:

- Used to support senior level management;
- Establishment of mission-critical occupational series as the basis for Civil Service student loan repayment eligibility consideration;
- Implementation of eligibility requirements whereby employees must make personal payments toward their loan debt in order to qualify;
- Expansion of outreach to the Department of Education and to lender/loan servicing organizations to request that payments be properly processed and credited only to borrower's Federally-insured principal loan balance;
- Use of "push" communications (e.g., notices, telegrams, e-mail with auto message capability, listserv postings and briefings) to keep employees informed of program requirements and policy and procedural changes;
- Expansion of the reporting capability of the student loan repayment program system application and database collection; and
- Surveying of employees to measure the effectiveness of the student loan repayment program as both a recruitment and retention tool.

Agencies:

The *Federal Energy Regulatory Commission (FERC)* stated the student loan repayment program enables FERC to attract and retain highly-qualified employees who might otherwise leave for higher salaries in comparable jobs or move to areas with a lower cost of living.

FERC established a team of senior managers from each program office to be responsible for program evaluation. This team serves as the program review panel and is responsible for measuring the program's success and providing recommendations for improvements. FERC requires all managers and employees to provide written justifications regarding the use of student loan repayments. The majority of the justifications bring to light the high cost of living for employees in the Washington, DC, metropolitan area, where the majority of FERC's employees report to duty.

The *General Services Administration (GSA)* has implemented a more comprehensive review process for incentive requests, which requires the approval of both the Chief Human Capital Office and Chief Financial Officer prior to offering any incentive to employ or retain an individual.

The *Securities and Exchange Commission (SEC)* reported in CY 2014 that it would implement changes in 2015 to its student loan repayment program. In April 2015, the SEC successfully launched an automated system for accepting and approving student loan repayment program applications. The automated system provides a more efficient application, tracking, and approval process. The previous 'open period' established as a one-time annual application process was eliminated. Employees may now submit one application at any time during the calendar year. Disbursement options were widened to lump sum or bi-weekly payments. All of these enhancements to the program were received very positively by participants.

C. Impediments to Using Student Loan Repayments

As stated in previous reports to the Congress, the primary barrier for agencies in using student loan repayments is a lack of funding. Several agencies, including those utilizing the program, specifically commented that budgetary issues were a major impediment to using or maximizing the use of student loan repayments as a recruitment or retention tool in CY 2015 and would likely remain one in the near future.

Agencies have also commented that the 3-year service requirement associated with student loan repayment benefits is a barrier to using the incentive. Others have reported that some job candidates or current employees are uncomfortable committing to a minimum 3-year period of service in return for student loan repayment benefits. Agencies have previously noted that the \$10,000 annual limitation of student loan repayment benefits is an impediment.

However, it is important to note that these impediments are not necessarily the primary reason some agencies do not offer student loan repayment benefits. For example, the availability of student loan repayments is not a major factor in recruitment or retention efforts at one agency because positions are not specialized or hard to fill. Another agency noted that, due to limited hiring, it did not need to use student loan repayments. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

V. CONCLUSION

One of the most important priorities for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments are a valuable human resources tool that enables agencies to recruit highly-qualified candidates into Federal service and keep

talented employees in the Federal workforce. Agencies should tailor their use of student loan repayments to meet their specific goals while ensuring that the cost is commensurate with the benefits gained.

OPM plans to continue its leadership role in strategically promoting the use of student loan repayments as a tool to attract and retain a well-qualified Federal workforce. OPM will continue to use its website to post current guidance and information on student loan repayments. The information available at www.opm.gov includes a fact sheet, links to the applicable law and regulations, questions and answers, two sample agency plans, best practices, and our recent reports to Congress. OPM will update and enhance our web guidance as needed.

In addition, OPM will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. OPM looks forward to agencies' continued success in using student loan repayment incentives.

REPORTING AGENCIES FOR CALENDAR YEAR 2015

DEPARTMENTS

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

INDEPENDENT AGENCIES

Access Board	Library of Congress
Administrative Conference of the United States	Marine Mammal Commission
Agency for International Development	Medicaid and CHIP Payment and Access Commission
American Battle Monuments Commission	Merit Systems Protection Board
Appraisal Subcommittee	Millennium Challenge Corporation
Armed Forces Retirement Home	National Aeronautics and Space Administration
Barry Goldwater Scholarship Foundation	National Archives and Records Administration
Central Intelligence Agency	National Capital Planning Commission
Chemical Safety and Hazard Investigation Board	National Endowment for the Arts
Commission on Civil Rights	National Endowment for the Humanities
Commission of Fine Arts	National Labor Relations Board
Commodity Futures Trading Commission	National Science Foundation
Consumer Product Safety Commission	National Security Agency
Corporation for National and Community Service	National Transportation Safety Board
Council of the Inspector General on Integrity and Efficiency	Nuclear Regulatory Commission
Defense Nuclear Facilities Safety Board	Occupational Safety and Health Review Commission
Election Assistance Commission	Office of Government Ethics
Environmental Protection Agency	Office of Navajo and Hopi Indian Relocation
Equal Opportunity Employment Commission	Office of Personnel Management
Export-Import Bank	Overseas Private Investment Corporation
Farm Credit Administration	Pension Benefit Guaranty Corporation
Federal Deposit Insurance Corporation	Postal Regulatory Commission
Federal Elections Commission	Railroad Retirement Board
Federal Energy Regulatory Commission	Securities and Exchange Commission
Federal Housing Finance Agency	Selective Service System
Federal Maritime Commission	Smithsonian Institution
Federal Retirement Thrift Investment Board	Social Security Administration
Federal Trade Commission	Surface Transportation Board
General Services Administration	Trade and Development Agency
Government Accountability Office	U.S. AbilityOne Commission
Government Printing Office	U.S.-China Economics and Security Review Commission
Holocaust Memorial Museum	U.S. Institute of Peace
Institute of Museum and Library Services	U.S. Interagency Council on Homelessness
Japan-U.S. Friendship Commission	Vietnam Education Foundation
John F. Kennedy Center for the Performing Arts	

AGENCY REPORTS – CALENDAR YEAR 2015

Department/Agency	Number of Employees	Job Classifications	Cost
Departments			
Agriculture	13	GS-0018 Safety and Occupational Health GS-0301 Program Specialist (2) GS-0343 Management and Program Analyst GS-0401 Administrative Support Assistant (2) GS-0403 Supervisory Microbiologist GS-0404 Biological Science Technician GS-0408 Ecologist GS-0701 Veterinary Medical Officer GS-0810 Civil Engineer GS-1146 Agricultural Marketing Specialist GS-1373 Land Surveyor	\$97,273
Commerce	40	ES-0301, Deputy Director for Facilities GS-0343, Lead Program Analyst GS-0905, General Attorney (26) GS-1140, International Trade Specialist GS-1410, Librarian (2) GS-2210, Information Technology Specialist ZA-0201, Lead Human Resources Specialist ZA-0343, Management and Program Analysis (2) ZP-0819, Environmental Engineer ZP-0854, Computer Engineer ZP-0855, Electronics Engineer ZP-1310, Physicist ZP-2210 Information Technology Specialist	\$356,622
Defense	2,525	DA-1102, Contracting (3) DB-0150, Geography DB-0601, General Health Science DB-0610, Nurse DB-0630, Dietitian and Nutritionist DB-0801, General Engineering (31) DB-0806, Materials Engineering DB-0830, Mechanical Engineering (28) DB-0850, Electrical Engineering (8) DB-0854, Computer Engineering (2) DB-0855, Electronics Engineering (5) DB-0858, Bioengineer and Biomedical Engineering DB-0861, Aerospace Engineering (19) DB-0893, Chemical Engineering DB-1301, General Physical Science (4) DB-1310, Physics (5) DB-1320, Chemistry DB-1530, Statistics DB-1550, Computer Science (5) DE-0301, Miscellaneous Admin and Program DE-0343, Management and Program Analysis (3) DE-0391, Telecommunications DE-0560, Budget Analysis	\$19,133,117

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,525	DE-0905, General Attorney DE-2210, Information Technology Management DJ-0030, Miscellaneous Admin and Program (2) DJ-0343, Management and Program Analysis DJ-0560, Budget Analysis DJ-0905, General Attorney (3) DJ-1102, Contracting (5) DR-0855, Electronics Engineering (3) DR-1550, Computer Science GG-0080, Security Administration (2) GG-0132, Intelligence (10) GG-1102, Contracting (2) GL-1811, Criminal Investigating GP-0602, Medical Officer (11) GS-0018, Safety and Occupational Health Mgmt (2) GS-0020, Community Planning GS-0062, Clothing Design GS-0080, Security Administration (8) GS-0101, Social Science (3) GS-0130, Foreign Affairs (4) GS-0170, History (3) GS-0180, Psychology (28) GS-0185, Social Work (18) GS-0193, Archeology (2) GS-0201, Human Resources Management (15) GS-0260, Equal Employment Opportunity GS-0301, Miscellaneous Admin and Program (17) GS-0306, Government Information (2) GS-0340, Program Management (5) GS-0343, Management and Program Analysis (54) GS-0346, Logistics Management (59) GS-0391, Telecommunications GS-0401, Natural Resources Mgmt. and Biology GS-0403, Microbiology (2) GS-0501, Financial Admin and Program (25) GS-0510, Accounting (14) GS-0511, Auditing GS-0560, Budget Analysis (21) GS-0601, General Health Science (2) GS-0603, Physician Assistant (3) GS-0610, Nurse (193) GS-0620, Practical Nurse GS-0633, Physical Therapist GS-0640, Health Aid and Technician GS-0647, Diagnostic Radiologic Technologist (5) GS-0660, Pharmacist (13) GS-0662, Optometrist GS-0671, Health System Specialist (3) GS-0675, Medical Records Technician GS-0801, General Engineering (94) GS-0802, Engineering Technical (4) GS-0803, Safety Engineering (2) GS-0806, Materials Engineering (3) GS-0808, Architecture (2) GS-0810, Civil Engineering (14) GS-0819, Environmental Engineering (2) GS-0830, Mechanical Engineering (130) GS-0840, Nuclear Engineering (213)	\$19,133,117

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,525	GS-0850, Electric Engineering (37) GS-0854, Computer Engineering(24) GS-0855, Electronics Engineering (73) GS-0861, Aerospace Engineering (12) GS-0871, Naval Architecture (28) GS-0893, Chemical Engineering (16) GS-0896, Industrial Engineering (8) GS-0905, General Attorney (31) GS-1035, Public Affairs (4) GS-1083, Technical Writing and Editing (2) GS-1101, General Business and Industry (63) GS-1102, Contracting (661) GS-1105, Purchasing (2) GS-1150, Industrial Specialist (2) GS-1152, Production Control (5) GS-1301, General Physical Science(3) GS-1306, Health Physics (32) GS-1310, Physics (2) GS-1311, Physical Science Technician (43) GS-1320, Chemistry(20) GS-1384, Textile Technology GS-1515, Operations Research (23) GS-1550, Computer Science (37) GS-1601, Equipment, Facilities, and Services(2) GS-1670, Equipment Services (3) GS-1701, General Education and Training (4) GS-1910, Quality Assurance (5) GS-2001, General Supply (2) GS-2003, Supply Program Management (4) GS-2010, Inventory Management (13) GS-2032, Packaging GS-2210, Information Technology Management (48) ND-1515, Operations Research NH-0080, Security Administration NH-0201, Human Resources Management (2) NH-0260, Equal Employment Opportunity NH-0301, Miscellaneous Admin and Program(7) NH-0340, Program Management (3) NH-0343, Management and Program Analysis (23) NH-0346, Logistics Management(2) NH-0501, Financial Administration and Program (2) NH-0510, Accounting NH-0560, Budget Analysis (10) NH-0801, General Engineering (17) NH-0830, Mechanical Engineering (2) NH-0854, Computer Engineering (4) NH-0855, Electronics Engineering (6) NH-1101, General Business and Industry (4) NH-1102, Contracting (17) NH-1515, Operations Research (6) NH-1520, Mathematics NH-1550, Computer Science NH-2210, Information Technology Management (8) NM-1102, Contracting NO-0301, Miscellaneous Admin and Program NO-0340, Program Management NO-0341, Administrative Officer NO-0501, Financial Administration and Program (2)	\$19,133,117

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,525	NO-0510, Accounting (2) NO-1102, Contracting (12) NP-0401, Gen Natural Mgmt and Bio Sciences (3) NP-0806, Materials Engineering NP-0810, Civil Engineering NP-0830, Mechanical Engineering NP-0855, Electronics Engineering (2) NP-0893, Chemical Engineering NP-1306, Health Physics NP-1310, Physics NP-1320, Chemistry (2) NP-1520, Mathematics (2) NT-0301, Miscellaneous Admin and Program NT-0346, Logistics Management (5) NT-1102, Contracting (8) NT-1670, Equipment Service	\$19,133,117
Education	4	GS-1102 Contact Specialist (3) GS-0301 Program Specialist	\$24,000
Energy	82	AD-0301, Energy Mgmt. and Marketing Spec (2) AD-0303, Power System Dispatcher (3) GS-0018, Safety and Occupational Health Specialist GS-0110, Economist GS-0110, Industry Economist (2) GS-0301, Energy Specialist (International) GS-0301, Legislative Affairs Specialist GS-0340, Manager, Treasury GS-0343, Management and Program Analyst GS-0343, Management Analyst GS-0343, Program Analyst (4) GS-0343, Supervisory Mgmt and Program Analyst GS-0401, Natural Resource Specialist GS-0482, Fishery Biologist GS-0501, Cost Estimator (2) GS-0511, Auditor GS-0560, Budget Analyst (3) GS-0801, General Engineer (9) GS-0810, Civil Engineer (3) GS-0850, Electrical Engineer (9) GS-0855, Electronics Engineer GS-0905, Attorney-Advisor (General) (2) GS-0905, General Attorney GS-1035, Supervisory Public Affairs Specialist GS-1101, Energy Industry Analyst GS-1101, Policy Strategist GS-1102, Contract Specialist (3) GS-1130, Public Utilities Specialist (2) GS-1165, Loan Specialist (Associate Portfolio) (2) GS-1165, Loan Specialist (Portfolio Reporting) (2) GS-1301, Physical Scientist (3) GS-1320, Chemist GS-1350, Geologist GS-1515, Operations Research Analyst (2) GS-1529, Mathematical Statistician (2) GS-2210, Information Technology Specialist (7) NQ-2210, Information Technology Specialist WB-2610, Electronic Equipment Craftsman	\$635,956
Health and Human Services	546	AD-0405, Senior Investigator AD-0601, Senior Scientist	\$4,461,758

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	546	AD-0601, Infection Control Consultant AD-0601, Senior Investigator AD-0601, Research Fellow AD-0610, Clinical Research Nurse AD-0630, Dietitian AD-0669, Medical Record Admin AD-0701, Staff Scientist (5) AD-0858, Staff Scientist AD-1550, Staff Scientist ES-0132, Deputy Assistant Secretary ES-0301, Associate Commissioner ES-0560, Budget Analysis GP-0602, Medical Officer (56) GS-0101, Social Scientist (3) GS-0110, Economist (6) GS-0201, Human Resources Specialist (11) GS-0301, Miscellaneous Admin and Program (65) GS-0303, Miscellaneous Clerk and Assistant (2) GS-0340, Program Manager GS-0341, Administrative Officer (12) GS-0343, Management Analyst (47) GS-0346, Logistics Management Specialist GS-0401, Biologist (6) GS-0403, Microbiologist (6) GS-0405, Pharmacologist (15) GS-0415, Toxicologist (7) GS-0440, Geneticist GS-0501, Financial Officer GS-0560, Budget Analyst (11) GS-0601, General Health Science (74) GS-0602, Medical Officer GS-0610, Clinical Nurse (31) GS-0630, Lead Nutritionist GS-0633, Physical Therapist GS-0642, Nuclear Medicine Technologist GS-0660, Pharmacist (15) GS-0665, Speech Pathologist GS-0670, Health System Administrator GS-0671, Health System Specialist GS-0685, Public Health Analyst (10) GS-0696, Consumer Safety Officer (39) GS-0701, Research Veterinary Medical (3) GS-0801, General Engineer (2) GS-0905, General Attorney (26) GS-1001, Health Communication Specialist (3) GS-1035, Public Affair Specialist (5) GS-1060, Medical Photographer (2) GS-1071, Audiovisual Production GS-1082, Lead Writer Editor (2) GS-1083, Technical Writing and Editing (5) GS-1102, Contract Specialist (10) GS-1109, Grants Management (2) GS-1301, Physical Science (2) GS-1320, Chemist (10) GS-1412, Technical Information Specialist GS-1515, Operations Research Analyst (4) GS-1529, Math Statistician GS-1701, Training Development Officer	\$4,461,758

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	546	GS-1710, Teacher GS-1910, Quality Assurance Specialist GS-2210, Information Technology Specialist (7) RF-0601, Health Science RG-0110, Staff Fellow (3) RG-0415, Staff Fellow RG-0601, Staff Fellow RG-1529, Staff Fellow (3)	\$4,461,758
Homeland Security	25	GS-0080, Personal Security Specialist GS-0132, Intelligence Operations Specialist (3) GS-0301, Misc. Administration and Program (3) GS-0343, Management Analyst (2) GS-0510, Accountant GS-0560, Budget Analyst GS-1102, Contracting GS-1811, Criminal Investigator (2) GS-2210, IT Specialist (2) SV-0301, Program Specialist (2) SV-0343, Program Analyst (2) SV-0340, Program Management SV-1801, Transportation Security Specialist (3) SW-0340, Program Management	\$149,921
Housing and Urban Development	444	GS-0028, Senior Environmental Officer GS-0105, Social Science Analyst GS-0110, Economist (7) GS-0201, Human Resource Specialist (2) GS-0260, EEO Specialist GS-0301, Misc. Administration and Program (60) GS-0303, Misc. Clerk and Assistant (10) GS-0306, Government Information Specialist GS-0340, Deputy Director (3) GS-0341, Administrative Officer (2) GS-0342, Support Services Specialist GS-0343, Management Analysis (65) GS-0360, Equal Opportunity Specialist (32) GS-0361, Equal Opportunity Assistant (2) GS-0399, Student Trainee Management Analyst GS-0501, Financial Operations Analyst (5) GS-0510, Accountant (4) GS-0511, Auditor (6) GS-0560, Budget Analyst (6) GS-0801, General Engineer GS-0828, Construction Analyst (4) GS-0904, Law Clerk (5) GS-0905, Attorney (60) GS-0950, Paralegal Specialist (2) GS-1035, Public Affairs Specialist GS-1060, Photographer GS-1101, General Business and Industry (134) GS-1102, Contract Oversight Specialist (2) GS-1109, Grants Management Specialist GS-1111, Deputy Director GS-1160, Financial Analyst (14) GS-1170, Project Manager GS-1301, Environmental Scientist GS-1910, Quality Assur Specialist GS-2210, Information Technology Specialist (5)	\$791,495

Department/Agency	Number of Employees	Job Classifications	Cost
Interior	109	GL-0025, Park Ranger (2) GS-0006, Correctional Program Specialist GS-0020, Community Planner GS-0023, Outdoor Recreation Planner GS-0025, Park Ranger(2) GS-0028, Environmental Protection Specialist(2) GS-0080, Personnel Security Specialist GS-0110, Economist(2) GS-0150, Geographer(3) GS-0193, Archeologist GS-0201, Human Resources Specialist GS-0301, Miscellaneous Admin and Program (16) GS-0303, Program Assistant GS-0306, Government Information Specialist GS-0318, Secretary GS-0340, Superintendent GS-0343, Management and Program Analyst (11) GS-0344, Program Assistant GS-0401, General Biological (7) GS-0408, Ecologist GS-0459, Irrigation System Manager GS-0460, Forester GS-0560, Budget Analyst (2) GS0-801, General Engineer (3) GS-0810, Civil Engineer (5) GS-0830, Mechanical Engineer GS-0880, Mining Engineer GS-0881, Petroleum Engineer (7) GS-1001, Communications Analyst GS-1035, Public Affairs Specialist GS-1101, Concessions Management Specialist GS-1102, Contract Specialist (2) GS-1109, Grants Management Specialist 3) GS-1301, Physical Scientist (2) GS-1313, Geophysicist GS-1315, Hydrologist (2) GS-1350, Geologist (4) GS-1370, Cartographer (2) GS-1373, Land Surveyor GS-1603, Facility Services Assistant GS-1750, Instructional Systems Specialist GS-1801, Inspector (3) GS-2210, Information Technology Specialist (3) GS-4607, Carpenter WG-4749, Maintenance Worker (2)	\$789,816
Justice	1,733	AD-0905, Assistant US Attorney (86) ES-0340, Program Mgmt Officer (2) ES-1811, Special Agent Chief (2) GL-0180, Clinical Psych GL-0610, Clinical Nurse (44) GL-0644, Medical Technologist (2) GL-0682, Dental Hygienist(2) GL-1710, Teacher (4) GL-1811, Special Agency Agent (22) GS-0018, Safety and Occupational Health Specialist GS-0028, Environmental Protection Specialist GS-0072, Fingerprint Examiner	\$14,575,135

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,733	GS-0080, Personnel Security Specialist (7) GS-0080, Physical Security Specialist (3) GS-0080, Security Officer GS-0080, Security Specialist (3) GS-0080, Supervisory Security Specialist (2) GS-0083, Police Officer (17) GS-0086, Security Assistant GS-0101, EAP Regional Program Manager GS-0101, Employee Assistance Counselor GS-0101, Forensic Child Interview Specialist GS-0101, Victim Specialist (15) GS-0132, Intelligence Analyst (146) GS-0132, Supervisory Intelligence Analyst (37) GS-0201, HR Specialist (9) GS-0260, Supervisory Equal Employment GS-0301, Misc. Admin and Program (135) GS-0303, Misc. Clerk and Assistant (19) GS-0306, Government Info Specialist (7) GS-0318, Secretary (3) GS-0340, Administrative Officer GS-0340, Foreign Language Program Manager GS-0343, Management and Program Analyst (83) GS-0344, Management and Program Assistant (3) GS-0391, Telecommunications Specialist GS-0401, Biologist (20) GS-0430, Microbiologist GS-0501, Financial Operations Specialist (8) GS-0510, Forensic Accountant (19) GS-0511, Auditor (7) GS-0560, Budget Analyst (15) GS-0610, Occupational Health Nurse GS-0855, Electronics Engineer (6) GS-0856, Electronics Technician (40) GS-0860, Supervisory Security Assistant GS-0905, General Attorney (49) GS-0950, Paralegal Specialist (6) GS-0963, Legal Instrument Examiner (6) GS-1001, Video Communications Specialist GS-1035, Public Affairs Specialist GS-1040, Language Specialist (9) GS-1060, Photographer GS-1071, Producer - Director GS-1082, Writer - Editor GS-1084, Visual Information Specialist GS-1102, Contract Specialist(5) GS-1102, Systems Accountant GS-1170, Realty Specialist GS-1301, Physical Scientist (16) GS-1320, Chemist (2) GS-1397, Document Analyst (2) GS-1412, Technical Info Specialist (2) GS-1421, Archives Specialist GS-1520, Mathematician (2) GS-1550, Computer Scientist (12) GS-1640, Facility Operations GS-1701, Education Specialist (2) GS-1710, Teacher Special Education (5) GS-1712, Training Instructor	\$14,575,135

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,733	GS-1750, Instructional Systems Specialist (3) GS-1800, Clinical Psych (75) GS-1801, Investigative Specialist (26) GS-1802, Identification Records Examiner (2) GS-1811, Special Agent (563) GS-1850, Social Worker (4) GS-1910, Quality Assurance Specialist (2) GS-2130, Traffic Management Specialist GS-3010, Support Services Specialist GS-3410, ADMV Officer GS-2210, Information Technology (71) GS-5600, Budget Analyst (2) GS-6000, Chaplain GS-6020, Medical Officer (16) GS-6030, Physician Assistant (19) GS-6100, Nurse Practitioner (15) GS-6600, Pharmacist (4) GS-6710, Nurse Specialist GS-6800, Dental Officer (7) GS-9500, Paralegal Assistant (2) GS-9860, Legal Assistant (3) WG-5823, Automotive Mechanic	\$14,575,135
Labor	9	GS-0018, Safety and Health Occupational Spec GS-0110, International Economist GS-0301, Special Assistant GS-0343, Program Analysis GS-1082, Writer-Editor GS-1102, Contract Specialist GS-1822, Mine Safety and Health Specialist GS-1849, Wage and Hour Specialist (2)	\$61,084
State	1,431	FS-2010, Management Officer (80) FS-2101, Financial Management (7) FS-2201, Human Resources Management (3) FS-2301, General Services (4) FS-2501, Security (71) FS-2550, Security Engineering (7) FS-2560, Security Engineering (4) FS-2880, Information Management (24) FS-2882, Information Management Tech (3) FS-2884, Information Tech Management FS-3001, Consular Affairs (96) FS-4300, English Language Programs (2) FS-4400, Public Diplomacy (110) FS-5015, Economics (105) FS-5505, Political Affairs (133) FS-6110, Medicine (2) FS-6115, Medical Provider (7) FS-6125, Psychiatry FS-6217, Facility Maintenance (7) FS-6218, Construction Engineering (2) FS-9017, Office Management (36) GS-0130, Foreign Affairs (224) GS-0132, Intelligence (7) GS-0170, History (9) GS-0201, Human Resource Management (46) GS-0306, Government Information Series (6)	\$11,285,688

Department/Agency	Number of Employees	Job Classifications	Cost
State (continued)	1,431	GS-0343, Management and Program Analysis (101) GS-0346, Logistics Management (2) GS-0501, Financial Administration Program (14) GS-0510, Accounting (10) GS-0511, Auditing (7) GS-0560, Budget Analysis (23) GS-0830, Mechanical Engineering GS-0905, General Attorney (50) GS-0967, Passport and Visa Examining (135) GS-1001, General Arts and Information GS-1035, Public Affairs (15) GS-1102, Contracting (20) GS-1109, Grants Management (11) GS-1301, General Physical Science GS-1801, Inspect, Investigation, and Compliance (6) GS-1802, Compliance Inspection and Support (3) GS-2210, Information Technology Management (33)	\$11,285,688
Transportation	39	GL-1811, Criminal Investigator GS-0110, Industry Economist GS-0110, Economist GS-0301, Policy Analyst GS-0301, Economic Development Specialist GS-0301, Program Specialist GS-0343, Management and Program Analyst (3) GS-0511, Auditor (5) GS-0905, General Attorney (9) GS-0905, Trial Attorney (5) GS-1101 Business Opportunity Specialist GS-1102, Procurement Analyst GS-1811, Criminal Investigator GS-1811, Investigator GS-2101, Transportation Policy Analyst GS-2101, International Transportation Specialist (3) GS-2110, Transportation Industry Analyst (3)	\$327,497
Treasury	94	GS-0110, Economist (2) GS-0132, Intelligence Research Spec. (14) GS-0201, Human Resources Specialist (3) GS-0260, Equal Employment Specialist GS-0301, Misc. Admin and Program (21) GS-0306, Government Information Specialist GS-0343, Program Analyst(3) GS-0501, Financial Administration and Program(2) GS-0510, Accountant GS-0511, Auditor (8) GS-0560, Budget Analyst GS-0905, General Attorney (12) GS-1082, Writer/Editor GS-1101, Research Analyst (3) GS-1102, Contract Specialist (2) GS-1160, Finance Specialist (3) GS-1801, Investigative Research Specialist (2) GS-1801, Enforcement Management Specialist GS-1801, Senior Enforcement Specialist (2) GS-1811, Criminal Investigator (6) GS-2210, IT Specialist (5)	\$713,051

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs	898	GS-0083, Police Officer (11) GS-0101, Social Science Program Specialist (5) GS-0180, Psychologist (88) GS-0185, Social Worker (32) GS-0201, Human Resources Specialist (151) GS-0203, Human Resources Assistant (4) GS-0260, Equal Employment Specialist (2) GS-0301, Miscellaneous Admin and Program (23) GS-0303, Program Support Assistant(2) GS-0318, Secretary GS-0340, Program Specialist(4) GS-0341, Administrative Officer (6) GS-0343, Management and Program Analyst (35) GS-0344, Program Assistant GS-0346, Deputy Chief Logistics Officer GS-0404, Biological Science Lab Technician GS-0501, Financial Management Specialist (4) GS-0505, Financial Manager (4) GS-0510, Accountant (10) GS-0511, Auditor (3) GS-0525, Accounting Technician GS-0560, Budget Analyst (6) GS-0601, Health Science Specialist (26) GS-0602, Medical Officer GS-0620, Practical Nurse (38) GS-0622, Medical Supply Technician(3) GS-0630, Dietitian (8) GS-0631, Occupational Therapist (17) GS-0633, Physical Therapist (30) GS-0635, Kinesiotherapist GS-0636, Physical Therapy Assistant GS-0638, Recreation Therapist(2) GS-0640, Health Technician (6) GS-0644, Medical Technologist (25) GS-0646, Histopathology Technician(2) GS-0647, Diagnostic Radiologic Technician (9) GS-0648, Therapeutic Radiologic Technician(2) GS-0649, Medical Instrument Technician (8) GS-0660, Pharmacist (68) GS-0661, Pharmacy Technician (7) GS-0665, Speech Pathology and Audiology (23) GS-0667, Orthotist and Prosthetist (2) GS-0669, Medical Records Administrator GS-0670, Health System Administrator (8) GS-0671, Health System Specialist (38) GS-0673, Hospital Housekeeping Officer GS-0675, Medical Records Technician (15) GS-0679, Medical Support Assistant (7) GS-0690, Industrial Hygienist GS-0801, General Engineer (14) GS-0802, Engineering Technician GS-0807, Landscape Architecture GS-0819, Environmental Engineer GS-0830, Mechanical Engineer GS-0858, Biomedical Engineer (3) GS-0896, Industrial Engineer GS-0905, Attorney-Advisor (6) GS-1001, Communications Specialist	\$5,661,112

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	898	GS-1008, Interior Designer (2) GS-1083, Technical Writer/Editor GS-1084, Visual Information Specialist GS-1101, Business Resource Specialist (4) GS-1102, Contract Specialist (95) GS-1106, Procurement Technician GS-1170, Realty GS-1310, Physicist GS-1601, Biomedical Equipment Support Spec. GS-1701, Healthcare Education Specialist (2) GS-1712, Training Specialist GS-1715, Vocational Rehabilitation Specialist(2) GS-1720, Education Program Specialist GS-2003, Supply Management Specialist(2) GS-2010, Inventory Management Specialist(2) GS-2210, Information Technology Specialist (3) VN-0610, Nurse (2) WG-7404, Cook WL-3566, Housekeeping Aid	\$5,661,112
Independent Agencies			
Chemical Safety and Hazard Investigation Board	7	GS-0301, Video Producer and Public Affairs GS-0301, Chemical Safety Recommendation GS-0905, General Attorney (3) GS-1801, Chemical Incident Investigator (2)	\$41,493
Commodity Futures Trading Commission	113	CT-0110, Economist (6) CT-0301, Miscellaneous Admin and Program (7) CT-0342, Support Serv. Specialist (2) CT-0343, Management Analyst CT-0391, Telecommunications CT-0501, Audit. Specialist CT-0511, Auditor (2) CT-0560, Budget Analyst (2) CT-0905, Attorney (68) CT-1101, Risk Analyst (15) CT-1640, Facilities Operation Specialist CT-1801, Trade Practice Analyst (4) CT-2210, IT Specialist (3)	\$811,540
Defense Nuclear Facilities Safety Board	11	DN-0801 ,Engineer (9) GS-0800, Security Officer GS-0343, Management Analyst	\$103,904
Export-Import Bank	1	GS-0501, Supervisory Financial Specialist	\$3,567
Environmental Protection Agency	3	GS-1301, Research Physical Scientist GS-0415, Toxicology GS-0905, General Attorney	\$17,250

Department/Agency	Number of Employees	Job Classifications	Cost
Federal Energy Regulatory Commission	184	GS 1102, Contract Specialist GS-0023, Outdoor Recreation Planner GS-0110, Economist (13) GS-0110, Energy Industry Analyst GS-0201, Human Resources Specialist GS-0201, Human Resources Specialist (3) GS-0260, Equal Employment Specialist GS-0301, Building Operations Specialist GS-0301, Project Specialist GS-0301, Supervisory Congressional Affairs GS-0303, Hydropower Resource Assistant GS-0318, Secretary GS-0343, Management Analyst (5) GS-0482, Fish Biologist (5) GS-0510, Accountant (2) GS-0510, Forensic Accountant GS-0511, Supervisory Auditor GS-0810, Civil Engineer (5) GS-0819, Environmental Engineer GS-0850, Electrical Engineer (4) GS-0881, Petroleum Engineer GS-0904, Law Clerk (2) GS-0905, Attorney-Adviser (59) GS-0905, Law Clerk GS-0905, Supervisory Attorney Adviser GS-0905, Trial Attorney (9) GS-0986, Legal Technician GS-1101, Economist (2) GS-1101, Energy Industry Analyst (51) GS-1101, Supervisory Energy Industry Analyst (2) GS-2210, IT Specialist (4) SL-0905, Senior Legal Adviser	\$ 959,608
Federal Retirement Thrift Investment Board	5	GS-0301, Deputy Director GS-0301, Executive Advisor GS-0343, Program Analyst GS-0510, Accountant GS-0905, Attorney- Advisor	\$ 50,000
Federal Trade Commission	26	GS-0905, General Attorney (26)	\$182,988
General Services Administration	11	GS-0301, General Misc.(2) GS-0340, Program Manager GS-0343, Program/Management Analyst (5) GS-0510, Accountant GS-1102, Contract Specialist GS-1170, Realty Specialist	\$105,000

Department/Agency	Number of Employees	Job Classifications	Cost
Government Accountability Office	469	AC-0303, Administrative Support Assistant (2) CS-1001, Communications Analyst (7) GS-0399, Analyst Student Intern (4) MK-0301, Supervisory Administrative Management MK-0343, Management Analyst MK-1001, Supervisory Communications Analyst (2) PA-0905, Attorney (39) PE-0101, Social Science Analyst (8) PE-0110, Economist (3) PE-0347, GAO Analyst (326) PE-0511, Auditor (35) PE-1301, Physical Scientist PE-1515, Operations Research Analyst PE-1550, Information Technology Analyst (24) PE-2210, Information Technology Specialist (3) PY-0180, Psychologist PY-0201, Human Capital Specialist PY-0343, Management Analyst (3) PY-0560, Budget Analyst PY-1529, Mathematical Statistician PY-1712, Training Administrator (2) PY-2210, Information Technology Specialist (3)	\$1,301,320
Library of Congress	3	GS-0095, Foreign Law Specialist GS-0905, Attorney-Advisor GS-1410, Librarian	\$30,000
National Archives and Records Administration	7	GS-0301, Electronic Records Format Specialist GS-0343, Management and Program Analyst GS-1420, Archivist (5)	\$70,000
Nuclear Regulatory Commission	11	GG-0180, Human Performance Analyst GG-0511, Auditor GG-0511, Senior Auditor GG-0801, Human Factors Engineer GG-0801, Senior Reactor Inspector GG-0840, Senior Engineer GG-0905, Attorney (3) GG-0905, Senior Attorney GG-1306, Health Physicist	\$102,831
Pension Benefit Guaranty Corporation	23	GS-0260, EEO Specialist (2) GS-0301, Assoc. Div. Manager GS-0303, Admin. Support Assist GS-0341, Administrative Officer GS-0343, Mgmt. Program. Analyst (2) GS-0344, Program Support Assist GS-0510, Accountant (3) GS-0511, Auditor GS-0905, General Attorney (6) GS-1001, Social Media Spec GS-1510, Actuary (2) GS-2210, IT Specialist (2)	\$ 213,382
Postal Regulatory Commission	9	PRC-0904, Law Clerk PRC-0905, General Attorney (6) PRC-1160, Cost and Financial Analyst(2)	\$48,628
Securities and Exchange Commission	727	SK-0080, Security Specialist SK-0110, Financial Economist (15) SK-0201, Human Resources Specialist (9) SK-0203, Human Resource Assistant(2) SK-0260, Equal Employment Specialist SK-0301, Misc. Administration and Program (37)	\$6,381,160

Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	727	SK-0303, Miscellaneous Clerk and Assistant (4) SK-0318, Secretary (3) SK-0343, Management and Program Analyst (25) SK-0501, Financial Management Specialist (9) SK-0510, Accounting (100) SK-0511, Auditor SK-0560, Budget Analyst (2) SK-0904, Law Clerk(2) SK-0905, Attorney-Advisor (372) SK-0950, Paralegal Specialist (13) SK-0963, Legal Instrument Examiner (3) SK-0986, Legal Assistance SK-1001, Investor Assistance Specialist (2) SK-1082, Writer-Editor(2) SK-1102, Contract Specialist (13) SK-1160, Financial Analyst (4) SK-1501, Quantitative Research Analyst (5) SK-1501, Supervisory Financial Engineer SK-1515, Operations Research Analyst SK-1530, Statistician SK-1701, SEC University Dean SK-1801, Compliance Analyst (3) SK-1802, Accounting Technician SK-1805, Investigative Analyst SK-1811, Criminal Investigator (4) SK-1831, Securities Compliance Examiner (41) SK-2003, Supply Management Specialist (2) SK-2210, IT Specialist (32) SO-0340, Senior Officer (4) SO-0905, Senior Officer (9)	\$6,381,160
Surface Transportation Board	8	GS-0501, Financial and Budget Analyst GS-0110, Economist GS-0905, Attorney (5) GS-2210, IT Specialist	\$70,000
32 Departments/Agencies	9,610		\$69,555,808

Note 1: Reported costs are rounded to the nearest whole dollar.

Note 2: Only department and agencies with a current student loan repayment are included in this attachment.



U.S. Office of Personnel Management

Employee Services

1900 E Street, NW, Washington, DC 20415

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