

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# Federal Student Loan Repayment Program

Calendar Year 2017





**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 the purposes of recruitment and retention during calendar year (CY) 2017. 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 2017, thirty-four (34) Federal agencies provided 10,206 employees with a total of more than \$74.9 million in student loan repayment benefits. Compared to CY 2016, this represents a 3.4 percent increase in the number of employees receiving student loan repayment benefits and a 4.6 percent increase in agencies' overall financial investment in this particular incentive.

The Federal student loan repayment program supports the President's Management Agenda which aims to improve an agency's ability to recruit qualified candidates and retain high performing employees. The authority allows agencies to be careful stewards of taxpayer dollars by targeting payments to meet agency mission-based outcomes.

My commitment, to the President and Members of Congress, will be 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 each agency's overall human capital expenditure. As recommended by the General Accountability Office in its recent December 2017 report, *Federal Pay: Opportunities Exist to Enhance Strategic Use of Special Payments*, OPM encourages agencies to establish evaluation 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.

Margaret M. Weichert

Acting Director



**FEDERAL STUDENT LOAN REPAYMENT PROGRAM  
CALENDAR YEAR 2017**

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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) of title 5 requires OPM to prepare, and annually submit to Congress, a report containing information provided by agencies that use this human capital authority.

On March 13, 2018, OPM issued a [memorandum](#) (CPM 2018-06) requesting agency reports on the use of student loan repayments during CY 2017. In this memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2017, 34 Federal agencies provided 10,206 employees with a total of more than \$74.9 million in student loan repayment benefits. Compared to CY 2016, this represents a 3.4 percent increase in the number of employees receiving student loan repayment benefits and a 4.6 percent increase in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2017 was \$7,341.

During CY 2017, 81.2 percent of the overall Government cost of all student loan repayment benefits was provided by just seven agencies (ranked by number of employees approved for participation): the U.S. Departments of Defense, Justice, and State, the Securities and Exchange Commission, and the Departments of Health and Human Services, Veterans Affairs, and Housing and Urban Development. These agencies also represented 79.5 percent of all student loan repayment recipients Federal Government-wide. Overall, these seven agencies provided 8,118 employees with \$60.9 million in student loan repayment benefits. The remaining 27 agencies combined provided 2,088 employees with \$14 million in student loan repayment benefits.

OPM continues to support Federal agencies’ use of student loan repayment benefits to recruit and retain the best possible workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics that can demonstrate the value of using student loan repayments and other discretionary incentives to support recruitment and retention. 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 or not the program is helping an agency to retain critical personnel. An agency can utilize survey data to measure average changes in the relative satisfaction of both job candidates and hiring managers before and after implementation of this human capital tool, where the agency has just begun using the program, or, has returned to using the program after a hiatus.

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

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

### III. AGENCY REPORTS

On March 13, 2018, OPM issued a [memorandum](#) for Chief Human Capital Officers (CPM 2018-06) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2017. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send to OPM their reports on the use of student loan repayments during CY 2017. OPM received responses from 66 total agencies. (See **Attachment 1** for a list of the reporting agencies.)

In CY 2017, 34 Federal agencies provided 10,206 employees with a total of more than \$74.9 million in student loan repayment benefits. (See **Attachment 2** for detailed agency reports.) (See Table 1 for breakdown by CY.)

**TABLE 1**

	<b>CY 2010</b>	<b>CY 2011</b>	<b>CY 2012</b>	<b>CY 2013</b>	<b>CY 2014</b>	<b>CY 2015</b>	<b>CY 2016</b>	<b>CY 2017</b>
<b>Participating Agencies</b>	36	34	35	31	33	32	34	34
<b>Number of Recipients</b>	11,359	10,134	10,543	7,314	8,469	9,610	9,868	10,206
<b>Total Amount Provided (In Millions)</b>	\$85.7	\$71.8	\$70.3	\$52.9	\$58.7	\$69.5	\$71.6	\$74.9



	<b>CY 2010</b>	<b>CY 2011</b>	<b>CY 2012</b>	<b>CY 2013</b>	<b>CY 2014</b>	<b>CY 2015</b>	<b>CY 2016</b>	<b>CY 2017</b>
<b>Average Amount Provided</b>	\$7,542	\$7,091	\$6,670	\$7,233	\$6,937	\$7,238	\$7,258	\$7,341

### Agency Data

In CY 2017, the seven agencies making the most extensive use of student loan repayments (ranked by number of approved participants) were the Department of Defense, the Department of Justice, the Department of State, the Securities and Exchange Commission, the Department of Health and Human Services, the Department of Veterans Affairs, and the Department of Housing and Urban Development. In CY 2017, 81.2 percent of the total cost of benefits, Government-wide, were provided by these seven agencies. Similarly, 79.5 percent of all student loan repayment recipients were employed by these seven agencies. Overall, these seven agencies provided 8,118 employees with \$60.9 million in student loan repayment benefits. The other 27 agencies combined provided 2,088 employees with \$14 million in student loan repayment benefits. (See Table 2 for breakdown.)

**TABLE 2**

<b>Agency</b>	<b>Number of Employees Receiving Student Loan Repayments</b>	<b>Percent of Total Recipients</b>	<b>Amount of Benefits Provided</b>	<b>Percent of Total Amount</b>
U.S. Department of Defense	2,347	23.0%	\$18,004,942	24.0%
U.S. Department of Justice	1,924	18.9%	\$14,967,229	20.0%
U.S. Department of State	1,211	11.9%	\$10,018,846	13.4%
U.S. Securities and Exchange Commission	785	7.7%	\$6,808,768	9.1%
U.S. Department of Health and Human Services	761	7.5%	\$6,145,772	8.2%
U.S. Department of Veterans Affairs	651	6.4%	\$4,243,186	5.7%

U.S. Dept. of Housing and Urban Dev.	439	4.3%	\$670,000	0.9%
<i>Subtotal</i>	8,118	79.5%	\$60,858,743	81.2 %
27 Remaining Agencies	2,088	20.5%	\$14,061,278	18.8%
<b>Total</b>	<b>10,206</b>	<b>100%</b>	<b>\$74,920,021</b>	<b>100%</b>

The *U.S. Department of Defense (DOD)* maintained relatively the same general usage pattern of the program as it did during CY 2016. DOD used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 648 employees in engineering positions. Engineers who received the most student loan repayment benefits included: Nuclear Engineers (211), Electrical or Electronic Engineering (125), and Mechanical Engineers (87). DOD also provided student loan repayment benefits to 215 employees in nursing positions. Additionally, DOD provided student loan repayments to 513 employees in 1102-series contracting positions.

The *U.S. Department of Justice (DOJ)* the program increased 44.4 percent during CY 2017. The top two DOJ recipient occupations were Criminal Investigators (430) and Attorneys (309). These two occupations accounted for 38.4 percent of DOJ's total student loan repayment recipients during CY 2017.

The *U.S. Department of State (DOS)* decreased its usage of the program by 3.6 percent during CY 2017, compared to the prior year. During CY 2017, State provided \$10 million in student loan repayment benefits to 1,211 employees. Of the CY 2017 recipients, 686 were in civil service positions and 525 were members of the Foreign Service. DOS offered a lump-sum payment of the lesser of either \$8,500 or the outstanding loan balance. In addition, program eligibility was premised upon the employee having a loan balance of at least \$5,000. State provided the most student loan repayment benefits to employees in the civil service positions classified as: Foreign Affairs (194), Passport and Visa Examiner (148), and Management and Program Analysis (110). State most often provided student loan repayment benefits to members of the Foreign Service holding positions in Political Affairs (81), Consular Affairs (77), and Economics (84).

The *U.S. Securities and Exchange Commission (SEC)* decreased its usage of the program by 2.5 percent during CY 2017, compared to the prior year. The SEC provided 785 employees with a total of \$6.8 million in student loan repayment benefits during CY 2017. As in the past, SEC made the vast majority (70.1 percent) of its student loan repayments on behalf of employees in its mission-critical occupations of Attorney-Advisor (392), Accountant (89), and Securities Compliance Examiner (70).

The *U.S. Department of Veterans Affairs (VA)* decreased its use of the program by 8.4 percent during CY 2017, compared to the prior year. The VA provided 651 employees with \$4.2

million in student loan repayment benefits during CY 2017. The Department provided student loan repayment benefits to employees in a variety of occupations, including: Human Resources Specialist (101), Pharmacist (105), and Psychologists (69).

The *U.S. Department of Health and Human Services (HHS)* increased its use of the program by 13.1 percent during CY 2017, compared to the prior year. The Department provided \$6.1 million in student loan repayment benefits to 761 employees during CY 2017.

The *U.S. Department of Homeland Security (DHS)* increased its usage of the program by 29.2 percent during CY 2017, compared to the prior year. During CY 2017, Homeland Security spent \$3.3 million in student loan repayment benefits to 372 employees. The Department used the program extensively for positions in the Special Agent series (213).

***Additional Departments and Agencies.*** A total of twelve (12) agencies (out of 34) spent more than \$800,000 per year to support 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 *U.S. Department of Agriculture* reported that their student loan repayment program continues to be an effective recruitment and retention aid for hiring and retaining employees in critical and hard-to-fill positions. Their student loan repayment program has been an especially effective incentive tool for veterinarians given, in particular, the large debts many students incur while completing a school of veterinary medicine.

The *U.S. Department of Commerce* stated that its National Institute of Standards and Technology (NIST), National Oceanic and Atmospheric Administration (NOAA), Minority Business Development Administration (MBDA), Bureau of Industry and Security (BIS), National Telecommunications and Information Administration (NTIA), Office of Inspector General (OIG), and Office of Secretary (OS) have all utilized the SLRP to attract and retain employees in professional, administrative, and support occupations.

The *U.S. Department of Defense* has found the student loan repayment program provides

the Department with a tool to compete with the private sector when attracting top talent. Furthermore, use of the student loan repayment program, when used as a retention tool, enhances the Department's ability to retain its top performers when competing with the private industry. The use of this program also supports the goals of senior management and retains a well-qualified workforce.

The *U.S. Department of the Interior* stated that their student loan repayment program continues to be an invaluable resource that offers a tool to attract and retain highly-skilled employees. During CY 2017, approximately \$500,000 of the reported student loan repayments was used to support recruitment for Science, Technology, Engineering and Mathematics (STEM) occupations, such as: petroleum engineer, biologist, geophysicist, and economist.

The *U.S. Department of State* found that employee feedback to the program has been very positive, as reflected in this Department's success in their recruitment and retention efforts, as well as being able to provide assistance to academic achievers from varying socio-economic backgrounds. As reported previously, the State Department has found that over 6,000 employees have benefited from this program since its inception during 2002. In addition, hundreds of employees have had their loans successfully paid off by virtue of their service in one of the State Department's designated pre-qualifying positions.

The *U.S. Department of the Treasury* stated that their student loan repayment program is currently an essential part of their recruitment and retention workforce strategy. The student loan repayment program is seen as essential to filling vacant positions and retaining employees in mission-critical positions.

The *U.S. Department of Veterans Affairs* stated that local VA Medical Centers value student loan repayments as an incentive for the recruitment or 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. Student loan repayment benefits have proven to be an effective recruitment and retention tool for the Board, especially for certain positions (e.g., attorney and certain engineering positions) that the agency traditionally has found difficult to fill.

The *Federal Energy Regulatory Commission (FERC)* used their student loan repayment program primarily as a retention tool and the agency has made substantial investments in this program since 2001. Highly-qualified employees in positions such as Attorneys, Engineers, and Energy Industry Analysts are essential to FERC's mission and make up a majority of the SLRP recipients. However, FERC does not limit the program to employees only in those positions. In fact, FERC relies on this human capital flexibility to retain highly qualified employees in hard-to-fill positions (such as Fish Biologists and Trial Attorneys) as well as to retain employees with critical knowledge and skills that ensure efficient administrative operations (such as Information Technology Specialists).

The *Government Accountability Office (GAO)* continues to use the Student Loan Repayment Program to recruit and retain well qualified and high-performing employees.

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

The *U.S. Securities and Exchange Commission* reported that among the employees who received the student loan repayment benefit in 2017, 146 were first-time participants. Approximately 72 percent of the payments were made to employees in their mission-critical occupations (e.g., Accountant, Attorney and Securities Compliance Examiner) at both the senior officer ("SO") level and "SK" staff level. Overall, the Securities and Exchange Commission believes that their student loan repayment program has helped the agency to attract and retain a high performing and skilled workforce.

## **B. Best Practices**

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

### **Departments:**

The *U.S. Department of Education* shared the best practice of developing standardized student loan repayment forms to increase the efficiency of the program's administration.

The *U.S. Department of Treasury* shared the best practice of creating an awareness campaign, which incorporates an overview of the SLRP into the mandatory "Strategic Consult" interaction between human resources and selecting officials, prior to a position's recruitment.

The *U.S. Department of State* shared the following best practices:

- Obtain management support from the most senior levels;
- Have transparent eligibility criteria, centralized funding, as well as administrative oversight;
- Establish a listing of mission-critical occupational series that can serve as the basis for program eligibility;
- Expand SLRP eligibility, as a recruitment incentive, to non-Title 5 positions, such as Foreign Service Consular Fellows, serving under a time-limited appointment. This strategy may attract qualified applicants with unique skills sets, better able to provide mission support;
- Implement eligibility requirements whereby an employee must still make individual personal payments towards the loan debt;

- Expand outreach to the Department of Education and to lender/loan servicing organizations to request that payments be properly processed and credited only to the borrower's federally-insured principle loan balance.
- Expand the use of push communications (e.g., Department-level notices, telegrams, e-mail with auto message capability, SLRP Listserv postings, and briefings) to keep employees informed of the program's requirements as well as policy or procedural changes;
- Expand the reporting capability of existing SLRP data systems, including software and databases, to improve program management efficiency.

The *U.S. Department of Defense* shared the following best practices:

- Use of the SLRP has proven to be a significant recruitment tool for highly-qualified individuals, particularly skilled in critical fields such as: technology, logistics, engineering, intelligence-related occupations, nurses, and contract specialists.
- Monitoring the use of the program is critical, as well as establishing standard forms, and advertising the program to hiring managers and human resources personnel.
- Try to invest time and effort to advertise the incentives within the vacancy announcements.
- Suggest that the Departmental or bureau components create administrative instructions. These instructions can be as brief as one-page fact sheet guidance, including a standardized request form and a service agreement form. The local materials (or local policy) should be easy to understand. Fillable forms are often appreciated by applicants.
- Use the SLRP as a recruitment incentive for new entrants into the entry-level workforce (GS 7/9/11) can be particularly effective.
- Information can be provided quarterly to the overall workforce if appropriate communication venues are available. Such communication can be about the student loan program itself, its requirements, and the overall application process.

#### **Agencies:**

The *Federal Energy Regulatory Commission (FERC)* stated that their student loan repayment program is used to retain highly-qualified employees in positions (such as Attorneys, Engineers, and Energy Industry Analysts) that are essential to FERC's mission and therefore make up a majority of the SLRP recipients. Each year the program is improved and adjusted according to available funding as well as changes in the level of participation. However, FERC does not limit the program to employees or job candidates associated with mission-critical positions. In fact, FERC relies on this flexibility to retain highly-qualified employees in other hard-to-fill positions (such as Fish Biologists and Trial Attorneys) as well as to retain employees with critical knowledge and unique skill sets that help ensure smooth and efficient operations (such as Information Technology Specialists).

FERC requires that managers provide written justifications regarding their use of the SLRP incentive. A majority of these justifications bring to light the recruitment challenge of competing for highly-qualified candidates in major urban labor markets where alternative employers in the private and non-profit sectors are numerous. The evidence from these justifications also suggests that the SLRP is considered a useful human capital retention tool when employees with high or unique qualifications consider leaving the agency, through resignation, to pursue higher salaries sometimes available outside of Federal service.

FERC started using SLRP over ten years ago and has since seen a very small number of employees separate while still covered under a SLRP service agreement. However, due to recent program growth, and to ensure program effectiveness, FERC established a team of senior managers drawn from each program office to be responsible for the program's continuous evaluation. This team will serve as the SLRP review panel and will be responsible for measuring the program's success as well as will provide recommendations on improvements that could be made to the program.

The *General Services Administration (GSA)* continues its efforts to improve accountability as well as to increase the program's overall effectiveness. In support of this effort, this agency has institutionalized a comprehensive review process for this incentive authority. This new review process requires the approval of both the Chief Human Capital Officer (CHCO) and Chief Financial Officer before this incentive can be offered to a new appointee to Federal service, or, to an existing agency employee, to support the agency's retention need.

The *Defense Nuclear Facilities Safety Board (DNFSB)* strives to maintain relevant statistics regarding its use of student loan repayment benefits, including the number and type of employees who receive those benefits, the amount of benefits authorized and paid, the status of existing service commitments, and the collection of debts associated with uncompleted service commitments. Given the DNFSB's small size (approximately 110 employees), the above-described metrics currently support the DNFSB's needs at this time.

The *Security and Exchange Commission (SEC)* recently launched a new automated workflow process to more efficiently accept and process SLRP incentive requests. This automated workflow process should allow for efficient processing as well as an improved ability to more accurately track the real-time status of SLRP request packages throughout the approval process. The SEC has also implemented a rolling review process in which submitters can provide documentation at any time to the appropriate human resources office for review and consideration. In addition, SLRP benefit payment disbursement options (once approved) allow for employees to request lump sum or bi-weekly payments to the loan provider. These efficiency enhancements to the program's administrative have been well-received by the program's participants.

The *United States Agency for International Development (USAID)* reinstated its student loan repayment program in CY 2017 after a four year hiatus. USAID completed an assessment of the prior program during December 2016, the results of which led to new processes,

procedures and parameters for the agency's current participation. Some of the revisions made to the agency's program included:

- An expansion of eligibility criteria, to include both Civil Service and Foreign Services employees;
- Implementation of an automated SLRP request and review process;
- Full implementation of service agreement monitoring and tracking; and
- Consistent processing of the Notice of Personnel Action, Standard Form (SF) 50 for statutory and regulatory recordkeeping purposes.

### **C. Impediments to Agencies Attempting to Leverage the Student Loan Repayment Authority**

As stated in previous reports to Congress, the primary barrier identified by agencies for their full use of the student loan repayment program authority is a lack of dedicated budgetary funding. Several agencies, including those utilizing the program heavily, specifically commented that budgetary issues remain a major impediment to using (or maximizing the use of) the student loan repayment program authority, as a recruitment or retention human capital tool.

Agencies also commented that the minimum 3-year service requirement associated with the program may also serve as a barrier to using this incentive. Some job candidates (or current employees) may be uncomfortable committing to a minimum 3-year period of service in return for student loan repayment benefits. Such job candidates or employees may be more likely to separate during the first three years, leaving the agencies with vacancies in critical occupations. Agencies also mentioned that the paperwork typically involved with the administration of the SLRP can be cumbersome, particularly when no automated solution is available.

For some agencies, the student loan repayment program does not represent a significant human capital tool to support either recruitment or retention. One agency, for example, commented that it did not typically encounter any difficulty in filling positions with highly qualified candidates (which is one of the regulatory approval criteria under 5 CFR 537.105(a)(2)). Another agency noted that, due to limited hiring, it did not need to consider the student loan repayment program as a necessary recruitment tool. Several other agencies expressed similar sentiments and stated that they did not have recruitment or retention problems requiring the use of the student loan repayment program.

### **V. CONCLUSION**

One of the most important priorities for Federal agencies is attracting and retaining well qualified, high-performing employees. Student loan repayments can be a valuable human resources tool that can enable agencies to recruit highly-qualified candidates into Federal service and to 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 financial outlay 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](http://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 the student loan repayment incentive.

REPORTING AGENCIES FOR CALENDAR YEAR 2017

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	James Madison Foundation
African Development Foundation	Library of Congress
Agency for International Development	Medicaid and CHIP Payment and Access Commission
Appraisal Subcommittee	National Aeronautics and Space Administration
Arctic Research Committee	National Archives and Records Administration
Chemical Safety and Hazard Investigation Board	National Capital Planning Commission
Commission on Civil Rights	National Credit Union Administration
Commission of Fine Arts	National Endowment for the Arts
Commodity Futures Trading Commission	National Mediation Board
Consumer Product Safety Commission	National Science Foundation
Court Services and Offender Supervision Agency	Nuclear Regulatory Commission
Defense Intelligence Agency	Occupational Safety and Health Review Commission
Defense Nuclear Facilities Safety Board	Office of Management and Budget
Dwight D. Eisenhower Memorial Commission	Office of Navajo and Hopi Indian Relocation
Environmental Protection Agency	Office of Personnel Management
Export-Import Bank	Overseas Private Investment Corporation
Farm Credit Administration	Pension Benefit Guaranty Corporation
Federal Deposit Insurance Corporation	Peace Corps
Federal Communications Commission	Railroad Retirement Board
Federal Energy Regulatory Commission	Securities and Exchange Commission
Federal Maritime Commission	Social Security Administration
Federal Retirement Thrift Investment Board	Surface Transportation Board
General Services Administration	Trade and Development Agency
Government Accountability Office	Vietnam Education Foundation
Harry S. Truman Scholarship	
Institute of Museum and Library Services	
Inter-American Foundation	

## AGENCY REPORTS – CALENDAR YEAR 2017

Department/Agency	Number of Employees	Job Classifications	Cost
<b>Departments</b>			
Agriculture	33	GS-0110, Research Agricultural Economist (2) GS-0201, Human Rescue Specialist (1) GS-0301, Program Specialist (1) GS-0303, Administrative Support Assistant (1) GS-0401, Natural Resource Specialist (3) GS-0403, Research Microbiologist (2) GS-0404, Biological Science Technician (2) GS-0454, Rangeland Management Specialist (2) GS-0471, Supervisory Research Agronomist (1) GS-0560, Supervisory Budget Officer (1) GS-0701, Veterinary Medical Officer (13) GS-1035, Public Affairs Specialist (1) GS-1146, Agricultural Marketing Specialist (2) GS-1373, Land Surveyor (1)	\$278,418
Commerce	68	GS-0301, Administrative Program Specialist (1) GS-0301, Administrative Specialist (1) GS-0301, Business Development Specialist (1) GS-0343, Management and Program Analyst (2) GS-0403, Microbiologist (1) GS-0905, Attorney-Advisor (4) GS-0905, Attorney-Advisor (International) (2) GS-0905, General Attorney (6) GS-0905, General Attorney (International) (1) GS-0905, Supervisory Attorney-Advisor (2) GS-0905, Supervisory General Attorney (2) GS-1035, Public Affairs Specialist (1) GS-1101, Business Development Specialist (1) GS-1101, Compliance Specialist (2) GS-1101, Export Administration Specialist (1) GS-1101, Export Policy Analyst (2) GS-1101, Senior Export Policy Analyst (1) GS-1101, Supervisory Export Policy Analyst (1) GS-1101, Trade and Industry Analyst (1) GS-1801, Export Compliance Specialist (4) GS-1801, Export Enforcement Specialist (2) GS-1801, Senior Export Compliance Specialist (1) GS-1811, Criminal Investigator (6) GS-1811, Supervisory Criminal Investigator (1) ZA-0028, Environmental Protection Specialist (1) ZA-0089, Supr. Emergency Management Specialist (1) ZA-0201, Human Resources Specialist (3) ZA-0343, Supr. Management and Program Specialist (1) ZA-0510, Accountant (2) ZA-0560, Budget Analyst (1) ZA-0905, Supervisory Attorney-Advisor (1) ZA-1035, Public Affairs Specialist (1) ZA-1102, Contract Specialist (1) ZA-1410, Librarian (1) ZP-0110, Economist (1)	\$639,882

Department/Agency	Number of Employees	Job Classifications	Cost
		ZP-0810, Research Structural Engineer (1) ZP-0840, Nuclear Engineer (1) ZP-0854, Computer Engineer (1) ZP-1301, Research Physical Scientist (1) ZP-1310, Physicist (2) ZT-0802, Engineering Technician (1)	
Defense	2,347	GS-0018, Safety and Occupational Health Mgt. (2) NH-0018, Safety and Occupational Health Mgt. (1) DB-0020, Community Planning (1) GS-0020, Community Planning (1) GS-0030, Sports Specialist (1) GG-0080, Security Administration (4) GS-0080, Security Administration (6) NH-0080, Security Administration (4) GS-0089, Emergency Management (1) GS-0101, Social Science (6) NH-0130, Foreign Affairs (2) GG-0132, Intelligence (19) DB-0150, Geography (1) GS-0180, Psychology (57) GS-0185, Social Work (55) NH-0190, General Anthropology (1) AD-0201, Human Resources Management (1) GS-0201, Human Resources Management (41) NH-0201, Human Resources Management (3) GS-0299, Human Resources Student Trainee (1) AD-0301, Misc. Administration & Program (5) DJ-0301, Misc. Administration & Program (1) GS-0301, Misc. Administration & Program (16) NH-0301, Misc. Administration & Program (9) AD-0303, Misc. Clerk & Assistant (1) GS-0303, Misc. Clerk & Assistant (3) GS-0306, Government Information (1) DK-0318, Secretary (1) NK-0318, Secretary (1) AD-0340, Program Management (1) DJ-0340, Program Management (2) GS-0340, Program Management (1) NH-0340, Program Management (5) GS-0341, Administrative Officer (1) NO-0341, Administrative Officer (1) AD-0343, Management & Program Analysis (6) DJ-0343, Management & Program Analysis (1) GS-0343, Management & Program Analysis (20) NH-0343, Management & Program Analysis (37) NT-0343, Management & Program Analysis (1) GS-0346, Logistics Management (53) NH-0346, Logistics Management (13) NT-0346, Logistics Management (2) NH-0391, Telecommunications (1) NP-0401, Gen. Nat. Res. Mgt. & Bio. Sciences (3) GS-0403, Microbiology (1) DB-0413, Physiology (1) DO-0501, Financial Administration & Program (1) GS-0501, Financial Administration & Program (62) NH-0501, Financial Administration & Program (18) GS-0505, Financial Management (1) GS-0510, Accounting (8)	\$18,004,942

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,347	NH-0510, Accounting (1) NO-0510, Accounting (1) AD-0511, Auditing (3) GS-0511, Auditing (5) AD-0560, Budget Analysis (1) DJ-0560, Budget Analysis (1) GS-0560, Budget Analysis (8) NH-0560, Budget Analysis (3) GS-0561, Budget Clerical & Assistance (1) DB-0601, General Health Science (1) GS-0601, General Health Science (3) GP-0602, Medical Officer (6) GS-0603, Physician Assistant (3) DB-0610, Nurse (1) GS-0610, Nurse (210) GS-0620, Practical Nurse (14) GS-0660, Pharmacist (4) GS-0671, Health Systems Specialist (4) GS-0682, Dental Hygiene (1) GS-0701, Veterinary Medical Science (1) DB-0801, General Engineering (1) GS-0801, General Engineering (62) NH-0801, General Engineering (45) GS-0802, Engineering, Technical (7) NH-0803, Safety Engineering (1) DB-0806, Materials Engineering (3) DR-0806, Materials Engineering (1) GS-0806, Materials Engineering (3) GS-0808, Architecture (4) GS-0810, Civil Engineering (14) NP-0810, Civil Engineering (1) GS-0819, Environmental Engineering (6) DB-0830, Mechanical Engineering (1) GS-0830, Mechanical Engineering (81) NH-0830, Mechanical Engineering (3) NP-0830, Mechanical Engineering (2) GS-0840, Nuclear Engineering (211) GS-0850, Electrical Engineering (34) NH-0850, Electrical Engineering (1) DB-0854, Computer Engineering (1) DR-0854, Computer Engineering (1) GS-0854, Computer Engineering (5) NH-0854, Computer Engineering (2) NP-0854, Computer Engineering (1) DB-0855, Electronics Engineering (6) DR-0855, Electronics Engineering (3) GS-0855, Electronics Engineering (73) NH-0855, Electronics Engineering (8) DB-0858, Bioengineering & Biomed. Eng. (1) DB-0861, Aerospace Engineering (1) GS-0861, Aerospace Engineering (25) NH-0861, Aerospace Engineering (1) GS-0871, Naval Architecture (24) GS-0893, Chemical Engineering (4) NH-0893, Chemical Engineering (1) GS-0896, Industrial Engineering (13) NH-0896, Industrial Engineering (1) DE-0905, General Attorney (1)	\$18,004,942

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,347	DJ-0905, General Attorney (1) GG-0905, General Attorney (1) GS-0905, General Attorney (30) NH-0905, General Attorney (2) DE-0950, Paralegal Specialist (1) GS-0950, Paralegal Specialist (1) GS-1015, Museum Curator (1) DJ-1035, Public Affairs (1) GS-1035, Public Affairs (2) GS-1101, General Business & Industry (72) NH-1101, General Business & Industry (5) DA-1102, Contracting (5) DJ-1102, Contracting (2) ES-1102, Contracting (1) GS-1102, Contracting (420) NH-1102, Contracting (63) NM-1102, Contracting (4) NO-1102, Contracting (8) NT-1102, Contracting (10) GS-1152, Production Control (4) DB-1301, General Physical Science (3) GS-1301, General Physical Science (4) GS-1306, Health Physics (25) NP-1306, Health Physics (2) DB-1310, Physics (3) GS-1311, Physical Science Technician (48) GS-1315, Hydrologist (1) DB-1320, Chemistry (2) GS-1320, Chemistry (13) NP-1320, Chemistry (1) GS-1340, Meteorology (1) GS-1515, Operations Research (26) NH-1515, Operations Research (4) DB-1550, Computer Science (3) GS-1550, Computer Science (28) NH-1550, Computer Science (2) NP-1550, Computer Science (4) GS-1601, Equipment, Facilities & Services (4) NH-1670, Equipment Services (2) AD-1701, General Education & Training (30) GS-1701, General Education & Training (24) GS-1750, Instructional Systems (1) NH-1750, Instructional Systems (1) AD-1805, Investigative Analysis (4) GL-1811, Criminal Investigating (9) GS-1910, Quality Assurance (2) GS-2001, General Supply (2) GS-2010, Inventory Management (17) GS-2210, Information Technology Management (25) NH-2210, Information Technology Management (4) NO-2210, Information Technology Management (1) GS-2299, Information Technology Mgt. Trainee (1) WG-8852, Aircraft Mechanic (5)	\$18,004,942
Education	5	GS-0201, Human Resources Specialist (2) GS-0343, Management & Program Analyst (1) GS-1102, Contact Specialist (2)	\$38,000

Department/Agency	Number of Employees	Job Classifications	Cost
Energy	103	AD-0301, Energy Mgmt. and Marketing Spec. (1) AD-0303, Power System Dispatcher (1) EJ-0340, Director Enterprise Governance Officer (1) GS-0018, Safety and Occupational Health Spec. (1) GS-0080, Security Specialist (1) GS-0080, Supervisory Security Specialist (1) GS-0110, Supervisory Economist (1) GS-0132, Intelligence Operations Specialist (1) GS-0132, Intelligence Research Specialist (2) GS-0301, Misc. Admin. & Prog. (8) GS-0343, Management & Prog. Analyst (19) GS-0501, Financial Analyst (3) GS-0511, Auditor (1) GS-0560, Budget Analyst (4) GS-0690, Industrial Hygienist (1) GS-0801, General Engineer (5) NN-0801, General Engineer (1) GS-0810, Civil Engineer (3) GS-0850, Electrical Engineer (6) GS-0905, Attorney-Advisor (3) GS-1035, Public Affairs Specialist (3) GS-1101, Gen. Bus. & Industry Series (4) GS-1102, Contract Specialist (1) GS-1109, Grants Management Specialist (5) GS-1130, Public Utilities Specialist (2) GS-1165, Loan Specialist (5) GS-1301, Physical Scientist (5) GS-1515, Operations Research Analyst (4) GS-1530, Survey Statistician (2) GS-2210, Information Technology Specialist (6) NQ-2210, Information Technology Specialist (1) SL-1101, Energy Analyst (1)	\$886,158
Health and Human Services	761	AD-0610, Clinical Research Nurse (1) AD-0630, Dietitian (1) ES-0301, Dep. Executive Secretary for Ops. (1) ES-0343, Director, Division of Health (1) ES-0560, Div. Director of Discretionary Prog. (1) ES-0905, Deputy General Counsel (1) GP-0602, Medical Officer (61) GS-0080, Security Specialist (1) GS-0101, Social Scientist (4) GS-0110, Economist (7) GS-0260, Equal Opportunity Employment Spec. (1) GS-0301, Miscellaneous Admin and Program (95) GS-0303, Miscellaneous Clerk and Assistant (8) GS-0306, Government Information Specialist (1) GS-0308, Records & Information Management (1) GS-0340, Program Manager (1) GS-0341, Administrative Officer (21) GS-0343, Management Analyst (75) GS-0401, Biologist (7) GS-0403, Microbiologist (8) GS-0405, Pharmacologist (27) GS-0415, Toxicologist (10) GS-0440, Geneticist (2) GS-0511, Auditor (1) GS-0560, Budget Analyst (9) GS-0601, General Health Science (116)	\$6,145,772

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	761	GS-0603, Physician's Assistant (1) GS-0610, Nursing (33) GS-0620, Licensed Practical Nurse (1) GS-0630, Lead Nutritionist (1) GS-0642, Nuclear Medicine Technologist (1) GS-0660, Pharmacist (36) GS-0665, Speech Pathologist (1) GS-0685, Public Health Analyst (8) GS-0696, Consumer Safety Officer (47) GS-0701, Research Veterinary Medical (1) GS-0808 Architect (1) GS-0830, Mechanical Engineer (3) GS-0880, Mining Engineer (2) GS-0905, General Attorney (19) GS-1001, Health Communication Specialist (6) GS-1035, Public Affair Specialist (6) GS-1071, Audiovisual Production Specialist (1) GS-1083, Technical Writer-Editor (4) GS-1101, Acquisition Program Specialist (1) GS-1102, Contract Specialist (16) GS-1109, Grants Management (12) GS-1301, Science Policy Analyst (1) GS-1320, Chemist (29) GS-1382, Food Technologist (1) GS-1412, Technical Information Specialist (2) GS-1515, Operations Research Analyst (8) GS-1529, Math Statistician (4) GS-1550, Computer Scientist (1) GS-1701, Training Development Officer (1) GS-1710, Teacher (1) GS-1712 Training Specialist (1) GS-1725, Public Health Educator (2) GS-1910, Quality Assurance Specialist (3) GS-2210, Information Technology Specialist (13) RF-0601, Senior Science Investigator or Advisor (6) RF-1301, Senior Investigator (1) RF-1320, Director (1) RF-0403, Senior Investigator (1) RF-0405, Senior Investigator (1) RG-0110, Economist (1) RG-0401, Staff Fellow (3) RG-0403, Staff Fellow (3) RG-0405, Staff Fellow (1) RG-0601, Research Fellow (3) RG-0602, Clinician (1) RG-0696, Staff Fellow (2) RG-0701, Staff Scientist (4) RG-0858, Staff Scientist (1) RG-1529, Staff Fellow (2)	\$6,145,772
Homeland Security	372	ES-1811, Criminal Investigator (1) ES-0180, Personnel Research Psychologist (1) GL-0132, Intelligence Research Psychologist (1) GL-0501, Financial Analyst (Forensics) (1) GL-1811, Criminal Investigator (8) GL-0083, Officer (1) GL-0132, Intelligence Research Specialist (2) GL-0301, Administrative Specialist (2) GL-0341, Administrative Officer (2)	\$3,312,644



Department/Agency	Number of Employees	Job Classifications	Cost
Homeland Security (continued)	372	GL-1301, Physical Scientist (Imaging and Audio) (1) GL-1550, Computer Scientist (1) GL-1805, Investigation Analyst (2) GL-1811, Criminal Investigator (20) GL-0083, Captain (1) GS-0399, Student Trainee (1) GS-0072, Fingerprint Specialist (1) GS-0080, Security Specialist (3) GS-0083, Officer (30) GS-0086, Security Assistant (2) GS-0101, Social Scientist Research Analyst (1) GS-0132, Intelligence Research Specialist (1) GS-1035, Public Affair Specialist (1) GS-0180, Personnel Research Psychologist (3) GS-0201, Human Resources Specialist (20) GS-0301, Misc. Administration and Program (12) GS-0303, Protective Support Assistant (3) GS-0340, Program Manager (3) GS-0341, Administrative Officer (4) GS-0343, Management Analyst (10) GS-0501, Budget Coordinator (1) GS-0510, Accountant (2) GS-0690, Industrial Hygienist (2) GS-0905, Counsel or Attorney-Advisor (4) GS-1001, Correspondence Analyst (1) GS-1071, Video Production Specialist (1) GS-1397, Document Analyst (2) GS-1515 Operations Research Analyst (6) GS-1802, Investigative Support Analyst (4) GS-1805, Investigative Analyst (1) GS-1811, Special Agent (163) GS-2210, IT Specialist (10) LE-0080, Physical Security Specialist (4) LE-0083, Police Officer (4) LE-0301, Staffing Specialist (1) LE-0343, Management and Program Analyst (1) LE-0855, Electronics Engineer (1) LE-1320, Chemist (2) LE-1801, Counterfeit Management Specialist (1) LE-1802, Investigative Support Assistant (1) LE-1811, Criminal Investigator (21)	\$3,312,644
Housing and Urban Development	439	GS-0028, Senior Environmental Officer (2) GS-0101, Social Science Analyst (2) GS-0110, Economist (7) GS-0201, Human Resource Specialist (1) GS-0260, Equal Employment Specialist (1) GS-0301, Misc. Administration and Program (65) GS-0303, Misc. Clerk and Assistant (5) GS-0306, Government Information Specialist (1) GS-0318, Secretary (1) GS-0340, Deputy Director (2) GS-0341, Administrative Officer (1) GS-0342, Support Services Specialist (1) GS-0343, Management Analyst (57) GS-0345, Program Analyst (1) GS-0360, Equal Opportunity Specialist (34) GS-0361, Equal Opportunity Assistant (1) GS-0501, Financial Operations Analyst (4)	\$670,000

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	439	GS-0510, Accountant (6) GS-0511, Auditor (8) GS-0560, Budget Analyst (6) GS-0801, General Engineer (1) GS-0828, Cost or Construction Analyst (4) GS-0903, Trial Attorney (1) GS-0904, Law Clerk (6) GS-0905, Attorney (55) GS-0950, Paralegal Specialist (9) GS-1011, Division Director (1) GS-1035, Public Affairs Specialist (1) GS-1060, Photographer (1) GS-1101, General Business and Industry (119) GS-1102, Contract Oversight Specialist (6) GS-1109, Grants Management Specialist (3) GS-1160, Financial Analyst (16) GS-1171, Appraiser (2) GS-1301, Portfolio Management Specialist (1) GS-1750, Instructional Systems Specialist (1) GS-1910, Quality Assurance Specialist (1) GS-2210, Information Technology Specialist (3) GS-4408, Financial Analyst (2)	\$670,000
Interior	192	GL-0025, Park Ranger (1) GS-0020, Community Planner (1) GS-0023, Environmental Recreation (1) GS-0025, Park Ranger (3) GS-0028, Environmental Protection Specialist (5) GS-0090, Park Guide (1) GS-0110, Economist (3) GS-0101, Social Scientist (1) GS-0150, Geographer (3) GS-0185, Social Worker (19) GS-0187, Social Service Representative (1) GS-0193, Archeologist (1) GS-0201, Human Resources Specialist (1) GS-0260, Equal Employment Specialist (1) GS-0301, Miscellaneous Admin and Program (15) GS-0303, Program Assistant (3) GS-0306, Government Information Specialist (1) GS-0318, Secretary (1) GS-0340, Superintendent (3) GS-0341, Administrative Officer (1) GS-0342, Support Services Assistant (1) GS-0343, Management and Program Analyst (24) GS-0344, Program Assistant (1) GS-0401, Natural Resources Specialist (7) GS-0404, Biological Science Technician (1) GS-0408, Ecologist (2) GS-0459, Irrigation System Manager (1) GS-0460, Forester (3) GS-0501, Business System Analyst (1) GS-0560, Budget Analyst (2) GS-0801, General Engineer (2) GS-0807, Landscape Architect (1) GS-0810, Civil Engineer (10) GS-0830, Mechanical Engineer (3) GS-0850, Electrical Engineer (4) GS-0881, Petroleum Engineer (13)	\$1,501,953

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	192	GS-0965, Land Law Examiner (1) GS-1001, Communications Analyst (1) GS-1084, Visual Information Specialist (1) GS-1101, Water and Land Specialist (1) GS-1102, Contract Specialist (12) GS-1171, Appraiser (1) GS-1301, Physical Scientist (6) GS-1313, Geophysicist (7) GS-1350, Geologist (8) GS-1360, Oceanographer (4) GS-1603, Facility Services Assistant (1) GS-1750, Instructional Systems Specialist (1) GS-1801, Inspector (2) GS-1811, Criminal Investigator (1) GS-2210, Information Technology Specialist (1) WG-4749, Maintenance Worker (2)	\$1,501,953
Justice	1,924	GS-0018, Safety and Occ. Health Mgt. (1) GS-0028, Environmental Protection Specialist (1) GS-0080, Security Administration (11) GS-0083, Police (15) GS-0101, Victim Specialist (16) GS-0132, Intelligence (146) GS-0180, Psychology (120) GS-0185, Social Work (16) GS-0201, Human Resources Mgt. (16) GS-0203, Human Resources Assistance (1) GS-0260, Equal Employment Opportunity (3) GL-0301, Miscellaneous Admin. & Prog. (1) GS-0301, Miscellaneous Admin. & Prog. (140) GS-0303, Miscellaneous Clerk and Asst. (1) GS-0306, Government Information (11) GS-0308, Records & Information Mgt. (4) GS-0313, Work Unit Supervising (1) GS-0318, Secretary (5) ES-0340, Program Management (3) GS-0340, Program Management (2) GS-0341, Administrative Officer (1) GS-0343, Management & Program Analysis (106) GS-0344, Management & Prog. Cler. & Asst. (1) GS-0391, Telecommunications (13) GS-0401, Natural Resources & Biology (12) GS-0501, Financial Administration & Program (6) GS-0510, Accounting (20) GS-0511, Auditing (7) GS-0560, Budget Analysis (16) GL-0601, General Medical & Healthcare (1) GP-0602, Physician (2) GS-0602, Physician (14) GL-0603, Physician Assistant (1) GS-0603, Physician Assistant (18) GL-0610, Nursing (83) GS-0610, Nursing (26) GL-0620, Practical Nurse (3) GS-0620, Practical Nurse (19) GL-0645, Medical Technician (4) GS-0660, Pharmacy (7) GS-0670, Health System Administration (10) GS-0680, Dentistry (12)	\$14,967,229

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,924	GL-0682, Dental Hygiene (2) GS-0808, Architecture (2) GS-0854, Computer Engineering (1) GS-0855, Electronics Engineering (7) GS-0856, Electronics Technician (15) GS-0901, General Legal & Kindred Admin. (6) AD-0905, General Attorney (234) GS-0905, General Attorney (75) GS-0950, Paralegal Specialist (30) GS-0963, Legal Instruments Examiner (34) GS-0986, Legal Assistance (35) GS-1035, Public Affairs Specialist (4) GS-1040, Language Specialist (16) GS-1060, Photography (1) GS-1071, Audiovisual Production (1) GS-1082, Writing & Editing (1) GS-1102, Contracting (10) GS-1160, Financial Analysis (1) GS-1170, Realty (1) GS-1301, General Physical Science (9) GS-1320, Chemistry (4) GS-1397, Document Analysis (2) GS-1412, Technical Information Services (2) GS-1421, Archives Technician (1) GS-1520, Mathematician (1) GS-1550, Computer Science (12) GS-1670, Equipment (1) GS-1701, General Education & Training (17) GS-1712, Training Instruction (2) GS-1750, Instructional Systems (3) GS-1801, Gen. Insp., Invest. Enf. & Comp. (27) GL-1811, Criminal Investigation (37) GS-1811, Criminal Investigation (393) GS-1910, Quality Assurance Series (1) GS-2005, Supply Clerical and Technician Series (1) GS-2210, Information Technology Management (39)	\$14,967,229
Labor	3	GS-0301, Program Manager (1) GS-0801, General Engineer (1) GS-0830, Mechanical Engineer (1)	\$21,725
State	1,211	FS-2010, Management Officer (46) FS-2101, Financial Management (3) FS-2201, Human Resources Management (1) FS-2301, General Services (3) FS-2501, Security (52) FS-2550, Security Engineering (1) FS-2560, Security Engineering (2) FS-2580, Diplomatic Courier (2) FS-2880, Information Management (27) FS-2882, Information Management Tech (1) FS-2884, Information Tech Management (5) FS-3001, Consular Affairs (77) FS-3012, Consular Fellow Support Officer (18) FS-4300, English Language Programs (1) FS-4400, Public Diplomacy (64) FS-5015, Economics (84) FS-5505, Political Affairs (81) FS-6080, Inter-Functional Officer Operations (1) FS-6115, Medical Provider (11)	\$10,018,846

Department/Agency	Number of Employees	Job Classifications	Cost
State (continued)	1,211	FS-6125, Psychiatry (1) FS-6145, Medical Technology (1) FS-6217, Facility Maintenance (11) FS-6218, Construction Engineering (3) FS-9017, Office Management (29) GS-0130, Foreign Affairs (194) GS-0132, Intelligence (7) GS-0170, History (8) GS-0201, Human Resource Management (33) GS-0306, Government Information Series (4) GS-0343, Management and Program Analysis (110) GS-0501, Financial Administration Program (7) GS-0510, Accounting (9) GS-0511, Auditing (6) GS-0560, Budget Analysis (18) GS-0801, General Engineering (3) GS-0905, General Attorney (51) GS-0950, Paralegal Specialist (3) GS-0967, Passport and Visa Examining (148) GS-1035, Public Affairs (14) GS-1040, Language Specialist (1) GS-1102, Contracting (23) GS-1109, Grants Management (11) GS-1801, Inspect, Investigation, and Compliance (2) GS-2210, Information Technology Management (34)	\$10,018,846
Transportation	44	GS-0020, Community Planner (2) GS-0201, Human Resource Specialist (1) GS-0301, Policy Analyst (4) GS-0343, Management and Program Analyst (11) GS-0501, Financial Specialist (1) GS-0511, Auditor (7) GS-0801, General Engineer (1) GS-0905, General Attorney (6) GS-1082, Writer Editor (1) GS-1801, Investigator (1) GS-1811, Criminal Investigator (6) GS-2101, Transportation Policy Analyst (3)	\$273,417
Treasury	87	GS-0110, Economist (2) GS-0132, Intelligence Research Spec. (12) GS-0201, Human Resources Specialist (1) GS-0301, Misc. Admin and Program (29) GS-0341, Administrative Officer (1) GS-0343, Program Analyst (2) GS-0510, Accountant (2) GS-0511, Auditor (9) GS-0560, Chief Financial Officer (1) GS-0850, Electrical Engineer (1) GS-0905, General Attorney (10) GS-1082, Writer (1) GS-1102, Contract Specialist (1) GS-1160, Finance Specialist (3) GS-1601, Assistant Facility Maintenance Manager (1) GS-1801, Enforcement Officer or Specialist (1) GS-1811, Criminal Investigator (6) GS-2210, IT Specialist (3) OR-2210, IT Specialist (1)	\$751,492

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs	651	GS-0080, Security Specialist (1) GS-0083, Police Officer (6) GS-0180, Psychologist (69) GS-0185, Social Worker (45) GS-0201, Human Resources Specialist (101) GS-0203, Human Resources Assistant (3) GS-0301, Miscellaneous Admin and Program (27) GS-0303, Program Support Assistant (3) GS-0318, Secretary (2) GS-0340, Program Specialist (3) GS-0341, Administrative Officer (10) GS-0343, Management and Program Analyst (25) GS-0501, Financial Management Specialist (3) GS-0505, Financial Manager (5) GS-0510, Accountant (7) GS-0511, Auditor (1) GS-0544, Civilian Pay Technician (3) GS-0560, Budget Analyst (7) GS-0601, Health Science Specialist (15) GS-0620, Practical Nurse (34) GS-0622, Medical Supply Technician (1) GS-0630, Dietitian (3) GS-0631, Occupational Therapist (7) GS-0633, Physical Therapist (18) GS-0638, Recreation Therapist (1) GS-0640, Health Technician (6) GS-0644, Medical Technologist (15) GS-0645, Medical Technician (1) GS-0646, Histopathology Technician (1) GS-0647, Diagnostic Radiologic Technician (7) GS-0648, Therapeutic Radiology Technician (1) GS-0649, Medical Instrument Technician (2) GS-0660, Pharmacist (105) GS-0661, Pharmacy Technician (4) GS-0665, Speech Pathology and Audiology (20) GS-0669, Medical Records Administrator (1) GS-0670, Health System Administrator (7) GS-0671, Health System Specialist (22) GS-0672, Prosthetic Representative (1) GS-0673, Hospital Housekeeping Officer (1) GS-0675, Medical Records Technician (2) GS-0679, Medical Support Assistant (4) GS-0683, Dental Laboratory Technician (1) GS-0801, General Engineer (10) GS-0807, Landscape Architecture (1) GS-0810, Structural Engineer (1) GS-0858, Biomedical Engineer (3) GS-0905, Attorney (4) GS-1101, Business Resources Specialist (4) GS-1102, Contract & Procurement Specialist (14) GS-1108, Interior Designer (2) GS-1530, Statistician (1) GS-1601, Biomedical Equipment Support Spec. (3) GS-1701, Healthcare Education Specialist (1) GS-1720, Education Program Specialist (1) GS-1810, Chief Psychologist (1) GS-2003, Supply Management Specialist (2) WG-4204, Pipefitter (1)	\$4,243,186

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)		WG-7404, Cook (1)	
<b>Independent Agencies</b>			
Agency for International Development	282	FP-0020, Urban Development Officer (1) FP-0101, Supervisory Food for Peace Officer (4) FP-0110, Program Economist (3) FP-0301, Program Management (26) FP-0340, OTJ Complement (3) FP-0341, Executive Officer (8) FP-0343, Program Analyst (44) FP-0385, Health Development Officer (2) FP-0401, Agricultural Development Officer (16) FP-0501, Financial Management Officer (2) FP-0505, Reg. Controller / Financial Management Off. (12) FP-0685, Health Officer (19) FP-0801, Engineering Officer (2) FP-0905, Legal Officer (4) FP-1101, Private Enterprise Officer (9) FP-1102, Contracting Officer (24) FP-1710, Deputy Director Education (6) GS-0110, Economist (1) GS-0201, Human Resource Specialist (6) GS-0301, Program Management (26) GS-0343, Program Management (23) GS-0511, Auditor (2) GS-0560, Budget Analyst (5) GS-1102, Contracting Officer (28) GS-2210, IT Specialist (6)	\$2,276,000
Chemical Safety and Hazard Investigation Board	5	GS-0301, Video Producer & Public Affairs Specialist (1) GS-0905, General Attorney (4)	\$42,513
Commodity Futures Trading Commission	111	CT-0110, Economist (4) CT-0201, Human Resource Specialist (1) CT-301, Miscellaneous Admin and Program (7) CT-0303, Staff Assistant (2) CT-0342, Support Services Specialist (2) CT-0343, Management Analyst (1) CT-0391, Telecommunications Specialist (1) CT-0560, Budget Analyst (2) CT-0905, Attorney (59) CT-1101, Risk or Surveillance Analyst (18) CT-1801, Trade Practice Analyst (6) CT-2210, IT Specialist (2) CT-OS, Auditor (6)	\$823,703
Defense Nuclear Facilities Safety Board	12	DN-0801, Engineer (10) GS-0343, Management Analyst (1) GS-0905, Attorney (1)	\$101,872
Export-Import Bank	46	GS-0180, Personnel Psychologist (2) GS-0201, Human Capital Advisor (2) GS-0301, Congressional Analyst (3) GS-0303, Program Management (1) GS-0306, FOIA Specialist (1) GS-0341, Administrative Officer (1)	\$368,000

Department/Agency	Number of Employees	Job Classifications	Cost
Export-Import Bank (continued)		GS-0343, Management and Program Analyst (8) GS-0501, Financial Specialist (3) GS-0510, Accountant (2) GS-0905, Attorney Advisor (5) GS-1101, Business Development Specialist (5) GS-1102, Contract Specialist (2) GS-1165, Loan Specialist (9) GS-1515, Operations Research Analyst (2)	
Environmental Protection Agency	1	GS-0401, Computational Biologist (1)	\$10,000
Farm Credit Administration	20	VH-0301, Data Analyst (1) VH-0301, Director Office of Agency Services (1) VH-0343, Management and Program Analyst (1) VH-570, FCA Examiner (11) VH-905, Attorney Advisor (1) VH-1101, Senior Policy Analyst (1) VH-1160, Financial Analyst (2) VH-2210, IT Specialist (CUSTSP) (1) VH-2210, Supervisory IT Specialist (CUSTSP) (1)	\$57,081
Federal Energy Regulatory Commission	219	AL-0905, Administrative Law Judge (1) GS-0023, Outdoor Recreation Planner (3) GS-0028, Environmental Protection Specialist (2) GS-0080, Security Specialist (1) GS-0170, Historian (1) GS-0110, Economist (14) GS-0201, Human Resources Specialist (10) GS-0260, Equal Employment Specialist (1) GS-0301, Building Operations Specialist (1) GS-0301, Management Support Specialist (1) GS-0301, Project Specialist (1) GS-0318, Secretary (1) GS-0343, Management or Program Analyst (6) GS-0401, Environmental Biologist (1) GS-0482, Fish Biologist (4) GS-0510, Accountant (4) GS-0511, Auditor (4) GS-0511, Supervisory Auditor (1) GS-0810, Civil Engineer (8) GS-0819, Environmental Engineer (3) GS-0830, Mechanical Engineer (1) GS-0850, Electrical Engineer (7) GS-0881, Petroleum Engineer (2) GS-0905, Attorney-Adviser(78) GS-0950, Paralegal Specialist (1) GS-0986, Legal Assistant (1) GS-1101, Energy Industry Analyst (57) GS-2210, IT Specialist (3) SL-0905, Senior Legal Adviser (1)	\$1,317,348
Federal Retirement Thrift Investment Board	3	GS-0301 Enterprise Planning Officer (2) GS-0510, Accountant (1)	\$ 30,000
General Services Administration	13	GS-0020 - Community Planner (1) GS-0301 - General Misc. (5) GS-0343 - Program Analyst (4) GS-1101 – Program Management (1) GS-1102 – Contracting Spec. (1) GS-1176 - Building Manager (1)	\$116,900



Department/Agency	Number of Employees	Job Classifications	Cost
Government Accountability Office	413	AC-0303, Administrative Support Assistant (1) AC-0303, Mission Support Associate (1) CS-1001, Communications Analyst, Visual (4) CS-1001, Communications Analyst, Written (1) MK-0343, Sup. Management & Program Analyst (2) MK-1750, Training Administrator (1) PA-0904, Law Clerk Trainee (1) PA-0905, Attorney (28) PE-0101, Senior Social Science Analyst (9) PE-0110, Senior Economist (3) PE-0347, Analyst (85) PE-0347, Analyst, PDP (14) PE-0347, Asst. Director (18) PE-0347, Senior Analyst (168) PE-0401, Senior Biological Scientist (1) PE-0511, Auditor (16) PE-0511, Senior Auditor (20) PE-1301, Physical Scientist (1) PE-1515, Senior Operations Research Analyst (1) PE-1530, Senior Statistician (1) PE-1550, Computer Scientist (13) PE-2210, Information Technology Specialist (9) PY-0180, Counseling Psychologist (2) PY-0301, Disability Program Manager (2) PY-0343, Management Analyst (5) PY-0560, Budget Analyst (1) PY-1410, Librarian (1) PY-1712, Training Administrator (2) PY-2210, IT Specialist, Network (2)	\$728,862
Institute of Museum and Library Services	7	GS-0201, Director of Human Resources (1) GS-0301, Program Specialist (2) GS-0343, Program Analyst (Evaluation) (1) GS-1109, Grants Management Specialist (2) GS-2210, IT Specialist (1)	\$21,000
Library of Congress	2	GS-0343, Management Analyst (1) GS-0905, Attorney-Advisor (1)	\$20,000
National Archives and Records Administration	4	GS-0301, Electronic Records Format Specialist (1) GS-0343, Management and Program Analyst (1) GS-1420, Archivist (2)	\$38,850
National Aeronautics and Space Administration	1	GS-0801, General Engineer (1)	\$9,206
Nuclear Regulatory Commission	12	GG-0180, Human Factors Analyst (1) GG-0201, Human Resource Specialist (1) GG-0511, Auditor (2) GG-0801, Human Factors Engineer (1) GG-0801, Reactor Inspector (1) GG-0840, Senior Engineer (Technical Advisor) (1) GG-0905, Attorney (4) GG-1340, Meteorologist (1)	\$117,520
Office of Personnel Management	1	GS-2210, Supervisory IT Specialist (1)	\$10,000
Pension Benefit Guaranty Corporation	29	GS-0303, Admin. Support Assist (1) GS-0341, Administrative Officer (2) GS-0343, Program. Analyst (2) GS-0501, ERISA Compliance Specialist (1) GS-0510, Accountant (3) GS-0511, Auditor (4)	\$ 268,734

Department/Agency	Number of Employees	Job Classifications	Cost
Pension Benefit Guaranty Corporation (continued)		GS-0905, General Attorney (8) GS-0950, Paralegal Specialist (1) GS-1035, Public Affairs Specialist (1) GS-1160, Financial Analyst (3) GS-1510, Actuary (2) GS-2210, IT Project Manager (1)	
Securities and Exchange Commission	785	SK-0080, Security Specialist (3) SK-0110, Financial Economist (14) SK-0180, Personnel Psychologist (2) SK-0201, Human Resources Specialist (10) SK-0203, Human Resource Specialist (2) SK-0260, Equal Employment Specialist (1) SK-0301, Misc. Administration and Program (43) SK-0308, Records Management Specialist (3) SK-0318, Secretary (2) SK-0343, Management and Program Analyst (30) SK-0501, Financial Management Specialist (6) SK-0510, Accounting (89) SK-0511, Auditor (4) SK-0560, Budget Analyst (1) SK-0904, Law Clerk (8) SK-0905, Attorney-Advisor (392) SK-0950, Paralegal Specialist (13) SK-0963, Legal Instrument Examiner (2) SK-1001, Investor Assistance Specialist (3) SK-1082, Writer-Editor (2) SK-1102, Contract Specialist (18) SK-1160, Financial Analyst (6) SK-1501, Quantitative Research Analyst (3) SK-1515, Operations Research Analyst (1) SK-1530, Statistician (3) SK-1701, Education Program Specialist (1) SK-1801, Compliance Analyst (2) SK-1802, Accounting Technician (1) SK-1811, Criminal Investigator (1) SK-1831, Securities Compliance Examiner (70) SK-2210, IT Specialist (36) SO-0340, Senior Officer (2) SO-0905, Senior Officer (11)	\$ 6,808,768
<b>34 Departments/Agencies</b>	<b>10,206</b>		<b>\$74,920,021</b>

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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