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

I am pleased to present the U.S. Office of Personnel Management’s (OPM’s) report to Congress on agencies’ use of student loan repayments as a recruitment and retention tool during fiscal year (FY) 2007. In FY 2007, 33 Federal agencies provided 6,619 employees with a total of more than $42 million in student loan repayment benefits. Compared to FY 2006, this represents a 15 percent increase in the number of employees receiving student loan repayment benefits and a 17 percent increase in agencies’ overall financial investment in this valuable incentive. Notably, nearly half of the reporting agencies either made student loan repayments in FY 2007 or have established a student loan repayment program for future use. The average loan repayment benefit was $6,377.

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

This report was prepared in response to the statutory requirement that OPM prepare, and submit annually to the Congress, information on agencies’ use of student loan repayments. 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 in order to recruit or retain highly qualified personnel.

We applaud agencies’ increased use of student loan repayments in FY 2007. We will continue to work with agencies to assist them in taking full advantage of this incentive, as well as other existing recruitment and retention tools, to attract and retain well-qualified, high-performing employees.

The report is available on the OPM Website at www.opm.gov/oca.

Linda M. Springer
Director
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 fiscal year (FY). (In this report, unless otherwise noted, we use the term “agency” to refer generally to either a Federal department or independent agency.) Section 5379(h)(2) requires OPM to prepare, and annually submit to Congress, a report containing information provided by the agencies. Agencies’ use of student loan repayments increased considerably in FY 2007. In total, 33 Federal agencies provided 6,619 employees with more than $42 million in student loan repayment benefits during FY 2007. Compared to FY 2006, this represents a 15 percent increase in the number of employees receiving student loan repayment benefits and a 17 percent increase in agencies’ overall financial investment in this valuable recruitment and retention tool.

On December 4, 2007, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on the use of student loan repayments during FY 2007. In the memorandum, we invited agencies to provide additional details on their experiences in administering their student loan repayment programs. Agencies provided responses regarding program effectiveness, best practices, and impediments to using student loan repayments. According to agency comments, the primary barrier to using student loan repayments is a lack of funding caused by budget limitations.

We applaud agencies’ increased use of student loan repayments. We are committed to promoting the value of student loan repayments as an effective tool for attracting and retaining well-qualified, high-performing employees. We will continue to work with agencies to assist them in establishing a plan to target the use of student loan repayments, as well as other recruitment and retention flexibilities, to meet their human capital management 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 a service agreement to remain in the service of the paying agency for a period of at least 3 years. If the employee separates voluntarily or is separated involuntarily for cause or poor performance 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; and
(2) job classifications of the recipients; and
(3) cost to the Federal Government of providing the student loan repayment benefits.

III. AGENCY REPORTS

OPM’s regulations at 5 CFR 537.110(b) require agencies to submit a written report to OPM before January 1 of each year on their use of student loan repayments during the previous fiscal year. On December 4, 2007, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on the use of student loan repayments during FY 2007. We received responses from 83 agencies. (See Attachment 1 for a list of the reporting agencies.)

In FY 2007, 33 Federal agencies provided 6,619 employees with a total of more than $42 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) As shown in Table 1 below, Federal agencies’ use of student loan repayments has increased dramatically during the last 6 fiscal years. Overall, agencies invested 17 percent more funding in using this incentive during FY 2007 than in FY 2006. When compared to FY 2002, agencies invested more than 13 times as much funding on student loan repayments.

<table>
<thead>
<tr>
<th>TABLE 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participating Agencies</td>
</tr>
<tr>
<td>Number of Recipients</td>
</tr>
<tr>
<td>Total Amount Provided</td>
</tr>
<tr>
<td>Average Amount Provided</td>
</tr>
</tbody>
</table>

The number of recipients of student loan repayment benefits has continued to increase along with agencies’ financial investment in this particular incentive. In FY 2007, 15 percent more employees received student loan repayment benefits than in FY 2006. Compared to FY 2002, more than 9.5 times as many employees received student loan repayment benefits in FY 2007.

In FY 2007, all 15 Federal departments and 18 of the independent agencies used student loan repayments as a human capital management tool. In addition to the 33 agencies that provided student loan repayments during FY 2007, 5 additional agencies have an established student loan repayment program ready to use in the future. These agencies include the Chemical Safety and Hazard Investigation Board, Committee for Purchase from People Who Are Blind or Severely Disabled, National Capital Planning Commission, Office of Government Ethics, and the Overseas Private Investment Corporation. Thus, 38 of the 83 reporting agencies (46 percent) either provided student loan repayments during FY 2007 or have an established student loan repayment program available for future use.
**Occupational Data**

During FY 2007, agencies used student loan repayments as a recruitment or retention tool for employees in many different occupations. Agencies may choose to provide student loan repayments to recruit or retain employees across all job series or target the incentive to a particular occupation or set of occupations. Table 2 lists the occupations for which agencies used student loan repayments most frequently. The table lists the number of employees in the specified occupation who received student loan repayment benefits during FY 2007 and the percentage of all recipients employed in that occupation.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employee Count</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Investigator</td>
<td>1,042</td>
<td>15.7</td>
</tr>
<tr>
<td>Attorney</td>
<td>582</td>
<td>8.8</td>
</tr>
<tr>
<td>Intelligence</td>
<td>385</td>
<td>5.8</td>
</tr>
<tr>
<td>Mechanical Engineer</td>
<td>263</td>
<td>4.0</td>
</tr>
<tr>
<td>GAO Analyst</td>
<td>246</td>
<td>3.7</td>
</tr>
<tr>
<td>Miscellaneous Administration</td>
<td>224</td>
<td>3.4</td>
</tr>
<tr>
<td>Information Technology Management</td>
<td>219</td>
<td>3.3</td>
</tr>
<tr>
<td>Management and Program Analysis</td>
<td>189</td>
<td>2.9</td>
</tr>
<tr>
<td>Inspection, Investigation, and Compliance</td>
<td>168</td>
<td>2.5</td>
</tr>
<tr>
<td>Nuclear Engineer</td>
<td>166</td>
<td>2.5</td>
</tr>
<tr>
<td>Contract Specialist</td>
<td>143</td>
<td>2.2</td>
</tr>
<tr>
<td>Accounting</td>
<td>132</td>
<td>2.0</td>
</tr>
<tr>
<td>Miscellaneous Clerk and Assistant</td>
<td>126</td>
<td>1.9</td>
</tr>
<tr>
<td>Business and Industry</td>
<td>103</td>
<td>1.6</td>
</tr>
<tr>
<td>Electronics Engineer</td>
<td>103</td>
<td>1.6</td>
</tr>
<tr>
<td>Financial Administration</td>
<td>103</td>
<td>1.6</td>
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<tr>
<td>Human Resources Specialist</td>
<td>100</td>
<td>1.5</td>
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<tr>
<td>General Engineer</td>
<td>94</td>
<td>1.4</td>
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<tr>
<td><strong>All Other Occupations</strong></td>
<td><strong>2,231</strong></td>
<td><strong>33.7</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6,619</strong></td>
<td></td>
</tr>
</tbody>
</table>

As evidenced by the table, more criminal investigators received student loan repayment benefits than any other occupation, comprising nearly 16 percent of all recipients during FY 2007. Of the 1,042 criminal investigators who received benefits, 948 were special agents within the Department of Justice’s Federal Bureau of Investigation.

Attorneys accounted for nearly 9 percent of the total number of employees who received student loan repayment benefits in FY 2007. In total, 20 agencies used student loan repayments to encourage attorneys to join or remain in Federal service. The Department of Justice provided student loan repayment benefits to 193 attorneys. The Securities and Exchange Commission also made attorneys a large focus of its program, providing student loan repayment benefits to 188 of them.
At the Departments of Justice, Defense, Homeland Security, and State, a total of 385 intelligence analysts received student loan repayment benefits in FY 2007. Notably, the Federal Bureau of Investigation used student loan repayments to recruit or retain 359 intelligence analysts.

**Agency Data**

In FYs 2003–2006, the five agencies making the most extensive use of student loan repayments were the Departments of Justice, Defense, and State, the Securities and Exchange Commission, and the Government Accountability Office. As presented in Table 3, these five agencies were the most frequent users of student loan repayments again in FY 2007.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Employee Count</th>
<th>% of Total Employees</th>
<th>Amount of Benefits Provided</th>
<th>% of Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Justice</td>
<td>2,463</td>
<td>37.2</td>
<td>$20,559,523</td>
<td>48.7</td>
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<tr>
<td>Department of Defense</td>
<td>1,860</td>
<td>28.1</td>
<td>$6,283,433</td>
<td>14.9</td>
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<tr>
<td>Department of State</td>
<td>626</td>
<td>9.5</td>
<td>$3,741,935</td>
<td>8.9</td>
</tr>
<tr>
<td>Securities and Exchange Commission</td>
<td>369</td>
<td>5.6</td>
<td>$3,390,076</td>
<td>8.0</td>
</tr>
<tr>
<td>Government Accountability Office</td>
<td>316</td>
<td>4.8</td>
<td>$1,641,935</td>
<td>3.9</td>
</tr>
<tr>
<td>All Other Agencies</td>
<td>985</td>
<td>14.9</td>
<td>$6,590,881</td>
<td>15.6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6,619</strong></td>
<td></td>
<td><strong>$42,207,783</strong></td>
<td></td>
</tr>
</tbody>
</table>

The Department of Justice (DOJ) increased its use of student loan repayments in FY 2007. In FY 2007, DOJ provided benefits to 2,463 employees totaling more than $20.5 million. Compared to FY 2006, DOJ had a 24 percent increase in the number of employees receiving student loan repayment benefits and a 17 percent increase in the total amount of student loan repayment benefits provided. The significant investment in this incentive at DOJ can be attributed primarily to the Federal Bureau of Investigation (FBI). In FY 2007, the FBI provided a total of more than $19.2 million in student loan repayment benefits to 2,246 employees. The recipients at FBI included 948 special agents, 359 intelligence analysts, and 161 employees in the inspection, investigation, and compliance series (e.g., investigation specialists).

The Department of Defense (DOD) continued to use its student loan repayment program extensively during FY 2007. In FY 2007, DOD provided nearly $6.3 million in student loan repayment benefits to 1,860 employees. Compared to FY 2006, DOD had a 34 percent increase in the number of employees receiving student loan repayment benefits and a 37 percent increase in the total amount of student loan repayment benefits provided. DOD used student loan repayments extensively as an incentive for engineers, providing benefits to a total of 871 employees in engineering positions. Engineers who received student loan repayment benefits included 262 mechanical engineers, 166 nuclear engineers, 100 electronics engineers, and 72 electrical engineers. DOD also provided student loan repayment benefits to 109 contract specialists and 75 information technology specialists.

The Department of State (DOS) continued to be one of the largest users of student loan repayments in FY 2007, providing more than $3.7 million in student loan repayment benefits to 626 employees. Of the 626 employees who received student loan repayment benefits during FY
2007, 204 were in Civil Service positions and 422 were members of the Foreign Service. In FY 2007, DOS offered a lump-sum payment of $6,000 (or the outstanding loan amount if it was less than $6,000 and greater than $5,000). Of employees who received student loan repayment benefits during FY 2007, 96 percent received the full $6,000 in benefits. DOS made the most student loan repayments for members of the Foreign Service serving as political affairs officers (82), economics officers (79), and public diplomacy officers (64).

During FY 2007, the Securities and Exchange Commission (SEC) provided 369 employees with more than $3.3 million in student loan repayment benefits. As in the past, SEC made the vast majority (78 percent) of its student loan repayments on behalf of employees in its major occupations of attorney (188), accountant (79), and securities compliance examiner (22). The average benefit per employee was $9,187 and approximately 81 percent of program participants received the maximum benefit amount of $10,000.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling more than $1.6 million to 316 employees during FY 2007. As it has in the past, GAO used its student loan repayment program primarily to recruit and retain analysts, providing benefits to 246 of them.

In addition to these five agencies, 28 other Federal agencies made use of student loan repayments during FY 2007. In total, these 28 agencies provided student loan repayment benefits of nearly $6.6 million to 985 employees. Four agencies—the Departments of Health and Human Services, Homeland Security, Housing and Urban Development, and Veterans Affairs—invested more than $500,000 in this particular incentive.

Notably, the Department of Health and Human Services (HHS) provided more than $1.1 million in student loan repayment benefits to 144 employees in FY 2007. Compared to FY 2006, HHS had a 148 percent increase in the number of employees receiving student loan repayment benefits and a 198 percent increase in the total amount of student loan repayment benefits provided.

An additional 10 agencies—the Departments of Agriculture, Energy, Interior, Labor, Transportation, and Treasury, and the Federal Energy Regulatory Commission, National Aeronautics and Space Administration, National Archives and Records Administration, and the Nuclear Regulatory Commission—invested more than $100,000 in student loan repayments.

In its report, the Department of Veterans Affairs (VA) noted its separate student loan repayment authority under section 7681 of title 38, United States Code. Under the VA Education Debt Reduction Program (EDRP), VA may make payments on behalf of recently appointed employees in certain health care occupations for which it is having recruitment or retention problems. During FY 2007, VA added 696 new recipients to the EDRP program and disbursed $12,910,584 in payments on behalf of 4,960 prior year awardees. Registered nurses, pharmacists, and physicians received more than 77 percent of the payments. There are currently 5,656 employees in the EDRP program. Notably, funding for the EDRP is centralized and payments are not taxable.
We note that student loan repayments are designed to be a recruitment and retention tool for
agencies to use at their discretion to achieve their specific human capital management goals.
Therefore, agencies do not necessarily need to provide a large number of student loan
repayments to use the incentive effectively. We commend all participating agencies for taking
advantage of this valuable authority and we will continue to work with them to find the most
strategic uses of student loan repayments.

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 effectively using student loan repayments as a human capital management
tool. In this section, we provide a summary of agencies’ comments.

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

• All components of the Department of Agriculture using the student loan repayment
  program reported it to be a valuable recruitment and retention tool.

• At the Department of Defense, the student loan repayment program is a useful and effective
  human capital management tool.

• The student loan repayment program has had a positive impact on recruitment and retention
  efforts at the Department of Education.

• The Department of Health and Human Services has continued to increase its usage of the
  student loan repayment program as a human resources flexibility designed to improve both
  recruitment and retention of highly skilled and desirable applicants and employees.

• At the Department of Homeland Security, the student loan repayment program has been
  useful as both a recruitment and retention incentive.

• Offering student loan repayments has helped several bureaus within the Department of the
  Interior to attract and retain highly skilled employees. In particular, student loan
  repayments are important to the individual bureaus for attracting competent employees in the
  fields of engineering, environmental science, telecommunication, and financial analysis.

• At the Department of Justice, the student loan repayment program has improved
  recruitment efforts by attracting candidates and also has allowed the Department to offer the
  incentive to retain employees.
Based on increases in participation and employee feedback, the Department of State believes the student loan repayment program is having a positive impact on both recruitment and retention efforts. A survey completed at the end of last year indicated the student loan repayment program was a factor in recruitment and retention, and influenced bid selection for recipients. Notably, of the more than 2,100 employees who have received student loan repayment benefits since 2002, only 91 (4.3 percent) have resigned while subject to the service requirement. That percentage is well below the average attrition rate in either the Department’s Civil Service or Foreign Service.

At the Department of the Treasury, offering student loan repayments as a recruitment tool has given another means to attract highly qualified individuals who might not otherwise consider the Federal employment option, based on entry and mid-level pay rates. This flexibility has enabled the Department to fill critical vacancies, and has been used successfully as an incentive to obtain the best qualified candidates for positions. Several managers have used this tool to retain valuable employees who possess talents critical to program areas.

Independent Agencies

The student loan repayment program has improved recruitment efforts at the Defense Nuclear Facilities Safety Board. The agency competes with the private sector for top graduates, who receive numerous offers of employment along with substantial monetary incentives. The agency’s success in remaining competitive with the private sector is dependent upon using all available recruitment tools, such as student loan repayments.

The Environmental Protection Agency (EPA) is using student loan repayments to improve its recruitment and retention initiatives. Most recent data indicates this flexibility is being used most often to recruit highly qualified scientific and engineering professionals, with skills needed to support EPA’s mission-related work. Students graduating in these fields had substantial loans to repay, and the student loan repayment incentive was a definite consideration in candidates’ decisions to join and remain with the agency.

The Government Accountability Office uses the student loan repayment program to help retain highly qualified individuals with critical knowledge and skills, especially those recently hired.

At the National Mediation Board, student loan repayments are welcomed by employees and are used to provide stability in the workforce.

The Nuclear Regulatory Commission has used the student loan repayment program to recruit or retain employees in a variety of critical positions.

The student loan repayment program benefits the Securities and Exchange Commission and helps the agency retain highly skilled staff.
Best Practices

Some agencies shared best practices they have developed while implementing and administering their student loan repayment programs. Examples of these best practices are noted below.

Departments

- The **Department of Commerce** shared a number of best practices:
  - Obtaining senior management support for the funding of the student loan repayment program;
  - Establishing a Department Administrative Order (DAO) outlining the requirements of the program. The DAO defines the criteria for eligibility, amount and timing of loan payments, the application and selection procedures, program oversight, and other information pertinent to the student loan repayment program; and
  - Publishing the student loan repayment program DAO on the internet to inform all employees of the program.

- The **Department of Education** issued a streamlined checklist for student loan repayment packages on the Department’s intranet to assist managers with repayment requests.

- At the **Department of Labor**, student loan repayment program eligibility is based on criteria which consider recruitment history, labor-market factors, and special qualifications for the position. Determinations on which of the eligible employees receive student loan repayment benefits are closely linked to the employees’ level of performance.

- The **Department of State** (DOS) shared several best practices:
  - Attaining senior management support for funding and the direction of transparent eligibility requirements;
  - Providing central administrative control over funding, which managers believed would more likely ensure program success than decentralization to the bureau level;
  - Defining eligibility in accordance with the recruitment and retention needs of both the Civil Service and Foreign Service, reviewing those needs annually, and making appropriate adjustments to the eligibility criteria;
  - Limiting loans eligible for repayment to those loans taken out by an employee for the purpose of studies already completed by the employee; and
  - Projecting the program budget based on hiring rates, attrition rates, and program use to encourage Foreign Service and Civil Service assignments to specific embassies and consulates.
o DOS is now requiring student loan repayment program participants to make independent payments toward their qualifying loan debt. Prior to 2006, approximately 20 percent of those qualifying for the program allowed the lump-sum student loan repayment benefit to be applied as future payments to their loan. Now, failing to continue to make payments on his or her student loan will render an employee ineligible for the program. This policy is consistent with DOS’s view of its program as a “partnership” to assist employees in paying down extensive student loan debt.

o DOS established a Web-based application and database collection system. This is the first data collection system developed by a Federal agency for use with its student loan repayment program, and the system permits employees to submit applications online. With the exception of hard copy lender statements, the system has eliminated the need for all “offline” documentation.

- The **Department of the Treasury** shared a number of best practices:
  - Developing internal controls to facilitate expeditious and accurate processing of student loan repayment program applications;
  - Implementing systemic verification and validation processes to ensure the integrity of the student loan repayment program;
  - Requiring program recipients, on a quarterly basis, to confirm the accuracy of their information and that their lenders are receiving and applying the payments appropriately;
  - Using bi-weekly payments instead of lump-sum payments, which the Department believes is more effective in assuring recipients fulfill their 3-year service agreement;
  - Verifying all information submitted by the applicant to avoid misdirected payments and/or overpayments.

**Independent Agencies**

- The **Environmental Protection Agency** tracks manager hiring satisfaction with the availability of student loan repayments as part of the Chief Human Capital Officers Council’s hiring management satisfaction survey. Also, the agency measures the retention rate of recipients over time and compares the rate to the agency’s overall attrition rate and the rate for employees who do not receive student loan repayment benefits.

- The **Securities and Exchange Commission** is attempting to streamline the application and payment process by developing an automated application system that will enable the agency to better manage participation, collect more statistical data and measure participant satisfaction. The agency anticipates full operation of the automated system no later than the 2009 program year.
**Impediments to Using Student Loan Repayments**

As we have reported previously, the primary barrier for agencies in using student loan repayments is a lack of funding. A total of 18 agencies commented that budgetary issues were a major impediment to using student loan repayments as a recruitment or retention tool.

Another reported barrier to using student loan repayments effectively is the 3-year service requirement employees must fulfill in return for receiving student loan repayment benefits. An agency commented that some potential candidates did not submit applications due to the 3-year service commitment.

However, impediments to establishing and administering a program are not necessarily the 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 it does not usually need to focus on recruiting individuals with highly technical or unique qualifications and generally meets hiring targets without using special incentives. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

**V. Conclusion**

One of the biggest challenges for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments are a valuable human capital management tool that enables agencies to recruit highly qualified candidates into Federal service and keep talented employees in the Federal workforce. Agencies may tailor their use of student loan repayments to meet their specific human capital management goals.

OPM continues its leadership role in promoting the use of student loan repayments as a tool to attract and retain a well-qualified Federal workforce. We will continue to use the OPM Website to post current guidance and information on student loan repayments. The information available at [www.opm.gov/oca/PAY/StudentLoan/index.asp](http://www.opm.gov/oca/PAY/StudentLoan/index.asp) 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. We will update and enhance our Web guidance as needed. In addition, we will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. We are committed to providing agencies with the most up-to-date and useful information on using student loan repayments and other human capital management flexibilities. We look forward to agencies’ continued success in using student loan repayments during FY 2008.
## REPORTING AGENCIES

### DEPARTMENTS

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

### INDEPENDENT AGENCIES

- African Development Foundation
- Agency for International Development
- American Battle Monuments Commission
- Arctic Research Commission
- Barry M. Goldwater Scholarship and Excellence in Education Foundation
- Broadcasting Board of Governors
- Chemical Safety and Hazard Investigation Board
- Commission of Fine Arts
- Commission on Civil Rights
- Committee for Purchase from People Who Are Blind or Severely Disabled
- Commodity Futures Trading Commission
- Consumer Product Safety Commission
- Corporation for National and Community Service
- Court Services and Offender Supervision Agency
- Defense Nuclear Facilities Safety Board
- Environmental Protection Agency
- Equal Employment Opportunity Commission
- Export-Import Bank
- Farm Credit Administration
- Federal Communications Commission
- Federal Deposit Insurance Corporation
- Federal Election Commission
- Federal Energy Regulatory Commission
- Federal Housing Finance Board
- Federal Maritime Commission
- Federal Mediation and Conciliation Service
- Federal Retirement Thrift Investment Board
- Federal Trade Commission
- General Services Administration
- Government Accountability Office
- Government Printing Office
- Harry S. Truman Scholarship Foundation
- Holocaust Memorial Museum
- Inter-American Foundation
- International Trade Commission
- James Madison Fellowship Foundation
- Library of Congress
- Merit Systems Protection Board
- Millennium Challenge Corporation
- National Aeronautics and Space Administration
- National Archives and Records Administration
- National Capital Planning Commission
- National Credit Union Administration
- National Endowment for the Arts
- National Endowment for the Humanities
- National Labor Relations Board
- National Mediation Board
- National Science Foundation
- National Transportation Safety Board
- Nuclear Regulatory Commission
- Occupational Safety and Health Review Commission
- Office of Government Ethics
- Office of Navajo and Hopi Indian Relocation
- Office of Personnel Management
- Office of Special Counsel
- Overseas Private Investment Corporation
- Postal Regulatory Commission
- Presidio Trust
- Railroad Retirement Board
- Securities and Exchange Commission
- Selective Service System
- Small Business Administration
- Smithsonian Institution
- Social Security Administration
- Surface Transportation Board
- Tax Court
- Trade and Development Agency
- United States Section, International Boundary and Water Commission
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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<tr>
<td><strong>Departments</strong></td>
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<td>AGENCY REPORTS – FY 2007</td>
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<td>Agriculture</td>
<td>53</td>
<td>GS-0101, Social Scientist</td>
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<td>GS-0260, Equal Employment Specialist</td>
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<td>GS-0301, Program Specialist (2)</td>
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<td>GS-0301, Supervisory Planning and Acct Officer</td>
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| Defense (continued)  | 1,860              | GG-0341, Administrative Officer
GG-0343, Management and Program Analysis
GG-0801, General Engineer (2)
GG-0830, Mechanical Engineering
GG-0855, Electronics Engineer (5)
GG-0861, Aerospace Engineering
GG-2210, Information Technology
GS-0018, Safety & Occupational Health Mgmt (7)
GS-0020, Community Planner (6)
GS-0080, Security Administration (7)
GS-0101, Social Scientist (9)
GS-0130, Foreign Affairs (7)
GS-0131, International Relations (2)
GS-0150, Geography
GS-0170, Historian (5)
GS-0180, Psychology (5)
GS-0185, Social Work
GS-0199, Social Science Student Trainee
GS-0201, Human Resources Specialist (38)
GS-0299, Personnel Management Trainee (6)
GS-0301, Miscellaneous Administration (18)
GS-0303, Miscellaneous Clerk (4)
GS-0340, Program Manager
GS-0343, Management and Program Analyst (37)
GS-0346, Logistics Management (24)
GS-0399, Administrative Trainee (4)
GS-0401, General Natural Resources Management
GS-0403, Microbiologist
GS-0413, Physiology
GS-0501, Finance Administration (78)
GS-0503, Financial Clerical
GS-0510, Accountant (38)
GS-0511, Auditor (55)
GS-0560, Budget Analyst (41)
GS-0561, Budget Clerk/Assistant (3)
GS-0599, Financial Management Trainee (5)
GS-0610, Nurse (75)
GS-0620, Practical Nurse (9)
GS-0660, Pharmacist
GS-0662, Optometrist (2)
GS-0671, Health System Specialist
GS-0690, Industrial Hygiene
GS-0801, General Engineer (51)
GS-0802, Engineering Technician (9)
GS-0803, Safety Engineer (3)
GS-0806, Materials Engineer (13)
GS-0808, Architect (8)
GS-0810, Civil Engineer (17)
GS-0819, Environmental Engineer (7)
GS-0830, Mechanical Engineer (241)
GS-0840, Nuclear Engineer (166)
GS-0850, Electrical Engineer (70)
GS-0854, Computer Engineer (29)
GS-0855, Electronics Engineer (73) | $6,283,433 |
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<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
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| Defense (continued) | 1,860 | GS-0861, Aerospace Engineer (31)  
GS-0871, Naval Architect (22)  
GS-0893, Chemical Engineer (19)  
GS-0894, Engineer (2)  
GS-0896, Industrial Engineer (21)  
GS-0899, Engineering Trainee (10)  
GS-0905, General Attorney (10)  
GS-0950, Paralegal Specialist  
GS-1001, General Arts and Information  
GS-1035, Public Affairs (5)  
GS-1071, Audiovisual Production  
GS-1083, Technical Writing and Editing  
GS-1084, Visual Information (2)  
GS-1101, General Business and Industry (28)  
GS-1102, Contract Specialist (106)  
GS-1152, Production Control (2)  
GS-1170, Realty  
GS-1199, Business and Industry Student Trainee (2)  
GS-1222, Patent Attorney  
GS-1301, General Physical Scientist (5)  
GS-1306, Health Physics (2)  
GS-1310, Physicist (3)  
GS-1311, Physical Science Technician (6)  
GS-1320, Chemist (16)  
GS-1321, Metallurgy (2)  
GS-1384, Textile Technology (3)  
GS-1399, Physical Science  
GS-1410, Librarian  
GS-1420, Archivist  
GS-1515, Operations Research Analyst (25)  
GS-1520, Mathematics  
GS-1529, Mathematical Statistician (2)  
GS-1550, Computer Scientist (18)  
GS-1701, General Education and Training (13)  
GS-1712, Training Instruction  
GS-1740, Education Services (4)  
GS-1750, Instructional Systems (5)  
GS-1811, Criminal Investigator (17)  
GS-1910, Quality Assurance  
GS-2003, Supply Program Management (4)  
GS-2010, Inventory Management (26)  
GS-2099, Supply  
GS-2130, Traffic Management (2)  
GS-2181, Aircraft Pilot (7)  
GS-2210, Information Technology (70)  
GS-2299, Information Technology Student Trainee  
NH-0301, Miscellaneous Administration  
NH-0343, Management and Program Analyst  
NH-0801, General Engineer (4)  
NH-0806, Materials Engineering (2)  
NH-0830, Mechanical Engineer (14)  
NH-0850, Electrical Engineer (2)  
NH-0854, Computer Engineer  
NH-0855, Electronics Engineer (10) | $6,283,433 |
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<th>Department/Agency</th>
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<td>1,860</td>
<td>NH-0861, Aerospace Engineer&lt;br&gt;NH-0893, Chemical Engineer (3)&lt;br&gt;NH-0905, General Attorney&lt;br&gt;NH-1310, Physicist (2)&lt;br&gt;NH-1515, Operations Research Analyst (12)&lt;br&gt;NH-2210, Information Technology&lt;br&gt;NK-0303, Miscellaneous Clerk (2)&lt;br&gt;YA-0131, Social Science (2)&lt;br&gt;YA-0301, Miscellaneous Administration (6)&lt;br&gt;YA-0343, Management and Program Analyst (2)&lt;br&gt;YA-0501, Financial Administration (5)&lt;br&gt;YA-0511, Auditing (4)&lt;br&gt;YA-0905, General Attorney (2)&lt;br&gt;YA-1102, Contracting (3)&lt;br&gt;YA-1701, General Education&lt;br&gt;YA-2210, Information Technology (3)&lt;br&gt;YD-0801, General Engineer (2)&lt;br&gt;YD-0830, Mechanical Engineer (5)&lt;br&gt;YD-0854, Computer Engineering&lt;br&gt;YD-0855, Electronics Engineering (10)&lt;br&gt;YD-0861, Aerospace Engineering (2)&lt;br&gt;YD-1301, General Physical Science (3)&lt;br&gt;YH-0603, Physician’s Assistant&lt;br&gt;YH-0610, Nurse (2)</td>
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<td>Education</td>
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<td>Energy</td>
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<td>EK-0801, General Engineer (22)&lt;br&gt;EK-1306, Heath Physicist&lt;br&gt;EN-0801, General Engineer&lt;br&gt;GS-0028, Environmental Protection Specialist&lt;br&gt;GS-0080, Security Specialist (2)&lt;br&gt;GS-0110, Economist&lt;br&gt;GS-0301, Supervisory Cultural Resources&lt;br&gt;GS-0301, Business Management Specialist (5)&lt;br&gt;GS-0301, Energy Technology Program Specialist (2)&lt;br&gt;GS-0301, Policy Analyst&lt;br&gt;GS-0343, Management Analysis Officer&lt;br&gt;GS-0343, Program Analyst (4)&lt;br&gt;GS-0399, Student Trainee (Program Analyst-Rates)&lt;br&gt;GS-0482, Fish Biologist&lt;br&gt;GS-0560, Budget Analyst&lt;br&gt;GS-0801, General Engineer (7)&lt;br&gt;GS-0850, Electrical Engineer (5)&lt;br&gt;GS-0855, Electronics Engineer&lt;br&gt;GS-0905, General Attorney&lt;br&gt;GS-1101, Industrial Relations Specialist (3)&lt;br&gt;GS-1101, Account Specialist&lt;br&gt;GS-1222, Patent Attorney&lt;br&gt;GS-1301, Physical Scientist (2)&lt;br&gt;GS-1515, Operations Research Analyst&lt;br&gt;GS-1550, Computer Scientist</td>
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<td>Health and Human Services</td>
<td>144</td>
<td>AD-0401, Senior Investigator&lt;br&gt;AD-0401, Staff Fellow</td>
<td>$1,105,910</td>
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<tr>
<td>Department/Agency</td>
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| Health and Human Services         | 144                | AD-0601, Science Program Leader  
AD-0602, Staff Clinician  
GS-0101, Child Care Program Specialist (2)  
GS-0101, Child & Family Program Specialist (4)  
GS-0101, Child Support Program Specialist  
GS-0101, Family Assistance Program Specialist  
GS-0101, HS & Youth Program Specialist (2)  
GS-0101, Lead Child & Family Program Specialist  
GS-0101, Program Specialist (6)  
GS-0101, Program Specialist (Family)  
GS-0101, Social Science Intern (3)  
GS-0101, Social Science Research Analyst (4)  
GS-0101, Supervisory Behavioral Science Analyst  
GS-0101, Supervisory Childcare Program Specialist  
GS-0101, Youth Services Program Specialist  
GS-0260, Equal Employment Opp. Specialist (2)  
GS-0301, Clinical Program Administrative  
GS-0301, Executive Assistant  
GS-0301, Family & Child Dev. Program Specialist (2)  
GS-0301, Management Specialist (2)  
GS-0301, Presidential Management Fellow (4)  
GS-0301, Program Coordinator  
GS-0301, Program Specialist (2)  
GS-0301, Quality Assurance Officer  
GS-0301, Regulatory Counsel  
GS-0301, Space & Facilities Management Officer  
GS-0303, Program Support Assistant  
GS-0318, Secretary (2)  
GS-0341, Administrative Officer (2)  
GS-0341, Lead Administrative Officer (2)  
GS-0343, Management Analyst (3)  
GS-0343, Management and Program Analyst (3)  
GS-0343, Management Analysis Officer  
GS-0343, Program Analyst (8)  
GS-0343, Program Specialist  
GS-0344, Management Assistant (OA)  
GS-0401, Biologist (3)  
GS-0403, Microbiologist  
GS-0405, Pharmacologist  
GS-0501, Accounting Procedures Analyst  
GS-0501, Financial Operations Specialist (3)  
GS-0505, Financial Manager (System)  
GS-0601, Biomedical Informatics Specialist  
GS-0601, Epidemiologist  
GS-0601, Health Science Policy Analyst  
GS-0601, Health Science Analyst (2)  
GS-0601, Health Science Admin (5)  
GS-0601, Intellectual Property Advisor  
GS-0601, Project Management Officer (2)  
GS-0601, Supervisory Technology Transfer Spec.  
GS-0601, Technical Lab Manager (3)  
GS-0601, Technology Transfer Specialist (4)  
GS-0665, Audiologist  
GS-0696, Consumer Safety Officer (5) | $1,105,910 |
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<td>GS-0950, Paralegal Specialist</td>
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<td>GS-1035, Public Affairs Specialist</td>
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<td>GS-1082, Writer Editor</td>
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<td>GS-1101, Grants Management Specialist</td>
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<td>GS-0132, Intelligence Analyst (7)</td>
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<td>GS-2210, Information Technology Specialist</td>
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<td>Housing and Urban Development</td>
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<td>GS-0301, Community Planning and Dev. Rep (9)</td>
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<td>GS-0301, Departmental Operations Officer</td>
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<td>GS-0301, Program Liaison Specialist</td>
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<td>GS-0343, Special Assistant</td>
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<td>GS-0501, Chief Systems Management Branch</td>
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<td>GS-0510, Accountant</td>
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| Housing and Urban Development (continued) | 179 | GS-0511, Auditor  
GS-0560, Budget Analyst  
GS-0808, Architect  
GS-0828, Construction Analyst  
GS-0905, Attorney (2)  
GS-0905, Attorney Advisor (46)  
GS-0905, Law Clerk (3)  
GS-0905, Trial Attorney (6)  
GS-0950, Paralegal Specialist (5)  
GS-1101, Affordable Housing Specialist (2)  
GS-1101, Consumer Protection Compliance Spec  
GS-1101, Contract/Labor Relations Spec.  
GS-1101, Facilities Management Specialist  
GS-1101, Housing Program Manager  
GS-1101, Sr. Housing Program Specialist  
GS-1101, Operation Analyst  
GS-1101, Public Housing Revitalization Specialist (4)  
GS-1101, Program Liaison Specialist  
GS-1101, Program Specialist (COLONIAS)  
GS-1101, Project Manager (18)  
GS-1101, Restructuring Analyst  
GS-1101, Senior Advisor  
GS-1101, Sr. Housing Specialist  
GS-1171, Appraiser  
GS-1171, Sr. Underwriter/Appraiser  
GS-1199, Housing Operations Trainee  
GS-1199, Information Specialist  
GS-1199, Student TR Mortgage Approval Analyst  
GS-1910, Sr. Quality Assurance Specialist  
GS-2210, IT Investment Analyst  
GS-2210, IT Specialist (5) | $598,165 |
| Interior | 41 | GS-0025, Park Ranger (LE)  
GS-0028, Environmental Protection Specialist (5)  
GS-0110, Economist  
GS-0201, Human Resources Specialist  
GS-0201, Human Resources Officer  
GS-0343, Management Analyst (4)  
GS-0343, Program Analyst (3)  
GS-0401, Supervisory Biologist  
GS-0501, Financial Management Analyst  
GS-0511, Auditor  
GS-0560, Supervisory Budget Analyst  
GS-0809, Project Supervisor  
GS-0810, Civil Engineer (3)  
GS-0810, Structural Engineer  
GS-0850, Electrical Engineer  
GS-0881, Petroleum Engineer  
GS-1083, Technical Editor  
GS-1101, Concession Management Specialist (3)  
GS-1102, Contract Specialist (2)  
GS-1102, Contracting Officer  
GS-1370, Cartographer  
GS-1373, Land Surveyor | $339,967 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Interior (continued)</td>
<td>41</td>
<td>GS-1801, Investigation Specialist (Finance) GS-2210, Information Technology Specialist GS-2210, Supervisory Information Technology Spec. GS-2299, Student Trainee</td>
<td>$339,967</td>
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<tr>
<td>Department/Agency</td>
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<td>Job Classifications</td>
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<td>Department/Agency</td>
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| Justice (continued) | 2,463               | GS-1320, Research Chemist  
GS-1321, Metallurgist  
GS-1386, Photo Technologist  
GS-1397, Document Analyst  
GS-1412, Technical Information Specialist (21)  
GS-1520, Mathematician  
GS-1541, Cryptanalyst (2)  
GS-1550, Computer Scientist (2)  
GS-1701, Applied Linguist  
GS-1702, Training Technician  
GS-1712, Training Instructor (2)  
GS-1750, Instructional Systems Specialist (2)  
GS-1801, Investigative Operations Analyst (23)  
GS-1801, Supv. Investigative Operations Analyst  
GS-1801, Investigative Specialist (106)  
GS-1801, Supv. Investigative Specialist (7)  
GS-1802, Surveillance Specialist (24)  
GS-1802, Criminal History Examiner (2)  
GS-1802, ELSUR Operations Technician (5)  
GS-1802, Identification Records Examiner  
GS-1811, Special Agent (948)  
GS-1811, Supervisory Special Agent (60)  
GS-2005, Supply Technician  
GS-2130, Traffic Management Specialist  
GS-2210, IT Specialist (71)  
GS-2210, Supervisory IT Specialist (4)                                                                 | $20,559,523 |
| Labor            | 36                  | GS-0201, Human Resources Specialist (3)  
GS-0301, Program Support Specialist  
GS-0303, Program Support Assistant  
GS-0343, Program Analyst (3)  
GS-0343, Program and Management Analyst  
GS-0511, Auditor (7)  
GS-0905, Attorney-Advisor (Labor)  
GS-1801, Investigative Analyst (2)  
GS-1811, Criminal Investigator (15)  
GS-1811, Supervisory Criminal Investigator  
GS-2210, IT Specialist                                                                 | $190,033   |
| State            | 626                 | FS-2010, Management Officer (53)  
FS-2101, Financial Management (7)  
FS-2201, Human Resources Management  
FS-2301, General Services (3)  
FS-2501, Security (34)  
FS-2550, Security Engineering (3)  
FS-2560, Security Engineering-Tech  
FS-2880, Information Management (16)  
FS-2882, Information Management-Tech  
FS-3001, Consular Affairs (56)  
FS-4400, Public Diplomacy (64)  
FS-5015, Economics (79)  
FS-5505, Political Affairs (82)  
FS-6115, Health Practitioner (2)  
FS-6218, Construction Engineering  
FS-9017, Office Management (19)  
GS-0080, Security Administration                                                                 | $3,741,935 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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</table>
| State (continued) | 626                | GS-0130, Foreign Affairs (20)  
|                   |                    | GS-0132, Intelligence  
|                   |                    | GS-0170, History (6)  
|                   |                    | GS-0201, Personnel Management (7)  
|                   |                    | GS-0260, Equal Employment Opportunity  
|                   |                    | GS-0301, Misc. Administration and Program (20)  
|                   |                    | GS-0303, Miscellaneous Clerk and Assistant (5)  
|                   |                    | GS-0318, Secretary (3)  
|                   |                    | GS-0343, Management and Program Analysis  
|                   |                    | GS-0501, Financial Administration and Program (7)  
|                   |                    | GS-0510, Accounting (4)  
|                   |                    | GS-0560, Budget Analysis (4)  
|                   |                    | GS-0801, General Engineering  
|                   |                    | GS-0808, Architecture  
|                   |                    | GS-0810, Civil Engineer  
|                   |                    | GS-0828, Construction Analyst  
|                   |                    | GS-0904, Law Clerk (2)  
|                   |                    | GS-0905, General Attorney (27)  
|                   |                    | GS-0967, Passport and Visa Examining (55)  
|                   |                    | GS-1001, General Arts and Information  
|                   |                    | GS-1035, Public Affairs  
|                   |                    | GS-1101, General Business and Industry (5)  
|                   |                    | GS-1102, Contracting (6)  
|                   |                    | GS-1801, Gen. Inspection, Inv., and Compliance (2)  
|                   |                    | GS-2210, Information Technology Management (21)  |
| Transportation    | 36                 | GS-0020, Community Planner (6)  
|                   |                    | GS-0020, Transportation Planner  
|                   |                    | GS-0028, Environmental Protection Specialist  
|                   |                    | GS-0099, Student Trainee  
|                   |                    | GS-0110, Economist  
|                   |                    | GS-0301, Legal Analyst  
|                   |                    | GS-0301, Intergovernmental Program Specialist  
|                   |                    | GS-0301, Policy Analyst  
|                   |                    | GS-0301, Program Analyst  
|                   |                    | GS-0342, Support Service Specialist  
|                   |                    | GS-0343, Program Analyst (2)  
|                   |                    | GS-0360, Equal Opportunity Specialist (2)  
|                   |                    | GS-0501, Financial Specialist  
|                   |                    | GS-0560, Budget Analyst  
|                   |                    | GS-0801, General Engineer  
|                   |                    | GS-0905, Attorney-Advisor (Headquarters)  
|                   |                    | GS-0905, Attorney-Advisor (General) (2)  
|                   |                    | GS-0905, Trial Attorney (Transportation) (2)  
|                   |                    | GS-1102, Contract Specialist  
|                   |                    | GS-2101, Transportation Program Specialist (2)  
|                   |                    | GS-2101, Transportation Industry Analyst  
|                   |                    | GS-2101, International Transportation Specialist (2)  
|                   |                    | GS-2101, Regional Administrator  
|                   |                    | GS-2110, Transportation Industry Analyst  
|                   |                    | GS-2210, IT Project Manager  |
| Treasury          | 26                 | GS-0201, Personnel Management Specialist  
|                   |                    | GS-0301, Ethics Program Coordinator  
|                   |                    | GS-0301, Supervisory Payment Control Specialist  
<p>|                   |                    | GS-0340, Project Manager (2)  |</p>
<table>
<thead>
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<th>Department/Agency</th>
<th>Number of Employees</th>
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<tbody>
<tr>
<td>Treasury (continued)</td>
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<td>GS-0343, Supervisory Mgmt/Program Analyst (2)</td>
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<td>GS-0501, Financial Program Specialist</td>
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<td>GS-0501, Financial Specialist</td>
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<td>GS-0510, Accountant (3)</td>
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<td>GS-0510, Supervisory Accountant Officer</td>
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<td>GS-0511, Auditor</td>
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<td>GS-0560, Budget Analyst</td>
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<td>GS-0905, Attorney Advisor</td>
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<td></td>
<td></td>
<td>GS-1101, Sr. Systems Analyst</td>
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<td>GS-2210, Information Technology Specialist</td>
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<td>Veterans Affairs</td>
<td>129</td>
<td>GS-0180, Psychologist (11)</td>
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<td>GS-0185, Social Worker (35)</td>
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<td>GS-0260, Equal Employment Opportunity (2)</td>
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<td>GS-0301, Miscellaneous Admin and Program (5)</td>
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<td>GS-0343, Management/ Program Analyst (6)</td>
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<td>GS-0360, Equal Opportunity Compliance (4)</td>
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<td>GS-0501, Financial Administration and Program</td>
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<td>GS-0510, Accounting</td>
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<td>GS-0561, Budget Clerical and Assistance</td>
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<td></td>
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<td>GS-0620, Practical Nurse</td>
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<td>GS-0631, Occupational Therapist (3)</td>
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<td>GS-0633, Physical Therapist (9)</td>
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<td>GS-0644, Medical Technologist (3)</td>
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<td>GS-0647, Diagnostic Radiologic Technician (2)</td>
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<td>GS-0649, Medical Instrument Technician (2)</td>
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<td>GS-0660, Pharmacist (7)</td>
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<td>GS-0669, Medical Records Administrator</td>
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<td>GS-0671, Health System Specialist (6)</td>
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<td>GS-0801, General Engineer</td>
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<td>GS-1035, Public Affairs</td>
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<td>GS-1102, Contracting</td>
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<td>GS-1530, Statistician (2)</td>
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<td></td>
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<td>GS-2210, Information Technology Specialist</td>
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**Independent Agencies**

<table>
<thead>
<tr>
<th>Independent Agencies</th>
<th>Number of Employees</th>
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<td>Defense Nuclear Facilities Safety Board</td>
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<td>DN-0801, Engineer</td>
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<td>GS-0905, Attorney</td>
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<td>Environmental Protection Agency</td>
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<td>GS-0028, Environmental Protection Specialist (3)</td>
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<td>GS-0101, Social Scientist</td>
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<td>GS-0343, Program Analyst (2)</td>
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<td></td>
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<td>GS-0440, Geneticist</td>
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<td></td>
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<td>GS-0601, Epidemiologist (3)</td>
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<td>GS-0801, General Engineer</td>
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<td>GS-0819, Environmental Engineer</td>
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<td></td>
<td>GS-0830, Mechanical Engineer</td>
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<td>GS-1301, Research Physical Scientist</td>
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<td>Farm Credit Administration</td>
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<td>VH-0201, Human Resources Specialist</td>
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<td>VH-1101, Associate FCA Examiner (12)</td>
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<td>VH-2210, Information Technology Specialist</td>
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<td>Federal Energy Regulatory Commission</td>
<td>42</td>
<td>GS-0110, Economists (7)</td>
<td>$397,504</td>
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<td>GS-0201, Human Resources Specialist</td>
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<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
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<td>Federal Housing Finance Board</td>
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<td>TM-0343, Senior Program Analyst, TM-0570, Bank Examiner (2), TS-1160, Financial Analyst (4)</td>
<td>$66,576</td>
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<td>Inter-American Foundation</td>
<td>1</td>
<td>GS-0101, Supervisory Social Science Analyst</td>
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<td>International Trade Commission</td>
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<td>GS-0201, Human Resources Specialist, GS-0905, Supervisory Attorney Advisor, GS-1101, International Trade Analyst</td>
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<td>Library of Congress</td>
<td>2</td>
<td>GS-0201, HR Specialist (Labor Relations), GS-1001, Folklife Specialist Research</td>
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<td>Department/Agency</td>
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| National Aeronautics and Space Administration (continued) | 38                  | GS-0893, Aerospace Polymeric Materials Engineer  
GS-0905, Attorney-Advisor (General)  
GS-1102, Contract Specialist (17)                                             | $258,169  |
| National Archives and Records Administration          | 21                  | GS-0510, Accountant  
GS-1001, Exhibition Information Specialist  
GS-1001, Preservation Program Officer  
GS-1001, Supv. Motion Picture Preservation Spec.  
GS-1001, Conservator (4)  
GS-1060, Photographer (Preservation)  
GS-1420, Archivist (8)  
GS-1421, Archives Specialist (2)  
GS-1421, Supv. Archives Specialist  
GS-1421, Archives Technician                                              | $146,324  |
| National Mediation Board                              | 4                   | GS-0905, Attorney Advisor (3)  
GS-1035, Public Affairs                                                        | $20,695   |
| Nuclear Regulatory Commission                         | 15                  | GG-0301, International Policy Analyst  
GG-0343, Management Analyst  
GG-0801, Reactor Inspector (2)  
GG-0840, Resident Inspector (BWR)  
GG-0840, Resident Inspector (PWR) (3)  
GG-0850, Electrical Engineer  
GG-0905, Attorney (3)  
GG-0905, Legal Counsel  
GG-1301, Regional State Liaison Officer  
GG-1305, Health Physicist                                        | $137,882  |
| Office of Personnel Management                        | 6                   | GS-0180, Personnel Research Psychologist  
GS-0201, Human Resources Specialist (4)  
GS-0301, Executive Officer                                                   | $20,000   |
| Office of Special Counsel                             | 11                  | GS-0905, General Attorney (11)                                                     | $66,000   |
| Securities and Exchange Commission                    | 369                 | SK-0101, Social Science Analyst  
SK-0110, Economist  
SK-0201, HR Specialist (2)  
SK-0301, Administrative Officer  
SK-0301, ARP Specialist (3)  
SK-0301, Case Management Specialist (4)  
SK-0301, FOIA/ Privacy Act Officer  
SK-0301, Lease Management Specialist  
SK-0301, Program Support Specialist (3)  
SK-0301, Regulation Specialist  
SK-0301, Research Specialist (11)  
SK-0303, Disclosure Assistant (4)  
SK-0305, Mail Clerk  
SK-0318, Secretary (5)  
SK-0343, Management Analyst  
SK-0343, Program Analyst (4)  
SK-0344, Management Assistant  
SK-0501, Budget Systems Admin  
SK-0510, Staff Accountant (79)  
SK-0880, Mining Engineer  
SK-0881, Petroleum Engineer  
SK-0905, Attorney-Adviser (188)  
SK-0950, Paralegal Specialist (7)  
SK-0963, Legal Instruments Examiner                             | $3,390,076|
<table>
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<td>SK-1831, Securities Compliance Examiner (22)</td>
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<td>SK-2210, IT Specialist (11)</td>
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<tr>
<td>33 Agencies</td>
<td>6,619</td>
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<td>$42,207,783</td>
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*Note: Reported costs are rounded to the nearest whole dollar.*