

# FEDERAL STUDENT LOAN REPAYMENT PROGRAM FISCAL YEAR 2007

---

## REPORT TO THE CONGRESS

*Working for America*



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
MAY 2008

## **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](http://www.opm.gov/oca).

Linda M. Springer  
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM  
FISCAL YEAR 2007**

**TABLE OF CONTENTS**

	<b>PAGE</b>
<b>I. EXECUTIVE SUMMARY .....</b>	<b>3</b>
<b>II. BACKGROUND.....</b>	<b>3</b>
<b>III. AGENCY REPORTS .....</b>	<b>4</b>
<b>IV. AGENCY COMMENTS.....</b>	<b>8</b>
<b>V. CONCLUSION.....</b>	<b>12</b>

**Attachment 1: List of Reporting Agencies**

**Attachment 2: Agency Reports for Fiscal Year 2007**

## **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;
- (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 1

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
<b>Participating Agencies</b>	16	24	28	30	34	33
<b>Number of Recipients</b>	690	2,077	2,945	4,409	5,755	6,619
<b>Total Amount Provided</b>	\$3,163,990	\$9,182,637	\$16,424,365	\$27,982,680	\$35,940,819	\$42,207,783
<b>Average Amount Provided</b>	\$4,585	\$4,421	\$5,577	\$6,347	\$6,245	\$6,377

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 2**

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

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 3**

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

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 ERDP 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.

- 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.
- 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

## AGENCY REPORTS – FY 2007

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	53	GS-0101, Social Scientist GS-0260, Equal Employment Specialist GS-0301, Program Specialist (2) GS-0301, Supervisory Planning and Acct Officer GS-0401, Agriculturalist (3) GS-0401, Biological Scientist (2) GS-0401, Research Molecular Biologist GS-0404, Biological Sci Lab Tech (Microbiology) GS-0414, Research Entomologist (4) GS-0435, Research Plant Physiologist (2) GS-0440, Research Molecular Geneticist GS-0560, Budget Analyst GS-0696, Consumer Safety Officer GS-0701, Veterinary Medical Officer (23) GS-0799, Student Trainee Veterinary GS-0855, Electronics Engineer GS-0890, Agricultural Engineer GS-1382, Research Food Technologist GS-1529, Mathematical Statistician (3) GS-1801, Compliance Officer GS-2299, IT Specialist	\$404,173
Commerce	3	GS-0905, Attorney Advisor (International) (3)	\$19,605
Defense	1,860	AD-0601, General Health Science (2) DB-0099, Miscellaneous Occupation DB-0150, Geography (4) DB-0180, Psychology (2) DB-0403, Microbiologist DB-0601, General Health Science DB-0610, Nurse DB-0810, Civil Engineering DB-0830, Mechanical Engineer DB-0854, Computer Engineering DB-0861, Aerospace Engineer (2) DB-0890, Agricultural Engineering DB-1301, General Physical Scientist DB-1370, Cartography DR-0806, Materials Engineering (2) DR-0810, Civil Engineer DR-0855, Electronics Engineer (2) DR-0861, Aerospace Engineer (2) DR-1310, Physics DR-1515, Operations Research Analyst DR-1550, Computer Science GG-0132, Intelligence (18) GG-0301, Miscellaneous Administration (2)	\$6,283,433

Department/Agency	Number of Employees	Job Classifications	Cost
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



Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,860	NH-0861, Aerospace Engineer NH-0893, Chemical Engineer (3) NH-0905, General Attorney NH-1310, Physicist (2) NH-1515, Operations Research Analyst (12) NH-2210, Information Technology NK-0303, Miscellaneous Clerk (2) YA-0131, Social Science (2) YA-0301, Miscellaneous Administration (6) YA-0343, Management and Program Analyst (2) YA-0501, Financial Administration (5) YA-0511, Auditing (4) YA-0905, General Attorney (2) YA-1102, Contracting (3) YA-1701, General Education YA-2210, Information Technology (3) YD-0801, General Engineer (2) YD-0830, Mechanical Engineer (5) YD-0854, Computer Engineering YD-0855, Electronics Engineering (10) YD-0861, Aerospace Engineering (2) YD-1301, General Physical Science (3) YH-0603, Physician's Assistant YH-0610, Nurse (2)	\$6,283,433
Education	4	GS-0301, Information Resources Specialist GS-0301, Program Specialist GS-0343, Management and Program Analyst (2)	\$21,950
Energy	68	EK-0801, General Engineer (22) EK-1306, Health Physicist EN-0801, General Engineer GS-0028, Environmental Protection Specialist GS-0080, Security Specialist (2) GS-0110, Economist GS-0301, Supervisory Cultural Resources GS-0301, Business Management Specialist (5) GS-0301, Energy Technology Program Specialist (2) GS-0301, Policy Analyst GS-0343, Management Analysis Officer GS-0343, Program Analyst (4) GS-0399, Student Trainee (Program Analyst-Rates) GS-0482, Fish Biologist GS-0560, Budget Analyst GS-0801, General Engineer (7) GS-0850, Electrical Engineer (5) GS-0855, Electronics Engineer GS-0905, General Attorney GS-1101, Industrial Relations Specialist (3) GS-1101, Account Specialist GS-1222, Patent Attorney GS-1301, Physical Scientist (2) GS-1515, Operations Research Analyst GS-1550, Computer Scientist	\$460,150
Health and Human Services	144	AD-0401, Senior Investigator AD-0401, Staff Fellow	\$1,105,910

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	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

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	144	GS-0696, Supervisory Consumer Safety Officer GS-0905, General Attorney (20) GS-0905, Supervisory General Attorney GS-0950, Paralegal Specialist GS-1035, Public Affairs Specialist GS-1082, Writer Editor GS-1101, Grants Management Specialist GS-1102, Contract Specialist (2) GS-1320, Chemist (3) GS-1320, Lead Chemist GS-1702, Supervisory Education Specialist	\$1,105,910
Homeland Security	71	GS-0132, Intelligence Analyst (7) GS-0180, Psychologist (2) GS-0201, Human Resources Specialist (2) GS-0301, Policy Analyst (23) GS-0301, Privacy Program Specialist GS-0301, Presidential Management Fellow GS-0343, Management Analyst (4) GS-0560, Budget Analyst (7) GS-0905, Attorney (20) GS-1102, Contract Specialist (3) GS-2210, Information Technology Specialist	\$554,711
Housing and Urban Development	179	GS-0101, Social Science Analyst GS-0110, Economist (5) GS-0201, Human Resources Specialist (2) GS-0301, Community Planning and Dev. Rep (9) GS-0301, Community Planning and Dev Spec GS-0301, Data Coordinator/Web Mgr GS-0301, Departmental Operations Officer GS-0301, Field Office Director GS-0301, Operations Analyst (2) GS-0301, Operations Specialist GS-0301, Presidential Management Fellow GS-0301, Program Liaison Specialist GS-0301, Program Support Specialist GS-0301, Program Manager GS-0301, Sr. Community Planning and Dev Rep (2) GS-0301, Sr. Management Information Specialist GS-0301, Web Technology Specialist GS-0303, Customer Service Representative GS-0303, Enforcement Assistant GS-0303, Housing Program Assistant GS-0303, Program Assistant GS-0303, Program Support Assistant GS-0303, Staff Assistant (2) GS-0341, Administrative Officer GS-0343, Management Analyst (9) GS-0343, Program Analyst (6) GS-0343, Special Assistant GS-0360, Civil Rights Analyst GS-0360, Equal Opportunity Specialist (6) GS-0399, Program Analyst GS-0501, Chief Systems Management Branch GS-0510, Accountant	\$598,165

Department/Agency	Number of Employees	Job Classifications	Cost
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-0301, Facilities & Operations Management Spec. 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

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	41	GS-1801, Investigation Specialist (Finance) GS-2210, Information Technology Specialist GS-2210, Supervisory Information Technology Spec. GS-2299, Student Trainee	\$339,967
Justice	2,463	GS-0060, Chaplain (2) GS-0072, Fingerprint Examiner (4) GS-0080, Personnel Security Specialist (8) GS-0080, Physical Security Specialist-Hazmat GS-0080, Security Specialist GS-0080, Supervisory Security Specialist (CSO) (2) GS-0083, Police Officer (14) GS-0083, Supervisory Police Officer GS-0086, Security Assistant GS-0086, Security Assistant (COMSEC) GS-0086, Supervisory Security Assistant GS-0101, Employee Assistance Counselor (4) GS-0101, Supervisory Employee Assist. Counselor GS-0101, Victim Specialist (22) GS-0132, Intelligence Analyst (351) GS-0132, Supervisory Intelligence Analyst (7) GS-0132, Senior Intel. Officer Counterterrorism GS-0134, Intelligence Assistant (7) GS-0172, Identification Records Examiner GS-0180, Psychologist (32) GS-0201, Assistant Human Resources Officer GS-0201, Human Resources Specialist (17) GS-0203, Human Resources Assistant (3) GS-0260, Equal Employment Specialist GS-0301, Administrative Specialist (18) GS-0301, Community Liaison Specialist GS-0301, Community Outreach Specialist (4) GS-0301, Congressional Affairs Specialist GS-0301, Courseware Support Specialist GS-0301, Crime Analyst (3) GS-0301, CTOC Specialist (4) GS-0301, Emergency Action Specialist GS-0301, English Monitor Analyst (2) GS-0301, Foreign Operations Specialist (6) GS-0301, NICS Liaison Specialist GS-0301, Occ. Safety & Environmental Specialist GS-0301, Office Services Specialist GS-0301, Professional Development Specialist GS-0301, Research Analyst (3) GS-0301, Staff Operations Specialist GS-0301, Supervisory Administrative Specialist (4) GS-0301, Supv. Foreign Language Prog. Cord. (2) GS-0301, Victim Notification System Cord. GS-0303, Evidence Technician (8) GS-0303, Legal Operations Assistant (4) GS-0303, Office Security Assistant (2) GS-0303, Operations Security Assistant (6) GS-0303, Support Operations Technician (2) GS-0303, Support Service Clerk (6) GS-0303, Support Services Technician (74)	\$20,559,523

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	2,463	GS-0305, File Assistant GS-0313, Offices Services Supervisor (7) GS-0318, Secretary (11) GS-0335, Computer Assistant GS-0340, Foreign Language Program Manager GS-0340, Program Manager GS-0341, Administrative Officer GS-0343, Management & Program Analyst (72) GS-0343, Supv. Management & Program Analyst (4) GS-0344, Management & Program Assistant (10) GS-0391, Telecommunication Manager GS-0391, Telecommunication Specialist (7) GS-0391, Supv. Telecommunications Specialist GS-0401, Biologist (13) GS-0401, Supervisory Biologist GS-0501, Account Analyst (2) GS-0501, Fiscal Management Officer GS-0505, Financial Manager (3) GS-0510, Accountant (2) GS-0510, Supervisory Accountant GS-0511, Auditor (7) GS-0560, Accounting Technician (9) GS-0560, Budget Analyst (13) GS-0560, Supervisory Budget Analyst (2) GS-0602, Medical Officer (4) GS-0603, Physician's Assistant (4) GS-0610, Nurse (4) GS-0610, Occupational Health Nurse GS-0680, Dental Officer GS-0802, Supervisory Engineering Technician GS-0855, Electronics Engineer GS-0856, Electronics Technician (16) GS-0901, Legal Administrative Specialist (27) GS-0904, Law Clerk (5) GS-0905, Attorney (191) GS-0905, Supervisory Attorney Advisor (2) GS-0950, Paralegal Specialist (7) GS-0963, Legal Instruments Examiner (10) GS-0963, Supv. Legal Instruments Examiner GS-0967, Passport and Visa Specialist GS-0986, Legal Assistant GS-1001, Video Communications Specialist GS-1020, Illustrator GS-1040, Language Specialist (14) GS-1060, Photographer (2) GS-1082, Writer (Executive Communications) GS-1082, Writer/Editor (4) GS-1084, Visual Information Specialist GS-1102, Contract Specialist (2) GS-1160, Financial Analyst (29) GS-1160, Financial Assistant (2) GS-1222, Patent Attorney GS-1301, Physical Scientist (19) GS-1320, Chemist (5)	\$20,559,523

Department/Agency	Number of Employees	Job Classifications	Cost
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-1801, 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



Department/Agency	Number of Employees	Job Classifications	Cost
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)	\$3,741,935
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	\$332,151
Treasury	26	GS-0201, Personnel Management Specialist GS-0301, Ethics Program Coordinator GS-0301, Supervisory Payment Control Specialist GS-0340, Project Manager (2)	\$132,985

<b>Department/Agency</b>	<b>Number of Employees</b>	<b>Job Classifications</b>	<b>Cost</b>
Treasury (continued)	26	GS-0343, Supervisory Mgmt/Program Analyst (2) GS-0501, Financial Program Specialist GS-0501, Financial Specialist GS-0510, Accountant (3) GS-0510, Supervisory Accountant Officer GS-0511, Auditor GS-0560, Budget Analyst GS-0905, Attorney Advisor GS-1101, Sr. Systems Analyst GS-2210, Information Technology Specialist (9)	\$132,985
Veterans Affairs	129	GS-0180, Psychologist (11) GS-0185, Social Worker (35) GS-0201, Human Resources Specialist (11) GS-0260, Equal Employment Opportunity (2) GS-0301, Miscellaneous Admin and Program (5) GS-0343, Management/ Program Analyst (6) GS-0360, Equal Opportunity Compliance (4) GS-0501, Financial Administration and Program GS-0510, Accounting GS-0561, Budget Clerical and Assistance GS-0620, Practical Nurse GS-0631, Occupational Therapist (3) GS-0633, Physical Therapist (9) GS-0644, Medical Technologist (3) GS-0647, Diagnostic Radiologic Technician (2) GS-0649, Medical Instrument Technician (2) GS-0660, Pharmacist (7) GS-0669, Medical Records Administrator GS-0671, Health System Specialist (6) GS-0801, General Engineer GS-1035, Public Affairs GS-1102, Contracting GS-1530, Statistician (2) GS-2210, Information Technology Specialist (13)	\$995,401
<b><i>Independent Agencies</i></b>			
Defense Nuclear Facilities Safety Board	2	DN-0801, Engineer GS-0905, Attorney	\$14,000
Environmental Protection Agency	14	GS-0028, Environmental Protection Specialist (3) GS-0101, Social Scientist GS-0343, Program Analyst (2) GS-0440, Geneticist GS-0601, Epidemiologist (3) GS-0801, General Engineer GS-0819, Environmental Engineer GS-0830, Mechanical Engineer GS-1301, Research Physical Scientist	\$78,368
Farm Credit Administration	14	VH-0201, Human Resources Specialist VH-1101, Associate FCA Examiner (12) VH-2210, Information Technology Specialist	\$60,283
Federal Energy Regulatory Commission	42	GS-0110, Economists (7) GS-0201, Human Resources Specialist	\$397,504

<b>Department/Agency</b>	<b>Number of Employees</b>	<b>Job Classifications</b>	<b>Cost</b>
Federal Energy Regulatory Commission (continued)	42	GS-0260, Equal Employment Opportunity Specialist GS-0318, Secretary GS-0511, Auditor GS-0850, Electrical Engineer GS-0881, Petroleum Engineer GS-0905, Attorney-Advisors (13) GS-1101, Energy Industry Analysts (16)	\$397,504
Federal Housing Finance Board	7	TM-0343, Senior Program Analyst TM-0570, Bank Examiner (2) TS-1160, Financial Analyst (4)	\$66,576
General Services Administration	9	GS-0343, Program Analyst GS-0560, Budget Analyst GS-0808, Architect GS-1101, Asset Management Specialist GS-1102, Contract Specialist (2) GS-1170, Realty Specialist GS-1176, Building Manager GS-2210, Lead IT Project Manager	\$69,094
Government Accountability Office	316	MS-0510, Accounting PA-0905, Attorney (21) PE-0101, Social Science Analyst (7) PE-0110, Economist (5) PE-0347, Analyst (246) PE-0511, Financial Auditor (11) PE-1550, Computer Science (14) PE-1811, Criminal Investigator PT-0201, Human Resources Specialist (2) PT-0343, Management/ Program Analyst PT-0950, Paralegal Specialist PT-1084, Visual Information PT-1529, Mathematical Statistician PT-2210, Information Technology Specialist (4)	\$1,641,935
Government Printing Office	6	PG-0343, Program Analyst PG-0510, Accountant (2) PG-1410, Librarian (Automation) PG-1654, Printing Services Specialist PG-2210, IT Specialist (INET)	\$49,785
Inter-American Foundation	1	GS-0101, Supervisory Social Science Analyst	\$6,000
International Trade Commission	3	GS-0201, Human Resources Specialist GS-0905, Supervisory Attorney Advisor GS-1101, International Trade Analyst	\$30,000
Library of Congress	2	GS-0201, HR Specialist (Labor Relations) GS-1001, Folklife Specialist Research	\$15,000
National Aeronautics and Space Administration	38	GS-0201, Human Resources Specialist (6) GS-0301, Policy Analyst GS-0301, Programming Planning Specialist GS-0301, International Program Specialist (2) GS-0301, Program Specialist GS-0343, Management/Program Analyst (2) GS-0343, Program Analyst (2) GS-0343, Management Analyst GS-0510, Accountant GS-0861, Aerospace Flight Systems Engineer (2)	\$258,169



Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	369	SK-0986, Legal Technician (7) SK-1001, Investor Assistance Specialist (2) SK-1801, Market Surveillance Specialist (2) SK-1802, Securities Compliance Assistant (2) SK-1831, Securities Compliance Examiner (22) SK-2210, IT Specialist (11)	\$3,390,076
<b>33 Agencies</b>	<b>6,619</b>		<b>\$42,207,783</b>

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



**UNITED STATES**  
**OFFICE OF PERSONNEL MANAGEMENT**  
1900 E Street, NW  
Washington, DC 20415