Federal Student Loan Repayment Program
Calendar Year 2012

Report to the Congress
A MESSAGE FROM THE ACTING DIRECTOR
OF THE
U.S. OFFICE OF PERSONNEL MANAGEMENT

I am pleased to transmit the U.S. Office of Personnel Management’s (OPM’s) annual report to Congress on agencies’ use of student loan repayments as a strategic tool for purposes of recruitment and retention during calendar year (CY) 2012. Section 5379 of title 5, United States Code, authorizes agencies to establish programs under which they may repay certain types of Federally-made, insured, or guaranteed student loans to recruit or retain highly qualified personnel. The law also requires OPM to report to Congress annually on agencies’ use of student loan repayments.

As President Obama noted in remarks following his first Cabinet meeting on April 20, 2009, each agency must do its part to ensure “this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely.” My commitment to the President and Members of Congress is to encourage agencies to ensure that the cost of using student loan repayments and other discretionary benefits is commensurate with the benefits gained. In the current budgetary climate, the use of discretionary tools such as student loan repayments requires close monitoring and evaluation as part of an agency’s overall human capital expenditures. Additionally, an OMB memorandum issued April 4, 2013, states that, in light of current budgetary constraints, incentives should be used only on a highly limited basis and when necessary and critical to maintaining an agency’s mission.

In CY 2012, 35 Federal agencies provided 10,543 employees with a total of more than $70.3 million in student loan repayment benefits. Compared to CY 2011, this represents a 4 percent increase in the number of employees receiving student loan repayment benefits, but a 2.1 percent decrease in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2012 was $6,670, nearly a 6 percent decrease compared to CY 2011.

OPM supports Federal agencies’ use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. OPM encourages agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. OPM will continue to work with agencies to assist them in strategically using student loan repayment benefits, as well as other existing recruitment and retention tools, as necessary, to attract and retain employees to support agency mission and program needs.

Elaine Kaplan
Acting Director
FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2012

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ATTACHMENT 1: REPORTING AGENCIES FOR CALENDAR YEAR 2012
ATTACHMENT 2: AGENCY REPORTS – CALENDAR YEAR 2012
I. EXECUTIVE SUMMARY

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

On February 22, 2013, OPM issued a memorandum requesting agency reports on the use of student loan repayments during CY 2012. In its memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2012, 35 Federal agencies provided 10,543 employees with a total of more than $70.3 million in student loan repayment benefits. Compared to CY 2011, this represents a 4 percent increase in the number of employees receiving student loan repayment benefits, but a 2.1 percent decrease in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2012 was $6,670, nearly a 6 percent decrease compared to CY 2011.

During CY 2012, more than 70 percent of the cost of all student loan repayment benefits was provided by the Department of Defense (DOD), the Department of Justice, and the Department of State. Similarly, over 65 percent of all student loan repayment recipients were employed by these three agencies. Overall, these three agencies provided 6,914 employees with more than $49.3 million in student loan repayment benefits. The other 32 agencies combined to provide 3,629 employees with just under $21 million in student loan repayment benefits.

Notably, the Governmentwide increase in the number of employees receiving student loan repayment benefits during CY 2012 can be almost solely attributed to DOD’s student loan repayment program. DOD provided student loan repayment benefits to 1,012 more employees than it did during CY 2011, which represented a 44 percent increase. DOD reported that the major contributing factor leading to increased student loan repayments was the need to attract highly qualified personnel in the medical, engineering, logistical, and contracting fields. DOD increased its usage of student loan repayments to support mission requirements, and to be competitive with private industry to entice the best candidates available to consider DOD as an employer of choice. Medical care for wounded veterans; support for the war efforts; additional contracting demands in Iraq and Afghanistan; and ongoing and new projects relating to disasters were among the factors leading to increased usage of student loan repayments in CY 2012.

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

II. BACKGROUND

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

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

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

III. AGENCY REPORTS

On February 22, 2013, OPM issued a memorandum for Chief Human Capital Officers (CPM 2013-03) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2013. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send their reports on the use of student loan repayments during CY 2012. OPM received responses from 86 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2012, 35 Federal agencies provided 10,543 employees with a total of more than $70.3 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) Compared to CY 2011, this represents a 4 percent increase in the number of employees receiving student loan repayment benefits and a 2.1 percent decrease in agencies’ overall financial investment in this particular incentive. (See Table 1 for breakdown by CY.)
In CY 2012, all 15 Federal departments and 20 agencies used student loan repayments as a human resources management tool. In addition to the 35 agencies that provided student loan repayments during CY 2012, 7 additional agencies have established a student loan repayment program. These agencies include the Commodities Futures Trading Commission, Federal Housing Finance Agency, Government Printing Office, National Capital Planning Commission, Office of Government Ethics, Small Business Administration and the U.S. AbilityOne Commission. Thus, nearly half of the reporting agencies (42 out of 86) either provided student loan repayments during CY 2012 or have established a student loan repayment program.

**Agency Data**

In CY 2012, the three agencies making the most extensive use of student loan repayments were the Departments of Defense, Justice, and State. More than 70 percent of the cost of all student loan repayment benefits were provided by these three agencies. Similarly, over 65 percent of all student loan repayment recipients were employed by these three agencies. Overall, the three agencies provided 6,914 employees with more than $49.3 million in student loan repayment benefits. The other 32 agencies combined to provide 3,629 employees with just under $21 million in student loan repayment benefits. (See Table 2 for breakdown.)

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### Table 1

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<td>36</td>
<td>36</td>
<td>34</td>
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<tr>
<td>Number of Recipients</td>
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<td>8,454</td>
<td>11,359</td>
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<td>Total Amount Provided (In Millions)</td>
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<td>$85.7</td>
<td>$71.8</td>
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<td>Average Amount Provided</td>
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<td>$7,317</td>
<td>$7,542</td>
<td>$7,091</td>
<td>$6,670</td>
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Table 2

<table>
<thead>
<tr>
<th>Agency</th>
<th>Number of Employees Receiving Student Loan Repayments</th>
<th>Percent of Total Recipients</th>
<th>Amount of Benefits Provided</th>
<th>Percent of Total Amount</th>
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<tr>
<td>Department of Defense</td>
<td>3,306</td>
<td>31.4</td>
<td>$20,942,463</td>
<td>29.8</td>
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<td>Department of Justice</td>
<td>2,271</td>
<td>21.5</td>
<td>$16,404,990</td>
<td>23.3</td>
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<td>Department of State</td>
<td>1,337</td>
<td>12.7</td>
<td>$11,995,323</td>
<td>17.1</td>
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<td><strong>Subtotal</strong></td>
<td><strong>6,914</strong></td>
<td><strong>65.6</strong></td>
<td><strong>$49,432,776</strong></td>
<td><strong>70.2</strong></td>
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<tr>
<td>32 Other Agencies</td>
<td>3,629</td>
<td>34.4</td>
<td>$20,983,240</td>
<td>29.8</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>10,543</strong></td>
<td><strong>100.0</strong></td>
<td><strong>$70,326,016</strong></td>
<td><strong>100.0</strong></td>
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</table>

The **Department of Defense (DOD)** used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 1,344 employees in engineering positions. Engineers who received the most student loan repayment benefits included Nuclear Engineers (444), Mechanical Engineers (270), General Engineers (222), and Electronics Engineers (113). DOD also provided student loan repayment benefits to 564 employees in contracting positions. Additionally, DOD provided student loan repayments to 301 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for 66 percent of the DOD employees who received student loan repayment benefits during CY 2012.

The **Department of Justice (DOJ)** decreased its use of student loan repayments in CY 2012, providing $16.4 million in student loan repayment benefits to 2,271 employees. In CY 2011, DOJ provided $20 million in student loan repayment benefits to 2,556 employees. Therefore, DOJ had an 18 percent decrease in the total amount of student loan repayment benefits provided during CY 2012 and an 11 percent decrease in the number of employees receiving student loan repayment benefits. During CY 2012, the top recipients at the DOJ included Special Agents (772) and Intelligence Analysts (326). These two occupations accounted for more than 48 percent of DOJ’s total student loan repayment recipients made during CY 2012.

The **Department of State (DOS)** continued its use of student loan repayments in CY 2012, providing more than $11.9 million in student loan repayment benefits to 1,337 employees. Of the CY 2012 recipients, 618 were in civil service positions and 719 were members of the Foreign Service. DOS offered a lump-sum payment of $8,500 or the outstanding loan amount if it was less than $8,500 and greater than $5,000. An eligible DOS employee must have a loan balance of $5,000 or greater in order to receive student loan repayments. DOS provided the most student loan repayments to employees in the positions of Foreign Affairs (226), Passport and Visa Examiner (77), and members of the Foreign Service serving in Economics (129), Political Affairs (124), and Public Diplomacy (105) positions.
The Securities and Exchange Commission (SEC) provided 517 employees with more than $4.5 million in student loan repayment benefits during CY 2012. As in the past, SEC made the vast majority (78.4 percent) of its student loan repayments on behalf of employees in its mission critical occupations of Attorney-Advisor (284), Accountant (94), and Securities Compliance Examiner (23). These three positions accounted for more than 77 percent of all employees who received student loan repayments made by the SEC during CY 2012.

The Department of Veterans Affairs (VA) provided 694 employees with over $3.6 million in student loan repayment benefits during CY 2012. VA provided student loan repayment benefits to employees in a variety of occupations, including Psychologists (82), Pharmacists (77), and Human Resources Specialists (76). In its report, VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. The VA Education Debt Reduction Program (EDRP) allows VA facilities to recruit and retain highly qualified healthcare personnel.

The Department of Health and Human Services (HHS) provided more than $3.4 million in student loan repayment benefits to 388 employees in CY 2012. HHS anticipates that future use of the program will remain relatively constant depending on availability of funding.

The Agency for International Development (AID) provided more than $1.6 million in student loan repayment benefits to 250 employees during CY 2012. The majority of student loan repayment recipients at AID were employees in Contract Management (56), Democracy and Governance (41), Management and Program Analysis (35), Health and Population Officer (28), and Agriculture Officer (25) positions.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling nearly $1.2 million to 416 employees during CY 2012. The vast majority (73 percent) of recipients were GAO Analysts (305).

Additional Agencies. The Departments of Homeland Security, Housing and Urban Development, and Treasury, as well as the Federal Energy Regulatory Commission, also invested more than $500 thousand in their student loan repayment programs. (See Attachment 2 for detailed agency reports.)

IV. AGENCY COMMENTS

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

A. Effect on Recruitment and Retention

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

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

The Department of Commerce reported the Economic Development Administration, International Trade Administration, National Institute of Standards and Technology, National Oceanic and Atmospheric Administration, and the Office of the Secretary utilized student loan repayments to attract and retain employees in professional, administrative, and support occupations.

The Department of Defense reported that this incentive is a useful and effective human capital management tool.

The Department of Homeland Security found the incentive useful as both a recruitment and retention tool.

The Department of Justice continued to use student loan repayments as an effective tool to recruit, attract and retain high quality talent.

The Department of State reported that as a result of the growth in participation and because of employee feedback, State believes the program is having a positive impact in supporting both recruitment and retention efforts. More than 7,000 employees have benefited from the program since 2002. Hundreds of employees have had their loans paid off by virtue of their service in one of the designated pre-qualifying positions. A very small percentage of employees have resigned while subject to a service commitment.

The Department of the Treasury reported that bureaus utilizing the incentive have experienced great success. For example, the Bureau of Public Debt (BPD) has used the program to recruit and retain information technology specialists. BPD reported that information technology positions are among the most challenging to fill and retain, especially those requiring unique qualifications. Treasury also reported that the Bureau of Engraving and Printing has utilized student loan repayments to recruit new employees in the Office of Engineering.

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

Agencies:

The Defense Nuclear Facilities Safety Board (Board) reported student loan repayments have assisted the Board in retaining middle and senior-level engineers, including employees from diverse backgrounds. The Board competes with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private-sector and Federal employers along with substantial monetary incentives both before and after they accept employment with the Board. The Board’s success in remaining competitive with these entities depends on its ability to use all of the recruitment incentives at its disposal, including student
loan repayment benefits. Additionally, since the inception of the Board’s student loan repayment program, only one employee left the agency before completing the required 3-year service agreement. Further, 71 percent of student loan recipients stayed longer than the required 3 years; 40 percent are still employed by the Board.

The Federal Energy Regulatory Commission (FERC) used student loan repayments primarily as a retention tool and has made substantial investments in the program since 2007. Highly qualified employees in positions such as Attorney, Engineer, and Energy Industry Analyst are essential to FERC’s mission and make up a majority of the recipients. However, FERC does not limit the program to employees in those positions. In fact, FERC relies on this flexibility to retain highly qualified employees in hard-to-fill positions such as Physical Scientist or Wildlife Biologist as well as to retain employees with critical knowledge and skills that ensure efficient operations, such as Information Technology Specialist.

The Government Accountability Office (GAO) stated its student loan repayment program is intended to help retain highly qualified individuals with critical knowledge and skills, especially those recently hired. The program continues to be an important and popular one for GAO staff.

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

The Securities and Exchange Commission stated that the program has been a benefit and has helped the agency to retain highly skilled staff.

B. Best Practices

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

Departments:

The Department of Education reported that each principal office determines the need for the payment and allocates their funding accordingly.

The Department of State shared several best practices:

- Provide senior-level management support.
- Implement transparent eligibility criteria.
- Utilize centralized funding and administrative oversight.
- Monitor hiring and attrition rates in order to accurately project qualifying employee levels and appropriate funding.
- Survey employees biannually in order to measure the effectiveness of the program as both a retention and recruitment tool.
• Require employees to be making personal payments toward their loans in order to qualify.

• Expand outreach to the Department of Education and to lender/loan servicing organizations to ensure payments are properly processed and credited only to the borrower’s principal loan balance.

• Use “push” communications (e.g., notices, telegrams, e-mail with auto message capability, listserv postings, and briefings) to keep employees informed of program requirements and policy and procedural changes.

• Expand the reporting capability of an online student loan repayment program system application and database collection. That way, management can determine when an employee subject to any length-of-service commitment resigns from the agency and is required to reimburse the agency.

• Ensure service agreements fully reflect the agency’s policy, procedures, and conditions as well as legislative requirements.

Agencies:

The Federal Energy Regulatory Commission (FERC) started using student loan repayments over 10 years ago and has since seen a very small number of employees separate while under a service agreement. However, due to recent program growth and to ensure program effectiveness, FERC established a team of senior managers from each program office to be responsible for program evaluation. This team will serve as the program review panel and will be responsible for measuring program success and providing recommendations on improvements.

FERC requires all managers and employees to provide written justifications regarding the use of student loan repayments. The majority of the justifications bring to light the high cost of living for employees in the Washington, DC, metropolitan area, where the majority of FERC’s employees report to duty. The program enables FERC to attract and retain highly qualified employees who might otherwise leave for higher salaries in comparable jobs or move to areas with a lower cost of living.

The General Services Administration has implemented a more comprehensive review process for incentive requests (requiring multiple office approvals) in an effort to improve their overall incentives program and increase accountability.

The Nuclear Regulatory Commission (NRC) has found the ability to repay “PLUS” loans to be a valuable tool for retaining some very experienced staff members. The student loan repayment program at NRC includes review of requests by senior leaders, and NRC continually seeks opportunities to improve its program and guidelines.
C. Impediments to Using Student Loan Repayments

As has been reported previously, the primary barrier for agencies in using student loan repayments is a lack of funding. Several agencies specifically commented that budgetary issues were a major impediment to using student loan repayments as a recruitment or retention tool in CY 2012 and would likely remain one in the near future.

Agencies have also commented that the 3-year service requirement associated with student loan repayment benefits is a barrier to using the incentive. Some job candidates or current employees are uncomfortable committing to a minimum 3-year period of service with one agency in return for student loan repayment benefits.

Another barrier to using student loan repayments effectively is the tax liability associated with student loan repayments. One agency pointed out that this dilutes the actual value of the incentive.

Finally, one agency commented that student loan debt levels continue to increase, which decreases the value of the incentive. Agencies have previously noted that the $10,000 annual limitation of student loan repayment benefits is an impediment.

However, impediments to using student loan repayments 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 that, due to limited hiring, it did not need to use student loan repayments. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

V. Conclusion

One of the most important priorities for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments are a valuable human resources tool that enables agencies to recruit highly qualified candidates into Federal service and keep talented employees in the Federal workforce. Agencies may tailor their use of student loan repayments to meet their specific goals while ensuring that the cost is commensurate with the benefits gained.

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

In addition, OPM will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. OPM looks forward to agencies’ continued success in using student loan repayments.
# REPORTING AGENCIES FOR CALENDAR YEAR 2012

## DEPARTMENTS

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<th>Agriculture</th>
<th>Commerce</th>
<th>Defense</th>
<th>Education</th>
<th>Energy</th>
<th>Health and Human Services</th>
<th>Homeland Security</th>
<th>Housing and Urban Development</th>
<th>Interior</th>
<th>Justice</th>
<th>Labor</th>
<th>State</th>
<th>Transportation</th>
<th>Treasury</th>
<th>Veterans Affairs</th>
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## INDEPENDENT AGENCIES

## AGENCY REPORTS – CALENDAR YEAR 2012

<table>
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<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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<td><strong>Departments</strong></td>
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<tr>
<td>Agriculture</td>
<td>51</td>
<td>AP-0701, Veterinary Medical Officer (19)</td>
<td>$432,056</td>
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<td>GS-0399, Agricultural Commodity Grainer (2)</td>
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<td>GS-0401, Program Specialist (2)</td>
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<td>GS-0403, Supervisory Microbiologist</td>
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<td>GS-0462, Forestry Technician</td>
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<td>GS-1146, Agricultural Marketing Specialist (8)</td>
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<td>GS-1420, Librarian</td>
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<td>3,306</td>
<td>AD-1701, General Education and Training (4)</td>
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<td>DB-0020, Community Planning</td>
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<td>DB-0150, Geography (2)</td>
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<td>DB-0408, Ecology</td>
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<td>DB-0610, Nurse (5)</td>
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<td>DB-0801, General Engineering (44)</td>
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<td>DB-0807, Landscape Architecture (2)</td>
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<td>DB-0819, Environmental Engineering</td>
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<td>DB-0830, Mechanical Engineering (23)</td>
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<td>DB-0850, Electrical Engineering (3)</td>
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<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
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| Defense (continued) | 3,306 | DB-0855, Electronics Engineering (24)  
DB-0861, Aerospace Engineering (22)  
DB-0893, Chemical Engineering (5)  
DB-1301, General Physical Science (2)  
DB-1310, Physics  
DB-1320, Chemistry (3)  
DB-1350, Geology  
DB-1520, Mathematics (4)  
DB-1550, Computer Science (9)  
DE-0301, Miscellaneous Admin. and Program  
DE-0343, Management and Program Analysis  
DE-0569, Budget Analysis (2)  
DE-0905, General Attorney (3)  
DE-1101, Business and Industry  
DE-1910, Quality Assurance (3)  
DE-2210, Information Technology Management (3)  
DJ-0501, Financial Administration  
DJ-0905, General Attorney (2)  
DJ-1102, Contracting  
DP-1515, Operations Research  
DR-0806, Materials Engineering  
DR-0850, Electrical Engineering  
DR-0861, Aerospace Engineering (2)  
DR-1310, Physics (2)  
GG-0086, Security Clerical and Assistance  
GG-0132, Intelligence (22)  
GG-0301, Miscellaneous Admin. and Program  
GG-0560, Budget Analysis  
GG-1102, Contracting (2)  
GG-2210, Information Technology Management  
GL-1811, Criminal Investigating (12)  
GP-0602, Medical Officer (12)  
GP-0680, Dental Officer (4)  
GS-0018, Safety and Occ. Health Management (8)  
GS-0020, Community Planning (2)  
GS-0030, Sports Specialist  
GS-0080, Security Administration (4)  
GS-0101, Social Science (5)  
GS-0130, Foreign Affairs (5)  
GS-0131, International Relations  
GS-0170, History (6)  
GS-0180, Psychology (33)  
GS-0181, Psychology Aid and Technician  
GS-0184, Sociology  
GS-0185, Social Work (32)  
GS-0187, Social Services  
GS-0190, Anthropology (2)  
GS-0193, Archeology (3)  
GS-0201, Human Resources Management (14)  
GS-0260, Equal Employment Opportunity  
GS-0301, Misc. Administration & Program (27)  
GS-0318, Secretary (2)  
GS-0326, Office Automation  
GS-0340, Program Management (6)  
GS-0341, Administrative Officer (7)  
GS-0343, Management and Program Analysis (69) | $20,942,463 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
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</table>
| Defense (continued)| 3,306               | GS-0346, Logistics Management (96)  
GS-0403, Microbiology  
GS-0404, Biological Science Technician  
GS-0501, Financial Administration and Program (60)  
GS-0510, Accounting (17)  
GS-0511, Auditing (15)  
GS-0560, Budget Analysis (21)  
GS-0601, General Health Science (2)  
GS-0603, Physician Assistant (4)  
GS-0610, Nurse (279)  
GS-0620, Practical Nurse (17)  
GS-0631, Occupational Therapist  
GS-0633, Physical Therapist (2)  
GS-0660, Pharmacist (3)  
GS-0661, Pharmacy Technician  
GS-0662, Optometrist  
GS-0670, Health System Administration  
GS-0690, Industrial Hygiene (2)  
GS-0801, General Engineering (159)  
GS-0802, Engineering Technical (10)  
GS-0803, Safety Engineering (2)  
GS-0806, Materials Engineering (3)  
GS-0808, Architecture (3)  
GS-0809, Construction Control Technical (2)  
GS-0810, Civil Engineering (19)  
GS-0819, Environmental Engineering (8)  
GS-0830, Mechanical Engineering (238)  
GS-0840, Nuclear Engineering (407)  
GS-0850, Electrical Engineering (88)  
GS-0854, Computer Engineering (25)  
GS-0855, Electronics Engineering (79)  
GS-0861, Aerospace Engineering (20)  
GS-0871, Naval Architecture (53)  
GS-0893, Chemical Engineering (18)  
GS-0896, Industrial Engineering (12)  
GS-0905, General Attorney (37)  
GS-0950, Paralegal Specialist (3)  
GS-1001, General Arts and Information (2)  
GS-1015, Museum Curator  
GS-1035, Public Affairs (7)  
GS-1071, Audiovisual Production (3)  
GS-1082, Writing and Editing  
GS-1083, Technical Writing and Editing  
GS-1084, Visual Information  
GS-1101, General Business and Industry (42)  
GS-1102, Contracting (497)  
GS-1103, Industrial Property Management  
GS-1105, Purchasing  
GS-1106, Procurement Clerical and Assistance  
GS-1150, Industrial Specialist (2)  
GS-1152, Production Control (4)  
GS-1301, General Physical Science (7)  
GS-1306, Health Physics (39)  
GS-1311, Physical Science Technician (95)  
GS-1315, Hydrology | $20,942,463 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
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<th>Cost</th>
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<tbody>
<tr>
<td>Education</td>
<td>5</td>
<td>GS-0343, Lead Management and Program Analyst GS-1102, Contract Specialist (3) GS-2210, Information Technology Specialist</td>
<td>$30,000</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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<tr>
<td>Health and Human Services</td>
<td>388</td>
<td>AD-0401, Staff Fellow, AD-0403, Staff Fellow, AD-0405, Director, AD-0601, Investigator (2), AD-0601, Infection Control Consultant (2), AD-0601, Staff Fellow, AD-0601, Director, AD-0602, Senior Investigator, AD-0602, Staff Clinician (2), AD-0610, Clinical Research Nurse (11), AD-0610, Nurse Specialist (Clinical), AD-0610, Sr. Clinical Research Nurse (5), AD-0610, Pro Nursing Prof Dev (2), AD-0633, Physical Therapist, AD-0701, Staff Scientist (4), AD-0858, Biomedical Engineer, AD-0858, Staff Scientist, AD-1320, Staff Fellow, AD-1515, Staff Fellow, AD-1530, Statistician, GP-0602, Lead Medical Officer (3), GP-0602, Medical Officer (40), GP-0602, Supervisory Medical Officer (2), GS-0018, Safety and Occup Heath Officer (2), GS-0101, Child &amp; Families Program Specialist (6), GS-0101, Child Care Program Specialist (9), GS-0101, Child Support Program Specialist (2), GS-0101, Child Welfare Program Specialist (4), GS-0101, Community Development Specialist, GS-0101, Family Assistance Program Specialist, GS-0101, Head Start Program Specialist (3)</td>
<td>$3,407,415</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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</tbody>
</table>
| Health and Human Services | 388                 | GS-0101, Native American Program Specialist  
GS-0101, Policy Research Analyst  
GS-0101, Program Specialist (9)  
GS-0101, Social Science Research Analyst (5)  
GS-0101, Social Science Program Special  
GS-0101, Supervisory Family Assistance  
GS-0101, Youth Services Program Spec.  
GS-0180, Research Psychologist  
GS-0201, Human Resources Specialist  
GS-0301, Assistant Director  
GS-0301, Associate Ombudsman  
GS-0301, Deputy Regional Director  
GS-0301, Ethics Specialist (2)  
GS-0301, Executive Officer  
GS-0301, FDA Associate Director  
GS-0301, International Program  
GS-0301, International Policy Analyst  
GS-0301, Legislative Analyst  
GS-0301, Management and Operations  
GS-0301, Policy Analyst (6)  
GS-0301, Program Support Specialist  
GS-0301, Project Manager (2)  
GS-0301, Project Officer  
GS-0301, Project Specialist (4)  
GS-0301, Regulatory Counsel (8)  
GS-0301, Senior Management Advisor  
GS-0301, Special Assistant  
GS-0341, Administrative Officer (3)  
GS-0343, Management & Program Analyst (4)  
GS-0343, Management Analyst (11)  
GS-0343, Program Analyst (15)  
GS-0401, Biologist (9)  
GS-0401, Interdisciplinary Scientist (5)  
GS-0403, Microbiologist (8)  
GS-0404, Biological Lab Tech  
GS-0405, Pharmacologist (8)  
GS-0415, Toxicologist (2)  
GS-0501, Financial Officer  
GS-0501, Financial Operations Spec. (5)  
GS-0510, Accountant  
GS-0560, Budget Analyst (10)  
GS-0601, Clinical Trials Coordinator  
GS-0601, Epidemiologist  
GS-0601, General Health Scientist  
GS-0601, Health Program Specialist  
GS-0601, Health Science Admin (4)  
GS-0601, Lead Health Project Manager (2)  
GS-0601, Reg. Health Project Manager (14)  
GS-0601, Regulatory Scientist  
GS-0601, Science Policy Analyst  
GS-0601, Scientific Projects Manager  
GS-0601, Senior Regulatory Health (4)  
GS-0601, Social Science Coordinator  
GS-0610, Clinical Nurse (2)  
GS-0610, Nurse Practitioner (2)  
GS-0630, Nutritionist           | $3,407,415 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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</thead>
</table>
| Health and Human Services (continued) | 388                 | GS-0660, Pharmacist (2)  
GS-0662, Optometrist  
GS-0670, Health System Administrator  
GS-0671, Health System Specialist  
GS-0685, Public Health Analyst  
GS-0696, Consumer Safety Officer (22)  
GS-0701, Research Veterinary Medical (2)  
GS-0905, General Attorney (24)  
GS-1001, Health Communications Specialist  
GS-1035, Public Affairs Specialist (3)  
GS-1082, Writer-Editor  
GS-1083, Tech Writer-Editor (Med. Sci.)  
GS-1101, Grants Policy Specialist  
GS-1102, Contract Specialist (13)  
GS-1105, Purchasing Agent  
GS-1109, Contract Liaison Specialist  
GS-1170, Realty Specialist  
GS-1320, Chemist (9)  
GS-1515, Operations Research Analyst (3)  
GS-1529, Math Statistician (Biomed.)  
GS-1530, Statistical Analyst  
GS-2210, IT Specialist (7)                      | $3,407,415 |
| Homeland Security                     | 124                 | GS-0101, Social Scientist  
GS-0132, Intelligence Operations Specialist (18)  
GS-0180, Engineering Psychologist  
GS-0301, Exercise Program Specialist  
GS-0301, Correspondence Analyst  
GS-0301, Policy Analyst (4)  
GS-0301, Program Specialist (3)  
GS-0301, Intergovernmental Liaison Officer  
GS-0301, Lead Public Information Officer  
GS-0340, Program Manager (3)  
GS-0343, Management & Program Analyst (29)  
GS-0403, Microbiologist  
GS-0801, Systems Engineer (14)  
GS-0905, Attorney Advisor (2)  
GS-1082, Writer-Editor  
GS-1102, Contract Specialist (21)  
GS-1170, Realty Specialist  
GS-1320, Chemist (3)  
GS-1384, Textile Analyst  
GS-2210, Information Technology Specialist (17) | $926,760  |
| Housing and Urban Development         | 574                 | ES-0360, Equal Opportunity  
GS-0000, Miscellaneous Occupation  
GS-0001, Program Assistant  
GS-0101, Social Science Analyst (2)  
GS-0110, Economist (12)  
GS-0201, Human Resources Specialist  
GS-0260, Equal Employment Specialist (2)  
GS-0301, Miscellaneous Admin. and Program (90)  
GS-0303, Miscellaneous Clerk and Assistant (19)  
GS-0306, Government Information  
GS-0341, Administrative Officer (2)  
GS-0343, Management and Program Analyst (60)  
GS-0344, Management and Program Assistant (2)  
GS-0360, Equal Opportunity Specialist (41) | $795,870  |
<table>
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<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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</table>
| Housing and Urban Development (continued) | 574                 | GS-0361, Equal Opportunity Assistant  
GS-0399, Student-Trainee (4)  
GS-0501, Financial Administration (10)  
GS-0510, Accountant (5)  
GS-0511, Auditor (5)  
GS-0560, Budget Analyst (3)  
GS-0801, General Engineer (9)  
GS-0828, Construction Analyst (2)  
GS-0900, General Legal Administration  
GS-0904, Law Clerk (7)  
GS-0905, Attorney Advisor (78)  
GS-0950, Paralegal Specialist (7)  
GS-1001, Director of Headquarters Operation  
GS-1101, Business and Industry (177)  
GS-1102, Contract Specialist (4)  
GS-1120, Procurement  
GS-1160, Financial Analyst (14)  
GS-1199, Business and Industry Series  
GS-1301, Environmental Scientist  
GS-1910, Quality Assurance Specialist (3)  
GS-2210, IT Specialist (4)  
GS-3443, Management Analyst | $795,870  |
| Interior                             | 39                  | GS-0028, Environmental Protection Specialist (2)  
GS-0028, Natural Resources Specialist  
GS-0185, Social Worker (2)  
GS-0301, Resource Management Planner  
GS-0301, Staff Assistant  
GS-0303, Administrative Assistant  
GS-0343, Management Analyst  
GS-0343, Program Analyst (6)  
GS-0482, Fish Biologist  
GS-0511, Auditor (3)  
GS-0560, Budget Analyst  
GS-0810, Civil Engineer  
GS-0830, Mechanical Engineer  
GS-1035, Public Affairs Specialist  
GS-1071, Audiovisual Specialist  
GS-1101, Acquisition Support Specialist (2)  
GS-1102, Contract Specialist  
GS-1170, Realty Specialist (2)  
GS-1315, Hydrologist (2)  
GS-1811, Criminal Investigator (4)  
GS-2210, Information Technology Specialist (4) | $308,392  |
| Justice                              | 2,271               | AD-0905, Assistant United States Attorney (115)  
ES-0132, Intelligence Analysis Manager  
ES-0905, Deputy Assistant Attorney General  
ES-1601, Facility Management  
ES-1811, Supervisory Special Agent  
GL-0610, Clinical Nurse (12)  
GL-0644, Medical Technologist  
GL-1811, Special Agent (109)  
GS-0060, Chaplain  
GS-0072, Fingerprint Examiner (4)  
GS-0080, Personnel Security Specialist (14)  
GS-0080, Physical Security Specialist (HAZMAT) (6)  
GS-0080, Sup. Personnel Security Specialist (5) | $16,404,990  |
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<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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</table>
| Justice (continued) | 2,271 | GS-0083, Police Officer (9)  
GS-0086, Supervisory Security Assistant  
GS-0101, Employee Assistance Counselor (3)  
GS-0101, Forensic Child Interview Specialist  
GS-0101, Forensic Disaster Assistant Specialist  
GS-0101, Victim Specialist (16)  
GS-0132, Intelligence Analyst (299)  
GS-0132, Supervisory Intelligence Analyst (26)  
GS-0180, Clinical Psychologist (48)  
GS-0180, Personnel Research Psychologist  
GS-0201, Human Resources Specialist (12)  
GS-0201, Supervisory Human Resources Spec. (2)  
GS-0203, Human Resources Assistant  
GS-0260, Alternate Dispute Resolution Manager  
GS-0301, Miscellaneous Admin & Program (142)  
GS-0303, Miscellaneous Clerk and Assistant (51)  
GS-0313, Office Services Supervisor (5)  
GS-0318, Secretary (7)  
GS-0335, Computer Assistant (2)  
GS-0340, Foreign Language Program Manager (4)  
GS-0341, Administrative Officer (2)  
GS-0343, Management and Program Analyst (133)  
GS-0344, Management and Program Assistant (6)  
GS-0346, Logistics Management Specialist  
GS-0391, Telecommunications Specialist (2)  
GS-0401, Biologist (24)  
GS-0501, Accounting Analyst (3)  
GS-0501, Financial Operations Specialist (4)  
GS-0505, Financial Manager (2)  
GS-0510, Accountant (33)  
GS-0511, Auditor (8)  
GS-0540, Accounting Analyst  
GS-0560, Budget Analyst (6)  
GS-0602, Medical Officer (12)  
GS-0603, Physician Assistant (10)  
GS-0610, Nurse Practitioner (9)  
GS-0660, Pharmacist (4)  
GS-0670, Deputy Health Systems Administrator  
GS-0671, Health Systems Specialist (4)  
GS-0680, Dental Officer (2)  
GS-0802, Engineering Technician (2)  
GS-0855, Electronics Engineer (5)  
GS-0856, Electronics Technician (45)  
GS-0901, Legal Administrative Specialist (16)  
GS-0904, Law Clerk  
GS-0905, Attorney (91)  
GS-0950, Paralegal Specialist (3)  
GS-0963, Legal Instruments Examiner (11)  
GS-1001, Arts & Information Specialist  
GS-1001, Sign Language Interpreter/Reading Spec.  
GS-1001, Video Communication Specialist  
GS-1035, Public Affairs Specialist (5)  
GS-1040, Language Specialist (16)  
GS-1060, Photographer (2)  
GS-1082, Writer-Editor  
GS-1102, Business Administrator | $16,404,990 |
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</table>
| Justice (continued) | 2,271               | GS-1102, Contract Specialist (5)  
GS-1102, Supervisory Control Specialist (3)  
GS-1160, Financial Analyst (2)  
GS-1170, Facilities Program Manager  
GS-1170, Realty Specialist  
GS-1301, Physical Scientist (25)  
GS-1320, Chemist (3)  
GS-1321, Metallurgist  
GS-1397, Document Analyst  
GS-1412, Technical Information Specialist (2)  
GS-1421, Archives Specialist  
GS-1531, Supervisory Statistical Assistant  
GS-1541, Cryptanalyst  
GS-1550, Computer Scientist (5)  
GS-1750, Instructional Systems Specialist (3)  
GS-1801, Investigative Operations Analysts (5)  
GS-1801, Investigative Specialist (61)  
GS-1801, Staff Operations Specialist  
GS-1801, Supervisory Investigative Specialist (6)  
GS-1801, Surveillance Specialist (7)  
GS-1802, Criminal History Examiner (3)  
GS-1802, ELSUR Operations Technician  
GS-1811, Special Agent (566)  
GS-1811, Supervisory Special Agent (96)  
GS-1910, Quality Assurance Specialist  
GS-2001, General Supply Specialist  
GS-2210, Information Technology Specialist (94)  
SL-0132, Senior Intelligence Officer  
SL-1550, Senior Computer Scientist  
WG-5823, Automotive Mechanic | $16,404,990 |
| Labor              | 66                  | GL-1811, Criminal Investigator  
GS-0110, Economist  
GS-0110, International Economist  
GS-0201, Human Resources Specialist (2)  
GS-0301, Presidential Management Fellow (2)  
GS-0301, Program Specialist (3)  
GS-0343, Program Analyst (4)  
GS-0399, Student Trainee  
GS-0501, Financial Management Specialist  
GS-0510, Supervisory Accountant  
GS-0511, Auditor (10)  
GS-0601, Health Scientist  
GS-0801, General Engineer  
GS-0830, Mechanical Engineer  
GS-0905, Attorney  
GS-1083, Technical Writer-Editor  
GS-1712, Training Specialist  
GS-1805, Investigative Analyst (3)  
GS-1811, Criminal Investigator (27)  
GS-1849, Wage and Hour Specialist (2)  
GS-2210, IT Specialist | $430,198 |
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<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
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</table>
| State             | 1,337              | FS-2010, Management Officer (73)  
FS-2101, Financial Management (5)  
FS-2201, Human Resources Management (6)  
FS-2301, General Services  
FS-2501, Security (81)  
FS-2550, Security Engineering (4)  
FS-2560, Security Engineering-Technical (2)  
FS-2570, Security – Overseas Protection  
FS-2580, Diplomatic Courier  
FS-2880, Information Management (33)  
FS-2882, Information Management – Tech  
FS-2884, Information Tech (2)  
FS-3001, Consular Affairs (101)  
FS-3012, Consular Support Officer  
FS-4300, English Language Programs  
FS-4400, Public Diplomacy (105)  
FS-5015, Economics (129)  
FS-5505, Political Affairs (124)  
FS-6020, Environment Science and Technology  
FS-6080, Interfunctional Officer (2)  
FS-6110, Medicine  
FS-6115, Health Practitioner (6)  
FS-6217, Facility Maintenance (2)  
FS-6218, Construction Engineering (3)  
FS-6220, Attorney-Advisor (2)  
FS-9017, Office Management (31)  
GS-0130, Foreign Affairs (226)  
GS-0132, Intelligence (13)  
GS-0170, History (12)  
GS-0201, Human Resources Management (39)  
GS-0343, Management and Program Analysis (75)  
GS-0346, Logistics Management (3)  
GS-0501, Financial Administration and Program (15)  
GS-0544, Civilian Pay  
GS-0560, Budget Analysis (23)  
GS-0610, Nurse  
GS-0850, Electrical Engineering (2)  
GS-0905, General Attorney (49)  
GS-0950, Paralegal Specialist (5)  
GS-0967, Passport and Visa Examining (77)  
GS-1035, Public Affairs (16)  
GS-1102, Contracting (23)  
GS-1712, Training Instruction  
GS-1802, Compliance Inspection and Support (4)  
GS-1805, Investigative Analysis (4)  
GS-2210, Information Technology Management (29) | $11,995,323 |
| Transportation    | 39                 | GS-0020, Community Planner  
GS-0028, Environmental Protection Specialist (5)  
GS-0301, Policy Analyst (5)  
GS-0340, Director, Office of Civil Rights  
GS-0343, Program Analyst (2)  
GS-0343, Management Analyst  
GS-0399, Student Trainee (2)  
GS-0560, Budget Analyst  
GS-0905, Attorney-Advisor  
GS-0905, Trial Attorney (Transportation) (7) | $386,045 |
<table>
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<th>Department/Agency</th>
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<th>Cost</th>
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</table>
| Transportation (continued) | 39                 | GS-1102, Contract Specialist  
GS-1160, Financial Analyst (2)  
GS-2101, International Transportation Specialist (3)  
GS-2110, Transportation Industry Analyst (5)  
GS-2101, Transportation Program Specialist  
GS-2210, IT Specialist  
GS-0080, Personnel Security Specialist  
GS-0110, Economist (2)  
GS-0132, Intelligence Research Specialist (21)  
GS-0201, Human Resources Specialist (2)  
GS-0260, Equal Employment Specialist  
GS-0301, Editorial Research Specialist  
GS-0301, Fiscal Affairs Specialist  
GS-0301, Compliance Project Officer  
GS-0301, Regulatory Outreach Project Officer  
GS-0301, Policy Advisor (2)  
GS-0301, Sup. Regulatory Outreach Specialist  
GS-0301, Regulatory Policy Specialist  
GS-0342, Intelligence Research Specialist  
GS-0343, Management and Program Analyst (3)  
GS-0344, Program Analyst (2)  
GS-0501, Financial Specialist (2)  
GS-0510, Accountant  
GS-0511, Auditor (4)  
GS-0560, Budget Analyst (2)  
GS-0830, Mechanical Engineer  
GS-0905, Attorney (2)  
GS-1035, Public Affairs Specialist  
GS-1101, Program Manager (2)  
GS-1102, Contract Specialist  
GS-1160, Financial Analyst (7)  
GS-1160, Senior Portfolio Manager (2)  
GS-1801, Compliance Officer (2)  
GS-1801, Info Sharing Compliance Specialist (2)  
GS-1811, Investigative Research Specialist (3)  
GS-1811, Criminal Investigator (2)  
GS-2210, Information Technology Specialist (3)  
GS-2299, Student Trainee (IT)  
OR-0301, Financial Data Specialist  
OR-0301, Program Analyst  
OR-0301, Project Manager  
OR-2210, Senior Developer  
SL-0505, Senior Advisor                                                                                                                                                                                                                                                                                                                                                                             | $386,045 |
| Treasury             | 84                 | GS-0081, Firefighter (2)  
GS-0083, Police Officer (12)  
GS-0086, Security Assistant  
GS-0180, Psychologist (82)  
GS-0185, Social Worker (33)  
GS-0201, Human Resources Specialist (76)  
GS-0203, Human Resources Assistant (3)  
GS-0260, Equal Employment Opportunity Spec. (2)  
GS-0301, Miscellaneous Administration & Prog. (25)  
GS-0303, Program Support Assistant (2)  
GS-0318, Secretary (2)  
GS-0340, Program Officer (5)  
GS-0080, Personnel Security Specialist  
GS-0110, Economist (2)  
GS-0132, Intelligence Research Specialist (21)  
GS-0201, Human Resources Specialist (2)  
GS-0260, Equal Employment Specialist  
GS-0301, Editorial Research Specialist  
GS-0301, Fiscal Affairs Specialist  
GS-0301, Compliance Project Officer  
GS-0301, Regulatory Outreach Project Officer  
GS-0301, Policy Advisor (2)  
GS-0301, Sup. Regulatory Outreach Specialist  
GS-0301, Regulatory Policy Specialist  
GS-0342, Intelligence Research Specialist  
GS-0343, Management and Program Analyst (3)  
GS-0344, Program Analyst (2)  
GS-0501, Financial Specialist (2)  
GS-0510, Accountant  
GS-0511, Auditor (4)  
GS-0560, Budget Analyst (2)  
GS-0830, Mechanical Engineer  
GS-0905, Attorney (2)  
GS-1035, Public Affairs Specialist  
GS-1101, Program Manager (2)  
GS-1102, Contract Specialist  
GS-1160, Financial Analyst (7)  
GS-1160, Senior Portfolio Manager (2)  
GS-1801, Compliance Officer (2)  
GS-1801, Info Sharing Compliance Specialist (2)  
GS-1811, Investigative Research Specialist (3)  
GS-1811, Criminal Investigator (2)  
GS-2210, Information Technology Specialist (3)  
GS-2299, Student Trainee (IT)  
OR-0301, Financial Data Specialist  
OR-0301, Program Analyst  
OR-0301, Project Manager  
OR-2210, Senior Developer  
SL-0505, Senior Advisor                                                                                                                                                                                                                                                                                                                                                                             | $644,557 |
| Veterans Affairs     | 694                | GS-0081, Firefighter (2)  
GS-0083, Police Officer (12)  
GS-0086, Security Assistant  
GS-0180, Psychologist (82)  
GS-0185, Social Worker (33)  
GS-0201, Human Resources Specialist (76)  
GS-0203, Human Resources Assistant (3)  
GS-0260, Equal Employment Opportunity Spec. (2)  
GS-0301, Miscellaneous Administration & Prog. (25)  
GS-0303, Program Support Assistant (2)  
GS-0318, Secretary (2)  
GS-0340, Program Officer (5)  
GS-0080, Personnel Security Specialist  
GS-0110, Economist (2)  
GS-0132, Intelligence Research Specialist (21)  
GS-0201, Human Resources Specialist (2)  
GS-0260, Equal Employment Specialist  
GS-0301, Editorial Research Specialist  
GS-0301, Fiscal Affairs Specialist  
GS-0301, Compliance Project Officer  
GS-0301, Regulatory Outreach Project Officer  
GS-0301, Policy Advisor (2)  
GS-0301, Sup. Regulatory Outreach Specialist  
GS-0301, Regulatory Policy Specialist  
GS-0342, Intelligence Research Specialist  
GS-0343, Management and Program Analyst (3)  
GS-0344, Program Analyst (2)  
GS-0501, Financial Specialist (2)  
GS-0510, Accountant  
GS-0511, Auditor (4)  
GS-0560, Budget Analyst (2)  
GS-0830, Mechanical Engineer  
GS-0905, Attorney (2)  
GS-1035, Public Affairs Specialist  
GS-1101, Program Manager (2)  
GS-1102, Contract Specialist  
GS-1160, Financial Analyst (7)  
GS-1160, Senior Portfolio Manager (2)  
GS-1801, Compliance Officer (2)  
GS-1801, Info Sharing Compliance Specialist (2)  
GS-1811, Investigative Research Specialist (3)  
GS-1811, Criminal Investigator (2)  
GS-2210, Information Technology Specialist (3)  
GS-2299, Student Trainee (IT)  
OR-0301, Financial Data Specialist  
OR-0301, Program Analyst  
OR-0301, Project Manager  
OR-2210, Senior Developer  
SL-0505, Senior Advisor                                                                                                                                                                                                                                                                                                                                                                             | $3,661,260 |
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<td>GS-2210, Information Technology Specialist (9)</td>
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<td>WG-7404, Cook (2)</td>
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<td>WG-7408, Food Service Worker</td>
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$3,661,260
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<th>Department/Agency</th>
<th>Number of Employees</th>
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<td>FP-0301, Democracy and Governance (41)</td>
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<td>FP-0501, Comptroller/ Controller (5)</td>
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<td>GS-1102, Contract Specialist (3)</td>
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<td>GS-1170, Realty Specialist</td>
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<td>GS-2210, IT Specialist</td>
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<td>PE-0101, Social Science Analyst (8)</td>
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<td>PE-0110, Economist (2)</td>
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<td>PE-0347, GAO Analyst (305)</td>
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<td>PE-0511, Auditor (23)</td>
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<td>PE-1301, Physical Science Analyst</td>
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<td>PE-1530, Senior Statistician</td>
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<td>PY-0180, Psychologist</td>
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<td>PY-0201, Human Capital Specialist</td>
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<td>PY-0343, Management Analyst (2)</td>
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<td>PY-0560, Budget Analyst</td>
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<td>PY-1001, Communications Analyst (12)</td>
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<td>PY-1102, Contract Specialist</td>
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<td>PY-1529, Mathematical Statisticist</td>
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<td>GG-0806, Materials Engineer</td>
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<td>GG-0810, Structural Engineer (NSPDP)</td>
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<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
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<td>35 Departments/Agencies</td>
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</table>

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

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