

Federal Student Loan Repayment Program Calendar Year 2012

Report to the Congress

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
SEPTEMBER 2013

**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.)

TABLE 1

	CY 2008	CY 2009	CY 2010	CY 2011	CY 2012
Participating Agencies	35	36	36	34	35
Number of Recipients	6,879	8,454	11,359	10,134	10,543
Total Amount Provided (In Millions)	\$51.6	\$61.8	\$85.7	\$71.8	\$70.3
Average Amount Provided	\$7,511	\$7,317	\$7,542	\$7,091	\$6,670

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.)

TABLE 2

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Defense	3,306	31.4	\$20,942,463	29.8
Department of Justice	2,271	21.5	\$16,404,990	23.3
Department of State	1,337	12.7	\$11,995,323	17.1
<i>Subtotal</i>	<i>6,914</i>	<i>65.6</i>	<i>\$49,342,776</i>	<i>70.2</i>
32 Other Agencies	3,629	34.4	\$20,983,240	29.8
Total	10,543	100.0	\$70,326,016	100.0

The *Department of Defense (DOD)* used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 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

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

INDEPENDENT AGENCIES

Access Board	Inter-American Foundation
American Battle Monuments Commission	James Madison Fellowship Foundation
Agency for International Development	Japan-U.S. Friendship Commission
Appraisal Subcommittee	John F. Kennedy Center for the Performing Arts
Arctic Research Commission	Library of Congress
Armed Forces Retirement Home	Marine Mammal Commission
Broadcasting Board of Governors	Merit Systems Protection Board
Chemical Safety and Hazard Investigation Board	Millennium Challenge Corporation
Commission on Civil Rights	National Aeronautics and Space Administration
Commission of Fine Arts	National Capital Planning Commission
Commodity Futures Trading Commission	National Endowment for the Arts
Consumer Product Safety Commission	National Gallery of Art
Corporation for National and Community Service	National Labor Relations Board
Court Services and Offender Supervision Agency	National Mediation Board
Defense Nuclear Facilities Safety Board	National Science Foundation
Environmental Protection Agency	National Security Agency
Equal Employment Opportunity Commission	National Transportation Safety Board
Export-Import Bank	Nuclear Regulatory Commission
Farm Credit Administration	Occupational Safety and Health Review Commission
Farm Credit System Insurance Corporation	Office of Government Ethics
Federal Communications Commission	Office of Navajo and Hopi Indian Relocation
Federal Deposit Insurance Corporation	Office of Personnel Management
Federal Elections Commission	Overseas Private Investment Corporation
Federal Energy Regulatory Commission	Pension Benefit Guaranty Corporation
Federal Housing Finance Agency	Postal Regulatory Commission
Federal Labor Relations Authority	Railroad Retirement Board
Federal Maritime Commission	Securities and Exchange Commission
Federal Mediation and Conciliation Service	Small Business Administration
Federal Retirement Thrift Investment Board	Smithsonian Institution
Federal Trade Commission	Social Security Administration
General Services Administration	Surface Transportation Board
Government Accountability Office	Trade and Development Agency
Government Printing Office	Tennessee Valley Authority
Harry F. Truman Scholarship Foundation	U.S. AbilityOne Commission
Holocaust Memorial Museum	Woodrow Wilson International Center for Scholars
Institute of Museum and Library Services	

AGENCY REPORTS – CALENDAR YEAR 2012

Department/Agency	Number of Employees	Job Classifications	Cost
Departments			
Agriculture	51	AP-0701, Veterinary Medical Officer (19) FP-0401, Associate Deputy Administrator FP-0401, Regulatory Program Advisor GS-0101, Social Science Analyst (2) GS-0110, Economist GS-0301, Program Specialist (2) GS-0340, Deputy District Ranger GS-0343, Management and Program Analyst GS-0399, Agricultural Commodity Grainer (2) GS-0401, Program Specialist (2) GS-0403, Supervisory Microbiologist GS-0408, Ecologist (3) GS-0414, Research Entomologist GS-0462, Forestry Technician GS-0890, Agriculture Engineer GS-1146, Agricultural Marketing Specialist (8) GS-1147, Livestock and Grain Operator GS-1801, Agricultural Marketing Assistant GS-2210, IT Specialist (2)	\$432,056
Commerce	40	GS-0343, Management Analyst GS-0343, Program Analyst GS-0343, Management and Program Analyst GS-0904, Law Clerk GS-0905, General Attorney (15) GS-1101, Economic Development Specialist (2) GS-1420, Librarian GS-1801, Inter. Trade Compliance Analyst (10) GS-1801, Supv. Inter. Trade Compliance Analyst (2) ZA-0343, Program Analyst (3) ZA-0343, Management and Program Analyst ZP-2210, Information Technology Specialist (2)	\$317,114
Defense	3,306	AD-1701, General Education and Training (4) DB-0020, Community Planning DB-0150, Geography (2) DB-0408, Ecology DB-0413, Physiology DB-0601, General Health Science (3) DB-0610, Nurse (5) DB-0801, General Engineering (44) DB-0806, Materials Engineering (6) DB-0807, Landscape Architecture (2) DB-0810, Civil Engineering (2) DB-0819, Environmental Engineering DB-0830, Mechanical Engineering (23) DB-0845, Computer Engineering (10) DB-0850, Electrical Engineering (3)	\$20,942,463

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	3,306	GS-0346, Logistics Management (96) GS-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. (2) 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

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	3,306	GS-1320, Chemistry (28) GS-1340, Meteorology GS-1350, Geology GS-1515, Operations Research (22) GS-1520, Mathematics (2) GS-1530, Statistics GS-1550, Computer Science (42) GS-1601, Equipment, Facilities, and Services (2) GS-1670, Equipment Services GS-1701, General Education and Training (4) GS-1740, Education Services (2) GS-1750, Instructional Systems (3) GS-1910, Quality Assurance (5) GS-2001, General Supply GS-2003, Supply Program Management (7) GS-2010, Inventory Management (11) GS-2130, Traffic Management (2) GS-2210, Information Technology Management (34) NH-0130, Foreign Affairs (2) NH-0301, Miscellaneous Admin. and Program (20) NH-0340, Program Management (7) NH-0343, Management and Program Analysis (23) NH-0346, Logistics Management (10) NH-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. NH-0403, Microbiology NH-0501, Financial Administration and Program (3) NH-0560, Budget Analysis (6) NH-0801, General Engineering (19) NH-0819, Environmental Engineering NH-0830, Mechanical Engineering (7) NH-0850, Electrical Engineering (5) NH-0854, Computer Engineering (5) NH-0855, Electronics Engineering (10) NH-0861, Aerospace Engineering NH-1102, Contracting (44) NH-1515, Operations Research (13) NH-1550, Computer Science (2) NH-1910, Quality Assurance (2) NH-2210, Information Technology Management (7) NO-0501, Financial Administration and Program (2) NO-0510, Accounting (2) NO-1101, General Business and Industry NO-1102, Contracting (9) NO-1222, Patent Attorney NP-0401, Natural Resources Management (3) NP-0601, General Health Science NP-0806, Materials Engineering (2) NP-0810, Civil Engineering NP-0830, Mechanical Engineering NP-1310, Physics NP-1320, Chemistry (2) NP-1340, Meteorology NT-1102, Contracting (11)	\$20,942,463
Education	5	GS-0343, Lead Management and Program Analyst GS-1102, Contract Specialist (3) GS-2210, Information Technology Specialist	\$30,000

Department/Agency	Number of Employees	Job Classifications	Cost
Energy	61	AD-0303, Power System Dispatcher EJ-0301, Policy Advisor GS-0080, Security Specialist GS-0110, Industry Economist (5) GS-0201, Human Resources Specialist GS-0301, Senior Staff Officer GS-0301, Energy Technology Program Spec.(5) GS-0343, Management and Program Analyst GS-0343, Program Analyst (5) GS-0501, Financial Management Specialist GS-0510, Accountant GS-0560, Budget Analyst (3) GS-0801, General Engineer (8) GS-0850, Electrical Engineer (3) GS-0899, Student Trainee (Nuclear Engineer) GS-0905, Attorney-Advisor (General) (3) GS-1102, Contract Specialist (2) GS-1109, Grants Management Specialist GS-1130, Public Utilities Specialist GS-1165, Loan Specialist (3) GS-1301, Physical Scientist GS-1515, Operations Research Analyst GS-1529, Mathematical Statistician GS-1530, Survey Statistician (4) GS-2210, Information Technology Specialist (6)	\$267,829
Health and Human Services	388	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 & 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)	\$3,407,415

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

Department/Agency	Number of Employees	Job Classifications	Cost
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 Analysis (60) GS-0344, Management and Program Assistant (2) GS-0360, Equal Opportunity Specialist (41)	\$795,870

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
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	\$386,045
Treasury	84	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)	\$3,661,260

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	694	GS-0341, Administrative Officer (6) GS-0343, Management/ Program Analyst (23) GS-0399, Student Trainee GS-0505, Financial Manager GS-0510, Accountant (8) GS-0540, Voucher Examiner (2) GS-0544, Civilian Pay Technician GS-0560, Budget Analyst (9) GS-0601, Health Science Specialist (24) GS-0602, Physician GS-0620, Practical Nurse (11) GS-0630, Dietitian (7) GS-0631, Occupational Therapist (13) GS-0633, Physical Therapist (37) GS-0635, Kinesiotherapist GS-0638, Recreation Therapist GS-0640, Health Aid and Technician (5) GS-0644, Medical Technologist (40) GS-0645, Medical Technician GS-0647, Diagnostic Radiologic Technician (10) GS-0648, Therapeutic Radiologic Technician GS-0649, Medical Instrument Technician (4) GS-0660, Pharmacist (77) GS-0661, Pharmacy Technician (2) GS-0665, Speech Pathology & Audiology (9) GS-0667, Orthotist and Prosthetist GS-0669, Medical Records Administrator (3) GS-0670, Health System Administrator (2) GS-0671, Health System Specialist (28) GS-0672, Prosthetic Representative (2) GS-0673, Assistant Hospital Housekeeping Officer GS-0675, Medical Records Technician (2) GS-0679, Medical Support Assistant (4) GS-0681, Dental Assistant GS-0690, Industrial Hygienist GS-0801, General Engineer (7) GS-0809, Construction Representative GS-0810, Civil Engineer (3) GS-0830, Mechanical Engineer (2) GS-0858, Biomedical Engineer (7) GS-0905, Attorney-Advisor (8) GS-0996, Veterans Claim Examiner GS-1035, Public Affairs Specialist (2) GS-1082, Writer-Editor GS-1101, Business Resource Specialist GS-1102, Contract Specialist (55) GS-1106, Procurement Technician (2) GS-1170, Realty (2) GS-1601, Biomedical Equipment Support Spec. GS-1701, Learning Resources Officer GS-1712, Training Specialist GS-1720, Education Program Specialist GS-2210, Information Technology Specialist (9) WG-2805, Electrician WG-7404, Cook (2) WG-7408, Food Service Worker	\$3,661,260

Department/Agency	Number of Employees	Job Classifications	Cost
Independent Agencies			
Agency for International Development	250	FP-0028, Environment (7) FP-0101, Food for Peace (2) FP-0110, Economist (6) FP-0301, Democracy and Governance (41) FP-0341, Executive Officer/ ADMV Officer (13) FP-0401, Agriculture (25) FP-0501, Comptroller/ Controller (5) FP-0685, Health and Population Officer (28) FP-0801, Engineer (4) FP-1101, Private Sector Officer (16) GS-0201, Human Resources Specialist GS-0203, Human Resources Assistant GS-0343, Management and Program Analyst (35) GS-0501, Financial Management (10) GS-1102, Contract Specialist (56)	\$1,665,068
Chemical Safety and Hazard Investigation Board	15	GS-0301, Board Affairs Specialist GS-0301, Government & Public Affair Specialist GS-0301, Chemical Safety Recommendation GS-0501, Payroll Program Specialist GS-0905, Attorney-Advisor (2) GS-1102, Contract Specialist (5) GS-1170, Realty Specialist GS-1801, Chemical Incident Investigator (3)	\$127,028
Defense Nuclear Facilities Safety Board	2	DN-0801, Engineer (2)	\$17,610
Environmental Protection Agency	12	GS-0301, Miscellaneous Administration and Prog. GS-0343, Management and Program Analysis (2) GS-0415, Toxicology GS-0601, General Health Science (3) GS-0905, General Attorney GS-1301, General Physical Science (4)	\$52,591
Export-Import Bank	4	GS-0110, Financial Economist GS-0343, Management and Program Analyst (2) GS-1165, Loan Specialist	\$22,934
Farm Credit Administration	16	VH-0301, Client Services Specialist VH-0570, Associate FC Examiner (14) VH-2210, IT Specialist	\$69,960
Farm Credit System Insurance Corporation	1	VH-1101, Senior Risk Analyst	\$10,000
Federal Energy Regulatory Commission	112	GS-0000, Technical Advisor GS-0110, Economist (7) GS-0201, Human Resources Specialist (3) GS-0301, Congressional Affairs Specialist GS-0301, Project Specialist GS-0303, Administrative Support Assistant GS-0318, Secretary (Office Automation) (2) GS-0343, Management Analyst (5) GS-0510, Accountant (2) GS-0511, Auditor (4) GS-0560, Budget Analyst	\$697,676

Department/Agency	Number of Employees	Job Classifications	Cost
Federal Energy Regulatory Commission (continued)	112	GS-0810, Civil Engineer (7) GS-0830, Mechanical Engineer GS-0850, Electrical Engineer (7) GS-0881, Petroleum Engineer (2) GS-0904, Law Clerk GS-0905, Attorney-Advisors (36) GS-0950, Paralegal Specialist GS-1101, Energy Industry Analyst (29)	\$697,676
Federal Retirement Thrift Investment Board	7	GS-0301, Project Manager GS-0510, Accountant (3) GS-0905, Attorney – Advisor (2) GS-2210, IT Specialist	\$66,079
Federal Trade Commission	26	GS-0343, Management and Program Analyst GS-0904, Law Clerk (3) GS-0905, General Attorney (22)	\$190,000
General Services Administration	8	GS-0343, Program Analyst (2) GS-0343, Management and Program Analyst (4) GS-2210, IT Specialist (2)	\$48,805
Government Accountability Office	416	MK-0301, Supervisory Administrative Management PA-0905, Attorney (37) PE-0101, Social Science Analyst (8) PE-0110, Economist (2) PE-0347, GAO Analyst (305) PE-0511, Auditor (23) PE-1301, Physical Science Analyst PE-1515, Operations Research Analyst PE-1530, Senior Statistician PE-1550, Information Technology Analyst (17) PY-0180, Psychologist PY-0201, Human Capital Specialist PY-0343, Management Analyst (2) PY-0560, Budget Analyst PY-1001, Communications Analyst (12) PY-1102, Contract Specialist PY-1529, Mathematical Statistician PY-2210, Information Technology Specialist (2)	\$1,176,606
Library of Congress	4	GS-0301, Program Specialist GS-1102, Contract Specialist GS-1410, Librarian (2)	\$40,000
National Aeronautics and Space Administration	3	GS-0905, General Attorney (2) GS-1102, Contract Specialist	\$14,768
Nuclear Regulatory Commission	29	GG-0080, Security Specialist (2) GG-0343, Audit Manager GG-0560, Branch Chief GG-0801, Reactor Engineer (2) GG-0801, Reactor Inspector GG-0806, Materials Engineer GG-0810, Structural Engineer (NSPDP) GG-0840, Resident Inspector (PWR) (3) GG-0840, Senior Resident Inspector (PWR/TL) GG-0905, Attorney (13) GG-1306, Health Physicist (2) SN-0801, Agency Allegations Advisor	\$267,597

Department/Agency	Number of Employees	Job Classifications	Cost
Office of Personnel Management	1	GS-2210, IT Specialist	\$10,000
Overseas Private Investment Corporation	8	GS-0201, Human Resources Specialist GS-0301, Misc. Administration and Program GS-0905, Attorney (2) GS-1101, General Business and Industry (4)	\$40,812
Pension Benefit Guaranty Corporation	27	GS-0510, Accountant GS-0905, General Attorney (18) GS-0958, Employee Benefit Law Specialist GS-1510, Actuary (7)	\$270,000
Postal Regulatory Commission	6	PRC-0110, Economist PRC-0905, Attorney (3) PRC-1160, Rate and Cost Analyst PRC-1160, Cost and Financial Analyst	\$24,872
Securities and Exchange Commission	517	SK-0080, Security Specialist (2) SK-0110, Financial Economist SK-0201, Human Resources Specialist (3) SK-0301, Misc. Administration and Program (23) SK-0303, Miscellaneous Clerk and Assistant (4) SK-0304, Information Receptionist SK-0318, Secretary (3) SK-0340, Administrative Officer SK-0343, Management and Program Analyst (6) SK-0399, Program Support Assistant SK-0501, Financial Management Specialist SK-0510, Accounting (94) SK-0511, Auditor SK-0560, Budget Technician SK-0880, Mine Engineer (2) SK-0904, Staff Attorney SK-0905, Attorney-Advisor (284) SK-0950, Paralegal Specialist (13) SK-0963, Legal Instrument Examiner SK-0986, Legal Assistance (6) SK-1001, Investor Assistance Specialist SK-1102, Contract Specialist (5) SK-1160, Financial Analyst (2) SK-1410, Librarian (2) SK-1801, Market Surveillance Specialist (3) SK-1802, Securities Compliance Assistant SK-1810, Investigative Specialist SK-1831, Securities Compliance Examiner (23) SK-2210, IT Specialist (22) SO-0301, Director SO-0501, Associate Regional Director SO-0905, Assoc. Regional Director (5) SO-1831, Assoc. Regional Director	\$4,563,338
35 Departments/Agencies	10,543		\$70,326,016

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.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Employee Services

1900 E Street, NW
Washington, DC 20415