Federal Student Loan Repayment Program
Calendar Year 2016
A MESSAGE FROM
THE ACTING DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT

I am pleased to transmit the U.S. Office of Personnel Management’s (OPM’s) annual report to Congress on agencies’ use of student loan repayments as a strategic tool for the purposes of recruitment and retention during calendar year (CY) 2016. Section 5379 of title 5, United States Code, authorizes agencies to establish programs under which they may repay certain types of Federally-made, insured, or guaranteed student loans to recruit or retain highly-qualified personnel. The law also requires OPM to report to Congress annually on agencies’ use of student loan repayments.

During CY 2016, 34 Federal agencies provided 9,868 employees with a total of more than $71.6 million in student loan repayment benefits. Compared to CY 2015, this represents a 2.7 percent increase in the number of employees receiving student loan repayment benefits and a 3.0 percent increase in agencies’ overall financial investment in this particular incentive.

During CY 2016, several Federal agencies utilized student loan repayments to significantly recruit and retain employees in positions related to nursing, science, technology, engineering, and mathematics (STEM). Notably, in CY 2016, the U.S. Department of Defense (DOD) provided student loan repayments to 848 engineers compared to 766 engineers in CY 2015. This amounted to a 10.7 percent increase in the number of DOD engineers receiving student loan repayments.

Closing the skills gap in the STEM workforce is a key component in our efforts to deliver on the core mission of OPM: to recruit and retain a world-class workforce to serve the American people. Employees in STEM career fields are vital to the Federal Government’s mission, and OPM is committed to continue working with agencies to help them attract and retain talented professionals using student loan repayments and other human resources management flexibilities.

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 expenditure. As a result, 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.

Kathleen M. McGettigan
Acting Director
TABLE OF CONTENTS

I. EXECUTIVE SUMMARY ................................................................................................................... 3
II. BACKGROUND ................................................................................................................................. 3
III. AGENCY REPORTS .......................................................................................................................... 4
IV. AGENCY COMMENTS ...................................................................................................................... 7
   A. EFFECT ON RECRUITMENT AND RETENTION ....................................................................... 7
   B. BEST PRACTICES ..................................................................................................................... 9
   C. IMPEDIMENTS TO USING STUDENT LOAN REPAYMENTS .................................................. 10
V. CONCLUSION ......................................................................................................................................... 10

ATTACHMENT 1: REPORTING AGENCIES FOR CALENDAR YEAR 2016

ATTACHMENT 2: AGENCY REPORTS – CALENDAR YEAR 2016
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, 2017, OPM issued a memorandum (CPM 2017-03) requesting agency reports on the use of student loan repayments during CY 2016. In its memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2016, 34 Federal agencies provided 9,868 employees with a total of more than $71.6 million in student loan repayment benefits. Compared to CY 2015, this is a 2.7 percent increase in the number of employees receiving student loan repayment benefits and a 3.0 percent increase in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2016 was $7,258.

During CY 2016, 88 percent of the cost of all student loan repayment benefits was provided by the U.S. Departments of Defense, Justice, State, Homeland Security, Veterans Affairs, Health and Human Services, and the U.S. Securities and Exchange Commission. Similarly, 80.3 percent of all student loan repayment recipients were employed by these seven agencies. Overall, these seven agencies provided 7,922 employees with $63 million in student loan repayment benefits. The other 27 agencies combined provided 1,946 employees with $8.6 million in student loan repayment benefits.

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 or not the program is helping 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 human resources 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 flexibilities attracts and retains a dynamic Federal workforce to support agency missions and program needs.

II. BACKGROUND

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

Section 5379(h)(1) of title 5, United States Code, requires agencies to report annually to OPM on their use of student loan repayments. The law also directs OPM to prepare and submit annually to Congress a report containing the following information:

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

III. AGENCY REPORTS

On February 22, 2017, OPM issued a memorandum for Chief Human Capital Officers (CPM 2017-03) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2017. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send their reports on the use of student loan repayments during CY 2016. OPM received responses from 71 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2016, 34 Federal agencies provided 9,868 employees with a total of more than $71.6 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) (See Table 1 for breakdown by CY.)

| TABLE 1 |
|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Participating Agencies | 36 | 34  | 35  | 31  | 33  | 32  | 34  |
| Number of Recipients | 11,359 | 10,134 | 10,543 | 7,314 | 8,469 | 9,610 | 9,868 |
| Total Amount Provided (In Millions) | $85.7 | $71.8 | $70.3 | $52.9 | $58.7 | $69.5 | $71.6 |
Agency Data

In CY 2016, the six agencies making the most extensive use of student loan repayments continued to be the U.S. Departments of Defense, Health and Human Services, Justice, State, Veterans Affairs, and the U.S. Securities and Exchange Commission. In CY 2016, the U.S. Department of Homeland Security increased its usage of the student loan repayment program enough so that we have included them in this listing. As such, 88 percent of the total cost of all student loan repayment benefits were provided by these seven agencies. Similarly, 80.3 percent of all student loan repayment recipients were employed by these seven agencies. Overall, these seven agencies provided 7,922 employees with $63 million in student loan repayment benefits. The other 27 agencies combined provided 1,946 employees with $8.6 million in student loan repayment benefits. (See Table 2 for breakdown.)

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>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Department of Defense</td>
<td>2,857</td>
<td>29.0 %</td>
<td>$22,409,743</td>
<td>31.3 %</td>
</tr>
<tr>
<td>U.S. Department of Justice</td>
<td>1,332</td>
<td>13.5 %</td>
<td>$10,304,851</td>
<td>14.4 %</td>
</tr>
<tr>
<td>U.S. Department of State</td>
<td>1,256</td>
<td>12.7 %</td>
<td>$10,413,832</td>
<td>14.5 %</td>
</tr>
<tr>
<td>U.S. Securities and Exchange Commission</td>
<td>805</td>
<td>8.2 %</td>
<td>$7,285,085</td>
<td>10.2 %</td>
</tr>
<tr>
<td>U.S. Department of Veterans’ Affairs</td>
<td>711</td>
<td>7.2 %</td>
<td>$4,599,065</td>
<td>6.4 %</td>
</tr>
<tr>
<td>U.S. Department of Health and</td>
<td>673</td>
<td>6.8 %</td>
<td>$5,349,207</td>
<td>7.5 %</td>
</tr>
</tbody>
</table>
The U.S. Department of Defense (DOD) increased its usage of the program by 13.1 percent during CY 2016, compared to the year before. The DOD used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 848 employees in engineering positions. Engineers who received the most student loan repayment benefits included Nuclear Engineers (215), Electrical or Electronics Engineers (156), and Mechanical Engineers (148). DOD also provided student loan repayment benefits to 276 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for 55 percent of the DOD employees who received student loan repayment benefits during CY 2016.

The U.S. Department of Justice (DOJ) decreased its usage of the program by 23.1 percent during CY 2016, compared to the year before. The top two DOJ recipient occupations were Special Agents (222) and Intelligence Analysts (146). These two occupations accounted for 27.6 percent of DOJ’s total student loan repayment recipients during CY 2016.

The U.S. Department of State (DOS) decreased its usage of the program by 12.2 percent during CY 2016, compared to the prior year. During CY 2016, State provided $10.4 million in student loan repayment benefits to 1,256 employees. Of the CY 2016 recipients, 731 were in civil service positions and 525 were members of the Foreign Service. DOS offered a lump-sum payment of $8,000, or the outstanding loan amount, if it was less than $8,000 and greater than $5,000. An eligible State employee must have a loan balance of $5,000 or greater in order to receive student loan repayments. State provided the most student loan repayments to employees in the civil service positions of Foreign Affairs (235), Passport and Visa Examiner (128), and Management and Program Analysis (99), and members of the Foreign Service serving in Political Affairs (88), Public Diplomacy (70), and Economics (78) positions.

The U.S. Securities and Exchange Commission (SEC) increased its usage of the program by 10.7 percent during CY 2016, compared to the prior year. The SEC provided 805 employees with $7.3 million in student loan repayment benefits during CY 2016. As in the past, SEC made the vast majority (71.4 percent) of its student loan repayments on behalf of employees in its mission-critical occupations of Attorney-Advisor (413), Accountant (96), and Securities Compliance Examiner (66).

The U.S. Department of Veterans Affairs (VA) decreased its use of the program by 20.8 percent during CY 2016, compared to the prior year. The VA provided 711 employees with $4.6 million in student loan repayment benefits during CY 2016. The VA provided student loan repayment benefits to employees in a variety of occupations, including Human Resources.
Specialists (89), Pharmacists (96), and Psychologists (73). In its report, the 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 U.S. Department of Health and Human Services (HHS) increased its use of the program 23.3 percent during CY 2016, compared to the prior year. This Department provided $5.3 million in student loan repayment benefits to 673 employees during CY 2016. It expanded the use of this program authority during CY 2016 mainly to support occupations related to general health science and management analysis.

The U.S. Department of Homeland Security (DHS), though not one of the top users of the program, was particularly notable this year because it increased program participation by over 1,000 percent compared to last year. This Department’s program grew from just 25 recipients during CY 2015 to 288 recipients during CY 2016. During CY 2016, Homeland Security spent $2.7 million in student loan repayment benefits, an increase of over $2.5 million compared to last year. During CY 2016, the program was used extensively for positions in the Special Agent series (168) as well as for positions in the uniformed police officer series (27).

Additional Departments and Agencies. The U.S. Departments of Interior, Energy, Housing and Urban Development, the U.S. Government Accountability Office, the Federal Energy Regulatory Commission, and the U.S. Commodity Futures Trading Commission, each invested $800,000 or more in the their student loan repayment programs. (See Attachment 2 for detailed agency reports.)

IV. AGENCY COMMENTS

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

A. Effect on Recruitment and Retention

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

Departments:

The U.S. Department of Agriculture has found the student loan repayment program to be an attractive retention tool for the Pathways Programs in particular.

The U.S. Department of Commerce reported that student loan repayments have been utilized to attract and retain employees in professional, administrative, and support occupations. The International Trade Administration, U.S. Economic Development Administration, National Institute of Standards and Technology, the National Oceanic and Atmospheric Administration, the Offices of the Inspector General, and the Offices of the Secretary have used the student loan repayment program to attract and retain employees in the professional, administrative and
support occupations. The program has also been extremely helpful in attracting and retaining attorneys at the U.S. Department of Commerce.

The **U.S. Department of Defense** reported that this incentive is a useful and effective human capital management tool. The student loan repayment program has proven to be a significant recruitment tool for bringing interns into entry-level training positions, as well as critical fields like technology, logistics, intelligence-related occupations, engineering, and nursing.

The **U.S. Department of the Interior** stated that student loan repayments have aided several bureaus in attracting and retaining highly-skilled employees. The student loan repayment program has been particularly helpful with STEM positions. Fifty-seven (57) percent of the employees provided repayments in CY 2016 included petroleum engineers, environmental scientists, natural resource specialists, geophysicists, geologists, and biologists.

The **U.S. Department of State** reported the program is having a positive impact in supporting both recruitment and retention efforts. Hundreds have had their loans paid off by virtue of their service in one of the designated, pre-qualifying positions. Employee feedback has been very positive in supporting both recruitment and retention efforts as well as assisting academic achievers from varying socioeconomic backgrounds. More than 6,000 employees have received student loan payment benefits since 2002.

The **U.S. Department of the Treasury** reported that bureaus have successfully utilized student loan repayments to deal with the challenges of recruitment and retention. The program is mostly used by bureaus with hard-to-fill intelligence, legal, and policy-related positions.

The **U.S. Department of Veterans Affairs** stated that local VA Medical Centers 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 that they compete with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private sector and Federal Government employers along with substantial monetary incentives both before and after they accept employment with 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 2001. 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 Trial Attorney or Fish Biologist.

The **U.S. Nuclear Regulatory Commission (NRC)** continues to use student loan repayments sparingly, primarily as a tool to retain employees who have served for 1 year or more in positions critical to the NRC’s mission.
The *U.S. Securities and Exchange Commission* reported that most (73 percent) of student loan repayments were made to Senior Officers (SO) or to staff level (SK) employees in the mission-critical occupations identified as Accountants, Attorneys and Securities Compliance Examiners.

B. Best Practices

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

Departments:

The *U.S. Department of Defense* shared the best practice of creating standardized forms in order to increase the efficiency of the program’s administration.

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

- Use the program to support the goals of senior management;
- Establish mission-critical occupations as the basis for student loan repayment eligibility consideration;
- Implement eligibility requirements, centralized funding, and administrative oversight;
- Expand program eligibility to new occupational series, in an appropriate manner, such as to Foreign Service Consular Fellows on time-limited appointments;
- Use “push” communications (e.g., notices, telegrams, e-mail with auto message capability, listserv postings and briefings) to keep employees informed of the program’s requirements as well as of policy and procedural changes;
- Expand the reporting capability of the student loan repayment program system administration technologies; and
- Survey employees periodically to measure the effectiveness of the student loan repayment program, as both a recruitment and retention tool.

Agencies:

The *Federal Energy Regulatory Commission (FERC)* stated that the student loan repayment program enables FERC to attract and retain highly-qualified employees who might otherwise leave for higher salaries in comparable jobs or move to other geographic areas with a lower cost of living. FERC established a team of senior managers from each program office to be responsible for program evaluation. This team serves as the program review panel and is responsible for measuring the program’s success and providing recommendations for 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 General Services Administration (GSA), in an effort to improve the accountability of the overall incentives program and agency accountability, has implemented a more comprehensive review process for incentives, which requires the approval of both the Chief Human Capital Officer (CHCO) and the Chief Financial Officer prior to onboarding or offering of the Student Loan Repayment Incentive to recruit or retain an individual.

The U.S. Securities and Exchange Commission (SEC) updated their SLR Loan Data Verification Form (SEC-2499) to change loan information verified by a lender to reflect the current balance of the employee’s loan. This change will allow the SEC to pay the actual principal and the interest on the student loans. This recent change has generated very positive feedback from employees.

C. Impediments to Using Student Loan Repayments

The primary barrier for agencies in using the student loan repayment authority is a lack of dedicated funding. Several agencies, including those utilizing the program, specifically commented that budgetary issues were a major impediment to using or maximizing the use of student loan repayments as a recruitment or retention tool in CY 2016 and would likely remain an impediment in the near future.

Agencies have also commented that the minimum 3-year service requirement associated with the program may serve as a barrier to using this incentive. Some job candidates (or current employees) may be uncomfortable committing to a minimum 3-year period of service in return for student loan repayment benefits. Such job candidates or employees may be more likely to separate during the first three years, leaving the agencies with position vacancies in critical occupations. Agencies also mentioned that the paperwork involved with administration of the student loan repayment program is typically cumbersome.

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

V. Conclusion

One of the most important priorities for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments can be a valuable human resources tool that can enable agencies to recruit highly-qualified candidates into Federal service and to keep talented employees in the Federal workforce. Agencies should tailor their use of student loan repayments to meet their specific goals while ensuring that the financial outlay is commensurate with the benefits gained.
OPM plans to continue its leadership role in strategically promoting the use of student loan repayments as a tool to attract and retain a well-qualified Federal workforce. OPM will continue to use its website to post current guidance and information on student loan repayments. The information available at www.opm.gov 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 repayment incentives.
REPORTING AGENCIES FOR CALENDAR YEAR 2016

DEPARTMENTS

Agriculture
Commerce
Defense
Education
Energy
Health and Human Services
Homeland Security
Housing and Urban Development

Interior
Justice
Labor
State
Transportation
Treasury
Veterans Affairs

INDEPENDENT AGENCIES

Access Board
Administrative Office of the U.S. Courts
African Development Foundation
Agency for International Development
American Battle Monuments Commission
Appraisal Subcommittee
Artic Research Committee
Central Intelligence Agency
Chemical Safety and Hazard Investigation Board
Commission on Civil Rights
Commission of Fine Arts
Commodity Futures Trading Commission
Consumer Product Safety Commission
Defense Intelligence Agency
Defense Nuclear Facilities Safety Board
Environmental Protection Agency
Export-Import Bank
Farm Credit Administration
Federal Deposit Insurance Corporation
Federal Communications Commission
Federal Energy Regulatory Commission
Federal Maritime Commission
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Government Accountability Office
Government Printing Office
Institute of Museum and Library Services
Inter-American Foundation

James Madison Foundation
Library of Congress
Medicaid and CHIP Payment and Access Commission
National Aeronautics and Space Administration
National Archives and Records Administration
National Capital Planning Commission
National Endowment for the Arts
National Mediation Board
National Science Foundation
National Security Agency
Nuclear Regulatory Commission
Office of the Director of National Intelligence
Occupational Safety and Health Review Commission
Office of Government Ethics
Office of Management and Budget
Office of Navajo and Hopi Indian Relocation
Office of Personnel Management
Pension Benefit Guaranty Corporation
Peace Corps
Postal Regulatory Commission
Railroad Retirement Board
Securities and Exchange Commission
Social Security Administration
Surface Transportation Board
Trade and Development Agency
U.S. World War I Centennial Commission
Vietnam Education Foundation
# AGENCY REPORTS – CALENDAR YEAR 2016

<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Departments</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agriculture</td>
<td>88</td>
<td>GS-0101, Social Science Specialist</td>
<td>$274,021</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0201, Human Rescue Specialist (ELR)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0301, Program Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0303, Program Assistant</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0401, Natural Resource Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0403, Supervisory Microbiologist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0404, Biological Science Technician (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0408, Ecologist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0414, Research Entomologist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0457, Soil Conservationist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0470, Soil Scientist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0471, Supervisory Research Agronomist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0499, Biological Science Trainee (41)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0501, Financial Analyst</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0503, Financial Management Assistant (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0525, Accounting Technician</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0560, Supervisory Budget Officer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0701, Veterinary Medical Officer (7)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0802, Engineering Technician</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0899, Engineering Technician Trainee (8)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1102, Contract Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1165, Loan Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1373, Land Surveyor</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2210, Information Technology Specialist</td>
<td></td>
</tr>
<tr>
<td>Commerce</td>
<td>50</td>
<td>ES-0301, Deputy Director for Facilities</td>
<td>$458,132</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0301, Program Analyst (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0303, Program Assistant</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0511, Auditor</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0560, Budget Analyst</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0850, Electrical Engineer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0905, General Attorney (22)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1222, Patent Attorney</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1301, Physical Scientist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-0201, Lead Human Resources Specialist (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-0301, Management Analyst</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-0905, General Attorney</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-1102, Contract Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-1410, Librarian (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZA-1035, Public Affairs Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZP-0110, Economist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZP-0854, Computer Engineer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZP-1301, Physical Scientist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZP-1310, Physicist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZP-2210, Information Technology Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>ZT-0802, Engineering Technician</td>
<td></td>
</tr>
<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
</tr>
<tr>
<td>-------------------</td>
<td>---------------------</td>
<td>---------------------</td>
<td>------</td>
</tr>
</tbody>
</table>
| Defense           | 2,857               | AD-0201, Human Resource Management  
AD-0301, Miscellaneous Program Administration (5)  
AD-0340, Program Management (2)  
AD-0343, Management and Program Analysis (7)  
AD-0511, Auditing  
AD-0560, Budget Analysis  
AD-1805, Investigative Analysis (4)  
AD-2210, Information Technology Management  
DA-1102, Contracting (4)  
DB-0020, Community Planning  
DB-0150, Geography  
DB-0193, Archeology  
DB-0413, Physiology (2)  
DB-0601, General Health Science  
DB-0610, Nurse (2)  
DB-0801, General Engineering (20)  
DB-0806, Materials Engineering (2)  
DB-0810, Civil Engineering  
DB-0830, Mechanical Engineering (11)  
DB-0850, Electrical Engineering (2)  
DB-0854, Computer Engineering (4)  
DB-0855, Electronics Engineering (10)  
DB-0861, Aerospace Engineering (11)  
DB-0893, Chemical Engineering  
DB-1301, General Physical Science (6)  
DB-1310, Physics (3)  
DB-1520, Mathematics (3)  
DB-1530, Statistics  
DB-1550, Computer Science (3)  
DE-0343, Management and Program Analysis  
DE-0560, Budget Analysis  
DE-0905, General Attorney (2)  
DE-0910, Quality Assurance  
DE-2210, Information Technology Management (2)  
DJ-0340, Miscellaneous Admin and Program  
DJ-0343, Management and Program Analysis  
DJ-0905, General Attorney (2)  
DJ-1102, Contracting (6)  
DJ-1640, Facility Operation Services  
DK-0318, Secretary  
DR-0854, Computer Engineering  
DR-0855, Electronics Engineering (2)  
DR-1550, Computer Science  
GG-0080, Security Administration (3)  
GG-0132, Intelligence (14)  
GG-1102, Contracting (2)  
GL-1811, Criminal Investigating (6)  
GP-0602, Medical Officer (8)  
GS-0018, Safety and Occupational Health Mgmt (6)  
GS-0020, Community Planning (2)  
GS-0030, Sports Specialist  
GS-0080, Security Administration (6)  
GS-0101, Social Science (8)  
GS-0170, History (3)  
GS-0180, Psychology (36)  
GS-0185, Social Work (71)  
GS-0201, Human Resources Management (53)  
GS-0260, Equal Employment Opportunity | $22,409,743 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defense (continued)</td>
<td>2,857</td>
<td>GS-0301, Miscellaneous Admin and Program (20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0303, Miscellaneous Clerk and Assistant (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0306, Government Information</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0340, Program Management (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0343, Management and Program Analysis (31)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0346, Logistics Management (72)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0391, Telecommunications</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0401, Natural Resources Mgmt. and Biology</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0403, Microbiology (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0501, Financial Admin and Program (45)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0510, Accounting (11)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0511, Auditing (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0560, Budget Analysis (11)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0601, General Health Science</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0610, Nurse (265)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0620, Practical Nurse (9)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0631, Occupational Therapist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0633, Physical Therapist (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0660, Pharmacist (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0662, Optometrist (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0670, Health System Administration</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0671, Health System Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0801, General Engineering (109)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0802, Engineering Technical (6)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0803, Safety Engineering</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0806, Materials Engineering (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0808, Architecture (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0810, Civil Engineering (18)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0819, Environmental Engineering (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0830, Mechanical Engineering (131)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0840, Nuclear Engineering (215)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0850, Electric Engineering (43)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0854, Computer Engineering (24)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0855, Electronics Engineering (89)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0861, Aerospace Engineering (25)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0871, Naval Architecture (27)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0893, Chemical Engineering (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0896, Industrial Engineering (10)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0899, Engineering &amp; Arch. Student Trainee</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0905, General Attorney (33)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0950, Paralegal Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1015, Museum Curator</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1035, Public Affairs (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1101, General Business and Industry (86)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1102, Contracting (632)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1150, Industrial Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1152, Production Control (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1170, Realty</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1301, General Physical Science</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1306, Health Physics (27)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1310, Physics</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1311, Physical Science Technician (41)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1320, Chemistry (18)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1384, Textile Technology (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1515, Paralegal Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1550, Computer Science (29)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1550, Computer Science (29)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1601, Equipment, Facilities, and Services (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1640, Facility Operations Services</td>
<td></td>
</tr>
</tbody>
</table>

$22,409,743
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
</table>
| Defense (continued) | 2,857               | GS-1670, Equipment Services (3)  
GS-1701, General Education and Training (21)  
GS-1910, Quality Assurance  
GS-2001, General Supply (2)  
GS-2003, Supply Program Management (3)  
GS-2010, Inventory Management (16)  
GS-2032, Packaging  
GS-2150, Transportation Operations  
GS-2210, Information Technology Management (41)  
ND-1515, Operations Research  
NH-0080, Security Administration  
NH-0201, Human Resources Management (3)  
NH-0301, Miscellaneous Admin and Program (7)  
NH-0340, Program Management (5)  
NH-0343, Management and Program Analysis (38)  
NH-0346, Logistics Management (12)  
NH-0501, Financial Administration and Program (15)  
NH-0510, Accounting  
NH-0560, Budget Analysis (5)  
NH-0662, Optometrist  
NH-0801, General Engineering (44)  
NH-0830, Mechanical Engineering (4)  
NH-0850, Electrical Engineering (2)  
NH-0854, Computer Engineering (2)  
NH-0855, Electronics Engineering (7)  
NH-0861, Aerospace Engineering (3)  
NH-0893, Chemical Engineering  
NH-0905, General Attorney  
NH-1101, General Business and Industry (3)  
NH-1102, Contracting (55)  
NH-1103, Industry Property Management  
NH-1515, Operations Research (4)  
NH-1550, Computer Science  
NH-2210, Information Technology Management (4)  
NM-1102, Contracting (2)  
NO-0341, Administrative Officer  
NO-0501, Financial Administration & Program (2)  
NO-0510, Accounting  
NO-1102, Contracting (10)  
NP-0806, Materials Engineering (2)  
NP-0810, Civil Engineering  
NP-0830, Mechanical Engineering (2)  
NP-0855, Electronics Engineering  
NP-0893, Chemical Engineering  
NP-1306, Health Physics  
NP-1320, Chemistry (5)  
NP-1550, Computer Science (2)  
NT-0301, Misc. Admin & Program  
NT-0343, Mgt. & Program Analysis  
NT-0346, Logistics Management (11)  
NT-1102, Contracting (19)  
WG-8852, Aircraft Mechanic (3) | $22,409,743 |
| Education        | 7                   | AD-1910, Quality Assurance Specialist  
GS-0201, Human Resources Specialist  
GS-0301, Program Specialist  
GS-0343, Management & Program Analyst (2)  
GS-1102, Contact Specialist (2) | $50,000      |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
</table>
| **Energy**                      | 115                | AD-0301, Energy Mgmt. and Marketing Spec  
AD-0303, Power System Dispatcher  
EJ-0340, Director Enterprise Governance Officer  
EJ-0343, Program Analyst  
GS-0018, Safety and Occupational Health Specialist  
GS-0080, Physical Security Specialist (3)  
GS-0110, Industry Economist (4)  
GS-0132, Intelligence (8)  
GS-0193, Archaeologist  
GS-0301, Misc. Admin. & Prog. Series (9)  
GS-0340, Manager, Treasury  
GS-0343, Management & Prog. Analyst (17)  
GS-0401, Natural Resource Specialist  
GS-0482, Fishery Biologist  
GS-0501, Financial Analyst  
GS-0560, Budget Analyst (3)  
GS-0801, General Engineer (6)  
GS-0810, Civil Engineer (2)  
GS-0840, Nuclear Engineer  
GS-0850, Electrical Engineer (9)  
GS-0905, Attorney-Advisor (4)  
GS-1035, Public Affairs Specialist (3)  
GS-1101, Gen. Bus. & Industry Series (3)  
GS-1102, Contract Specialist (2)  
GS-1109, Grants Management Specialist (5)  
GS-1130, Public Utilities Specialist (4)  
GS-1165, Loan Specialist (4)  
GS-1301, Physical Scientist (2)  
GS-1350, Geologist  
GS-1515, Operations Research Analyst (3)  
GS-1529, Mathematical Statistician (2)  
GS-1530, Survey Statistician  
GS-2210, Information Technology Specialist (7)  
NQ-0130, Foreign Affairs Specialist  
NQ-2210, Information Technology Specialist                                                                                                                                 | $946,479    |
| **Health and Human Services**   | 673                | AD-0601, Scientist (2)  
AD-0610, Clinical Research Nurse  
AD-0630, Dietitian  
AD-0701, Staff Scientist (3)  
ES-0301, Dep. Executive Secretary for Operations  
ES-0360, Div. Director of Discretionary Programs  
ES-0905, Deputy General Counsel  
GP-0602, Medical Officer (59)  
GS-0101, Social Scientist (4)  
GS-0110, Economist (7)  
GS-0201, Human Resources Specialist (10)  
GS-0260, Equal Opportunity Employment Specialist  
GS-0301, Miscellaneous Admin and Program (81)  
GS-0303, Miscellaneous Clerk and Assistant (5)  
GS-0340, Program Manager  
GS-0341, Administrative Officer (21)  
GS-0343, Management Analyst (57)  
GS-0401, Biologist (8)  
GS-0403, Microbiologist (6)  
GS-0405, Pharmacologist (23)  
GS-0415, Toxicologist (7)  
GS-0440, Geneticist (2)  
GS-0560, Budget Analyst (6)  | $5,349,207  |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
</table>
| **Health and Human Services (continued)** | 673 | GS-0601, General Health Science (97)  
GS-0602, Medical Officer  
GS-0610, Nursing (34)  
GS-0630, Lead Nutritionist  
GS-0633, Physical Therapist  
GS-0642, Nuclear Medicine Technologist  
GS-0660, Pharmacist (45)  
GS-0665, Speech Pathologist  
GS-0670, Health System Administrator  
GS-0685, Public Health Analyst (8)  
GS-0696, Consumer Safety Officer (45)  
GS-0701, Research Veterinary Medical  
GS-0801, General Engineer  
GS-0808, Architect  
GS-0830, Mechanical Engineer  
GS-0880, Mining Engineer (3)  
GS-0893, Chemical Engineer (2)  
GS-0905, General Attorney (24)  
GS-1001, Health Communication Specialist (6)  
GS-1035, Public Affair Specialist (5)  
GS-1082, Writer-Editor (2)  
GS-1083, Technical Writer-Editor  
GS-1102, Contract Specialist (13)  
GS-1109, Grants Management (2)  
GS-1170, Realty Specialist  
GS-1301, Science Policy Analyst  
GS-1320, Chemist (21)  
GS-1410, Librarian  
GS-1412, Technical Information Specialist (2)  
GS-1515, Operations Research Analyst (9)  
GS-1529, Math Statistician (4)  
GS-1701, Training Development Officer  
GS-1712, Training Specialist  
GS-1725, Public Health Educator  
GS-1910, Quality Assurance Specialist (2)  
GS-2210, Information Technology Specialist (10)  
RF-0601, Senior Science Investigator or Advisor (2)  
RF-1320, Director  
RG-0401, Staff Fellow  
RG-0403, Staff Fellow  
RG-0415, Staff Fellow  
RG-0601, Research Fellow  
RG-0696, Staff Fellow (2)  
RG-1320, Staff Fellow  
RG-1529, Staff Fellow (3)  
RG-1530, Senior Service Fellow | $5,349,207 |
| **Homeland Security** | 288 | ES-0340, Asst. Administrator, Fund Management  
GS-0072, Fingerprint Specialist  
GS-0080, Security Specialist (4)  
GS-0089, Emergency Mgt. Specialist  
GS-0101, Social Scientist Research Analyst (2)  
GS-0132, Intelligence Research Specialist (13)  
GS-0199, Student Trainee (Intel. Operations) (2)  
GS-0201, Human Resources Specialist (4)  
GS-0260, Equal Employment Opportunity Specialist  
GS-0301, Misc. Administration and Program (19)  
GS-0308, Records Management Specialist  
GS-0340, Program Manager (2) | $2,683,073 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
</table>
| Homeland Security (continued)    | 288                | GS-0341, Administrative Officer (7)  
GS-0343, Management Analyst (7)  
GS-0501, Budget Coordinator  
GS-0690, Industrial Hygienist  
GS-0801, Project Engineer  
GS-0905, Counsel or Attorney-Advisor (3)  
GS-1001, Correspondence Analyst  
GS-1320, Chemist  
GS-1397, Document Analyst (3)  
GS-1515, Operations Research Analyst (2)  
GS-1802, Investigative Support Analyst (9)  
GS-1805, Investigative Analyst (2)  
GS-1811, Special Agent (168)  
GS-2210, IT Specialist (4)  
LE-0083, Police Officer (Uniformed) (27) | $2,683,073 |
| Housing and Urban Development    | 452                | GS-0028, Senior Environmental Officer (3)  
GS-0101, Social Science Analyst (3)  
GS-0110, Economist (9)  
GS-0201, Human Resource Specialist (2)  
GS-0301, Misc. Administration and Program (69)  
GS-0303, Misc. Clerk and Assistant (8)  
GS-0304, Information Specialist  
GS-0306, Secretary (2)  
GS-0331, Public Housing Specialist  
GS-0340, Deputy Director (2)  
GS-0342, Support Services Specialist (2)  
GS-0343, Management Analysis (55)  
GS-0360, Equal Opportunity Specialist (25)  
GS-0361, Equal Opportunity Assistant  
GS-0399, Student Trainee – Equal Opportunity  
GS-0501, Financial Operations Analyst (2)  
GS-0510, Accountant (3)  
GS-0511, Auditor (4)  
GS-0560, Budget Analyst (8)  
GS-0801, General Engineer (7)  
GS-0828, Cost or Construction Analyst (2)  
GS-0901, Account Executive  
GS-0904, Law Clerk (6)  
GS-0905, Attorney (63)  
GS-0950, Paralegal Specialist (5)  
GS-1011, Division Director  
GS-1035, Public Affairs Specialist (2)  
GS-1101, General Business and Industry (129)  
GS-1102, Contract Oversight Specialist (3)  
GS-1109, Grants Management Specialist (3)  
GS-1160, Financial Analyst (18)  
GS-1171, Appraiser (3)  
GS-1910, Quality Assurance Specialist  
GS-2210, Information Technology Specialist (4)  
GS-3000, Community Planning Specialist  
GS-3101, Senior CPD Representative  
GS-4408, Senior Account Executive | $800,000 |
| Interior                         | 204                | GL-0025, Park Ranger (4)  
GS-0020, Community Planner  
GS-0025, Park Ranger (2)  
GS-0028, Environmental Protection Specialist (7)  
GS-0101, Social Scientist  
GS-0110, Economist (5) | $1,382,217 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interior</td>
<td>204</td>
<td>GS-0150, Geographer (3)</td>
<td>$1,382,217</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0170, Historian (Architectural)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0185, Social Worker (9)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0193, Archeologist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0201, Human Resources Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0260, Equal Employment Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0301, Miscellaneous Admin and Program (16)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0303, Program Assistant</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0306, Government Information Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0318, Secretary</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0340, Superintendent</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0343, Management and Program Analyst (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0344, Program Assistant (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0401, Natural Resources Specialist (10)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0460, Forester (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0501, Business System Analyst (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0511, Auditor (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0544, Civilian Pay Technician (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0560, Budget Analyst (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0801, General Engineer (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0802, Engineering Technician (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0810, Civil Engineer (10)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0819, Environmental Engineer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0830, Mechanical Engineer (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0840, Nuclear Engineer (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0850, Electrical Engineer (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0881, Petroleum Engineer (42)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0965, Land Law Examiner</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1001, Communications Analyst</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1084, Visual Information Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1101, Water and Land Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1102, Contract Specialist (9)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1170, Realty Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1301, Physical Scientist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1313, Geophysicist (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1315, Hydrologist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1316, Hydraulic Technician</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1350, Geologist (14)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1360, Oceanographer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1370, Cartographer (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1412, Technical Information Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1603, Facility Services Assistant</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1750, Instructional Systems Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1801, Inspector (6)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2210, Information Technology Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WG-4749, Maintenance Worker</td>
<td></td>
</tr>
<tr>
<td>Justice</td>
<td>1,332</td>
<td>AD-0905, Assistant US Attorney (137)</td>
<td>$10,304,851</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ES-0340, Program Mgt. Officer (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GL-0610, Clinical Nurse (74)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GL-1811, Special Agent (38)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GP-0602, Medical Officer (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0080, Personnel Security Specialist (11)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0083, Police Officer (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0101, Victim Specialist (6)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0132, Intelligence Analyst (146)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0180, Clinical Psychology (85)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0185, Social Worker (9)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0201, HR Specialist (7)</td>
<td></td>
</tr>
<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
</tr>
<tr>
<td>-------------------</td>
<td>---------------------</td>
<td>---------------------</td>
<td>------</td>
</tr>
<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
</tr>
<tr>
<td>-------------------</td>
<td>--------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-----------------</td>
</tr>
</tbody>
</table>
| Labor             | 3                  | GS-0601, Health Scientist  
FS-2010, Management Officer (56)  
FS-2101, Financial Management (3)  
FS-2201, Human Resources Management (2)  
FS-2301, General Services (4)  
FS-2501, Security (54)  
FS-2550, Security Engineering (3)  
FS-2560, Security Engineering (2)  
FS-2880, Information Management (32)  
FS-2882, Information Management Tech (3)  
FS-2884, Information Tech Management  
FS-3001, Consular Affairs (79)  
FS-4000, English Language Programs (2)  
FS-4400, Public Diplomacy (70)  
FS-5015, Economics (78)  
FS-5050, Economic Resources and Commodities  
FS-5055, Political Affairs (88)  
FS-6110, Medicine  
FS-6115, Medical Provider (11)  
FS-6125, Psychiatry  
FS-6145, Medical Technology  
FS-6217, Facility Maintenance (6)  
FS-6218, Construction Engineering (2)  
FS-9017, Office Management (25)  
GS-0130, Foreign Affairs (235)  
GS-0132, Intelligence (10)  
GS-0170, History (8)  
GS-0201, Human Resource Management (37)  
GS-0301, Miscellaneous Admin & Program (4)  
GS-0306, Government Information Series (6)  
GS-0343, Management and Program Analysis (99)  
GS-0346, Logistics Management (2)  
GS-0501, Financial Administration Program (12)  
GS-0510, Accounting (11)  
GS-0511, Auditing (4)  
GS-0560, Budget Analysis (25)  
GS-0808, Architecture (2)  
GS-0905, General Attorney (57)  
GS-0967, Passport and Visa Examining (128)  
GS-1001, General Arts and Information  
GS-1035, Public Affairs (21)  
GS-1082, Writing and Editing  
GS-1102, Contracting (26)  
GS-1109, Grants Management  
GS-1170, Realty  
GS-1801, Inspect, Investigation, and Compliance (3)  
GS-1802, Compliance Inspection and Support (3)  
GS-1805, Investigative Analysis (5)  
GS-2210, Information Technology Management (29) | $22,000          |
| State             | 1,256              | FS-2010, Management Officer (56)  
FS-2101, Financial Management (3)  
FS-2201, Human Resources Management (2)  
FS-2301, General Services (4)  
FS-2501, Security (54)  
FS-2550, Security Engineering (3)  
FS-2560, Security Engineering (2)  
FS-2880, Information Management (32)  
FS-2882, Information Management Tech (3)  
FS-2884, Information Tech Management  
FS-3001, Consular Affairs (79)  
FS-4000, English Language Programs (2)  
FS-4400, Public Diplomacy (70)  
FS-5015, Economics (78)  
FS-5050, Economic Resources and Commodities  
FS-5055, Political Affairs (88)  
FS-6110, Medicine  
FS-6115, Medical Provider (11)  
FS-6125, Psychiatry  
FS-6145, Medical Technology  
FS-6217, Facility Maintenance (6)  
FS-6218, Construction Engineering (2)  
FS-9017, Office Management (25)  
GS-0130, Foreign Affairs (235)  
GS-0132, Intelligence (10)  
GS-0170, History (8)  
GS-0201, Human Resource Management (37)  
GS-0301, Miscellaneous Admin & Program (4)  
GS-0306, Government Information Series (6)  
GS-0343, Management and Program Analysis (99)  
GS-0346, Logistics Management (2)  
GS-0501, Financial Administration Program (12)  
GS-0510, Accounting (11)  
GS-0511, Auditing (4)  
GS-0560, Budget Analysis (25)  
GS-0808, Architecture (2)  
GS-0905, General Attorney (57)  
GS-0967, Passport and Visa Examining (128)  
GS-1001, General Arts and Information  
GS-1035, Public Affairs (21)  
GS-1082, Writing and Editing  
GS-1102, Contracting (26)  
GS-1109, Grants Management  
GS-1170, Realty  
GS-1801, Inspect, Investigation, and Compliance (3)  
GS-1802, Compliance Inspection and Support (3)  
GS-1805, Investigative Analysis (5)  
GS-2210, Information Technology Management (29) | $10,413,832      |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
</table>
| Transportation    | 37                  | GS-0110, Industry Economist (2)  
GS-0201, Human Resource Specialist  
GS-0301, Policy Analyst (3)  
GS-0343, Management and Program Analyst (5)  
GS-0501, Financial Specialist  
GS-0511, Auditor (7)  
GS-0905, General Attorney (4)  
GS-1102, Procurement Analyst  
GS-1801, Investigator  
GS-1811, Criminal Investigator (8)  
GS-2101, Transportation Policy Analyst (2)  
GS-2121, Railroad Safety Specialist  
GS-2210, Information Technology Specialist | $260,227 |
| Treasury          | 70                  | ES-0132, Director  
GS-0110, Economist (2)  
GS-0132, Intelligence Research Spec. (11)  
GS-0201, Human Resources Specialist (3)  
GS-0301, Misc. Admin and Program (20)  
GS-0340, State Small Business Credit Initiative  
GS-0343, Program Analyst (7)  
GS-0344, Program Clerk  
GS-0510, Accountant (2)  
GS-0511, Auditor (3)  
GS-0810, Civil Engineer  
GS-0850, Electrical Engineer  
GS-0905, General Attorney  
GS-1101, Research Analyst (4)  
GS-1102, Contract Specialist  
GS-1160, Finance Specialist (4)  
GS-1801, Enforcement Officer or Specialist (4)  
GS-1811, Criminal Investigator  
GS-2210, IT Specialist (2) | $593,337 |
| Veterans Affairs  | 711                 | GS-0080, Security Specialist  
GS-0083, Police Officer (4)  
GS-0101, Social Science Program Specialist (2)  
GS-0180, Psychologist (73)  
GS-0185, Social Worker (54)  
GS-0201, Human Resources Specialist (89)  
GS-0203, Human Resources Assistant (4)  
GS-0260, Equal Employment Specialist (2)  
GS-0301, Miscellaneous Admin and Program (20)  
GS-0303, Program Support Assistant (5)  
GS-0318, Secretary  
GS-0340, Program Specialist (4)  
GS-0341, Administrative Officer (8)  
GS-0343, Management and Program Analyst (22)  
GS-0344, Program Assistant  
GS-0346, Deputy Chief Logistics Officer  
GS-0501, Financial Management Specialist (2)  
GS-0503, Financial Accounts Technician  
GS-0505, Financial Manager (5)  
GS-0510, Accountant (8)  
GS-0544, Civilian Pay Technician (3)  
GS-0560, Budget Analyst (8)  
GS-0601, Health Science Specialist (16)  
GS-0620, Practical Nurse (51)  
GS-0621, Nursing Assistant (4) | $4,599,065 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterans Affairs (continued)</td>
<td>711</td>
<td>GS-0622, Medical Supply Technician</td>
<td>$4,599,065</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0630, Dietitian (8)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0631, Occupational Therapist (10)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0633, Physical Therapist (29)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0638, Recreation Therapist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0640, Health Technician (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0644, Medical Technologist (24)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0647, Diagnostic Radiologic Technician (6)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0649, Medical Instrument Technician (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0660, Pharmacist (96)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0661, Pharmacy Technician (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0665, Speech Pathology and Audiology (16)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0667, Orthotist and Prosthetist (5)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0669, Medical Records Administrator (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0670, Health System Administrator (7)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0671, Health System Specialist (31)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0673, Hospital Housekeeping Officer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0675, Medical Records Technician (6)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0679, Medical Support Assistant (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0682, Dental Hygienist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0683, Dental Laboratory Technician</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0801, General Engineer (12)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0858, Biomedical Engineer (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0896, Industrial Engineer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0905, Attorney-Advisor (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1008, Interior Designer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1084, Visual Information Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1101, Business Resource Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1102, Contract Specialist (20)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1530, Statistician</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1701, Healthcare Education Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1715, Vocational Rehabilitation Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1720, Education Program Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2001, General Supply</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2003, Supply Management Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2101, Supv. Mobility Trans Spec.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-2210, Information Technology Specialist (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>VN-0610, Nurse</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WG-4204, Pipefitter</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WG-4749, Maintenance Worker</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WG-5903, Heavy Mobile Equipment Mechanic</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WG-7404, Cook</td>
<td></td>
</tr>
</tbody>
</table>

### Independent Agencies

<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical Safety and Hazard Investigation Board</td>
<td>6</td>
<td>GS-0301, Chemical Safety Recommendation (2)</td>
<td>$59,984</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-0905, General Attorney (3)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GS-1801, Chemical Incident Investigator</td>
<td></td>
</tr>
<tr>
<td>Commodity Futures Trading Commission</td>
<td>125</td>
<td>CT-0110, Economist (8)</td>
<td>$812,199</td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0201, Human Resource Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0301, Miscellaneous Admin and Program (8)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0342, Support Services Specialist (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0343, Management Analyst (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0391, Telecommunications (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0501, Audit. Specialist</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0510, Auditor (4)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0560, Budget Analyst (2)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CT-0905, Attorney (62)</td>
<td></td>
</tr>
<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
</tr>
<tr>
<td>-------------------</td>
<td>---------------------</td>
<td>---------------------</td>
<td>------</td>
</tr>
</tbody>
</table>
| Commodity Futures Trading Commission (continued) | 125 | CT-1101, Risk or Surveillance Analyst (23)  
CT-1801, Trade Practice Analyst (7)  
CT-2210, IT Specialist (3) | $812,199 |
| Defense Nuclear Facilities Safety Board | 12 | DN-0801, Engineer (10)  
GS-0343, Management Analyst  
GS-0905, Attorney | $101,498 |
| Export-Import Bank | 25 | GS-0110, Financial Economist  
GS-0306, FOIA Specialist  
GS-0341, Administrative Officer  
GS-0343, Management and Program Analyst (3)  
GS-0501, Financial Specialist (3)  
GS-0905, Attorney Advisor (4)  
GS-1101, Business Development Specialist (4)  
GS-1165, Loan Specialist (8) | $124,602 |
| Environmental Protection Agency | 1 | GS-0415, Toxicology | $6,000 |
| Federal Energy Regulatory Commission | 214 | GS-0023, Outdoor Recreation Planner (2)  
GS-0028, Environmental Protection Specialist  
GS-0110, Economist (20)  
GS-0201, Human Resources Specialist (9)  
GS-0260, Equal Employment Specialist  
GS-0301, Building Operations Specialist  
GS-0301, Intergovernmental Affairs Specialist  
GS-0301, Management Support Specialist  
GS-0301, Project Specialist  
GS-0303, Hydropower Resource Assistant  
GS-0318, Secretary  
GS-0343, Management or Program Analyst (6)  
GS-0482, Fish Biologist (3)  
GS-0510, Accountant (2)  
GS-0510, Forensic Accountant  
GS-0511, Auditor  
GS-0511, Supervisory Auditor  
GS-0810, Civil Engineer (9)  
GS-0819, Environmental Engineer (3)  
GS-0850, Electrical Engineer (6)  
GS-0881, Petroleum Engineer (2)  
GS-0893, Chemical Engineer  
GS-0905, Attorney-Adviser (80)  
GS-0986, Legal Assistant (2)  
GS-1101, Energy Industry Analyst (51)  
GS-1101, Supervisory Energy Industry Analyst (2)  
GS-2210, IT Specialist (4)  
SL-0905, Senior Legal Adviser | $1,097,221 |
| Federal Retirement Thrift Investment Board | 1 | GS-0510, Accountant | $10,000 |
| Federal Trade Commission | 28 | GS-0904, Law Clerk (2)  
GS-0905, General Attorney (26) | $159,437 |
| General Services Administration | 7 | GS-0020, Community Planner  
GS-0301, Misc. Admin. & Prog. Series (3)  
GS-0343, Program Analyst  
GS-1102, Contract Specialist  
GS-1176, Building Manager | $65,000 |
<table>
<thead>
<tr>
<th>Department/Agency</th>
<th>Number of Employees</th>
<th>Job Classifications</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Accountability Office</td>
<td>434</td>
<td>AC-0303, Administrative Support Assistant&lt;br&gt;AC-0303, Mission Support Associate (2)&lt;br&gt;CS-1001, Communications Analyst, Visual (3)&lt;br&gt;CS-1001, Communications Analyst, Written (2)&lt;br&gt;MK-0343, Sup. Management &amp; Program Analyst (2)&lt;br&gt;MK-1001, Supervisory Communications Analyst (2)&lt;br&gt;PA-0905, Assistant General Counsel&lt;br&gt;PA-0905, Attorney Advisor&lt;br&gt;PA-0905, Senior Attorney (29)&lt;br&gt;PA-0905, Staff Attorney (2)&lt;br&gt;PE-0101, Senior Social Science Analyst (7)&lt;br&gt;PE-0110, Senior Economist (2)&lt;br&gt;PE-0347, Analyst (64)&lt;br&gt;PE-0347, Analyst, PDP (22)&lt;br&gt;PE-0347, Asst. Director (18)&lt;br&gt;PE-0347, Senior Analyst (200)&lt;br&gt;PE-0401, Senior Biological Scientist&lt;br&gt;PE-0511, Auditor (14)&lt;br&gt;PE-0511, Senior Auditor (21)&lt;br&gt;PE-1301, Physical Scientist&lt;br&gt;PE-1515, Senior Operations Research Analyst&lt;br&gt;PE-1530, Senior Statistician&lt;br&gt;PE-1550, Computer Scientist&lt;br&gt;PE-1550, Information Technology Analyst (8)&lt;br&gt;PE-1550, Sr. Information Technology Analyst (14)&lt;br&gt;PE-1550, Sr. Information Technology Specialist&lt;br&gt;PE-2210, Information Technology Specialist PDP (2)&lt;br&gt;PE-2210, Sr. Information Technology Specialist&lt;br&gt;PY-0180, Counseling Psychologist (2)&lt;br&gt;PY-0301, Disability Program Manager&lt;br&gt;PY-0301, Program Support Specialist&lt;br&gt;PY-0343, Management Analyst (2)&lt;br&gt;PY-0560, Budget Analyst&lt;br&gt;PY-1712, Training Administrator (2)&lt;br&gt;PY-2210, IT Specialist, Network</td>
<td>$808,761</td>
</tr>
<tr>
<td>Institute of Museum and Library Services</td>
<td>3</td>
<td>GS-1109, Grants Management Specialist&lt;br&gt;GS-0301, Grants Program Specialist&lt;br&gt;GS-0201, Director of Human Resources</td>
<td>$9,000</td>
</tr>
<tr>
<td>Library of Congress</td>
<td>5</td>
<td>GS-0340, Program Manager&lt;br&gt;GS-0095, Foreign Law Specialist&lt;br&gt;GS-0905, Attorney-Advisor&lt;br&gt;GS-1410, Senior Legal Information Analyst&lt;br&gt;GS-1411, Lead Library Technician</td>
<td>$35,000</td>
</tr>
<tr>
<td>National Archives and Records Administration</td>
<td>6</td>
<td>GS-0301, Electronic Records Format Specialist&lt;br&gt;GS-0343, Management and Program Analyst&lt;br&gt;GS-1420, Archivist (4)</td>
<td>$60,000</td>
</tr>
<tr>
<td>National Aeronautics and Space Administration</td>
<td>1</td>
<td>GS-0801, General Engineer</td>
<td>$10,000</td>
</tr>
<tr>
<td>Nuclear Regulatory Commission</td>
<td>12</td>
<td>ES-0905, Assistant General Counsel&lt;br&gt;GG-0180, Human Performance Analyst&lt;br&gt;GG-0511, Auditor (3)&lt;br&gt;GG-0801, Fuel Facility Inspector&lt;br&gt;GG-0801, Human Factors Engineer&lt;br&gt;GG-0840, Senior Engineer&lt;br&gt;GG-0840, Senior Resident Inspector&lt;br&gt;GG-0905, Senior Attorney&lt;br&gt;GG-1340, Meteorologist</td>
<td>$116,504</td>
</tr>
<tr>
<td>Department/Agency</td>
<td>Number of Employees</td>
<td>Job Classifications</td>
<td>Cost</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>--------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Office of Personnel Management</td>
<td>1</td>
<td>GS-2210, Supervisory IT Specialist</td>
<td>$10,000</td>
</tr>
<tr>
<td>Pension Benefit Guaranty Corporation</td>
<td>32</td>
<td>GS-0260, EEO Specialist&lt;br&gt;GS-0301, POIA Analyst&lt;br&gt;GS-0303, Admin. Support Assist (2)&lt;br&gt;GS-0341, Administrative Officer&lt;br&gt;GS-0343, Mgmt. Program. Analyst (4)&lt;br&gt;GS-0344, Program Support Assistant&lt;br&gt;GS-0510, Accountant (5)&lt;br&gt;GS-0511, Auditor&lt;br&gt;GS-0905, General Attorney (10)&lt;br&gt;GS-0950, Paralegal Specialist&lt;br&gt;GS-1004, Social Media Specialist&lt;br&gt;GS-1102, Contract Admin.&lt;br&gt;GS-1160, Financial Analyst&lt;br&gt;GS-1510, Actuary (2)</td>
<td>$251,358</td>
</tr>
<tr>
<td>Postal Regulatory Commission</td>
<td>7</td>
<td>PRC-0905, General Attorney (6)&lt;br&gt;PRC-1160, Cost and Financial Analyst</td>
<td>$51,350</td>
</tr>
<tr>
<td>Securities and Exchange Commission</td>
<td>805</td>
<td>SK-0080, Security Specialist&lt;br&gt;SK-0110, Financial Economist (18)&lt;br&gt;SK-0201, Human Resources Specialist (11)&lt;br&gt;SK-0260, Equal Employment Specialist&lt;br&gt;SK-0301, Misc. Administration and Program (39)&lt;br&gt;SK-0303, Miscellaneous Clerk and Assistant (2)&lt;br&gt;SK-0308, Records Management Specialist (2)&lt;br&gt;SK-0318, Secretary (3)&lt;br&gt;SK-0343, Management and Program Analyst (27)&lt;br&gt;SK-0501, Financial Management Specialist (8)&lt;br&gt;SK-0510, Accounting (96)&lt;br&gt;SK-0511, Auditor&lt;br&gt;SK-0560, Budget Analyst (2)&lt;br&gt;SK-0904, Law Clerk (5)&lt;br&gt;SK-0905, Attorney-Advisor (413)&lt;br&gt;SK-0950, Paralegal Specialist (16)&lt;br&gt;SK-0963, Legal Instrument Examiner (3)&lt;br&gt;SK-0986, Legal Assistant&lt;br&gt;SK-1001, Investor Assistance Specialist (4)&lt;br&gt;SK-1082, Writer-Editor (2)&lt;br&gt;SK-1102, Contract Specialist (11)&lt;br&gt;SK-1160, Financial Analyst (5)&lt;br&gt;SK-1501, Quantitative Research Analyst (3)&lt;br&gt;SK-1515, Operations Research Analyst&lt;br&gt;SK-1530, Statistician&lt;br&gt;SK-1701, Education Program Specialist&lt;br&gt;SK-1801, Compliance Analyst (3)&lt;br&gt;SK-1802, Accounting Technician&lt;br&gt;SK-1811, Criminal Investigator (3)&lt;br&gt;SK-1831, Securities Compliance Examiner (66)&lt;br&gt;SK-2003, Supply Management Specialist&lt;br&gt;SK-2210, IT Specialist (40)&lt;br&gt;SO-0340, Senior Officer (4)&lt;br&gt;SO-0905, Senior Officer (10)</td>
<td>$7,285,085</td>
</tr>
</tbody>
</table>

**34 Departments/Agencies**<br>9,868<br>$71,619,183

*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.*