

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# 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

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM  
CALENDAR YEAR 2016**

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**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**

	<b>CY 2010</b>	<b>CY 2011</b>	<b>CY 2012</b>	<b>CY 2013</b>	<b>CY 2014</b>	<b>CY 2015</b>	<b>CY 2016</b>
<b>Participating Agencies</b>	36	34	35	31	33	32	34
<b>Number of Recipients</b>	11,359	10,134	10,543	7,314	8,469	9,610	9,868
<b>Total Amount Provided (In Millions)</b>	\$85.7	\$71.8	\$70.3	\$52.9	\$58.7	\$69.5	\$71.6

	<b>CY 2010</b>	<b>CY 2011</b>	<b>CY 2012</b>	<b>CY 2013</b>	<b>CY 2014</b>	<b>CY 2015</b>	<b>CY 2016</b>
<b>Average Amount Provided</b>	\$7,542	\$7,091	\$6,670	\$7,233	\$6,937	\$7,238	\$7,258

### 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**

<b>Agency</b>	<b>Number of Employees Receiving Student Loan Repayments</b>	<b>Percent of Total Recipients</b>	<b>Amount of Benefits Provided</b>	<b>Percent of Total Amount</b>
U.S. Department of Defense	2,857	29.0 %	\$22,409,743	31.3 %
U.S. Department of Justice	1,332	13.5 %	\$10,304,851	14.4 %
U.S. Department of State	1,256	12.7 %	\$10,413,832	14.5 %
U.S. Securities and Exchange Commission	805	8.2 %	\$7,285,085	10.2 %
U.S. Department of Veterans' Affairs	711	7.2 %	\$4,599,065	6.4 %
U.S. Department of Health and	673	6.8 %	\$5,349,207	7.5 %

Human Services				
U.S. Department of Homeland Security	288	2.9%	\$2,683,073	3.7%
<i>Subtotal</i>	7,922	80.3 %	\$63,044,856	88.0 %
27 Other Agencies	1,946	19.7 %	\$8,574,327	12.0%
<b>Total</b>	<b>9,868</b>	<b>100.0 %</b>	<b>\$71,619,183</b>	<b>100.0 %</b>

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 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](http://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	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	James Madison Foundation
Administrative Office of the U.S. Courts	Library of Congress
African Development Foundation	Medicaid and CHIP Payment and Access Commission
Agency for International Development	National Aeronautics and Space Administration
American Battle Monuments Commission	National Archives and Records Administration
Appraisal Subcommittee	National Capital Planning Commission
Arctic Research Committee	National Endowment for the Arts
Central Intelligence Agency	National Mediation Board
Chemical Safety and Hazard Investigation Board	National Science Foundation
Commission on Civil Rights	National Security Agency
Commission of Fine Arts	Nuclear Regulatory Commission
Commodity Futures Trading Commission	Office of the Director of National Intelligence
Consumer Product Safety Commission	Occupational Safety and Health Review Commission
Defense Intelligence Agency	Office of Government Ethics
Defense Nuclear Facilities Safety Board	Office of Management and Budget
Environmental Protection Agency	Office of Navajo and Hopi Indian Relocation
Export-Import Bank	Office of Personnel Management
Farm Credit Administration	Pension Benefit Guaranty Corporation
Federal Deposit Insurance Corporation	Peace Corps
Federal Communications Commission	Postal Regulatory Commission
Federal Energy Regulatory Commission	Railroad Retirement Board
Federal Maritime Commission	Securities and Exchange Commission
Federal Retirement Thrift Investment Board	Social Security Administration
Federal Trade Commission	Surface Transportation Board
General Services Administration	Trade and Development Agency
Government Accountability Office	U.S. World War 1 Centennial Commission
Government Printing Office	Vietnam Education Foundation
Institute of Museum and Library Services	
Inter-American Foundation	

## AGENCY REPORTS – CALENDAR YEAR 2016

Department/Agency	Number of Employees	Job Classifications	Cost
<b>Departments</b>			
Agriculture	88	GS-0101, Social Science Specialist GS-0201, Human Rescue Specialist (ELR) GS-0301, Program Specialist (2) GS-0303, Program Assistant GS-0401, Natural Resource Specialist (2) GS-0403, Supervisory Microbiologist (2) GS-0404, Biological Science Technician (2) GS-0408, Ecologist GS-0414, Research Entomologist (2) GS-0457, Soil Conservationist GS-0470, Soil Scientist GS-0471, Supervisory Research Agronomist GS-0499, Biological Science Trainee (41) GS-0501, Financial Analyst GS-0503, Financial Management Assistant (2) GS-0525, Accounting Technician GS-0560, Supervisory Budget Officer GS-0701, Veterinary Medical Officer (7) GS-0802, Engineering Technician GS-0899, Engineering Technician Trainee (8) GS-1102, Contract Specialist GS-1165, Loan Specialist GS-1373, Land Surveyor GS-2210, Information Technology Specialist (6)	\$274,021
Commerce	50	ES-0301, Deputy Director for Facilities GS-0301, Program Analyst (2) GS-0303, Program Assistant GS-0511, Auditor GS-0560, Budget Analyst GS-0850, Electrical Engineer GS-0905, General Attorney (22) GS-1222, Patent Attorney GS-1301, Physical Scientist ZA-0201, Lead Human Resources Specialist (5) ZA-0301, Management Analyst ZA-0905, General Attorney ZA-1102, Contract Specialist (2) ZA-1410, Librarian (2) ZA-1035, Public Affairs Specialist ZP-0110, Economist ZP-0854, Computer Engineer ZP-1301, Physical Scientist ZP-1310, Physicist ZP-2210, Information Technology Specialist (2) ZT-0802, Engineering Technician	\$458,132

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,857	GS-0301, Miscellaneous Admin and Program (20) GS-0303, Miscellaneous Clerk and Assistant (2) GS-0306, Government Information GS-0340, Program Management (2) GS-0343, Management and Program Analysis (31) GS-0346, Logistics Management (72) GS-0391, Telecommunications GS-0401, Natural Resources Mgmt. and Biology GS-0403, Microbiology (2) GS-0501, Financial Admin and Program (45) GS-0510, Accounting (11) GS-0511, Auditing (5) GS-0560, Budget Analysis (11) GS-0601, General Health Science GS-0610, Nurse (265) GS-0620, Practical Nurse (9) GS-0631, Occupational Therapist GS-0633, Physical Therapist (3) GS-0660, Pharmacist (4) GS-0662, Optometrist (4) GS-0670, Health System Administration GS-0671, Health System Specialist (2) GS-0801, General Engineering (109) GS-0802, Engineering Technical (6) GS-0803, Safety Engineering GS-0806, Materials Engineering (3) GS-0808, Architecture (3) GS-0810, Civil Engineering (18) GS-0819, Environmental Engineering (4) GS-0830, Mechanical Engineering (131) GS-0840, Nuclear Engineering (215) GS-0850, Electric Engineering (43) GS-0854, Computer Engineering (24) GS-0855, Electronics Engineering (89) GS-0861, Aerospace Engineering (25) GS-0871, Naval Architecture (27) GS-0893, Chemical Engineering (4) GS-0896, Industrial Engineering (10) GS-0899, Engineering & Arch. Student Trainee GS-0905, General Attorney (33) GS-0950, Paralegal Specialist GS-1015, Museum Curator GS-1035, Public Affairs (4) GS-1101, General Business and Industry (86) GS-1102, Contracting (632) GS-1150, Industrial Specialist GS-1152, Production Control (5) GS-1170, Realty GS-1301, General Physical Science GS-1306, Health Physics (27) GS-1310, Physics GS-1311, Physical Science Technician (41) GS-1320, Chemistry (18) GS-1384, Textile Technology (2) GS-1515, Operations Research (29) GS-1550, Computer Science (29) GS-1601, Equipment, Facilities, and Services (3) GS-1640, Facility Operations Services	\$22,409,743



Department/Agency	Number of Employees	Job Classifications	Cost
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-0401, Gen. Natl. Res. Mgt. & Biol. Sci. (3) 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

Department/Agency	Number of Employees	Job Classifications	Cost
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-0560, 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

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
Interior	204	GS-0150, Geographer (3) GS-0170, Historian (Architectural) GS-0185, Social Worker (9) GS-0193, Archeologist (2) GS-0201, Human Resources Specialist GS-0260, Equal Employment Specialist GS-0301, Miscellaneous Admin and Program (16) GS-0303, Program Assistant GS-0306, Government Information Specialist GS-0318, Secretary GS-0340, Superintendent GS-0343, Management and Program Analyst (3) GS-0344, Program Assistant (2) GS-0401, Natural Resources Specialist (10) GS-0460, Forester (3) GS-0501, Business System Analyst (2) GS-0511, Auditor (2) GS-0544, Civilian Pay Technician (2) GS-0560, Budget Analyst (3) GS-0801, General Engineer (3) GS-0802, Engineering Technician (2) GS-0810, Civil Engineer (10) GS-0819, Environmental Engineer GS-0830, Mechanical Engineer (4) GS-0840, Nuclear Engineer (2) GS-0850, Electrical Engineer (2) GS-0881, Petroleum Engineer (42) GS-0965, Land Law Examiner GS-1001, Communications Analyst GS-1084, Visual Information Specialist GS-1101, Water and Land Specialist (2) GS-1102, Contract Specialist (9) GS-1170, Realty Specialist (2) GS-1301, Physical Scientist GS-1313, Geophysicist (4) GS-1315, Hydrologist (2) GS-1316, Hydraulic Technician GS-1350, Geologist (14) GS-1360, Oceanographer GS-1370, Cartographer (2) GS-1412, Technical Information Specialist (2) GS-1603, Facility Services Assistant GS-1750, Instructional Systems Specialist GS-1801, Inspector (6) GS-2210, Information Technology Specialist (2) WG-4749, Maintenance Worker	\$1,382,217
Justice	1,332	AD-0905, Assistant US Attorney (137) ES-0340, Program Mgt. Officer (3) GL-0610, Clinical Nurse (74) GL-1811, Special Agent (38) GP-0602, Medical Officer (2) GS-0080, Personnel Security Specialist (11) GS-0083, Police Officer (5) GS-0101, Victim Specialist (6) GS-0132, Intelligence Analyst (146) GS-0180, Clinical Psychology (85) GS-0185, Social Worker (9) GS-0201, HR Specialist (7)	\$10,304,851

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,332	GS-0260, Equal Employment Specialist (3) GS-0301, Misc. Admin and Program (122) GS-0303, Misc. Clerk and Assistant (20) GS-0306, Government Info Specialist (7) GS-0313, Office Services Supervisor (2) GS-0318, Secretary (3) GS-0340, Program Manager GS-0341, Administrative Officer GS-0343, Management and Program Analyst (81) GS-0344, Management and Program Assistant GS-0391, Telecommunications Specialist GS-0401, Biologist (12) GS-0501, Financial Operations Specialist (6) GS-0510, Forensic Accountant (21) GS-0511, Auditor (4) GS-0560, Budget Analyst (7) GS-0602, Medical Officer (14) GS-0603, Physician Assistant (18) GS-0610, Occupational Health Nurse (27) GS-0660, Supervisory Pharmacist (5) GS-0670, Health Sys Specialist GS-0680, Dental Officer (7) GS-0808, Architecture GS-0854, Computer Engineer GS-0855, Electronics Engineer GS-0856, Electronics Technician (14) GS-0901, Litigation Specialist GS-0905, Attorney Advisor (83) GS-0950, Paralegal Specialist (7) GS-0963, Legal Instrument Examiner (5) GS-0986, Legal Assistant (6) GS-1035, Public Affairs Specialist (3) GS-1040, Language Specialist (5) GS-1060, Photographer GS-1071, Producer - Director GS-1082, Writer - Editor GS-1102, Contract Specialist (7) GS-1160, Supervisory Financial Analyst GS-1170, Realty Specialist GS-1301, Physical Scientist (10) GS-1320, Chemist (2) GS-1397, Document Analyst (2) GS-1412, Technical Info Specialist (2) GS-1421, Archives Specialist GS-1520, Mathematician (2) GS-1550, Computer Scientist (12) GS-1670, Equipment Specialist GS-1701, Education Specialist (15) GS-1712, Training Instructor (2) GS-1750, Instructional Systems Specialist (3) GS-1800, Safety & Occ. Health Specialist GS-1801, Investigative Specialist (27) GS-1811, Special Agent (184) GS-1910, Quality Assurance Specialist GS-2005, Supply Technician GS-2210, Information Technology (39) GS-2800, Environmental Protection Specialist	\$10,304,851

Department/Agency	Number of Employees	Job Classifications	Cost
Labor	3	GS-0601, Health Scientist GS-0801, General Engineer GS-0830, Mechanical Engineer	\$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-4300, English Language Programs (2) FS-4400, Public Diplomacy (70) FS-5015, Economics (78) FS-5050, Economic Resources and Commodities FS-5505, 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-0182, 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

Department/Agency	Number of Employees	Job Classifications	Cost
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



Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	711	GS-0622, Medical Supply Technician GS-0630, Dietitian (8) GS-0631, Occupational Therapist (10) GS-0633, Physical Therapist (29) GS-0638, Recreation Therapist (2) GS-0640, Health Technician (5) GS-0644, Medical Technologist (24) GS-0647, Diagnostic Radiologic Technician (6) GS-0649, Medical Instrument Technician (4) GS-0660, Pharmacist (96) GS-0661, Pharmacy Technician (5) GS-0665, Speech Pathology and Audiology (16) GS-0667, Orthotist and Prosthetist (5) GS-0669, Medical Records Administrator (3) GS-0670, Health System Administrator (7) GS-0671, Health System Specialist (31) GS-0673, Hospital Housekeeping Officer GS-0675, Medical Records Technician (6) GS-0679, Medical Support Assistant (2) GS-0682, Dental Hygienist GS-0683, Dental Laboratory Technician GS-0801, General Engineer (12) GS-0858, Biomedical Engineer (3) GS-0896, Industrial Engineer GS-0905, Attorney-Advisor (4) GS-1008, Interior Designer GS-1084, Visual Information Specialist GS-1101, Business Resource Specialist GS-1102, Contract Specialist (20) GS-1530, Statistician GS-1701, Healthcare Education Specialist (2) GS-1715, Vocational Rehabilitation Specialist GS-1720, Education Program Specialist GS-2001, General Supply GS-2003, Supply Management Specialist GS-2101, Supv. Mobility Trans Spec. GS-2210, Information Technology Specialist (3) VN-0610, Nurse WG-4204, Pipefitter WG-4749, Maintenance Worker WG-5903, Heavy Mobile Equipment Mechanic WG-7404, Cook	\$4,599,065
<b>Independent Agencies</b>			
Chemical Safety and Hazard Investigation Board	6	GS-0301, Chemical Safety Recommendation (2) GS-0905, General Attorney (3) GS-1801, Chemical Incident Investigator	\$59,984
Commodity Futures Trading Commission	125	CT-0110, Economist (8) CT-0201, Human Resource Specialist CT-0301, Miscellaneous Admin and Program (8) CT-0342, Support Services Specialist (2) CT-0343, Management Analyst (2) CT-0391, Telecommunications (2) CT-0501, Audit. Specialist CT-0510, Auditor (4) CT-0560, Budget Analyst (2) CT-0905, Attorney (62)	\$812,199

Department/Agency	Number of Employees	Job Classifications	Cost
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

Department/Agency	Number of Employees	Job Classifications	Cost
Government Accountability Office	434	AC-0303, Administrative Support Assistant AC-0303, Mission Support Associate (2) CS-1001, Communications Analyst, Visual (3) CS-1001, Communications Analyst, Written (2) MK-0343, Sup. Management & Program Analyst (2) MK-1001, Supervisory Communications Analyst (2) PA-0905, Assistant General Counsel PA-0905, Attorney Advisor PA-0905, Senior Attorney (29) PA-0905, Staff Attorney (2) PE-0101, Senior Social Science Analyst (7) PE-0110, Senior Economist (2) PE-0347, Analyst (64) PE-0347, Analyst, PDP (22) PE-0347, Asst. Director (18) PE-0347, Senior Analyst (200) PE-0401, Senior Biological Scientist PE-0511, Auditor (14) PE-0511, Senior Auditor (21) PE-1301, Physical Scientist PE-1515, Senior Operations Research Analyst PE-1530, Senior Statistician PE-1550, Computer Scientist PE-1550, Information Technology Analyst (8) PE-1550, Sr. Information Technology Analyst (14) PE-1550, Sr. Information Technology Specialist PE-2210, Information Technology Specialist PDP (2) PE-2210, Sr. Information Technology Specialist PY-0180, Counseling Psychologist (2) PY-0301, Disability Program Manager PY-0301, Program Support Specialist PY-0343, Management Analyst (2) PY-0560, Budget Analyst PY-1712, Training Administrator (2) PY-2210, IT Specialist, Network	\$808,761
Institute of Museum and Library Services	3	GS-1109, Grants Management Specialist GS-0301, Grants Program Specialist GS-0201, Director of Human Resources	\$9,000
Library of Congress	5	GS-0340, Program Manager GS-0095, Foreign Law Specialist GS-0905, Attorney-Advisor GS-1410, Senior Legal Information Analyst GS-1411, Lead Library Technician	\$35,000
National Archives and Records Administration	6	GS-0301, Electronic Records Format Specialist GS-0343, Management and Program Analyst GS-1420, Archivist (4)	\$60,000
National Aeronautics and Space Administration	1	GS-0801, General Engineer	\$10,000
Nuclear Regulatory Commission	12	ES-0905, Assistant General Counsel GG-0180, Human Performance Analyst GG-0511, Auditor (3) GG-0801, Fuel Facility Inspector GG-0801, Human Factors Engineer GG-0840, Senior Engineer GG-0840, Senior Resident Inspector GG-0905, Senior Attorney GG-1340, Meteorologist	\$116,504

Department/Agency	Number of Employees	Job Classifications	Cost
Office of Personnel Management	1	GS-2210, Supervisory IT Specialist	\$10,000
Pension Benefit Guaranty Corporation	32	GS-0260, EEO Specialist GS-0301, POIA Analyst GS-0303, Admin. Support Assist (2) GS-0341, Administrative Officer GS-0343, Mgmt. Program. Analyst (4) GS-0344, Program Support Assistant GS-0510, Accountant (5) GS-0511, Auditor GS-0905, General Attorney (10) GS-0950, Paralegal Specialist GS-1004, Social Media Specialist GS-1102, Contract Admin. GS-1160, Financial Analyst GS-1510, Actuary (2)	\$ 251,358
Postal Regulatory Commission	7	PRC-0905, General Attorney (6) PRC-1160, Cost and Financial Analyst	\$51,350
Securities and Exchange Commission	805	SK-0080, Security Specialist SK-0110, Financial Economist (18) SK-0201, Human Resources Specialist (11) SK-0260, Equal Employment Specialist SK-0301, Misc. Administration and Program (39) SK-0303, Miscellaneous Clerk and Assistant (2) SK-0308, Records Management Specialist (2) SK-0318, Secretary (3) SK-0343, Management and Program Analyst (27) SK-0501, Financial Management Specialist (8) SK-0510, Accounting (96) SK-0511, Auditor SK-0560, Budget Analyst (2) SK-0904, Law Clerk (5) SK-0905, Attorney-Advisor (413) SK-0950, Paralegal Specialist (16) SK-0963, Legal Instrument Examiner (3) SK-0986, Legal Assistant SK-1001, Investor Assistance Specialist (4) SK-1082, Writer-Editor (2) SK-1102, Contract Specialist (11) SK-1160, Financial Analyst (5) SK-1501, Quantitative Research Analyst (3) SK-1515, Operations Research Analyst SK-1530, Statistician SK-1701, Education Program Specialist SK-1801, Compliance Analyst (3) SK-1802, Accounting Technician SK-1811, Criminal Investigator (3) SK-1831, Securities Compliance Examiner (66) SK-2003, Supply Management Specialist SK-2210, IT Specialist (40) SO-0340, Senior Officer (4) SO-0905, Senior Officer (10)	\$ 7,285,085
<b>34 Departments/Agencies</b>	<b>9,868</b>		<b>\$71,619,183</b>

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.



**U.S. Office of Personnel Management**

Employee Services

1900 E Street, NW, Washington, DC 20415

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