

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Student Loan Repayment Program

Calendar Year 2018



**A MESSAGE FROM
THE 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) 2018. 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 2018, thirty-four (34) Federal agencies provided 10,412 employees with a total of \$78.7 million in student loan repayment benefits. Compared to CY 2017, this represents a 2 percent increase in the number of employees receiving student loan repayment benefits and a 5.1 percent increase in agencies' overall financial investment in this particular incentive.

The Federal student loan repayment program supports the President's Management Agenda which aims to improve an agency's ability to recruit qualified candidates and retain high performing employees. The authority allows agencies to be careful stewards of taxpayer dollars by targeting payments to meet agency mission-based outcomes.

My commitment to the President and Members of Congress will be 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 each agency's overall human capital expenditure.

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.

Dale Cabaniss

Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2018**

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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). Section 5379(h)(2) of title 5 requires OPM to prepare, and annually submit to Congress, a report containing information provided by agencies that use this human capital authority.

On March 18, 2019, OPM issued a [memorandum](#) (CPM 2019-08) requesting agency reports on the use of student loan repayments during CY 2018. In this memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2018, 34 Federal agencies provided 10,412 employees with a total of \$78.7 million in student loan repayment benefits. Compared to CY 2017, this represents a 2 percent increase in the number of employees receiving student loan repayment benefits and a 5.1 percent increase in agencies' overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2018 was \$7,559.

During CY 2018, 80.2 percent of the overall Government cost of all student loan repayment benefits was provided by just six agencies (ranked by number of employees approved for participation): the departments of Defense, Justice, State, Health and Human Services, Veterans' Affairs, and the Securities and Exchange Commission. These agencies also represented 77.1 percent of all student loan repayment recipients Government-wide. Overall, these six agencies provided 8,025 employees with \$63.1 million in student loan repayment benefits. The remaining 28 agencies combined provided 2,387 employees with \$15.6 million in student loan repayment benefits.

OPM continues to support Federal agencies' use of student loan repayment benefits to recruit and retain the best possible workforce to serve the American people. In addition, we strongly encourage agencies to become good stewards of taxpayer dollars by establishing metrics that can demonstrate the value of using student loan repayments and other discretionary incentives to support recruitment and retention. 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. An agency can utilize survey data to measure average changes in the relative satisfaction of both job candidates and hiring managers before and after implementation of this human capital tool, where the agency has just begun using the program, or, has returned to using the program after a hiatus.

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 March 18, 2019, OPM issued a [memorandum](#) for Chief Human Capital Officers (CPM 2019-08) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2019. In accordance with 5 CFR 537.110(b), the memorandum required agencies to send to OPM their reports on the use of student loan repayments during CY 2018. OPM received responses from 59 total agencies. (See **Attachment 1** for a list of the reporting agencies.)

In CY 2018, 34 Federal agencies provided 10,412 employees with a total of more than \$78.7 million in student loan repayment benefits. (See **Attachment 2** for detailed agency reports and Table 1 for a breakdown by calendar year.)

TABLE 1

| | CY 2010 | CY 2011 | CY 2012 | CY 2013 | CY 2014 | CY 2015 | CY 2016 | CY 2017 | CY 2018 |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Participating Agencies | 36 | 34 | 35 | 31 | 33 | 32 | 34 | 34 | 34 |
| Number of Recipients | 11,359 | 10,134 | 10,543 | 7,314 | 8,469 | 9,610 | 9,868 | 10,206 | 10,412 |
| Total Amount Provided (In Millions) | \$85.7 | \$71.8 | \$70.3 | \$52.9 | \$58.7 | \$69.5 | \$71.6 | \$74.9 | \$78.7 |

| | CY 2010 | CY 2011 | CY 2012 | CY 2013 | CY 2014 | CY 2015 | CY 2016 | CY 2017 | CY 2018 |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Average Amount Provided | \$7,542 | \$7,091 | \$6,670 | \$7,233 | \$6,937 | \$7,238 | \$7,258 | \$7,341 | \$7,559 |

Agency Data

In CY 2018, the six agencies making the most extensive use of student loan repayments (ranked by number of approved participants) were the Department of Defense, the Department of Justice, the Department of State, the Department of Health and Human Services, the Department of Veterans Affairs, and the Securities and Exchange Commission. In CY 2018, 80.2 percent of the total cost of benefits, Government-wide, were provided by these six agencies.

Similarly, 77.1 percent of all student loan repayment recipients were employed by these six agencies. Overall, these six agencies provided 8,025 employees with \$63.1 million in student loan repayment benefits. The remaining 28 agencies combined provided 2,387 employees with \$15.6 million in student loan repayment benefits. (See Table 2 for breakdown.)

TABLE 2

| Agency | Number of Employees Receiving Student Loan Repayments | Percent of Total Recipients | Amount of Benefits Provide | Percent of Total Amount |
|---|--|--|---|--|
| Department of Defense | 2,775 | 26.7% | \$22,013,091 | 28.0% |
| Department of Justice | 1,916 | 18.4% | \$14,373,049 | 18.3% |
| Department of State | 1,108 | 10.6% | \$9,664,055 | 12.3% |
| Department of Health and Human Services | 829 | 8.0% | \$6,591,215 | 8.4% |

| | | | | |
|---------------------------------------|---------------|--------------|----------------------|---------------|
| Department of Veterans Affairs | 756 | 7.3% | \$4,815,765 | 6.1% |
| Securities and Exchange Commission | 641 | 6.2% | \$5,656,276 | 7.2% |
| <i>Subtotal</i> | <i>8,025</i> | <i>77.1%</i> | <i>\$63,113,451</i> | <i>80.2 %</i> |
| 28 Remaining Departments and Agencies | 2,387 | 22.9% | \$15,591,336 | 19.8% |
| Total | 10,412 | 100% | \$78,704,7870 | 100% |

The ***Department of Defense (DOD)*** increased its employee count by 428 more employees and increased its spending by \$4 million for CY 2018. DOD used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 797 employees in engineering positions. Engineers who received the most student loan repayment benefits included: Nuclear Engineers (182), Electrical or Electronic Engineering (108), and Mechanical Engineers (136). DOD also provided student loan repayment benefits to 222 employees in nursing positions. Additionally, DOD provided student loan repayments to 666 employees in 1102-series contracting positions.

The ***Department of Justice (DOJ)*** decreased its employee count by 8 and decreased its spending by nearly \$595,000 during CY 2018. The top two DOJ recipient occupations remained Special Agents (333) and Attorneys (263). These two occupations accounted for 31.1 percent of DOJ's total student loan repayment recipients during CY 2018.

The ***Department of State (DOS)*** decreased its employee count by 103 and decreased its spending by almost \$355,000 during CY 2018, compared to the prior year. During CY 2018, State provided \$9.7 million in student loan repayment benefits to 1,108 employees. Of the CY 2018 recipients, 576 were in civil service positions and 468 were members of the Foreign Service. DOS offered a lump-sum payment of the lesser of either \$8,500 or the outstanding loan balance. In addition, program eligibility was premised upon the employee having a loan balance of at least \$5,000. State provided the most student loan repayment benefits to employees in the civil service positions classified as: Foreign Affairs (155), Passport and Visa Examiner (129), and Management and Program Analysis (87). State most often provided student loan repayment benefits to members of the Foreign Service holding positions in Political Affairs (87), Consular Affairs (64), and Economics (58).

The ***Department of Health and Human Services (HHS)*** increased its use of the program by 68 employees and increased its spending by \$445,000 during CY 2018, compared to the prior year. This Department provided \$6.6 million in student loan repayment benefits to 829 employees during CY 2018.

The ***Department of Veterans Affairs*** increased its use of this program by 105 employees and increased its spending by almost \$573,000 during CY 2018. The VA provided 756

employees \$4.8 million in student loan repayment benefits during CY 2018. This Department provided student loan repayment benefits to employees in a variety of occupations, including, Human Resource Specialists (114), Pharmacists (85), and Psychologists (60).

The *Securities and Exchange Commission (SEC)* decreased its usage of the program by 144 employees and decreased its spending by over \$1.1 million during CY 2018, compared to the prior year. The SEC provided 641 employees with a total of \$5.7 million in student loan repayment benefits during CY 2018. As in the past, SEC made the vast majority (71.9 percent) of its student loan repayments on behalf of employees in its mission-critical occupations of Attorney-Advisor (318), Accountant (85), and Securities Compliance Examiner (58).

Additional Departments and Agencies. A total of thirteen (13) agencies (out of 34) spent more than \$800,000 per year to support their student loan repayment programs. (See **Attachment 2** for detailed agency reports.)

IV. AGENCY COMMENTS

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

A. Effect on Recruitment and Retention

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

Departments:

The *Department of Agriculture* reported that the student loan repayment authority continues to be an effective recruitment and retention aid for placing and retaining employees in critical and hard-to-fill positions. Student loan repayments are an especially effective incentive tool for veterinarians, particularly given the large debts many students incur during their schooling in veterinary medicine. Some agencies within this Department, however, expressed concern over continued employee commitment to the agency once the service agreement has expired. In certain situations, employees may separate soon after having completed the service agreement's terms. When this scenario transpires, it creates a reoccurring recruitment cycle.

The *Department of Defense* has found the SLRP to be a significant recruitment and retention tool, particularly for highly-qualified individuals in critical fields such as technology, cyber security, logistics, engineering, intelligence-related occupations, nurses, and contract specialists. This program allows the Department to better compete with the private sector and is particularly effective as a recruitment incentive for its entry-level workforce (i.e. GS-7, 9, and 11). In addition, the Department has found that this authority is most effective when paired with other authorities to create an overall attractive recruitment or retention package. Due to these aspects, the program supports the goals of the Department's senior management.

The ***Department of Interior*** continues to find that the student loan repayment program is a valuable resource that offers a tool to attract and retain highly-skilled employees.

The ***Department of Homeland Security*** found that the United States Secret Service was the largest user by far, providing 75% of the total incentives. The Department of Homeland Security provided 198 student loan repayments to the 1811 Criminal Investigator job series.

The ***Department of Transportation*** believes that their SLRP program continues to be a viable recruitment and retention tool. Use of the student loan repayment program has been a successful factor in recruiting highly-qualified candidates and retaining highly-skilled, high-performing, and experienced employees. DOT agencies that do not make use of student loan repayments cited fiscal restraints as the reason for not using the authority.

The ***Department of Veteran Affairs*** has found the student loan repayment flexibility to be an effective incentive for the recruitment and retention of talented, highly-qualified employees. The Department mentioned that common administrative impediments include budget constraints, the limited forms of permissible repayment methods, and cumbersome service agreement requirements.

Agencies:

The ***Nuclear Regulatory Commission*** observed that it uses student loan repayments sparingly, primarily as a tool to retain employees who have served for a year or more in positions critical to NRC's mission. Their student loan repayment program includes review of requests by senior leaders, and NRC continually seeks opportunities to improve its program and guidelines.

The ***Smithsonian Institution*** responded that while it does not have student loan repayment program in place, it has not experienced difficulty in attracting and retaining qualified candidates for key positions in its museums, research centers and the National Zoo.

The ***Appraisal Subcommittee*** responded that it has not established a student loan repayment program, and probably will not establish one in the near future. This agency is not experiencing difficult in the recruitment of job candidates or the retention of qualified personnel.

The ***Federal Trade Commission*** uses the student loan repayment program primarily as a recruitment tool, and has made substantial investments in the program since 2011. Highly-qualified employees in positions such as attorneys, and economists are essential to FTC's mission and make up the majority of the recipients of this program.

The ***Defense Nuclear Facilities Safety Board*** uses the student loan repayment program to better 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 DNFSB. The agency's success in remaining competitive with these entities depends on its

ability to use all of the incentives at its disposal, including SLRP benefits, to recruit and retain the services of these employees.

The *Office of Personnel Management* has had an established SLRP since 2007. In addition to using the SLRP as a retention tool in the past (approximately one to four approved repayments per year), during recent years OPM's management has opted to use the full scope of other recruitment and retention flexibilities to support their organizational and program needs (i.e., recruitment incentives, retention incentives, and pay-setting flexibilities). Human resources specialists continue to work with management to advocate for the use of SLRP to attract and retain well-qualified, high-performing employees.

The *Federal Energy Regulatory Commission* uses its student loan repayment program primarily as a retention tool and has made substantial investments to the program since its 2001 implementation. Each year the program is improved and adjusted according to available funds and participation. Highly-qualified employees, in positions such as attorneys, engineers, and energy industry analysts, are considered essential to FERC's mission and make up a majority of the SLRP recipients. However, FERC does not limit the program to employees only in those positions. FERC relies on this flexibility to retain highly qualified employees in hard-to-fill positions such as fish biologists and trial attorneys as well as to retain employees with critical knowledge and skills that ensure efficient operations such as information technology specialists.

B. Best Practices

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

Departments:

The *Department of Defense* provided the following best practices from their lessons learned:

- Continuously monitor the use of the program;
- Establish a fillable agency forms and fact sheet guidance documents;
- Advertise the program to hiring managers and job candidates;
- Provide quarterly reminders (i.e., enrollment "open seasons") to the existing workforce about possible eligibility for the program;
- Use project management principles, such as milestone identification, to facilitate efficient administration; and
- Gauge the effectiveness of the program via an annual survey administered to entry-level employees hired into developmental training programs. Feedback from this survey can be used to determine if the program is a major contributing factor in job offer acceptance.

The *Department of Homeland Security* shared the following best practices:

- Coordinate with payroll to ensure that all payments are made;
- Conduct survey samplings for feedback within the agency;
- Use a spreadsheet to measure the program's success;
- Assure great customer service and work on continuous improvement; and
- Use a virtual Retention Review Board to streamline the SLRP.

The *Department of State* shared these best practice recommendations:

- Provide program and policy advice to bureaus looking to explore available recruitment and retention benefits offered by OPM as well as the Department;
- Develop transparent eligibility criteria;
- Centralize funding and administrative oversight; and
- Utilize all available outreach sources as a way to promote the program.

Agencies:

The *Defense Nuclear Facilities Safety Board* has found it prudent to maintain detailed records and relevant statistics on provided SLRP benefits, including the number and type of employees who receive benefits, the amount of benefits authorized and paid, the status of service commitments, and the collection of debts associated with broken service commitments. Given the DNFSB's small size (currently 90 employees), the metrics derived from the program statistics it currently maintains are sufficient for its needs at this time.

The *Federal Energy Regulatory Commission* requires all managers and employees to provide written justifications regarding their use of the SLRP incentive. A majority of the justifications bring to light the overwhelming cost-of-living expenses incurred by employees in the D.C. metropolitan area, where the majority of our employees report for duty. The SLRP incentive enables FERC to attract and retain highly-qualified employees that might otherwise leave for comparable jobs associated with higher salaries, or, move to geographic areas that experience a lower cost-of-living.

C. Impediments to Agencies Attempting to Leverage the Student Loan Repayment Authority

As stated in previous reports to Congress, the primary barrier identified by agencies for their full use of the student loan repayment program authority is a lack of dedicated budgetary funding. Several agencies, including those utilizing the program heavily, specifically commented that budgetary issues remain a major impediment to using (or maximizing the use of) the student loan repayment program authority as a recruitment or retention human capital tool.

The *Nuclear Waste Technical Review Board (NWTRB)* noted that it is unable to leverage this authority because of the administrative burden, given the small size of the agency.

The *Office of Navajo and Hopi Indian Relocation* reported that it does not use student loan repayments as a recruitment or retention tool due to its agency's sunset status, which has a closure date targeted to the end of September 2019.

The *Occupational Safety and Health Review Commission* reported that it is not able to leverage this authority due to a lack of budget resources.

The *Small Business Administration* reported that it has not established a student loan repayment program due to a lack of available financial resources.

The *National Capital Planning Commission* has established a Student Loan Repayment Program but due to budgetary constraints and limited hiring, its program has not been used recently as a recruitment or retention incentive.

The *Office of Management and Budget* reported that it did not provide any student loan repayments during CY 2018 because it does not have an agency policy in place. The primary reason that OMB has not developed a policy for a student loan repayment program is due to a lack of funding that can be dedicated to this human capital tool.

Separate from a lack of funding, two agencies also noted that implementing and administering a student loan repayment program can represent a logistical burden.

The *Department of Defense*, for example, commented that efficient program administration is hindered by cumbersome forms and service agreements, strict regulatory requirements, and also the availability of the Department of Education's separate "Public Service Loan Forgiveness Program," which some view as a competing authority that addresses the same overall need.

The *Department of Homeland Security* is focusing upon improving its program's internal administration by eliminating excessive process-related tasks and re-writing the application forms to simplify them as well as align them with the policy requirements contained within the Department's internal policy.

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 believes the judicious administration of student loan repayments, and other workplace flexibilities, will help attract and retain a dynamic Federal workforce to support agency missions and program needs.

REPORTING AGENCIES FOR CALENDAR YEAR 2018

DEPARTMENTS

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

National Credit Union Administration
National Endowment for the Humanities
National Labor Relations Board
National Transportation Safety Board
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
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
Office of Special Counsel
Pension Benefit Guaranty Corporation
Securities and Exchange Commission
Small Business Administration
Smithsonian Institution
Surface Transportation Board

INDEPENDENT AGENCIES

Access Board
Agency for International Development
Appraisal Subcommittee
Armed Forces Retirement Home
Commodity Futures Trading Commission
Consumer Product Safety Commission
Court Services and Offender Supervision
Agency
Defense Advanced Research Projects Agency
Defense Nuclear Facilities Safety Board
Environmental Protection Agency
Equal Employment Opportunity Commission
Export-Import Bank
Farm Credit Administration
Federal Election Commission
Federal Energy Regulatory Commission
Federal Maritime Commission
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Government Accountability Office
Holocaust Memorial Museum
International Trade Commission
Institute of Museum and Library Sciences
Library of Congress
National Aeronautics and Space Administration
National Archives and Records Administration
National Capital Planning Commission

AGENCY REPORTS FOR CALENDAR YEAR 2018

| Department/Agency | Number of Employees | Job Classifications | Cost |
|--------------------|---------------------|--|--------------|
| Departments | | | |
| Agriculture | 22 | GS-0110, Research Ag. Economist (1) GS-0201, Human Resources Specialist (1) GS-0301, Program Specialist (1) GS-0401, Biological Science Specialist (1) GS-0403, Microbiologist (1) GS-0404, Biological Lab Technician (1) GS-0454, Rangeland Management Spec. (2) GS-0460, Forester (1) GS-0701, Veterinary Medical Officer (10) GS-1146, Ag. Marketing Specialist (2) GS-1801, Compliance Officer (1) | \$172,160 |
| Commerce | 56 | GS-0301, Administrative Program Spec. (1) GS-0303, Program Assistant (2) GS-0501, Senior Accountant (1) GS-0560, Budget Analyst (1) GS-0905, Attorney-Advisor (4) GS-0905, General Attorney (1) GS-0905, General Attorney (International) (2) GS-0905, Attorney Advisory (International) (1) GS-0905, Senior Attorney-Advisory (1) GS-1035, Public Affairs Specialist (2) GS-1035, Sup. Public Affairs Specialist (1) GS-1101, Import Policy Analyst (2) GS-1101, Senior Import Policy Analyst (1) GS-1101, Supervisory Business Dev. Spec. (1) GS-1140, International Trade Specialist (2) GS-1801, Int. Trade Compliance Analyst (10) GS-1801, Sup. Inter. Trade Comp. Analyst (2) ZA-0028, Environmental Protection Spec. (1) ZA-0089, Sup. Emergency Mgt. Spec. (1) ZA-0201, Human Resources Specialist (1) ZA-0301, Administrative Specialist (1) ZA-0343, Sup. Mgt. & Program Analyst (1) ZA-0510, Accountant (1) ZA-0560, Budget Analyst (1) ZA-0905, Supervisory Attorney-Advisor (1) ZA-1035, Public Affairs Specialist (1) ZA-1102, Contract Specialist (1) ZP-0482, Supervisory Fish Biologist (1) ZP-0806, Materials Research Engineer (1) ZP-0809, Emergency Mgt. Specialist (1) ZP-0810, Research Structural Engineer (1) ZP-0840, Nuclear Engineer (1) ZP-0855, Electronics Engineer (1) ZP-1310, Physicist (1) ZP-1301, Research Physical Scientist (1) ZP-1550, Computer Scientist (1) ZP-2210, Information Technology Spec. (1) ZT-0802, Engineering Technician (1) | \$500,282 |
| Defense | 2,775 | AD-0301, Misc. Admin. & Programs (5) AD-0303, Misc. Clerk & Assistant (2) | \$22,013,091 |

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| | | AD-0343, Management & Program Analyst (5) AD-0501, Financial Administration (1) AD-0511, Auditing (2) AD-0560, Budget Analyst (1) AD-0601, General Health Science (1) AD-0905, General Attorney (1) AD-1035, Public Affairs (1) AD-1701, General Education & Training (15) AD-1805, Investigative Analysis (1) AD-2210, Information Technology Mgmt. (1) DA-1102, Contracting (1) DB-0020, Community Planning (1) DB-0101, Social Science (1) DB-0150, Geography (2) DB-0413, Physiology (1) DB-0601, General Health Science (1) DB-0610, Nurse (3) DB-0801, General Engineering (17) DB-0806, Materials Engineering (2) DB-0810, Civil Engineer (2) DB-0830, Mechanical Engineer (15) DB-0850, Electrical Engineer (4) DB-0854, Computer Engineer (5) DB-0855, Electronics Engineer (21) DB-0861, Aerospace Engineer (12) DB-0893, Chemical Engineer (1) DB-1310, Physics (4) DB-1320, Chemistry (1) DB-1382, Food Technology (1) DB-1515, Operations Research (1) DB-1550, Computer Science (10) DE-0181, Psychology Aid & Technician (1) DE-0301, Misc. Admin. & Prog. (1) DE-0340, Program Management (1) DE-0343, Management & Prog. Analysts (2) DE-0905, General Attorney (1) DE-1101, General Business & Industry (1) DE-1910, Quality Assurance (1) DJ-0301, Misc. Admin. & Program (2) DJ-0340, Program Management (1) DJ-0341, Administrative Officer (1) DJ-0343, Management & Program Analysis (1) DJ-0905, General Attorney (1) DJ-1035, Public Affairs (1) DJ-2210, Information Technology Mgmt. (1) DO-0343, Management & Prog. Analysis (2) DO-0501, Financial Admin, & Prog. (1) DR-0801, General Engineering (1) DR-0806, Materials Engineering (6) DR-0855, Electronics Engineering (4) DR-0896, Industrial Engineering (1) DR-1310, Physics (1) DR-1550, Computer Science (1) GG-0080, Security Administration (5) GG-0132, Intelligence (23) GG-0201, Human Resources Management (2) GG-0341, Administrative Officer (1) GG-0801, General Engineering (3) GG-0855, Electronics Engineering (2) | |
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| | GG-0905, General Attorney (1) GG-1102, Contracting (3) GG-1520, Mathematics (1) GG-1550, Computer Science (1) GG-2210, Information Tech. Mgmt. (1) GL-1811, Criminal Investigator (7) GP-0602, Medical Officer (5) GS-0018, Safety & Occ. Health Mgmt. (1) GS-0020, Community Planning (5) GS-0062, Clothing Design (1) GS-0080, Security Administration (16) GS-0101, Social Science (2) GS-0110, Economist (1) GS-0130, Foreign Affairs (2) GS-0180, Psychology (62) GS-0181, Psychology Aid Technician (2) GS-0185, Social Work (58) GS-0188, Recreation Specialist (1) GS-0201, Human Resources Management (27) GS-0203, Human Resources Assistant (1) GS-0260, Equal Employment Opportunity (1) GS-0301, Misc. Admin. & Program (16) GS-0303, Miscellaneous Clerk & Asst. (5) GS-0306, Government Information (2) GS-0340, Program Management (3) GS-0341, Administrative Officer (2) GS-0343, Mgmt. & Program Analysis (27) GS-0346, Logistics Management (58) GS-0401, Gen. Natural Resources Mgmt. (5) GS-0403, Microbiology (1) GS-0501, Financial Mgmt. & Program (63) GS-0505, Financial Management (1) GS-0510, Accounting (8) GS-0511, Auditing (2) GS-0560, Budget Analysis (9) GS-0561, Budget, Clerical & Assistance (1) GS-0601, General Health Science (3) GS-0603, Physician Assistant (1) GS-0610, Nurse (198) GS-0620, Practical Nurse (21) GS-0633, Physical Therapist (1) GS-0647, Diagnostic Radiology Technician (1) GS-0660, Pharmacist (1) GS-0662, Optometrist (2) GS-0671, Health System Specialist (1) GS-0801, General Engineering (71) GS-0802, Engineering Technician (12) GS-0804, Fire Protection Engineering (2) GS-0806, Materials Engineering (5) GS-0808, Architecture (1) GS-0810, Civil Engineering (25) GS-0819, Environmental Engineering (9) GS-0830, Mechanical Engineering (110) GS-0840, Nuclear Engineering (182) GS-0850, Electrical Engineering (49) GS-0854, Computer Engineering (12) GS-0855, Electronics Engineering (59) GS-0861, Aerospace Engineering (11) GS-0871, Naval Architecture (28) | |
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| | GS-0893, Chemical Engineering (9) GS-0896, Industrial Engineering (11) GS-09055, General Attorney (35) GS-0950, Paralegal Specialist (2) GS-1001, General Arts & Information (1) GS-1015, Museum Curator (1) GS-1035, Public Affairs (1) GS-1101, General Business & Industry (114) GS-1102, Contracting (529) GS-1152, Production Control (7) GS-1170, Realty (2) GS-1171, Appraising & Assessing (1) GS-1176, Building Management (1) GS-1301, General Physical Science (5) GS-1306, Health Physics (19) GS-1311, Physical Science Technician (40) GS-1320, Chemist (13) GS-1340, Meteorology (1) GS-1350, Geology (1) GS-1515, Operations Research (33) GS-1520, Mathematics (1) GS-1530, Statistics (1) GS-15550, Computer Science (34) GS-1601, Equip., Facilities & Services (3) GS-1640, Facility Operations Services (1) GS-1670, Equipment Services (2) GS-1701, General Education & Training (7) GS-1750, Instructional Systems (1) GS-1910, Quality Assurance (3) GS-2001, General Supply (1) GS-2010, Inventory Management (10) GS-2130, Traffic Management (1) GS-2210, Information Tech. Management (35) ND-1515, Operations Research (3) NH-0080, Security Administration (2) NH-0089, Emergency Management (1) NH-0180, Psychology (1) NH-0190, General Anthropology (1) NH-0201, Human Resources Management (1) NH -0301, Misc. Admin. & Programs (10) NH-0340, Program Management (7) NH-0343, Mgmt. & Program Analysis (45) NH-0346, Logistics Management (10) NH-0391, Telecommunications (1) NH-0501, Financial Admin. & Programs (28) NH-0505, Financial Management (1) NH-0510, Accounting (1) NH-0560, Budget Analysis (3) NH-0801, General Engineering (46) NH-0810, Civil Engineering (1) NH-0830, Mechanical Engineering (10) NH-0850, Electrical Engineering (3) NH-0854, Computer Engineering (3) NH-0855, Electronics Engineering (19) NH-0861, Aerospace Engineering (11) NH-0871, Naval Architecture (2) NH-0893, Chemical Engineering (1) NH-0896, Industrial Engineering (3) NH-0905, General Attorney (4) | |
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| | | NH-1101, General Business & Industry (12) NH-1102, Contracting (83) NH-1515, Operations Research (7) NH-1750, Instructional Systems (2) NH-1910, Quality Assurance (3) NH-2001, General Supply (1) NH-2210, Information Tech. Management (9) NJ-1152, Production Control (1) NM-1102, Contracting (5) NO-0341, Administrative Officer (1) NO-0343, Management & Prog. Analysis (1) NO-0501, Financial Admin. & Program (1) NO-1102, Contracting (12) NO-2210, Information Tech. Management (1) NP-0401, Gen. Natural Resources Mgmt. (1) NP-0810, Civil Engineering (1) NP-0830, Mechanical Engineering (1) NP-0855, Electronics Engineering (3) NP-0893, Chemical Engineering (1) NP-1306, Health Physics (3) NP-1310, Physics (2) NP-1320, Chemistry (2) NP-1340, Meteorology (1) NP-1550, Computer Science (5) NT-0301, Misc. Admin. & Program (2) NT-0346, Logistics Management (17) NT-1102, Contracting (33) WG-8852, Aircraft Mechanic (2) | |
| Education | 3 | GS-0343, Management & Program Analyst (1) GS-1101, Contract Specialist (1) GS-1102, Contract Specialist (1) | \$22,000 |
| Energy | 208 | AD-0301, Energy Specialist (2) AD-0303, Power System Dispatcher (2) EJ-0340, Program Manager (1) GS-1130, Public Utilities Specialist (2) GS-1515, Operations Research Analyst (1) GS-0018, Safety & Occ. Health Specialist (2) GS-0080, Security Specialist (4) GS-0110, Economist (6) GS-0131, International Relations Spec. (1) GS-0132, Intelligence Specialist (10) GS-0201, Human Resources Specialist (1) GS-0203, Human Resources Assistant (1) GS-0301, Specialists (Miscellaneous) (15) GS-0343, Mgmt. & Program Analyst (33) GS-0501, Financial Analyst (4) GS-0510, Accountant (1) GS-0511, Auditor (1) GS-0560, Budget Analyst (5) GS-0690, Industrial Hygienist (2) GS-0801, General Engineer (11) GS-0810, Civil Engineer (6) GS-0850, Electrical Engineer (14) GS-0905, Attorney-Advisor (4) GS-1035, Public Affairs Specialist (5) GS-1101, Energy Analyst (6) GS-1102, Contract Specialist (1) GS-1109, Grants Management Specialist (10) GS-1130, Public Utilities Specialist (3) | \$1,762,543 |

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| | | GS-1165, Loan Specialist (6) GS-1301, Physical Scientist (8) GS-1350, Geologist (1) GS-1515, Operations Research Analyst (11) GS-1529, Mathematical Statistician (2) GS-1530, Statistician (4) GS-2010, Inventory Management Specialist (1) GS-2210, Information Tech. Specialist (14) NN-0801, General Engineer (3) NQ-2210, Information Tech. Specialist (2) SL-1101, Energy Analyst (2) | |
| Health and Human Services | 829 | AD-0060, Chaplain (1) AD-2210, Info Tech. Specialist (1) ES-0301, Misc. Admin. & Prog. Series (1) ES-0343, Management Analyst (1) ES-0560, Budget Analyst (2) GP-0602, Medical Officer (58) GS-0101, Social Scientist (5) GS-0110, Economist (7) GS-0170, Historian (1) GS-0180, Psychologist (1) GS-0185, Social Worker (1) GS-0201, Human Resources Spec. (7) GS-0260, Equal Employment Spec. (4) GS-0301, Misc. Admin. & Prog. Series (107) GS-0303, Misc. Clerk & Asst. Series (3) GS-0340, Program Manager (1) GS-0341, Administrative Officer (23) GS-0343, Management Analyst (75) GS-0399, Admin. & Off. Support Trainee (2) GS-0401, Biologist (6) GS-0403, Microbiologist (14) GS-0405, Pharmacologist (31) GS-0415, Toxicologist (9) GS-0440, Geneticist (2) GS-0501, Financial Management Analyst (1) GS-0510, Accountant (5) GS-0511, Auditor (1) GS-0525, Accounting Technician (1) GS-0560, Budget Analyst (8) GS-0601, General Health Scientist (140) GS-0610, Nurse (43) GS-0620, Practical Nurse (1) GS-0630, Dietician (1) GS-0642, Nuclear Medicine Technologist (1) GS-0647, Diagnostic Radiology Tech. (1) GS-0660, Pharmacist (49) GS-0661, Pharmacy Technician (1) GS-0665, Speech Pathologist (1) GS-0685, Public Health Analyst (11) GS-0696, Consumer Safety Officer (49) GS-0701, Veterinary Science Series (1) GS-0801, General Engineer (2) GS-0808, Architecture Series (1) GS-0830, Mechanical Engineer (2) GS-0854, Computer Engineer (1) GS-0858, Biomedical Engineer (1) GS-0905, Attorney (15) GS-1001, Communication Specialist (3) | \$6,591,215 |

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| | | GS-1035, Public Affairs Specialist (8) GS-1082, Writer-Editor (2) GS-1083, Technical Writer-Editor (4) GS-1084, Visual Information Specialist (1) GS-1101, Acquisition Program Specialist (1) GS-1102, Contract Specialist (12) GS-1109, Grants Management Specialist (14) GS-1301, General Physical Science Series (2) GS-1306, Health Physicist (1) GS-1320, Chemist (21) GS-1382, Food Technologist (1) GS-1410, Librarian (1) GS-1412, Technical Information Specialist (3) GS-1515, Operations Research Analyst (8) GS-1529, Mathematical Statistician (8) GS-1550, Computer Scientist (2) GS-1701, Health Educational Specialist (1) GS-1712, Training Specialist (1) GS-1720, Educational Program Specialist (1) GS-1725, Public Health Educator (2) GS-1910, Quality Assurance Specialist (3) GS-2210, Info. Tech. Specialist (14) RF-0403, Senior Investigator (1) RF-0405, Senior Investigator (1) RF-0601, Senior Investigator (1) RF-1301, Senior Investigator (1) RF-1320, Scientific Director (1) RG-0401, Staff Fellow (3) RG-0405, Staff Fellow (2) RG-0601, Senior Staff Fellow (1) RG-0602, Staff Clinician (1) RG-0660, Staff Fellow (1) RG-0701, Senior Service Fellow (2) | |
| Homeland Security | 384 | GS-0028, Environmental Protect. Specialist (1) GS-0072, Fingerprint Specialist (2) GS-0080, Personnel Security Specialist (8) GS-0083, Police Officer (59) GS-0101, Social Science Resource Spec. (1) GS-0132, Intelligence Operations Spec. (21) GS-0201, Human Resources Specialist (8) GS-0301, Program Specialist (18) GS-0303, Evidence Control Technician (1) GS-0306, Government Information Spec. (1) GS-0308, Records & Information Specialist (1) GS-0340, Program Manager (1) GS-0341, Administrative Officer (6) GS-0343, Management & Prog. Analyst (8) GS-0501, Financial Specialist (1) GS-0510, Accountant (1) GS-0560, Budget Officer (1) GS-0690, Industrial Hygienist (1) GS-0701, Veterinary Medical Officer (1) GS-0905, Attorney-Advisor (1) GS-1001, Correspondence Analyst (1) GS-1035, Public Affairs Specialist (1) GS-1060, Photographer (1) GS-1101, Procurement Program Specialist (1) GS-1102, Contract Specialist (1) GS-1301, Physical Scientist (1) | \$3,500,294 |

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| | | GS-1320, Chemist (1) GS-1550, Computer Scientist (1) GS-1750, Instructional Systems Specialist (1) GS-1801, Protection Officer or Specialist (4) GS-1802, Investigative Support Assistant (10) GS-1805, Investigative Analyst (4) GS-1811, Criminal Investigator (198) GS-1899, Student Trainee (1) GS-2210, Information Tech. Specialist (16) | |
| Housing and Urban Development | 342 | GS-0028, Senior Environmental Officer (2) GS-0101, Social Science Analyst (1) GS-0110, Economist (3) GS-0201, Human Resource Specialist (2) GS-0260, Equal Employment Specialist (1) GS-0301, Misc. Admin. and Program (40) GS-0303, Misc. Clerk and Assistant (4) GS-0306, Government Info. Specialist (1) GS-0318, Secretary (1) GS-0340, Deputy Director (2) GS-0341, Administrative Officer (1) GS-0342, Support Services Specialist (1) GS-0343, Management Analyst (38) GS-0360, Equal Opportunity Specialist (36) GS-0361, Equal Opportunity Assistant (2) GS-0501, Financial Operations Analyst (3) GS-0505, Financial Officer (1) GS-0510, Accountant (2) GS-0511, Auditor (8) GS-0560, Budget Analyst (1) GS-0801, General Engineer (1) GS-0828, Cost or Construction Analyst (1) GS-0904, Law Clerk (2) GS-0905, Attorney (42) GS-0950, Paralegal Specialist (8) GS-1035, Public Affairs Specialist (1) GS-1084, Visual Information Specialist (1) GS-1100, Contract Admin. Oversight (1) GS-1101, General Business and Industry (101) GS-1102, Contract Specialist (6) GS-1109, Grants Management Specialist (4) GS-1160, Financial Analyst (13) GS-1171, Appraiser (2) GS-1301, Portfolio Management Specialist (2) GS-1712, Training Officer (1) GS-1860, Equal Employment Specialist (1) GS-1910, Quality Assurance Specialist (1) GS-4408, Financial Analyst (3) GS-9050- Trial Attorney (1) | \$794,784 |
| Interior | 156 | GS-0023, Outdoor Recreational Planner (1) GS-0025, Park Ranger (2) GS-0028, Environmental Protection Spec. (3) GS-0090, Park Guide (1) GS-0110, Economist (2) GS-0150, Geographer (1) GS-0170, Historian (1) GS-0185, Social Worker (16) GS-0187, Social Service Representative (1) GS-0201, Human Resources Specialist (1) GS-0203, Human Resources Assistant (1) | \$1,254,223 |

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| | | GS-0260, Equal Employment Opp. Spec. (1) GS-0301, Program Specialist (17) GS-0340, Program Manager (2) GS-0341, Administrative Officer (1) GS-0343, Program Analyst (13) GS-0344, Program Assistant (1) GS-0401, Biologist (3) GS-0404, Biological Science Technician (1) GS-0408, Ecologist (2) GS-0459, Irrigation System Manager (1) GS-0460, Forester (1) GS-0482, Fish Biologist (1) GS-0499, Trainee (Student Biologist) (1) GS-0501, Financial Program Analyst (1) GS-0510, Accountant (1) GS-0560, Budget Analyst (3) GS-0801, General Engineer (1) GS-0807, Landscape Architect (1) GS-0810, Civil Engineer (7) GS-0830, Mechanical Engineer (2) GS-0850, Electrical Engineer (4) GS-0854, Computer Engineer (1) GS-0881, Petroleum Engineer (4) GS-0965, Land Law Examiner (2) GS-1101, Water, Land or Fee Specialist (4) GS-1102, Contract Specialist (14) GS-1170, Realty Specialist (1) GS-1301, Physical Scientist (7) GS-1313, Geophysicist (7) GS-1315, Hydrologist (1) GS-1340, Meteorologist (1) GS-1350, Geologist (8) GS-1360, Oceanographer (2) GS-1370, Cartographer (1) GS-1373, Land Surveyor (1) GS-1603, Facility Services Assistant (1) GS-1640, Facility Operations Specialist (1) GS-1670, Equipment Specialist (1) GS-1730, Education Research Analyst (1) GS-1750, Instructional Systems Specialist (1) GS-2210, Information Technology Spec. (2) | |
| Justice | 1,916 | AD-0101, Interview Specialist (2) AD-0132, Intelligence Resources Spec. (1) AD-0185, Social Worker (1) AD-0905, Attorney-Advisor (209) ES-0340, Program Manager (3) GL-0610, Nurse (92) GL-0620, Practical Nurse (2) GL-0644, Medical Technologist (15) GL-1811, Special Agency (38) GP-0602, Medical Officer (3) GS-0028, Environmental Protection Spec. (1) GS-0060, Chaplain (3) GS-0080, Security Specialist (15) GS-0083, Police Officer (15) GS-0101, Counselor (32) GS-0132, Intelligence Analyst (232) GS-0180, Clinical Psychologist (108) GS-0185, Social Worker (6) | \$14,373,049 |

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| | GS-0201, Human Resources Specialist (9) GS-0203, Human Resources Assistant (2) GS-0260, Equal Employment Specialist (2) GS-0301, Program Specialist (106) GS-0303, Technician, Assistant, or Rep. (34) GS-0306, Government Information Spec. (13) GS-0313, Office Services Supvr. (1) GS-0318, Secretary (4) GS-0340, Program Manager (2) GS-0341, Administrative Officer (1) GS-0343, Mgmt. & Program Analyst (103) GS-0344, Mgmt. & Program Assistant (1) GS-0391, Telecommunications Specialist (13) GS-0401, Biologist (12) GS-0501, Financial or Accounting Spec. (7) GS-0503, Financial Technician (1) GS-0510, Accountant (24) GS-0511, Auditor (8) GS-0560, Budget Analyst (11) GS-0602, Medical Officer (14) GS-0603, Physician Assistant (15) GS-0610, Nurse (50) GS-0660, Pharmacist (7) GS-0670, Health Systems Specialist (10) GS-0680, Dental Officer (8) GS-0682, Dental Hygienist (3) GS-0808, Architect (2) GS-0854, Computer Engineer (1) GS-0855, Electronics Engineer (7) GS-0856, Electronics Technician (15) GS-0901, Legal Admin. Specialist (5) GS-0905, Attorney-Advisory (54) GS-0950, Paralegal Specialist (62) GS-0963, Legal Instruments Examiner (32) GS-0986, Legal Assistant (27) GS-1035, Public Affairs Specialist (4) GS-1040, Language Specialist (16) GS-1060, Photographer (1) GS-1071, Producer-Director (1) GS-1082, Writer-Editor (1) GS-1102, Contracting (9) GS-1160, Financial Analyst (1) GS-1170, Realty Specialist (1) GS-1301, Physical Scientist (10) GS-1320, Chemist (4) GS-1397, Document Analyst (2) GS-1412, Technical Information Specialist (2) GS-1421, Archives Specialist (1) GS-1520, Mathematician (1) GS-1550, Computer Scientist (12) GS-1670, Equipment Specialist (1) GS-1701, Education Specialist (15) GS-1712, Training Specialist (2) GS-1750, Instructional Systems Specialist (3) GS-1801, Investigative Specialist (30) GS-1802, Operations Support Technician (2) GS-1811, Special Agent (295) GS-1910, Quality Assurance Specialist (1) GS-2005, Supply Technician (1) | |
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| | | GS-2210, Information Tech. Specialist (56) | |
| State | 1,108 | FS-2010, Management Officer (48) FS-2101, Financial Management (5) FS-2201, Human Resources Mgt. (1) FS-2301, General Services (3) FS-2501, Special Agent (51) FS-2550, Security Engineer (2) FS-2560, Security Engineer – Technical (2) FS-2580, Diplomatic Courier (3) FS-2880, Information Management (22) FS-2882, Information Management – Tech. (1) FS-2884, Information Technical Mgmt. (1) FS-3001, Consular Affairs (59) FS-3012, Consular Support Officer (64) FS-4400, Public Diplomacy (69) FS-5015, Economics (58) FA-5505, Political Affairs (87) FS-6110, Medicine (1) FS-6115, Medical Provider (11) FS-6145, Medical Technology (1) FS-6217, Facility Maintenance (16) FS-6218, Construction Engineering (4) FS-9017, Office Management (23) GS-0089, Emergency Management (1) GS-0130, Foreign Affairs (155) GS-0132, Intelligence (14) GS-0170, Historian (8) GS-0201, Human Resources Management (22) GS-0301, Misc. Admin. & Programs (1) GS-0306, Government Information (3) GS-0343, Mgt. & Programs (87) GS-0501, Financial Admin. & Programs (6) GS-0510, Accounting (8) GS-0511, Auditing (3) GS-0560, Budget Analysis (18) GS-0801, General Engineering (2) GS-0905, General Attorney (39) GS-0950, Paralegal Specialist (5) GS-0967, Passport & Visa Examiner (129) GS-1035, Public Affairs (12) GS-1040, Language Specialist (1) GS-1102, Contracting (16) GS-1109, Grants Management (8) GS-1801, Gen. Inspect. Invest. & Comp. (2) GS-1811, Criminal Investigations (3) GS-2030, Dist. Fac. & Stor. Mgt. (1) GS-2210, Information Technology Mgt. (32) | \$9,664,055 |
| Transportation | 58 | GS-0110, Economist (1) GS-0180, Research Psychologist (2) GS-0201, Human Resources Specialist (1) GS-0301, Program Specialist (5) GS-0303, Staff Assistant (1) GS-0343, Mgmt. & Program Analyst (12) GS-0511, Auditor (5) GS-0801, General Engineer (6) GS-0905, Attorney-Advisor (4) GS-1529, Mathematical Statistician (2) GS-1811, Criminal Investigator (4) GS-2101, Transportation Specialist (1) | \$418,296 |

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| | | GS-2121, Railroad Safety Specialist (3) GS-2125, Highway Safety Specialist (8) GS-2210, Information Technology Spec. (3) | |
| Treasury | 41 | GS-0110, Economist (2) GS-0132, Intelligence Analyst (4) GS-0301, Program Analyst (9) GS-0341, Administrative Officer (1) GS-0343, Management & Program Analyst (3) GS-0501, Financial Management Specialist (1) GS-0510, Accountant (1) GS-0801, General Engineer (1) GS-0905, Attorney-Advisor (4) GS-1101, Research Analyst (5) GS-1160, Financial Analyst (6) GS-1320, Chemist (1) GS-2210, Information Technology Spec. (3) | \$343,227 |
| Veterans Affairs | 756 | GS-0028, Environ. Protection Specialist (1) GS-0083, Police Officer (6) GS-0101, Social Science (4) GS-0180, Psychologist (59) GS-0181, Psychology Technician (1) GS-0185, Social Worker (74) GS-0201, Human Resources Specialist (111) GS-0203, Human Resources Assistant (3) GS-0301, Misc. Admin. & Program (22) GS-0303, Program Support Assistant (6) GS-0318, Secretary (2) GS-0340, Program Specialist (3) GS-0341, Administrative Officer (10) GS-0343, Mgt. & Program Analyst (25) GS-0346, Logistics Management (1) GS-0501, Financial Management Specialist (2) GS-0505, Financial Manager (3) GS-0510, Accountant (2) GS-0511, Auditor (1) GS-0540, Voucher Examiner (2) GS-0544, Civilian Pay Technician (3) GS-0560, Budget Analyst (10) GS-0601, Health Science Specialist (27) GS-0610, Nurse (3) GS-0620, Practical Nurse (39) GS-0622, Medical Supply Technician (1) GS-0630, Dietician (5) GS-0631, Occupational Therapist (12) GS-0633, Physical Therapist (23) GS-0636, Rehabilitation Therapist Asst. (1) GS-0640, Health Technician (16) GS-0644, Medical Technologist (31) GS-0645, Medical Technician (1) GS-0646, Histopathology Technician (1) GS-0647, Diagnostic Radiologic Tech. (9) GS-0648, Therapeutic Radiology Tech. (1) GS-0649, Medical Instrument Tech. (6) GS-0660, Pharmacist (84) GS-0661, Pharmacy Technician (1) GS-0665, Speech Pathologist/Audiologist (19) GS-0669, Medical Records Administrator (2) GS-0670, Health Systems Administrator (10) GS-0671, Health Systems Specialist (21) | \$4,815,765 |

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| | | GS-0675, Medical Records Technician (2) GS-0679, Medical Support Assistant (11) GS-0681, Dental Assistant (2) GS-0682, Dental Hygienist (1) GS-0801, General Engineer (13) GS-0858, Biomedical Engineer (5) GS-0905, Attorney (4) GS-1008, Interior Designer (1) GS-1101, Business Resources Specialist (6) GS-1102, Contract Specialist (15) GS-1105, Purchasing Agent (1) GS-1108, Interior Designer (2) GS-1530, Statistician (2) GS-1601, Biomedical Equip. Supp. Spec. (2) GS-1701, Healthcare Education Specialist (1) GS-1801, Field Examining Specialist (1) GS-2003, Supply Management Specialist (1) GS-2005, Supply Technician (2) GS-2010, Inventory Management Specialist (1) GS-2210, Information Technology Spec. (16) GS-3568, Housekeeping Aid (1) WG-4102, Painter (1) WG-4204, Pipefitter (1) | |
| Independent Agencies | | | |
| Agency for International Development | 224 | FS-0028, Environ. Protection Specialist (1) FS-010, Social Science Series (2) FS-0110, Economist (1) FS-0301, Misc. Admin. & Prog. Series (28) FS-0340, Program Manager (1) FS-0343, Management & Program Analyst (34) FS-0401, Natural Resources Officer (14) FS-0505, Financial Management Series (10) FS-0685, Public Health Prog. Spec. (15) FS-0801, General Engineer (2) FS-0905, Attorney (3) FS-1101, Private Enterprise Officer (12) FS-1102, Contracting Officer (19) FS-1710, Education Officer (5) CS-0201, Human Resources Specialist (2) CS-0301, Misc. Admin. & Prog. Series (22) CS-0343, Mgt. & Prog. Analyst (23) CS-0511, Auditor (1) CS-0560, Budget Analyst (5) CS-0685, Public Health Prog. Spec. (2) CS-0801, General Engineer (1) CS-1101, General Business & Industry Ser. (1) CS-1102, Contracting Officer (15) CS-2210, Info. Tech. Specialist (5) | \$2,113,032 |
| Commodity Futures Trading Commission | 96 | CT-0110, Economist (8) CT-0201, Human Resources Specialist (4) CT-0301, Misc. Admin. & Program (3) CT-0303, Staff Assistant (1) CT-0342, Support Services (1) CT-0343, Management Analyst (1) CT-0391, Telecom. Specialist (1) CT-0511, Auditor (8) CT-0560, Budget Analyst (2) CT-0905, Attorney (44) CT-1101, Gen. Business & Industry Series (16) | \$809,636 |

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| | | CT-1801, Gen. Inspection & Compliance (6) CT-2210, Information Technology Spec. (1) | |
| Defense Advanced Research Projects Agency | 5 | GS-0080, Security Specialist (1) GS-0510, Accountant (1) GS-0560, Budget Analyst (2) GS-0905, Attorney-Advisor (1) | \$40,986 |
| Defense Nuclear Facilities Safety Board | 7 | DN-0801, General Engineer (6) GS-0905, Attorney (1) | \$60,864 |
| Environmental Protection Agency | 1 | AD-0401, Computational Biologist (1) | \$10,000 |
| Export-Import Bank | 30 | GS-0201, Human Resources Specialist (2) GS-0301, Program Specialist (2) GS-0303, Program Assistant (1) GS-0306, Govt. Information Specialist (1) GS-0341, Administrative Officer (1) GS-0343, Management Analyst (4) GS-0510, Accountant (3) GS-0905, Attorney Advisor (1) GS-1101, Gen. Business & Industry Series (3) GS-1102, Contract Officer (3) GS-1165, Loan Specialist (7) GS-1515, Operations Research Analyst (1) GS-2210, Information Tech. Specialist (1) | \$206,880 |
| Farm Credit Administration | 18 | VH-0343, Management & Prog. Analyst (1) VH-0510, Accountant (1) VH-0570, FCA Examiner (12) VH-0905, Attorney (1) VH-1101, Policy Analyst (1) CH-1160, Financial Analyst (1) VH-2210, Info. Tech. Specialist (1) | \$50,750 |
| Federal Energy Regulatory Commission | 175 | GS-0023, Outdoor Recreation Planner (2) GS-0028 Environmental Protection Spec. (3) GS-0080, Security Specialist (1) GS-0110, Economist (11) GS-0170, Historian (1) GS-0201, Human Resources Specialist (9) GS-0260, Equal Employment Specialist (1) GS-0301, Management Support Specialist (1) GS-0343, Management or Program Analyst (8) GS-0401, Environmental Biologist (1) GS-0482, Fish Biologist (3) GS-0510, Accountant (2) GS-0511, Auditor (4) GS-0810, Civil Engineer (7) GS-0819, Environmental Engineer (4) GS-0830, Mechanical Engineer (1) GS-0850, Electrical Engineer (4) GS-0881, Petroleum Engineer (1) GS-0904, Law Clerk (2) GS-0905, Attorney (56) GS-0950, Paralegal Specialist (2) GS-1101, Energy Industry Analyst (44) GS-1102, Contract Specialist (1) GS-2210, Information Technology Spec. (5) SL-0905, Senior Legal Advisor (1) | \$1,320,095 |
| Federal Retirement Thrift Investment Board | 5 | GS-0510, Supervisory Accountant (1) GS-0501, Business & Financial Analyst (1) GS-1102, Contract Specialist (2) GS-0301, Enterprise Planning Officer (1) | \$48,762 |
| Federal Trade Commission | 28 | GS-0905, General Attorney (26) | \$166,821 |

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| | | GS-0904, Law Clerk (2) | |
| General Services Administration | 8 | GS-0301, Misc. Admin. & Prog. Series (2) GS-0343, Management & Program Analyst (5) GS-1102, Contract Specialist (1) | \$55,000 |
| Government Accountability Office | 451 | AC-0301, Admin. & Mission Supp. Asst. (1) AC-0303, Administrative Assistant (3) CS-1001, Communications Analyst (6) CS-1035, Public Affairs Specialist (1) MK-0180, Counseling Psychologist (1) MK-1750, System Specialist (1) MK-2210, Information Tech. Specialist (1) PA-0905, Attorney-Advisory (23) PE-0101, Social Science Analyst (10) PE-0110, Economist (2) PE-0347, Analyst (307) PE-0511, Auditor (44) PE-1035, Public Affairs Specialist (1) PE-1301, Physical Scientist (1) PE-1515, Operations Research Analyst (1) PE-1529, Mathematical Statistician (1) PE-1530, Statistician (1) PE-1550, Information Technology Analyst (18) PE-1712, Training Administrator (1) PE-2210, Information Tech. Specialist (8) PY-0180, Counseling Psychologist (1) PY-0201, Human Resources Specialist (1) PY-0301, Program Manager (2) PY-0308, Records & Information Specialist (1) PY-0341, Administrative Officer (1) PY-0343, Management & Program Analyst (7) PY-0560, Budget Analyst (1) PY-1410, Librarian (1) PY-1654, Print Services Specialist (1) PY-1712, Training Administrator (1) PY-2210, Information Technology Spec. (2) | \$1,442,677 |
| Institute of Museum and Library Studies | 8 | GS-0301, Program Specialist (3) GS-0343, Program Analyst (1) GS-0510, Accountant (1) GS-1109, Grants Management Specialist (2) GS-2210, Information Tech. Specialist (1) | \$24,000 |
| Library of Congress | 1 | GS-1412, Technical Information Specialist (1) | \$10,000 |
| National Archives and Records Administration | 1 | GS-0343, Mgt. & Program Analyst (1) | \$10,753 |
| Nuclear Regulatory Commission | 10 | GG-0180, Human Performance Analyst (2) GG-0201, Human Resources Specialist (1) GG-0511, Auditor (1) GG-0801, Human Factors Engineer (1) GG-0840, Senior Engineer (1) GG-0905, Attorney (4) | \$78,327 |
| Office of Personnel Management | 2 | GS-0301, Health Insurance Specialist (1) GS-0343, Management & Program Analyst (1) | \$20,000 |
| Office of Special Counsel | 17 | GS-0303, Admin. & Prog. Assistant (2) GS-0905, Attorney (14) GS-2210, Information Technology Spec. (1) | \$76,500 |
| Pension Benefit Guarantee Corporation | 30 | GS-0301, Management Information Spec. (1) GS-0303, Admin. Support Assistant (1) GS-0341, Administrative Officer (2) GS-0344, Management & Program Asst. (1) GS-0510, Accountant (2) | \$278,444 |

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| | | GS-0511, Auditor (4) GS-0525, Accounting Technician (1) GS-0905, General Attorney (8) GS-1001, Gen. Arts & Info. Series (1) GS-1035, Public Affairs Specialist (1) GS-1160, Financial Analyst (4) GS-1510, Actuary (3) GS-2210, Information Technology Spec. (1) | |
| Securities and Exchange Commission | 641 | SK-0080, Security Administration (2) SK-0110, Economist (10) SK-0180, Personnel Psychologist (2) SK-0201, Human Resources Spec. (8) SK-0260, Equal Employment Spec. (1) SK-0301, Misc. Admin. & Prog. Series (45) SK-0308, Records Specialist (2) SK-0318, Secretary (1) SK-0343, Management Analyst (22) SK-050, Financial Admin. & Prog. Series (5) SK-0510, Accountant (85) SK-0511, Auditor (3) SK-0560, Budget Analyst (1) SK-0905, Attorney (318) SK-0950, Paralegal Specialist (9) SK-1001, General Arts & Info. Series (3) SK-1082, Writer-Editor (2) SK-1102, Contract Specialist (8) SK-1160, Financial Analyst (4) SK-1501, Quantitative Research Analyst (3) SK-1530, Statistician (1) SK-1701, Education Program Specialist (1) SK-1801, Investigation Case Analyst (2) SK-1802, Accounting Technician (2) SK-1805, Investigation Analyst (1) SK-1811, Criminal Investigator (1) SK-1831, Securities Compliance Exam. (58) SK-2003, Supply Mgt. Specialist (1) SK-2210, Info. Tech. Specialist (31) SO-0340, Senior Officer (2) SO-0905, Senior Officer (7) | \$5,656,276 |
| Departments/ Agencies | 10,412 | | \$78,704,787 |



U.S. Office of Personnel Management

Employee Services

1900 E Street, NW, Washington, DC 20415

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