

# Federal Student Loan Repayment Program Calendar Year 2013

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## Report to the Congress

*a New Day for Federal Service*



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
NOVEMBER 2014

## **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 purposes of recruitment and retention during calendar year (CY) 2013. 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.

Federal agencies reported a substantial decline in their use of student loan repayments over the past CY due to ongoing budgetary issues. During CY 2013, 31 Federal agencies provided 7,314 employees with a total of more than \$52.9 million in student loan repayment benefits. Compared to CY 2012, in which 10,543 employees received \$70.3 million, this represents a nearly 31 percent decrease in the number of employees receiving student loan repayment benefits and a nearly 25 percent decrease in agencies' overall financial investment in this particular incentive.

Several Federal agencies utilized student loan repayments to recruit and retain employees in Federal Science, Technology, Engineering, and Mathematics (STEM) positions during CY 2013. Notably, the Department of Defense provided student loan repayments to over 800 employees in the STEM field of engineering. 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. STEM workers 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.

As President Obama noted in remarks following his first Cabinet meeting on April 20, 2009, each agency must do its part to ensure "this Government is as efficient as possible and that every taxpayer dollar that is spent is being spent wisely." My commitment to the President and Members of Congress is to encourage agencies to ensure that the cost of using student loan repayments and other discretionary benefits is commensurate with the benefits gained. In the current budgetary climate, the use of discretionary tools such as student loan repayments requires close monitoring and evaluation as part of an agency's overall human capital expenditures.

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.

Katherine Archuleta  
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM  
CALENDAR YEAR 2013**

**TABLE OF CONTENTS**

	PAGE
<b>I. EXECUTIVE SUMMARY .....</b>	<b>3</b>
<b>II. BACKGROUND .....</b>	<b>4</b>
<b>III. AGENCY REPORTS .....</b>	<b>4</b>
<b>IV. AGENCY COMMENTS.....</b>	<b>7</b>
A. EFFECT ON RECRUITMENT AND RETENTION.....	8
B. BEST PRACTICES .....	9
C. IMPEDIMENTS TO USING STUDENT LOAN REPAYMENTS .....	11
<b>V. CONCLUSION.....</b>	<b>12</b>

**ATTACHMENT 1:       REPORTING AGENCIES FOR CALENDAR YEAR 2013**

**ATTACHMENT 2:       AGENCY REPORTS – CALENDAR YEAR 2013**

## 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 18, 2014, OPM issued a [memorandum](#) requesting agency reports on the use of student loan repayments during CY 2013. In its memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2013, 31 Federal agencies provided 7,314 employees with a total of more than \$52.9 million in student loan repayment benefits. Compared to CY 2012, this represents a nearly 31 percent decrease in the number of employees receiving student loan repayment benefits and a nearly 25 percent decrease in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2012 was \$7,233.

During CY 2013, more than 73 percent of the cost of all student loan repayment benefits was provided by the Department of Defense, the Department of Justice, the Department of State, and the Securities and Exchange Commission. Similarly, over 70 percent of all student loan repayment recipients were employed by these four agencies. Overall, these four agencies provided 5,107 employees with more than \$38.8 million in student loan repayment benefits. The other 27 agencies combined to provide 2,207 employees with just over \$14 million in student loan repayment benefits.

Notably, in CY 2013, student loan repayments were utilized at a substantially lower level than they were during CY 2012. (See Table 1 for breakdown by CY.) This Governmentwide decrease in student loan repayment benefits can be mainly attributed to the continuing budgetary issues being faced by Federal agencies. Among the largest decreases reported were at the Departments of Justice (DOJ) and Defense (DOD). DOJ provided 842 employees with a total of \$5.8 million in student loan repayment benefits during CY 2013. Compared to CY 2012, DOJ experienced a 64 percent decrease in repayments provided and a 63 percent decrease in employees receiving this benefit. Similarly, DOD experienced a 22 percent drop in repayments provided and a 30 percent reduction in employees receiving benefits. Additionally, four agencies that provided student loan repayments in CY 2012 were unable to continue to do so during CY 2013. In particular, the Department of Housing and Urban Development (HUD) provided 574 employees with student loan repayments for a total cost of \$795,870 in CY 2012. During CY 2013, HUD provided no student loan repayments.

OPM continues to support Federal agencies’ use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. For example, tracking the retention rate of student loan repayment recipients over time and comparing it to the retention rate for employees who do not receive student loan repayment benefits can be useful in determining whether the

incentive helps an agency to retain critical personnel. Also, agencies can use survey data to measure the satisfaction of both job candidates and hiring managers with the availability of flexibilities such as student loan repayment benefits. OPM will continue to work with agencies to assist them in using student loan repayments, as well as other flexibilities. OPM believes the judicious administration of these human resources flexibilities attracts and retains a dynamic Federal workforce to support agency missions and program needs.

## **II. BACKGROUND**

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

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

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

## **III. AGENCY REPORTS**

On February 18, 2014, OPM issued a [memorandum](#) for Chief Human Capital Officers (CPM 2014-05) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2014. 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 2013. OPM received responses from 85 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2012, 31 Federal agencies provided 7,314 employees with a total of more than \$52.9 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) Compared to CY 2012, this represents a nearly 31 percent decrease in the number of employees receiving student loan repayment benefits and a nearly 25 percent decrease in agencies' overall financial investment in this particular incentive. (See Table 1 for breakdown by CY.)

**TABLE 1**

	<b>CY 2008</b>	<b>CY 2009</b>	<b>CY 2010</b>	<b>CY 2011</b>	<b>CY 2012</b>	<b>CY 2013</b>
<b>Participating Agencies</b>	35	36	36	34	35	31
<b>Number of Recipients</b>	6,879	8,454	11,359	10,134	10,543	7,314
<b>Total Amount Provided (In Millions)</b>	\$51.6	\$61.8	\$85.7	\$71.8	\$70.3	\$52.9
<b>Average Amount Provided</b>	\$7,511	\$7,317	\$7,542	\$7,091	\$6,670	\$7,233

In CY 2013, 14 Federal departments and 17 agencies used student loan repayments as a human resources management tool. In addition to the 31 agencies that provided student loan repayments during CY 2013, 8 additional agencies have established (or are in the process of establishing) a student loan repayment program. These agencies include the Department of Housing and Urban Development, Consumer Product Safety Commission, Federal Housing Finance Agency, Government Printing Office, National Capital Planning Commission, Office of Government Ethics, Office of Personnel Management, and Overseas Private Investment Corporation. Thus, nearly half of the reporting agencies (39 out of 85) either provided student loan repayments during CY 2013 or have established (or are in the process of establishing) a student loan repayment program.

### **Agency Data**

In CY 2013, the four agencies making the most extensive use of student loan repayments were the Departments of Defense, Justice, State and the Securities and Exchange Commission. More than 73 percent of the cost of all student loan repayment benefits were provided by these four agencies. Similarly, 70 percent of all student loan repayment recipients were employed by these four agencies. Overall, these four agencies provided 5,107 employees with more than \$38.8 million in student loan repayment benefits. The other 27 agencies combined to provide 2,207 employees with just over \$14 million in student loan repayment benefits. (See Table 2 for breakdown.)

TABLE 2

Agency	Number of Employees Receiving Student Loan Repayments	Percent of Total Recipients	Amount of Benefits Provided	Percent of Total Amount
Department of Defense	2,318	31.8	\$16,321,025	31.0
Department of State	1,302	17.9	\$10,837,750	20.6
Department of Justice	842	11.5	\$5,874,241	11.1
Securities and Exchange Commission	645	8.8	\$5,794,070	11.0
<i>Subtotal</i>	<i>5,107</i>	<i>70</i>	<i>\$38,827,086</i>	<i>73.7</i>
26 Other Agencies	2,207	30	\$14,096,177	26.3
<b>Total</b>	<b>7,314</b>	<b>100.0</b>	<b>\$52,923,263</b>	<b>100.0</b>

The *Department of Defense (DOD)* used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 818 employees in engineering positions. Engineers who received the most student loan repayment benefits included Nuclear Engineers (257), Mechanical Engineers (160), General Engineers (122), and Electronics Engineers (92). DOD also provided student loan repayment benefits to 578 employees in contracting positions. Additionally, DOD provided student loan repayments to 119 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for 65 percent of the DOD employees who received student loan repayment benefits during CY 2013.

The *Department of State (DOS)* continued its use of student loan repayments in CY 2013, providing more than \$10.8 million in student loan repayment benefits to 1,302 employees. Of the CY 2013 recipients, 611 were in civil service positions and 691 were members of the Foreign Service. DOS offered a lump-sum payment of \$8,500 or the outstanding loan amount if it was less than \$8,500 and greater than \$5,000. An eligible DOS employee must have a loan balance of \$5,000 or greater in order to receive student loan repayments. DOS provided the most student loan repayments to employees in the positions of Foreign Affairs (226), Management and Program Analysis (83), and Passport and Visa Examiner (72), and members of the Foreign Service serving in Political Affairs (119), Economics (109), and Public Diplomacy (103) positions.

The *Department of Justice (DOJ)* severely decreased the usage of student loan repayments during CY 2013 due to budgetary limitations. The top three DOJ recipient occupations remained Special Agents (222), Attorneys (137), and Intelligence Analysts (102). These three occupations accounted for nearly 55 percent of DOJ's total student loan repayment recipients during CY 2013.

The *Securities and Exchange Commission (SEC)* provided 645 employees with more than \$5.7 million in student loan repayment benefits during CY 2013. As in the past, SEC made the vast majority (77.7 percent) of its student loan repayments on behalf of employees in its mission critical occupations of Attorney-Advisor (377), Accountant (94), and Securities Compliance Examiner (26). These three positions accounted for more than 77 percent of all employees who received student loan repayments made by the SEC during CY 2013.

The *Department of Health and Human Services (HHS)* provided more than \$3.2 million in student loan repayment benefits to 383 employees in CY 2013. HHS noted that this was a slight reduction when compared to CY 2012 and that future use of the program will remain relatively constant depending on availability of funding.

The *Department of Veterans Affairs (VA)* provided 559 employees with over \$2.7 million in student loan repayment benefits during CY 2013. When compared to CY 2012, this represents a 24 percent decrease in recipients and a 33 percent decrease in the amount disbursed. VA provided student loan repayment benefits to employees in a variety of occupations, including Contract Specialists (97), Psychologists (58), Pharmacists (38), and Human Resources Specialists (70). In its report, VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. The VA Education Debt Reduction Program (EDRP) allows VA facilities to recruit and retain highly qualified healthcare personnel.

The *Agency for International Development (AID)* provided more than \$2.3 million in student loan repayment benefits to 279 employees during CY 2013. The majority of student loan repayment recipients at AID were employees in Management and Program Analysis (54), Contract Specialist (48), Health and Population (37), Democracy and Governance (36), and Agriculture (28) positions.

The *Government Accountability Office (GAO)* provided student loan repayment benefits totaling more than \$811,000 to 289 employees during CY 2013. The vast majority (70 percent) of recipients were GAO Analysts (203).

The *Department of the Interior (DOI)* continued its use of student loan repayments during CY 2013 by providing more than \$883,000 in benefits to 128 employees. DOI provided the most student loan repayments to employees in engineering positions (47).

**Additional Agencies.** The Departments of Agriculture, Commerce, Energy, Homeland Security, Transportation, and Treasury, as well as the Federal Energy Regulatory Commission, the National Archives and Records Administration, the Nuclear Regulatory Commission, and the Pension Benefit Guaranty Corporation invested more than \$100,000 in their student loan repayment programs. (See Attachment 2 for detailed agency reports.)

#### **IV. AGENCY COMMENTS**

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



## **A. Effect on Recruitment and Retention**

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

### **Departments:**

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

The *Department of Commerce* reported and the Office of the Secretary utilized student loan repayments to attract and retain employees in professional, administrative, and support occupations that student loan repayments were used by the International Trade Administration to recruit and retain the mission-critical occupation, International Trade Compliance Analyst. The Office of General Counsel used the student loan repayment program to recruit and retain attorneys at various grade levels to work on important policy and legal matters. Commerce also noted that the Economic Development Administration, National Institute of Standards and Technology, and National Oceanic and Atmospheric Administration also utilized student loan repayments on a limited basis.

The *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, and critical fields like engineering, intelligence related occupations, and nurses. Defense also reported that the program has proven very effective, as evidenced by the number of inquiries they have received at job fairs at colleges and universities.

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

The *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 filling mission-critical occupations which include petroleum engineers, environmental scientists, natural resource specialists, geophysicists, geologists and biologists.

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

The *Department of State* reported that as a result of the growth in participation and because of employee feedback, State believes the program is having a positive impact in supporting both recruitment and retention efforts. More than 9,000 employees have benefited from the program since 2002. Hundreds of employees have had their loans paid off by virtue of their service in one of the designated pre-qualifying positions. Only 241 recipients have resigned while subject to the service commitment.

The *Department of the Treasury* reported that bureaus have successfully utilized student loan repayments as a recruitment and retention tool.

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

### **Agencies:**

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

The *Federal Energy Regulatory Commission (FERC)* used student loan repayments primarily as a retention tool and has made substantial investments in the program since 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 Physical Scientist or Wildlife Biologist as well as to retain employees with critical knowledge and skills that ensure efficient operations, such as Information Technology Specialist.

The *Government Accountability Office (GAO)* stated the student loan repayment program is an important tool that facilitates their ability to attract and retain a high-performing workforce.

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

The *Postal Regulatory Commission* used the student loan repayment program to recruit and retain highly qualified personnel.

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

### **B. Best Practices**

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

## **Departments:**

The *Department of Defense* conducts an annual survey of newly hired employees to provide feedback on the student loan repayment program. The results have consistently shown that the repayment of student loans have been a major factor in employees decisions to accept positions.

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

The *Department of State* shared several best practices:

- Provide senior-level management support.
- Implement transparent eligibility criteria.
- Monitor hiring and attrition rates in order to accurately project qualifying employee levels and appropriate funding.
- Survey employees to measure the effectiveness of the program as both a retention and recruitment tool.
- Require employees to be making personal payments toward their loans in order to qualify.
- Expand outreach to the Department of Education and to lender/loan servicing organizations to ensure payments are properly processed and credited only to the borrower's principal loan balance.
- Use "push" communications (e.g., notices, telegrams, e-mail with auto message capability, listserv postings, and briefings) to keep employees informed of program requirements and policy and procedural changes.
- Expand the reporting capability of an online student loan repayment program system application and database collection. That way, management can determine when an employee subject to any length-of-service commitment resigns from the agency and is required to reimburse the agency.
- Ensure service agreements fully reflect the agency's policy, procedures, and conditions as well as legislative requirements.

## **Agencies:**

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

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

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

The *Securities and Exchange Commission* plans to implement an automated system to create a more streamlined process since participation in their student loan repayment program has more than doubled since 2003, when it was first offered.

### **C. Impediments to Using Student Loan Repayments**

As stated earlier in this report, the primary barrier for agencies in using student loan repayments is a lack of 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 2013 and would likely remain one in the near future.

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

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

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

However, these impediments are not necessarily the primary reason some agencies do not offer student loan repayment benefits. For example, the availability of student loan repayments is not a major factor in recruitment or retention efforts at one agency because positions are not specialized or hard to fill. Another agency noted that, due to limited hiring, it did not need to use student loan repayments. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

## V. CONCLUSION

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

## REPORTING AGENCIES FOR CALENDAR YEAR 2013

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

## AGENCY REPORTS – CALENDAR YEAR 2013

Department/Agency	Number of Employees	Job Classifications	Cost
<b>Departments</b>			
Agriculture	21	GS-0101, Social Science Analyst GS-0301, Program Specialist (2) GS-0343, Management and Program Analyst (2) GS-0399, Agricultural Commodity Grainer GS-0401, Natural Resource Program Specialist (2) GS-0403, Supervisory Microbiologist (2) GS-0408, Ecologist (3) GS-0462, Forestry Technician GS-1146, Agricultural Marketing Specialist (3) GS-1147, Livestock and Grain Operator GS-1980, Agriculture Commodity Grader (3)	\$173,111
Commerce	26	GS-0343, Management Analyst GS-0343, Program Analyst GS-0904, Law Clerk GS-0905, General Attorney (12) GS-1101, Economic Development Specialist GS-1410, Librarian GS-1801, Inter. Trade Compliance Analyst (4) ZP-0819, Environmental Engineer ZP-1310, Physicist ZP-2210, Information Technology Specialist (2) ZS-1410, Librarian	\$214,247
Defense	2,318	DB-0150, Geography (2) DB-0408, Ecology DB-0413, Physiology DB-0601, General Health Science DB-0801, General Engineering (11) DB-0806, Materials Engineering (3) DB-0807, Landscape Architecture DB-0810, Civil Engineering (2) DB-0830, Mechanical Engineering (31) DB-0850, Electrical Engineering (7) DB-0854, Computer Engineering (3) DB-0855, Electronics Engineering (5) DB-0861, Aerospace Engineering (4) DB-0893, Chemical Engineering (4) DB-1301, General Physical Science (2) DB-1310, Physics DB-1320, Chemistry (4) DB-1350, Geology DB-1382, Food Technology DB-1520, Mathematics (4) DB-1550, Computer Science (7) DE-0343, Management and Program Analysis DE-0569, Budget Analysis DE-1910, Quality Assurance DE-2210, Information Technology Management (8) DJ-0501, Financial Administration DJ-0905, General Attorney (2)	\$16,321,025

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,318	DJ-1102, Contracting (2) DR-0850, Electrical Engineering DR-0855, Electronics Engineering DR-0861, Aerospace Engineering (2) GG-0080, Security Administration (2) GG-0132, Intelligence (23) GG-0150, Geography GG-1102, Contracting (2) GL-1811, Criminal Investigating (12) GP-0602, Medical Officer (10) GS-0018, Safety and Occ. Health Management (3) GS-0080, Security Administration (7) GS-0101, Social Science (3) GS-0130, Foreign Affairs (4) GS-0131, International Relations GS-0170, History (4) GS-0180, Psychology (12) GS-0184, Sociology GS-0185, Social Work (14) GS-0187, Social Services GS-0190, Anthropology (2) GS-0193, Archeology GS-0201, Human Resources Management (8) GS-0301, Misc. Administration & Program (24) GS-0318, Secretary GS-0340, Program Management (5) GS-0341, Administrative Officer GS-0343, Management and Program Analysis (39) GS-0346, Logistics Management (97) GS-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. (3) GS-0403, Microbiology (3) GS-0501, Financial Administration and Program (36) GS-0510, Accounting (14) GS-0511, Auditing (6) GS-0560, Budget Analysis (17) GS-0601, General Health Science (2) GS-0603, Physician Assistant (5) GS-0610, Nurse (116) GS-0620, Practical Nurse (3) GS-0631, Occupational Therapist GS-0633, Physical Therapist GS-0660, Pharmacist (3) GS-0661, Pharmacy Technician GS-0662, Optometrist GS-0670, Health System Administration GS-0690, Industrial Hygiene GS-0801, General Engineering (106) GS-0802, Engineering Technical (3) GS-0803, Safety Engineering (3) GS-0806, Materials Engineering GS-0808, Architecture GS-0810, Civil Engineering (15) GS-0819, Environmental Engineering (3) GS-0830, Mechanical Engineering (123) GS-0840, Nuclear Engineering (257) GS-0850, Electrical Engineering (38) GS-0854, Computer Engineering (19) GS-0855, Electronics Engineering (67)	\$16,321,025



Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,318	GS-0861, Aerospace Engineering (16) GS-0871, Naval Architecture (34) GS-0893, Chemical Engineering (8) GS-0896, Industrial Engineering (8) GS-0905, General Attorney (21) GS-0950, Paralegal Specialist (2) GS-1015, Museum Curator GS-1035, Public Affairs (5) GS-1082, Writing and Editing GS-1083, Technical Writing and Editing (3) GS-1101, General Business and Industry (54) GS-1102, Contracting (534) GS-1105, Purchasing GS-1106, Procurement Clerical and Assistance GS-1150, Industrial Specialist (6) GS-1152, Production Control GS-1301, General Physical Science (2) GS-1306, Health Physics (30) GS-1311, Physical Science Technician (49) GS-1315, Hydrology GS-1320, Chemistry (18) GS-1350, Geology GS-1382, Food Technology GS-1515, Operations Research (18) GS-1520, Mathematics (2) GS-1530, Statistics GS-1550, Computer Science (20) GS-1601, Equipment, Facilities, and Services (2) GS-1670, Equipment Services GS-1701, General Education and Training (4) GS-1740, Education Services GS-1750, Instructional Systems (2) GS-1910, Quality Assurance (6) GS-2001, General Supply (3) GS-2003, Supply Program Management (7) GS-2010, Inventory Management (11) GS-2130, Traffic Management GS-2210, Information Technology Management (34) ND-0830, Mechanical Engineering NH-0301, Miscellaneous Admin. and Program (14) NH-0340, Program Management (7) NH-0343, Management and Program Analysis (14) NH-0346, Logistics Management (10) NH-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. NH-0501, Financial Administration and Program (2) NH-0560, Budget Analysis (3) NH-0801, General Engineering (5) NH-0830, Mechanical Engineering (4) NH-0850, Electrical Engineering (2) NH-0854, Computer Engineering (4) NH-0855, Electronics Engineering (19) NH-0861, Aerospace Engineering (3) NH-1101, General Business and Industry (3) NH-1102, Contracting (29) NH-1320, Chemistry NH-1515, Operations Research (8) NH-1550, Computer Science NH-2003, Supply Program Management	\$16,321,025

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	2,318	NH-2210, Information Technology Management (4) NO-0301, Miscellaneous Admin and Program NO-0510, Accounting (2) NO-1101, General Business and Industry NO-1102, Contracting (4) NP-0401, Natural Resources Management (3) NP-0601, General Health Science NP-0806, Materials Engineering (2) NP-0830, Mechanical Engineering NP-1320, Chemistry (2) NT-0346, Logistics Management NT-1102, Contracting (9)	\$16,321,025
Education	7	GS-0343, Management and Program Analyst GS-1102, Contract Specialist (5) GS-2210, Information Technology Specialist	\$36,000
Energy	97	AD-0303, Power System Dispatcher (3) GS-0018, Safety and Occupational Health Spec. GS-0110, Industry Economist (4) GS-0301, Energy Management and Marketing Spec. GS-0301, Cost Estimator GS-0301, Senior Staff Officer GS-0301, Energy Technology Program Spec.(4) GS-0303, Policy Development Specialist GS-0340, Supervisory Diversity and Workforce GS-0343, Management and Program Analyst GS-0343, Program Analyst (4) GS-0501, Financial Management Specialist GS-0510, Accountant (2) GS-0560, Budget Analyst (5) GS-0801, General Engineer (12) GS-0810, Civil Engineer GS-0840, Nuclear Engineer (3) GS-0850, Electrical Engineer (7) GS-0905, Attorney-Advisor (5) GS-1102, Contract Specialist GS-1130, Public Utilities Specialist (5) GS-1165, Loan Specialist (3) GS-1301, Physical Scientist (3) GS-1515, Operations Research Analyst GS-1530, Survey Statistician (4) GS-2210, Information Technology Specialist (4) NF-0343, Program Analyst (2) NF-0801, General Engineer (2) NF-0840, Nuclear Engineer NF-0850, Electrical Engineer NF-1101, Contract Specialist NN-0801, General Engineer (5) NQ-0130, Foreign Affairs Specialist (2) NQ-0343, Program Analyst NQ-0501, Financial Management Specialist NQ-1103, Industrial Property Management Spec. WB-2610, Meter and Relay Craftsman Apprentice	\$532,801
Health and Human Services	383	AD-0110, Staff Fellow (2) AD-0401, Staff Fellow AD-0601, Dir., Office of Orphan Products AD-0601, Infection Control Consultant (2) AD-0601, Staff Fellow AD-0601, Senior Scientist	\$3,257,223

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	383	AD-0602, Senior Investigator AD-0602, Staff Clinician (2) AD-0610, Clinical Research Nurse (5) AD-0610, Nurse Specialist (Clinical) AD-0610, Sr. Clinical Research Nurse (2) AD-0610, Pro Nursing Prof Dev (2) AD-0610, Nurse Admin Coordinator AD-0610, Senior Nurse Consultant AD-0633, Physical Therapist AD-0642, Nuclear Medicine Tech AD-0696, Staff Fellow AD-0701, Staff Scientist (3) AD-0858, Biomedical Engineer AD-0858, Staff Scientist AD-1320, Staff Fellow AD-1515, Staff Fellow AD-1530, Statistician AD-1550, Staff Scientist GP-0602, Medical Officer (50) GS-0018, Safety and Occupational Health (3) GS-0101, Social Scientist GS-0101, Supervisory Social Science GS-0301, Associate Ombudsman GS-0301, Correspondence Analyst GS-0301, Deputy Regional Director GS-0301, International Program GS-0301, International Policy Analyst GS-0301, Management and Operations (3) GS-0301, Policy Analyst (10) GS-0301, Program Specialist (3) GS-0301, Program Support Specialist GS-0301, Project Management Officer (2) GS-0301, Project Manager (2) GS-0301, Project Officer GS-0301, Regulatory Counsel (11) GS-0301, Senior Management Advisor GS-0301, Senior Advisor GS-0341, Administrative Officer (7) GS-0343, Management & Program Analyst (3) GS-0343, Management Analyst (12) GS-0343, Program Analyst (15) GS-0399, Student Trainee GS-0401, Biologist (7) GS-0403, Microbiologist (7) GS-0404, Biological Lab Tech GS-0405, Pharmacologist (14) GS-0414, Entomologist GS-0415, Toxicologist (3) GS-0501, Financial Officer GS-0525, Accounting Tech (2) GS-0560, Budget Analyst (7) GS-0601, Clinical Trials Coordinator GS-0601, Epidemiologist (2) GS-0601, General Health Scientist GS-0601, Health Program Specialist GS-0601, Health Science Specialist (2) GS-0601, Health Science Admin (12) GS-0601, Lead Health Project Manager	\$3,257,223

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	383	GS-0601, Reg. Health Project Manager (17) GS-0601, Regulatory Scientist GS-0601, Scientific Projects Manager GS-0601, Senior Regulatory Health (6) GS-0601, Social Science Coordinator GS-0610, Clinical Nurse (16) GS-0630, Nutritionist GS-0660, Pharmacist (2) GS-0670, Health System Administrator GS-0671, Health System Specialist GS-0685, Public Health Analyst (5) GS-0696, Consumer Safety Officer (20) GS-0701, Research Veterinary Medical (2) GS-0830, Medical Engineer GS-0905, General Attorney (30) GS-0999, Paralegal Specialist Trainee GS-1001, Health Communications Specialist (2) GS-1035, Public Affairs Specialist GS-1083, Technical Writer-Editor GS-1102, Contract Specialist (20) GS-1109, Grants Management Analyst (4) GS-1170, Realty Specialist GS-1320, Chemist (9) GS-1515, Operations Research Analyst (3) GS-1530, Statistical Analyst GS-1640, Facility Operation GS-1910, Quality Assurance Specialist GS-2210, IT Specialist (2)	\$3,257,223
Homeland Security	27	GS-0101, Social Scientist GS-0110, Economist GS-0132, Intelligence Operations Specialist (12) GS-0343, Management & Program Analyst (2) GS-0343, Program Analyst GS-0401, General Biological GS-0871, Naval Architect GS-1306, Health Physicist GS-1320, Chemist GS-2210, Information Technology Specialist (6)	\$259,777
Interior	128	GL-0083, Police Officer GS-0028, Environmental Protection Specialist (5) GS-0150, Geographer GS-0184, Sociologist GS-0193, Archaeologist (5) GS-0301, Resource Management Planner (2) GS-0303, Administrative Assistant GS-0343, Program Analyst (8) GS-0401, Marine Biologist (9) GS-0408, Ecologist GS-0482, Fish Biologist GS-0501, Financial Management Specialist (2) GS-0510, Accountant (2) GS-0511, Auditor (2) GS-0801, General Engineer GS-0802, Engineering Technician GS-0806, Materials Engineer (2) GS-0810, Civil Engineer (6) GS-0819, Environmental Engineer GS-0830, Mechanical Engineer (4)	\$883,597

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	128	GS-0840, Nuclear Engineer (3) GS-0850, Electrical Engineer GS-0881, Petroleum Engineer (28) GS-1035, Public Affairs Specialist GS-1101, Property Management Specialist GS-1102, Contract Specialist (8) GS-1170, Realty Specialist (2) GS-1301, Physical Scientist (2) GS-1313, Geophysicist (9) GS-1315, Hydrologist GS-1320, Chemist GS-1340, Meteorologist (2) GS-1350, Geologist (8) GS-1360, Oceanographer GS-1801, Surface Mining Reclamation (3) GS-2210, Information Technology Specialist	\$883,597
Justice	842	GS-0060, Chaplain GS-0072, Fingerprint Examiner (2) GS-0080, Personnel Security Specialist (6) GS-0080, Physical Security Specialist (2) GS-0080, Security Specialist (2) GS-0083, Police Officer (3) GS-0086, Supervisory Security Assistant GS-0101, Victim Specialist (4) GS-0132, Intelligence Analyst (92) GS-0132, Supervisory Intelligence Analyst (10) GS-0180, Clinical Psychologist (39) GS-0201, Human Resources Specialist (5) GS-0301, Miscellaneous Admin & Program (46) GS-0303, Miscellaneous Clerk and Assistant (16) GS-0313, Office Services Supervisor (2) GS-0318, Secretary (3) GS-0335, Computer Assistant GS-0340, Foreign Language Program Manager (2) GS-0343, Management and Program Analyst (37) GS-0344, Management and Program Assistant (3) GS-0346, Logistics Management Specialist GS-0401, Biologist (4) GS-0501, Accounting Analyst (2) GS-0501, Financial Operations Specialist (3) GS-0510, Accountant (5) GS-0511, Auditor (5) GS-0560, Budget Analyst (2) GS-0602, Medical Officer (12) GS-0603, Physician Assistant (15) GS-0610, Nurse Practitioner (21) GS-0644, Medical Technologist (3) GS-0660, Pharmacist (4) GS-0670, Deputy Health Systems Administrator GS-0671, Health Systems Specialist (3) GS-0680, Dental Officer (3) GS-0682, Dental Hygienist GS-0802, Engineering Technician GS-0855, Electronics Engineer (3) GS-0856, Electronics Technician (17) GS-0901, Legal Administrative Specialist (6) GS-0905, Attorney (137) GS-0963, Legal Instruments Examiner (3)	\$5,874,241

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	842	GS-1001, Arts & Information Specialist GS-1001, Sign Language Interpreter/Reading Spec. GS-1035, Public Affairs Specialist GS-1040, Language Specialist (7) GS-1060, Photographer GS-1082, Writer-Editor GS-1102, Contract Specialist (2) GS-1160, Financial Analyst (2) GS-1301, Physical Scientist (5) GS-1412, Technical Information Specialist GS-1421, Archives Specialist GS-1541, Cryptanalyst GS-1550, Computer Scientist GS-1801, Investigative Operations Analysts (3) GS-1801, Investigative Specialist (24) GS-1801, Supervisory Surveillance Specialist GS-1801, Supervisory Investigative Specialist (4) GS-1801, Surveillance Specialist (2) GS-1811, Special Agent (187) GS-1811, Supervisory Special Agent (35) GS-2210, Information Technology Specialist (32)	\$5,874,241
Labor	14	GS-0018, Safety and Occupational Health Specialist GS-0110, Economist GS-0301, Program Specialist (2) GS-0301, Program Manager GS-0343, Management and Program Analyst GS-0510, Supervisory Accountant GS-1083, Technical Writer-Editor GS-1811, Criminal Investigator (3) GS-1849, Wage and Hour Specialist (3)	\$92,556
State	1,302	FS-2010, Management Officer (63) FS-2101, Financial Management (4) FS-2201, Human Resources Management (4) FS-2301, General Services FS-2501, Security (77) FS-2550, Security Engineering (7) FS-2560, Security Engineering-Technical FS-2880, Information Management (37) FS-2882, Information Management – Tech FS-2884, Information Tech (2) FS-3001, Consular Affairs (105) FS-3012, Consular Support Officer (2) FS-4300, English Language Programs FS-4400, Public Diplomacy (103) FS-5015, Economics (109) FS-5505, Political Affairs (119) FS-6080, Interfunctional Officer (2) FS-6115, Health Practitioner (6) FS-6125, Psychiatry FS-6217, Facility Maintenance (3) FS-6218, Construction Engineering (4) FS-9017, Office Management (39) GS-0130, Foreign Affairs (226) GS-0132, Intelligence (6) GS-0170, History (11) GS-0201, Personnel Management (38) GS-0343, Management and Program Analysis (83)	\$10,837,750

Department/Agency	Number of Employees	Job Classifications	Cost
State (continued)	1,302	GS-0501, Financial Administration and Program (13) GS-0510, Accounting (8) GS-0511, Auditing (6) GS-0544, Civilian Pay (3) GS-0560, Budget Analysis (20) GS-0801, General Engineering (3) GS-0905, General Attorney (52) GS-0967, Passport and Visa Examining (72) GS-1035, Public Affairs (18) GS-1102, Contracting (21) GS-1301, Physical Science GS-1712, Training Instruction GS-1802, Compliance Inspection and Support (3) GS-2210, Information Technology Management (26)	\$10,837,750
Transportation	11	GS-0340, Director, Office of Civil Rights GS-0343, Program Analyst GS-0905, Attorney-Advisor GS-0905, Trial Attorney (Transportation) (6) GS-2110, Transportation Industry Analyst GS-2210, IT Specialist	\$101,662
Treasury	77	GS-0080, Personnel Security Specialist GS-0132, Intelligence Research Specialist (6) GS-0201, Human Resources Specialist (2) GS-0260, Equal Employment Specialist GS-0301, Deputy Director GS-0301, Fiscal Affairs Specialist GS-0301, Regulatory Outreach Project Officer (2) GS-0301, Policy Advisor (6) GS-0340, Program Manager GS-0343, Management and Program Analyst GS-0343, Program Analyst GS-0344, Management and Program Analyst GS-0344, Program Analyst GS-0501, Compliance Officer (3) GS-0501, Financial Specialist (3) GS-0510, Accountant GS-0511, Auditor (7) GS-0560, Budget Analyst GS-0905, Attorney (5) GS-1082, Writer-Editor GS-1101, Outreach Manager GS-1101, Program Manager (2) GS-1101, Research Analyst (2) GS-1102, Contract Specialist GS-1160, Financial Analyst (6) GS-1160, Senior Portfolio Manager (2) GS-1801, Enforcement Management Specialist GS-1801, Info Sharing Compliance Specialist GS-1801, Investigative Research Specialist (3) GS-1801, IS Program Administration GS-1811, Criminal Investigator (3) GS-2210, Information Technology Specialist (5) OR-0301, Financial Analyst OR-0301, Financial Data Specialist OR-2210, Senior Developer	\$665,734

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs	559	GS-0028, Environmental Protection Specialist GS-0083, Police Officer (3) GS-0086, Security Assistant GS-0180, Psychologist (58) GS-0185, Social Worker (19) GS-0201, Human Resources Specialist (70) GS-0203, Human Resources Assistant (2) GS-0301, Miscellaneous Administration & Prog. (15) GS-0318, Secretary GS-0340, Director GS-0340, Program Officer (2) GS-0341, Administrative Officer (5) GS-0343, Management/ Program Analyst (19) GS-0510, Accountant (3) GS-0560, Budget Analyst (5) GS-0601, Health Science Specialist (14) GS-0620, Practical Nurse (15) GS-0630, Dietitian (5) GS-0631, Occupational Therapist (8) GS-0633, Physical Therapist (25) GS-0635, Kinesiotherapist GS-0640, Health Technician (2) GS-0644, Medical Technologist (29) GS-0647, Diagnostic Radiologic Technician (9) GS-0649, Medical Instrument Technician (4) GS-0660, Pharmacist (38) GS-0665, Speech Pathology & Audiology (8) GS-0667, Orthotist and Prosthetist (3) GS-0669, Medical Records Administrator (3) GS-0670, Health System Administrator GS-0671, Health System Specialist (29) GS-0673, Assistant Hospital Housekeeping Officer GS-0675, Medical Records Technician (3) GS-0679, Medical Support Assistant (5) GS-0801, General Engineer (7) GS-0810, Civil Engineer (2) GS-0830, Mechanical Engineer (2) GS-0855, Electronics Engineer GS-0858, Biomedical Engineer (7) GS-0905, Attorney-Advisor (9) GS-1035, Public Affairs Specialist GS-1101, Business Resource Specialist (3) GS-1102, Contract Specialist (97) GS-1106, Procurement Technician (3) GS-1170, Realty (2) GS-1601, Biomedical Equipment Support Spec.(2) GS-1701, Learning Resources Officer GS-1712, Training Specialist GS-1720, Education Program Specialist GS-1811, Criminal Investigator GS-2210, Information Technology Specialist (7) T38-0610, Nurse (2) WG-2805, Electrician WG-7404, Cook	\$2,751,743



Department/Agency	Number of Employees	Job Classifications	Cost
<b>Independent Agencies</b>			
Agency for International Development	279	FP-0028, Environment (7) FP-0101, Food for Peace (3) FP-0110, Economist (7) FP-0301, Democracy and Governance (36) FP-0341, Executive Officer/ ADMV Officer (9) FP-0343, Program/Project Development (43) FP-0401, Agriculture (28) FS-0501, Financial Management (8) FP-0505, Comptroller/ Controller (11) FP-0685, Health and Population (36) FP-0801, Engineer (2) FP-1101, Private Sector Officer (14) FP-1102, Contract Specialist (36) FP-1710, Education (7) GS-0201, Human Resources Specialist (4) GS-0343, Management and Program Analyst (12) GS-0560, Budget Analyst (3) GS-0685, Health and Population GS-1102, Contract Specialist (12)	\$2,379,953
Chemical Safety and Hazard Investigation Board	6	GS-0301, Board Affairs Specialist GS-0301, Chemical Safety Recommendation GS-0904, Law Clerk GS-0905, Attorney-Advisor GS-1801, Chemical Incident Investigator (2)	\$50,499
Defense Nuclear Facilities Safety Board	1	DN-0801, Engineer	\$10,000
Environmental Protection Agency	8	GS-0028, Environmental Protection Specialist GS-0301, Miscellaneous Administration and Prog. GS-0415, Toxicology GS-0601, General Health Science (2) GS-0905, General Attorney GS-1301, General Physical Science (2)	\$47,481
Farm Credit Administration	14	VH-0570, Associate FCA Examiner (12) VH-2210, IT Specialist (2)	\$78,00
Federal Energy Regulatory Commission	133	GS-0110, Economist (5) GS-0170, Historian GS-0201, Human Resources Specialist GS-0301, Congressional Affairs Specialist GS-0301, Project Specialist GS-0303, Administrative Support Assistant GS-0303, Hydropower Resource Assistant GS-0318, Secretary (Office Automation) GS-0343, Management Analyst (2) GS-0482, Fish Biologist (2) GS-0510, Accountant (2) GS-0511, Auditor (2) GS-0560, Budget Analyst GS-0810, Civil Engineer (7) GS-0830, Mechanical Engineer GS-0850, Electrical Engineer (4) GS-0881, Petroleum Engineer (2) GS-0905, Attorney-Advisors (44) GS-0950, Paralegal Specialist	\$659,099

Department/Agency	Number of Employees	Job Classifications	Cost
Federal Energy Regulatory Commission (continued)	133	GS-1101, Energy Industry Analyst (52) GS-2210, IT Specialist	\$659,099
Federal Retirement Thrift Investment Board	6	GS-0301, Project Manager GS-0301, Admin Support Specialist GS-0510, Accountant (2) GS-0905, Attorney – Advisor (2)	\$60,000
Federal Trade Commission	23	GS-0343, Management and Program Analyst GS-0904, Law Clerk (3) GS-0905, General Attorney (19)	\$179,596
General Services Administration	2	GS-0501, Financial Management Analyst GS-1102, Contract Specialist	\$18,000
Government Accountability Office	289	AC-0303, Mission Support Assistant MK-0301, Supervisory Administrative Management MK-1001, Supervisory Communications Analyst PA-0905, Attorney (33) PE-0101, Social Science Analyst (5) PE-0110, Economist (2) PE-0347, GAO Analyst (203) PE-0511, Auditor (13) PE-1301, Physical Science Analyst PE-1515, Operations Research Analyst PE-1550, Information Technology Analyst (15) PE-2210, Information Technology Specialist PY-0180, Psychologist PY-0201, Human Capital Specialist (2) PY-0343, Management Analyst PY-1001, Communications Analyst (5) PY-1529, Mathematical Statistician (2) PY-2210, Information Technology Specialist	\$811,899
Library of Congress	1	GS-1410, Librarian	\$10,000
National Aeronautics and Space Administration	1	GS-0905, General Attorney	\$7,427
National Archives and Records Administration	24	GS-0301, Electronic Records Format Specialist GS-1001, Audio-Video Preservation Specialist (2) GS-1001, Exhibitions Information Specialist GS-1001, Motion Picture Preservation Specialist GS-1084, Visual Information Specialist GS-1420, Archivist (12) GS-1421, Archives Specialist (4) GS-1421, Archives Technician GS-1750, Instructional Systems Specialist	\$195,456
Nuclear Regulatory Commission	25	GG-0511, Senior Auditor GG-0801, Reactor Engineer (2) GG-0840, Reactor Engineer GG-0840, Resident Inspector (PWR) (4) GG-0840, Senior Resident Inspector (PWR/TL) GG-0905, Attorney (13) GG-1306, Health Physicist (2) GG-1811, Criminal Investigator	\$219,963
Pension Benefit Guaranty Corporation	38	GS-0260, EEO Specialist GS-0301, FOIA Specialist GS-0303, Administrative Support Specialist GS-0343, Management/Program Analyst (3) GS-0399, Student Trainee (EEO) GS-0510, Accountant (5) GS-0905, General Attorney (16)	\$359,840

<b>Department/Agency</b>	<b>Number of Employees</b>	<b>Job Classifications</b>	<b>Cost</b>
Pension Benefit Guaranty Corporation (continued)	38	GS-1102, Contract Administrator GS-1510, Actuary (8) GS-2210, IT Specialist	\$359,840
Postal Regulatory Commission	7	PRC-0110, Economist PRC-0905, Attorney (4) PRC-1160, Rate and Cost Analyst PRC-1160, Cost and Financial Analyst	\$40,513
Securities and Exchange Commission	645	SK-0080, Security Specialist (3) SK-0110, Financial Economist SK-0180, Personnel Psychologist SK-0301, Misc. Administration and Program (24) SK-0303, Miscellaneous Clerk and Assistant (4) SK-0318, Secretary (8) SK-0343, Management and Program Analyst (21) SK-0399, Program Analyst SK-0501, Financial Management Specialist (2) SK-0510, Accounting (94) SK-0511, Auditor SK-0880, Mine Engineer SK-0905, Attorney-Advisor (373) SK-0950, Paralegal Specialist (17) SK-0963, Legal Instrument Examiner (2) SK-0986, Legal Assistance (4) SK-1001, Investor Assistance Specialist SK-1084, Visual Information Specialist SK-1102, Contract Specialist (7) SK-1160, Financial Analyst (7) SK-1170, Realty Specialist SK-1410, Librarian SK-1801, Compliance Analyst SK-1802, Securities Compliance Technician SK-1810, Investigator SK-1831, Securities Compliance Examiner (26) SK-2210, IT Specialist (34) SO-0301, Chief FOIA/PA Officer SO-0501, Associate Regional Director SO-0905, Assoc. Regional Director (4) SO-1831, Assoc. Regional Director	\$5,794,070
<b>31 Departments/Agencies</b>	<b>7,314</b>		<b>\$52,923,263</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.



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT

Employee Services

1900 E Street, NW  
Washington, DC 20415