

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Student Loan Repayment Program Calendar Year 2014



SEPTEMBER 2015

**A MESSAGE FROM
THE ACTING DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT**

I am pleased to transmit the U.S. Office of Personnel Management's (OPM's) annual report to Congress on agencies' use of student loan repayments as a strategic tool for purposes of recruitment and retention during calendar year (CY) 2014. 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 2014, 33 Federal agencies provided 8,469 employees with a total of more than \$58.7 million in student loan repayment benefits. Compared to CY 2013, this represents a more than 15 percent increase in the number of employees receiving student loan repayment benefits and an 11 percent increase 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 2014. Notably, the Department of Defense provided student loan repayments to over 550 engineers. Closing the skills gap in the STEM workforce is a key component in our efforts to deliver on the core mission of OPM: to recruit and retain a world-class workforce to serve the American people. Employees in STEM career fields are vital to the Federal Government's mission, and OPM is committed to continue working with agencies to help them attract and retain talented professionals using student loan repayments and other human resources management flexibilities.

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.

Beth F. Cobert
Acting Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
CALENDAR YEAR 2014**

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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). (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 13, 2015, OPM issued a [memorandum](#) (CPM 2015-01) requesting agency reports on the use of student loan repayments during CY 2014. In its memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall for CY 2014, 33 Federal agencies provided 8,469 employees with a total of more than \$58.7 million in student loan repayment benefits. Compared to CY 2013, this represents more than a 15 percent increase in the number of employees receiving student loan repayment benefits and an 11 percent increase in agencies’ overall financial investment in this particular incentive. The average student loan repayment benefit in CY 2014 was \$6,937.

During CY 2014, more than 79 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, the Department of Veterans Affairs, and the Securities and Exchange Commission. Similarly, nearly 75 percent of all student loan repayment recipients were employed by these five agencies. Overall, these five agencies provided 6,305 employees with more than \$46.4 million in student loan repayment benefits. The other 28 agencies combined to provide 2,164 employees with just over \$12.2 million in student loan repayment benefits.

OPM continues to support Federal agencies’ use of student loan repayment benefits to recruit and retain a world-class workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics to demonstrate the value of using student loan repayments and other discretionary incentives. For example, tracking the retention rate of student loan repayment recipients over time and comparing it to the retention rate for employees who do not receive student loan repayment benefits can be useful in determining whether 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 human resources flexibilities such as student loan repayment benefits. OPM will continue to work with agencies to assist them in using student loan repayments, as well as other flexibilities. OPM believes the judicious administration of these flexibilities attracts and retains a dynamic Federal workforce to support agency missions and program needs.

II. BACKGROUND

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally-made, insured, or guaranteed student loans as an incentive to recruit or retain highly qualified personnel. Agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year, up to an aggregate maximum of \$60,000 for any one employee. In return, the employee must sign an agreement to remain in the

service of the paying agency for at least 3 years. If the employee separates voluntarily or is separated involuntarily for misconduct, unacceptable performance, or a negative suitability determination under 5 CFR part 731 before fulfilling the service agreement, he or she must reimburse the paying agency for all student loan repayment benefits received.

Section 5379(h) 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 13, 2015, OPM issued a [memorandum](#) for Chief Human Capital Officers (CPM 2015-01) requesting agencies to submit their annual written reports to OPM on their use of student loan repayments by March 31, 2015. 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 2014. OPM received responses from 83 agencies. (See Attachment 1 for a list of the reporting agencies.)

In CY 2014, 33 Federal agencies provided 8,469 employees with a total of more than \$58.7 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) (See Table 1 for breakdown by CY.)

TABLE 1

	CY 2008	CY 2009	CY 2010	CY 2011	CY 2012	CY 2013	CY 2014
Participating Agencies	35	36	36	34	35	31	33
Number of Recipients	6,879	8,454	11,359	10,134	10,543	7,314	8,469
Total Amount Provided (In Millions)	\$51.6	\$61.8	\$85.7	\$71.8	\$70.3	\$52.9	\$58.7
Average Amount Provided	\$7,511	\$7,317	\$7,542	\$7,091	\$6,670	\$7,233	\$6,937

In CY 2014, 15 Federal departments and 18 agencies used student loan repayments as a human resources management tool. In addition to the 33 agencies that provided student loan repayments during CY 2014, 9 additional agencies have an established student loan repayment program which they did not use during CY 2014. These agencies include the Agency for International Development, Commodities Futures Trading Commission, Consumer Product Safety Commission, Federal Housing Finance Agency, Government Printing Office, National Capital Planning Commission, Office of Government Ethics, Overseas Private Investment Corporation and the U.S. AbilityOne Commission. Thus, more than half of the reporting agencies (42 out of 83) either provided student loan repayments during CY 2014 or have an established student loan repayment program.

Agency Data

In CY 2014, the five agencies making the most extensive use of student loan repayments were the Departments of Defense, Justice, State, Veterans Affairs, and the Securities and Exchange Commission. More than 74 percent of the total cost of all student loan repayment benefits were provided by these five agencies. Similarly, more than 79 percent of all student loan repayment recipients were employed by these five agencies. Overall, these five agencies provided 6,305 employees with more than \$46.4 million in student loan repayment benefits. The other 28 agencies combined to provide 2,164 employees with just over \$12.2 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 Justice	1,728	20.4	\$12,897,251	21.9
Department of Defense	1,774	20.9	\$12,135,381	20.7
Department of State	1,415	16.7	\$11,136,296	19.0
Securities and Exchange Commission	675	8.0	\$6,170,627	10.5
Veterans Affairs	713	8.4	\$4,145,654	7.0
<i>Subtotal</i>	<i>6,305</i>	<i>74.4</i>	<i>\$46,485,200</i>	<i>79.1</i>
28 Other Agencies	2,164	25.6	\$12,261,655	20.9
Total	8,469	100.0	\$58,746,855	100.0

The *Department of Defense (DOD)* used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 578 employees in engineering positions. Engineers who received the most student loan repayment benefits included Nuclear Engineers (226), Mechanical Engineers (98), and Electronics Engineers (67). DOD also

provided student loan repayment benefits to 406 employees in GS-1102 contracting positions. Additionally, DOD provided student loan repayments to 221 employees in nursing positions. Employees in engineering, contracting, and nursing positions accounted for 68 percent of the DOD employees who received student loan repayment benefits during CY 2014.

The *Department of Justice (DOJ)* increased its usage of student loan repayments during CY 2014. The top two DOJ recipient occupations were Special Agents (558) and Intelligence Analysts (232). These two occupations accounted for over 45 percent of DOJ's total student loan repayment recipients during CY 2014.

The *Department of State (DOS)* continued its use of student loan repayments in CY 2014, providing more than \$11.1 million in student loan repayment benefits to 1,415 employees. Of the CY 2014 recipients, 713 were in civil service positions and 702 were members of the Foreign Service. DOS offered a lump-sum payment of \$8,000 or the outstanding loan amount if it was less than \$8,000 and greater than \$5,000. An eligible 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 civil service positions of Foreign Affairs (244), Passport and Visa Examiner (110), and Management and Program Analysis (109), and members of the Foreign Service serving in Political Affairs (119), Public Diplomacy (116), and Economics (97) positions.

The *Securities and Exchange Commission (SEC)* provided 675 employees with more than \$6.1 million in student loan repayment benefits during CY 2014. As in the past, SEC made the vast majority (74.88 percent) of its student loan repayments on behalf of employees in its mission critical occupations of Attorney-Advisor (371), Accountant (89), and Securities Compliance Examiner (32).

The *Department of Veterans Affairs (VA)* provided 713 employees with over \$4.1 million in student loan repayment benefits during CY 2014. When compared to CY 2013, this represents a 27 percent increase in recipients and a 50 percent increase in the amount disbursed. VA provided student loan repayment benefits to employees in a variety of occupations, including Contract Specialists (116), Human Resources Specialists (106), Pharmacists (77), and Psychologists (56). In its report, VA also noted its separate student loan repayment authority under section 7681 of title 38, United States Code. The VA Education Debt Reduction Program (EDRP) allows VA facilities to recruit and retain highly qualified healthcare personnel.

The *Department of Health and Human Services (HHS)* provided more than \$3.7 million in student loan repayment benefits to 440 employees during CY 2014. HHS noted that this was a minor increase when compared to CY 2013.

The *Government Accountability Office (GAO)* provided student loan repayment benefits totaling more than \$1.1 million to 395 employees during CY 2014. The majority (66 percent) of recipients were GAO Analysts (264).

The *Department of the Interior (DOI)* continued its use of student loan repayments during CY 2014 by providing more than \$1.3 million in benefits to 212 employees. DOI provided the most student loan repayments to employees in engineering positions (87).

The *Department of Housing and Urban Development (HUD)* provided student loan repayment benefits totaling more than \$1.2 million to 487 employees during CY 2014. HUD provided no student loan repayments during CY 2013.

Additional Agencies. The Departments of Commerce, Energy, Transportation, and Treasury, as well as the Federal Energy Regulatory Commission invested more than \$300,000 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 student loan repayments have been utilized to attract and retain employees in professional, administrative, and support occupations. The International Trade Administration used student loan repayments to recruit and retain an International Trade Compliance Analyst. Commerce also noted that other bureaus such as the National Institute of Standards and Technology and the 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 and nursing. 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 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 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. Hundreds of employees have had their loans paid off by virtue

of their service in one of the designated pre-qualifying positions. Only 274 recipients have resigned while subject to the service commitment.

The *Department of the Treasury* reported that bureaus have successfully utilized student loan repayments to deal with the challenges of recruitment and retention.

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

Agencies:

The *Defense Nuclear Facilities Safety Board (Board)* reported that they compete with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private-sector and Federal 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 helped the agency to retain highly skilled staff.

B. Best Practices

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

Departments:

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

The *Department of Housing and Urban Development (HUD)* has found that the Public Service Loan Forgiveness (PSLF) program, administered by the Department of Education, is making an impact on their student loan repayment program. As a result, HUD is reviewing the administration of its program.

The *Department of State* shared several best practices:

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

Agencies:

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

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

The *General Services Administration* has implemented a more comprehensive review process for incentive requests, which requires the approval of both the Chief Human Capital Office and Chief Financial Officer prior to offering any incentive to employ or retain an individual.

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 the following program changes in 2015:

- Create an automated system for the employees to use when submitting their request
- Accept applications on a rolling basis. (Employees may only apply once per calendar year.)
- Disburse payments on a monthly or bi-weekly basis.

C. Impediments to Using Student Loan Repayments

As stated in previous reports to the Congress, 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 2014 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 includes a fact sheet, links to the applicable law and regulations, questions and answers, two sample agency plans, best practices, and our recent reports to Congress. OPM will update and enhance our web guidance as needed.

In addition, OPM will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. OPM looks forward to agencies' continued success in using student loan repayment incentives.

REPORTING AGENCIES FOR CALENDAR YEAR 2014

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
Administrative Conference of the United States	Library of Congress
American Battle Monuments Commission	Medicaid and CHIP Payment and Access Commission
Agency for International Development	Merit Systems Protection Board
Appraisal Subcommittee	Millennium Challenge Corporation
Arctic Research Commission	National Aeronautics and Space Administration
Barry Goldwater Scholarship Foundation	National Archives and Records Administration
Chemical Safety and Hazard Investigation Board	National Capital Planning Commission
Commission on Civil Rights	National Endowment for the Arts
Commodity Futures Trading Commission	National Endowment for the Humanities
Consumer Financial Protection Bureau	National Science Foundation
Consumer Product Safety Commission	National Transportation Safety Board
Corporation for National and Community Service	Northern Border Regional Commission
Council of the Inspector General on Integrity and Efficiency	Nuclear Regulatory Commission
Defense Nuclear Facilities Safety Board	Occupational Safety and Health Review Commission
Environmental Protection Agency	Office of Government Ethics
Export-Import Bank	Office of Navajo and Hopi Indian Relocation
Farm Credit Administration	Office of Personnel Management
Federal Deposit Insurance Corporation	Office of the United States Trade Representative
Federal Elections Commission	Overseas Private Investment Corporation
Federal Energy Regulatory Commission	Peace Corps
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	Recovery Accountability and Transparency Board
Federal Retirement Thrift Investment Board	Securities and Exchange Commission
Federal Trade Commission	Selective Service System
General Services Administration	Small Business Administration
Government Accountability Office	Social Security Administration
Government Printing Office	Surface Transportation Board
Harry S. Truman Scholarship Foundation	Trade and Development Agency
Holocaust Memorial Museum	Udall Foundation
Institute of Museum and Library Services	U.S. AbilityOne Commission
Inter-American Foundation	U.S.-China Economics and Security Review Commission

AGENCY REPORTS – CALENDAR YEAR 2014

Department/Agency	Number of Employees	Job Classifications	Cost
Departments			
Agriculture	17	GS-0101, Social Science Analyst GS-0110, Economist GS-0301, Program Specialist (3) GS-0303, Administrative Support Specialist GS-0343, Management and Program Analyst GS-0403, Supervisory Microbiologist GS-0404, Biological Science Technician GS-0408, Ecologist GS-0701, Veterinary Medical Officer GS-1146, Agricultural Marketing Specialist GS-1147, Agricultural Marketing Reporter GS-1801, Compliance Officer GS-2210, IT Specialist (3)	\$132,473
Commerce	34	GS-0343, Management Analyst GS-0343, Program Analyst GS-0905, General Attorney (24) GS-1801, Inter. Trade Compliance Analyst ZP-0343, Program Analyst ZP-0343, Senior Management Advisor ZP-0819, Environmental Engineer ZP-1310, Physicist ZP-2210, Information Technology Specialist ZS-1410, Librarian (2)	\$308,102
Defense	1,774	DB-0150, Geography (3) DB-0601, General Health Science (2) DB-0610, Nurse (6) DB-0810, Civil Engineering DB-0830, Mechanical Engineering (2) DB-0854, Computer Engineering DB-0855, Electronics Engineering (5) DB-0861, Aerospace Engineering DB-0893, Chemical Engineering DB-1301, General Physical Science (2) DB-1310, Physics DB-1350, Geology DB-1520, Mathematics (3) DB-1530, Statistics DB-1550, Computer Science DE-0343, Management and Program Analysis DE-0560, Budget Analysis DE-0905, Attorney DJ-0343, Management and Program Analysis DJ-0501, Financial Administration DJ-0905, General Attorney (2) DJ-1102, Contracting DR-0861, Aerospace Engineering GG-0132, Intelligence (16) GL-1811, Criminal Investigating (5) GP-0602, Medical Officer (6)	\$12,135,381

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,774	GP-0680, Dental Officer (2) GS-0018, Safety and Occ. Health Management (3) GS-0080, Security Administration (9) GS-0101, Social Science (4) GS-0130, Foreign Affairs (2) GS-0170, History GS-0180, Psychology (24) GS-0185, Social Work (31) GS-0186, Social Services GS-0193, Archeology GS-0201, Human Resources Management (8) GS-0260, Equal Employment Opportunity (2) GS-0301, Misc. Administration & Program (14) GS-0318, Secretary GS-0340, Program Management (3) GS-0343, Management and Program Analysis (29) GS-0346, Logistics Management (33) GS-0391, Telecommunications GS-0403, Microbiology (2) GS-0501, Financial Administration and Program (23) GS-0510, Accounting (17) GS-0511, Auditing (3) GS-0560, Budget Analysis (14) GS-0601, General Health Science (2) GS-0603, Physician Assistant (4) GS-0610, Nurse (215) GS-0620, Practical Nurse (6) GS-0631, Occupational Therapist GS-0633, Physical Therapist GS-0636, Rehab Therapy Assistant GS-0644, Medical Technologist (2) GS-0660, Pharmacist (2) GS-0661, Pharmacy Technician GS-0671, Health System Specialist GS-0801, General Engineering (60) GS-0802, Engineering Technical (3) GS-0806, Materials Engineering (2) GS-0808, Architecture (2) GS-0809, Construction Control Technical GS-0810, Civil Engineering (12) GS-0819, Environmental Engineering (4) GS-0830, Mechanical Engineering (91) GS-0840, Nuclear Engineering (226) GS-0850, Electrical Engineering (27) GS-0854, Computer Engineering (2) GS-0855, Electronics Engineering (52) GS-0861, Aerospace Engineering (10) GS-0871, Naval Architecture (42) GS-0893, Chemical Engineering (2) GS-0896, Industrial Engineering (5) GS-0905, General Attorney (30) GS-0950, Paralegal Specialist GS-1015, Museum Curator GS-1035, Public Affairs (7) GS-1071, Audiovisual Production GS-1101, General Business and Industry (35) GS-1102, Contracting (385) GS-1105, Purchasing	\$12,135,381

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,774	GS-1106, Procurement Clerical and Assistance GS-1152, Production Control (3) GS-1306, Health Physics (26) GS-1311, Physical Science Technician (40) GS-1320, Chemistry (17) GS-1350, Geology GS-1382, Food Technology GS-1515, Operations Research (12) GS-1530, Statistics GS-1550, Computer Science (6) GS-1601, Equipment, Facilities, and Services GS-1701, General Education and Training (4) GS-1750, Instructional Systems GS-1910, Quality Assurance GS-2001, General Supply GS-2003, Supply Program Management (3) GS-2010, Inventory Management (3) GS-2181, Aircraft Operation GS-2210, Information Technology Management (26) NH-0301, Miscellaneous Admin. and Program (5) NH-0340, Program Management (7) NH-0343, Management and Program Analysis (9) NH-0346, Logistics Management (4) NH-0401, Gen. Nat. Resources Mgmt. & Bio. Sci. NH-0560, Budget Analysis (2) NH-0830, Mechanical Engineering (4) NH-0854, Computer Engineering NH-0855, Electronics Engineering (8) NH-0861, Aerospace Engineering (5) NH-1301, Physical Science NH-1515, Operations Research (2) NO-0341, Administrative Officer NO-0501, Financial Administration and Program (2) NO-0510, Accounting (3) NO-1102, Contracting (9) NP-0401, Natural Resources Management (2) NP-0806, Materials Engineering (3) NP-0810, Civil Engineering NP-0830, Mechanical Engineering NP-0855, Electronics Engineering (2) NP-1320, Chemistry (2) NT-0301, Miscellaneous Admin. and Program NT-0346, Logistics Management (5) NT-1102, Contracting (11)	\$12,135,381
Education	7	GS-0301, Administrative and Program Specialist GS-0343, Management and Program Analyst (2) GS-1001, Communications Specialist GS-1102, Contract Specialist (3)	\$40,000
Energy	73	AD-0301, Miscellaneous Program and Admin AD-0303, Miscellaneous Clerk and Assistant (2) GS-0018, Safety and Occupational Health Spec. GS-0110, Industry Economist (2) GS-0301, Miscellaneous Program and Admin (5) GS-0340, Supervisory Diversity and Workforce GS-0343, Management and Program Analysis (4) GS-0482, Fish Biology GS-0501, Financial Management Specialist (3) GS-0510, Accountant	\$529,717

Department/Agency	Number of Employees	Job Classifications	Cost
Energy (continued)	73	GS-0560, Budget Analyst (2) GS-0801, General Engineer (8) GS-0810, Civil Engineer (2) GS-0850, Electrical Engineer (11) GS-0855, Electronics Engineer GS-0905, Attorney-Advisor (4) GS-1102, Contract Specialist GS-1109, Grants Management GS-1130, Public Utilities Specialist (3) GS-1160, Financial Analysis GS-1165, Loan Specialist (3) GS-1170, Realty GS-1301, Physical Scientist (2) GS-1515, Operations Research Analyst GS-1530, Survey Statistician GS-2210, Information Technology Specialist (5) NN-0801, General Engineer NQ-0343, Management and Program Analysis (2) NQ-1102, Contract Specialist WB-2610, Meter and Relay Craftsman Apprentice	\$529,717
Health and Human Services	440	AD-0601, Infection Control Consultant AD-0601, Research Fellow AD-0601, Senior Scientist AD-0642, Nuclear Medicine Tech AD-0669, Medical Records Admin AD-0701, Staff Scientist (3) AD-0858, Staff Scientist AD-1530, Statistician AD-1550, Staff Scientist ES-0132, Deputy Assistant Secretary ES-0301, Associate Commissioner ES-0340, Director Office of Regulations GP-0602, Medical Officer (52) GS-0018, Safety and Occupational Health GS-0101, Social Scientist (2) GS-0110, Economist GS-0180, Psychologist GS-0201, Human Resources Specialist GS-0301, Miscellaneous Admin and Program (62) GS-0341, Administrative Officer (7) GS-0343, Management & Program Analyst (3) GS-0343, Management Analyst (19) GS-0343, Program Analyst (17) GS-0401, Biologist (3) GS-0403, Microbiologist (5) GS-0405, Pharmacologist (17) GS-0415, Toxicologist (4) GS-0501, Financial Officer (2) GS-0510, Accountant GS-0525, Accounting Tech (2) GS-0560, Budget Analyst (7) GS-0601, General Health Science (59) GS-0603, Physician's Assistant GS-0610, Clinical Nurse (28) GS-0630, Nutritionist (2) GS-0633, Physical Therapist GS-0660, Pharmacist (7) GS-0670, Health System Administrator	\$3,737,210

Department/Agency	Number of Employees	Job Classifications	Cost
Health and Human Services (continued)	440	GS-0671, Health System Specialist GS-0685, Public Health Analyst (5) GS-0696, Consumer Safety Officer (32) GS-0701, Research Veterinary Medical GS-0801, General Engineer GS-0858, Biomedical Engineer GS-0905, General Attorney (30) GS-1001, Health Communications Specialist (4) GS-1035, Public Affairs Specialist (5) GS-1060, Photographer (2) GS-1083, Technical Writer-Editor (4) GS-1102, Contract Specialist (7) GS-1170, Realty Specialist GS-1320, Chemist (9) GS-1515, Operations Research Analyst (4) GS-1701, Training Development Officer GS-1910, Quality Assurance Specialist GS-2210, IT Specialist (3) RF-0601, Director RG-0110, Staff Fellow RG-0405, Staff Fellow (2) RG-0601, Staff Fellow RG-0696, Staff Fellow RG-1320, Staff Fellow RG-1530, Staff Fellow	\$3,737,210
Homeland Security	30	GS-0080, Personnel Security Specialist (2) GS-0101, Social Scientist GS-0132, Intelligence Operations Specialist (8) GS-0301, Policy Analyst GS-0301, Program Specialist GS-0340, Program Manager (2) GS-0343, Management & Program Analyst (3) GS-0343, Program Analyst GS-0401, General Biological GS-0510, Accountant GS-1170, Realty GS-1320, Chemist GS-1801, Investigative Program Specialist GS-2210, Information Technology Specialist (6)	\$245,035
Housing and Urban Development	487	GS-0001, Division Director GS-0028, Environmental Protection Specialist GS-0101, Social Science GS-0110, Economist (7) GS-0201, Human Resources Specialist (4) GS-0260, Equal Opportunity Specialist (3) GS-0301, Affordable Housing Specialist GS-0301, Budget Analyst GS-0301, Community Planning (9) GS-0301, CPD Representative (15) GS-0301, Data System Analyst GS-0301, Director (3) GS-0301, Equal Opportunity Specialist (2) GS-0301, Field Services Office GS-0301, FOIA Specialist GS-0301, GTR GS-0301, Healthcare Account Executive GS-0301, Healthy Homes Representative GS-0301, Human Resources Specialist	\$1,221,242

Department/Agency	Number of Employees	Job Classifications	Cost
Housing and Urban Development (continued)	487	GS-0301, Information Specialist GS-0301, Management Analyst GS-0301, Management Information Specialist (5) GS-0301, Office Administrator GS-0301, Portfolio Management Specialist GS-0301, Presidential Management Fellow GS-0301, Program Development Specialist GS-0301, Program Manager (2) GS-0301, Program Specialist (6) GS-0301, Senior CPD Representative (6) GS-0301, Special Assistant GS-0301, Special Needs Assistance (4) GS-0301, Special Projects Coordinator GS-0301, Senior Program Advisor GS-0301, Web Tech Specialist GS-0303, Program Assistant (15) GS-0340, Director GS-0341, Administrative Officer GS-0343, Director, Economic Opportunity GS-0343, Energy Program Analyst GS-0343, Environmental Program Analyst GS-0343, Management Analyst (35) GS-0343, Program Analyst (22) GS-0343, Supervisory Equal Opportunity GS-0343, Support Service Specialist GS-0345, Program Analyst GS-0360, Equal Opportunity Specialist (30) GS-0361, Equal Opportunity Assistant (3) GS-0399, Student Trainee (4) GS-0501, Financial Management (5) GS-0510, Accountant (6) GS-0511, Auditor (3) GS-0560, Budget Analyst (9) GS-0801, General Engineer (4) GS-0808, Architect GS-0828, Construction Analyst (2) GS-0900, General Legal (2) GS-0904, Law Clerk (3) GS-0905, General Attorney (69) GS-0950, Paralegal (5) GS-1011, Underwriter (2) GS-1060, Financial Analyst GS-1100, Operations Officer GS-1100, Project Manager GS-1101, Business and Industry (140) GS-1102, Contracting (3) GS-1109, Financial Analyst (2) GS-1160, Financial Analyst (16) Gs-1171, Appraiser GS-1173, Housing Program Specialist GS-1910, Quality Assurance Specialist GS-2210, IT Specialist (2) GS-4409, Public Housing Revitalization Specialist GS-9911, Disaster Recovery Coordinator	\$1,221,242
Interior	212	GL-0025, Park Ranger (3) GS-0020, Community Planner GS-0023, Outdoor Recreation Planner GS-0025, Park Ranger	\$1,362,550

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	212	GS-0028, Environmental Protection Specialist (6) GS-0080, Personnel Security Specialist GS-0083, Police Officer GS-0110, Economist (7) GS-0150, Geographer (2) GS-0193, Archaeologist (4) GS-0201, Human Resources Specialist (2) GS-0301, Miscellaneous Program and Admin (13) GS-0303, Administrative Assistant GS-0318, Secretary GS-0340, Program Management (4) GS-0343, Program Analyst (7) GS-0401, Biologist (13) GS-0501, Financial Management Specialist GS-0511, Auditor (4) GS-0525, Accounting Technician GS-0560, Budget Analyst (4) GS-0801, General Engineer (2) GS-0806, Materials Engineer (3) GS-0810, Civil Engineer (20) GS-0819, Environmental Engineer GS-0830, Mechanical Engineer (9) GS-0840, Nuclear Engineer (3) GS-0850, Electrical Engineer (4) GS-0880, Mining Engineer (2) GS-0881, Petroleum Engineer (43) GS-1001, Communications Analyst GS-1035, Public Affairs Specialist GS-1101, Concessions Management GS-1102, Contract Specialist (7) GS-1109, Grants Management GS-1170, Realty Specialist GS-1301, Physical Scientist GS-1313, Geophysicist (5) GS-1315, Hydrologist GS-1316, Hydrologist Tech GS-1320, Chemist GS-1340, Meteorologist (3) GS-1350, Geologist (11) GS-1360, Oceanographer (2) GS-1370, Cartographer (2) GS-1640, Facility Operations GS-1801, Inspector (3) GS-2210, Information Technology Specialist (3) WG-4607, Carpenter	\$1,362,550
Justice	1,728	AD-0905, Assistant U.S. Attorney (72) ES-0340, Program Management Officer GL-0610, Nurse Practitioner (17) GL-0644, Medical Tech GL-0682, Dental Hygienist (2) GL-1710, Teacher (2) GL-1811, Special Agent (21) GS-0028, Environmental Protection Specialist GS-0060, Chaplain GS-0072, Fingerprint Examiner GS-0080, Personnel Security Specialist (8) GS-0080, Physical Security Specialist (5) GS-0080, Security Specialist (5)	\$12,897,251

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,728	GS-0083, Police Officer (16) GS-0101, Victim Specialist (16) GS-0132, Intelligence Analyst (206) GS-0132, Supervisory Intelligence Analyst (26) GS-0180, Clinical Psychologist (58) GS-0185, Social Worker GS-0201, Human Resources Specialist (9) GS-0301, Miscellaneous Admin & Program (128) GS-0303, Miscellaneous Clerk and Assistant (15) GS-0306, Government Information Specialist (8) GS-0313, Office Services Supervisor GS-0318, Secretary (5) GS-0335, Computer Assistant (3) GS-0340, Program Manager GS-0343, Management and Program Analyst (85) GS-0344, Management and Program Assistant GS-0391, Telecommunications Specialist GS-0401, Biologist (22) GS-0403, Microbiologist GS-0501, Accounting Analyst GS-0501, Financial Operations Specialist (5) GS-0510, Accountant (25) GS-0511, Auditor (6) GS-0560, Budget Analyst (12) GS-0602, Medical Officer (9) GS-0603, Physician Assistant (16) GS-0610, Nurse Practitioner (7) GS-0660, Pharmacist (4) GS-0671, Health Systems Specialist GS-0680, Dental Officer (5) GS-0855, Electronics Engineer (6) GS-0856, Electronics Technician (48) GS-0901, Legal Administrative Specialist (3) GS-0905, Attorney (50) GS-0950, Paralegal (5) GS-0963, Legal Instruments Examiner (9) GS-1001, Video Communications GS-1001, Sign Language Interpreter/Reading Spec. GS-1035, Public Affairs Specialist (3) GS-1040, Language Specialist (7) GS-1060, Photographer (3) GS-1071, Producer-Director GS-1082, Writer-Editor GS-1084, Visual Information GS-1102, Contract Specialist (11) GS-1160, Financial Analyst GS-1170, Realty (2) GS-1301, Physical Scientist (27) GS-1320, Chemist (5) GS-1321, Metallurgist GS-1397, Document Analyst GS-1412, Technical Information Specialist (3) GS-1421, Archives Specialist (2) GS-1520, Mathematician (2) GS-1530, Survey Statistician GS-1541, Cryptanalyst GS-1550, Computer Scientist (8) GS-1640, Facility Operations Specialist	\$12,897,251

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,728	GS-1750, Instructional System Specialist (2) GS-1801, Investigative Specialist (34) GS-1802, Criminal History Examiner (2) GS-1811, Special Agent (558) GS-1910, Quality assurance Specialist (2) GS-2010, Inventory Management GS-2210, Information Technology Specialist (91) WG-5823, Auto Mechanic (2)	\$12,897,251
Labor	25	GS-0018, Safety and Occupational Health Specialist GS-0301, Management Services Specialist GS-0301, Special Assistant GS-0343, Program Analyst (2) GS-0343, Management and Program Analyst GS-0511, Auditor GS-0830, Mechanical Engineer GS-0905, Attorney GS-1805, Investigative Analyst GS-1811, Criminal Investigator (12) GS-1849, Wage and Hour Specialist (3)	\$216,843
State	1,415	FS-2010, Management Officer (78) FS-2101, Financial Management (6) FS-2201, Human Resources Management (4) FS-2301, General Services (6) FS-2501, Security (80) FS-2550, Security Engineering (9) FS-2560, Security Engineering-Technical (2) FS-2570, Security Overseas Protection FS-2880, Information Management (26) FS-2882, Information Management – Tech FS-2884, Information Tech (2) FS-3001, Consular Affairs (91) FS-3012, Consular Support Officer (2) FS-4300, English Language Programs FS-4400, Public Diplomacy (116) FS-5015, Economics (97) FS-5505, Political Affairs (119) FS-6080, Interfunctional Officer FS-6090, Refugee Affairs FS-6110, Medicine (3) FS-6115, Health Practitioner (13) FS-6125, Psychiatry FS-6217, Facility Maintenance (2) FS-6218, Construction Engineering (4) FS-9017, Office Management (36) GS-0086, Security Clerical and Assistance GS-0130, Foreign Affairs (244) GS-0132, Intelligence (10) GS-0170, History (10) GS-0201, Human Resources Management (47) GS-0301, Miscellaneous Program and Admin (2) GS-0343, Management and Program Analysis (109) GS-0399, Student Trainee GS-0501, Financial Administration and Program (16) GS-0510, Accounting (13) GS-0511, Auditing (6) GS-0560, Budget Analysis (20) GS-0905, General Attorney (56) GS-0967, Passport and Visa Examining (110)	\$11,136,296

Department/Agency	Number of Employees	Job Classifications	Cost
State (continued)	1,415	GS-0999, Legal Occupations Trainee GS-1035, Public Affairs (12) GS-1102, Contracting (17) GS-1301, Physical Science (2) GS-1801, Inspect, Investigation, and Compliance (6) GS-1802, Compliance Inspection and Support GS-1805, Investigative analysis (4) GS-2210, Information Technology Management (25)	\$11,136,296
Transportation	35	GS-0110, Industry Economist GS-0301, Policy Analyst GS-0343, Management and Program Analyst (4) GS-0501, Financial Specialist GS-0511, Auditor (4) GS-0905, Attorney-Advisor (5) GS-0905, Trial Attorney (Transportation) (7) GS-1811, Criminal Investigator (5) GS-2101, Transportation Policy Analyst GS-2101, International Transportation Specialist (2) GS-2110, Transportation Industry Analyst (3) GS-2210, IT Specialist	\$327,452
Treasury	113	GS-0080, Personnel Security Specialist GS-0132, International Economist (2) GS-0132, Intelligence Research Specialist (6) GS-0201, Human Resources Specialist (6) GS-0301, Deputy Director GS-0301, Fiscal Affairs Specialist GS-0301, Outreach Specialist (5) GS-0301, Policy Advisor (6) GS-0306, Government Information Specialist GS-0340, Program Manager GS-0343, Management and Program Analyst GS-0343, Program Analyst (2) GS-0344, Management and Program Analyst GS-0344, Program Analyst GS-0501, Compliance Officer (3) GS-0501, Financial Specialist (3) GS-0510, Accountant (2) GS-0511, Auditor (12) GS-0560, Budget Analyst (3) GS-0905, Attorney (8) GS-1082, Writer-Editor (2) GS-1101, Outreach Manager GS-1101, Program Manager (2) GS-1101, Research Analyst (2) GS-1102, Contract Specialist (3) GS-1160, Financial Analyst (6) GS-1160, Senior Portfolio Manager (2) GS-1801, Enforcement Management Specialist (2) GS-1801, Investigative Research Specialist (8) GS-1801, IS Program Administration GS-1811, Criminal Investigator (7) GS-2210, Information Technology Specialist (8) OR-0301, Financial Analyst OR-0301, Financial Data Specialist OR-2210, Senior Developer	\$950,156

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs	713	GS-0083, Police Officer (5) GS-0086, Security Assistant GS-0101, Social Science Program Specialist (2) GS-0110, General Business and Industry GS-0180, Psychologist (56) GS-0185, Social Worker (19) GS-0201, Human Resources Specialist (106) GS-0203, Human Resources Assistant GS-0301, Miscellaneous Administration & Prog. (16) GS-0303, Program Support Assistant GS-0318, Secretary GS-0340, Program Specialist GS-0341, Administrative Officer (8) GS-0343, Management and Program Analyst (32) GS-0501, Financial Management Specialist (3) GS-0505, Financial Manager (6) GS-0510, Accountant (9) GS-0560, Budget Analyst (9) GS-0601, Health Science Specialist (13) GS-0620, Practical Nurse (24) GS-0630, Dietitian (5) GS-0631, Occupational Therapist (10) GS-0633, Physical Therapist (19) GS-0635, Kinesiotherapist GS-0638, Recreation Therapist GS-0640, Health Technician (6) GS-0644, Medical Technologist (24) GS-0646, Histopathology Technician GS-0647, Diagnostic Radiologic Technician (8) GS-0648, Therapeutic Radiologic Technician GS-0649, Medical Instrument Technician (9) GS-0660, Pharmacist (78) GS-0661, Pharmacy Technician (2) GS-0665, Speech Pathology & Audiology (11) GS-0667, Orthotist and Prosthetist (2) GS-0669, Medical Records Administrator (6) GS-0670, Health System Administrator (7) GS-0671, Health System Specialist (36) GS-0673, Hospital Housekeeping Officer (2) GS-0675, Medical Records Technician (4) GS-0679, Medical Support Assistant (3) GS-0681, Dental Assistant (2) GS-0801, General Engineer (9) GS-0808, Architect GS-0810, Civil Engineer GS-0819, Environmental Engineer GS-0855, Electronics Engineer GS-0858, Biomedical Engineer (2) GS-0905, Attorney-Advisor (8) GS-1008, Interior Designer GS-1101, Business Resource Specialist (2) GS-1102, Contract Specialist (116) GS-1106, Procurement Technician GS-1170, Realty (5) GS-1601, Biomedical Equipment Support Spec.(2) GS-1640, Facility Operations Specialist GS-1701, Healthcare Education Specialist (2) GS-1712, Training Specialist	\$4,145,654

Department/Agency	Number of Employees	Job Classifications	Cost
Veterans Affairs (continued)	713	GS-1720, Education Program Specialist GS-2003, Supply Management Specialist GS-2210, Information Technology Specialist VN-0610, Nurse (3) WL-3566, Housekeeping Aid	\$4,145,654
<i>Independent Agencies</i>			
Chemical Safety and Hazard Investigation Board	3	GS-0904, Law Clerk GS-1801, Chemical Incident Investigator (2)	\$2
Defense Nuclear Facilities Safety Board	1	DN-0801, Engineer	\$10,000
Export-Import Bank	3	GS-0110, Financial Economist GS-0501, Supervisory Financial Specialist GS-1101, Business Development Specialist	\$18,000
Environmental Protection Agency	6	GS-0028, Environmental Protection Specialist GS-0415, Toxicology (2) GS-0601, General Health Science (2) GS-0905, General Attorney	\$47,250
Federal Energy Regulatory Commission	151	GS-0023, Outdoor Recreation Planner GS-0110, Economist (10) GS-0170, Historian GS-0201, Human Resources Specialist (2) GS-0260, Equal Employment Specialist GS-0301, Project Specialist GS-0318, Secretary GS-0343, Management Analyst (4) GS-0482, Fish Biologist (3) GS-0510, Accountant (4) GS-0511, Auditor (2) GS-0560, Budget Analyst GS-0810, Civil Engineer (2) GS-0830, Mechanical Engineer GS-0850, Electrical Engineer (3) GS-0881, Petroleum Engineer GS-0893, Budget Analyst GS-0904, Law Clerk (5) GS-0905, Attorney-Advisors (57) GS-1101, Energy Industry Analyst (47) GS-1102, Contract Specialist GS-2210, IT Specialist (2)	\$925,824
Federal Retirement Thrift Investment Board	4	GS-0301, Project Manager GS-0301, Deputy Director GS-0343, Program Analyst GS-0510, Accountant	\$35,835
Federal Trade Commission	27	GS-0343, Management and Program Analyst GS-0904, Law Clerk (2) GS-0905, General Attorney (24)	\$137,304
General Services Administration	3	GS-0343, Program Analyst (3)	\$30,000

Department/Agency	Number of Employees	Job Classifications	Cost
Government Accountability Office	395	AC-0303, Mission Support Assistant CS-1001, Communications Analyst (9) MK-0301, Supervisory Administrative Management MK-0343, Management Analyst MK-1001, Supervisory Communications Analyst MK-1035, Public Affairs Specialist PA-0905, Attorney (35) PE-0101, Social Science Analyst (6) PE-0110, Economist (3) PE-0347, GAO Analyst (280) PE-0511, Auditor (24) PE-1301, Physical Scientist PE-1515, Operations Research Analyst PE-1550, Information Technology Analyst (19) PE-2210, Information Technology Specialist (2) PY-0180, Psychologist (2) PY-0201, Human Capital Specialist (2) PY-0343, Management Analyst PY-0560, Budget Analyst PY-1102, Contract Specialist PY-1529, Mathematical Statistician PY-1712, Training Administrator PY-2210, Information Technology Specialist	\$1,120,540
Library of Congress	2	GS-0095, Foreign Law Specialist GS-0301, Program Specialist	\$15,000
National Aeronautics and Space Administration	1	GS-0905, General Attorney	\$5,570
National Archives and Records Administration	11	GS-0301, Electronic Records Format Specialist GS-0343, Management and Program Analyst GS-1420, Archivist (9)	\$102,491
Nuclear Regulatory Commission	22	GG-0080, Security Specialist GG-0301, Safety Culture Program Manager GG-0511, Auditor (3) GG-0801, Senior Reactor Inspector GG-0840, Resident Inspector (PWR) (5) GG-0840, Senior Resident Inspector (PWR/TL) GG-0905, Attorney (10)	\$185,769
Office of Personnel Management	1	GS-2210, Supervisory IT Specialist	\$10,000
Pension Benefit Guaranty Corporation	32	GS-0260, EEO Specialist (2) GS-0301, FOIA Specialist GS-0301, Manager GS-0303, Administrative Support Specialist GS-0344, Program Support Assistant GS-0510, Accountant (5) GS-0905, General Attorney (10) GS-1102, Contract Administrator GS-1510, Actuary (8) GS-2210, IT Specialist (2)	\$252,286
Postal Regulatory Commission	6	PRC-0904, Law Clerk PRC-0905, Attorney (4) PRC-1160, Cost and Financial Analyst	\$35,001
Securities and Exchange Commission	675	SK-0080, Security Specialist (4) SK-0110, Financial Economist (3) SK-0180, Personnel Psychologist SK-0201, Human Resources Specialist (6) SK-0260, Equal Employment Specialist	\$6,170,627

Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	675	SK-0301, Misc. Administration and Program (26) SK-0303, Miscellaneous Clerk and Assistant (4) SK-0318, Secretary (5) SK-0343, Management and Program Analyst (23) SK-0399, Program Analyst SK-0501, Financial Management Specialist (6) SK-0510, Accounting (89) SK-0511, Auditor (2) SK-0560, Budget Analyst (2) SK-0905, Attorney-Advisor (371) SK-0950, Paralegal Specialist (22) SK-0963, Legal Instrument Examiner (4) SK-0986, Legal Assistance (3) SK-1001, Investor Assistance Specialist (3) SK-1082, Writer-Editor SK-1102, Contract Specialist (6) SK-1160, Financial Analyst (9) SK-1410, Librarian SK-1515, Operations Research Analyst SK-1801, Compliance Analyst (2) SK-1802, Securities Compliance Technician (3) SK-1805, Investigative Analyst SK-1811, Criminal Investigator (3) SK-1831, Securities Compliance Examiner (32) SK-2210, IT Specialist (31) SO-0340, Senior Officer (2) SO-0510, Senior Officer SO-0905, Senior Officer (6)	\$6,170,627
Surface Transportation Board	23	GS-0028, Environmental Protection Specialist GS-0110, Economist (2) GS-0301, Director GS-0501, Financial and Budget Analyst GS-0505, Financial Analyst GS-0801, General Engineer GS-0905, Attorney (14) GS-1160, Financial Manager GS-2210, IT Specialist	\$230,000
33 Departments/Agencies	8,469		\$58,746,855

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