

REPORT
ON THE
FEDERAL



ACQUISITION
WORK FORCE
FISCAL YEAR 2001

**Federal Acquisition Personnel
Information System
July 2003**

Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration

FOREWORD

Purpose: This is the Federal Acquisition Institute's (FAI) annual demographic report on the Federal acquisition workforce, showing trends in educational levels, turnover and hiring. This report on the Federal acquisition work force for Fiscal Year (FY) 2001 provides Federal managers with data of value in planning or evaluating their respective acquisition career management programs.

FAI expects to issue the FY 2002 report in the next few months and evaluate whether this report, in its current format and content, best serves the needs of the acquisition community. To that end, any feedback on how this report might be modified to increase its utility would be appreciated. Comments can be provided to FAI at the address listed below.

Organization: Under the Office of Federal Procurement Policy Act, as amended, the FAI is located in the General Services Administration (which acts as the executive agent for the FAI). The Office of Federal Procurement Policy, Office of Management and Budget, is responsible for providing and directing the activities of the FAI which:

- Leads the Government-wide acquisition career management program in accordance with Section 5 (d) of the Office of Federal Procurement Policy Act (41 USC 405). Plans, manages, and coordinates the development and implementation of Government-wide acquisition career and acquisition workforce policies, programs, and practices.
- Provides information and management tools in support of a professional acquisition workforce. Leads strategic planning efforts, identifies priorities, provides policy guidance, and implements Government-wide programs to establish acquisition career development standards and to manage the Federal acquisition work force. Coordinates and assists agencies in identifying and recruiting highly qualified candidates for acquisition fields.
- Designs, initiates, and coordinates research, studies, and surveys to analyze workforce issues and to improve the acquisition process. Collects data and analyzes acquisition workforce data from the Office of Personnel Management, the heads of executive agencies, and through periodic surveys from individual employees. Periodically analyzes acquisition career fields to identify critical competencies, duties, tasks, and related academic prerequisites, skills, and knowledge.
- Establishes and promotes an acquisition curriculum in coordination with colleges and universities and identifies academic education programs for the acquisition workforce.
- Establishes and promotes an acquisition curriculum Government-wide. In coordination with training organizations, identifies sources of training and ensures the quality of training.
- Develops or supports a variety of training delivery methods. Establishes training standards and evaluates the effectiveness of training programs for acquisition personnel.
- Advises agencies in the development and implementation of acquisition career development programs. Develops and guides intern, rotational assignment, and other interagency programs. Evaluates the effectiveness of career development programs for acquisition personnel.

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EXECUTIVE SUMMARY

Acquisition Workforce

The acquisition workforce, for the purpose of this report, is defined as the following six occupational series: General Business and Industry (GS-1101), Contracting (GS-1102), Property Disposal (GS-1104), Purchasing (GS-1105), Procurement Clerical and Assistance (GS-1106) and Industrial Specialists (GS-1150). For FY 2001, there were 57,392 personnel in these combined series. This is a decrease of 6,044 personnel over the last five years (9.5%). The decrease for the past five years is even more dramatic for specific series: Procurement Clerical and Assistance (GS-1106) decreases by 44.7 %, Purchasing (GS-1105) by 41.5 %, Property Disposal (GS-1104) by 28.1 %, Industrial Specialists by 25.3% and Contracting (GS-1102) by 7.1 %. These decreases are offset to a degree by the General Business and Industry Series (GS-1101) that increases by 8.3 % over the last five years. (See Acquisition Work Force, p.3.)

Retirement

Retirement eligibility in the Contracting Series (GS-1102) rose from 5% in 1991 to a still relatively benign rate of 9% in 2001. However, retirement eligibility for full retirement climbs to 26% in 2006 and 47% in 2011. (See Retirement Eligibility by Agency, p.16.)

The Defense Manpower Data Center (DMDC) calculates retirement rates by determining how many employees are eligible to retire using the CSRS rules for regular retirement compared with how many of them have actually retired. In FY 2001, loss rates for retirement eligibles declined from similar figures in FY 2000 for the General Business and Industry Series (GS 1101) (18% vs. 22%), for the Property Disposal Series (GS 1104) (23% vs. 35%) and for the Industrial Specialists Series (GS 1150) (18% vs. 19 %). Loss rates for retirement eligibles went up for the Contracting Series (GS 1102) (19 % vs. 17%) and for the Procurement Clerical and Assistance Series (GS 1106) (21% vs. 19%). Loss rates remained the same for the Purchasing Series (GS 1105) at 25%. (See Turnover During FY 2001, p.3.)

Turnover

Statistics generated by the Defense Manpower Data Center (DMDC) show that FY 2000 was the only year in the previous five that the Government lost less than 2,000 per year in the Contracting Series (GS-1102) through retirements, separations, and those leaving the series. For 2001 retirements edged up slightly but remained under 2,000. (See Losses from Acquisition Positions, p.4.) In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This trend continued in FY 2001. Hires in the General Business and Industry Series (GS-1101) exceeded losses again in 2001, but the other series generally fell behind. (See Hires for the Acquisition Workforce, p.5.)

The average age for internal hires into the Contracting Series (GS-1102) decreased slightly in FY 2001 to 43.74 while that for external hires increased slightly to 36.42, as does the age of the population in that series (46.64). (See Contracting Series (GS-1102) Hires During FY 2001, p.12.)

Education

The percent of college graduates in the Contracting Series (GS-1102) rose steadily from 53% in 1991 to 61% in 2001. (See Females, Supervisors, managers and College Graduates by Grade p.10.) The new occupational standard effective January 2000 (for current employees in non-Defense agencies) that requires a college education for advancement beyond the GS 12 level had no appreciable affect on the percentage of those in the Contracting Series (GS 1102) with college degrees.

The percentage of college graduates among external hires in the Contracting Series (GS-1102) (85%) continues to exceed that of internal hires (62%). The ratio of internal to external hires has dropped to 1:1 for FY 2001. This is down from 4.7 to 1 in 1998, a year of heavy internal hiring. (See Contracting Series Hires During FY 2001, p.12.)

Supervisors and Managers

The number of supervisors and managers classified in the acquisition professions has dropped from 8,034 in 2000 to 7,981 in 2001. (See Supervisory and Managerial Positions by Occupation, p.6.) In 2001, 95 employees classified as 1101's (General Business and Industry Series) and 71 in the Contracting Series were in the Senior Executive Service (SES). (See Acquisition Work Force At A Glance, p.3.)

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Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields and provides it to the Defense Manpower Data Center (DMDC) for assistance in the preparation of this report. Data in this report, unless otherwise noted, are as of September 30, 2001.

Agencies This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, or the National Security Agency.

Agency Data The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. The minimum combinations of age and years of service qualifying for regular retirement are:

- Age 62 with 5 years of service,
- Age 60 with 20 years of service, and
- Age 55 with 30 years of service.

(No data is provided on employees eligible for "Early" retirement.)

Turnover Turnover data in this report were derived by tracking data on each individual in the work force across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual.

For example, an individual's occupational code might read as follows:

	FY98	FY99	FY00	FY01
Series: ¹	1105	1105	1102	0

¹ At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 2000 and an "internal hire" for the GS-1102 series in Fiscal Year 2000. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 2001.

Losses Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different series.

Hires Hires includes employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, “internal” hires include both:

- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contracting Series (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes “career” employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351)

“External” hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of “career-conditional” employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as “Other”.)

Education Levels In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understates both educational levels and the number of employees with relevant academic majors.

Average Grade Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

SUMMARY STATISTICS

**LOGISTICS OCCUPATIONS: POPULATIONS
AS OF SEPTEMBER 30, 1999, 2000, 2001**

<i>OCCUPATIONS</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>
Logistics Management (GS-346)	11,292	11,422	11,662
Gen Business & Industry (GS-1101)	20,955	21,225	22,132
Contracting (GS-1102)	26,775	26,751	26,608
Industrial Property Management (GS-1103)	605	603	589
Property Disposal (GS-1104)	837	766	711
Purchasing (GS-1105)	3,793	3,414	3,252
Procurement Clerical & Assistance (GS-1106)	3,966	3,583	3,276
Industrial Specialist (GS-1150)	1,458	1,411	1,413
Equipment Specialist (GS-1670)	6,348	6,314	6,130
Quality Assurance (GS-1910)	7,833	7,746	7,916
General Supply (GS-2001)	3,783	3,590	3,583
Supply Program Management (GS-2003)	4,491	4,363	4,286
Supply Clerical & Technician (GS-2005)	13,889	12,904	12,282
Inventory Management (GS-2010)	5,331	5,271	5,201
Distribution, Facilities & Storage (GS-2030)	665	590	573
Packaging (GS-2032)	259	239	206
Supply Cataloguing (GS-2050)	102	85	66
General Transportation (GS-2101)	8,133	8,443	8,907
Traffic Management (GS-2130)	1,702	1,699	1,680
Freight Rate (GS-2131)	566	487	431
Travel (GS-2132)	10	4	0
Cargo Scheduling (GS-2144)	42	37	36
Transportation Operations (GS-2150)	1,294	1,352	1,409
Dispatching (GS-2151)	431	438	423
Marine Cargo (GS-2161)	46	50	56
TOTAL	124,606	122,787	122,828

ACQUISITION WORK FORCE AT A GLANCE¹

FY 2001

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	<i>Total</i>
Population	22,132	26,608	711	3,252	3,276	1,413	57,392
Average Grade	10.66	11.20	10.80	6.65	5.80	11.08	10.42
Average Age	47.91	46.64	49.29	47.26	47.27	50.76	47.34
% Female	55%	61%	47%	77%	87%	26%	60%
% Eligible To Retire	11%	10%	12%	10%	14%	24%	11%
% Eligible To Retire FY 2010	50%	52%	61%	51%	56%	76%	52%
% College Graduates	41%	61%	19%	10%	7%	32%	46%
Members, Senior Executive Service	95	71	0	0	0	0	166

TURNOVER DURING FY 2001

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	
Beginning Strength	21,225	26,751	766	3,414	3,583	1,411	
Losses	2,666	1,947	109	686	735	205	
Loss Rate ¹	13%	7%	14%	20%	21%	15%	
Losses Of Persons Eligible To Retire	487	613	23	94	113	69	
Loss Rate Of Persons Eligible To Retire²	18%	19%	23%	25%	21%	18%	
Total Hires	3,573	1,804	54	524	428	207	
% Hires With College Degrees	40%	73%	30%	10%	11%	30%	
Net Change	907	-143	-55	-162	-307	2	
End Strength	22,132	26,608	711	3,252	3,276	1,413	

¹ As a percentage of beginning year strength.

² As a percentage of all persons eligible for regular retirement at the beginning of FY 2001.

ACQUISITION WORK FORCE BY YEAR

	1996	1997	1998	1999	2000	2001
Gen. Bus & Ind. (GS-1101)	20,427	20,048	20,298	20,955	21,225	22,132
Contracting (GS-1102)	28,648	28,003	27,400	26,775	26,751	26,608
Prop. Disposal (GS-1104)	989	951	908	837	766	711
Purchasing (GS-1105)	5,558	4,875	4,428	3,793	3,414	3,252
Proc. Cler. & Ass't (GS-1106)	5,923	5,296	4,645	3,966	3,583	3,276
Industrial Specialist (GS-1150)	1,891	1,714	1,563	1,458	1,411	1,413

LOSSES—FROM ACQUISITION POSITIONS(Loss rate¹ in parentheses)

	<i>Beginning Year strength FY 2001</i>			1997		1998		1999		2000		2001	
Gen. Bus	21,225	3,740	(18%)	2,659	15%	3,102	15%	2,962	(14%)	2,666	(13%)		
Contracting	26,751	2,519	(9%)	2,188	8%	2,134	8%	1,843	(7%)	1,947	(7%)		
Prop. Disposal	766	154	(16%)	139	15%	135	14%	128	(15%)	109	(14%)		
Purchasing	3,414	1,206	(22%)	883	26%	1,110	23%	810	(21%)	686	(20%)		
Proc. Cler/Ass't	3,583	1,373	(23%)	1,127	28%	1,251	24%	871	(22%)	735	(21%)		
Industrial Spec.	1,411	306	(16%)	221	14%	273	16%	190	(13%)	205	(15%)		

¹As a percentage of beginning year strength.

HIRES FOR THE ACQUISITION WORK FORCE

(Accession rate¹ in parentheses)

	<i>End of year strength for FY 2001</i>	<i>1997</i>		<i>1998</i>		<i>1999</i>		<i>2000</i>		<i>2001</i>	
Gen. Bus	22,132	3,361	(17%)	3,352	(17%)	3,316	(16%)	3,232	(15%)	3,573	(16%)
Contracting	26,608	1,847	(7%)	1,531	(6%)	1,563	(6%)	1,819	(7%)	1,804	(7%)
Prop. Disposal	711	116	(12%)	92	(10%)	68	(8%)	57	(7%)	54	(8%)
Purchasing	3,252	523	(11%)	483	(11%)	428	(11%)	431	(13%)	524	(16%)
Proc. Cler/Ass't	3,276	746	(14%)	600	(13%)	448	(11%)	488	(14%)	428	(14%)
Industrial Spec.	1,413	129	(8%)	122	(8%)	116	(8%)	143	(10%)	207	(15%)

¹As a percentage of end of year strength.

EDUCATIONAL LEVELS BY OCCUPATION FY 2001

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
No Degree	12,562	10,348	578	2,899	3,028	964
BA-BS	5,118	9,874	93	284	203	292
Post Grad. Study	4,018	6,331	40	46	34	156
Unknown	434	55	0	23	11	1
Total	22,132	26,608	711	3,252	3,276	1,413
% Coll. Grads.	41%	61%	19%	10%	7%	32%

ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 2001)

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Business	3,784	9,690	59	120	91	192
Information Mgt.	63	135	0	6	5	4
Engineering	596	155	3	0	1	64
Law	208	290	0	4	0	5
Mathematics	101	110	3	0	1	5
Physical Sciences	115	60	1	3	1	8
Public Admin.	353	618	3	8	5	14
Other	3,914	5,140	64	189	133	156
Major Unknown	2	7	0	0	0	0
*Business, Law & Pub. Admin.	48%	65%	47%	40%	41%	47%

*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION (FY 2001)

<i>Occupation</i>	<i>Supervisory/ Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS-1101)	4,231	17,901	22,132
Contracting (GS-1102)	3,447	23,161	26,608
Property Disposal (GS-1104)	132	579	711
Purchasing (GS-1105)	83	3,169	3,252
Procurement Clerical & Assistance (GS-1106)	14	3,262	3,276
Industrial Specialist (GS-1150)	74	1,339	1,413
TOTAL	7,981	49,411	57,392

CONTRACTING SERIES
(GS-1102)

CONTRACTING SERIES (GS 1102)*As of September*

	1991	1992	1996	1997	1998	1999	2000	2001
Population	31,436	31,794	28,648	28,003	27,400	26,775	26,751	26,608
Average Grade	11.11	11.20	11.38	11.36	11.31	11.17	11.16	11.20
Average Age	42.62	43.08	44.4	44.78	45.41	45.84	46.32	46.64
% Female	56%	56%	58%	59%	59%	60%	61%	61%
% Eligible To Retire*	5%	5%	5%	5%	7%	8%	8%	10%
% Eligible To Retire in 10 years*	26%	27%	33%	34%	42%	50%	45%	52%
% College Graduates	53%	54%	58%	58%	58%	59%	59%	61%
Members, Senior Executive Service	82	86	75	65	62	66	68	71

* Based on CSRS retirement rules.

TURNOVER IN THE CONTRACTING SERIES (GS 1102)

	1991	1992	1996	1997	1998	1999	2000	2001
Beginning Strength	31,146	31,436	29,137	28,648	28,003	27,400	26,775	26,751
Losses	2,145	1,828	2,312	2,519	2,134	2,188	1,843	1,947
Loss Rate	7%	6%	8%	9%	8%	8%	7%	7%
Losses Of Persons Eligible to Retire*	337	240	NA	498	343	637	440	613
Loss Rate Of Persons Eligible To Retire*	29%	16%	23%	26%	18%	23%	17%	19%
Total Hires	2,435	2,186	1,823	1,874	1,531	1,563	1,819	1,804
Ratio Internal: External Hires	2.7:1	2.8:1	NA	NA	4.7:1	2.0:1	1.9: 1	1:1
% Hires With College Degrees	52%	50%	NA	NA	52%	59%	57%	73%
Net Change	+290	+358	-489	-645	-603	-625	-24	-143
End Strength	31,436	31,794	28,648	28,003	27,400	26,775	26,751	26,608

* Based on CSRS retirement rules

NA = not available

AGENCY BY GRADE (FY 2001)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
5	25	47	61	88	2	2	0	5	0	0	4	4	0
7	224	255	225	291	9	0	3	9	9	0	19	15	0
9	595	511	344	580	31	6	3	21	14	2	38	53	2
11	1,029	1,129	575	1,407	103	6	1	31	20	8	55	61	4
12	1,684	1,594	1,366	1,641	232	48	14	119	62	16	625	165	42
13	721	891	715	552	123	44	15	169	109	8	343	222	17
14	206	253	217	200	36	21	5	88	53	5	99	101	25
15	73	50	98	50	11	16	2	45	21	2	22	47	8
Other	89	308	398	33	0	21	0	0	0	0	0	1	0
NS	8	4	18	10	0	2	0	5	2	0	1	2	2
ALL	4,654	5,042	4017	4,852	547	166	43	492	290	41	1,206	671	100
Avg.	11.23	10.91	10.70	11.10	11.95	11.46	12.14	12.63	12.59	12.24	12.26	12.36	12.83

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NRC.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>NSF</i>	<i>All Other</i>	<i>Total</i>
5	2	6	0	1	0	0	2	0	11	2	0	0	262
7	26	19	0	21	1	0	4	12	13	25	0	6	1,186
9	115	113	2	39	0	1	0	28	52	81	3	32	2,666
11	108	95	3	50	0	0	13	80	37	253	1	38	5,107
12	213	94	16	211	2	18	21	170	63	203	3	79	8,701
13	100	94	9	212	12	57	39	142	205	92	6	137	5,034
14	42	47	9	83	6	14	29	62	127	20	2	67	1,817
15	9	16	5	62	7	2	8	22	31	5	1	32	645
Other	4	30	0	0	0	0	3	0	8	2	0	66	963
NS	1	2	0	10	1	0	1	130	15	2	0	11	227
All	620	516	44	689	29	92	120	646	562	685	16	468	26,608
Avg.	11.31	11.23	12.75	12.42	13.43	12.96	12.42	12.21	12.38	11.28	12.19	11.13	11.30

Other: Other grade levels (1-4, 6, 8, & 16, and other).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified; includes grades in "other" category in calculation.

FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES, BY GRADE

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory/ Managerial</i>	<i>College Graduates</i>
5	262	64%	15%	66%
7	1,186	68%	0%	67%
9	2,666	72%	1%	47%
11	5,107	68%	3%	46%
12	8,701	61%	6%	60%
13	5,034	54%	21%	72%
14	1,817	46%	49%	80%
15	645	36%	74%	90%
Other	963	61%	14%	N/A
NS	227	49%	48%	N/A
Total	26,608	61%	13%	61%

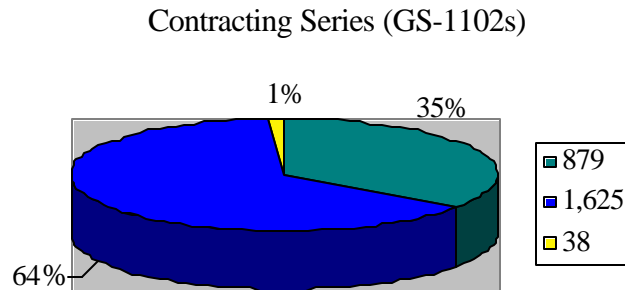
Other: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

N/A= Not available.

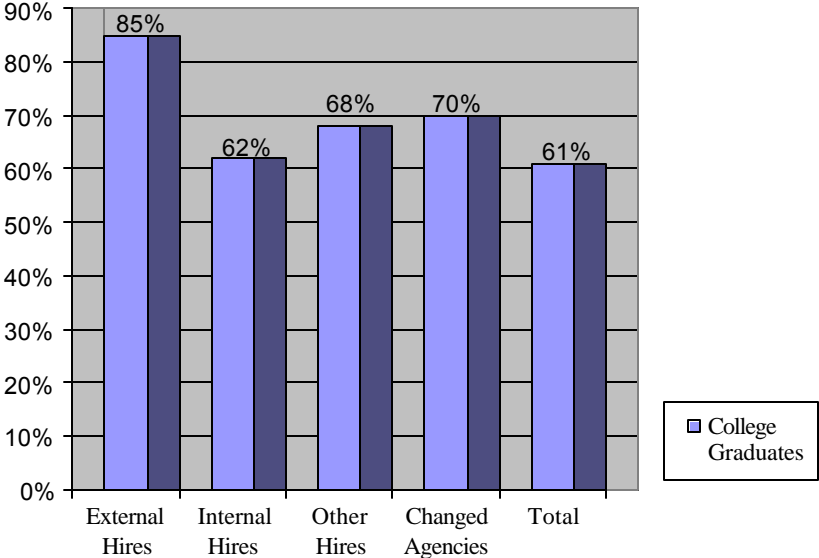
INSERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACTING SERIES POSITIONS

During Fiscal Year 2001, a total of 2,542 individuals joined the Contract Specialist (GS-1102) series. Only 879 (35%) of those individuals were recruited from outside the Government. Another 1,625 (64%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 38 (1%) hires.



PERCENTAGE OF COLLEGE GRADUATES

85% of the Fiscal Year 2001 external hires were college graduates, compared with 62% of the internal hires. More than half of the college graduates had majored in business, law, or public administration.



CONTRACTING SERIES (GS 1102) HIRES DURING FY 2001

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
Total	887	879	38	738	24,066	26,608
% FY 01 Work Force	3%	3%	0%	3%	90%	100%
College Graduates	62%	85%	68%	70%	60%	61%
Business, Law, or Pub. Admin. majors ¹	63%	64%	65%	68%	61%	62%
Average Age	43.74	36.42	43.08	44.86	47.18	46.64
Eligible To Retire FY 2001	3%	1%	3%	4%	9%	9%
Eligible To Retire FY 2006	12%	4%	8%	16%	27%	26%
Eligible To Retire FY 2011	31%	11%	16%	39%	49%	47%

¹ % of college graduates only. Does not include the majors of those who attended college but did not graduate.

**CONTRACTING SERIES (GS 1102) HIRES DURING FY 2001,
BY GRADE LEVEL**

<i>GS Grade</i>	<i>Population As Of 9/01</i>	<i>Internal Hires During FY 01</i>	<i>External Hires During FY 01</i>	<i>Other Hires During FY 01</i>	<i>No Change</i>	<i>Changed Agencies</i>
5	262	91	80	5	84	2
7	1,186	201	533	10	425	17
9	2,666	190	92	7	2,334	43
11	5,107	102	87	5	4,772	141
12	8,701	141	41	2	8,245	272
13	5,034	80	17	0	4,774	163
14	1,817	30	5	1	1,725	56
15	645	13	0	0	618	14
Other	963	34	18	5	879	27
NS	227	5	6	3	210	3

Total	26,608	887	879	38	24,066	738
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**CONTRACTING SERIES (GS 1102) HIRES BY AGENCY
DURING FY 2001**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>		<i>No Change</i>	<i>All</i>	<i>% FY 2001 Workforce¹</i>
Air Force	147	155	16	78	396	4,258	4,654	9%
Army	166	148	4	105	423	4,619	5,042	8%
Navy	111	162	2	79	354	3,663	4,017	9%
Other Defense	149	243	1	74	467	4,385	4,852	10%
Agriculture	28	10	1	43	82	465	547	15%
Commerce	6	0	0	2	8	158	166	5%
Education	1	3	0	1	5	38	43	12%
Energy	27	7	0	21	55	437	492	11%
EPA	7	11	0	19	37	253	290	13%
FEMA	2	0	0	3	5	36	41	12%
GSA	28	26	1	34	89	1,117	1,206	7%
HHS	24	8	1	25	58	613	671	9%
HUD	3	0	0	9	12	88	100	12%
Interior	33	19	1	48	101	519	620	16%
Justice	21	12	0	9	42	474	516	8%
Labor	3	0	0	1	4	40	44	9%
NASA	19	19	1	24	63	626	689	9%
NSF	4	4	0	1	9	7	16	56%
NRC	0	1	0	2	3	26	29	10%
SBA	8	0	0	0	8	84	92	9%
State	3	6	3	6	18	102	120	15%
Transportation	22	15	1	47	85	561	646	13%
Treasury	15	11	0	43	69	493	562	12%
VA	38	11	1	44	94	591	685	14%
All Other	22	8	5	20	55	413	468	12%
All Agencies¹	887	879	38	738	2542	24,066	26,608	10%

¹ The "All Agency" figures **exclude** employees who changed agencies (i.e., recruited from Agriculture to work for Navy).

**LOSSES IN THE CONTRACTING SERIES (GS-1102) BY AGENCY
DURING FY 2001**

	<i>FY01 Beginning Strength</i>	<i>Quit the Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	4,725	335	132	4,258	10%
Army	5087	317	151	4619	9%
Navy	4,020	248	109	3,663	9%
Other Defense	4,924	392	147	4385	11%
Agriculture	512	38	9	465	9%
Commerce	188	22	8	158	16%
Education	48	8	2	38	21%
Energy	475	31	7	437	8%
EPA	293	32	8	253	14%
FEMA	39	3	0	36	8%
GSA	1,220	96	7	1,117	8%
HHS	677	48	16	613	9%
HUD	106	15	3	88	17%
Interior	598	57	22	519	13%
Justice	550	62	14	474	14%
Labor	50	7	3	40	20%
NASA	688	51	11	626	9%
NSF	8	1	0	7	13%
NRC	29	2	1	26	10%
SBA	99	14	1	84	15%
State	118	13	3	102	14%
Transportation	617	40	16	561	9%
Treasury	551	37	21	493	11%
VA	670	52	27	591	12%
All Other	459	26	20	413	10%
All Agencies*	26,751	1,947	738	24,066	10%

*For agencies, losses include employees who changed agencies. Hence, the loss rate for an individual agency **includes** employees who left that agency to work in some other agency. However, the loss rate for the GS-1102 series as a whole **excludes** employees who changed agencies and is based **only** on the number who quit the series.

FY 2001 GRADE OF CONTRACTING SERIES (GS-1102) PERSONNEL WHO OCCUPIED POSITIONS ON SEPTEMBER 2001

<i>FY 2001 GS Grade*</i>	<i>Persons Employed as of 9/01 in GS-1102 Positions</i>	<i>% of All FY 01 GS-1102 Positions</i>
5	262	1%
7	1,186	4%
9	2,666	10%
11	5,107	19%
12	8,701	33%
13	5,034	19%
14	1,817	7%
15	645	2%
Other	963	4%
Not Specified	227	1%
Total Employed in GS-1102 Positions As Of 9/01	26,608	100%
No Longer Employed	143	
Total Employed on 9/00	26,751	
Loss Rate	.5%	

**i.e., current grade level of personnel who occupied GS-1102 positions on September 30, 2001.*

LOSSES DURING FY 2001, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY 2001 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	247	4%	2%
7	1,167	6%	2%
9	2,700	8%	3%
11	5,275	6%	4%
12	8,645	7%	3%
13	4,844	8%	3%
14	1,765	9%	2%

15	633	9%	1%
Other	1,437	8%	3%

*Note: Some grades not shown.

RETIREMENT ELIGIBILITY BY AGENCY

	<i>FY 2001 Population</i>	<i>Eligible In FY2001</i>	<i>Eligible In FY 2006</i>	<i>Eligible In FY 2011</i>
Air Force	4,654	10%	29%	49%
Army	5,042	11%	32%	58%
Navy	4,017	9%	27%	49%
Other Defense	4,852	11%	29%	51%
Agriculture	547	3%	12%	30%
Commerce	166	5%	20%	42%
Education	43	2%	7%	19%
Energy	492	10%	38%	58%
EPA	290	7%	28%	50%
FEMA	41	0%	17%	29%
GSA	1,206	1%	4%	14%
HHS	671	6%	12%	24%
HUD	100	6%	20%	41%
Interior	620	6%	20%	45%
Justice	516	1%	8%	20%
Labor	44	20%	39%	64%
NASA	689	7%	27%	46%
NSF	16	0%	13%	13%
NRC.	29	0%	0%	7%
SBA	92	18%	36%	72%
State	120	3%	8%	23%
Transportation	646	7%	18%	41%
Treasury	562	6%	20%	41%
VA	685	4%	15%	37%
ALL OTHER	468	7%	25%	44%
TOTAL	26,608	9%	26%	47%

COLLEGE GRADUATES BY AGENCY AND GRADE FY 2001

	<i>GS 5 & 7</i>	<i>GS 9 & 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	69%	69%	93%	74%
Army	59%	52%	77%	58%
Navy	72%	53%	78%	62%
Other Defense	71%	57%	73%	61%
Agriculture	55%	40%	58%	46%
Commerce	100%	47%	72%	62%
Education	100%	78%	64%	72%
Energy	79%	50%	86%	73%
EPA	67%	50%	82%	71%
FEMA	0%	31%	47%	37%
GSA	57%	37%	57%	45%
HHS	26%	35%	65%	51%
HUD	0%	42%	76%	59%
Interior	75%	42%	70%	50%
Justice	60%	39%	72%	51%
Labor	0%	33%	78%	57%
NASA	73%	63%	89%	77%
NSF	0%	43%	100%	75%
NRC	100%	100%	64%	68%
SBA	0%	63%	60%	61%
State	67%	24%	42%	38%
Transportation	67%	36%	68%	51%
Treasury	58%	39%	62%	55%
VA	41%	40%	74%	46%
ALL OTHER	100%	36%	69%	57%

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2001

ALBUQUERQUE, NM	202	NEW YORK, NY-NJ	226
ANCHORAGE, AK	108	NEWARK, NJ	154
ATLANTA, GA	353	NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	641
BAKERSFIELD, CA	145	OAKLAND, CA	102
BALTIMORE, MD	442	OKLAHOMA CITY, OK	527
BILOXI-GULFPORT, MS	99	OMAHA, NE-IA	71
BOSTON, MA	490	ORANGE COUNTY, CA	95
BREMERTON, WA	92	ORLANDO, FL	199
CHARLESTON-N. CHARLESTON, SC	162	PANAMA CITY, FL	62
CHICAGO, IL	290	PHILADELPHIA, PA-NJ	1,114
CINCINNATI, OH-KY-IN	69	PHOENIX, AZ	129
CLEVELAND, OH	111	PITTSBURG, PA	95
COLORADO SPRINGS, CO	224	PORTLAND, OR-WA	116
COLUMBUS, OH	602	RALEIGH-DURHAM, NC	91
DALLAS-FORT WORTH, TX	381	RICHMOND, VA	658
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	326	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	92
DAYTON, OH	700	SACRAMENTO, CA	121
DENVER-BOULDER, CO	272	SALT LAKE CITY-OGDEN, UT	373
DETROIT, MI	421	SAN ANTONIO, TX	469
FAYETTEVILLE, NC	82	SAN DIEGO, CA	500
FT WALTON, FL	191	SAN FRANCISCO-OAKLAND, CA	120
HARRISBURG, PA	306	SAN JOSE, CA	113
HARTFORD, CT	61	SAN JUAN, PR	56
HONOLULU, HI	299	SANTA BARBARA-SANTA MARIA - LOMPOC, CA	56
HOUSTON, TX	132	SEATTLE-EVERETT, WA	201
HUNTSVILLE, AL	871	ST. LOUIS, MO-IL	323
INDIANAPOLIS, IN	74	TACOMA, WA	60
JACKSONVILLE, FL	102	TAMPA-ST PETERSBURG, FL	83
KANSAS CITY, MO-KS	209	TUCSON, AZ	80
KILLEEN-TEMPLE, TX	62	UTICA-ROME, NY	53
LAS VEGAS, NV	60	VENTURA, CA	99
LITTLEROCK-NORTH LITTLE ROCK, AR	58	WASHINGTON, DC-MD-VA	5,206
LOS ANGELES-LONGBEACH, CA	420	Subtotal	21,977
MACON, GA	345	Outside MSAs	2,361
MELBOURN-TITUSVILLE-COCOA, FL	164	Other MSAs	2,270
MINNEAPOLIS-ST.PAUL,MN-WI	92	Total	26,608
MONMOUTH, NJ	409		
MONTGOMERY, AL	96		
NASSAU-SUFFOLK, NY	70		
NEW ORLEANS, LA	100		

PURCHASING SERIES
(GS-1105)

PURCHASING SERIES (GS -1105)
As of September

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>
Population	6,754	6,809	5,558	4,875	4,248	3,793	3,414	3,252
Average Grade	5.95	6.05	6.39	6.47	6.50	6.55	6.62	6.65
Average Age	41.76	42.22	44.05	44.8	45.58	46.29	46.86	47.26
% Female	80%	80%	80%	80%	79%	79%	78%	77%
% Eligible To Retire*	4%	4%	4%	4%	5%	7%	6%	10%
% Eligible To Retire in 10 years*	21%	22%	27%	NA	34%	47%	39%	51%
% College Graduates	10%	10%	11%	11%	11%	12%	11%	10%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

TURNOVER IN THE PURCHASING SERIES (GS-1105)

	<i>1991</i>	<i>1992</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1999</i>	<i>2000</i>	<i>2001</i>
Beginning Strength	6,602	6,754	6,005	5,558	4,875	4,248	3,793	3,414
Losses	1,310	1,116	1,231	1,206	1,110	883	810	686
Loss Rate	20%	17%	20%	22%	23%	21%	21%	20%
Losses Of Persons Eligible to Retire*	62	47	NA	88	77	106	66	94
Loss Rate Of Persons Eligible To Retire*	29%	18%	33%	32%	28%	28%	25%	25%
Total Hires	1,462	1,171	784	523	483	428	431	524
Ratio Internal: External Hires	3:1	3.6:1	NA	NA	5.6:1	5.3:1	4.1: 1	3:1
% Hires With College Degrees	14%	17%	12%	15%	15%	15%	10%	10%
Net Change	+152	+55	-447	-683	-627	-455	-379	-162
End Strength	6,754	6,809	5,558	4,875	4,248	3,793	3,414	3,252

*Based on CSRS retirement rules.

NA= not available

AGENCY BY GRADE (AS OF FY01)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>
4	3	1	4	0	4	8	0	0	1	0
5	46	42	59	4	54	4	2	0	7	7
6	43	93	188	14	88	2	1	1	18	27
7	77	114	255	22	125	13	5	7	32	53
8	14	32	54	8	40	6	4	1	14	60
9	4	13	62	3	65	3	4	7	0	53
10	0	1	10	0	3	1	0	0	0	11
11	0	0	1	0	0	1	1	0	0	1
12	0	0	0	0	0	1	0	0	0	0
Other	3	7	42	0	0	2	0	0	0	0
NS	0	0	0	1	0	0	0	0	0	0
ALL	190	303	675	52	379	41	17	16	72	212
Avg.	6.28	6.49	6.56	6.84	6.92	6.56	7.65	7.88	6.71	7.76

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NRC</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	1	0	1	0	0	0	2	8	0	33
5	46	2	6	0	0	7	2	161	5	454
6	74	7	7	1	0	15	3	297	3	882
7	107	41	3	2	1	25	9	203	31	1,125
8	38	12	5	2	0	14	1	11	13	329
9	30	21	0	13	4	9	6	6	8	311
10	3	0	0	2	0	3	1	0	2	37
11	0	0	0	0	0	0	0	0	2	6
12	0	0	0	0	0	0	0	0	0	1
Other	15	0	0	0	0	0	0	1	1	71
NS	0	0	0	0	0	0	0	0	2	3
All	314	83	22	20	5	73	24	687	67	3,252
Avg.	6.58	7.52	6.23	8.65	8.60	7.16	7.13	6.09	7.32	6.65

Other: Other grade levels (1-3; 12)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

LOSSES DURING FY 2001, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY 2001 Beginning Strength</i>	<i>% Quit the Series</i>
4	16	44%
5	499	24%
6	937	19%
7	1,202	20%
8	332	22%
9	294	18%
10	33	21%
11	3	0%
12	1	0%
OTHER	97	8%

*NOTE: Not all grades are shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2001

ALBUQUERQUE, NM	35	PHILADELPHIA, PA-NJ	51
ATLANTA, GA	41	PHOENIX, AZ	24
BALTIMORE, MD	71	PITTSBURG, PA	23
BOSTON, MA	28	PORTLAND, OR-WA	32
BREMERTON, WA	49	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	20
CHARLESTON-N. CHARLESTON, SC	25	SACRAMENTO, CA	21
CHICAGO, IL	37	SALT LAKE CITY-OGDEN, UT	21
CLEVELAND, OH	21	SAN ANTONIO, TX	56
DALLAS-FORT WORTH, TX	35	SAN DIEGO, CA	85
DENVER-BOULDER, CO	32	SAN FRANCISCO-OAKLAND, CA	23
HARRISBURG, PA	31	SAN JUAN, PR	28
HONOLULU, HI	40	SEATTLE-EVERETT, WA	29
JACKSONVILLE, FL	26	ST. LOUIS, MO-IL	23
KANSAS CITY, MO-KS	34	TAMPA-ST PETERSBURG, FL	23
KILLEEN-TEMPLE, TX	22	WASHINGTON, DC-MD-VA	386
LITTLE ROCK-NORTH LITTLE ROCK, AR	22	Subtotal	1,714
LOS ANGELES-LONG BEACH, CA	36	Outside MSAs	626
MIAMI, FL	21	Other MSAs	912
MINNEAPOLIS-ST.PAUL,MN-WI	24	Total	3,252
NEW ORLEANS, LA	27		
NEW YORK, NY-NJ	30		
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	137		
OAKLAND, CA	23		
PENSACOLA, FL	22		

PROCUREMENT CLERICAL
AND
ASSISTANCE SERIES
(GS-1106)

PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)*As of September 2001*

	1991	1992	1996	1997	1998	1999	2000	2001
Population	8,956	8,616	5,923	5,296	4,645	3,966	3,583	3,276
Average Grade	5.12	5.18	5.54	5.59	5.64	5.67	5.73	5.80
Average Age	39.88	40.63	43.16	43.8	44.81	45.64	46.44	47.27
% Female	89%	89%	88%	88%	88%	87%	87%	87%
% Eligible To Retire*	4%	4%	4%	4%	6%	8%	9%	14%
% Eligible To Retire in 10 years*	18%	20%	25%	27%	36%	44%	44%	56%
% College Graduates	7%	8%	8%	8%	8%	8%	8%	7%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

TURNOVER IN PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)

	1991	1992	1996	1997	1998	1999	2000	2001
Beginning Strength	9,360	8,956	6,597	5,923	5,296	4,645	3,966	3,583
Losses	2,227	1,895	1,557	1,373	1,251	1,127	871	735
Loss Rate	24%	21%	24%	22%	24%	24%	22%	21%
Losses Of Persons Eligible to Retire*	83	60	NA	92	83	111	70	113
Loss Rate Of Persons Eligible to Retire*	29%	19%	33%	30%	29%	27%	19%	21%
Total Hires	1,823	1,555	883	746	600	448	488	428
Ratio Internal: External Hires	1.6:1	2.5:1	NA	7:1	7.2:1	5.7:1	3.5: 1	NA
% Hires With College Degrees	11%	11%	12%	12%	12%	12%	13%	11%
Net Change	-404	-340	-674	-627	-651	-679	-383	-307
End Strength	8,956	8,616	5,923	5,296	4,645	3,966	3,583	3,276

*Based on CSRS retirement rules.

NA=not available

AGENCY BY GRADE (AS OF FY 2001)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	26	63	43	89	4	0	1	0	0	0	3	0
5	217	167	88	228	21	3	3	0	0	14	15	0
6	141	121	69	656	37	7	9	0	0	22	20	0
7	103	159	84	220	64	4	19	9	1	46	29	7
8	0	5	12	4	2	0	0	1	0	0	6	0
9	0	0	3	3	1	0	0	1	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0
Other	10	20	50	1	0	0	0	0	0	0	0	0
NS	0	0	0	0	0	0	0	0	0	0	0	0
ALL	497	535	349	1201	129	14	32	11	1	82	73	7
Avg.	5.59	5.62	5.27	5.86	6.33	6.07	6.44	7.27	7.00	6.39	6.27	7.00

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NSF</i>	<i>NRC</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	8	0	2	0	0	0	0	0	1	1	5	0	246
5	27	2	0	4	0	0	1	0	4	4	21	2	821
6	41	5	2	6	1	1	5	2	3	8	16	8	1180
7	33	13	5	13	0	0	14	3	6	18	17	13	880
8	1	4	0	3	0	2	0	0	0	4	0	0	44
9	0	1	0	0	1	0	0	0	0	1	1	3	15
10	0	0	0	0	0	0	0	0	0	1	0	0	1
Other	2	0	0	0	0	0	0	0	0	4	0	0	87
NS	0	0	0	0	0	0	0	0	2	0	0	0	2
All	112	25	9	26	2	3	20	5	16	41	60	26	3276
Avg.	5.87	6.88	6.11	6.58	7.50	7.33	6.65	6.60	6.00	6.37	5.82	6.77	5.81

Other: Other grade levels (1-3; 12)

NS: Grade level was not specified.

Avg: Average grade. Excludes positions for which no grade level was specified.

LOSSES DURING FY 2001, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY 2001 Beginning Strength</i>	<i>% Quit the Series</i>
3	5	40%
4	313	22%
5	950	21%
6	1,257	19%
7	886	21%
8	50	18%
9	11	27%
Other	110	21%

*Note: Some grades not shown. Less than one percent of any grade changed agencies.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2001

ALBUQUERQUE, NM	33	NEW YORK, NY-NJ	35
ANCHORAGE, AK	11	NEWARK, NJ	32
ATLANTA, GA	43	NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	57
AUGUSTA, GA-SC	13	OAKLAND, CA	13
BAKERSFIELD, CA	19	OKLAHOMA CITY, OK	64
BALTIMORE, MD	67	ORANGE COUNTY, CA	28
BILOXI-GULFPORT, MS	13	ORLANDO, FL	24
BIRMINGHAM, AL	13	PHILADELPHIA, PA-NJ	168
BOISE CITY, ID	13	PHOENIX, AZ	23
BOSTON, MA	63	PITTSBURGH, PA	12
BRIDGEPORT, CT	16	PORTLAND, OR-WA	31
CHICAGO, IL	31	RICHMOND, VA	128
CLEVELAND, OH	19	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	20
COLORADO SPRINGS, CO	17	SACRAMENTO, CA	22
COLUMBUS, OH	155	SALT LAKE CITY-OGDEN, UT	46
DALLAS-FORT WORTH, TX	40	SAN ANTONIO, TX	65
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	24	SAN DIEGO, CA	75
DAYTON, OH	119	SAN FRANCISCO-OAKLAND, CA	20
DENVER-BOULDER, CO	37	SAN JOSE, CA	15
DETROIT, MI	41	SEATTLE-EVERETTE, WA	37
FT WALTON, FL	25	ST. LOUIS, MO-IL	33
HARRISBURG, PA	18	SYRACUSE, NY	11
HARTFORD, CT	15	TACOMA, WA	14
HONOLULU, HI	25	TAMPA-ST PETERSBURG, FL	11
HUNTSVILLE, AL	64	TUCSON, AZ	15
JACKSONVILLE, FL	22	WASHINGTON, DC-MD-VA	344
KALAMAZOO-PORTAGE, MI	13	Subtotal	2,577
LAS VEGAS, NV	11	Other MSAs	264
LOS ANGELES-LONG BEACH, CA	85	Outside MSAs	435
MACON, GA	40	Total	3,276
MELBOURNE-TITUSVILLE-COCOA, FL	16		
MINNEAPOLIS-ST PAUL, MN-WI	25		
MONMOUTH, NJ	29		
MONTGOMERY, AL	11		
NASSAU-SUFFOLK, NY	35		
NEW ORLEANS, LA	13		

INDUSTRIAL SPECIALISTS SERIES (GS-1150)

AGENCY BY GRADE (AS OF SEPTEMBER FY 2001)

	<i>Air Forc e</i>	<i>Army</i>	<i>Navy</i>	<i>Othe rDoD</i>	<i>Agricultur e</i>	<i>Commerc e</i>	<i>Energ y</i>	<i>Inter.</i>	<i>Justic e</i>	<i>NAS A</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas .</i>	<i>Total</i>
5	3	0	7	31	0	1	0	0	0	0	0	0	0	42
7	1	0	2	41	0	0	0	0	0	0	0	0	0	44
9	3	3	9	13	0	0	0	0	1	0	0	0	1	30
11	17	30	67	479	6	0	0	0	12	0	0	0	1	612
12	19	46	133	195	9	0	2	0	24	5	0	0	1	434
13	7	16	48	50	3	0	6	1	8	1	16	0	1	157
14	2	2	12	7	1	1	7	0	0	0	8	0	0	40
15	0	0	3	2	0	3	1	1	0	0	1	0	0	11
Other	0	18	9	6	0	7	0	0	0	0	0	0	0	40
NS	0	0	0	0	0	0	0	0	0	0	0	3	0	3
ALL	52	115	290	824	19	12	16	2	45	6	25	3	4	1,413
Avg.	11.21	10.61	11.49	10.89	11.95	7.67	13.44	14.00	11.84	12.17	13.40	0.00	11.25	11.10

Other: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

LOSSES DURING FY 2001, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY2001 Beginning Strength</i>	<i>% Quit The Series</i>
5	4	0%
7	13	0%
9	39	10%
11	634	13%
12	437	12%
13	176	15%
14	46	30%
15	13	15%
Other	48	8%

*Note: Some grades not shown. Less than one percent of any grade changed agencies.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 2001

PHILADELPHIA, PA-NJ	138	SAN DIEGO, CA	23
WASHINGTON, DC-MD-VA	90	ATLANTA, GA	21
LOS ANGELES-LONG BEACH, CA	56	DAYTON, OH	21
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	47	BALTIMORE, MD	20
DALLAS-FORT WORTH, TX	39	BRIDGEPORT, CT	20
DENVER-BOULDER, CO	39	ORANGE COUNTY, CA	20
BOSTON, MA	35	SUBTOTAL	740
OKLAHOMA CITY, OK	35	OUTSIDE MSAS	97
MONMOUTH, NJ	29	OTHER MSAS	576
HARTFORD, CT	28	TOTAL	1,413
HUNTSVILLE, AL	28		
NASSAU-SUFFOLK, NY	26		
BREMERTON, WA	25		

GENERAL BUSINESS
AND
INDUSTRY SERIES
(GS-1101)

AGENCY BY GRADE (AS OF SEPTEMBER FY 2001)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Inter.</i>
5	55	96	19	19	505	28	1	0	1	9	3	0	78
7	211	136	139	55	2,102	51	19	8	3	50	31	12	57
9	200	157	421	24	127	49	14	22	8	101	62	132	83
11	405	134	514	139	136	68	88	17	12	35	70	144	136
12	445	122	257	306	162	142	117	54	65	108	132	1,255	172
13	408	52	174	687	382	79	53	156	31	283	155	1,206	106
14	141	23	59	286	36	62	44	160	18	136	64	549	55
15	100	21	27	112	17	36	5	77	5	74	50	374	4
Other	141	80	82	253	765	388	0	7	0	21	0	0	89
NS	24	13	4	5	3	27	0	9	0	0	1	10	0
ALL	2,130	834	1,696	1,886	4,235	930	341	510	143	817	568	3,682	780
Avg.	10.89	9.24	10.39	11.70	7.59	7.72	11.78	13.11	12.17	12.03	12.00	12.77	9.95

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NSF</i>	<i>NRC</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
5	0	0	0	1	0	17	0	0	2	0	7	841
7	0	0	0	3	0	218	1	0	71	2	8	3,177
9	6	0	0	5	0	52	5	0	337	18	24	1,847
11	39	8	1	0	0	44	9	3	240	59	93	2,394
12	45	11	2	10	0	407	14	4	22	67	156	4,075
13	67	20	11	11	0	163	7	2	99	48	196	4,396
14	24	10	5	5	1	71	3	7	38	58	138	1,993
15	10	2	5	3	0	6	4	3	16	30	69	1,050
Other	0	0	0	5	0	21	0	2	19	96	233	2,202
NS	0	0	1	2	1	0	0	18	18	2	19	157
ALL	191	51	25	45	2	999	43	39	862	380	943	22,132
Avg.	12.46	12.75	13.46	11.33	14.00	10.79	11.91	12.57	10.55	11.98	15.58	10.74

Other: Other grade levels (1-4, 6, 8, & 10).

NS: Grade level was not specified. Includes SES positions.

Avg: Average grade. Excludes positions for which no grade level was specified.

LOSSES DURING FY 2001, BY GRADE LEVEL*

<i>GS Grade</i>	<i>FY 01 Beginning Strength</i>	<i>% Quit the Series</i>
4	162	35%
5	845	21%
6	1,106	13%
7	3,148	12%
9	1,694	12%
11	2,214	15%
12	3,774	11%
13	4,022	10%
14	1,810	10%
15	930	11%
Other	1,277	17%

*Note: Some grades not shown. Less than one percent of any grade changed agencies.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS SEPTEMBER FY 2001

ALBANY, GA	22	DOVER, DE	16
ALBANY-SCHENECTADY-TROY, NY	62	EL PASO, TX	25
ALBUQUERQUE, NM	94	FARGO-MOORHEAD, ND-MN	19
ALEXANDRIA, LA	23	FAYETTEVILLE, NC	42
ANCHORAGE, AK	66	FLAGSTAFF, AZ-UT	25
ANNISTON, AL	59	FORT COLLINS-LOVELAND, CO	15
ATHENS, GA	15	FORT LAUDERDALE-HOLLYWOOD, FL	27
ATLANTA, GA	553	FRESNO, CA	76
AUGUSTA, GA-SC	20	FT WALTON, FL	89
AUSTIN, TX	33	GRAND FORKS, ND-MN	18
BAKERSFIELD, CA	41	GRAND RAPIDS, MI	27
BALTIMORE, MD	170	GREENSBORO-WINSTON-SALEM, NC	97
BANGOR, ME	23	HARRISBURG, PA	31
BILLINGS, MT	34	HARTFORD, CT	77
BILOXI-GULFPORT, MS	81	HONOLULU, HI	131
BIRMINGHAM, AL	89	HOUSTON, TX	106
BOISE CITY, ID	42	HUNTSVILLE, AL	33
BOSTON, MA	390	INDIANAPOLIS, IN	90
BREMERTON, WA	179	JACKSON, MS	82
BRYAN-COLLEGE STATION, TX	18	JACKSONVILLE, FL	281
BUFFALO, NY	77	JACKSONVILLE, NC	37
CHARLESTON, WV	22	KANSAS CITY, MO-KS	350
CHARLESTON-N. CHARLESTON, SC	41	KILLEEN-TEMPLE, TX	30
CHARLOTTE-GASTONIA, NC	20	KNOXVILLE, TN	50
CHICAGO, IL	404	LAFAYETTE, LA	15
CINCINNATI, OH-KY-IN	39	LAS CRUCES, NM	26
CLARKSVILLE-HOPKINSVILLE, TN-KY	29	LAS VEGAS, NV	61
CLEVELAND, OH	103	LEXINGTON-FAYETTE, KY	34
COLORADO SPRINGS, CO	58	LINCOLN, NE	17
COLUMBIA, SC	89	LITTLE ROCK-NORTH LITTLE ROCK, AR	82
COLUMBUS, GA -AL	23	LOS ANGELES-LONG BEACH, CA	314
COLUMBUS, OH	94	LOUISVILLE, KY-IN	69
CORPUS CHRISTI, TX	100	LUBBOCK, TX	25
DALLAS-FORT WORTH, TX	639	MACON, GA	301
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	35	MADISON, WI	16
DAYTON, OH	553	MANCHESTER, NH	25
DENVER-BOULDER, CO	556	MELBOURNE-TITUSVILLE-COCOA, FL	20
DES MOINES, IA	51	MEMPHIS, TN-AR-MS	94
DETROIT, MI	132	MIAMI, FL	74
DOTHAN, AL	16	MILWAUKEE, WI	66
		MINNEAPOLIS-ST PAUL, MN-WI	155

MOBILE, AL	15	TEXARKANA, TX-TEXARKANA, AR	37
MONMOUTH, NJ	30	TOPEKA, KS	17
MONTGOMERY, AL	49	TUCSON, AZ	61
NASHVILLE-DAVIDSON, TN	88	TULSA, OK	25
NASSAU-SUFFOLK, NY	52	VALLEJO-FAIRFIELD-NAPA, CA	21
NEW LONDON-NORWICH, CT-RI	21	VENTURA, CA	37
NEW ORELEANS, LA	154	WASHINGTON, DC-MD-VA	3,640
NEW YORK, NY-NJ	303	WICHITA, KS	30
NEWARK, NJ	118	YOLO, CA	21
NEWBURG, NY-PA	40	YUMA, AZ	16
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	186	SUBTOTAL	17,836
OAKLAND, CA	33	OUTSIDE MSAS	3,406
OKLAHOMA CITY, OK	308	OTHER MSAS	890
OMAHA, NE-IA	49	TOTAL	22,132
ORANGE COUNTY, CA	151		
ORLANDO, FL	51		
PANAMA CITY, FL	16		
PARKERSBURG-MARIETTA, WV-OH	16		
PENSACOLA, FL	20		
PHILADELPHIA, PA-NJ	712		
PHOENIX, AZ	179		
PITTSBURGH, PA	99		
PORTLAND, OR-WA	168		
PORTSMOUTH-ROCHESTER, NH-ME	18		
PROVIDENCE-WARWICK-PAWTUCKET, RI-MA	38		
RALEIGH-DURHAM, NC	48		
RICHMOND, VA	131		
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	60		
ROCHESTER, NY	15		
SACRAMENTO, CA	106		
SALT LAKE CITY-OGDEN, UT	306		
SAN ANTONIO, TX	216		
SAN DIEGO, CA	250		
SAN FRANCISCO-OAKLAND, CA	255		
SAN JOSE, CA	52		
SAN JUAN, PR	92		
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	36		
SEATTLE-EVERETT, WA	261		
SHREVEPORT, LA	27		
SIoux FALLS, SD	17		
SPOKANE, WA	47		
SPRINGFIELD, IL	26		
ST LOUIS, MO-IL	671		
SYRACUSE, NY	34		
TACOM, WA	31		
TAMPA-ST PETERSBURG, FL	73		

AGENCY ABBREVIATIONS

DoD	Department of Defense
Educ.	Department of Education
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Administration
GSA	General Services Administration
HHS	Health and Human Services
HUD	Housing and Urban Development
Inter.	Department of the Interior
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
SBA	Small Business Administration
DOT	Department of Transportation
Treas.	Department of the Treasury
VA	Department of Veterans Affairs