

# FEDERAL ACQUISITION INSTITUTE



## FY 2012 Annual Report on the Federal Acquisition Workforce

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## Foreword

**This Report's Purpose:** This is the Federal Acquisition Institute's (FAI's) Annual Report on the Civilian Agency Acquisition Workforce, showing trends by occupational series, employment grade, and educational level, as well as turnover and hiring data for fiscal year (FY) 2012. FAI has published this report since 1977, providing Federal managers with the data to plan and evaluate their acquisition workforce and human capital development programs.

Historical reports are located at <http://www.fai.gov/drupal/community/workforce-reports-archive>.

FAI continuously evaluates whether this report, in its current format and content, best serves the needs of the civilian agency acquisition community. Any feedback on how this report might be modified to increase its utility would be appreciated. FAI welcomes your suggestions. Please send any feedback to the following email address: [Feedback@fai.gov](mailto:Feedback@fai.gov)

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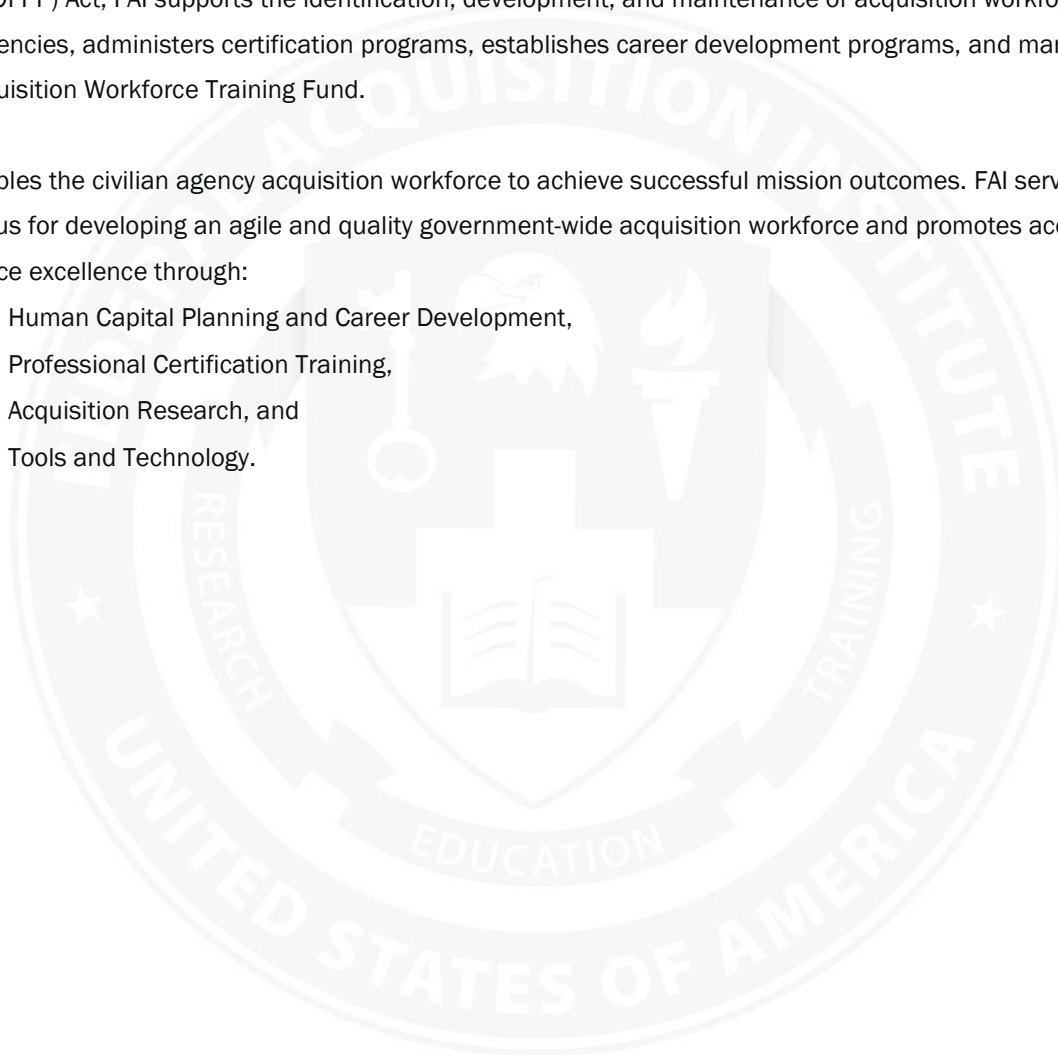


## About the Federal Acquisition Institute

FAI is the primary organization providing knowledge and support to the Federal civilian agency acquisition workforce. FAI focuses on fostering and promoting the development of a Federal acquisition workforce through career development and strategic human capital management. FAI is the advocate organization that creates one voice for the acquisition community to recruit, develop, and retain the highly-qualified professionals necessary to achieve their agency's mission. Established in 1976 under the Office of Federal Procurement Policy (OFPP) Act, FAI supports the identification, development, and maintenance of acquisition workforce competencies, administers certification programs, establishes career development programs, and manages the Acquisition Workforce Training Fund.

FAI enables the civilian agency acquisition workforce to achieve successful mission outcomes. FAI serves as the nexus for developing an agile and quality government-wide acquisition workforce and promotes acquisition workforce excellence through:

- Human Capital Planning and Career Development,
- Professional Certification Training,
- Acquisition Research, and
- Tools and Technology.



## Table of Contents

Foreword.....	i
About the Federal Acquisition Institute.....	ii
Executive Summary.....	1
I. Introduction.....	3
II. Counting the Federal Acquisition Workforce.....	4
III. Workforce Statistics Overview.....	5
IV. Priority Workforce Management Areas.....	13
V. Summary.....	17
Appendix A: Summary Acquisition Workforce Data.....	18
Appendix B: Contracting Series GS-1102.....	24
Appendix C: Purchasing Series GS-1105.....	36
Appendix D: Procurement Clerical and Assistance Series GS-1106.....	42
Appendix E: General Business and Industry GS-1101.....	47
Technical Notes.....	54

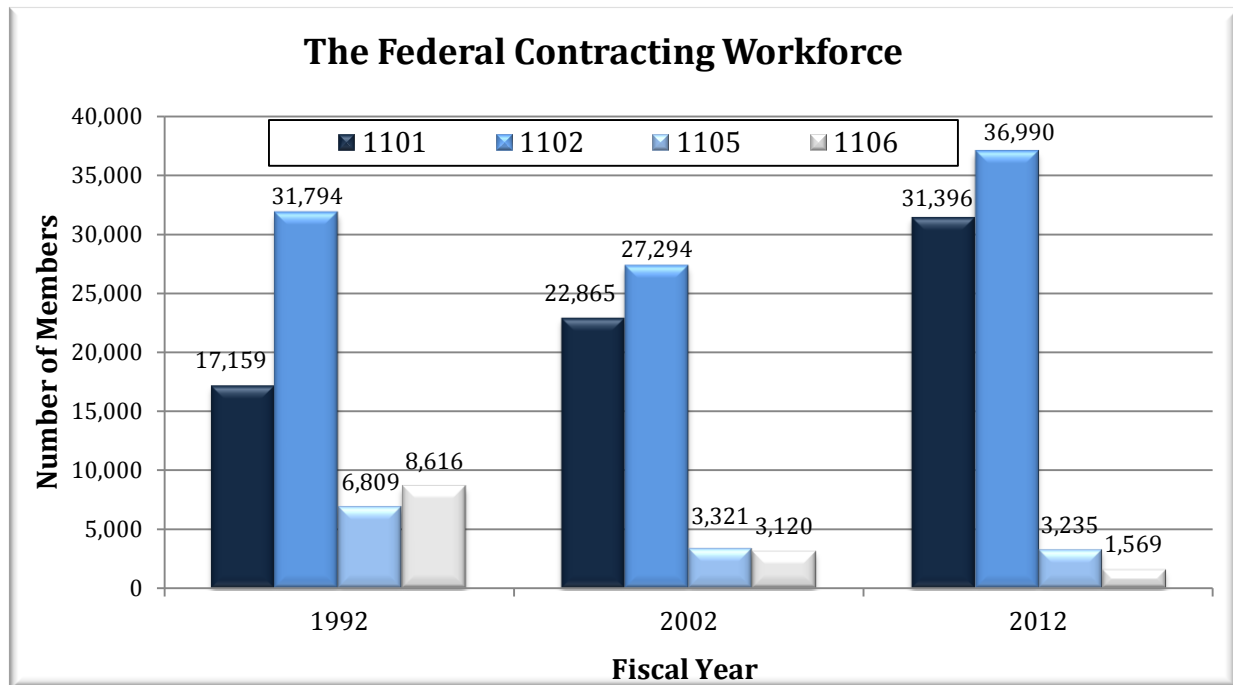
## Executive Summary

The Annual Report on the Federal Acquisition Workforce examines various workforce demographics and statistics pertaining to the management and composition of the government-wide civilian agency acquisition workforce in FY 2012. For the purposes of this report, Federal acquisition employees are employed in the General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement Clerical and Assistance (GS-1106) occupational series, as well as Contracting Officer's Representatives (CORs) and Program and Project Managers (P/PMs).

The data analyzed in this report were obtained from two primary sources, the Office of Personnel Management (OPM) and civilian Chief Financial Officer (CFO) Act agencies' Annual Human Capital Plans (AHCPs). Major workforce trends in FY 2012 include:

- A total of 73,190 contracting professionals were employed in the occupational series GS-1101, GS-1102, GS-1105, and GS-1106. This represents a decrease of 3,022 workforce members, or 4.0%, from FY 2011; however, the GS-1102 occupational series was the only group to see a population increase, growing by 286 professionals. There were 31,396 professionals in the GS-1101 occupational series, 36,990 in the GS-1102 occupational series, 3,235 in the GS-1105 occupational series, and 1,569 in the GS-1106 occupational series.
- A total of 52,176 professionals were identified as CORs and 6,664 were identified as P/PMs in the AHCPs of the 23 civilian CFO Act agencies.
- The average age within the occupational series ranges from 45.3 years (GS-1102) to 49.8 years (GS-1106), with an average age of 48.2 years and 49.0 years for the GS-1101 and GS-1106 occupational series, respectively. The average age of each occupational series decreased by almost one year from FY 2011 to FY 2012, except GS-1101 which stayed the same.
- In FY 2012, 63% of the Federal contracting workforce in civilian agencies is within 10 years of being retirement eligible. Additionally, 18% of the workforce will be retirement eligible in 11–20 years and 19% of the workforce is 20 or more years away from being eligible to retire. Retirement eligibility data for all contracting-related occupational series, including civilian and DoD agencies, can be found in the appendices of this report.

Figure 1 provides snapshots of the changes in the Federal contracting workforce size over the last 20 years.



**Figure 1. Federal Contracting Workforce (FY 1992, FY 2002, and FY 2012)**

As demonstrated in Figure 1, over the past 20 years, both the GS-1105 and GS-1106 occupational series continued to decline while the GS-1101 occupational series has risen steadily. The GS-1102 workforce decreased between FY 1992 and FY 2002 before growing again in the most recent decade.

Throughout FY 2012, the civilian agency acquisition community made progress towards achieving goals which were established in the FY 2011 Annual Report. The goals relate to the following priority workforce management areas, including:

1. increasing the number of FAC-certified acquisition professionals,
2. enhancing knowledge sharing programs and platforms,
3. developing an increased number of career development opportunities for workforce members.

# I. Introduction

Beginning in 1977, FAI has published the Annual Report on the Federal Acquisition Workforce to serve as a resource for both civilian and Department of Defense (DoD) agencies. The Annual Report contains an overview of workforce statistics, a comprehensive look at the four primary contracting-related occupational series (i.e., GS-1101, GS-1102, GS-1105, and GS-1106), an analysis of trends within the workforce, and other relevant information pertaining to the Federal acquisition workforce. In addition to the four primary contracting-related occupational series detailed in previous iterations of this report, the FY 2012 version contains data related to Contracting Officer's Representatives (CORs) and Program and Project Managers (P/PMs), which provide a more comprehensive view of the civilian agency acquisition community.

Consistent with the previous two Annual Reports on the Federal Acquisition Workforce, the FY 2012 report draws on information collected from multiple data sources. Data pertaining to the four primary contracting-related occupational series, including demographic and retirement-related data was obtained from OPM's Civilian Personnel Data File (CPDF). Analyses pertaining to the COR and the P/PM workforces relied upon data reported in the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies' Annual Human Capital Plans (AHCPs).

The FY 2012 Annual Report on the Federal Acquisition Workforce is structured in the following sections:

- **Counting the Federal Acquisition Workforce:** This section describes the members of the workforce and the primary sources of the data described in following sections.
- **Workforce Statistics Overview:** This section provides a statistical overview of the workforce, including historical population trends and demographic data.
- **Priority Workforce Management Areas:** This section examines how the acquisition community worked to meet the acquisition workforce management goals in FY 2012, including qualitative insight of their implications for the acquisition workforce.

## II. Counting the Federal Acquisition Workforce

The Office of Federal Procurement Policy (OFPP), in Policy Letter 05-01, defines the civilian agency acquisition workforce as key occupational series (e.g., GS-1102, GS-1105), key acquisition roles (e.g., COR, P/PM), and additional occupations identified by agency Chief Acquisition Officers (CAOs).

This report provides information on the following contracting-related occupational series for both DoD and civilian agencies: General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106). The report also contains information on the P/PMs and CORs for civilian agencies. To count and obtain demographic information regarding the workforce, this report draws from two sources: the OPM CPDF and civilian CFO Act agencies' AHCPs.

The OPM CPDF contains demographic and employment information regarding Federal civilian employees. It includes information from the majority of the Executive Branch agencies,<sup>1</sup> as well as the Government Printing Office, the U.S. Tax Court and certain commissions within the Legislative Branch.

The roles of P/PMs and CORs are crucial to the acquisition process. As neither P/PMs nor CORs are represented by a unique occupational series, data for these two workforce segments were obtained from the annual AHCPs of civilian agencies. Each of the civilian CFO Act agencies submits an AHCP to OFPP on an annual basis, which includes the number of CORs and P/PMs and their certification rates.

In FY 2012, FAI continued to increase the capability of the FAI Training Application System (FAITAS) to better support agencies and their acquisition workforce members. The system fosters career development and tracking for the civilian agency acquisition workforce, and also serves as a continuous learning management tool. Through increased FAITAS utilization, civilian agencies were able to improve their ability to identify, track, and manage their acquisition-related workforces. As civilian agencies approach 100% utilization of FAITAS, FAI will be able to present a more accurate representation of the Federal acquisition workforce and provide agencies with a greater breadth of information to conduct strategic workforce management activities.

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<sup>1</sup> The U.S. Postal Service, the Tennessee Valley Authority, the Federal Reserve System, and intelligence agencies are excluded from CPDF data.



### III. Workforce Statistics Overview

In FY 2012, the total population of individuals employed across the contracting-related occupational series (i.e., GS-1101, GS-1102, GS-1105, and GS-1106) in both civilian and DoD agencies was 73,190. This population comprises 41,196 DoD employees and 31,994 employees from civilian agencies. There were 31,396 professionals in the GS-1101 occupational series, 36,990 in the GS-1102 occupational series, 3,235 in the GS-1105 occupational series, and 1,569 in the GS-1106 occupational series. A comprehensive presentation of the demographics of the contracting-related workforce can be found in Appendix A of this report.

The number of contracting professionals in DoD outnumbered the number of contracting professionals in civilian agencies by 28.8% in FY 2012. As illustrated in Figure 2, both the DoD and civilian contracting workforces decreased in FY 2012. This is the first decline in the DoD acquisition workforce since FY 2004. In total, the workforce in the four contracting-related occupational series declined by 3,022 workforce members (4.0%). Specifically, the DoD contracting workforce declined by 1,789 members (4.2%) and the civilian contracting workforce declined by 1,233 members (3.7%).

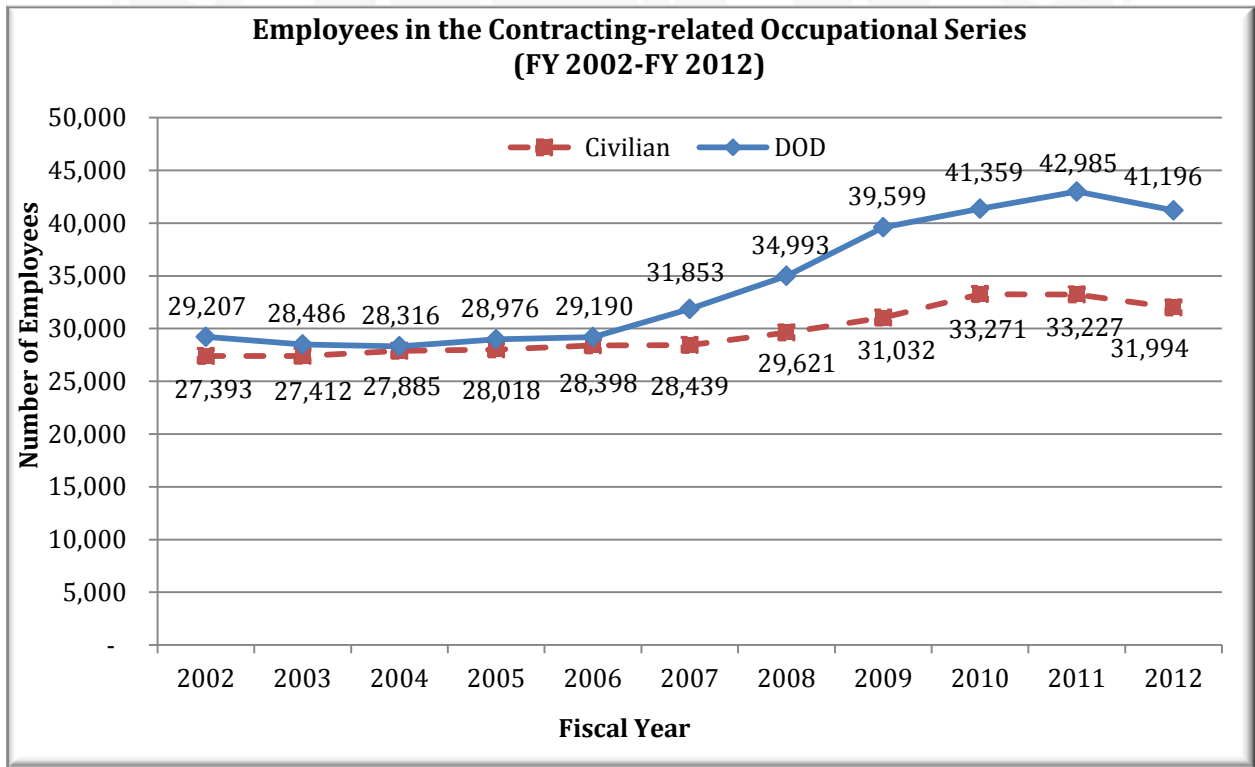


Figure 2. Employees in the Contracting-related Occupational Series (FY 2002-FY 2012)

In addition to the four contracting-related occupational series, the civilian CFO Act agencies employed 52,176 CORs and 6,664 P/PMs, as reported in their AHCPs. As illustrated in Figure 3, the COR workforce across the civilian CFO Act agencies declined for the first time since the FAC-COR policy was established in FY 2007. Effective January 1, 2012, the Office of Management and Budget (OMB) memorandum providing an update to the FAC-COR policy<sup>2</sup> established three levels of certification, similar to the CON and P/PM FAC program areas. The COR workforce declined by 1,410 workforce members, a 2.6% decline. The COR workforce represented in Figure 3, as reported in agency AHCPs, includes those acquisition professionals who hold a COR certification and does not account for current appointment as a Contracting Officer's Representative by a Contracting Officer. Meanwhile, the P/PM workforce continued to expand. The P/PM workforce grew by 1,921 acquisition professionals (40.5%), but the COR workforce remains significantly larger than the P/PM workforce.

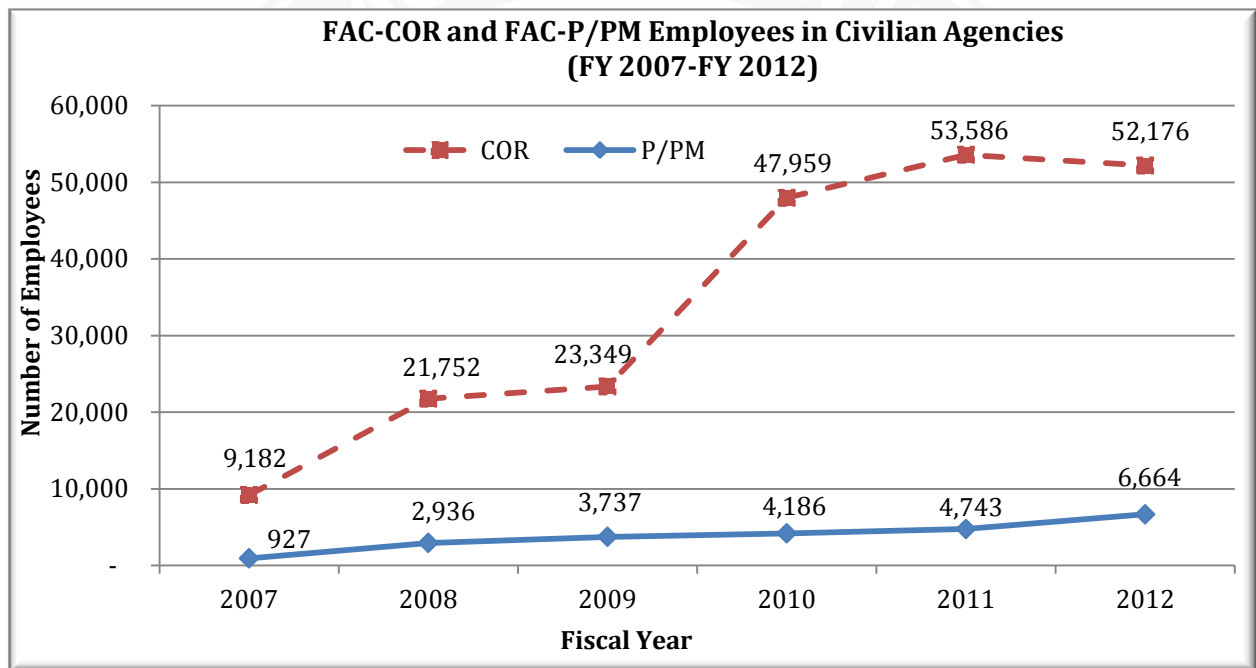


Figure 3. COR and P/PM Workforce Members in Civilian Agencies (FY 2007-FY 2012)<sup>3</sup>

<sup>2</sup> [http://www.fai.gov/pdfs/FAC-COR\\_20Sep2011.pdf](http://www.fai.gov/pdfs/FAC-COR_20Sep2011.pdf)

<sup>3</sup> Data for FY 2007 – 2009 obtained from ACMIS; data for FY 2010–2012 obtained from the Annual Human Capital Plans (AHCPs) of the CFO Act agencies

As illustrated in Figure 4, the majority of the Federal contracting workforce is geographically dispersed. The highest concentration of contracting workforce members is in the Washington, DC metropolitan area, which accounts for 18.0% of the total contracting workforce. Also presented in Figure 4 are the top nine geographic concentrations, as defined by Core Based Statistical Areas (CBSAs). These geographical areas and percentages are almost identical to the top nine areas and related percentages in FY 2011.

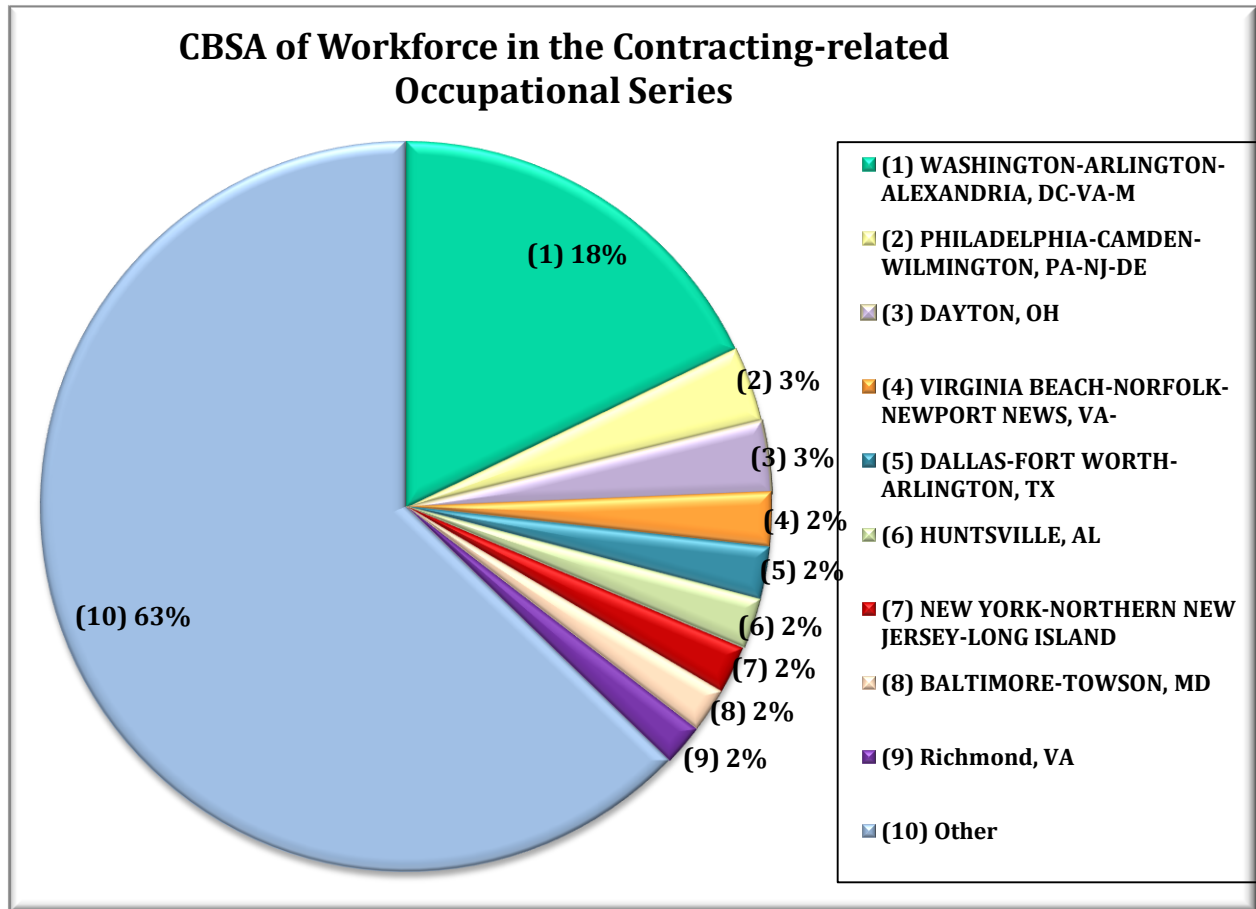


Figure 4. CBSA<sup>4</sup> of Contracting-related Workforce Members

<sup>4</sup> Core Based Statistical Area (CBSA)

Overall, the average age of the four contracting-related occupational series decreased by 0.6 years to an average age of 46.8 years from an average of 47.4 years in FY 2011. As demonstrated in Figure 5, three of the four occupations declined by almost one year in age. The exception was the GS-1101 occupational series, which remained constant.

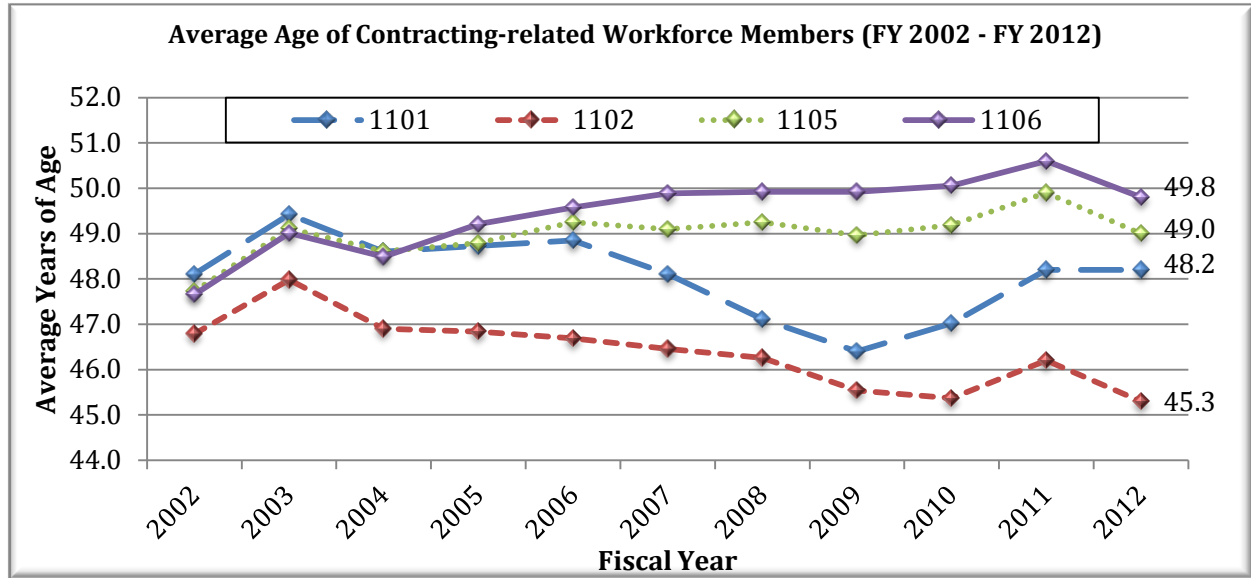


Figure 5. Average Age of Contracting-related Workforce Members by Occupational Series

Figure 6 examines the formal education levels of the four contracting-related occupational series. The proportion of younger employees (ages 23 - 34) across the four occupational series who hold a Bachelor's degree remains significantly higher than those approaching retirement, and 14% higher than the workforce average. However, the rate of workforce members categorized with post graduate study remains relatively constant across all age segments.

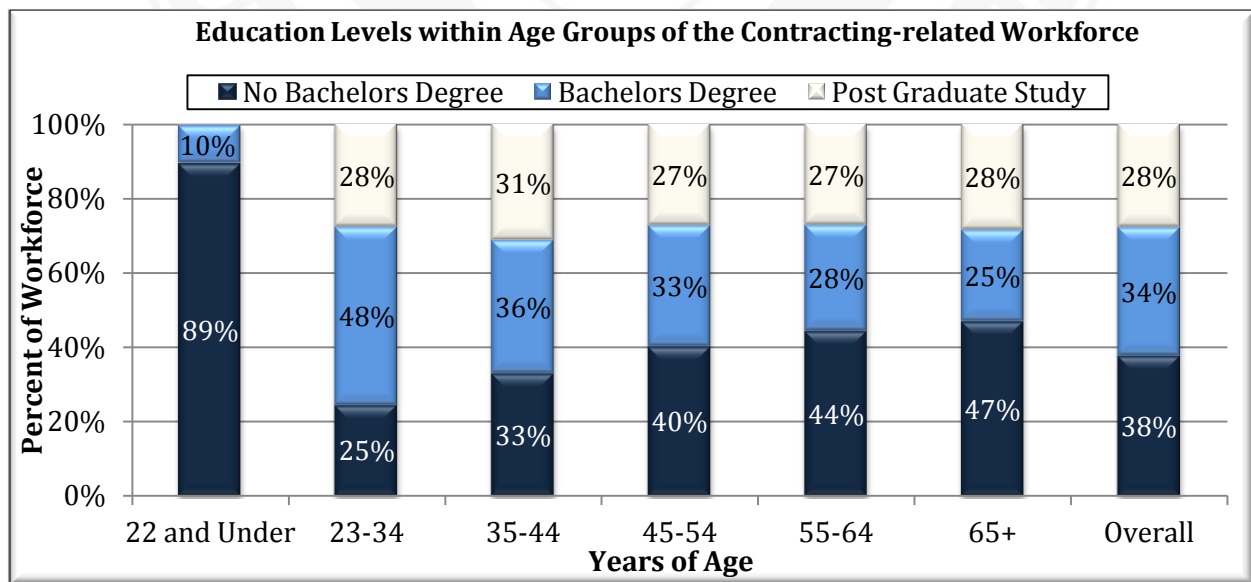


Figure 6. Education Levels Within Age Groups of the Contracting-related Workforce

The number of attritions and the attrition rates across the four contracting-related occupational series between FY 2010 and FY 2012 are presented in Table 1. Note that the comparison of attrition data is limited only to the four occupational series as data for the COR and P/PM workforce is not available. Data contained within Table 1 includes employees who depart the Federal government and those who transfer to a new occupational series. Table 1 does not include data on workforce members who left one agency to take a position in the same occupational series in another agency. For example, a GS-1102 workforce member who left Agency A to take a GS-1102 position at Agency B would not be counted in the attrition data.

**Table 1. Attritions from Contracting-related Occupational Series**

Occupational Series	Attritions					
	FY10 Attritions	FY10 Rate	FY11 Attritions	FY11 Rate	FY12 Attritions	FY12 Rate
GS-1101	3,960	12.2%	4,050	11.5%	4,860	14.1%
GS-1102	1,561	4.7%	1,990	5.6%	2,015	5.5%
GS-1105	248	7.1%	260	7.4%	267	7.7%
GS-1106	157	9.2%	170	10.1%	149	8.9%
<b>Total</b>	<b>5,926</b>	<b>8.4%</b>	<b>6,470</b>	<b>8.5%</b>	<b>7,291</b>	<b>9.6%</b>

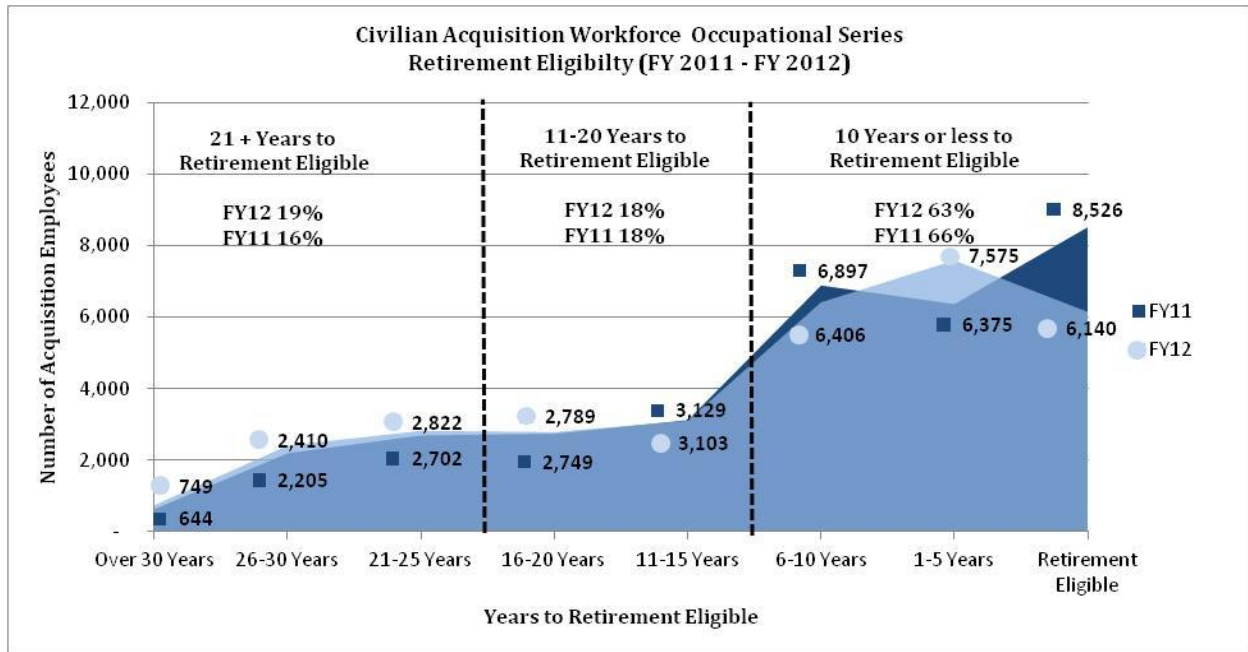
As illustrated in Table 1, the total attrition rate across the contracting-related occupational series increased slightly from FY 2010 to FY 2011, and then increased by more than one percent from FY 2011 to FY 2012. The increased rate was driven by almost 5,000 members leaving the GS-1101 series. The attrition rates for the GS-1102 and GS-1105 series remained similar to the FY 2011 level, and the rate for the GS-1106 series decreased by more than one percent. Despite the increased total attrition rate, it is still lower than the Federal-wide attrition rate, which was 10.3% in FY 2012.

As presented in Table 2, more than 3,000 employees in the contracting-related occupational series retired from Federal government, which accounted for 41.6% of all attritions presented in Table 1. While this segment of attritions is included in Table 1, a more in-depth look of this segment is provided in Table 2. The rate of retirement has steadily increased from 3.0% in FY 2010 to 4.0% in FY 2012.

**Table 2. Attritions through Retirement from Contracting-related Occupational Series**

Occupational Series	Attritions - Retirements Only					
	FY10 Attritions	FY10 Rate	FY11 Attritions	FY11 Rate	FY12 Attritions	FY12 Rate
GS-1101	971	3.0%	1,161	3.3%	1,534	4.5%
GS-1102	944	2.8%	1,197	3.3%	1,258	3.4%
GS-1105	147	4.2%	143	4.1%	146	4.2%
GS-1106	83	4.9%	103	6.1%	95	5.7%
<b>Total</b>	<b>2,145</b>	<b>3.0%</b>	<b>2,604</b>	<b>3.4%</b>	<b>3,033</b>	<b>4.0%</b>

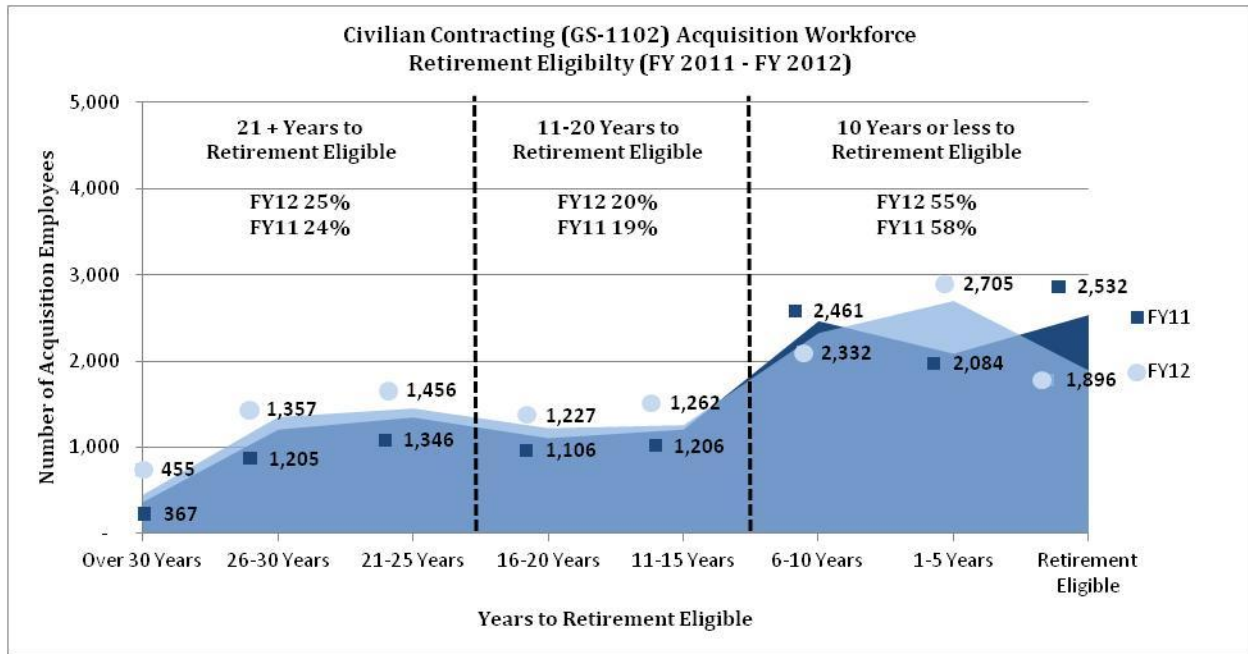
Figure 7 examines the retirement eligibility of the workforce in the four contracting-related occupational series across civilian agencies in FY 2011 and FY 2012. The data is presented in five-year increments, which are divided into three sections to present more general retirement eligibility numbers.



**Figure 7. Civilian Agency Contracting Workforce Occupational Series Retirement Eligibility**

As shown in Figure 7, in ten years, 20,120 (62.9%) current workforce members will become retirement eligible. In FY 2012, 6,140 (19.2%) contracting-related workforce members within the civilian agencies were retirement eligible, which represents a decrease from 8,526 workforce members in FY 2011. The decrease from FY 2011 to FY 2012 is consistent with the increased retirement rate amongst the eligible population noted elsewhere in this report. This trend will become more problematic as the majority of current workforce members become retirement eligible in the next ten years.

Similar to Figure 7, Figure 8 illustrates the retirement eligibility of the workforce across civilian agencies in FY 2011 and FY 2012, with an exclusive focus on the GS-1102 occupational series.



**Figure 8. Civilian Agency Contracting Workforce (GS-1102) Occupational Series Retirement Eligibility**

As shown in Figure 8, 6,933 (55%) GS-1102s will be retirement eligible within 10 years. This represents a decrease from the 7,077 (58%) GS-1102s represented in the same category in FY 2011. The decrease from FY 2011 to FY 2012 in those GS-1102s who were retirement eligible is consistent with the overall trend of a higher retirement rate amongst the civilian contracting-related occupational series (i.e., GS-1101, GS-1102, GS-1105, GS-1106).

The breakout of retirement eligibility also demonstrates a small number of mid-career staff (as indicated by the 11-20 years to retirement eligible category) bounded by larger populations of more junior and more senior GS-1102 workforce members. Building the capacity and capability of the mid-career group will be a point of emphasis for acquisition community leaders.

Table 3 presents the number and rate of new hires into the contracting-related occupational series across the DoD and civilian agencies.

**Table 3. New Hires into the Contracting-related Occupational Series**

Occupational Series	New Hires					
	FY10 Hires	FY10 Rate	FY11 Hires	FY11 Rate	FY12 Hires	FY12 Rate
GS-1101	5,651	17.3%	3,842	10.9%	3,029	8.8%
GS-1102	3,869	11.7%	2,485	6.9%	1,959	5.3%
GS-1105	286	8.1%	271	7.7%	297	8.6%
GS-1106	194	11.4%	170	10.1%	153	9.2%
<b>Total</b>	<b>10,000</b>	<b>14.1%</b>	<b>6,768</b>	<b>8.9%</b>	<b>5,438</b>	<b>7.1%</b>

Note, the data contained within Table 3 demonstrates the hiring trends between FY 2010 and FY 2012, but does not include employees who transferred to a new agency nor does it include information related to the COR or P/PM workforce as data was unavailable. The total number, and rate, of new hires decreased by 1,330 from FY 2011 to FY 2012 (1.8%). This accession rate was lower than the Federal-wide rate of 9.7%, which is down from 11.0% in FY 2011.



## IV. Priority Workforce Management Areas

OFPP and FAI continued to make progress towards achieving the acquisition workforce management goals which were established in the FY 2011 Annual Report on the Federal Acquisition Workforce. The goals target the following priority workforce management areas:

- 1) increasing the number of FAC-certified acquisition professionals,
- 2) enhancing knowledge sharing programs and platforms, and
- 3) developing an increased number of career development opportunities for workforce members.

OFPP and FAI supported the civilian agencies in making progress in these priority areas. They provided the agencies with a refined AHCP template, which aligns the acquisition community's workforce management strategies with leading practices in the human capital community. Through this new alignment, OFPP and FAI enabled agencies to better collaborate with their agencies' Human Capital Offices. This section of the Annual Report is structured using the three priority areas, including supporting data analysis and OFPP and FAI initiatives.

### 4.1 Increasing the Number of FAC-Certified Acquisition Professionals

To ensure the Federal acquisition workforce is professional and prepared to meet the challenges of the evolving acquisition environment, acquisition community leadership worked in FY 2012 to increase the number of FAC-certified acquisition professionals. Additionally, the Functional Advisory Boards (FAB), chartered by OFPP and co-chaired with FAI, revised and updated the three FAC program area competencies to ensure the FAC-certified acquisition professionals are properly trained and evaluated.

Table 4, on page 14, presents the number of civilian agency GS-1102s, CORs, and P/PMs as well as the average FAC certification rates for each. The data were obtained from the civilian CFO Act agencies in their FY 2012 AHCPs. Note that the population and certification numbers for the GS-1102 occupational series in Table 4 do not represent the entire Contracting program area as Contracting professionals are not exclusively in the GS-1102 occupational series. The certification rate for each segment of the acquisition workforce increased from its FY 2011 level. The COR program area had the highest certification rate amongst the three populations, with a 94% certification rate in FY 2012. This represents an 8% increase from FY 2011. The certification rate within the P/PM population was 88% in FY 2012, an increase of 2% from FY 2011. The GS-1102 population had a certification rate of 82% in FY 2012, an increase of 6% from FY 2011. These numbers represent the averages across civilian CFO Act agencies and significant variations exist between the certification rates of various agencies as shown in Table 4.

Table 4. Number and Certification Rate of Civilian Agency 1102s, CORs and P/ PMs as of 09/2012<sup>5</sup>

Agency	Total Counts			Percentage Certified		
	1102	COR	P/PM	1102	COR	P/PM
DHS	1,442	5,461	2,965	86%	100%	71%
DOC	215	1,387	68	91%	100%	100%
DOE	525	950	363	90%	100%	100%
DOI	882	4,698	256	80%	99%	78%
DOJ	573	2,531	164	63%	89%	58%
DOL	117	520	61	88%	99%	100%
DOT	455	2,434	87	83%	78%	23%
ED	97	486	28	95%	100%	100%
EPA	311	3,785	24	85%	100%	100%
GSA	1,579	1,984	228	85%	96%	100%
HHS	1,082	9,921	126	60%	100%	100%
HUD	91	365	22	82%	100%	100%
NASA	723	3,389	151	89%	100%	100%
NRC	47	650	18	89%	100%	100%
NSF	24	181	5	100%	100%	100%
OPM	29	184	8	97%	95%	50%
SBA	86	166	4	79%	100%	100%
SSA	84	532	34	80%	100%	100%
STATE	195	1,912	80	94%	100%	100%
TREASURY	440	1,630	62	78%	98%	94%
USAID	150	4,009	2	43%	95%	100%
USDA	619	3,281	339	90%	100%	100%
VA	2,438	1,720	1,569	52%	22%	54%
<b>TOTAL</b>	<b>12,204</b>	<b>52,176</b>	<b>6,664</b>	<b>82%</b>	<b>94%</b>	<b>88%</b>

<sup>5</sup>From Annual Human Capital Plans (AHCPs); current as of September, 2012

## 4.2 Enhancing Knowledge Sharing Programs and Platforms

In FY 2012, FAI launched its new and improved website, [www.FAI.gov](http://www.FAI.gov), which includes a variety of interactive tools and resources to keep the acquisition workforce community informed and connected. FAI.gov offers workforce members information related to FAITAS, FAI courses, FAC certification policies and requirements, and upcoming FAI-sponsored events. The site includes a video library of continuous learning videos and seminars. Moving forward, [www.FAI.gov](http://www.FAI.gov) will include numerous additional features, including communities of practice to further facilitate community-wide knowledge sharing.

The Federal Acquisition Council on Training (FACT), established in June 2012, is a collaborative, Federal-wide working group chartered by OFPP and comprised of representatives from the 24 CFO Act agencies as well as the Small Agency Council. The FACT is focused on sharing knowledge and resources across agencies to optimize training dollars and resources. The FACT collaborates to achieve the following goals:

- Explore opportunities to incorporate strategic sourcing principles into commercial training contracts
- Promulgate course development standards providing a “plug and play” capability for agency specific material
- Increase awareness of and create synergies between agencies working on similar curricula development efforts
- Identify a single agency to take a lead role in the development of curricula for agencies’ non-unique efforts, as appropriate
- Using FAITAS as the official registration system, save agencies time and money by reducing stove-piped systems, and operations & maintenance costs, while maximizing training opportunities to increase efficiencies

## 4.3 Developing an Increased Number of Career Development Opportunities for Workforce Members

Classroom and distance learning training, along with on-the-job experience, is vital to ensuring the acquisition workforce is well-prepared to fulfill their responsibilities. Throughout FY 2012, FAI delivered 137 courses in support of the Contracting, COR, and P/PM certification programs. These training opportunities were provided at no-cost to employees or their agencies. Across the fiscal year, FAI-sponsored classroom courses were attended by nearly 3,500 acquisition professionals across the three FAC certification areas in cities across the country.

In FY 2012, OFPP and FAI expanded the Acquisition Learning Seminar series, which is a series of live webcasts on current acquisition topics featuring subject matter experts. Thousands of acquisition professionals viewed the two-hour seminars in FY 2012 and earned Continuous Learning Points (CLPs) toward maintaining their FAC certification. The cost-effective webcasts are broadcast live on [www.FAI.gov](http://www.FAI.gov) at no cost to the viewers or their agencies, and reduce training-related travel costs. The seminars are also recorded and posted to the FAI.gov

video library (<http://www.fai.gov/drupal/training/fai-video-library>) for future viewing. Going forward, OFPP and FAI will produce and broadcast approximately six webcasts per year.



## V. Summary

For more than 30 years, FAI has published the Annual Report on the Federal Acquisition Workforce to analyze and present numerous workforce demographics and statistics related to the management of the Federal acquisition workforce. This report examines the acquisition workforce by analyzing Federal employees who are classified in the four acquisition-related occupational series: General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement Clerical and Assistance (GS-1106). The data included in the FY 2012 Annual Report also studies the civilian COR and P/PM program area populations.

As presented in the FY 2012 Annual Report, there were a total of 73,190 acquisition professionals employed in the occupational series GS-1101, GS-1102, GS-1105, and GS-1106, which represents a decrease of 3,022 workforce members, or 4%, from FY 2011. Over 93% of the total workforce is employed in the GS-1101 or GS-1102 occupational series. The civilian agency acquisition workforce decreased in size for a second year in a row. The DoD acquisition workforce, which continues to be larger than the civilian agency acquisition workforce, also decreased for the first time since FY 2004. The decrease is due to a higher attrition rate, including retirements, and almost 1,300 fewer new hires than in FY 2011.

A total of 52,176 acquisition professionals were identified as CORs and 6,664 were identified as P/PMs in the AHCPs of the 23 civilian Chief Financial Officer (CFO) Act agencies. The certification rates for 1102s and each FAC program area increased from FY 2011 to FY 2012.

Additionally, OFPP and FAI continued working towards accomplishing the acquisition workforce management goals which were established in the FY 2011 Annual Report on the Federal Acquisition Workforce. Through the utilization of activities and tools such as the FACT, FAI.gov, and the updated AHCP, the acquisition community worked throughout FY 2012 to make progress towards achieving the acquisition workforce management goals.

A more in-depth analysis of data presented throughout this report can be found in Appendices A-E. The appendices of the FY 2012 Annual Report on the Federal Acquisition Workforce provide a summary of acquisition workforce data, an analysis of each contracting-related occupational series, and a historical analysis of retirement eligibility amongst the contracting-related workforce.

Appendix A: Summary Acquisition Workforce Data  
FY 2012



TABLE A1. HISTORY OF THE ACQUISITION WORKFORCE FY 2002 - FY 2012

Fiscal Year:	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>General Business and Industry (GS-1101)</b>											
<b>Total</b>	<b>22,865</b>	<b>23,008</b>	<b>23,514</b>	<b>23,937</b>	<b>24,533</b>	<b>26,846</b>	<b>29,945</b>	<b>32,515</b>	<b>34,461</b>	<b>34,391</b>	<b>31,396</b>
<b>DOD</b>	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692	16,330	14,691
<b>Civilian Agencies</b>	16,116	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769	18,061	16,705
<b>Average Grade</b>	10.56	10.6	10.59	10.57	11.01	10.01	9.29	8.98	9.56	9.45	9.70
<b>Average Age</b>	48.11	49.42	48.6	48.73	48.85	48.11	47.11	46.4	48.61	48.16	48.16
<b>Percent Female</b>	56%	56%	56%	56%	56%	57%	57%	57%	55%	54%	54%
<b>Eligible To Retire in Current FY</b>	13%	19%	16%	15%	14%	16%	13%	12%	21%	19%	21%
<b>Eligible To Retire in FY + 10 Years</b>	52%	60%	58%	55%	54%	56%	52%	51%	60%	37%	45%
<b>College Graduates</b>	41%	41%	41%	42%	42%	40%	38%	37%	42%	42%	44%
<b>Members, Senior Executive Service</b>	110	105	102	108	103	103	107	98	107	117	110
<b>Contracting (GS-1102)</b>											
<b>Total</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>	<b>28,434</b>	<b>29,707</b>	<b>32,925</b>	<b>35,048</b>	<b>36,704</b>	<b>36,990</b>
<b>DOD</b>	18,885	18,393	18,322	18,749	18,928	19,119	19,786	21,975	23,384	24,397	24,300
<b>Civilian Agencies</b>	8,409	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664	12,307	12,690
<b>Average Grade</b>	11.17	11.14	11.09	11.09	10.94	11.68	11.65	11.5	10.69	11.86	11.24
<b>Average Age</b>	46.79	47.98	46.9	46.84	46.69	46.46	46.26	45.54	46.97	46.21	45.28
<b>Percent Female</b>	61%	61%	61%	60%	60%	60%	60%	59%	58%	57%	57%
<b>Eligible To Retire in Current FY</b>	12%	18%	15%	13%	12%	14%	13%	12%	15%	16%	16%
<b>Eligible To Retire in FY + 10 Years</b>	54%	61%	58%	54%	50%	54%	52%	49%	48%	33%	38%
<b>College Graduates</b>	63%	65%	67%	69%	71%	75%	76%	78%	80%	83%	85%
<b>Members, Senior Executive Service</b>	71	69	68	74	81	92	92	99	105	106	109
<b>Purchasing (GS-1105)</b>											
<b>Total</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>	<b>3,114</b>	<b>3,186</b>	<b>3,492</b>	<b>3,477</b>	<b>3,448</b>	<b>3,235</b>
<b>DOD</b>	1,193	1,097	1,069	989	961	995	997	1,200	1,186	1,174	1,197
<b>Civilian Agencies</b>	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291	2,274	2,038
<b>Average Grade</b>	6.71	6.77	6.81	6.86	7.1	7.11	7.11	7.14	6.99	7.23	7.11
<b>Average Age</b>	47.73	49.11	48.61	48.79	49.25	49.1	49.25	48.96	50.78	49.92	49.04
<b>Percent Female</b>	77%	76%	75%	75%	74%	73%	71%	69%	69%	68%	67%
<b>Eligible To Retire in Current FY</b>	13%	20%	18%	18%	16%	20%	18%	16%	17%	20%	23%
<b>Eligible To Retire in FY + 10 Years</b>	54%	63%	61%	62%	59%	64%	60%	59%	53%	39%	45%
<b>College Graduates</b>	11%	11%	12%	12%	12%	15%	15%	16%	17%	20%	21%
<b>Members, Senior Executive Service</b>	0	0	0	0	0	0	0	0	0	0	0

Procurement Clerical and Assistance (GS-1106)											
<b>Total</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>	<b>1,898</b>	<b>1,776</b>	<b>1,699</b>	<b>1,644</b>	<b>1,669</b>	<b>1,569</b>
<b>DOD</b>	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097	1,084	1,008
<b>Civilian Agencies</b>	740	715	661	622	533	547	541	543	547	585	561
<b>Average Grade</b>	5.87	5.92	5.95	5.99	6.17	6.22	6.24	6.24	6.09	6.36	6.13
<b>Average Age</b>	47.66	49.01	48.49	49.21	49.58	49.89	49.92	49.92	51.65	50.58	49.78
<b>Percent Female</b>	86%	86%	86%	85%	84%	83%	81%	80%	80%	78%	76%
<b>Eligible To Retire in Current FY</b>	17%	22%	21%	21%	22%	24%	22%	24%	27%	28%	29%
<b>Eligible To Retire in FY + 10 Years</b>	59%	64%	64%	64%	63%	67%	65%	64%	60%	37%	42%
<b>College Graduates</b>	8%	9%	8%	9%	8%	12%	11%	12%	13%	17%	19%
<b>Members, Senior Executive Service</b>	0	0	0	0	0	0	0	0	0	0	0

TABLE A2. ACQUISITION WORKFORCE AT A GLANCE FY 2012

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
<b>Population</b>	<b>31,396</b>	<b>36,990</b>	<b>3,235</b>	<b>1,569</b>	<b>73,190</b>
<b>Average Grade</b>	9.70	11.24	7.11	6.13	10.28
<b>Average Age</b>	48.16	45.28	49.04	49.78	46.78
<b>Percent Female</b>	54%	57%	67%	76%	56%
<b>Percent Eligible to Retire in FY 2012</b>	21%	16%	23%	29%	19%
<b>Percent Eligible to Retire in FY 2022</b>	45%	38%	45%	42%	41%
<b>Percent College Graduates</b>	44%	85%	21%	19%	63%
<b>Members, Senior Executive Service</b>	110	109	0	0	219



TABLE A3. LOSSES FROM AND HIRES TO FEDERAL SERVICE DURING FY 2012

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
<b>Losses</b>	<b>4,860</b>	<b>2,015</b>	<b>267</b>	<b>149</b>	<b>7,291</b>
<b>Percent of Losses</b>	14.1%	5.5%	7.7%	8.9%	9.6%
<b>Retirement Eligible Employee Losses<sup>1</sup></b>	1,534	1,258	146	95	3,033
<b>Total Hires</b>	3,029	1,959	297	153	5,438
<b>Net Change</b>	-1,831	-56	30	4	-1,853
<b>Population at End of FY 2011</b>	<b>31,396</b>	<b>36,990</b>	<b>3,235</b>	<b>1,569</b>	<b>73,190</b>
<b>DOD</b>	14,691	24,300	1,197	1,008	41,196
<b>Civilian Agencies</b>	16,705	12,690	2,038	561	31,994

<sup>1</sup>Data obtained from FedScope



TABLE A4. AVERAGE SALARY BY OCCUPATIONAL SERIES FY 2012

Agency	General Business and Industry (GS-1101)	Contracting (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
USAF	\$89,178.18	\$80,402.29	\$44,712.20	\$45,642.16
Army	\$72,514.82	\$83,904.53	\$51,772.75	\$45,656.34
Navy	\$79,872.88	\$87,581.43	\$49,594.84	\$44,107.17
Other, DOD	\$46,198.90	\$82,858.26	\$44,335.75	\$47,505.99
<b>Average, DOD</b>	<b>\$65,527.60</b>	<b>\$83,477.18</b>	<b>\$48,355.56</b>	<b>\$46,166.36</b>
USDA	\$58,298.35	\$83,963.06	\$49,653.18	\$44,473.50
USAID	\$98,263.54	\$96,628.21	N/A	\$54,875.00
DOC	\$107,790.93	\$97,696.52	\$59,319.17	\$45,429.00
ED	\$90,512.11	\$105,894.47	N/A	N/A
DOE	\$111,692.66	\$101,149.70	\$55,785.14	\$52,939.80
EPA	\$98,441.31	\$99,978.27	\$65,304.00	\$55,769.20
GSA	\$98,549.72	\$91,891.38	\$50,871.66	\$49,251.21
HHS	\$100,606.19	\$93,220.86	\$53,526.35	\$46,473.69
DHS	\$98,513.10	\$97,902.78	\$53,362.59	\$45,141.63
HUD	\$100,113.32	\$106,188.92	N/A	\$54,504.00
DOI	\$74,618.42	\$82,322.41	\$48,783.73	\$41,591.30
DOJ	\$89,135.54	\$87,269.31	\$54,976.64	\$49,000.00
DOL	\$98,103.62	\$98,642.24	\$53,829.26	\$45,380.45
NASA	\$109,788.90	\$102,189.19	\$62,702.40	\$52,820.00
NSF	\$131,175.86	\$120,293.65	N/A	N/A
NRC	\$146,294.40	\$110,467.88	\$63,447.29	N/A
OPM	\$88,111.00	\$98,923.59	\$45,958.00	N/A
SEC	\$166,281.00	\$130,352.46	N/A	N/A
SBA	\$68,811.68	\$102,184.96	N/A	\$49,658.50
SSA	\$108,826.00	\$100,694.19	\$55,966.67	N/A
DOS	\$103,428.72	\$103,430.67	\$45,610.50	\$54,875.00
DOT	\$101,409.48	\$96,515.59	\$59,679.00	\$52,645.50
Treasury	\$74,150.82	\$102,565.20	\$58,262.39	\$50,788.00
VA	\$69,692.05	\$76,214.49	\$45,263.65	\$43,611.42
All Other Civilian Agencies	\$116,066.76	\$113,680.95	\$55,823.89	\$48,861.53
<b>Average, Civilian Agencies</b>	<b>\$86,756.74</b>	<b>\$91,792.23</b>	<b>\$48,972.31</b>	<b>\$44,968.03</b>
<b>Average, All Agencies</b>	<b>\$76,820.35</b>	<b>\$86,328.85</b>	<b>\$48,743.94</b>	<b>\$45,738.38</b>

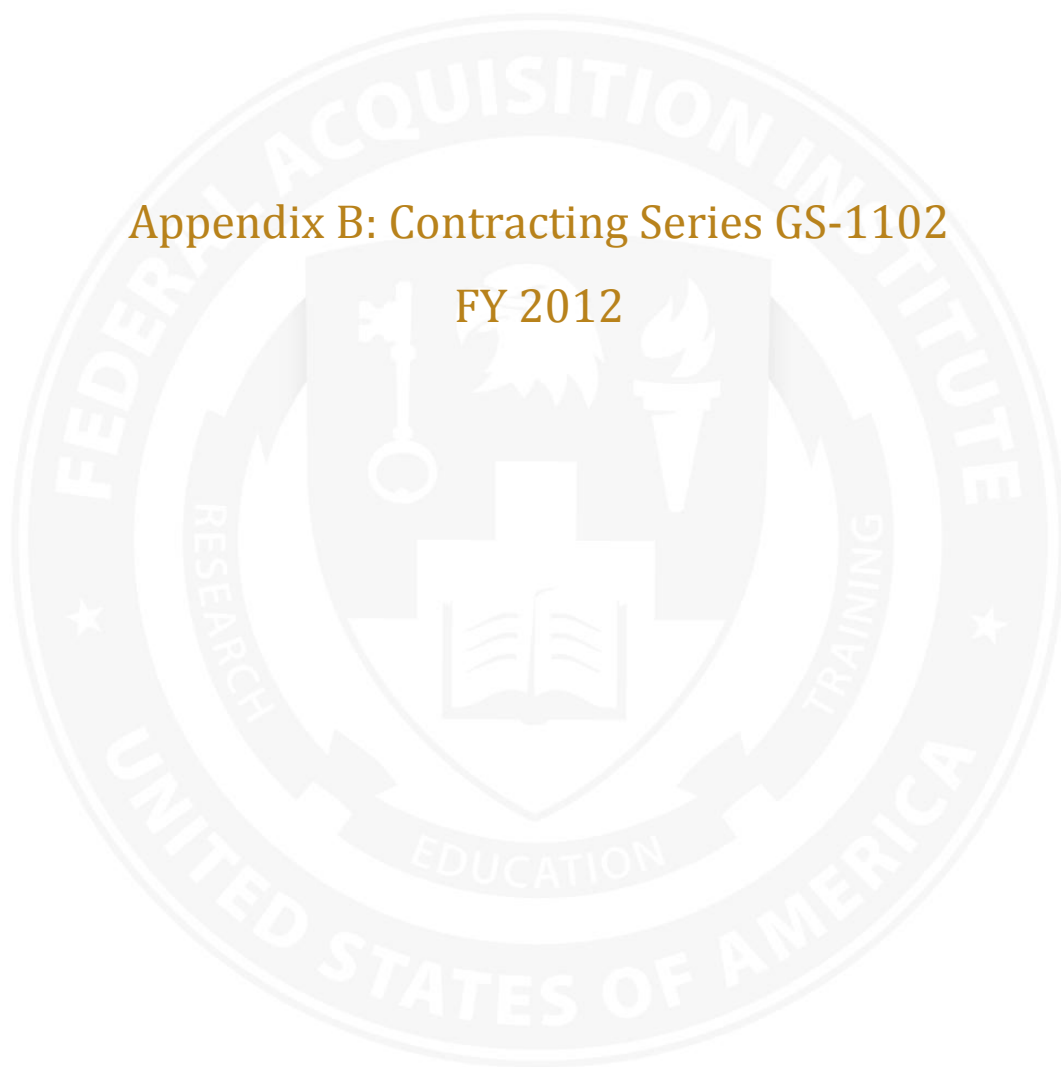
TABLE A5. EDUCATIONAL LEVELS BY OCCUPATION FY 2012

Educational Level	General Business and Industry (GS-1101)	Contracting (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
<b>No Degree</b>	17,729	5,903	2,601	1,287
<b>Bachelor's Degree</b>	6,940	17,528	502	225
<b>Post Graduate Study</b>	6,689	13,543	127	53
<b>Unknown</b>	38	16	5	4
<b>Total</b>	<b>31,396</b>	<b>36,990</b>	<b>3,235</b>	<b>1,569</b>
<b>Percent of College Graduates in the Total Population</b>	44%	85%	21%	19%



Appendix B: Contracting Series GS-1102

FY 2012



**TABLE B1. TURNOVER AND HIRES IN THE CONTRACTING SERIES (GS-1102) FY 2002 - FY 2012**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Total Population at End of the Fiscal Year</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>	<b>28,434</b>	<b>29,707</b>	<b>32,925</b>	<b>35,048</b>	<b>36,704</b>	<b>36,990</b>
<b>Total, DOD</b>	18,885	18,393	18,322	18,789	18,928	19,119	19,786	21,975	23,384	24,397	24,300
<b>Total, Civilian Agencies</b>	8,043	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664	12,307	12,690
<b>Total Losses<sup>1</sup></b>	<b>1,761</b>	<b>2,197</b>	<b>2,443</b>	<b>2,108</b>	<b>2,255</b>	<b>2,247</b>	<b>2,106</b>	<b>1,290</b>	<b>1,561</b>	<b>1,990</b>	<b>2,015</b>
<b>Percent of Losses</b>	7%	8%	9%	8%	8%	8%	7%	4%	5%	5%	6%
<b>Retirement Eligible Employee Losses</b>	586	834	884	860	779	771	768	645	943	1,184	1,258
<b>Total Hires</b>	<b>2,447</b>	<b>1,752</b>	<b>2,530</b>	<b>2,761</b>	<b>2,610</b>	<b>2,737</b>	<b>3,379</b>	<b>4,209</b>	<b>3,869</b>	<b>2,485</b>	<b>1,959</b>
<b>Net Change</b>	686	-445	87	653	355	490	1,273	2,919	2,308	495	-56

<sup>1</sup>Data obtained from FedScope



TABLE B2. CONTRACTING SERIES (GS-1102) BY AGENCY BY GRADE

Agency	Grade											Average Grade <sup>3</sup>
	5	7	9	11	12	13	14	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
<b>USAF</b>	5	136	402	1,128	2,264	1013	288	109	312	0	5,657	11.30
<b>Army</b>	13	220	471	1,294	1,907	1,465	470	130	1,278	0	7,248	10.30
<b>Navy</b>	269	148	220	469	1,521	944	270	125	555	0	4,521	10.54
<b>Other, DOD</b>	23	289	306	1,848	2,399	1,242	397	136	234	0	6,874	11.43
<b>Total, DOD</b>	<b>310</b>	<b>793</b>	<b>1,399</b>	<b>4,739</b>	<b>8,091</b>	<b>4,664</b>	<b>1,425</b>	<b>500</b>	<b>2,379</b>	<b>0</b>	<b>24,300</b>	<b>10.90</b>
<b>USDA</b>	3	21	51	87	242	118	51	16	12	0	601	11.69
<b>USAID</b>	11	0	10	17	24	46	39	14	150	0	311	11.83
<b>DOC</b>	5	3	2	20	31	32	30	17	63	0	203	9.54
<b>ED</b>	0	0	4	6	12	31	16	11	13	0	93	11.16
<b>DOE</b>	1	2	19	35	142	133	94	76	115	0	617	11.05
<b>EPA</b>	0	1	7	18	76	124	57	26	2	0	311	12.80
<b>GSA</b>	0	22	45	96	722	422	202	58	4	0	1,571	12.39
<b>HHS</b>	2	6	90	144	275	277	188	84	8	0	1,074	12.33
<b>DHS</b>	3	22	58	139	285	324	237	208	134	0	1,410	12.48
<b>HUD</b>	0	0	1	0	24	34	21	14	3	0	96	12.95
<b>DOI</b>	4	37	86	155	320	175	79	26	3	0	885	11.72
<b>DOJ</b>	2	22	114	108	66	126	90	28	6	0	562	11.59
<b>DOL</b>	2	2	6	4	22	41	32	7	1	0	117	12.58
<b>NASA</b>	0	6	24	29	172	242	154	90	10	0	727	12.78
<b>NSF</b>	0	0	0	1	3	3	11	5	0	0	23	13.70
<b>NRC</b>	0	2	4	4	3	3	20	13	0	0	49	13.14
<b>OPM</b>	0	1	1	1	5	14	9	3	0	0	34	12.94
<b>SEC</b>	0	0	1	0	1	15	13	5	0	0	35	13.51
<b>SBA</b>	0	1	2	3	4	57	10	2	0	0	79	12.87
<b>SSA</b>	0	0	1	8	21	35	11	8	1	0	85	12.68
<b>DOS</b>	1	2	6	17	27	45	80	16	2	0	196	12.90
<b>DOT</b>	0	4	8	15	43	50	44	13	273	0	450	12.67
<b>Treasury</b>	9	8	23	33	115	64	131	11	55	0	449	12.10
<b>VA</b>	14	176	358	342	822	477	156	51	11	0	2,407	11.34
<b>All Other Civilian Agencies</b>	4	2	8	15	48	60	79	38	50	0	305	12.91
<b>Total, Civilian Agencies</b>	<b>61</b>	<b>340</b>	<b>929</b>	<b>1,297</b>	<b>3,505</b>	<b>2,948</b>	<b>1,854</b>	<b>840</b>	<b>916</b>	<b>0</b>	<b>12,690</b>	<b>11.91</b>
<b>Total, All Agencies</b>	<b>371</b>	<b>1,133</b>	<b>2,328</b>	<b>6,036</b>	<b>11,596</b>	<b>7,612</b>	<b>3,279</b>	<b>1,340</b>	<b>3,295</b>	<b>0</b>	<b>36,990</b>	<b>11.24</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

<sup>2</sup>NS: Grade was not specified.

<sup>3</sup>Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE B3. CONTRACTING SERIES (GS-1102) BY AGENCY BY SALARY LEVEL FY 2012

Agency	Salary in Thousands of Dollars															Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS <sup>1</sup>	
<b>USAF</b>	0	97	277	586	841	1359	905	706	345	227	127	81	58	48	0	5,657
<b>Army</b>	0	103	313	739	1115	1284	1081	964	640	407	221	146	117	118	0	7,248
<b>Navy</b>	0	47	175	327	491	956	694	588	455	344	121	116	81	126	0	4,521
<b>Other, DOD</b>	0	150	308	408	1257	1440	1115	817	525	335	173	134	92	120	0	6,874
<b>Total, DOD</b>	<b>0</b>	<b>397</b>	<b>1,073</b>	<b>2,060</b>	<b>3,704</b>	<b>5,039</b>	<b>3,795</b>	<b>3,075</b>	<b>1,965</b>	<b>1,313</b>	<b>642</b>	<b>477</b>	<b>348</b>	<b>412</b>	<b>0</b>	<b>24,300</b>
<b>USDA</b>	0	9	23	52	75	114	122	82	49	35	15	15	7	3	0	601
<b>USAID</b>	0	0	2	17	32	57	26	43	42	34	16	21	9	12	0	311
<b>DOC</b>	0	1	3	12	28	20	25	24	21	23	11	19	8	8	0	203
<b>ED</b>	0	0	0	3	5	12	8	13	10	13	12	4	9	4	0	93
<b>DOE</b>	0	1	4	24	38	91	82	79	77	60	51	45	36	29	0	617
<b>EPA</b>	0	1	5	5	15	41	47	50	46	46	23	13	10	9	0	311
<b>GSA</b>	0	3	16	54	111	284	286	343	185	157	57	30	25	20	0	1,571
<b>HHS</b>	0	3	16	88	118	174	149	130	119	99	56	50	33	39	0	1,074
<b>DHS</b>	0	4	33	62	136	210	168	218	117	150	74	76	98	64	0	1,410
<b>HUD</b>	0	0	0	1	0	12	8	29	11	10	8	7	7	3	0	96
<b>DOI</b>	0	7	53	101	111	168	158	117	56	53	24	17	13	7	0	885
<b>DOJ</b>	0	0	14	66	118	83	50	54	50	40	42	18	10	17	0	562
<b>DOL</b>	0	1	3	6	4	12	15	16	26	11	14	4	3	2	0	117
<b>NASA</b>	0	2	9	29	27	59	101	142	105	98	41	41	37	36	0	727
<b>NSF</b>	0	0	0	0	1	0	3	1	1	4	6	2	2	3	0	23
<b>NRC</b>	0	0	1	5	4	2	1	1	5	8	8	4	7	3	0	49
<b>OPM</b>	0	0	0	2	1	5	6	5	3	5	3	3	1	0	0	34
<b>SEC</b>	0	0	0	0	0	1	0	2	5	3	7	5	4	8	0	35
<b>SBA</b>	0	0	1	2	3	1	6	17	22	18	6	2	1	0	0	79
<b>SSA</b>	0	0	0	1	6	14	10	18	9	13	3	4	5	2	0	85
<b>DOS</b>	0	1	2	5	16	16	27	21	25	31	25	14	4	9	0	196
<b>DOT</b>	0	0	10	37	46	51	58	61	37	56	37	21	17	19	0	450
<b>Treasury</b>	0	3	7	22	25	60	60	34	37	66	62	36	13	24	0	449
<b>VA</b>	0	59	274	338	266	493	381	266	135	84	51	26	9	25	0	2,407
<b>All Other Civilian Agencies</b>	0	0	2	12	10	27	24	43	41	27	26	22	22	54	0	305
<b>Total, Civilian Agencies</b>	<b>0</b>	<b>95</b>	<b>478</b>	<b>944</b>	<b>1,196</b>	<b>2,007</b>	<b>1,821</b>	<b>1,809</b>	<b>1,234</b>	<b>1,144</b>	<b>678</b>	<b>499</b>	<b>390</b>	<b>395</b>	<b>0</b>	<b>12,690</b>
<b>Total, All Agencies</b>	<b>0</b>	<b>492</b>	<b>1,551</b>	<b>3,004</b>	<b>4,900</b>	<b>7,046</b>	<b>5,616</b>	<b>4,884</b>	<b>3,199</b>	<b>2,457</b>	<b>1,320</b>	<b>976</b>	<b>738</b>	<b>807</b>	<b>0</b>	<b>36,990</b>

<sup>1</sup>NS: Salary was not specified.

**TABLE B4. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY GRADE FY 2012**

Grade	Population	Percent Female	Percent College Graduates
5	371	58%	84%
7	1,133	52%	86%
9	2,328	52%	81%
11	6,036	55%	84%
12	11,596	58%	81%
13	7,612	58%	85%
14	3,279	56%	87%
15	1,340	50%	91%
Other <sup>1</sup>	3,295	57%	87%
NS or No Grade <sup>2</sup>	0	N/A	N/A
<b>Total</b>	<b>36,990</b>	<b>57%</b>	<b>84%</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

<sup>2</sup>NS: Grade was not specified.

**TABLE B5. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY SALARY LEVEL FY 2012**

Salary	Population	New Hires	Percent Female	Percent College Graduates
\$20,000-29,999	0	0	N/A	N/A
\$30,000-39,999	492	240	49%	91%
\$40,000-49,999	1,551	398	52%	85%
\$50,000-59,999	3,004	322	52%	86%
\$60,000-69,999	4,900	245	56%	87%
\$70,000-79,999	7,046	218	57%	85%
\$80,000-89,999	5,616	155	60%	78%
\$90,000-99,999	4,884	101	60%	81%
\$100,000-109,999	3,199	92	60%	83%
\$110,000-119,999	2,457	75	58%	84%
\$120,000-129,999	1,320	32	54%	87%
\$130,000-139,999	976	42	51%	87%
\$140,000-149,999	738	15	55%	90%
\$150,000+	807	20	44%	89%
NS <sup>1</sup>	0	4	N/A	N/A
<b>Total</b>	<b>36,990</b>	<b>1,959</b>	<b>57%</b>	<b>84%</b>

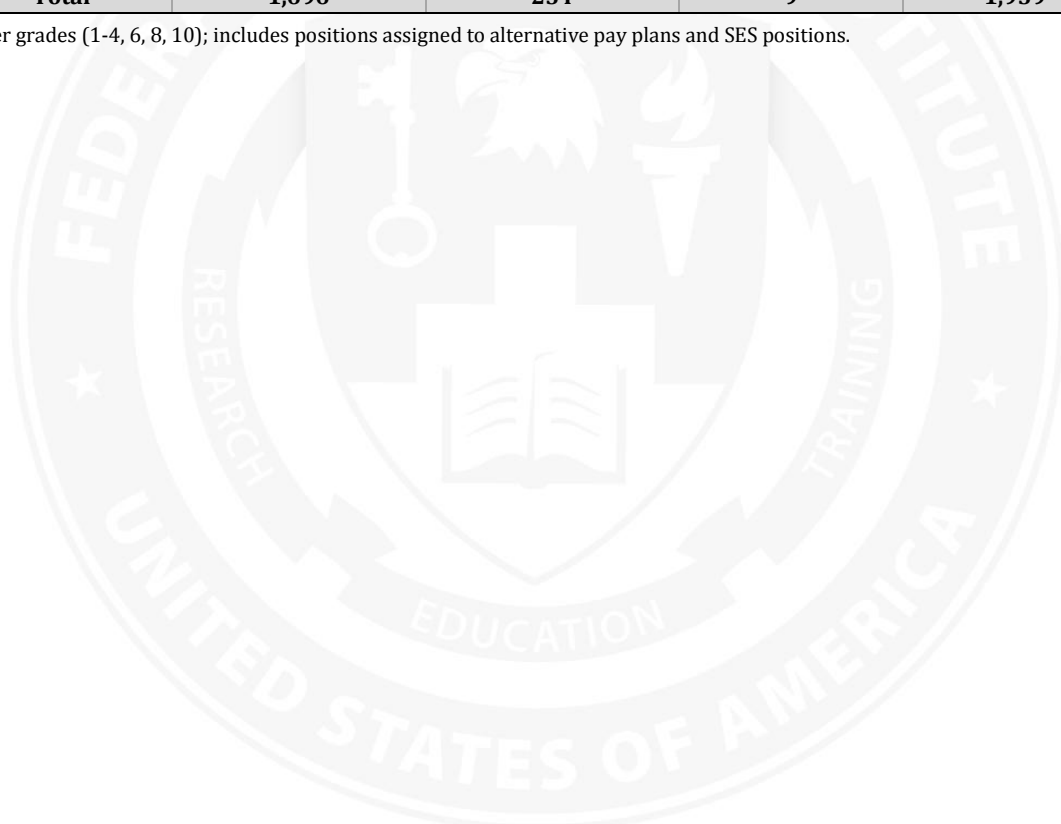
<sup>2</sup>NS: No salary listed



**TABLE B6. CONTRACTING SERIES (GS-1102) HIRES DURING FY 2012 BY GRADE**

Grade	New Hire - Competitive Service Appointment	New Hire - Excepted Service Appointment	New Hire - Senior Executive Service Appointment	Total
5	16	7	0	23
7	379	99	0	478
9	306	51	0	357
11	229	38	0	267
12	311	9	0	320
13	176	12	0	188
14	95	9	0	104
15	21	4	0	25
Other <sup>1</sup>	163	25	9	197
<b>Total</b>	<b>1,696</b>	<b>254</b>	<b>9</b>	<b>1,959</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10); includes positions assigned to alternative pay plans and SES positions.



**TABLE B7. RETIREMENT ELIGIBILITY IN THE  
CONTRACTING SERIES (GS-1102) BY CIVILIAN AGENCY FY 2012<sup>1</sup>**

<b>Agency</b>	<b>GS-1102 Workforce Size</b>	<b>Percent Eligible to Retire in 2012</b>	<b>Percent Eligible to Retire in 2022</b>
<b>USDA</b>	601	19%	45%
<b>USAID</b>	311	14%	30%
<b>DOC</b>	203	15%	38%
<b>ED</b>	93	9%	27%
<b>DOE</b>	617	18%	42%
<b>EPA</b>	311	19%	34%
<b>GSA</b>	1,571	18%	35%
<b>HHS</b>	1,074	15%	34%
<b>DHS</b>	1,410	15%	36%
<b>HUD</b>	96	25%	40%
<b>DOI</b>	885	20%	40%
<b>DOJ</b>	562	8%	39%
<b>DOL</b>	117	15%	38%
<b>NASA</b>	727	18%	39%
<b>NSF</b>	23	13%	61%
<b>NRC</b>	49	12%	31%
<b>OPM</b>	34	12%	38%
<b>SEC</b>	35	11%	34%
<b>SBA</b>	79	41%	43%
<b>SSA</b>	85	20%	36%
<b>DOS</b>	196	18%	40%
<b>DOT</b>	450	26%	33%
<b>Treasury</b>	449	17%	45%
<b>VA</b>	2,407	14%	41%
<b>All Other Civilian Agencies</b>	305	25%	41%
<b>Total, Civilian Agencies</b>	<b>12,690</b>	<b>17%</b>	<b>38%</b>

<sup>1</sup>Data not available for the DoD

**TABLE B8. COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY AND GRADE FY 2012**

Agency	GS 5 & 7	GS 9-12	GS 13-15	All Grades <sup>1</sup>
<b>USAF</b>	98%	91%	95%	92%
<b>Army</b>	91%	86%	86%	86%
<b>Navy</b>	88%	88%	85%	87%
<b>Other, DOD</b>	96%	88%	87%	88%
<b>Total, DOD</b>	<b>92%</b>	<b>88%</b>	<b>88%</b>	<b>88%</b>
<b>USDA</b>	71%	61%	30%	69%
<b>USAID</b>	100%	80%	82%	88%
<b>DOC</b>	100%	51%	75%	72%
<b>ED</b>	N/A	73%	91%	87%
<b>DOE</b>	67%	75%	93%	87%
<b>EPA</b>	0%	72%	90%	84%
<b>GSA</b>	82%	69%	84%	76%
<b>HHS</b>	38%	64%	80%	72%
<b>DHS</b>	72%	64%	82%	74%
<b>HUD</b>	N/A	32%	72%	63%
<b>DOI</b>	66%	59%	90%	69%
<b>DOJ</b>	63%	52%	74%	62%
<b>DOL</b>	25%	72%	84%	79%
<b>NASA</b>	100%	76%	94%	88%
<b>NSF</b>	N/A	25%	89%	78%
<b>NRC</b>	50%	82%	92%	88%
<b>OPM</b>	1	71%	85%	82%
<b>SEC</b>	N/A	50%	91%	89%
<b>SBA</b>	1	67%	74%	73%
<b>SSA</b>	N/A	77%	80%	79%
<b>DOS</b>	33%	60%	71%	67%
<b>DOT</b>	75%	56%	86%	75%
<b>Treasury</b>	71%	60%	75%	70%
<b>VA</b>	65%	70%	92%	76%
<b>All Other Civilian Agencies</b>	33%	41%	76%	66%
<b>Total, Civilian Agencies</b>	<b>70%</b>	<b>65%</b>	<b>83%</b>	<b>75%</b>
<b>Total, All Agencies</b>	<b>86%</b>	<b>82%</b>	<b>86%</b>	<b>84%</b>

<sup>1</sup>Includes grades GS 1-4, 6, 8, 10.

TABLE B9. NUMBER OF COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY AND SALARY FY 2012

Agency	Salary Group			Total
	< \$50,000	\$50,000-79,999	> \$80,000	
<b>USAF</b>	374	2,786	2,497	5,657
<b>Army</b>	416	3,138	3,694	7,248
<b>Navy</b>	222	1,774	2,525	4,521
<b>Other, DOD</b>	458	3,105	3,311	6,874
<b>Total, DOD</b>	<b>1,470</b>	<b>10,803</b>	<b>12,027</b>	<b>24,300</b>
<b>USDA</b>	32	241	328	601
<b>USAID</b>	2	106	203	311
<b>DOC</b>	4	60	139	203
<b>EDU</b>	0	20	73	93
<b>DOE</b>	5	153	459	617
<b>EPA</b>	6	61	244	311
<b>GSA</b>	19	449	1,103	1,571
<b>HHS</b>	19	380	675	1,074
<b>DHS</b>	37	408	965	1,410
<b>HUD</b>	0	13	83	96
<b>DOI</b>	60	380	445	885
<b>DOJ</b>	14	267	281	562
<b>DOL</b>	4	22	91	117
<b>NASA</b>	11	115	601	727
<b>NSF</b>	0	1	22	23
<b>NRC</b>	1	11	37	49
<b>OPM</b>	0	8	26	34
<b>SEC</b>	0	1	34	35
<b>SBA</b>	1	6	72	79
<b>SSA</b>	0	21	64	85
<b>DOS</b>	3	37	156	196
<b>DOT</b>	10	134	306	450
<b>Treasury</b>	10	107	332	449
<b>VA</b>	333	1,097	977	2,407
<b>All Other Civilian Agencies</b>	2	49	254	305
<b>Total, Civilian Agencies</b>	<b>573</b>	<b>4,147</b>	<b>7,970</b>	<b>12,690</b>
<b>Total, All Agencies</b>	<b>2,043</b>	<b>14,950</b>	<b>19,997</b>	<b>36,990</b>

**TABLE B10. CONTRACTING SERIES (GS-1102) EMPLOYMENT  
BY CORE BASED STATISTICAL AREAS FY 2012<sup>1</sup>**

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	127	175	302
ANCHORAGE, AK	35	72	107
ATLANTA-SANDY SPRINGS-MARIETTA, GA	340	119	459
AUGUSTA-RICHMOND COUNTY, GA-SC	39	46	85
BATTLE CREEK, MI	8	49	57
BAKERSFIELD-DELANO, CA	19	148	167
BALTIMORE-TOWSON, MD	298	760	1058
BOISE CITY-NAMPA, ID	57	7	64
BOSTON-CAMBRIDGE-QUINCY, MA-NH	133	448	581
BREMERTON-SILVERDALE, WA	0	127	127
BURLINGTON-SOUTH BURLINGTON, VT	47	9	56
CHARLESTON-NO. CHARLESTON-SUMMERVILLE,SC	14	139	153
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	288	83	371
CINCINNATI-MIDDLETOWN, OH-KY-IN	86	27	113
CLEVELAND-ELYRIA-MENTOR, OH	137	17	154
COLORADO SPRINGS, CO	0	300	300
COLUMBUS, OH	13	686	699
CRESTVIEW-FORT WALTON BEACH-DESTIN, FL	0	240	240
DALLAS-FORT WORTH-ARLINGTON, TX	373	256	629
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	2	468	470
DAYTON, OH	19	1096	1115
DENVER-AURORA-BROOMFIELD, CO	385	103	488
DETROIT-WARREN-LIVONIA, MI	14	711	725
DURHAM-CHAPEL HILL, NC	68	35	103
EL PASO, TX	21	53	74
ELIZABETHTOWN, KY	0	90	90
FAYETTEVILLE, NC	11	108	119
GULFPORT-BILOXI, MS	71	40	111
HARRISBURG-CARLISLE, PA	1	248	249
HARTFORD-WEST HARTFORD-EAST HARTFORD, CT	2	58	60
HONOLULU, HI	20	309	329
HOUSTON-SUGAR LAND-BAYTOWN, TX	142	51	193
HUNTSVILLE, AL	96	1376	1472
INDIANAPOLIS-CARMEL, IN	70	45	115
JACKSON, MS	35	15	50
JACKSONVILLE, FL	2	208	210
KANSAS CITY, MO-KS	263	76	339
KILLEEN-TEMPLE-FORT HOOD, TX	26	63	89
LAS VEGAS-PARADISE, NV	33	23	56
LEXINGTON PARK, MD	1	469	470

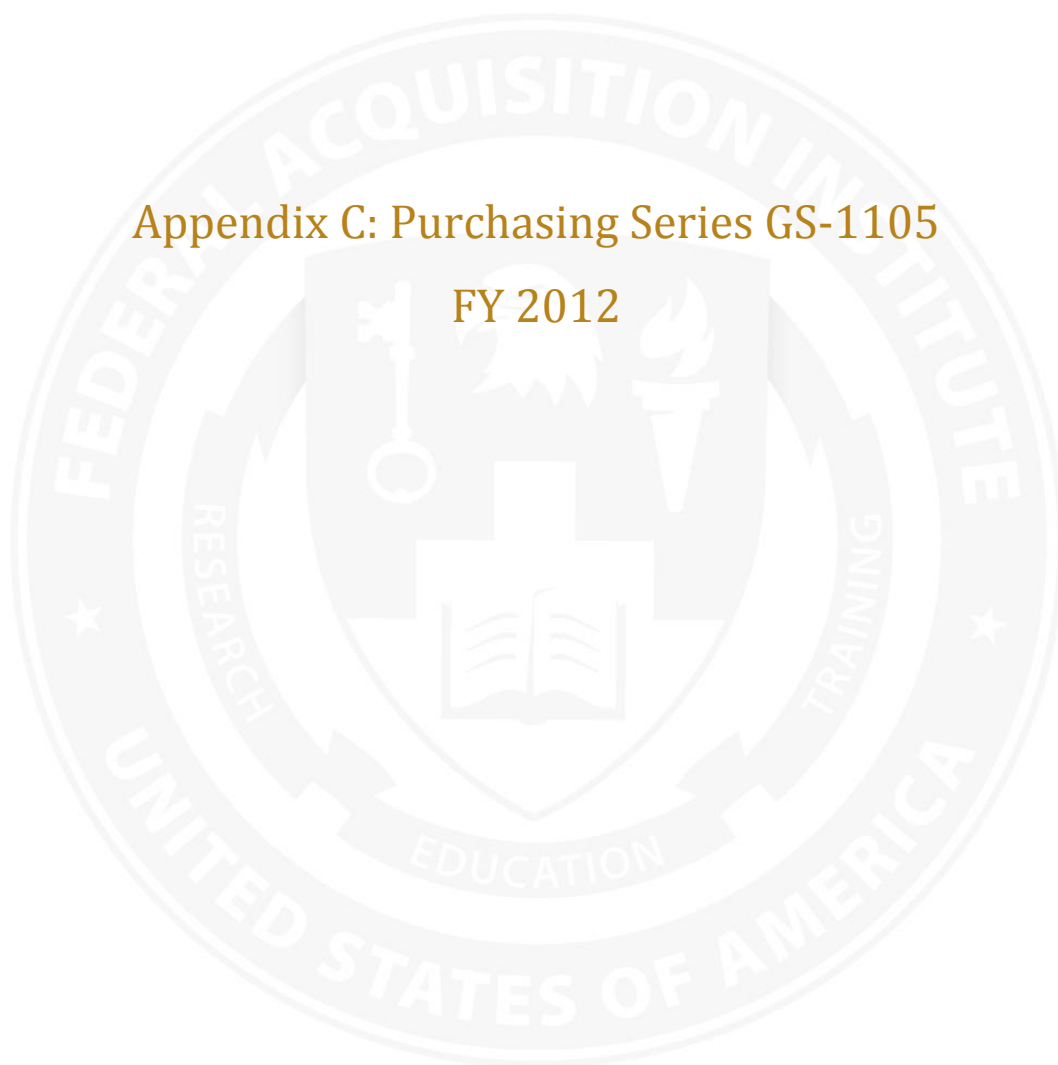
Core Based Statistical Area	Civilian Agencies	DOD	Total
LITTLE ROCK-NORTH LITTLE ROCK-CONWAY, AR	18	39	57
LOS ANGELES-LONG BEACH-SANTA ANA, CA	113	408	521
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	55	18	73
MILWAUKEE-WAUKESHA-WEST ALLIS, WI	63	6	69
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	62	50	112
MONTGOMERY, AL	10	116	126
NASHVILLE-DAVIDSON--MURFREESBORO--FRANKL	79	20	99
NEW ORLEANS-METAIRIE-KENNER, LA	48	48	96
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	335	431	766
OGDEN-CLEARFIELD, UT	7	382	389
OKLAHOMA CITY, OK	93	519	612
OMAHA-COUNCIL BLUFFS, NE-IA	15	100	115
ORLANDO-KISSIMME-SANFORD, FL	41	327	368
OXNARD-THOUSAND OAKS-VENTURA, CA	3	93	96
PALM BAY-MELBOURNE-TITUSVILLE, FL	88	101	189
PANAMA CITY-LYNN HAVEN-PANAMA CITY BEACH	5	89	94
PARKERSBURG-MARIETTA-VIENNA, WV-OH	69	0	69
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	274	1405	1679
PHOENIX-MESA-GLENDALE, AZ	92	84	176
PITTSBURGH, PA	116	31	147
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	170	26	196
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	22	80	102
RICHMOND, VA	10	900	910
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	7	85	92
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	101	66	167
SALT LAKE CITY, UT	45	48	93
SAN ANTONIO-NEW BRAUNFELS, TX	35	719	754
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	18	591	609
SAN FRANCISCO-OAKLAND-FREMONT, CA	193	16	209
SAN JOSE-SUNNYVALE-SANTA CLARA, CA	59	22	81
SANTA BARBARA-SANTA MARIA-GOLETA, CA	4	49	53
SAVANNAH, GA	2	48	50
SEATTLE-TACOMA-BELLEVUE, WA	185	167	352
SIERRA VISTA-DOUGLAS, AZ	36	88	124
ST. LOUIS, MO-IL	37	544	581
TAMPA-ST. PETERSBURG-CLEARWATER, FL	101	155	256
TUCSON, AZ	37	65	102
UTICA-ROME, NY	0	58	58
VICKSBURG, MS	2	71	73
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	211	701	912
WARNER ROBINS, GA	5	369	374
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	4872	2739	7611

Core Based Statistical Area	Civilian Agencies	DOD	Total
WINCHESTER, VA-WV	0	51	51
YORK-HANOVER, PA	0	67	67

<sup>1</sup>Includes CBSA data for areas with 50 or more employees



Appendix C: Purchasing Series GS-1105  
FY 2012





**TABLE C1. TURNOVER AND HIRES IN THE PURCHASING SERIES (GS-1105) FY 2002-FY 2012**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Total Population at End of the Fiscal Year</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>	<b>3,114</b>	<b>3,186</b>	<b>3,492</b>	<b>3,477</b>	<b>3,448</b>	<b>3,235</b>
<b>Total, DOD</b>	1,193	1,097	1,069	989	961	995	997	1,200	1,186	1,174	1,197
<b>Total, Civilian Agencies</b>	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291	2,274	2,038
<b>Total Losses<sup>1</sup></b>	<b>483</b>	<b>556</b>	<b>491</b>	<b>508</b>	<b>545</b>	<b>514</b>	<b>553</b>	<b>197</b>	<b>248</b>	<b>260</b>	<b>267</b>
<b>Percent of Losses</b>	15%	17%	15%	16%	18%	17%	18%	6%	7%	7%	8%
<b>Retirement Eligible Employee Losses</b>	68	129	107	132	111	98	115	106	147	143	146
<b>Total Hires</b>	<b>552</b>	<b>445</b>	<b>467</b>	<b>420</b>	<b>485</b>	<b>590</b>	<b>625</b>	<b>427</b>	<b>286</b>	<b>271</b>	<b>297</b>
<b>Net Change</b>	69	-111	-24	-88	-60	76	72	230	38	11	30

<sup>1</sup>Data obtained from FedScope



TABLE C2. PURCHASING SERIES (GS-1105) BY AGENCY BY GRADE FY 2012

Agency	Grade									Average Grade <sup>3</sup>
	5	7	9	11	12	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
USAF	13	27	3	0	0	0	51	0	94	6.31
Army	8	89	65	1	0	0	123	0	286	6.93
Navy	23	184	86	9	1	0	201	0	504	6.95
Other, DOD	21	237	17	1	0	0	37	0	313	6.91
<b>Total, DOD</b>	<b>65</b>	<b>537</b>	<b>171</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>412</b>	<b>0</b>	<b>1,197</b>	<b>6.89</b>
USDA	11	129	75	0	0	0	82	0	297	7.54
USAID	0	0	0	0	0	0	0	0	0	N/A
DOC	6	3	0	0	0	0	26	0	35	6.63
ED	0	0	0	0	0	0	0	0	0	N/A
DOE	0	1	4	0	0	0	2	0	7	8.71
EPA	0	0	1	0	0	0	1	0	2	9.50
GSA	1	26	2	0	0	0	15	0	44	7.20
HHS	9	50	57	3	0	0	129	0	248	7.91
DHS	0	26	34	2	0	0	34	0	96	7.98
HUD	0	0	0	0	0	0	0	0	0	N/A
DOI	13	60	25	0	0	0	48	0	146	6.99
DOJ	1	3	27	0	0	0	28	0	59	8.39
DOL	0	9	2	0	0	0	8	0	19	7.63
NASA	0	0	16	1	0	0	3	0	20	9.15
NSF	0	0	0	0	0	0	0	0	0	N/A
NRC	0	0	3	0	0	0	4	0	7	9.29
OPM	0	2	3	0	0	0	2	0	7	7.57
SEC	0	0	0	0	0	0	0	0	0	N/A
SBA	0	0	0	0	0	0	0	0	0	N/A
SSA	0	3	3	0	0	0	3	0	9	8.22
DOS	1	1	0	0	0	0	0	0	2	6.00
DOT	0	2	5	0	0	0	4	0	11	9.00
Treasury	0	8	0	0	0	0	15	0	23	7.04
VA	69	684	26	0	0	0	200	0	979	6.81
<b>All Other Civilian Agencies</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>27</b>	<b>7.41</b>
<b>Total, Civilian Agencies</b>	<b>113</b>	<b>1,016</b>	<b>289</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>611</b>	<b>0</b>	<b>2,038</b>	<b>7.25</b>
<b>Total, All Agencies</b>	<b>178</b>	<b>1,553</b>	<b>460</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>1,023</b>	<b>0</b>	<b>3,235</b>	<b>7.11</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

<sup>2</sup>NS: Grade was not specified.

<sup>3</sup>Average grade only includes those positions for which a grade was specified.

TABLE C3. PURCHASING SERIES (GS-1105) BY AGENCY BY SALARY LEVEL FY 2012

Agency	Salary in Thousands of Dollars <sup>1</sup>								Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	>90	
USAF	0	29	42	21	2	0	0	0	94
Army	0	23	108	95	47	12	0	1	286
Navy	6	67	196	156	71	6	1	1	504
Other, DOD	0	98	158	47	8	2	0	0	313
<b>Total, DOD</b>	<b>6</b>	<b>217</b>	<b>504</b>	<b>319</b>	<b>128</b>	<b>20</b>	<b>1</b>	<b>2</b>	<b>1,197</b>
USDA	0	25	126	110	35	1	0	0	297
USAID	0	0	0	0	0	0	0	0	0
DOC	0	0	5	12	13	5	0	0	35
ED	0	0	0	0	0	0	0	0	0
DOE	0	0	1	5	1	0	0	0	7
EPA	0	0	0	0	2	0	0	0	2
GSA	0	0	19	24	0	1	0	0	44
HHS	1	17	65	106	50	9	0	0	248
DHS	0	6	29	36	21	4	0	0	96
HUD	0	0	0	0	0	0	0	0	0
DOI	0	18	58	56	14	0	0	0	146
DOJ	0	1	16	26	13	2	0	1	59
DOL	0	0	6	10	3	0	0	0	19
NASA	0	0	0	5	15	0	0	0	20
NSF	0	0	0	0	0	0	0	0	0
NRC	0	0	0	2	4	1	0	0	7
OPM	0	3	1	2	1	0	0	0	7
SEC	0	0	0	0	0	0	0	0	0
SBA	0	0	0	0	0	0	0	0	0
SSA	0	0	3	3	2	1	0	0	9
DOS	0	1	0	1	0	0	0	0	2
DOT	0	0	2	2	7	0	0	0	11
Treasury	0	4	5	6	2	3	1	2	23
VA	3	177	591	186	18	1	0	3	979
<b>All Other Civilian Agencies</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>8</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>27</b>
<b>Total, Civilian Agencies</b>	<b>4</b>	<b>254</b>	<b>933</b>	<b>600</b>	<b>209</b>	<b>30</b>	<b>2</b>	<b>6</b>	<b>2,038</b>
<b>Total, All Agencies</b>	<b>10</b>	<b>471</b>	<b>1,437</b>	<b>919</b>	<b>337</b>	<b>50</b>	<b>3</b>	<b>8</b>	<b>3,235</b>

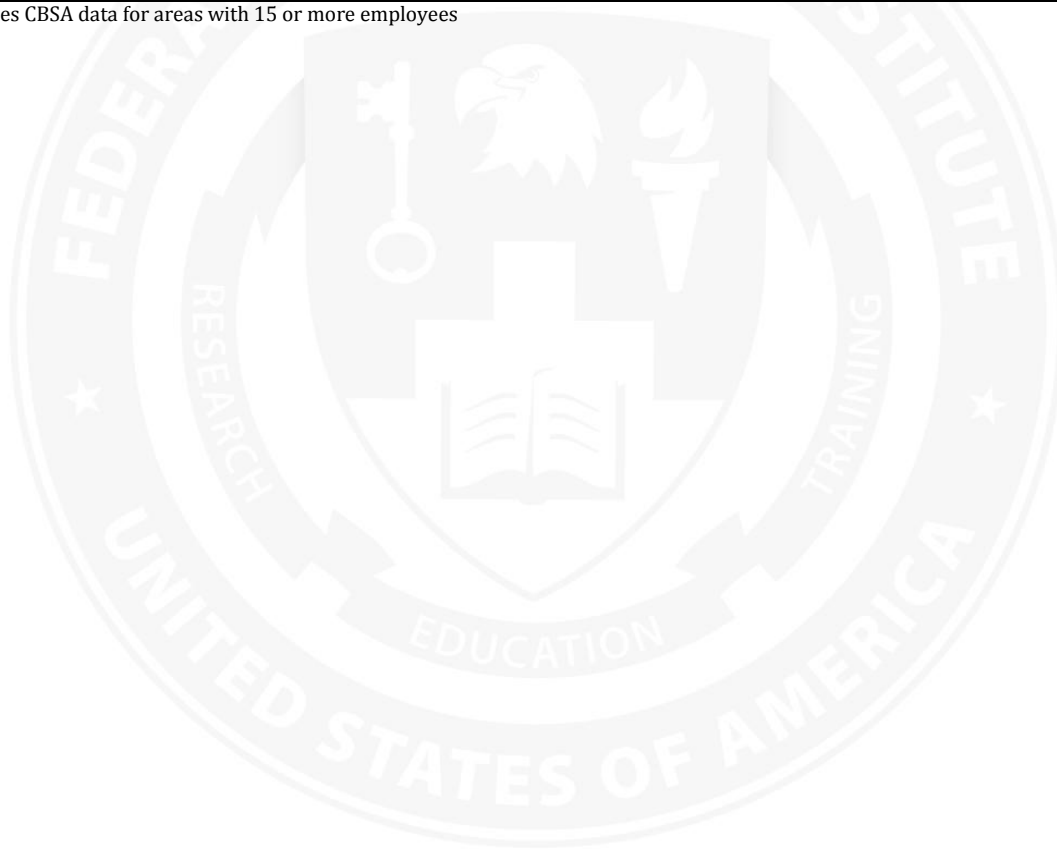
<sup>1</sup>Actual range for each column is \$20,000 - \$29,999, etc.

**TABLE C4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY 2012<sup>1</sup>**

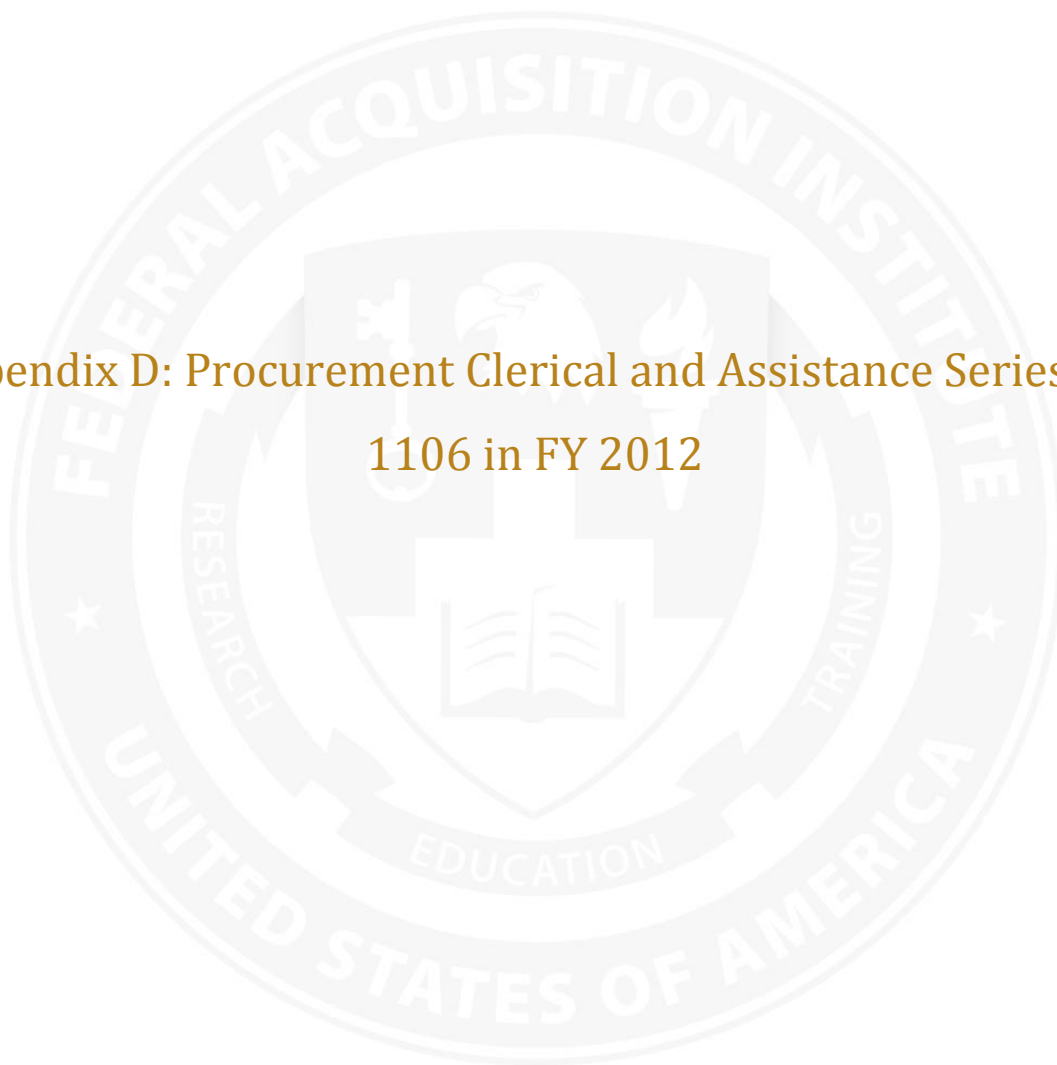
Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	24	3	27
ATLANTA-SANDY SPRINGS-MARIETTA, GA	29	5	34
AUGUSTA-RICHMOND COUNTY, GA-SC	9	7	16
BALTIMORE-TOWSON, MD	40	44	84
BOISE CITY-NAMPA, ID	17	0	17
BOSTON-CAMBRIDGE-QUINCY, MA-NH	19	2	21
BREMERTON-SILVERDALE, WA	0	63	63
CHARLESTON-NO. CHARLESTON-SUMMERVILLE, SC	14	1	15
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	14	3	17
CLEVELAND-ELYRIA-MENTOR, OH	19	0	19
COLUMBIA, SC	15	1	16
COLUMBUS, OH	9	145	154
DALLAS-FORT WORTH-ARLINGTON, TX	21	5	26
DENVER-AURORA-BROOMFIELD, CO	28	0	28
DETROIT-WARREN-LIVONIA, MI	6	9	15
EAST STROUDSBURG, PA	0	18	18
FAYETTEVILLE, NC	11	22	33
GAINESVILLE, FL	16	0	16
HONOLULU, HI	9	40	49
HOUSTON-SUGAR LAND-BAYTOWN, TX	16	1	17
JACKSONVILLE, FL	5	27	32
JACKSONVILLE, NC	0	17	17
KANSAS CITY, MO-KS	30	0	30
KILLEEN-TEMPLE-FORT HOOD, TX	7	9	16
LOS ANGELES-LONG BEACH-SANTA ANA, CA	24	7	31
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	31	1	32
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	16	2	18
MONTGOMERY, AL	8	7	15
NASHVILLE-DAVIDSON--MURFREESBORO--FRANKL	15	1	16
NEW ORLEANS-METAIRIE-KENNER, LA	15	1	16
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	49	2	51
OKLAHOMA CITY, OK	17	2	19
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	40	15	55
PHOENIX-MESA-GLENDALE, AZ	25	1	26
PITTSBURGH, PA	31	3	34
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	25	4	29
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	5	15	20
RICHMOND, VA	12	65	77

Core Based Statistical Area	Civilian Agencies	DOD	Total
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	8	19	27
SALINAS, CA	1	14	15
SALT LAKE CITY, UT	15	5	20
SAN ANTONIO-NEW BRAUNFELS, TX	12	26	38
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	11	66	77
SAN FRANCISCO-OAKLAND-FREMONT, CA	37	1	38
SEATTLE-TACOMA-BELLEVUE, WA	29	18	47
ST. LOUIS, MO-IL	14	16	30
TAMPA-ST. PETERSBURG-CLEARWATER, FL	24	1	25
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	18	63	81
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	266	80	346

<sup>1</sup>Includes CBSA data for areas with 15 or more employees



Appendix D: Procurement Clerical and Assistance Series GS-  
1106 in FY 2012



**TABLE D1. TURNOVER AND HIRES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) FY  
2002-FY 2012**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Total Population at End of the Fiscal Year</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>	<b>1,898</b>	<b>1,776</b>	<b>1,699</b>	<b>1,644</b>	<b>1,669</b>	<b>1,569</b>
<b>Total, DOD</b>	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097	1,084	1,008
<b>Total, Civilian Agencies</b>	740	715	661	622	533	547	541	543	547	585	561
<b>Total Losses<sup>1</sup></b>	<b>632</b>	<b>590</b>	<b>586</b>	<b>442</b>	<b>530</b>	<b>430</b>	<b>417</b>	<b>135</b>	<b>157</b>	<b>170</b>	<b>149</b>
<b>Percent of Losses</b>	19%	19%	21%	17%	22%	21%	22%	8%	9%	10%	8.9%
<b>Retirement Eligible Employee Losses</b>	111	158	132	91	129	110	107	55	83	103	95
<b>Total Hires</b>	<b>476</b>	<b>301</b>	<b>320</b>	<b>247</b>	<b>233</b>	<b>255</b>	<b>295</b>	<b>210</b>	<b>194</b>	<b>170</b>	<b>153</b>
<b>Net Change</b>	<b>-156</b>	<b>-289</b>	<b>-266</b>	<b>-195</b>	<b>-297</b>	<b>-175</b>	<b>-122</b>	<b>75</b>	<b>37</b>	<b>0</b>	<b>4</b>

<sup>1</sup>Data obtained from Fedscope



**TABLE D2. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY AGENCY BY GRADE FY 2012**

Agency	Grade							Average Grade <sup>3</sup>
	5	7	9	10	Other <sup>1</sup>	NS <sup>2</sup>	All	
<b>USAF</b>	19	99	0	0	48	0	166	6.24
<b>Army</b>	28	107	0	0	86	0	221	5.67
<b>Navy</b>	24	64	0	1	97	0	186	5.12
<b>Other, DOD</b>	44	188	1	0	202	0	435	6.32
<b>Total, DOD</b>	<b>115</b>	<b>458</b>	<b>1</b>	<b>1</b>	<b>433</b>	<b>0</b>	<b>1,008</b>	<b>5.94</b>
<b>USDA</b>	18	58	1	0	24	0	101	6.35
<b>USAID</b>	0	1	0	0	0	0	1	7.00
<b>DOC</b>	2	1	0	0	0	0	3	5.67
<b>ED</b>	0	0	0	0	0	0	0	N/A
<b>DOE</b>	0	1	0	0	4	0	5	4.20
<b>EPA</b>	0	3	0	0	2	0	5	7.40
<b>GSA</b>	5	16	1	0	11	0	33	6.73
<b>HHS</b>	5	9	0	0	12	0	26	6.62
<b>DHS</b>	1	19	0	0	10	0	30	6.71
<b>HUD</b>	0	3	0	0	0	0	3	7.00
<b>DOI</b>	13	25	0	0	25	0	63	6.00
<b>DOJ</b>	1	1	0	0	2	0	4	6.50
<b>DOL</b>	0	9	0	0	2	0	11	7.00
<b>NASA</b>	1	0	0	0	1	0	2	6.50
<b>NSF</b>	0	0	0	0	0	0	0	N/A
<b>NRC</b>	0	0	0	0	0	0	0	N/A
<b>OPM</b>	0	0	0	0	0	0	0	N/A
<b>SEC</b>	0	0	0	0	0	0	0	N/A
<b>SBA</b>	0	1	0	0	1	0	2	6.50
<b>SSA</b>	0	0	0	0	0	0	0	N/A
<b>DOS</b>	0	1	0	0	0	0	1	7.00
<b>DOT</b>	0	1	0	0	3	0	4	7.00
<b>Treasury</b>	1	1	0	0	2	0	4	5.25
<b>VA</b>	34	169	1	0	23	0	227	6.59
<b>All Other Civilian Agencies</b>	7	21	2	0	6	0	36	6.50
<b>Total, Civilian Agencies</b>	<b>88</b>	<b>340</b>	<b>5</b>	<b>0</b>	<b>128</b>	<b>0</b>	<b>561</b>	<b>6.47</b>
<b>Total, All Agencies</b>	<b>203</b>	<b>798</b>	<b>6</b>	<b>1</b>	<b>561</b>	<b>0</b>	<b>1,569</b>	<b>6.13</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

<sup>2</sup>NS: Grade was not specified.

<sup>3</sup>Average grade only includes those positions for which a grade was specified.



**TABLE D3. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY AGENCY BY SALARY LEVEL FY 2012**

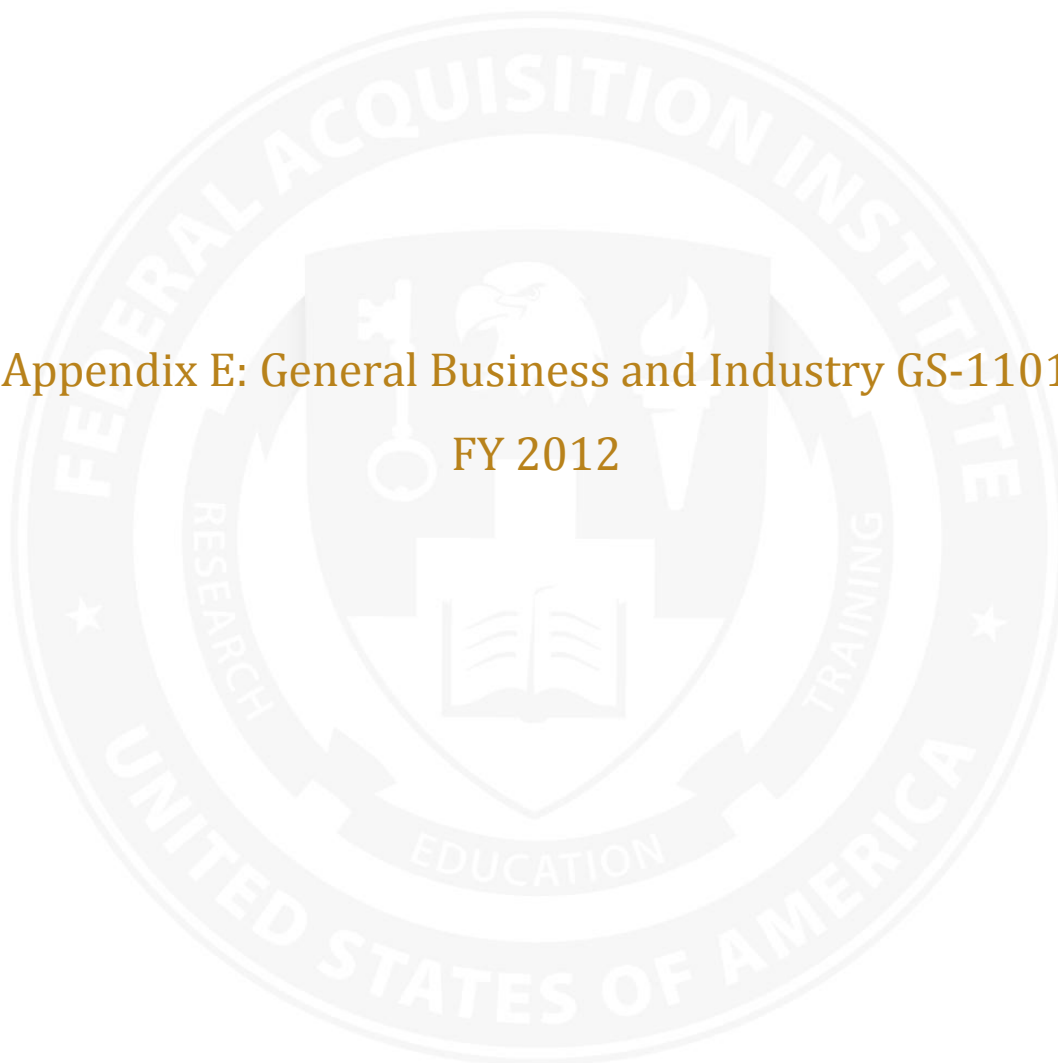
Agency	Salary in Thousands of Dollars <sup>1</sup>						Total
	20-30	30-40	40-50	50-60	60-70	>70	
USAF	0	24	99	43	0	0	166
Army	0	49	111	53	8	0	221
Navy	6	45	91	38	6	0	186
Other, DOD	0	30	265	137	2	1	435
<b>Total, DOD</b>	<b>6</b>	<b>148</b>	<b>566</b>	<b>271</b>	<b>16</b>	<b>1</b>	<b>1,008</b>
USDA	3	22	53	22	1	0	101
USAID	0	0	0	1	0	0	1
DOC	0	0	2	1	0	0	3
ED	0	0	0	0	0	0	0
DOE	0	1	0	3	1	0	5
EPA	0	0	0	5	0	0	5
GSA	0	2	16	14	1	0	33
HHS	0	8	10	6	2	0	26
DHS	0	7	17	6	0	0	30
HUD	0	0	0	3	0	0	3
DOI	4	21	32	6	0	0	63
DOJ	0	2	0	0	2	0	4
DOL	0	1	8	2	0	0	11
NASA	0	0	1	0	1	0	2
NSF	0	0	0	0	0	0	0
NRC	0	0	0	0	0	0	0
OPM	0	0	0	0	0	0	0
SEC	0	0	0	0	0	0	0
SBA	0	0	2	0	0	0	2
SSA	0	0	0	0	0	0	0
DOS	0	0	0	1	0	0	1
DOT	0	0	3	0	1	0	4
Treasury	0	1	1	1	1	0	4
VA	0	52	148	26	0	1	227
<b>All Other Civilian Agencies</b>		3	17	14	2	0	36
<b>Total, Civilian Agencies</b>	<b>7</b>	<b>120</b>	<b>310</b>	<b>111</b>	<b>12</b>	<b>1</b>	<b>561</b>
<b>Total, All Agencies</b>	<b>13</b>	<b>268</b>	<b>876</b>	<b>382</b>	<b>28</b>	<b>2</b>	<b>1,569</b>

**TABLE D4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY 2012<sup>1</sup>**

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	9	11	20
ATLANTA-SANDY SPRINGS-MARIETTA, GA	8	8	16
BAKERSFIELD-DELANO, CA	0	17	17
BALTIMORE-TOWSON, MD	5	19	24
BOSTON-CAMBRIDGE-QUINCY, MA-NH	11	26	37
CHARLESTON-NO. CHARLESTON-SUMMERVILLE, SC	1	22	23
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	13	3	16
COLUMBUS, OH	5	37	42
DALLAS-FORT WORTH-ARLINGTON, TX	6	10	16
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	0	15	15
DAYTON, OH	2	22	24
DENVER-AURORA-BROOMFIELD, CO	17	7	24
HUNTSVILLE, AL	0	16	16
JACKSONVILLE, FL	0	18	18
LOS ANGELES-LONG BEACH-SANTA ANA, CA	13	34	47
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	18	36	54
OKLAHOMA CITY, OK	4	22	26
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	10	56	66
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	12	5	17
RICHMOND, VA	2	44	46
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	16	10	26
SAN ANTONIO-NEW BRAUNFELS, TX	1	34	35
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	2	38	40
SEATTLE-TACOMA-BELLEVUE, WA	5	17	22
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	4	14	18
WARNER ROBINS, GA	0	24	24
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	96	72	168

<sup>1</sup>Includes CBSA data for areas with 15 or more employees

Appendix E: General Business and Industry GS-1101  
FY 2012



**TABLE E1. TURNOVER AND HIRES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) FY 2002-FY 2012**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Total Population at End of the Fiscal Year</b>	<b>22,895</b>	<b>23,008</b>	<b>23,514</b>	<b>23,937</b>	<b>24,533</b>	<b>26,846</b>	<b>29,945</b>	<b>32,515</b>	<b>34,461</b>	<b>34,391</b>	<b>31,396</b>
<b>Total, DOD</b>	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692	16,330	14,691
<b>Total, Civilian Agencies</b>	16,146	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769	18,061	16,705
<b>Total Losses<sup>1</sup></b>	<b>3,040</b>	<b>2,942</b>	<b>3,112</b>	<b>3,517</b>	<b>3,377</b>	<b>3,687</b>	<b>4,230</b>	<b>3,782</b>	<b>3,960</b>	<b>4,050</b>	<b>4,860</b>
<b>Percent of Losses</b>	14%	13%	14%	15%	14%	15%	16%	13%	12%	12%	14.1%
<b>Retirement Eligible Employee Losses</b>	609	781	823	982	837	856	911	844	971	1,161	1,534
<b>Total Hires</b>	3,773	3,085	3,618	3,940	3,973	6,000	7,329	5,816	5,651	3,842	3,029
<b>Net Change</b>	<b>733</b>	<b>143</b>	<b>506</b>	<b>423</b>	<b>596</b>	<b>2,313</b>	<b>3,099</b>	<b>2,034</b>	<b>1,691</b>	<b>-208</b>	<b>-1,831</b>

<sup>1</sup>Data obtained from FedScope



TABLE E2. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY GRADE FY 2012

Agency	Grade											Average Grade <sup>3</sup>
	5	7	9	11	12	13	14	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
<b>USAF</b>	4	114	216	561	1,132	1,114	342	156	366	0	4,005	11.34
<b>Army</b>	23	194	236	306	252	130	39	8	200	0	1,388	9.48
<b>Navy</b>	48	100	384	423	552	382	126	56	165	0	2,236	10.73
<b>Other, DOD</b>	329	162	18	44	241	448	260	144	5,416	0	7,062	5.27
<b>Total, DOD</b>	<b>404</b>	<b>570</b>	<b>854</b>	<b>1,334</b>	<b>2,177</b>	<b>2,074</b>	<b>767</b>	<b>364</b>	<b>6,147</b>	<b>0</b>	<b>14,691</b>	<b>8.15</b>
<b>USDA</b>	157	1,779	198	109	171	470	55	20	385	0	3,344	8.33
<b>USAID</b>	10	0	0	1	5	9	9	5	101	0	140	5.28
<b>DOC</b>	5	15	21	31	71	127	65	48	362	0	745	7.68
<b>ED</b>	0	2	18	68	149	94	31	15	1	0	378	12.15
<b>DOE</b>	1	3	38	35	72	202	174	163	40	0	728	12.65
<b>EPA</b>	0	0	2	2	6	16	2	1	0	0	29	12.52
<b>GSA</b>	5	23	64	121	330	433	336	121	7	0	1,440	12.67
<b>HHS</b>	0	0	4	7	27	42	15	15	5	0	115	12.33
<b>DHS</b>	0	5	10	43	77	184	106	35	41	0	501	12.88
<b>HUD</b>	0	9	61	99	1,045	1,056	434	246	13	0	2,963	12.74
<b>DOI</b>	55	74	125	157	287	133	96	6	61	0	994	10.65
<b>DOJ</b>	2	9	52	50	108	116	33	15	0	0	385	11.90
<b>DOL</b>	0	0	1	0	5	3	3	0	1	0	13	11.54
<b>NASA</b>	0	0	1	2	11	10	13	4	0	0	41	13.05
<b>NSF</b>	2	0	0	1	0	9	12	7	5	0	36	11.42
<b>NRC</b>	0	0	0	0	0	0	1	3	1	0	5	11.80
<b>OPM</b>	0	0	0	0	3	0	0	0	0	0	3	12.00
<b>SEC</b>	0	0	0	0	0	0	1	0	0	0	1	14.00
<b>SBA</b>	66	154	326	235	356	164	43	5	40	0	1,389	10.26
<b>SSA</b>	0	0	0	0	1	2	1	0	0	0	4	13.00
<b>DOS</b>	0	0	2	6	14	27	13	11	1	0	74	12.84
<b>DOT</b>	0	0	1	3	5	7	6	4	55	0	81	12.96
<b>Treasury</b>	1	54	527	228	73	53	80	12	85	0	1,113	10.20
<b>VA</b>	2	6	25	84	97	91	64	53	132		554	11.83
<b>All Other Civilian Agencies</b>	9	2	35	69	286	358	466	110	294	0	1,629	13.60
<b>Total, Civilian Agencies</b>	<b>315</b>	<b>2,135</b>	<b>1,511</b>	<b>1,351</b>	<b>3,199</b>	<b>3,606</b>	<b>2,059</b>	<b>899</b>	<b>1,630</b>	<b>0</b>	<b>16,705</b>	<b>11.07</b>
<b>Total, All Agencies</b>	<b>719</b>	<b>2,705</b>	<b>2,365</b>	<b>2,685</b>	<b>5,376</b>	<b>5,680</b>	<b>2,826</b>	<b>1,263</b>	<b>7,777</b>	<b>0</b>	<b>31,396</b>	<b>9.70</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

<sup>2</sup>NS: Grade was not specified.

<sup>3</sup>Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE E3. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY SALARY LEVEL FY 2012

Agency	Salary in Thousands of Dollars <sup>1</sup>															
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS <sup>2</sup>	Total
<b>USAF</b>	0	29	177	231	424	701	617	677	460	236	145	114	78	113	3	4,005
<b>Army</b>	3	52	203	256	234	204	137	115	53	46	24	22	14	24	1	1,388
<b>Navy</b>	2	30	120	290	415	393	327	243	165	117	54	23	29	27	1	2,236
<b>Other, DOD</b>	2,686	2,468	551	106	46	78	128	147	172	185	127	106	99	158	5	7,062
<b>Total, DOD</b>	<b>2,691</b>	<b>2,579</b>	<b>1,051</b>	<b>883</b>	<b>1,119</b>	<b>1,376</b>	<b>1,209</b>	<b>1,182</b>	<b>850</b>	<b>584</b>	<b>350</b>	<b>265</b>	<b>220</b>	<b>322</b>	<b>10</b>	<b>14,691</b>
<b>USDA</b>	6	332	1428	704	120	96	117	196	230	56	22	14	8	8	7	3,344
<b>USAID</b>	0	0	0	3	11	45	15	8	13	8	7	19	2	9	0	140
<b>DOC</b>	0	2	13	32	60	45	64	132	90	58	40	53	42	114	0	745
<b>ED</b>	0	0	4	16	29	98	56	61	47	37	11	9	8	2	0	378
<b>DOE</b>	0	1	5	31	31	51	66	72	89	85	78	72	70	77	0	728
<b>EPA</b>	0	0	0	1	3	3	2	6	6	4	2	1	0	1	0	29
<b>GSA</b>	0	8	33	81	85	155	158	212	222	192	144	69	55	26	0	1,440
<b>HHS</b>	0	0	1	5	4	19	18	20	7	15	8	7	5	6	0	115
<b>DHS</b>	0	1	7	14	42	58	56	90	77	72	37	20	16	11	0	501
<b>HUD</b>	0	1	22	57	94	330	549	533	556	318	176	130	92	101	4	2,963
<b>DOI</b>	6	94	97	120	103	152	155	102	68	58	24	13	1	1	0	994
<b>DOJ</b>	0	0	10	37	41	54	59	66	57	18	10	13	5	8	7	385
<b>DOL</b>	0	0	0	0	1	4	1	0	5	1	0	0	0	1	0	13
<b>NASA</b>	0	0	0	0	1	4	7	5	5	5	4	3	5	2	0	41
<b>NSF</b>	0	0	0	0	1	0	0	2	5	5	8	1	7	7	0	36
<b>NRC</b>	0	0	0	0	0	0	0	0	0	0	0	2	1	2	0	5
<b>OPM</b>	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	3
<b>SEC</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>SBA</b>	0	116	277	246	151	139	159	138	87	46	9	14	5	1	1	1,389
<b>SSA</b>	0	0	0	0	0	0	1	1	0	1	0	1	0	0	0	4
<b>DOS</b>	0	0	0	0	5	8	11	14	13	5	7	1	7	3	0	74
<b>DOT</b>	0	0	0	4	10	11	8	5	11	9	8	6	6	3	0	81
<b>Treasury</b>	0	0	27	316	334	148	71	45	47	44	32	27	9	13	0	1,113
<b>VA</b>	13	70	90	68	61	65	51	42	40	23	15	5	5	5	1	554
<b>All Other Civilian Agencies</b>	0	6	24	43	36	130	197	167	150	217	137	172	77	273	0	1,629
<b>Total, Civilian Agencies</b>	<b>25</b>	<b>631</b>	<b>2,038</b>	<b>1,778</b>	<b>1,223</b>	<b>1,616</b>	<b>1,822</b>	<b>1,918</b>	<b>1,825</b>	<b>1,277</b>	<b>779</b>	<b>652</b>	<b>426</b>	<b>675</b>	<b>20</b>	<b>16,705</b>
<b>Total, All Agencies</b>	<b>2,716</b>	<b>3,210</b>	<b>3,089</b>	<b>2,661</b>	<b>2,342</b>	<b>2,992</b>	<b>3,031</b>	<b>3,100</b>	<b>2,675</b>	<b>1,861</b>	<b>1,129</b>	<b>917</b>	<b>646</b>	<b>997</b>	<b>30</b>	<b>31,396</b>

<sup>2</sup>NS: Salary was not specified.

**TABLE E4. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) EMPLOYMENT  
BY CORE BASED STATISTICAL AREAS FY 2012<sup>1</sup>**

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBANY-SCHENECTADY-TROY, NY	58	22	80
ALBUQUERQUE, NM	80	88	168
ANCHORAGE, AK	65	66	131
ANNISTON-OXFORD, AL	2	131	133
ATLANTA-SANDY SPRINGS-MARIETTA, GA	586	31	617
BAKERSFIELD-DELANO, CA	3	149	152
BALTIMORE-TOWSON, MD	87	193	280
BIRMINGHAM-HOOVER, AL	70	1	71
BOSTON-CAMBRIDGE-QUINCY, MA-NH	174	435	609
BREMERTON-SILVERDALE, WA	0	262	262
BUFFALO-NIAGARA FALLS, NY	237	2	239
CHARLESTON-NO. CHARLESTON-SUMMERVILLE, SC	8	72	80
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	441	65	506
CLARKSVILLE, TN-KY	1	87	88
CLEVELAND-ELYRIA-MENTOR, OH	84	0	84
COLORADO SPRINGS, CO	2	264	266
COLUMBIA, SC	67	32	99
COLUMBUS, GA-AL	2	52	54
COLUMBUS, OH	53	46	99
CORPUS CHRISTI, TX	5	158	163
CRESTVIEW-FORT WALTON BEACH-DESTIN, FL	4	199	203
DALLAS-FORT WORTH-ARLINGTON, TX	954	83	1037
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	1	58	59
DAYTON, OH	10	1139	1149
DENVER-AURORA-BROOMFIELD, CO	583	49	632
DETROIT-WARREN-LIVONIA, MI	81	96	177
EAST STROUDSBURG, PA	0	56	56
EL PASO, TX	30	112	142
ENTERPRISE-OZARK, AL	3	49	52
FAIRBANKS, AK	4	58	62
FAYETTEVILLE, NC	3	185	188
FORT LEONARD WOOD, MO	0	68	68
FORT POLK SOUTH, LA	0	63	63
FRESNO, CA	73	0	73
GREENSBORO-HIGH POINT, NC	57	0	57
GULFPORT-BILOXI, MS	19	79	98
HONOLULU, HI	40	463	503
HOUSTON-SUGAR LAND-BAYTOWN, TX	102	3	105
HUNTSVILLE, AL	8	146	154

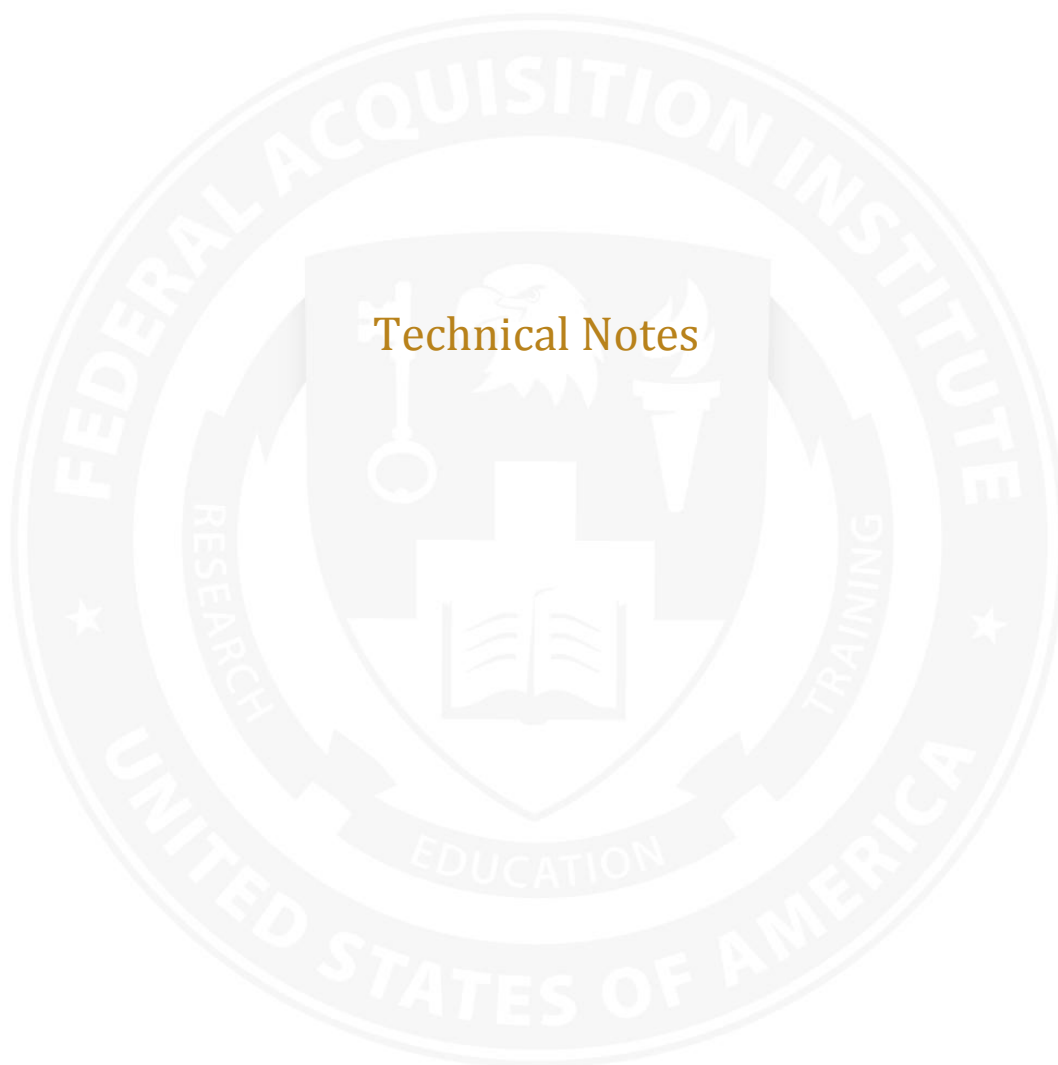
INDIANAPOLIS-CARMEL, IN	67	23	90
JACKSON, MS	70	2	72
JACKSONVILLE, FL	337	301	638
JACKSONVILLE, NC	0	107	107
KANSAS CITY, MO-KS	323	60	383
KILLEEN-TEMPLE-FORT HOOD, TX	12	63	75
LAS VEGAS-PARADISE, NV	37	82	119
LAWTON, OK	0	65	65
LEXINGTON PARK, MD	0	148	148
LITTLE ROCK-NORTH LITTLE ROCK-CONWAY, AR	63	31	94
LOS ANGELES-LONG BEACH-SANTA ANA, CA	302	218	520
LOUISVILLE-JEFFERSON COUNTY, KY-IN	54	9	63
MANHATTAN, KS	5	56	61
MEMPHIS, TN-MS-AR	160	40	200
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	109	3	112
MILWAUKEE-WAUKESHA-WEST ALLIS, WI	48	2	50
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	82	7	89
MONTGOMERY, AL	20	162	182
NASHVILLE-DAVIDSON--MURFREESBORO--FRANKL	99	7	106
NEW BERN, NC	0	82	82
NEW ORLEANS-METAIRIE-KENNER, LA	74	39	113
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	551	136	687
NORWICH-NEW LONDON, CT	5	50	55
OAK HARBOR, WA	0	58	58
OGDEN-CLEARFIELD, UT	6	249	255
OKLAHOMA CITY, OK	125	298	423
OMAHA-COUNCIL BLUFFS, NE-IA	35	61	96
OXNARD-THOUSAND OAKS-VENTURA, CA	2	71	73
PALM BAY-MELBOURNE-TITUSVILLE, FL	6	62	68
PENSACOLA-FERRY PASS-BRENT, FL	21	64	85
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	396	257	653
PHOENIX-MESA-GLENDALE, AZ	122	42	164
PITTSBURGH, PA	72	28	100
PORTLAND-SOUTH PORTLAND-BIDDEFORD, ME	8	43	51
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	248	2	250
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	21	41	62
RICHMOND, VA	79	226	305
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	26	148	174
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	169	50	219
SALT LAKE CITY, UT	46	17	63
SAN ANTONIO-NEW BRAUNFELS, TX	64	394	458
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	35	508	543
SAN FRANCISCO-OAKLAND-FREMONT, CA	257	2	259



SAN JOSE-SUNNYVALE-SANTA CLARA, CA	34	27	61
SAN JUAN-CAGUAS-GUAYNABO, PR	78	44	122
SANTA BARBARA-SANTA MARIA-GOLETA, CA	5	66	71
SAVANNAH, GA	2	65	67
SEATTLE-TACOMA-BELLEVUE, WA	204	211	415
SHREVEPORT-BOSSIER CITY, LA	12	60	72
SPOKANE, WA	45	29	74
ST. LOUIS, MO-IL	535	128	663
TAMPA-ST. PETERSBURG-CLEARWATER, FL	45	159	204
TUCSON, AZ	18	63	81
VALLEJO-FAIRFIELD, CA	10	76	86
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	17	707	724
WARNER ROBINS, GA	0	479	479
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	3805	1208	5013

<sup>1</sup>Includes CBSA data for areas with 50 or more employees





## Technical Notes

**Source of Data**

To calculate the Federal Acquisition Workforce, this report uses the definition set forth by OFPP in Policy Letter 05-01. It defines the workforce by key occupational series (such as GS-1102 Contracting Specialists and the GS-1105 Purchasing series); key acquisition roles such as Program/Project Managers (P/PMs) and Contracting Officer Representatives (CORs); and additional occupations identified by agency Chief Acquisition Officers (CAOs). To count and obtain demographic information regarding the workforce, this report draws from three sources: the OPM CPDF, Performance.gov, and individual agency AHCPs.

This report provides information on the OPM General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106) occupational series for both Defense and civilian agencies; and P/PMs and CORs for civilian agencies.

Data pertaining to P/PM role and COR role were obtained directly from the civilian agencies in their annual AHCPs. Each of the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies submits an annual AHCP to OFPP, which includes the number of P/PMs and CORs and their certification rates.

Certification data related to the Contracting Specialist (GS-1102) in Table 3 of the report was obtained from the Develop Acquisition *Workforce* section of Performance.gov.

**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**

This report includes data only on employees in civilian agencies who are eligible for full retirement. Two Federal retirement systems cover the large majority of Federal employees: the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS).

Since 1987, all new employees who began service after January 1, 1987 are covered by the Federal Employees Retirement System (FERS), with some CSRS employees opting to transfer to the FERS system, as well. Given that the CPDF status file does not contain retirement plan information, this report uses January 1, 1987 as a cutoff date between employees on the FERS and CSRS retirement plans. That is, employees with service computation dates of January 1, 1987 or after are classified as FERS, while those with service computation dates prior to January 1, 1987 are included under CSRS.

Retirement eligibility was calculated using the parameters for full retirement under the CSRS and FERS systems. These parameters are outlined below (age/years of service):

For CSRS, the age/years of service splits are:

- 62/5
- 60/20

- 55/30

For FERS, the age/years of service splits are:

- 62/5
- 60/20
- If born before 1951, 55/30
- If born between 1951 and 1968, 56/30
- If born in 1970 and after, 57/30

*Note: For those with 30 or more years of service, the age requirement was rounded to the closest full year.*

*Note: For years prior to 2007 are extracted from prior reports, which utilized the CSRS calculations alone.*

<b>Losses/Attrition</b>	Losses include employees who left the series as a separation from government service. Losses/Attrition data for this report were obtained from FedScope.
<b>Hires</b>	Hires include employees who entered the series as outside hires. Hires data for this report were obtained from FedScope.
<b>Education Levels</b>	Since 1974, the educational levels attained by all full-time, permanent employees have been 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 may understate both educational levels and the number of employees with relevant academic majors.
<b>Average Grade</b>	Average grade computations exclude employees in the Senior Executive Service and others whose grades are not identified at a specific GS level, such as those in pay band positions.
<b>Core Based Statistical Area (CBSA)</b>	The OPM <i>Guide to Personnel Data Standards</i> defines a CBSA as a “geographic area having at least one urban area of population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.” To keep data at a manageable level, CBSA tables in the report show only locations where 50 or more personnel are located for the 1101 and 1102 series, and 15 or more personnel for the 1105 and 1106 series.