

# Federal Acquisition Institute



## ANNUAL REPORT ON THE FEDERAL ACQUISITION WORKFORCE

**FISCAL YEAR 2006**

**May 2007**

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## FOREWORD

**Purpose:** This is the Federal Acquisition Institute's (FAI's) demographic report on the federal acquisition workforce, showing trends by occupational series, employment level, grade, educational level, turnover, and hiring for fiscal year (FY) 2006. The purpose of these data is to assist federal managers with planning or evaluating the acquisition workforce and workforce programs in respective agencies.

FAI continuously evaluates whether this report, in its current format and content, best serves the needs of the acquisition community. Any feedback on how this report might be modified to increase its utility would be appreciated. Refer to the contact information below to provide your comments.

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**Organization:** The Federal Acquisition Institute (FAI) is charged with promoting the development of a professional federal acquisition workforce and for performing a wide range of activities supporting management of the acquisition workforce. FAI draws its mandate from the Office of Federal Procurement Policy Act ([41 U.S.C. 405\(d\)](#)). The Act established FAI under the Office of Federal Procurement Policy and located it in the General Services Administration. FAI initiatives include the following:

- **Implement and manage the Acquisition Career Management Information System:** In accordance with section 37(d) of the OFPP Act, as amended, (41 U.S.C. § 433(d)) each executive agency must collect, maintain, and utilize information to ensure effective management of the acquisition workforce. FAI maintains an Acquisition Career Management Information System (ACMIS) that can assist agencies in managing their workforce and help members of the workforce manage their individual education, training, and experience information.
- **Support the identification and maintenance of core acquisition workforce competencies:** FAI is collaborating with federal agencies, including the Office of Personnel Management and the Department of Defense, in identification and maintenance of core acquisition workforce competencies.
- **Support the identification and maintenance of a core curriculum to develop needed competencies and capability government-wide:** FAI collaborates with appropriate federal agencies and training leaders such as the Defense Acquisition University (DAU) to develop and maintain core curriculum in support of the federal acquisition workforce.

- **Establish and manage the federal acquisition certification programs:** FAI has been developing and will administer, with agency involvement, the federal acquisition certification programs. A certification program for contracting was established in January 2006 and for program and project managers in April 2007. These policies are located at [www.fai.gov](http://www.fai.gov).
- **Deliver training:** Under the Acquisition Workforce Training Fund (AWTF), created by the Services Acquisition Reform Act of 2003, FAI provides training to ensure that the federal acquisition workforce:
  - Adapts to fundamental changes in the nature of federal government acquisition of property and services associated with the changing roles of the federal government; and
  - Acquires new skills and a new perspective to enable it to contribute effectively in the changing environment of the 21st century.
- **Leverage existing and develop performance support tools:** In addition to formal training, the workforce requires performance support tools that deliver information when needed. FAI is collaborating with DAU and other agency training offices in expanding existing communities of practice to an integrated federal environment.
- **Establish performance measures that agencies may use in assessing their acquisition workforce development programs:** In consultation with the Chief Acquisition Officers' Council and other organizations, as appropriate, FAI establishes general performance measures that agencies may use in assessing their acquisition workforce development programs.
- **Special Studies & Reports:** FAI promotes and coordinates government-wide research and studies to improve the procurement process and the laws, policies, methods, regulations, procedures and forms relating to acquisition by executive agencies. FAI also collects and analyzes acquisition workforce data from the Office of Personnel Management, the heads of executive agencies, ACMIS, and through periodic surveys from individual employees.

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## EXECUTIVE SUMMARY

The Annual Report on the Federal Acquisition Workforce (ARFAW) for FY 2006, like its predecessors over the past 30 years, provides a snapshot of demographics associated with several occupational series that support federal acquisition programs. At present, there are a number of dynamics that are likely to impact the future federal acquisition workforce. Policy Letter 05-01, issued by the Office of Federal Procurement Policy (OFPP) in the Office of Management and Budget (OMB) has considerably expanded the definition of the acquisition workforce. An Acquisition Advisory Panel has issued a draft report comprising over 400 pages and more than 80 findings and recommendations, one chapter of which addresses the federal acquisition workforce. Finally, FAI recently completed a contracting workforce competencies survey to gather information useful in determining the future human capital solutions and considerations needed to maintain a healthy acquisition workforce in the federal government. Prior to addressing the statistics relative to the federal acquisition workforce as of September 30, 2006, this report identifies a number of perspectives that are likely to shape the federal acquisition workforce in coming years.

### Office of Federal Procurement Policy Perspective

On April 15, 2005, OFPP issued Policy Letter 05-01, Developing and Managing the Acquisition Workforce, replacing policy letters 92-03 and 97-01, which also addressed the subject. Policy Letter 05-01 builds on those previous efforts and more closely aligns Department of Defense (DOD) and civilian agency acquisition workforce requirements. It does not apply to agencies covered by the Defense Acquisition Workforce Improvement Act (DAWIA). Policy Letter 05-01 provides guidance to agency Chief Acquisition Officers in building and managing acquisition workforce programs and determining the composition of a respective agency's acquisition workforce. This guidance suggests that agencies include in their acquisition workforce:

- Individuals who are substantially involved in defining, determining, and managing requirements,
- Individuals involved in acquisition planning and strategy,
- Individuals who participate in the process of establishing the business relationship to obtain needed goods and services, (e.g., contracting process, those involved in the solicitation, evaluation and award of acquisitions),
- Individuals who manage the process after business arrangements have been made to ensure that the government's needs are met (e.g., testing and evaluating, managing and monitoring the manufacturing and production activities, auditing, contract administration, performance management and evaluation, etc.),
- Individuals who arrange disposal of any residual items after work is complete, (e.g., property management/disposal),
- Individuals who support the business processes of the above listed activities (e.g., General Counsel, finance, or other subject matter experts), and
- Individuals who directly manage those involved in any of the above activities.

At a minimum, the acquisition workforce of an agency includes:

- All positions in the general schedule contracting series (GS-1102) and civilian agency uniformed personnel in comparable positions.
- All Contracting Officers (CO), regardless of general schedule series, with authority to obligate funds above the micro-purchase threshold.
- All positions in the general schedule purchasing series (GS-1105).
- Program and project managers, as identified by the agency's Chief Acquisition Officer (CAO), or equivalent.
- All Contracting Officer's Representatives (CORs) and Contracting Officer's Technical Representatives (COTRs), or equivalent positions.
- Any significant acquisition-related positions identified by the CAO, or equivalent, using the guidance provided above.

To review Policy Letter 05-01<sup>1</sup> in its entirety, please refer to the following link: [Policy Letter 05-01](#) or visit [www.fai.gov](http://www.fai.gov).

Agencies are in the process of identifying members of the acquisition workforce and populating the Acquisition Career Management Information System (ACMIS) with this information. When it is more fully populated, ACMIS will provide the capability to expand and refine the coverage of the acquisition workforce as it has been more broadly defined by OFPP. This ARFAW, like its predecessors, provides demographic information on seven occupations which have traditionally been considered part of the acquisition workforce and future reports may contain different career fields as the OFPP policies are more fully implemented.

### **Acquisition Advisory Panel Perspective**

The Acquisition Advisory Panel (AAP) was established, under the authority of section 1423 of the Services Acquisition Reform Act of 2003, to review and recommend changes to acquisition laws and regulations, paying particular attention to government-wide acquisition policies to ensure the “effective and appropriate use of commercial practices and performance-based contracting.”

The AAP's draft final report, submitted to OMB in December 2006, has over 400 pages and more than 80 findings and recommendations contained in the following seven chapters:

- I. Commercial Practices
- II. Improving Implementation of Performance-Based Service Acquisition
- III. Interagency Contracting
- IV. Small Business Contracting
- V. Federal Acquisition Workforce

<sup>1</sup> Office of Management and Budget Policy Letter 05-01, “Developing and Managing the Acquisition Workforce,” April 15, 2005.



- VI. Appropriate Role of Contractors Supporting Government
- VII. Federal Procurement Data

Chapter V is of primary significance to this report. The AAP's recommendations stressed the importance of acquisition workforce and strategic human capital planning, especially in light of the large increases in funding for goods and services occurring over the last few years.

AAP's draft recommendations can be viewed at:  
<http://www.acquisition.gov/comp/aap/draftfinalreport.html>.

### **Perspective on Workforce Competency**

There is an increasing awareness that greater demands are being placed on the acquisition workforce to support the government's mission, and therefore new skills will be needed to ensure the workforce is prepared to execute all aspects of the acquisition process. In an effort to gather this information for one aspect of the acquisition workforce, contracting professionals, OFPP recently completed a contracting workforce competencies survey.

The competencies for this contracting survey were developed in 2003 by an FAI-led interagency workgroup and re-verified in 2006 by a DOD/DAU-led interagency workgroup. Data from this survey will be useful at various levels. First, the information will provide a government wide baseline of federal contracting workforce competencies and it will help determine areas where training would be most beneficial to augment the levels and distribution of current contracting capabilities. Survey data will allow agencies to analyze their current contracting workforce skill sets against mission-critical needs and to develop plans to help their workforce meet those needs. Agency-specific results will help CAOs with strategic human capital planning. Finally, contracting professionals who responded received a contracting skills report for use in their Individual Development Plan (IDP) and to help them map their career development in general.

Participation was anonymous and voluntary. Follow-on surveys at regular intervals will allow the government to determine any changes in skill gaps as a result of workforce solutions. Future editions of the survey will provide opportunities for agencies to include supervisor participation as well as agency-specific competencies.

### **Relationship of ARFAW to Workforce Perspectives**

There are some common themes in the various perspectives highlighted above: the increased volume and complexity of the acquisition workload and the importance of identifying the skills needed to perform that work, the need to recruit and retain skilled employees, and the importance of planning for change as the roles traditionally played by the acquisition workforce are broadened and clarified. These themes are supported by the statistics included in the ARFAW as illustrated in the following paragraphs.

There has been an increase in the volume and complexity of the acquisition workload. How is the acquisition workforce of today positioned to meet this change? This is one of the questions FAI will be better positioned to respond to in next year's report. As Policy Letter 05-01 makes clear, the acquisition workforce must be defined to include many more roles and responsibilities than those performed by Contracting and Purchasing professionals. The actual size of the federal acquisition workforce will be easier to gauge when the other key acquisition roles (program and project managers and CORs/COTRs) are entered into ACMIS. In addition, the survey of contracting competencies will provide a "qualitative" perspective on the contracting workforce to complement the "quantitative" data in this Annual Report. All of these data together will provide a better basis for determining whether the federal acquisition workforce is capable of meeting the demands of the acquisition workload.

The government is very aware of the need to recruit skilled employees, and FAI will be partnering with the Office of Personnel Management (OPM) and federal agencies in various recruitment strategies. The recruitment effort will be highlighted by an increased focus on accession programs at entry and mid-career levels. The need to ensure better retention by establishing competencies and increasing training is supported by the turnover in contracting personnel: 9% for all agencies, but 15% or higher for 12 of the 24 agencies tracked in this report (see Table 6-16, Contracting Series (GS-1102) Hires by Agency FY 2006). As the federal contracting workforce aged, the percentage of Contracting Personnel eligible to retire more than doubled, increasing from 5% in FY 1992 to 12% in FY 2006 (see Table 6-10, Contracting Series (GS-1102) FY 1992 - FY 2006). Once again when looking at specific agencies, the rates are more dramatic: nine of 24 agencies have retirement eligibility rates in excess of 15% (see Table 6-19, Retirement Eligibility in the Contracting Series (GS-1102) by Agency FY 2006). The number of newly hired Contracting Personnel with college degrees has increased steadily, 76% in FY 2006 compared to 50% in FY 1992 (see Table 6-11, Turnover in the Contracting Series (GS-1102) FY 1992 - FY 2006). These new hires come with an expectation of increased training and challenging work. If the expectations of these employees are not met, they could find other opportunities. Therefore, FAI is working to deliver an expanding amount of residential and online training courses to meet those expectations.

The diversification of acquisition roles and responsibilities requires more planning for change. The impact of simplified acquisition techniques and a more sophisticated acquisition process can be seen on the Purchasing Series (GS-1105) and the Procurement Clerical and Assistance Series (GS-1106). From FY 1992 to FY 2006, the number of individuals in the Purchasing Series decreased by 55%, and their retirement eligibility increased from 4% to 16% (see Table 6-22, Purchasing Series (GS-1105) FY 1992 - FY 2006). During this same period, the number of employees in the Procurement and Clerical Assistance Series decreased by 76%, and their retirement eligibility percentage increased from 4% to 22% (see Table 6-27, Procurement and Clerical Assistance Series (GS-1106) FY 1992 - FY 2006). As the size of these traditional procurement roles has declined, the definition of the acquisition workforce itself has been broadened to recognize the roles played by many professionals in ensuring agencies are obtaining what they need, when they need it, to meet mission requirements.

## Statistical Information on the Federal Acquisition Workforce

For the past three decades, FAI has published an Annual Report on the Federal Acquisition Workforce (ARFAW) to provide demographic information to better understand the acquisition workforce. Because the acquisition workforce of each agency is subject to judgments by the agency as to the composition of their workforce, the ARFAW, at this time, is not structured to address the full federal acquisition workforce. Rather, it provides a comprehensive set of data on seven occupational series traditionally considered to be an agency's acquisition workforce. As CAOs continue to identify members of the acquisition workforce, FAI will adjust this report. Additional data on the workforce can be found using OPM's FedScope system and FAI's ACMIS system. The information in this report is based on official data as reported to OPM and can be compared with their reports in FedScope at <http://www.fedscope.opm.gov/>.

Prior to FY 2005, the ARFAW examined the following six occupational series that are included in the acquisition workforce of a number of agencies:

- 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).

Beginning with the ARFAW for FY 2005, a seventh series was added, Industrial Property Management (GS-1103), because of increased interest in this series in several federal agencies. In some cases, historical data are not readily available for the GS-1103 series, resulting in exclusion of this series from some tables. As of September 30, 2006, there were 59,997 personnel in the seven series addressed in this report. This is a net increase of 1,604 (3%) personnel since FY 1999. The change for these eight years is more dramatic for specific series:

- Industrial Property Management (GS-1103) decreased by 17%,
- Property Disposal (GS-1104) decreased by 20%,
- Purchasing (GS-1105) decreased by 20%,
- Procurement Clerical and Assistance (GS-1106) decreased by 48%, and
- Industrial Specialist (GS-1150) decreased by 16%.

These decreases are partially offset by an increase of 17% in the General Business and Industry Series (GS-1101) over the same period. While the Contracting Series (GS-1102) experienced decreases prior to FY 1999, the series increased 3% in FY 2005 and 1% in FY 2006, a total of 1,008 personnel in the last two years, after having stabilized at about 27,000 between FY 1999 and FY 2004 (See Table 6-4, Acquisition Workforce by Year).

Appendix A provides a graphical comparison of certain DOD and civilian agency demographic information. Appendix B introduces a new set of salary-based tables for the FY 2006 ARFAW.

These tables are added to augment data normally provided by grade level. Because the tables are derived from the FedScope system at the Office of Personnel Management (OPM), they may differ slightly from other tables in the report, which are based on historical algorithms from the Defense Manpower Data Center (DMDC).

## **Retirement**

Retirement eligibility in the Contracting Series (GS-1102) declined from 13% in FY 2005 to 12% in FY 2006. However, retirement eligibility for full retirement climbs to 29% in FY 2011 and 50% in FY 2016 (See Table 6-19, Retirement Eligibility in the Contracting Series (GS-1102) by Agency).

For purposes of this report, retirement rates for both Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) employees were calculated by comparing how many employees were eligible to retire, using the CSRS rules for regular retirement, with how many actually retired. In FY 2006, loss rates for those eligible to retire increased in four series from similar figures in FY 2005:

- Industrial Property Management Series (GS-1103): 18% in FY2006 vs. 15% in FY 2005;
- Property Disposal Series (GS-1104): 20% in FY2006 vs. 12% in FY 2005;
- Procurement Clerical and Assistance Series (GS-1106): 22% in FY2006 vs. 15% in FY 2005; and
- Industrial Specialists Series (GS-1150): 20% in FY2006 vs. 18% in FY 2005.

Loss rates for those eligible to retire decreased for two series:

- General Business and Industry Series (GS-1101) 19% in FY 2006 vs. 21% in FY 2005; and
- Purchasing Series (GS-1105) 17% in FY 2006 vs. 20% in FY 2005.

The GS-1102 Contracting Series remained constant at 17% (See Table 6-3, Turnover During FY 2006).

## **Turnover**

Statistics show that FY 2000 was the first year in the previous five that the Government lost fewer than 2,000 positions per year in the Contracting Series (GS-1102) through retirements, separations, and those leaving the series.

- In FY 2001, losses edged up slightly but remained under 2,000.
- For FY 2002, losses remained under 2,000, decreasing to 1,761.
- For FY 2003 and FY 2004, losses again were in excess of 2,000, rising to 2,197 and 2,443 respectively.

- For FY 2005 losses equaled 2,108 and in FY 2006 edged up to 2,255.

See Table 6-5, Losses from Acquisition Positions by Year FY 2001 – FY 2006.

- In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This relationship continued in FY 2001.
- In FY 2002, hires exceeded losses by 686.
- For FY 2003 hires fell behind losses by 445, but hires exceeded losses in FY 2004 by 87.
- For FY 2005 and FY 2006, hires again exceeded losses by 653 and 355 respectively.

Hires in the General Business and Industry Series (GS-1101) remained above losses again in FY 2006 as did those in the Property Disposal Series (GS-1104). In the other three series addressed in the respective tables, losses outpaced hires in FY 2006. (See Table 6-5, Losses from Acquisition Positions by Year FY 2001 - FY 2006, and Table 6-6, Hires for the Acquisition Workforce by Year FY 2001 - FY 2006).

The average age for internal hires in the Contracting Series (GS-1102) decreased slightly in FY 2006 to 43.9, while the age of the population in that series (46.7) increased slightly. The average age for external hires increased slightly to 34.4 (See Table 6-14, Contracting Series Hires During FY 2006).

## **Education**

The percent of college graduates in the Contracting Series (GS-1102) rose from 69% in FY 2005 to 71% in FY 2006 (See Table 6-13, Females, Supervisors, Managers, & College Graduates in the Contracting Series (GS-1102) by Grade FY 2006).

The percentage of college graduates among external hires in the Contracting Series (85%) continued to exceed that of internal hires (67%) for FY 2006. The percentage of college graduates hired externally remained the same as FY 2005 at 85%. Those hired internally decreased over the same period (from 77% to 67%) (See Table 6-14, Contracting Series (GS-1102) Hires During FY 2006).

## **Supervisors and Managers**

The number of supervisors and managers in the acquisition professions increased slightly from 8,463 in FY 2005 to 8,725 in FY 2006 (See Table 6-9, Supervisory and Managerial Positions by Occupation FY 2006). In FY 2005, 108 employees in the General Business and Industry Series (GS-1101) and 74 in the Contracting Series (GS-1102) were in the Senior Executive Service (SES). For FY 2006, the number of SES positions in the General Business and Industry Series decreased to 103 and increased in the Contracting Series to 81 (See Table 6-2, Acquisition Workforce at a Glance FY 2006).

## TECHNICAL NOTES

<b>Source of Data</b>	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 (OPM). The Federal Acquisition Institute annually obtains a copy of the September 30 (Fiscal Year-end) CPDF files on active, full-time employees in acquisition fields and provides it to DMDC for assistance in the preparation of this report. Data in this report, unless otherwise noted, are current as of September 30, 2006.
<b>Agencies</b>	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.
<b>Agency Data</b>	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).
<b>Retirement Eligibility</b>	<p>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 under the Civil Service Retirement System (CSRS) are:</p> <ul style="list-style-type: none"><li>• Age 62 with 5 years of service,</li><li>• Age 60 with 20 years of service, and</li><li>• Age 55 with 30 years of service.</li></ul> <p>Since 1987, all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum age for retirement increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted, the tables in this report are based on the CSRS combination of age and years of service to qualify for retirement including those in FERS. No data are provided on employees eligible for "Early" retirement. During the preparation of last year's report, DMDC corrected a coding discrepancy that in previous reports understated retirement eligibility percentages in two tables included in the contracting section (Tables 6-14, Contracting Series (GS-</p>



1102) Hires During FY 2006, and 6-19, Retirement Eligibility in the Contracting Series (GS-1102) by Agency FY 2006). The approach used to capture retirement data will be periodically reevaluated along with other assumptions that are incorporated into the original ARFAW algorithms.

## Turnover

Turnover data in this report were derived by tracking data on each individual in the workforce 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:

	FY02	FY03	FY04	FY05
Series:*	1105	1105	1102	0

\*At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during FY 2004 and an "internal hire" for the GS-1102 series in FY 2004. The individual would also be counted as a "loss" to the GS-1102 series in FY 2005.

## Losses

Losses include employees who left the series for any reason, such as separation from Government service or promotion to a position in a different series.

## Hires

Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and returns 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 five 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 may understate both educational levels and the number of employees with relevant academic majors.

**Grade Levels** According to OPM, the General Schedule and Related Grade Framework was developed as an analytical tool used to fit federal employees into the General Schedule grade matrix and provide an approximation of GS grade for gross statistical analysis. However, this framework is becoming less useful and meaningful with the advent of pay systems such as those in the Department of Homeland Security and the Department of Defense. OPM’s Workforce Planning and Information Group will work toward developing a more meaningful approach and conversion algorithms that accurately capture the acquisition workforce by grade structure.

The Annual Report on the Federal Acquisition Workforce includes a number of tables that display various demographics by grade. With the advent of special pay plans, the original algorithms developed to provide those data have produced some inconsistent results. Last year DMDC was able to make a change in programming to improve the situation. As more refinements are made to more accurately capture the acquisition workforce by grade structure, they will be incorporated in subsequent reports. Appendix B describes this issue in more detail

**Average Grade** 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 payband positions.

**Core Based Statistical Area** Past reports included tables for several of the series showing the location of those in the series by Metropolitan Statistical Area (MSA). Beginning with the ARFAW for FY 2005, the relevant tables are based on Core Based Statistical Areas (CBSA), reflecting a change to the CPDF by the Office of Personnel Management. As a result, a far larger number of locations are used to locate individuals geographically. To keep data at a manageable level, CBSA tables in the ARFAW show only locations where 15 or more personnel are located.



# SUMMARY STATISTICS

## FY 2006

**TABLE 6-1 LOGISTICS OCCUPATIONS: POPULATIONS  
AS OF SEPTEMBER 30, 2002, THROUGH SEPTEMBER 30, 2006**

<b>Occupations</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>Logistics Management (GS-346)</b>	12,132	12,192	12,564	13,464	13,966
<b>General Business and Industry (GS-1101)</b>	22,865	23,008	23,514	23,937	24,533
<b>Contracting (GS-1102)</b>	27,294	26,849	26,936	27,589	27,944
<b>Industrial Property Management (GS-1103)</b>	564	539	530	526	508
<b>Property Disposal (GS-1104)</b>	685	674	652	666	671
<b>Purchasing (GS-1105)</b>	3,321	3,210	3,186	3,098	3,038
<b>Procurement Clerical and Assistance (GS-1106)</b>	3,120	2,831	2,565	2,370	2,073
<b>Industrial Specialist (GS-1150)</b>	1,364	1,299	1,308	1,291	1,230
<b>Equipment Specialist (GS-1670)</b>	6,135	5,861	5,740	6,025	5,973
<b>Quality Assurance (GS-1910)</b>	7,782	7,569	7,869	8,147	8,283
<b>General Supply (GS-2001)</b>	3,564	3,551	3,617	3,635	3,795
<b>Supply Program Management (GS-2003)</b>	4,236	4,052	3,930	4,101	4,060
<b>Supply Clerical and Technician (GS-2005)</b>	12,127	11,566	11,445	12,068	12,067
<b>Inventory Management (GS-2010)</b>	5,096	5,011	5,085	4,969	4,987
<b>Distribution, Facilities and Storage (GS-2030)</b>	554	499	468	483	513
<b>Packaging (GS-2032)</b>	215	197	190	182	173
<b>Supply Cataloguing (GS-2050)</b>	61	53	53	48	42
<b>General Transportation (GS-2101)</b>	8,909	8,734	8,656	8,862	8,664
<b>Traffic Management (GS-2130)</b>	1,689	1,648	1,622	1,670	1,728
<b>Freight Rate (GS-2131)</b>	394	355	340	326	336
<b>Cargo Scheduling (GS-2144)</b>	31	32	27	36	41
<b>Transportation Operations (GS-2150)</b>	1,436	1,456	1,453	1,511	1,606
<b>Dispatching (GS-2151)</b>	496	557	641	711	806
<b>Marine Cargo (GS-2161)</b>	58	57	63	64	71
<b>TOTAL</b>	<b>124,128</b>	<b>121,800</b>	<b>122,454</b>	<b>125,779</b>	<b>127,108</b>

**TABLE 6-2 ACQUISITION WORKFORCE AT A GLANCE FY 2006**

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Industrial Property Management (GS-1103)	Property Disposal (GS-1104)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Industrial Specialist (GS-1150)	Total
<b>Population</b>	<b>24,533</b>	<b>27,944</b>	<b>508</b>	<b>671</b>	<b>3,038</b>	<b>2,073</b>	<b>1,230</b>	<b>59,997</b>
- DOD	7,761	18,928	440	481	961	1,540	1,106	31,217
- Civilian Agencies	16,772	9,016	68	190	2,077	533	124	28,780
<b>Average Grade*</b>	11.01	11.71	11.52	10.86	7.10	6.17	11.54	NA
<b>Average Age</b>	48.85	46.69	52.34	51.24	49.25	49.58	52.10	48.02
<b>Percent Female</b>	56%	60%	51%	44%	74%	84%	28%	59%
<b>Percent Eligible To Retire FY 2006**</b>	14%	12%	29%	28%	16%	22%	28%	14%
<b>Percent Eligible To Retire FY 2016**</b>	54%	50%	81%	76%	59%	63%	72%	53%
<b>Percent College Graduates</b>	42%	71%	33%	18%	12%	8%	32%	52%
<b>Members, Senior Executive Service</b>	103	81	0	0	0	0	0	184

\*Calculation based on only those in a specific grade level, excludes those in pay bands or special pay plans.

\*\*Based on CSRS retirement rules, includes both FERS and CSRS employees.

**TABLE 6-3 TURNOVER DURING FY 2006**

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Industrial Property Management (GS-1103)	Property Disposal (GS-1104)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Industrial Specialist (GS-1150)
<b>Beginning Strength</b>	<b>23,937</b>	<b>27,589</b>	<b>526</b>	<b>666</b>	<b>3,098</b>	<b>2,370</b>	<b>1,291</b>
- DOD	7,490	18,749	458	474	989	1,748	1,171
- Civilian Agencies	16,447	8,840	68	192	2,109	622	120
<b>Losses</b>	3,377	2,255	55	82	545	530	202
<b>Loss Rate*</b>	14%	8%	10%	12%	18%	22%	16%
<b>Losses of Persons Eligible To Retire</b>	837	779	35	43	111	129	100
<b>Loss Rate of Persons Eligible To Retire**</b>	19%	17%	18%	20%	17%	22%	20%
<b>Total Hires</b>	3,973	2,610	37	87	485	233	141
<b>Ratio of Internal to External Hires</b>	2.1	0.7	4.8	3.2	2.5	2	8.9
<b>Percent Hires with College Degrees</b>	37%	76%	35%	21%	17%	18%	28%
<b>Net Change</b>	596	355	-18	5	-60	-297	-61
<b>End Strength</b>	<b>24,533</b>	<b>27,944</b>	<b>508</b>	<b>671</b>	<b>3,038</b>	<b>2,073</b>	<b>1,230</b>
-DOD	7,761	18,928	440	481	961	1,540	1,106
- Civilian Agencies	16,772	9,016	68	190	2,077	533	124

\*Losses are a percentage of beginning year strength.

\*\*Loss rate is a percentage of all persons eligible for regular retirement at the beginning of FY 2006, plus those who become eligible to retire.

**TABLE 6-4 ACQUISITION WORKFORCE BY YEAR FY 1999 - FY 2006**

	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>General Business and Industry (GS-1101)</b>								
<b>DOD</b>	6,241	6,190	6,546	6,749	6,880	7,021	7,490	7,761
<b>Civilian</b>	14,714	15,035	15,586	16,116	16,128	16,493	16,447	16,772
<b>Total</b>	<b>20,955</b>	<b>21,225</b>	<b>22,132</b>	<b>22,865</b>	<b>23,008</b>	<b>23,514</b>	<b>23,937</b>	<b>24,533</b>
<b>Contracting (GS-1102)</b>								
<b>DOD</b>	18,787	18,756	18,565	18,885	18,393	18,322	18,749	18,928
<b>Civilian</b>	7,988	7,995	8,043	8,409	8,456	8,614	8,840	9,016
<b>Total</b>	<b>26,775</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>
<b>Industrial Property (GS-1103)</b>								
<b>DOD</b>	527	530	520	486	466	466	458	440
<b>Civilian</b>	82	80	75	79	73	64	68	68
<b>Total</b>	<b>609</b>	<b>610</b>	<b>595</b>	<b>565</b>	<b>539</b>	<b>530</b>	<b>526</b>	<b>508</b>
<b>Property Disposal (GS-1104)</b>								
<b>DOD</b>	623	538	492	471	463	449	474	481
<b>Civilian</b>	214	228	219	214	211	203	192	190
<b>Total</b>	<b>837</b>	<b>766</b>	<b>711</b>	<b>685</b>	<b>674</b>	<b>652</b>	<b>666</b>	<b>671</b>
<b>Purchasing (GS-1105)</b>								
<b>DOD</b>	1,638	1,363	1,220	1,193	1,097	1,069	989	961
<b>Civilian</b>	2,155	2,051	2,032	2,128	2,113	2,117	2,109	2,077
<b>Total</b>	<b>3,793</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>
<b>Procurement Clerical and Assistance (GS-1106)</b>								
<b>DOD</b>	3,175	2,863	2,582	2,380	2,116	1,904	1,748	1,540
<b>Civilian</b>	791	720	694	740	715	661	622	533
<b>Total</b>	<b>3,966</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>
<b>Industrial Specialist (GS-1150)</b>								
<b>DOD</b>	1,290	1,249	1,281	1,238	1,181	1,202	1,171	1,106
<b>Civilian</b>	168	162	132	126	118	106	120	124
<b>Total</b>	<b>1,458</b>	<b>1,411</b>	<b>1,413</b>	<b>1,364</b>	<b>1,299</b>	<b>1,308</b>	<b>1,291</b>	<b>1,230</b>
<b>Total Workforce</b>								
<b>DOD</b>	32,281	31,489	31,206	31,402	30,596	30,433	31,079	31,217
<b>Civilian</b>	26,112	26,271	26,781	27,812	27,814	28,258	28,398	28,780
<b>Total</b>	<b>58,393</b>	<b>57,760</b>	<b>57,987</b>	<b>59,214</b>	<b>58,410</b>	<b>58,691</b>	<b>59,477</b>	<b>59,997</b>

**TABLE 6-5 LOSSES FROM ACQUISITION POSITIONS  
BY YEAR FY 2001 - FY 2006**

	2001		2002		2003		2004		2005		Beginning Year Strength FY2006	2006	
<b>General Business and Industry (GS-1101)</b>	2,666	13%	3,040	14%	2,942	13%	3,112	14%	3,517	15%	23,937	3,377	14%
<b>Contracting (GS-1102)</b>	1,947	7%	1,761	7%	2,197	8%	2,443	9%	2,108	8%	27,589	2,255	8%
<b>Property Disposal (GS-1104)</b>	109	14%	110	15%	75	11%	85	13%	65	10%	666	82	12%
<b>Purchasing (GS-1105)</b>	686	20%	483	15%	556	17%	491	15%	508	16%	3,098	545	18%
<b>Procurement Clerical and Assistance (GS-1106)</b>	735	21%	632	19%	590	19%	586	21%	442	17%	2,370	530	22%
<b>Industrial Specialist (GS-1150)</b>	205	15%	190	13%	197	14%	188	14%	174	13%	1,291	202	16%

The shaded columns represent the loss rate, a percentage of beginning year strength for that fiscal year.

**TABLE 6-6 HIRES FOR THE ACQUISITION WORKFORCE  
BY YEAR FY 2001 - FY 2006**

	2001		2002		2003		2004		2005		End-of- Year Strength FY2006	2006	
<b>General Business and Industry (GS-1101)</b>	3,573	16%	3,773	17%	3,085	13%	3,618	15%	3,940	16%	24,533	3,973	16%
<b>Contracting (GS-1102)</b>	1,804	7%	2,447	9%	1,752	7%	2,530	9%	2,761	10%	27,944	2,610	9%
<b>Property Disposal (GS-1104)</b>	54	8%	84	12%	64	9%	63	10%	79	12%	671	87	13%
<b>Purchasing (GS-1105)</b>	524	16%	552	17%	445	14%	467	15%	420	14%	3,038	485	16%
<b>Procurement Clerical and Assistance (GS-1106)</b>	428	14%	476	15%	301	11%	320	12%	247	10%	2,073	233	11%
<b>Industrial Specialist (GS-1150)</b>	207	15%	141	10%	132	10%	197	15%	157	12%	1,230	141	11%

The shaded columns represent the accession rate, a percentage of end-of-year strength of the previous year.

**TABLE 6-7 EDUCATIONAL LEVELS BY OCCUPATION FY 2006**

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Industrial Property Management (GS-1103)	Property Disposal (GS-1104)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Industrial Specialist (GS-1150)
<b>No Degree</b>	13,208	7,935	338	543	2,655	1,883	837
<b>BA-BS</b>	5,747	12,335	130	90	309	143	273
<b>Post Graduate Study</b>	4,558	7,533	40	32	64	33	119
<b>Unknown</b>	1,020	141	0	6	10	14	1
<b>Total</b>	24,533	27,944	508	671	3,038	2,073	1,230
<b>Percent College Graduates</b>	42%	71%	33%	18%	12%	8%	32%

**TABLE 6-8 ACADEMIC MAJORS OF COLLEGE GRADUATES FY 2006**

	General Business and Industry (GS-1101)	Contracting (GS-1102)	Industrial Property Management (GS-1103)	Property Disposal (GS-1104)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Industrial Specialist (GS-1150)
<b>Business</b>	4,087	11,441	36	58	157	47	79
Information Management	177	236	1	1	11	4	4
Engineering	543	139	1	2	1	0	38
<b>Law</b>	200	248	2	0	2	0	1
Mathematics	64	78	0	1	0	0	3
Physical Sciences	96	52	1	2	5	0	4
<b>Public Administration</b>	398	687	2	4	11	4	6
Other	3,812	4,576	15	54	181	89	54
<b>Major Unknown</b>	928	2,411	112	0	5	32	203
<b>Total</b>	10,305	19,868	170	122	373	176	392
<b>*Business, Law &amp; Public Administration</b>	45%	62%	24%	51%	46%	29%	22%

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

**TABLE 6-9 SUPERVISORY AND MANAGERIAL POSITIONS  
BY OCCUPATION FY 2006**

<b>Occupation</b>	<b>Supervisory/ Managerial</b>	<b>Other</b>	<b>Total</b>
General Business and Industry (GS-1101)	4,645	19,888	24,533
Contracting (GS-1102)	3,794	24,150	27,944
Industrial Property Management (GS-1103)	18	490	508
Property Disposal (GS-1104)	119	552	671
Purchasing (GS-1105)	50	2,988	3,038
Procurement Clerical and Assistance (GS-1106)	6	2,067	2,073
Industrial Specialist (GS-1150)	93	1,137	1,230
<b>Total</b>	<b>8,725</b>	<b>51,272</b>	<b>59,997</b>

CONTRACTING SERIES  
(GS-1102)  
FY 2006



**TABLE 6-10 CONTRACTING SERIES (GS-1102) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Population</b>	31,794	<b>26,775</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>
- DOD	NA	18,787	18,756	18,565	18,885	18,393	18,322	18,789	18,928
- Civilian Agencies	NA	7,988	7,995	8,043	8,043	8,456	8,614	8,840	9,016
<b>Average Grade</b>	11.20	11.17	11.16	11.20	11.17	11.14	11.09	11.09	10.94
<b>Average Age</b>	43.08	45.84	46.32	46.64	46.79	47.98	46.90	46.84	46.69
<b>Percent Female</b>	56%	60%	61%	61%	61%	61%	61%	60%	60%
<b>Percent Eligible To Retire in That FY*</b>	5%	8%	8%	10%	12%	18%	15%	13%	12%
<b>Percent Eligible To Retire in FY+10*</b>	27%	50%	45%	52%	54%	61%	58%	54%	50%
<b>Percent College Graduates</b>	54%	59%	59%	61%	63%	65%	67%	69%	71%
<b>Members, Senior Executive Service</b>	86	66	68	71	71	69	68	74	81

\* Based on CSRS retirement rules.

**TABLE 6-11 TURNOVER IN THE CONTRACTING SERIES (GS-1102) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Beginning Strength</b>	<b>31,436</b>	<b>27,400</b>	<b>26,775</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>
- DOD	NA	19,226	18,787	18,756	18,565	18,885	18,393	18,322	18,749
- Civilian Agencies	NA	8,174	7,995	7,995	8,043	8,409	8,456	8,614	8,840
<b>Losses</b>	1,828	2,188	1,843	1,947	1,761	2,197	2,443	2,108	2,255
<b>Loss Rate</b>	6%	8%	7%	7%	7%	8%	9%	8%	8%
<b>Losses of Persons Eligible To Retire in That FY*</b>	240	637	440	613	586	834	884	860	779
<b>Loss Rate of Persons Eligible To Retire in That FY*</b>	16%	23%	17%	19%	16%	16%	19%	17%	17%
<b>Total Hires</b>	2,186	1,563	1,819	1,804	2,447	1,752	2,530	2,761	2,610
<b>Percent Hires with College Degrees</b>	50%	59%	57%	73%	75%	78%	79%	80%	76%
<b>Net Change</b>	+358	-625	-24	-143	686	-445	87	653	355
<b>End Strength</b>	31,794	<b>26,775</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>
- DOD	NA	18,787	18,756	18,565	18,885	18,393	18,322	18,789	18,928
- Civilian Agencies	NA	7,988	7,995	8,043	8,043	8,456	8,614	8,840	9,016

\* Based on CSRS retirement rules

**TABLE 6-12 CONTRACTING SERIES (GS-1102)  
BY AGENCY BY GRADE FY 2006**

GS Grade	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
5	43	48	11	10	2	0	0	1	0	3	4	1	0
7	247	417	188	200	13	3	2	3	7	34	14	16	0
9	438	421	212	349	46	9	4	12	22	106	51	69	7
11	1,032	1,060	369	1,558	103	9	3	27	17	82	101	71	5
12	1,836	1,455	1,229	1,601	255	37	9	122	68	609	158	179	30
13	741	1,037	699	568	124	33	18	133	100	407	213	151	15
14	195	229	182	165	44	25	7	122	53	119	102	149	12
15	69	47	63	44	8	15	7	48	20	33	58	96	6
Other*	0	1	2	0	0	0	0	0	0	0	0	0	0
NS**	426	817	648	271	7	51	2	13	4	8	15	102	7
All	5,027	5,532	3,603	4,766	602	182	52	481	291	1,401	716	834	82
Avg.***	11.45	11.34	11.74	11.41	11.86	12.59	12.56	12.93	12.52	12.11	12.34	12.51	12.41

GS Grade	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
5	4	11	0	1	0	0	0	0	0	1	13	1	154
7	22	7	0	10	0	0	0	1	3	18	26	8	1,239
9	82	101	5	29	1	0	1	5	11	33	90	27	2,131
11	122	83	3	57	5	0	0	2	12	47	171	34	4,973
12	244	65	8	178	1	0	4	19	22	84	353	67	8,633
13	129	101	21	224	5	0	47	57	36	108	117	89	5,173
14	58	78	13	107	3	0	7	36	37	124	56	70	1,993
15	15	18	5	74	2	0	1	10	13	12	6	36	706
Other*	0	8	0	0	0	0	0	0	0	0	2	0	13
NS**	10	13	0	18	0	33	2	5	231	65	4	177	2,929
All	686	485	55	698	17	33	62	135	365	492	838	509	27,944
Avg.***	11.68	11.60	12.80	12.68	12.53	NA	13.02	13.05	12.66	12.35	11.50	12.53	11.71

\*Other: Other grade levels (1-4, 6, 8, 10 & pay bands/special pay rates).

\*\*NS: Grade level was not specified: includes SES positions.

\*\*\*Avg.: Average grade. Includes only positions for which grade level was specified; excludes grades in other and NS category in calculation.

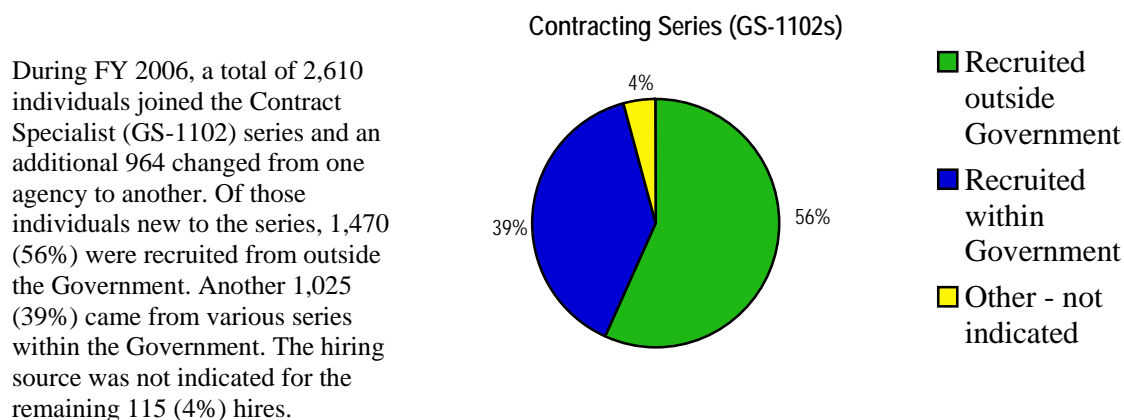
**TABLE 6-13 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE  
GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY GRADE FY 2006**

<b>GS Grade</b>	<b>Population</b>	<b>Female</b>	<b>Supervisory/ Managerial</b>	<b>College Graduates</b>
<b>5</b>	154	63%	0%	73%
<b>7</b>	1,239	61%	0%	80%
<b>9</b>	2,131	60%	0%	71%
<b>11</b>	4,973	63%	2%	64%
<b>12</b>	8,633	63%	4%	65%
<b>13</b>	5,173	58%	21%	77%
<b>14</b>	1,993	56%	43%	84%
<b>15</b>	706	49%	73%	91%
<b>Other*</b>	13	62%	8%	46%
<b>NS**</b>	2,929	58%	29%	74%
<b>Total</b>	27,944	60%	14%	71%

\*Other: Other grade levels (1-4, 6, 8, 10 and pay bands/demonstration projects).

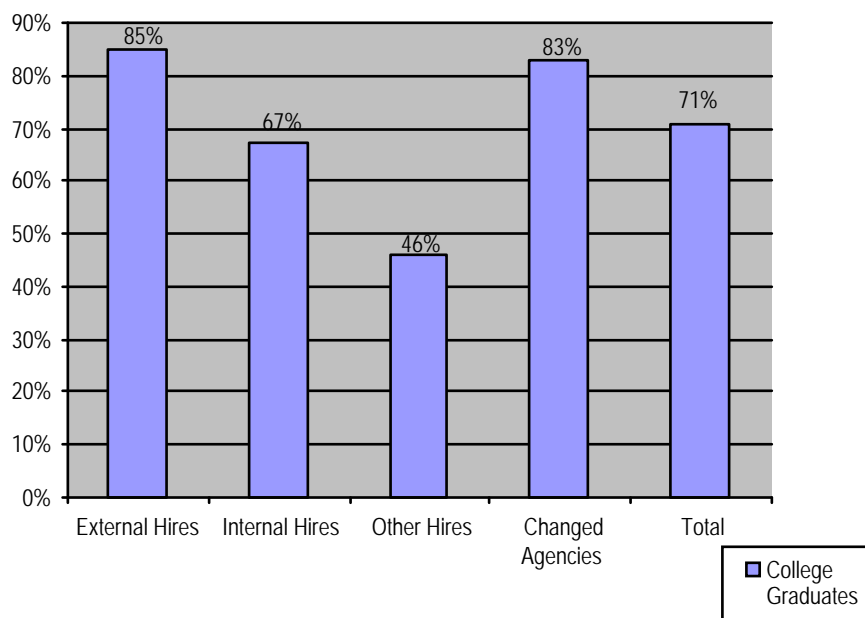
\*\*NS: Grade level was not specified; includes SES positions.

**FIGURE 6-1 RECRUITMENT PATTERN FOR CONTRACTING SERIES (GS-1102) POSITIONS**



**FIGURE 6-2 PERCENTAGE OF COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)**

In FY 2006, 85% of the external hires were college graduates, compared with 67% of the internal hires, 46% of other hires, 83% of those who changed agencies and 71% of the total Contracting Series. About 59% of all college graduates in the Contracting Series majored in business, law, or public administration.



**TABLE 6-14 CONTRACTING SERIES (GS-1102) HIRES DURING FY 2006**

	<b>Internal Hires</b>	<b>External Hires</b>	<b>Other Hires</b>	<b>Changed Agencies</b>	<b>No Change</b>	<b>Total</b>
<b>Total</b>	1,025	1,470	115	964	24,370	27,944
Percent FY 2006 Workforce	4%	5%	<1%	3%	87%	100%
Percent College Graduates	67%	85%	46%	83%	70%	71%
Percent Business, Law, or Public Administration Majors*	57%	54%	72%	60%	59%	59%
Average Age	43.92	34.41	41.9	44.62	47.66	46.69
Percent Eligible To Retire FY 2006	7%	2%	8%	7%	13%	12%
Percent Eligible To Retire FY 2011	20%	3%	18%	26%	31%	29%
Percent Eligible To Retire FY 2016	40%	15%	33%	47%	53%	50%

\*Percent of college graduates only. Figures do not include the majors of those who attended college but did not graduate.

**TABLE 6-15 CONTRACTING SERIES (GS-1102) HIRES DURING FY 2006 BY GRADE LEVEL**

<b>GS Grade</b>	<b>Population as of 9/30/2006</b>	<b>Internal Hires During FY 2006</b>	<b>External Hires During FY 2006</b>	<b>Other Hires During FY 2006</b>	<b>No Change</b>	<b>Changed Agencies</b>
<b>5</b>	154	52	91	4	6	1
<b>7</b>	1,239	195	824	17	196	7
<b>9</b>	2,131	189	201	24	1,679	38
<b>11</b>	4,973	117	124	18	4,581	133
<b>12</b>	8,633	141	85	15	8,099	293
<b>13</b>	5,173	106	37	8	4,823	199
<b>14</b>	1,993	80	14	0	1,772	127
<b>15</b>	706	33	5	0	631	37
<b>Other*</b>	13	1	0	0	12	0
<b>NS**</b>	2,929	111	89	29	2,571	129
<b>Total</b>	27,944	1,025	1,470	115	24,370	964

\*Other: Other GS grade levels (1-4, 6, 8, and 10).

\*\*NS: Grade level was not specified; includes SES positions.

**TABLE 6-16 CONTRACTING SERIES (GS-1102) HIRES  
BY AGENCY DURING FY 2006**

	Internal Hires	External Hires	Other Hires	Recruited From Other Agencies	Total Hires	No Change	All	Total Hires as a Percent of the FY 2006 Workforce
<b>USAF</b>	150	315	22	90	577	4,450	5,027	11%
<b>USA</b>	177	408	17	150	752	4,780	5,532	14%
<b>DON</b>	83	201	4	78	366	3,237	3,603	10%
<b>Other DOD</b>	127	196	8	122	453	4,313	4,766	10%
<b>USDA</b>	28	21	1	27	77	525	602	13%
<b>DOC</b>	9	12	0	19	40	142	182	22%
<b>ED</b>	3	3	1	2	9	43	52	17%
<b>DOE</b>	13	13	0	25	51	430	481	11%
<b>EPA</b>	8	9	0	15	32	259	291	11%
<b>GSA</b>	41	53	0	45	139	1,262	1,401	10%
<b>HHS</b>	33	22	0	31	86	630	716	12%
<b>DHS</b>	59	44	22	116	241	593	834	29%
<b>HUD</b>	7	7	0	8	22	60	82	27%
<b>DOI</b>	40	25	4	37	106	580	686	15%
<b>DOJ</b>	104	13	0	13	130	355	485	27%
<b>DOL</b>	3	5	0	3	11	44	55	20%
<b>NASA</b>	17	8	9	25	59	639	698	8%
<b>NSF</b>	1	1	0	1	3	14	17	18%
<b>NRC</b>	2	7	1	3	13	20	33	39%
<b>SBA</b>	3	2	0	1	6	56	62	10%
<b>DOS</b>	6	1	0	9	16	119	135	12%
<b>DOT</b>	21	25	2	25	73	292	365	20%
<b>Treas</b>	24	23	0	28	75	417	492	15%
<b>VA</b>	47	37	8	51	143	695	838	17%
<b>All Other</b>	19	19	16	40	94	415	509	18%
<b>All Agencies*</b>	1,025	1,470	115	964	3,574	24,370	27,944	<b>9%</b>

\*The "All Agency" figure for the percent of the FY 2006 workforce (9%) excludes employees who changed agencies (e.g., recruited from Agriculture to work for Navy).

**TABLE 6-17 LOSSES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY DURING FY 2006**

	<b>FY 2006 Beginning Strength</b>	<b>Left the Series</b>	<b>Changed Agencies</b>	<b>Stayed</b>	<b>Loss Rate*</b>
<b>USAF</b>	4,881	321	110	4,450	9%
<b>USA</b>	5,352	374	198	4,780	11%
<b>DON</b>	3,649	273	139	3,237	11%
<b>Other DOD</b>	4,867	405	149	4,313	11%
<b>USDA</b>	602	56	21	525	13%
<b>DOC</b>	170	16	12	142	16%
<b>ED</b>	52	4	5	43	17%
<b>DOE</b>	481	37	14	430	11%
<b>EPA</b>	294	24	11	259	12%
<b>GSA</b>	1,427	106	59	1,262	12%
<b>HHS</b>	729	75	24	630	14%
<b>DHS</b>	699	58	48	593	15%
<b>HUD</b>	73	8	5	60	18%
<b>DOI</b>	675	65	30	580	14%
<b>DOJ</b>	497	124	18	355	29%
<b>DOL</b>	49	5	0	44	10%
<b>NASA</b>	718	61	18	639	11%
<b>NSF</b>	19	3	2	14	26%
<b>NRC</b>	25	5	0	20	20%
<b>SBA</b>	62	5	1	56	10%
<b>DOS</b>	143	15	9	119	17%
<b>DOT</b>	342	39	11	292	15%
<b>Treas</b>	472	28	27	417	12%
<b>VA</b>	800	75	30	695	13%
<b>All Other</b>	511	73	23	415	19%
<b>All Agencies*</b>	27,589	2,255	964	24,370	8%

\*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 left the series.

**TABLE 6-18 LOSSES IN THE CONTRACTING SERIES (GS-1102)  
DURING FY 2006 BY GRADE LEVEL**

<b>GS Grade</b>	<b>FY 2006 Beginning Strength</b>	<b>Percent Left the Series</b>	<b>Percent Changed Agencies</b>
<b>5</b>	129	12%	1%
<b>7</b>	1,213	8%	3%
<b>8</b>	2	0%	0%
<b>9</b>	2,244	8%	4%
<b>10</b>	13	8%	8%
<b>11</b>	4,923	7%	4%
<b>12</b>	8,777	8%	3%
<b>13</b>	5,133	8%	4%
<b>14</b>	1,939	10%	4%
<b>15</b>	658	12%	3%
<b>Other</b>	2,558	11%	3%
<b>Total</b>	27,589		



**TABLE 6-19 RETIREMENT ELIGIBILITY IN THE CONTRACTING SERIES  
(GS-1102) BY AGENCY FY 2006**

	<b>FY 2006 Population</b>	<b>Eligible in FY 2006</b>	<b>Eligible in FY 2011</b>	<b>Eligible in FY 2016</b>
<b>USAF</b>	5,027	5%	14%	33%
<b>USA</b>	5,532	18%	42%	65%
<b>DON</b>	3,603	3%	10%	29%
<b>Other DOD</b>	4,766	19%	41%	62%
<b>USDA</b>	602	12%	29%	56%
<b>DOC</b>	182	10%	30%	51%
<b>ED</b>	52	6%	17%	38%
<b>DOE</b>	481	20%	43%	66%
<b>EPA</b>	291	14%	35%	55%
<b>GSA</b>	1,401	10%	24%	43%
<b>HHS</b>	716	7%	18%	37%
<b>DHS</b>	834	12%	38%	62%
<b>HUD</b>	82	17%	32%	51%
<b>DOI</b>	686	15%	36%	59%
<b>DOJ</b>	485	4%	15%	35%
<b>DOL</b>	55	11%	24%	47%
<b>NASA</b>	698	17%	35%	56%
<b>NSF</b>	17	18%	41%	59%
<b>NRC</b>	33	9%	30%	45%
<b>SBA</b>	62	27%	65%	81%
<b>DOS</b>	135	5%	14%	31%
<b>DOT</b>	365	18%	43%	68%
<b>Treas</b>	492	10%	29%	52%
<b>VA</b>	838	11%	31%	54%
<b>All Other</b>	509	14%	31%	56%
<b>Total</b>	27,944	12%	29%	50%

**TABLE 6-20 COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY AND GRADE FY 2006**

	<b>GS 5 &amp; 7</b>	<b>GS 9 &amp; 12</b>	<b>GS 13-15</b>	<b>All Grades*</b>
<b>USAF</b>	95%	81%	94%	85%
<b>Army</b>	77%	62%	75%	67%
<b>DON</b>	88%	67%	78%	72%
<b>Other DOD</b>	73%	67%	77%	69%
<b>USDA</b>	53%	53%	72%	59%
<b>DOC</b>	100%	51%	77%	66%
<b>ED</b>	100%	94%	84%	88%
<b>DOE</b>	75%	59%	90%	79%
<b>EPA</b>	86%	67%	87%	80%
<b>GSA</b>	81%	55%	76%	64%
<b>HHS</b>	50%	46%	73%	61%
<b>DHS</b>	47%	39%	79%	61%
<b>HUD</b>	0%	43%	79%	59%
<b>DOI</b>	46%	52%	83%	61%
<b>DOJ</b>	50%	49%	71%	58%
<b>DOL</b>	0%	31%	77%	64%
<b>NASA</b>	55%	71%	94%	84%
<b>NSF</b>	0%	57%	90%	76%
<b>SBA</b>	0%	80%	56%	58%
<b>DOS</b>	100%	46%	56%	55%
<b>DOT</b>	33%	69%	81%	76%
<b>Treas</b>	74%	45%	68%	59%
<b>VA</b>	72%	56%	89%	64%
<b>All Other</b>	78%	59%	75%	69%

\*Includes grades GS 1-4, 8 & 10 and pay bands/special pay rates, etc.

**TABLE 6-21 EMPLOYMENT IN THE CONTRACTING SERIES (GS-1102)  
BY CORE BASED STATISTICAL AREA FY 2006**

ALAMOGORDO, NM	24	ELIZABETH CITY, NC	35
ALBANY, GA	28	ELIZABETHTOWN, KY	47
ALBANY-SCHENECTADY-TROY, NY	32	ENTERPRISE-OZARK, AL	16
ALBUQUERQUE, NM	258	FAYETTEVILLE, NC	73
ALTUS, OK	15	FORT COLLINS-LOVELAND, CO	19
ANCHORAGE, AK	105	FORT LEONARD WOOD, MO	23
ANNISTON-OXFORD, AL	37	FORT POLK SOUTH, LA	17
ATLANTA-SANDY SPRINGS-MARIETTA, GA	414	FORT WALTON BEACH-CRESTVIEW-DESTIN, FL	199
ATLANTIC CITY, NJ	26	GOLDSBORO, NC	15
AUGUSTA-RICHMOND COUNTY, GA-SC	64	GRAND FORKS, ND-MN	18
AUSTIN-ROUND ROCK, TX	43	GREAT FALLS, MT	19
BAKERSFIELD, CA	144	GULFPORT-BILOXI, MS	96
BALTIMORE-TOWSON, MD	450	HARRISBURG-CARLISLE, PA	215
BATTLE CREEK, MI	34	HARTFORD-WEST HARTFORD-EAST HARTFORD, CT	55
BILLINGS, MT	19	HINESVILLE-FORT STEWART, GA	31
BINGHAMTON, NY	17	HONOLULU, HI	275
BIRMINGHAM-HOOVER, AL	31	HOUSTON-SUGAR LAND-BAYTOWN, TX	187
BOISE CITY-NAMPA, ID	43	HUNTSVILLE, AL	905
BOSTON-CAMBRIDGE-QUINCY, MA-NH	478	IDAHO FALLS, ID	19
BREMERTON-SILVERDALE, WA	97	INDIANAPOLIS, IN	89
BRIDGEPORT-STAMFORD-NORWALK, CT	35	JACKSON, MS	25
BRUNSWICK, GA	24	JACKSONVILLE, FL	116
BUFFALO-NIAGARA FALLS, NY	31	JACKSONVILLE, NC	33
BURLINGTON-SOUTH BURLINGTON, VT	22	KANSAS CITY, MO-KS	247
CHAMBERSBURG, PA	15	KENNEWICK-RICHLAND-PASCO, WA	29
CHARLESTON-NORTH CHARLESTON, SC	151	KILLEEN-TEMPLE-FORT HOOD, TX	63
CHEYENNE, WY	36	KNOXVILLE, TN	27
CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI	339	LAS CRUCES, NM	26
CINCINNATI-MIDDLETOWN, OH-KY-IN	84	LAS VEGAS-PARADISE, NV	57
CLARKSVILLE, TN-KY	28	LAWTON, OK	29
CLEVELAND-ELYRIA-MENTOR, OH	106	LEXINGTON PARK, MD	365
CLOVIS, NM	18	LEXINGTON-FAYETTE, KY	22
COLORADO SPRINGS, CO	283	LITTLE ROCK-NORTH LITTLE ROCK, AR	41
COLUMBIA, SC	26	LOS ANGELES-LONG BEACH-SANTA ANA, CA	432
COLUMBUS, GA-AL	27	LOUISVILLE, KY-IN	42
COLUMBUS, MS	15	MANCHESTER-NASHUA, NH	21
COLUMBUS, OH	583	MANHATTAN, KS	25
CORPUS CHRISTI, TX	23	MEMPHIS, TN-MS-AR	25
DALLAS-FORT WORTH-ARLINGTON, TX	434	MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL	62
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	399	MILWAUKEE-WAUKESHA-WEST ALLIS, WI	37
DAYTON, OH	777	MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	85
DEL RIO, TX	19	MOBILE, AL	30
DENVER-AURORA, CO	321	MONTGOMERY, AL	104
DETROIT-WARREN-LIVONIA, MI	493	MORGANTOWN, WV	27
DOVER, DE	24		
DURHAM, NC	83		
EAST STROUDSBURG, PA	16		
EL PASO, TX	39		

NASHVILLE-DAVIDSON-MURFREESBORO, TN	39	SAN FRANCISCO-OAKLAND-FREMONT	173
NEW BERN, NC	19	SAN JOSE-SUNNYVALE-SANTA CLARA	72
NEW ORLEANS-METairie-KENNER, LA	87	SAN JUAN-CAGUAS-GUAYNABO, PR	28
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	898	SANTA BARBARA-SANTA MARIA, CA	54
NORWICH-NEW LONDON, CT	38	SAVANNAH, GA	33
OGDEN-CLEARFIELD, UT	320	SEATTLE-TACOMA-BELLEVUE, WA	246
OKLAHOMA CITY, OK	522	SHREVEPORT-BOSSIER CITY, LA	16
OMAHA-COUNCIL BLUFFS, NE-IA	89	SIERRA VISTA-DOUGLAS, AZ	93
ORLANDO-KISSIMMEE, FL	204	SPOKANE, WA	26
OXNARD-THOUSAND OAKS-VENTURA, CA	76	SPRINGFIELD, MA	23
PALM BAY-MELBOURNE-TITUSVILLE, FL	192	ST. LOUIS, MO-IL	400
PANAMA CITY-LYNN HAVEN, FL	71	STOCKTON, CA	22
PARKERSBURG-MARIETTA-VIENNA, WV-OH	59	SUMTER, SC	25
PASCAGOULA, MS	21	SYRACUSE, NY	27
PENSACOLA-FERRY PASS-BRENT, FL	23	TAMPA-ST. PETERSBURG-CLEARWATER	116
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	1,259	TUCSON, AZ	79
PHOENIX-MESA-SCOTTSDALE, AZ	125	TULSA, OK	23
PINE BLUFF, AR	24	UTICA-ROME, NY	45
PITTSBURGH, PA	95	VALDOSTA, GA	16
PORTLAND-SOUTH PORTLAND-BIDDEFORD, ME	35	VALLEJO-FAIRFIELD, CA	37
PORTLAND-VANCOUVER-BEAVERTON, OR-WA	133	VICKSBURG, MS	45
POUGHKEEPSIE-NEWBURGH-MIDDLETOWN, NY	37	VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	700
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	90	WALLA WALLA, WA	15
RAPID CITY, SD	19	WARNER ROBINS, GA	346
RICHMOND, VA	685	WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	5,675
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	87	WATERTOWN-FORT DRUM, NY	26
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	83	WICHITA FALLS, TX	27
SALINAS, CA	16	WICHITA, KS	38
SALT LAKE CITY, UT	74	WINCHESTER, VA-WV	24
SAN ANTONIO, TX	553	YORK-HANOVER, PA	37
SAN DIEGO-CARLSBAD-SAN MARCOS	470	YUMA, AZ	27
		<b>SUBTOTAL</b>	<b>26,090</b>
		OUTSIDE CBSAs	847
		OTHER CBSAs	1,007
		<b>TOTAL</b>	<b>27,944</b>

PURCHASING SERIES  
(GS-1105)  
FY 2006

**TABLE 6-22 PURCHASING SERIES (GS-1105) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Population</b>	<b>6,809</b>	<b>3,793</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>
- DOD	NA	1,638	1,363	1,220	1,193	1,097	1,069	989	961
- Civilian Agencies	NA	2,155	2,051	2,032	2,128	2,113	2,117	2,109	2,077
<b>Average Grade</b>	6.05	6.55	6.62	6.65	6.71	6.77	6.81	6.86	7.10
<b>Average Age</b>	42.22	46.29	46.86	47.26	47.73	49.11	48.61	48.79	49.25
<b>Percent Female</b>	80%	79%	78%	77%	77%	76%	75%	75%	74%
<b>Percent Eligible To Retire in That FY*</b>	4%	7%	6%	10%	13%	20%	18%	18%	16%
<b>Percent Eligible To Retire in FY+10*</b>	22%	47%	39%	51%	54%	63%	61%	62%	59%
<b>Percent College Graduates</b>	10%	12%	11%	10%	11%	11%	12%	12%	12%
<b>Members, Senior Executive Service</b>	0	0	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

**TABLE 6-23 TURNOVER IN THE PURCHASING SERIES (GS-1105) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Beginning Strength</b>	<b>6,754</b>	<b>4,248</b>	<b>3,793</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>
- DOD	NA	2,071	1,638	1,363	1,220	1,193	1,097	1,069	989
- Civilian Agencies	NA	2,177	2,155	2,051	2,032	2,128	2,113	2,117	2,109
<b>Losses</b>	1,116	883	810	686	483	556	491	508	545
<b>Loss Rate</b>	17%	21%	21%	20%	15%	17%	15%	16%	18%
<b>Losses of Persons Eligible To Retire in That FY*</b>	47	106	66	94	68	129	107	132	111
<b>Loss Rate of Persons Eligible To Retire in That FY*</b>	18%	28%	25%	25%	15%	19%	17%	20%	17%
<b>Total Hires</b>	1,171	428	431	524	552	445	467	420	485
<b>Percent Hires With College Degrees</b>	17%	15%	10%	10%	14%	17%	21%	17%	17%
<b>Net Change</b>	+55	-455	-379	-162	69	-111	-24	-88	-60
<b>End Strength</b>	<b>6,809</b>	<b>3,793</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>
- DOD	NA	1,638	1,363	1,220	1,193	1,097	1,069	989	961
- Civilian Agencies	NA	2,155	2,051	2,032	2,128	2,113	2,117	2,109	2,077

\*Based on CSRS retirement rules.

**TABLE 6-24 PURCHASING SERIES (GS-1105) BY AGENCY BY GRADE FY 2006**

GS Grade	USAF	USA	DON	Other DOD	USDA	DOC	DOE	EPA	GSA	HHS	DHS
4	2	4	3	0	1	0	0	0	0	0	0
5	21	28	38	1	23	0	0	0	4	5	2
6	41	40	95	6	60	1	1	0	18	20	11
7	48	80	201	7	161	6	3	0	17	62	54
8	14	43	52	3	40	5	4	2	18	67	11
9	2	48	61	11	89	7	3	5	0	51	28
10	0	3	7	0	5	4	4	5	0	10	6
11	0	0	0	0	0	2	0	0	1	2	0
15	0	0	1	0	0	0	0	0	0	0	0
Other*	3	38	40	4	0	4	0	0	0	0	0
NS**	4	2	10	0	0	11	0	0	0	0	1
All	135	286	508	32	379	40	15	12	58	217	113
Avg.***	6.45	7.16	7.05	7.61	7.33	8.52	8.40	9.25	6.93	7.82	7.63

GS Grade	HUD	DOI	DOJ	DOL	NASA	NRC	DOS	DOT	Treas	VA	All Other	Total
4	0	0	0	0	0	0	0	0	0	1	0	11
5	0	41	0	0	0	0	0	0	1	58	1	223
6	0	49	4	1	1	0	0	0	4	285	0	637
7	1	119	7	16	2	0	1	5	4	382	7	1,183
8	0	31	20	8	0	0	0	4	2	17	11	352
9	0	41	28	1	7	0	1	4	1	14	9	411
10	0	3	0	0	9	0	0	2	3	0	0	61
11	0	1	0	0	0	0	0	0	0	1	1	8
15	0	0	0	0	0	0	0	0	0	0	1	2
Other*	0	10	0	0	0	0	0	0	0	0	3	102
NS*	0	2	0	0	0	7	0	0	3	0	8	48
All	1	297	59	26	19	7	2	15	18	758	41	3,038
Avg.***	7.00	6.98	8.22	7.35	9.11	NA	8.00	8.20	7.47	6.53	8.30	7.10

\*Other: Other grade levels (1-3, etc.)

\*\*NS: Grade level was not specified; includes positions assigned to alternative pay plans.

\*\*\*Avg.: Average grade. Includes only positions for which grade level was specified: excludes grades in other and NS category in calculation.

**TABLE 6-25 LOSSES IN THE PURCHASING SERIES (GS-1105)  
DURING FY 2006 BY GRADE LEVEL**

<b>GS Grade</b>	<b>FY 2006 Beginning Strength</b>	<b>Percent Left the Series</b>
<b>4</b>	16	44%
<b>5</b>	254	26%
<b>6</b>	699	16%
<b>7</b>	1,174	17%
<b>8</b>	329	16%
<b>9</b>	409	16%
<b>10</b>	64	17%
<b>11</b>	2	0%
<b>12</b>	1	0%
<b>Other</b>	150	19%
<b>Total</b>	3,098	

Note: Generally, less than one percent of losses changed agencies. The exception was GS-4 where four percent changed agencies.



**TABLE 6-26 EMPLOYMENT IN THE PURCHASING SERIES (GS-1105)  
BY CORE BASED STATISTICAL AREA FY 2006**

ALBUQUERQUE, NM	38	PENSACOLA-FERRY PASS-BRENT, FL	16
ATLANTA-SANDY SPRINGS-MARIETTA, GA	35	PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	38
AUGUSTA-RICHMOND COUNTY, GA-SC	22	PHOENIX-MESA-SCOTTSDALE, AZ	30
BALTIMORE-TOWSON, MD	62	PITTSBURGH, PA	22
BOSTON-CAMBRIDGE-QUINCY, MA-NH	29	PORTLAND-VANCOUVER-BEAVERTON, OR-WA	37
BREMERTON-SILVERDALE, WA	36	RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	23
CHARLESTON-NORTH CHARLESTON, SC	21	SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	28
CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI	30	SALT LAKE CITY, UT	23
CLEVELAND-ELYRIA-MENTOR, OH	21	SAN ANTONIO, TX	49
DALLAS-FORT WORTH-ARLINGTON, TX	30	SAN DIEGO-CARLSBAD-SAN MARCOS, CA	80
DENVER-AURORA, CO	28	SAN FRANCISCO-OAKLAND-FREMONT, CA	45
GAINESVILLE, FL	16	SEATTLE-TACOMA-BELLEVUE, WA	50
HONOLULU, HI	28	ST. LOUIS, MO-IL	19
JACKSONVILLE, FL	24	TAMPA-ST. PETERSBURG-CLEARWATER, FL	27
JACKSONVILLE, NC	17	TUCSON, AZ	21
KANSAS CITY, MO-KS	29	VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	78
KILLEEN-TEMPLE-FORT HOOD, TX	15	WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	378
LOS ANGELES-LONG BEACH-SANTA ANA, CA	40	<b>SUBTOTAL</b>	<b>1,615</b>
MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL	25	OUTSIDE CBSAs	222
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	24	OTHER CBSAs	1,201
NEW ORLEANS-METairie-KENNER, LA	19	<b>TOTAL</b>	<b>3,038</b>
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	45		
OKLAHOMA CITY, OK	17		

PROCUREMENT CLERICAL  
AND  
ASSISTANCE SERIES  
(GS-1106)  
FY 2006

**TABLE 6-27 PROCUREMENT CLERICAL AND ASSISTANCE SERIES  
(GS-1106) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Population</b>	<b>8,616</b>	<b>3,966</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>
- DOD	NA	3,175	2,863	2,582	2,380	2,116	1,904	1,748	1,540
- Civilian Agencies	NA	791	720	694	740	715	661	622	533
<b>Average Grade</b>	5.18	5.67	5.73	5.80	5.87	5.92	5.95	5.99	6.17
<b>Average Age</b>	40.63	45.64	46.44	47.27	47.66	49.01	48.49	49.21	49.58
<b>Percent Female</b>	89%	87%	87%	87%	86%	86%	86%	85%	84%
<b>Percent Eligible To Retire in That FY*</b>	4%	8%	9%	14%	17%	22%	21%	21%	22%
<b>Percent Eligible To Retire FY+10*</b>	20%	44%	44%	56%	59%	64%	64%	64%	63%
<b>Percent College Graduates</b>	8%	8%	8%	7%	8%	9%	8%	9%	8%
<b>Members, Senior Executive Service</b>	0	0	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

**TABLE 6-28 TURNOVER IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES  
(GS-1106) FY 1992 - FY 2006**

	1992	1999	2000	2001	2002	2003	2004	2005	2006
<b>Beginning Strength</b>	<b>8,956</b>	<b>4,645</b>	<b>3,966</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>
- DOD	NA	3,777	3,175	2,863	2,582	2,380	2,116	1,904	1,748
- Civilian Agencies	NA	868	791	720	694	740	715	661	622
<b>Losses</b>	1,895	1,127	871	735	632	590	586	442	530
<b>Loss Rate</b>	21%	24%	22%	21%	19%	19%	21%	17%	22%
<b>Losses of Persons Eligible To Retire in That FY*</b>	60	111	70	113	111	158	132	91	129
<b>Loss Rate of Persons Eligible To Retire in That FY*</b>	19%	27%	19%	21%	19%	21%	21%	15%	22%
<b>Total Hires</b>	1,555	448	488	428	476	301	320	247	233
<b>Percent Hires with College Degrees</b>	11%	12%	13%	11%	11%	16%	14%	17%	18%
<b>Net Change</b>	-340	-679	-383	-307	-156	-289	-266	-195	-297
<b>End Strength</b>	<b>8,616</b>	<b>3,966</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>
- DOD	NA	3,175	2,863	2,582	2,380	2,116	1,904	1,748	1,540
- Civilian Agencies	NA	791	720	694	740	715	661	622	533

\*Based on CSRS retirement rules.

**TABLE 6-29 PROCUREMENT CLERICAL AND ASSISTANCE SERIES  
(GS-1106) BY AGENCY BY GRADE FY 2006**

GS Grade	USAF	USA	DON	Other DOD	USDA	DOC	DOE	EPA	GSA	HHS	DHS	HUD
<b>4</b>	6	15	20	27	5	1	0	1	0	1	0	0
<b>5</b>	79	64	36	75	23	3	1	0	7	5	2	0
<b>6</b>	93	80	27	433	22	0	8	0	12	12	4	0
<b>7</b>	100	112	33	206	86	3	4	4	39	20	12	4
<b>8</b>	0	1	7	2	4	1	0	1	2	6	4	0
<b>9</b>	0	1	0	2	4	0	0	0	0	0	1	0
<b>10</b>	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other*</b>	12	34	37	1	2	1	0	0	0	0	0	0
<b>NS**</b>	1	0	0	0	0	0	0	0	0	0	0	0
<b>All</b>	291	307	160	746	146	9	13	6	60	44	23	4
<b>Avg.***</b>	6.03	6.08	5.76	6.12	6.51	6.0	6.23	6.67	6.60	6.57	6.91	7.00

GS Grade	DOI	DOJ	DOL	NASA	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
<b>4</b>	2	0	0	0	0	0	0	0	0	3	0	81
<b>5</b>	9	0	0	1	0	0	1	0	2	22	3	333
<b>6</b>	29	0	2	1	0	3	0	1	5	17	3	752
<b>7</b>	36	1	3	1	0	3	4	2	6	28	6	713
<b>8</b>	2	1	0	1	0	0	0	0	1	0	1	34
<b>9</b>	0	0	0	0	0	0	0	0	2	2	0	12
<b>10</b>	0	1	0	0	0	0	0	0	0	0	0	1
<b>Other*</b>	1	0	0	0	0	0	0	1	1	2	0	92
<b>NS**</b>	0	0	0	0	1	0	0	4	1	0	48	55
<b>All</b>	79	3	5	4	1	6	5	8	18	74	61	2,073
<b>Avg.***</b>	6.35	6.50	6.60	6.50	NA	6.50	6.60	6.67	6.75	6.08	6.38	6.17

\*Other: Other grade levels (1-3; 12 and pay bands/special pay rates)

\*\*NS: Grade level was not specified.

\*\*\*Avg.: Average grade. Includes only positions for which grade level was specified; excludes grades in other and NS category in calculation.

**TABLE 6-30 LOSSES IN THE PROCUREMENT CLERICAL  
AND ASSISTANCE SERIES (GS-1106)  
DURING FY 2006 BY GRADE LEVEL**

<b>GS Grade</b>	<b>FY 2006 Beginning Strength</b>	<b>Percent Left the Series</b>
<b>2</b>	1	0%
<b>3</b>	5	20%
<b>4</b>	106	27%
<b>5</b>	413	28%
<b>6</b>	886	20%
<b>7</b>	770	22%
<b>8</b>	38	21%
<b>9</b>	12	8%
<b>Other</b>	139	24%
<b>Total</b>	2,370	

Note: Less than one percent of any grade changed agencies.

**TABLE 6-31 EMPLOYMENT IN THE PROCUREMENT CLERICAL  
AND ASSISTANCE SERIES (GS-1106)  
BY CORE BASED STATISTICAL AREA FY 2006**

ALBUQUERQUE, NM	24
ATLANTA-SANDY SPRINGS-MARIETTA, GA	35
BALTIMORE-TOWSON, MD	42
BOSTON-CAMBRIDGE-QUINCY, MA-NH	53
CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI	24
COLUMBUS, OH	100
DALLAS-FORT WORTH-ARLINGTON, TX	27
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	16
DAYTON, OH	41
DENVER-AURORA, CO	27
DETROIT-WARREN-LIVONIA, MI	24
FORT WALTON BEACH-CRESTVIEW-DESTIN, FL	16
HONOLULU, HI	19
HUNTSVILLE, AL	25
LOS ANGELES-LONG BEACH-SANTA ANA, CA	73
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN- WI	15
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	69
OGDEN-CLEARFIELD, UT	26
OKLAHOMA CITY, OK	41
PHILADELPHIA-CAMDEN-WILMINGTON, PA- NJ-DE-MD	130
PHOENIX-MESA-SCOTTSDALE, AZ	17
PORTLAND-VANCOUVER-BEAVERTON, OR- WA	17
RICHMOND, VA	69
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	15
SAN ANTONIO, TX	54
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	44
SAN FRANCISCO-OAKLAND-FREMONT, CA	22
SEATTLE-TACOMA-BELLEVUE, WA	45
ST. LOUIS, MO-IL	24
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	20
WARNER ROBINS, GA	31
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	224
<b>SUBTOTAL</b>	<b>1,409</b>
OUTSIDE CBSAs	45
OTHER CBSAs	619
<b>TOTAL</b>	<b>2,073</b>

INDUSTRIAL SPECIALIST  
SERIES (GS-1150)  
FY 2006

**TABLE 6-32 INDUSTRIAL SPECIALIST SERIES (GS-1150)  
BY AGENCY BY GRADE FY 2006**

GS Grade	USAF	USA	DON	Other DOD	USDA	DOC	DOE	DOI	NASA	SBA	DOT	Treas	Other	Total
5	0	0	0	1	0	0	0	0	0	0	0	0	0	1
7	0	5	0	9	0	0	0	0	0	0	0	0	0	14
9	8	16	11	33	0	0	0	0	0	1	0	0	0	69
11	12	43	25	386	3	0	0	1	0	0	0	0	13	483
12	6	39	134	169	6	0	1	1	3	0	0	1	37	397
13	2	8	96	40	2	0	2	1	2	10	0	1	6	170
14	2	3	11	3	0	0	3	0	0	5	0	0	0	27
15	0	0	2	0	0	0	0	0	0	0	0	0	0	2
Other*	0	13	18	5	0	13	0	0	0	0	0	0	0	49
NS**	0	1	5	0	1	5	0	1	0	1	4	0	0	18
All Other	30	128	302	646	12	18	6	4	5	17	4	2	56	1,230
Avg.***	11.00	11.11	12.24	11.23	11.91	NA	13.33	12.00	12.40	13.06	NA	12.50	11.88	11.54

\*Other: Other grade levels (1-4, 6, 8, 10, pay bands & demonstration projects).

\*\*NS: Grade level was not specified.

\*\*\*Avg: Average grade. Includes only positions for which grade level was specified; excludes grades in other and NS category in calculation.

**TABLE 6-33 LOSSES IN THE INDUSTRIAL SPECIALIST SERIES  
(GS-1150) DURING FY 2006 BY GRADE LEVEL**

GS Grade	FY 2006 Beginning Strength	Percent Left the Series
5	8	0%
7	35	6%
9	70	13%
10	3	0%
11	504	15%
12	430	17%
13	147	17%
14	30	10%
15	3	33%
Other	61	18%
<b>Total</b>	<b>1,291</b>	

Note: Less than one percent of any grade changed agencies.



**TABLE 6-34 EMPLOYMENT IN THE INDUSTRIAL SPECIALIST SERIES (GS-1150)  
BY CORE BASED STATISTICAL AREA FY 2006**

ALBANY, GA	18
ATLANTA-SANDY SPRINGS-MARIETTA, GA	17
BALTIMORE-TOWSON, MD	16
BOSTON-CAMBRIDGE-QUINCY, MA-NH	33
BRIDGEPORT-STAMFORD-NORWALK, CT	21
COLUMBUS, OH	15
DALLAS-FORT WORTH-ARLINGTON, TX	28
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	72
DAYTON, OH	16
DENVER-AURORA, CO	26
HARTFORD-WEST HARTFORD-EAST HARTFORD, CT	16
HUNTSVILLE, AL	17
JACKSONVILLE, FL	21
LOS ANGELES-LONG BEACH-SANTA ANA, CA	47
NEW BERN, NC	42
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA	76
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	98
SAN ANTONIO, TX	15
SAN DIEGO- CARLSBAD- SAN MARCOS, CA	15
TUCSON, AZ	18
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	56
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV	71
<b>SUBTOTAL</b>	<b>754</b>
OTHER CBSAs	476
<b>TOTAL</b>	<b>1,230</b>

GENERAL BUSINESS  
AND  
INDUSTRY SERIES  
(GS-1101)  
FY 2006

**TABLE 6-35 GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
BY AGENCY BY GRADE FY 2006**

GS Grade	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
5	19	70	9	47	443	5	0	0	0	8	10	0	5
7	241	173	120	14	2,087	29	1	8	8	81	24	6	41
9	178	281	367	24	185	37	7	32	13	105	77	15	57
11	534	203	388	50	157	32	58	34	13	96	63	40	75
12	532	170	336	399	188	104	84	51	63	228	146	29	1,087
13	586	80	211	700	360	98	67	155	41	317	226	56	1,085
14	184	22	88	284	37	62	24	154	20	232	98	26	436
15	125	10	35	114	22	43	4	134	5	86	61	21	220
Other*	216	105	88	503	681	352	0	8	0	5	0	0	0
NS**	115	7	19	114	36	42	0	17	1	11	4	24	20
All	2,730	1,121	1,661	2,249	4,196	804	245	593	164	1,169	709	217	3,026
Avg.***	11.55	9.77	10.93	12.67	8.05	12.07	12.08	13.22	12.02	12.14	12.17	12.29	12.71

GS Grade	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
5	80	0	0	0	0	0	113	0	0	0	0	5	814
7	80	1	0	0	1	0	398	1	0	75	0	6	3,395
9	96	39	5	0	3	0	321	3	4	603	0	25	2,477
11	155	66	4	3	3	0	174	10	1	312	1	68	2,540
12	211	111	15	17	3	0	381	8	1	74	10	67	4,315
13	120	87	15	15	21	0	156	20	2	74	42	116	4,650
14	98	24	7	6	8	0	35	15	3	64	17	70	2,014
15	4	9	2	5	5	0	1	6	0	9	6	50	977
Other*	81	0	0	0	3	0	20	0	0	1	75	99	2,237
NS**	8	11	0	2	4	2	7	3	39	109	233	286	1,114
All	933	348	48	48	51	2	1,606	66	50	1,321	384	792	24,533
Avg.***	10.73	11.92	12.33	12.85	12.80	NS	9.66	12.70	11.55	10.13	13.22	12.49	11.01

\*Other: Other grade levels (1-4, 6, 8, 10 and pay bands/special pay rates).

\*\*NS: Grade level was not specified.

\*\*\*Avg: Average grade. Includes only positions for which grade level was specified; excludes grades in other and NS category in calculation.

**TABLE 6-36 LOSSES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
DURING FY 2006 BY GRADE LEVEL**

<b>GS Grade</b>	<b>FY 2006 Beginning Strength</b>	<b>Percent Left the Series</b>
<b>1</b>	22	59%
<b>2</b>	12	58%
<b>3</b>	33	52%
<b>4</b>	195	43%
<b>5</b>	894	23%
<b>6</b>	935	14%
<b>7</b>	3,268	15%
<b>8</b>	168	10%
<b>9</b>	2,247	13%
<b>10</b>	24	17%
<b>11</b>	2,499	14%
<b>12</b>	4,284	12%
<b>13</b>	4,603	12%
<b>14</b>	1,921	13%
<b>15</b>	943	14%
<b>Other</b>	1,889	17%
<b>Total</b>	<b>23,937</b>	

Note: Less than one percent of any grade changed agencies.

**TABLE 6-37 EMPLOYMENT IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
BY CORE BASED STATISTICAL AREA FY 2006**

ABERDEEN, SD	19	DETROIT-WARREN-LIVONIA, MI	168
ALBANY, GA	38	DOVER, DE	18
ALBANY-SCHENECTADY-TROY, NY	66	DURHAM, NC	15
ALBUQUERQUE, NM	109	EAST STROUDSBURG, PA	27
ALEXANDRIA, LA	24	EL PASO, TX	31
ANCHORAGE, AK	99	FAIRBANKS, AK	45
ANNISTON-OXFORD, AL	128	FARGO, ND-MN	22
ASHEVILLE, NC	15	FAYETTEVILLE, NC	63
ATLANTA-SANDY SPRINGS-MARIETTA, GA	671	FLAGSTAFF, AZ	24
AUGUSTA-RICHMOND COUNTY, GA-SC	30	FORT COLLINS-LOVELAND, CO	20
AUSTIN-ROUND ROCK, TX	46	FORT WALTON BEACH-CRESTVIEW-	130
BAKERSFIELD, CA	100	FRESNO, CA	58
BALTIMORE-TOWSON, MD	176	GETTYSBURG, PA	24
BANGOR, ME	24	GRAND FORKS, ND-MN	42
BATON ROUGE, LA	36	GRAND RAPIDS-WYOMING, MI	31
BILLINGS, MT	34	GREAT FALLS, MT	18
BIRMINGHAM-HOOVER, AL	76	GREENSBORO-HIGH POINT, NC	77
BISMARCK, ND	19	GULFPORT-BILOXI, MS	38
BOISE CITY-NAMPA, ID	47	HARRISBURG-CARLISLE, PA	32
BOSTON-CAMBRIDGE-QUINCY, MA-NH	429	HARTFORD-WEST HARTFORD-EAST	
BOZEMAN, MT	15	HARTFORD, CT	68
BREMERTON-SILVERDALE, WA	193	HELENA, MT	21
BRIDGEPORT-STAMFORD-NORWALK, CT	18	HILTON HEAD ISLAND-BEAUFORT, SC	31
BRIGHAM CITY, VT	15	HINESVILLE-FORT STEWART, GA	23
BUFFALO-NIAGARA FALLS, NY	274	HONOLULU, HI	240
CHAMBERSBURG, PA	16	HOUSTON-SUGAR LAND-BAYTOWN, TX	139
CHARLESTON, WV	24	HUNTSVILLE, AL	65
CHARLESTON-NORTH CHARLESTON, SC	32	INDIANAPOLIS, IN	87
CHARLOTTE-GASTONIA-CONCORD, NC-SC	22	JACKSON, MS	75
CHEYENNE, WY	16	JACKSONVILLE, FL	275
CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI	374	JACKSONVILLE, NC	51
CINCINNATI-MIDDLETOWN, OH-KY-IN	41	KANSAS CITY, MO-KS	337
CLARKSVILLE, TN-KY	15	KILLEEN-TEMPLE-FORT HOOD, TX	36
CLEVELAND-ELYRIA-MENTOR, OH	111	KNOXVILLE, TN	32
COLLEGE STATION-BRYAN, TX	22	LAS CRUCES, NM	18
COLORADO SPRINGS, CO	127	LAS VEGAS-PARADISE, NV	60
COLUMBIA, MO	15	LEXINGTON PARK, MD	80
COLUMBIA, SC	76	LEXINGTON-FAYETTE, KY	26
COLUMBUS, OH	93	LINCOLN, NE	18
CONCORD, NH	18	LITTLE ROCK-NORTH LITTLE ROCK, AR	78
CORPUS CHRISTI, TX	112	LOS ANGELES-LONG BEACH-SANTA ANA, CA	473
DALLAS-FORT WORTH-ARLINGTON, TX	698	LOUISVILLE, KY-IN	61
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	30	LUBBOCK, TX	20
DAYTON, OH	646	MADISON, WI	18
DENVER-AURORA, CO	585	MANCHESTER-NASHUA, NH	26
DES MOINES, IA	46	MANHATTAN, KS	18
		MEDFORD, OR	15
		MEMPHIS, TN-MS-AR	183
		MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL	113

MILWAUKEE-WAUKESHA-W. ALLIS, WI	66
MINNEAPOLIS-ST. PAUL- BLOOMINGTON, MN-WI	147
MISSOULA, MT	18
MONTGOMERY, AL	71
MORGANTOWN, WV	15
NASHVILLE-DAVIDSON- MURFREESBORO, TN	103
NEW BERN, NC	43
NEW ORLEANS-METAIRIE-KENNER, LA	117
NEW YORK-NORTHERN NEW JERSEY- LONG ISLAND, NY-NJ-PA	632
NORWICH-NEW LONDON, CT	22
OGDEN-CLEARFIELD, UT	268
OKLAHOMA CITY, OK	348
OMAHA-COUNCIL BLUFFS, NE-IA	39
ORLANDO-KISSIMMEE, FL	72
OXNARD-THOUSAND OAKS-VENTURA, CA	34
PALM BAY-MELBOURNE-TITUSVILLE, FL	24
PARKERSBURG-MARIETTA-VIENNA, WV-OH	26
PASCAGOULA, MS	21
PENSACOLA-FERRY PASS-BRENT, FL	53
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD	518
PHOENIX-MESA-SCOTTSDALE, AZ	153
PITTSBURGH, PA	105
PORTLAND-SOUTH PORTLAND- BIDDEFORD, ME	43
PORTLAND-VANCOUVER-BEAVERTON, OR-WA	192
POUGHKEEPSIE-NEWBURGH- MIDDLETOWN, NY	30
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	57
RALEIGH-CARY, NC	30
RAPID CITY, SD	19
RICHMOND, VA	178
RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	78
SACRAMENTO-ARDEN-ARCADE- ROSEVILLE, CA	194

SALT LAKE CITY, UT	59
SAN ANTONIO, TX	259
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	252
SAN FRANCISCO-OAKLAND-FREMONT, CA	245
SAN JOSE-SUNNYVALE-SANTA CLARA, CA	55
SAN JUAN-CAGUAS-GUAYNABO, PR	91
SANTA BARBARA-SANTA MARIA, CA	40
SEATTLE-TACOMA-BELLEVUE, WA	316
SHREVEPORT-BOSSIER CITY, LA	21
SPOKANE, WA	47
SPRINGFIELD, IL	25
ST. LOUIS, MO-IL	675
STILLWATER, OK	15
STOCKTON, CA	25
SYRACUSE, NY	37
TAMPA-ST. PETERSBURG- CLEARWATER, FL	83
TEXARKANA, TX-TEXARKANA, AR	40
THE VILLAGES, FL	15
TOPEKA, KS	18
TUCSON, AZ	64
TULSA, OK	41
VALLEJO-FAIRFIELD, CA	20
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC	244
WARNER ROBINS, GA	381
WASHINGTON-ARLINGTON- ALEXANDRIA, DC-VA-MD-WV	4,280
WICHITA, KS	32
YUMA, AZ	16
<b>SUBTOTAL</b>	20,502
OUTSIDE CBSAs	1,676
OTHER CBSAs	2,355
<b>TOTAL</b>	24,533

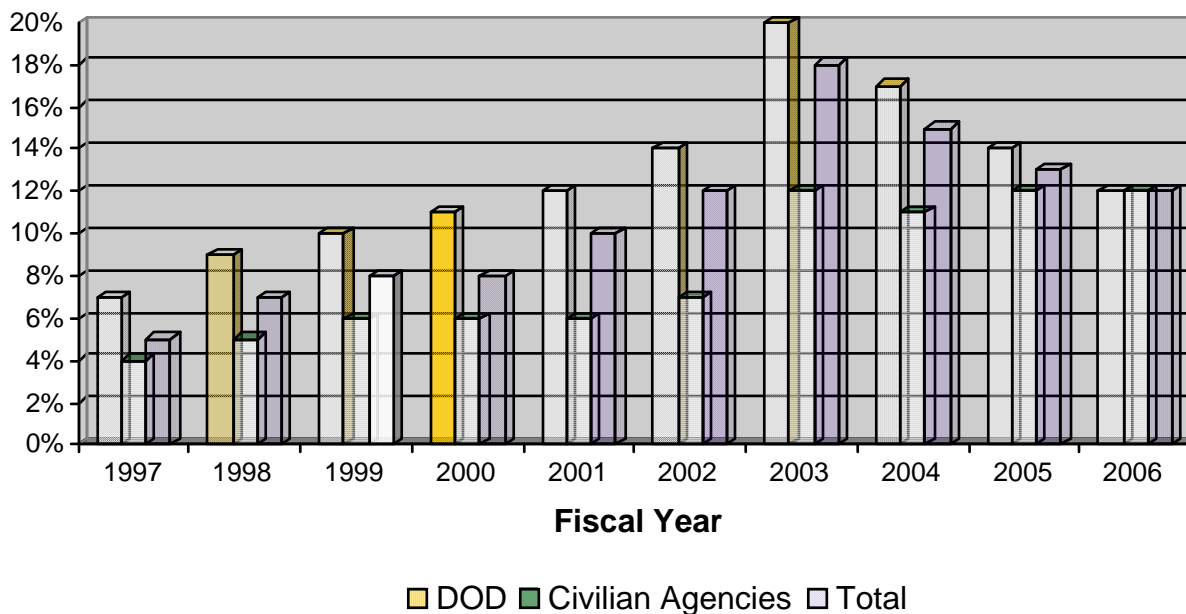
## AGENCY REFERENCES

DHS	DEPARTMENT OF HOMELAND SECURITY
DOC	DEPARTMENT OF COMMERCE
DOD	DEPARTMENT OF DEFENSE
DOE	DEPARTMENT OF ENERGY
DOI	DEPARTMENT OF THE INTERIOR
DOJ	DEPARTMENT OF JUSTICE
DOL	DEPARTMENT OF LABOR
DON	UNITED STATES NAVY (INCLUDING MARINE CORPS)
DOS	DEPARTMENT OF STATE
DOT	DEPARTMENT OF TRANSPORTATION
ED	DEPARTMENT OF EDUCATION
EPA	ENVIRONMENTAL PROTECTION AGENCY
GSA	GENERAL SERVICES ADMINISTRATION
HHS	DEPARTMENT OF HEALTH AND HUMAN SERVICES
HUD	DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
NASA	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
NRC	NUCLEAR REGULATORY COMMISSION
NSF	NATIONAL SCIENCE FOUNDATION
OTHER DOD	INCLUDES OTHER DEPARTMENT OF DEFENSE COMPONENTS (E.G., DEFENSE CONTRACT AUDIT AGENCY, DEFENSE LOGISTICS AGENCY, DEFENSE CONTRACT MANAGEMENT AGENCY)
SBA	SMALL BUSINESS ADMINISTRATION
TREAS	DEPARTMENT OF THE TREASURY
USAF	UNITED STATES AIR FORCE
USA	UNITED STATES ARMY
USDA	DEPARTMENT OF AGRICULTURE
VA	DEPARTMENT OF VETERANS AFFAIRS

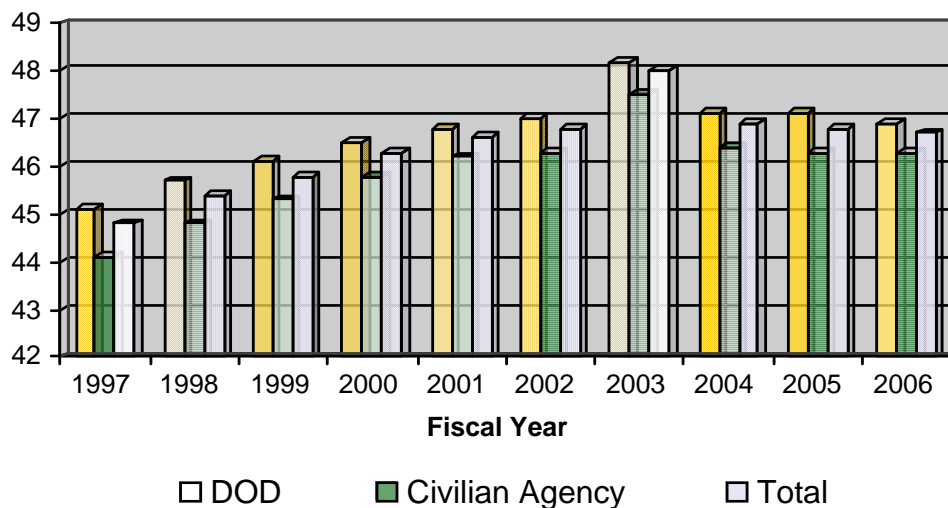
## APPENDIX A

### Comparison Between Department of Defense (DOD) and Civilian Agency Contracting Series

**FIGURE A-1 RETIREMENT ELIGIBILITY FOR THE CONTRACTING SERIES  
COMPARING DOD AND CIVILIAN AGENCY PERSONNEL  
FY 1997 - FY 2006**

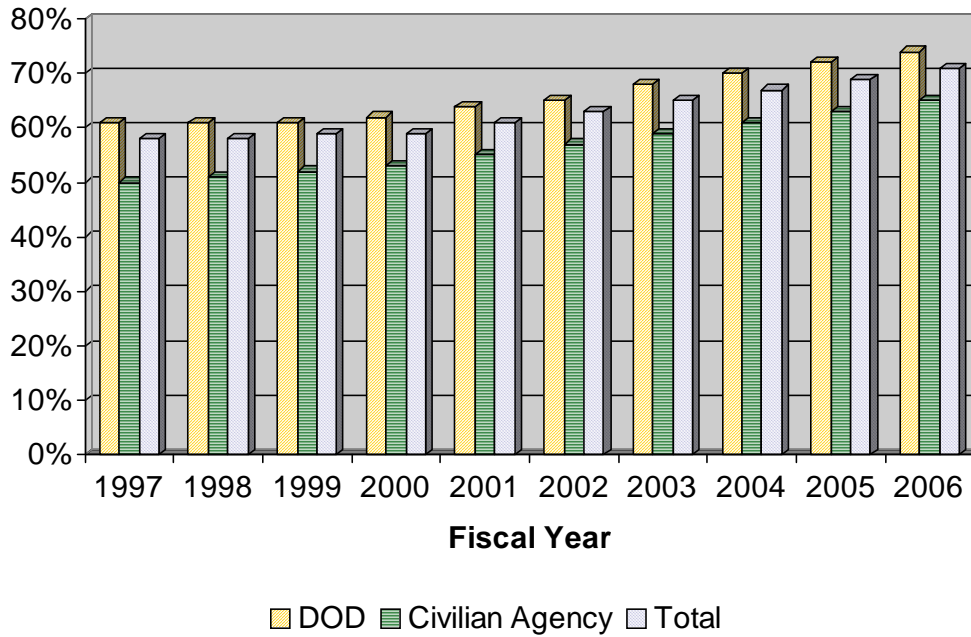


**FIGURE A-2 AVERAGE AGE OF PERSONNEL IN THE CONTRACTING SERIES  
COMPARING DOD AND CIVILIAN AGENCY PERSONNEL  
FY 1997 - FY 2006**

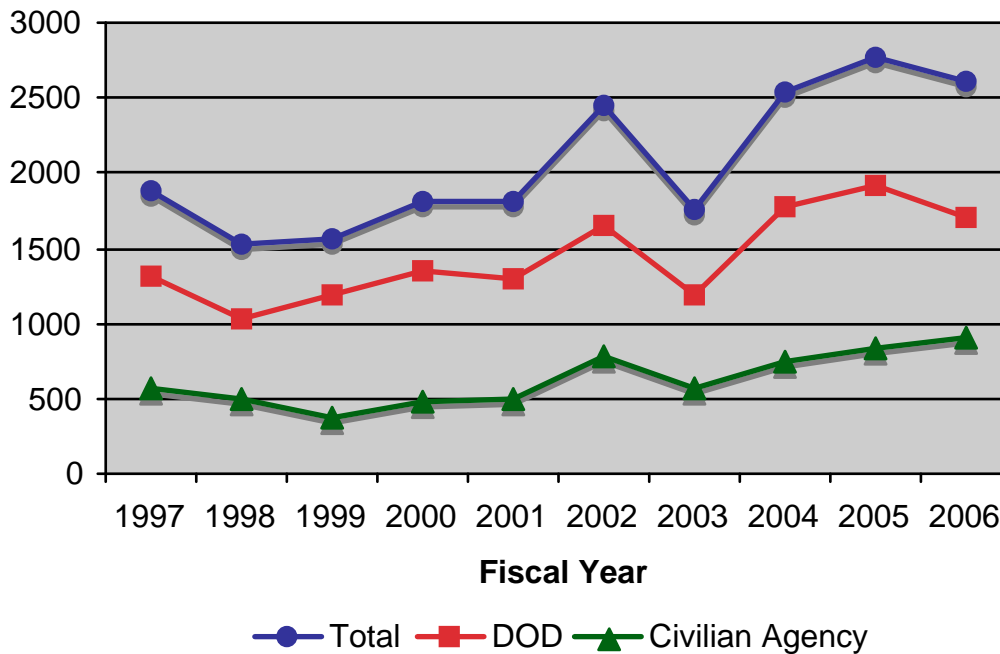




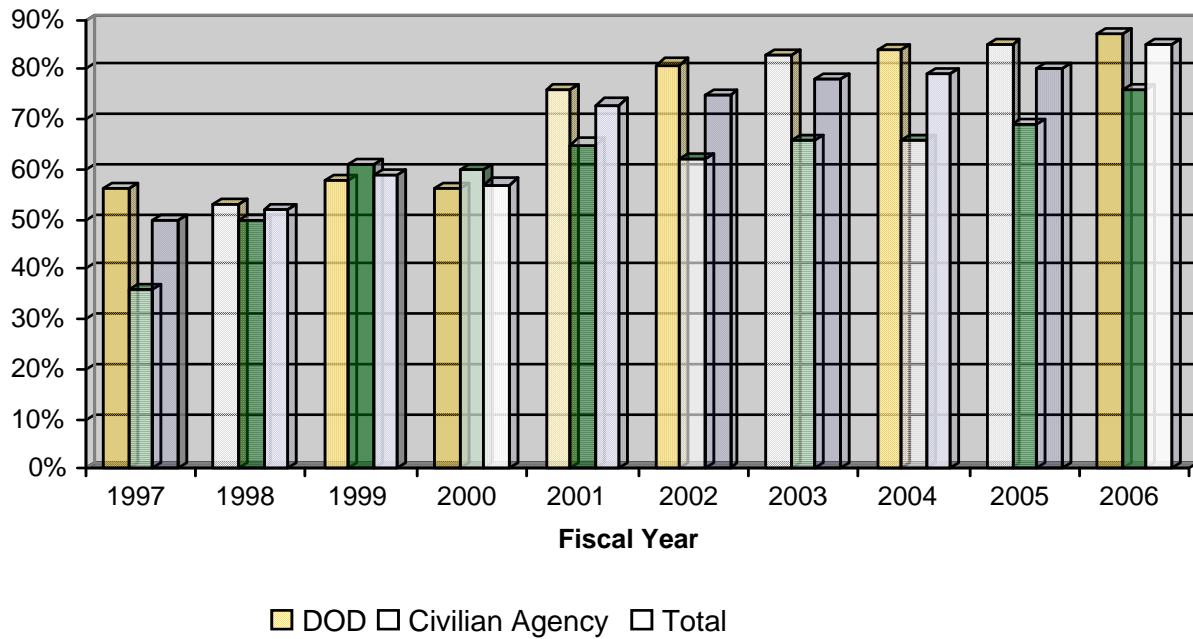
**FIGURE A-3 PERCENTAGE OF COLLEGE GRADUATES  
IN THE CONTRACTING SERIES  
FY 1997 - FY 2006**



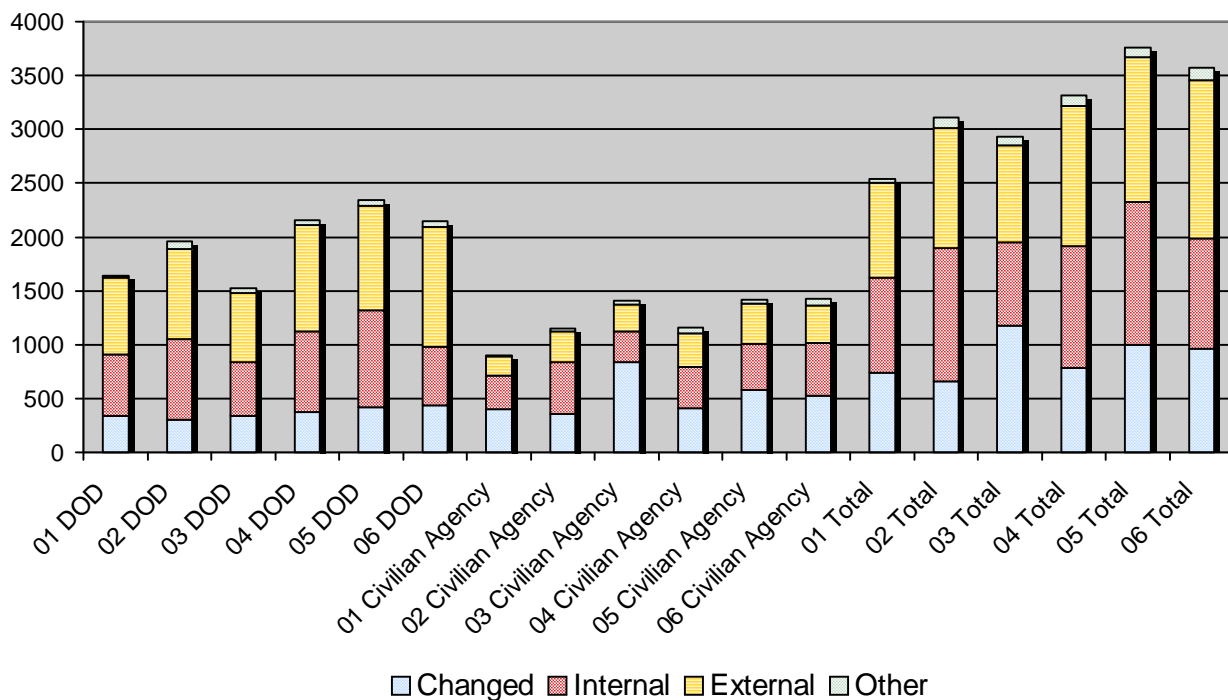
**FIGURE A-4 TOTAL NEW HIRES IN THE CONTRACTING SERIES  
EXCLUDING PERSONNEL WHO CHANGED AGENCIES  
FY 1997 - FY 2006**



**FIGURE A-5 PERCENT OF NEW HIRES WITH COLLEGE DEGREES  
IN THE CONTRACTING SERIES  
FY 1997 - FY 2006**



**FIGURE A-6 COMPARISON OF HIRES IN THE CONTRACTING SERIES BY ORIGIN,  
INCLUDING THOSE WHO CHANGED AGENCIES  
FY 2001 - FY 2006**



## **Appendix B**

### **Comparison of Agencies by Salary Level for Selected Occupational Series**

This appendix introduces a new set of salary-based tables for the FY 2006 ARFAW. These tables are added to augment data historically provided by grade level. There are very slight discrepancies between these figures and those shown in the body of the report, and these will be reconciled in future reports. The addition of salary-level tables is intended to assist in analysis of employees at various levels in the respective occupational series. There are eight tables, one for each occupational series covered in this report and an additional table on average salaries.

As explained in the ARFAW for FY 2005, the original algorithms that support the ARFAW do not distinguish between GS employees and those in pay bands or special pay plans. This results in mis-assignment of personnel to various grade levels in the ARFAW report. Employees in pay band 5 may be counted as GS-5s even though their respective salaries and responsibilities differ greatly.

DMDC made an adjustment to the original algorithm with the result that average grade is calculated only for personnel coded as GS to specific grades in the grade tables. Any non-GS personnel fall into a separate “other” category. While the correction gives a more accurate depiction of average grade, it assigns a large number of personnel to an “other” category. (In the case of contracting personnel, 10.5 percent are shown as “other” rather than by specific grade in FY 2006). OPM developed algorithms that assign pay-banded positions into relevant GS categories. However, OPM is questioning the utility of these algorithms and recommends agencies consider using salary-based comparisons rather than grade level and FAI will continue working closely with OPM on this recommendation.

**TABLE B-1 GENERAL BUSINESS AND INDUSTRY PERSONNEL (GS-1101)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	89	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	18	15	7	89	213	2	0	0	0	2	2	0	4
\$30K- \$39,999	175	172	50	168	1,306	11	1	5	2	59	16	4	21
\$40K- \$49,999	233	263	214	124	1,752	56	6	23	13	91	73	18	64
\$50K- \$59,999	409	226	384	53	215	63	7	42	15	101	68	37	72
\$60K- \$69,999	420	166	329	87	127	96	49	34	20	140	96	30	280
\$70K- \$79,999	376	90	282	248	105	121	59	43	41	121	122	22	612
\$80K- \$89,999	439	84	171	420	200	109	44	65	20	179	94	19	777
\$90K- \$99,999	287	40	93	362	203	83	42	76	24	167	87	31	522
\$100K- \$109,999	157	30	69	279	34	81	14	93	14	165	72	29	305
\$110K- \$119,999	86	9	36	132	13	76	19	90	10	69	41	7	158
\$120K- \$129,999	66	9	14	92	10	20	3	49	2	46	22	8	106
\$130K- \$139,999	30	12	9	66	10	32	1	58	3	20	14	11	84
\$140K- \$149,999	15	3	4	30	2	28	0	5	0	8	2	1	20
\$150K- \$159,999	14	3	0	4	0	24	0	10	0	0	0	0	4
\$160K- \$169,999	1	0	0	0	2	2	0	0	0	0	0	0	1
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	4	0	3	7	4	0	0	0	0	1	0	0	0
Salary Level - All	2,730	1,122	1,665	2,250	4,196	804	245	593	164	1,169	709	217	3,030

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	89
\$20K- \$29,999	52	0	0	0	0	0	97	0	0	0	35	0	536
\$30K- \$39,999	129	1	0	0	0	0	300	0	0	29	59	10	2,518
\$40K- \$49,999	117	18	4	0	2	0	427	4	2	240	65	39	3,848
\$50K- \$59,999	132	38	4	0	8	0	157	6	8	530	64	43	2,682
\$60K- \$69,999	130	65	8	7	2	0	84	6	6	210	23	78	2,493
\$70K- \$79,999	117	79	8	9	5	0	230	8	7	105	43	94	2,947
\$80K- \$89,999	103	66	5	10	8	0	168	14	8	62	36	68	3,169
\$90K- \$99,999	84	31	11	7	10	0	85	8	9	37	30	82	2,411
\$100K- \$109,999	50	24	4	3	7	0	41	11	8	63	15	107	1,675
\$110K- \$119,999	15	15	2	3	2	1	16	5	1	25	6	77	914
\$120K- \$129,999	5	3	2	6	2	0	5	2	0	9	2	62	545
\$130K- \$139,999	1	7	0	2	1	0	3	0	0	6	4	64	438
\$140K- \$149,999	0	1	0	1	1	0	0	1	0	1	0	32	155
\$150K- \$159,999	0	0	0	0	2	1	0	1	1	2	1	19	86
\$160K- \$169,999	0	0	0	0	1	0	0	0	0	0	1	8	16
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	2	2
\$180K or more	0	0	0	0	0	0	0	0	0	3	0	6	9
Unspecified or zero	0	0	0	0	0	0	0	0	0	0	0	1	20
Salary Level - All	935	348	48	48	51	2	1,613	66	50	1,322	384	792	24,553

Source: FedScope

**TABLE B-2 CONTRACTING PERSONNEL (GS-1102)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	15	18	5	8	2	0	0	1	0	2	2	0	0
\$30K- \$39,999	219	399	156	171	13	2	2	3	5	27	9	16	0
\$40K- \$49,999	433	462	233	278	40	11	4	11	18	106	45	70	6
\$50K- \$59,999	890	878	319	900	66	17	3	20	19	76	83	73	4
\$60K- \$69,999	1,096	950	666	1,093	117	18	6	55	34	151	99	114	7
\$70K- \$79,999	967	821	737	863	155	27	6	80	43	417	112	139	19
\$80K- \$89,999	740	922	646	770	89	34	8	82	39	287	96	89	11
\$90K- \$99,999	325	518	393	306	63	19	7	99	52	182	105	119	13
\$100K- \$109,999	153	303	246	190	33	18	8	58	42	94	89	103	6
\$110K- \$119,999	95	113	91	85	16	25	5	35	22	40	39	68	6
\$120K- \$129,999	55	79	64	56	3	6	2	20	9	14	26	38	6
\$130K- \$139,999	21	50	47	41	6	4	0	20	6	8	22	18	5
\$140K- \$149,999	7	11	12	6	0	3	1	2	3	0	0	1	1
\$150K- \$159,999	4	5	7	5	0	1	0	0	0	0	4	6	0
\$160K- \$169,999	0	0	0	0	0	0	0	1	0	0	0	0	0
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	10	9	13	12	0	0	0	0	0	0	0	2	0
Salary Level - All	5,030	5,538	3,635	4,784	603	185	52	487	292	1,404	731	856	84

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	2	0	0	1	0	0	0	0	0	1	5	1	63
\$30K- \$39,999	20	8	0	3	0	2	0	0	8	11	23	8	1,105
\$40K- \$49,999	64	27	5	25	0	4	1	6	25	36	74	23	2,007
\$50K- \$59,999	114	100	2	51	4	2	0	1	37	44	142	44	3,889
\$60K- \$69,999	133	84	4	91	2	1	2	10	36	53	222	58	5,102
\$70K- \$79,999	131	58	9	114	3	2	5	30	58	52	194	73	5,115
\$80K- \$89,999	85	61	9	117	2	2	8	25	39	45	82	78	4,366
\$90K- \$99,999	63	44	12	113	2	5	24	18	57	90	62	72	2,763
\$100K- \$109,999	45	59	7	78	2	6	14	27	47	86	24	70	1,808
\$110K- \$119,999	22	23	3	33	2	2	7	8	31	43	12	48	874
\$120K- \$129,999	11	11	3	35	0	4	0	3	20	13	2	20	500
\$130K- \$139,999	1	8	2	29	0	2	1	5	5	16	3	9	329
\$140K- \$149,999	0	0	0	7	0	1	0	1	5	1	1	8	71
\$150K- \$159,999	0	2	0	3	0	0	0	2	1	2	0	4	46
\$160K- \$169,999	1	0	0	1	0	0	0	0	0	1	0	1	5
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	1	0	0	1
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	1	1	0	0	0	0	0	0	0	0	3	1	52
Salary Level - All	693	486	56	701	17	33	62	136	369	495	849	518	28,096

Source: FedScope

**TABLE B-3 INDUSTRIAL PROPERTY MANAGEMENT PERSONNEL (GS-1103)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30K - \$39,999	0	1	0	0	0	0	0	0	0	0	0	0	0
\$40K - \$49,999	1	6	6	10	0	0	0	0	0	0	0	0	0
\$50K - \$59,999	3	20	18	34	0	0	0	1	0	0	1	0	0
\$60K - \$69,999	3	25	17	71	0	0	0	9	0	0	0	0	0
\$70K - \$79,999	8	14	7	96	0	0	0	3	0	0	6	0	0
\$80K - \$89,999	8	7	5	55	0	0	0	6	0	0	0	0	0
\$90K - \$99,999	5	0	0	13	0	0	0	4	0	0	0	0	0
\$100K - \$109,999	2	0	1	3	0	0	0	1	0	0	0	0	0
\$110K - \$119,999	0	0	0	1	0	0	0	2	0	0	0	0	0
\$120K - \$129,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130K - \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K - \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	1	0	0	0	0	0	0	0	0	0
Salary Level - All	30	73	54	284	0	0	0	26	0	0	7	0	0

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$30K - \$39,999	0	0	0	0	0	0	0	0	0	0	0	0	1
\$40K - \$49,999	0	0	0	3	0	0	0	0	0	0	0	0	26
\$50K - \$59,999	0	0	0	6	0	0	0	0	0	0	0	0	83
\$60K - \$69,999	1	1	0	4	0	0	0	0	0	0	0	0	131
\$70K - \$79,999	0	0	0	11	0	0	0	1	0	0	0	0	146
\$80K - \$89,999	0	0	1	2	0	0	0	0	0	0	0	0	84
\$90K - \$99,999	0	0	0	2	0	0	0	0	0	0	0	1	25
\$100K - \$109,999	0	1	0	0	0	0	0	0	0	0	0	0	8
\$110K - \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	3
\$120K - \$129,999	0	0	0	1	0	0	0	0	0	0	0	0	1
\$130K - \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K - \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	0	0	0	0	0	0	0	0	0	1
Salary Level - All	1	2	1	29	0	0	0	1	0	0	0	1	509

Source: FedScope

**TABLE B-4 PROPERTY DISPOSAL PERSONNEL (GS-1104)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	0	0	0	0	0	0	1	0	0	0
\$30K - \$39,999	0	0	0	22	0	0	0	0	0	1	0	0	0
\$40K - \$49,999	0	4	1	66	1	0	0	0	0	3	0	5	0
\$50K - \$59,999	0	11	2	143	1	1	0	0	0	14	6	3	0
\$60K - \$69,999	0	3	5	82	0	1	0	0	0	29	1	1	0
\$70K - \$79,999	2	1	3	66	3	1	0	1	0	38	1	1	0
\$80K - \$89,999	0	0	1	37	3	0	0	0	0	20	0	0	0
\$90K - \$99,999	0	1	1	17	1	0	0	0	0	7	1	0	0
\$100K - \$109,999	0	0	0	6	1	0	0	1	0	7	0	0	0
\$110K - \$119,999	0	0	0	2	0	0	0	0	0	3	0	0	0
\$120K - \$129,999	0	0	0	1	0	0	0	0	0	2	0	0	0
\$130K - \$139,999	0	0	0	2	0	0	0	0	0	1	0	0	0
\$140K - \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	2	0	0	0	0	0	0	0	0	0
Salary Level - All	2	20	13	446	10	3	0	2	0	126	9	10	0

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	1
\$30K - \$39,999	1	0	0	0	0	0	0	0	0	0	0	0	24
\$40K - \$49,999	3	0	0	1	0	0	0	0	0	0	0	0	84
\$50K - \$59,999	1	0	0	2	1	0	0	0	0	0	0	0	185
\$60K - \$69,999	2	0	0	4	1	0	0	0	1	0	1	0	131
\$70K - \$79,999	4	1	0	4	0	0	0	0	0	0	0	0	126
\$80K - \$89,999	2	1	0	1	0	0	0	0	0	0	0	1	66
\$90K - \$99,999	0	0	0	1	0	0	0	0	0	0	0	0	29
\$100K - \$109,999	0	0	0	0	0	0	0	0	0	0	0	0	15
\$110K - \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	5
\$120K - \$129,999	0	0	0	0	0	0	0	0	0	0	0	0	3
\$130K - \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	3
\$140K - \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	0	0	0	0	0	0	0	0	0	2
Salary Level - All	13	2	0	13	2	0	0	0	1	0	1	1	674

Source: FedScope

**TABLE B-5 PURCHASING PERSONNEL (GS-1105)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	7	5	13	1	4	0	0	0	0	0	1	1	0
\$30K- \$39,999	55	67	114	5	94	8	0	0	0	15	36	27	0
\$40K- \$49,999	68	143	273	17	203	14	0	9	0	37	94	49	1
\$50K- \$59,999	5	66	100	8	76	12	0	6	12	6	75	32	0
\$60K- \$69,999	0	4	7	1	2	6	0	0	0	0	10	4	0
\$70K- \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80K- \$89,999	0	0	1	0	0	0	0	0	0	0	0	0	0
\$90K- \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100K- \$109,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110K- \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120K- \$129,999	0	0	1	0	0	0	0	0	0	0	0	0	0
\$130K- \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K- \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K- \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K- \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	1	1	0	0	0	0	0	0	0	2	0	0
Salary Level - All	135	286	510	32	379	40	0	15	12	58	218	113	1

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	6	0	0	0	0	0	0	0	0	1	24	0	63
\$30K- \$39,999	108	8	7	1	0	0	0	0	1	2	339	5	892
\$40K- \$49,999	141	16	13	2	0	2	0	1	6	8	367	17	1,481
\$50K- \$59,999	42	34	6	14	0	2	0	1	8	5	25	17	552
\$60K- \$69,999	1	1	0	2	0	3	0	0	0	2	1	1	45
\$70K- \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80K- \$89,999	0	0	0	0	0	0	0	0	0	0	0	0	1
\$90K- \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100K- \$109,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110K- \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120K- \$129,999	0	0	0	0	0	0	0	0	0	0	0	1	2
\$130K- \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K- \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K- \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K- \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	0	0	0	0	0	0	0	2	0	6
Salary Level - All	298	59	26	19	0	7	0	2	15	18	758	41	3,042

Source: FedScope



**TABLE B-6 PROCUREMENT CLERICAL AND ASSISTANCE PERSONNEL (GS-1106)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	14	10	11	5	10	1	0	0	0	0	2	0	0
\$30K- \$39,999	137	129	70	239	47	4	0	3	1	17	13	4	0
\$40K- \$49,999	136	160	71	487	82	4	0	10	4	38	25	17	4
\$50K- \$59,999	2	8	7	12	7	0	0	0	1	5	4	2	0
\$60K- \$69,999	0	0	1	1	0	0	0	0	0	0	0	0	0
\$70K- \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80K- \$89,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$90K- \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100K - \$109,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110K- \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120K- \$129,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130K- \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K- \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K- \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K- \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	2	0	0	2	0	0	0	0	0	0	0	0	0
Salary Level - All	291	307	160	746	146	9	0	13	6	60	44	23	4

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K- \$29,999	5	0	0	0	0	0	0	0	0	0	8	3	69
\$30K- \$39,999	31	0	2	1	0	1	1	1	1	6	31	11	750
\$40K- \$49,999	42	1	3	2	0	0	4	3	5	7	32	40	1,177
\$50K- \$59,999	1	2	0	1	0	0	1	0	1	4	3	7	68
\$60K- \$69,999	0	0	0	0	0	0	0	0	0	1	0	0	3
\$70K- \$79,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80K- \$89,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$90K- \$99,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$100K - \$109,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$110K- \$119,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120K- \$129,999	0	0	0	0	0	0	0	0	1	0	0	0	1
\$130K- \$139,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$140K- \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$150K- \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K- \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K- \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	0	0	0	0	1	0	0	0	0	5
Salary Level - All	79	3	5	4	0	1	6	5	8	18	74	61	2,073

Source: FedScope

**TABLE B-7 INDUSTRIAL SPECIALIST PERSONNEL (GS-1150)  
BY AGENCY AND SALARY LEVEL FY 2006**

Salary Level	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	1	0	0	0	0	0	0	0	0	0
\$30K - \$39,999	0	1	0	2	0	0	0	0	0	0	0	0	0
\$40K - \$49,999	6	12	3	34	0	0	0	0	0	0	0	0	0
\$50K - \$59,999	7	27	15	112	1	2	0	0	0	0	0	0	0
\$60K - \$69,999	9	29	35	199	2	0	0	0	0	0	0	0	0
\$70K - \$79,999	1	22	90	186	3	0	0	0	0	0	0	0	0
\$80K - \$89,999	3	22	102	70	3	1	0	2	0	0	0	0	0
\$90K - \$99,999	2	5	33	29	2	1	0	2	0	0	0	0	0
\$100K - \$109,999	1	2	17	7	1	3	0	0	0	0	0	0	0
\$110K - \$119,999	1	6	4	0	0	6	0	2	0	0	0	0	0
\$120K - \$129,999	0	1	2	1	0	0	0	0	0	0	0	0	0
\$130K - \$139,999	0	1	1	3	0	3	0	0	0	0	0	0	0
\$140K - \$149,999	0	0	0	0	0	2	0	0	0	0	0	0	0
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180K or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	2	0	0	0	0	0	0	0	0	0
Salary Level - All	30	128	302	646	12	18	0	6	0	0	0	0	0

Salary Level	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	DOS	DOT	Treas	VA	All Other	Total
Less than \$20K	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20K - \$29,999	0	0	0	0	0	0	0	0	0	0	0	0	1
\$30K - \$39,999	0	0	0	0	0	0	0	0	0	0	0	0	3
\$40K - \$49,999	0	0	0	0	0	0	0	0	0	0	0	0	55
\$50K - \$59,999	1	1	0	0	0	0	1	0	0	0	0	0	167
\$60K - \$69,999	1	18	0	0	0	0	0	0	0	0	0	0	293
\$70K - \$79,999	0	19	0	1	0	0	0	0	0	0	0	0	322
\$80K - \$89,999	0	14	0	4	0	0	0	0	0	1	0	0	222
\$90K - \$99,999	1	4	0	0	0	0	4	0	0	1	0	0	84
\$100K - \$109,999	0	0	0	0	0	0	8	0	0	0	0	0	39
\$110K - \$119,999	0	0	0	0	0	0	2	0	0	0	0	0	21
\$120K - \$129,999	0	0	0	0	0	0	1	0	4	0	0	0	9
\$130K - \$139,999	1	0	0	0	0	0	1	0	0	0	0	0	10
\$140K - \$149,999	0	0	0	0	0	0	0	0	0	0	0	0	2
\$150K - \$159,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$160K - \$169,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$170K - \$179,999	0	0	0	0	0	0	0	0	0	0	0	0	0
\$180 or more	0	0	0	0	0	0	0	0	0	0	0	0	0
Unspecified or zero	0	0	0	0	0	0	0	0	0	0	0	0	2
Salary Level - All	4	56	0	5	0	0	17	0	4	2	0	0	1,230

Source: FedScope

**TABLE B-8 AVERAGE SALARY  
BY AGENCY AND OCCUPATIONAL SERIES FY 2006**

Agency	GS-1101	GS-1102	GS-1103	GS-1104	GS-1105	GS-1106	GS-1150
USAF	\$74,495	\$70,175	\$78,276	\$75,785	\$40,514	\$39,289	\$66,459
USA	\$59,634	\$72,060	\$63,419	\$58,025	\$44,627	\$40,185	\$70,236
DON	\$68,045	\$76,580	\$63,101	\$68,981	\$44,372	\$39,948	\$80,701
Other DOD	\$81,178	\$71,849	\$72,430	\$62,899	\$46,254	\$41,411	\$69,260
USDA	\$48,116	\$74,681	NA	\$77,214	\$43,937	\$40,202	\$79,717
DOC	\$88,462	\$86,675	NA	\$64,474	\$49,206	\$37,204	\$111,494
ED	\$82,310	\$84,411	NA	NA	NA	NA	NA
DOE	\$98,306	\$89,624	\$79,725	\$88,111	\$48,648	\$41,450	\$99,631
EPA	\$80,088	\$85,866	\$97,500	NA	\$55,043	\$44,479	NA
GSA	\$82,150	\$78,487	NA	\$75,677	\$43,880	\$43,205	NA
HHS	\$80,018	\$82,925	\$72,641	\$62,577	\$47,445	\$41,489	NA
HHS	\$81,456	\$83,378	NA	\$53,424	\$45,816	\$42,630	NA
HUD	\$87,751	\$88,563	NA	NA	\$48,476	\$46,804	NA
DOI	\$64,139	\$73,005	\$67,567	\$62,145	\$42,252	\$39,906	\$88,336
DOJ	\$78,626	\$77,774	\$85,845	\$76,823	\$49,370	\$52,319	\$75,538
DOL	\$81,107	\$87,320	\$82,391	NA	\$44,570	\$40,645	NA
NASA	\$93,523	\$87,386	\$70,095	\$69,820	\$54,824	\$44,974	\$81,349
NSF	\$90,812	\$81,150	NA	\$57,891	NA	NA	NA
NRC	\$135,414	\$91,285	NA	NA	\$55,815	\$39,867	NA
SBA	\$57,607	\$94,887	NA	NA	NA	\$43,855	\$103,422
DOS	\$86,276	\$91,275	\$76,823	NA	\$52,994	\$42,502	NA
DOT	\$82,248	\$85,323	NA	\$66,939	\$49,447	\$54,050	\$123,444
Treas	\$63,044	\$86,154	NA	NA	\$48,838	\$44,456	\$91,462
VA	\$60,964	\$69,223	NA	\$63,866	\$40,182	\$39,146	NA
All Agencies*	\$71,450	\$75,220	\$70,853	\$65,638	\$43,668	\$40,828	\$74,060

\*Average of all agencies in the GS-1100 series, those above and those not shown.

Source: FedScope