

OFFICE OF FEDERAL PROCUREMENT POLICY
FEDERAL ACQUISITION INSTITUTE

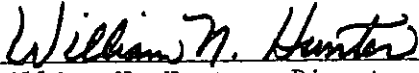
**FEDERAL CONTRACT
AND
PROCUREMENT
WORKFORCE DEMOGRAPHICS
- 1979 -**

MAY 1981

I am pleased to publish this demographic profile of the Contracting and Procurement Workforce. Our initial report, issued in September 1979, was well received; we hope this report will be of greater value.

People, now more than ever, are our most valuable resource. The management of human resources is the key to the success of any mission. Perhaps people who are responsible for the operation of the procurement function are especially important. Procurement affects every aspect of an agency's mission and the health of American businesses.

Demographic reports such as this are invaluable tools to human resource managers. Successful management of our contracting-procurement workforce helps ensure agencies mission accomplishments.



William N. Hunter, Director
Federal Acquisition Institute

HIGHLIGHTS OF DATA FROM THE CENTRAL PERSONNEL DATA FILE ON THE 1979 GS 1102 WORKFORCE

- About two thirds of all GS 1102's occupy mid-level (GS 9 through 12) positions.
- About one fifth occupy positions at GS 13 and above.
- More than 70% of the positions are in Defense agencies.
- Average grade levels are higher in many civilian agencies than in the Defense agencies.
- Only one new hire in three, at the entry grade levels, has come from PACE and other Office of Personnel Management registers. The overwhelming majority have come from staffing sources within the agency, such as upward mobility programs and transfers from the Purchasing Agent and Procurement Clerical series.
- Though the PACE registers have not been a good source of minority hires, agencies have increasingly improved their hiring of minorities in terms of their entire recruitment programs (including internal placements).
- Compared with 1978 figures, an increasingly large percentage of Contracts and Procurement specialists are eligible for optional or early retirement. This is especially true at the higher grade levels. More than half of the workforce at grades 14 and above are today eligible for either early or optional retirement. At the GS 13 level, exactly half are eligible for early or optional retirement.
- The Small Business Administration is likely to lose the most employees to retirement. The Defense Logistics Agency, NASA, Transportation, Labor and Army are also likely to be hit hard by retirements in the near future.
- The average age of GS 1102's is 45.5 years.
- The educational level of the workforce has declined slightly since 1978. Only 42% of the workforce have graduated from a four year program.
- There is a strong correlation between grade levels and educational levels. In most agencies, less than a third of the workforce in entry level positions (i.e., grades 5-8) are college graduates; in most agencies, college graduates are in the majority at grades 13 and above.

HIGHLIGHTS OF DATA FROM THE FAI'S 1979 SURVEY OF THE GS 1102 WORKFORCE

- About 40% of the workforce entered the GS 1102 series from other occupations within the Government (i.e., GS 1105/GS 1106, etc.). There is a slight correlation between grade level and source of entry into the occupation. In grades 11 through 14, more than 40% of the workforce came from the FSEE/PACE registers or Mid-level registers. The reverse is true in grades 5 through 9; more than half entered the GS 1102 series from other occupations and less than a third came from the registers.
- The average grade of the first Government position held was GS 5. There is again a strong correlation between entry grade level and a person's present grade level. Employees who now occupy GS 5 through 9 positions tended to first enter the Government below the GS 5 level (presumably starting in clerical or other such occupations). Employees who now occupy GS 11 through 14 positions tended to enter the Government at the GS 5 or GS 7 levels (presumably starting in professional or administrative occupations).
- The average employee has been in the GS 1102 series for about a decade. However, the average employee has worked nearly 18 years for the Federal Government in total, including years of military service and years in occupations other than the GS 1102. The average GS 9 employee has worked 6.5 years in the GS 1102 series but 16 years for the Government in total; the average GS 13 employee has worked 14.4 years in the GS 1102 series but 21.2 for the Government in total.
- About 30% of the workforce are employed in Central Buying activities; another fifth in Contract Administration activities. Major Systems activities, Research & Development activities, and Installation level activities each account for about a tenth.
- Major Systems and Research and Development activities together account for 40% of the GS 13 level employees and nearly half of the GS 14's. Headquarters and field staff activities account for another fifth of the GS 14's.
- More than two thirds of the workforce are neither supervisors or managers (managers, in this case, being defined as second level supervisors or higher).
- More than 60% of the workforce are not contracting officers of any variety. More than a quarter are contracting officers, only 5% administrative contracting officers, only 5% procuring contracting officers, only 2% contracting officer representatives, and only 3 of the respondents were termination contracting officers.
- The most popular contractual format is the "Contract Modification or Supplemental Agreement," presently used by nearly three quarters of the workforce. Change orders (58%), Definitive Contracts (64%) and Purchase Orders (55%) are also commonly employed.

HIGHLIGHTS (Con't)

- The most popular form of compensation arrangement is Firm Fixed Price, used by more than 80% of the workforce. The next most commonly used arrangement is Cost Plus Fixed Fee (44%). No more than a third of the workforce employ each of the other forms of compensation arrangement.
- There is a strong correlation between grade level and the variety of compensation arrangements employed. More than 40% of the GS 14's employ Cost Plus Incentive Fee, Cost No Fee, and Cost Plus Award Fee contracts. Another third also use Fixed Price Incentive, Fixed Price W/Economic Adjustment, and Time & Materials.
- About a fifth of the workforce do not help prepare negotiated contracts. Two fifths work on contracts that average less than \$100,000 each; another fifth on contracts that average between \$100,000 and \$1 million; and another fifth on contracts that average more than \$1 million each.

PART I.

DEMOGRAPHIC DATA FROM THE CENTRAL PERSONNEL DATA FILE

AS OF SEPTEMBER 30, 1979

TECHNICAL NOTES

Source of Data:

The data presented in this report are based on an extract of the Central Personnel Data File, as of September 30, 1979. The file is maintained on a Government-wide basis by the Office of Personnel Management. The population studied covers active, full-time employees only.

Missing Data:

The total number of employees may vary from one table to another because in cases where information is missing from an employee's record, the individual is excluded from computations involving the missing data element.

Retirement Eligibility Categories:

Minimum combinations of age and years of service needed to qualify for:

- Optional Retirement:
- Age 62 with 5 years of service
- Age 60 with 20 years of service
- Age 55 with 30 years of service
- Early Retirement (RIF, abolishment of position):
- Age 50 with 20 years of service
- Any age with 25 years of service

Educational Level Categories:

The "Some College" category includes participation in or graduation from a terminal occupation program, possession of an associate degree; or completion of 1, 2, 3, or 4 years of college. "Graduate Study or Degree" category includes post graduate study; recipients of professional, masters or doctoral degrees.

POPULATION OF THE WORKFORCE BY GRADE AND AGENCY

1102 - Contract and Procurement
Grade Distribution

<u>GS</u> <u>Grade</u>	<u>Number</u> <u>of</u> <u>1102's</u>	<u>Cum</u> <u>Number</u>	<u>Percent</u>	<u>Cum</u> <u>Percent</u>
5	899	899	4.7	4.7
6	23	922	0.1	4.8
7	1574	2496	8.6	13.8
8	102	2598	0.5	14.4
9	3432	6030	19.1	33.5
10	72	6102	0.4	33.9
11	3961	10063	22.0	56.0
12	4201	14264	23.3	79.4
13	2287	16551	12.7	92.1
14	1002	17553	5.5	97.7
15	381	17934	2.1	99.8
16	24	17958	0.1	99.9
17	4	17962	0.0	99.9
18	2	17964	0.0	100.0

1102 - Contract and Procurement
Distribution and Average Grade by Agency¹

<u>Grade</u>	<u>Agriculture</u>	<u>Air Force</u>	<u>Army</u>	<u>Energy</u>	<u>GSA</u>	<u>HEW</u>	<u>Interior</u>	<u>NASA</u>	<u>Navy</u>	<u>Other Defense</u>	<u>Transportation</u>
5	5	185	210	1	36	17	20	35	144	162	15
7	49	380	248	21	93	50	29	59	216	258	41
9	89	839	832	28	140	86	95	66	435	580	84
11	185	733	853	35	206	97	128	85	509	864	101
12	80	1044	810	60	120	138	85	185	553	807	100
13	33	491	378	103	80	112	55	154	276	308	81
14	12	197	141	82	51	45	27	81	158	86	41
15	1	61	44	56	15	8	7	38	55	43	17
16+ Above	-	4	3	-	-	-	-	-	9	4	1
Total	456	3947	3527	388	742	556	446	704	2362	3113	482
Avg. Grade	10.5	10.6	10.5	12.5	10.5	11.1	10.7	11.1	10.7	10.6	11.1

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¹Only data for agencies with about 400 or more 1102's are shown to insure stability of the values presented.

STAFFING TRENDS: ALL SOURCES

Number of GS 5 and GS 7 Level Positions in the Contract and Procurement Series (GS 1102) filled.

<u>Year</u>	<u>Total Hired</u>	<u>% Minority</u>	<u>From Registers*</u>	<u>% Minority</u>
1976	1375	10.9	143	2.1
1977	666	9.2	272	0.0
1978	858	10.8	282	2.2
1979	670	13.1	184	3.2

Note: The data in this table was supplied by the Staffing Services, Office of Personnel Management. The data came from the Central Personnel Data File.

* Principally the PACE Register.

RETIREMENT ELIGIBILITY

GS-1102, Retirement Eligibility By Grade Level
(Percent)

<u>Grade</u>	<u>Not Eligible</u>	Percent Eligible for	
		<u>Optional</u> <u>Retirement</u>	<u>Early</u> <u>Retirement</u>
5	96	1	3
6	70	9	21
7	83	6	11
8	55	12	33
9	66	11	23
10	47	18	35
11	63	14	23
12	58	15	27
13	50	22	28
14	47	23	30
15	44	24	32
16	29	46	25
17	0	50	50
18	0	0	100

Retirement Eligibility
for Agency GS-1102's

Agency	Not Eligible		Optional		Early	Total
	#	(%)	#	(%)	Ret	#
State	57	(60)	23	(24)	(16)	95
Treasury	68	(76)	9	(10)	(14)	90
Army	2072	(59)	644	(18)	(24)	3527
Navy	1529	(65)	325	(14)	(21)	2362
Air Force	2444	(62)	434	(11)	(27)	3947
Other Defense	1741	(56)	682	(22)	(12)	3116
Justice	54	(66)	7	(9)	(25)	80
Interior	355	(79)	34	(8)	(13)	448
Agriculture	323	(71)	33	(7)	(22)	456
Commerce	81	(71)	17	(15)	(14)	114
Labor	47	(58)	25	(31)	(11)	81
HEW	430	(77)	41	(8)	(15)	557
Transportation	280	(58)	79	(16)	(26)	482
Energy	301	(75)	37	(9)	(16)	400
GSA	522	(70)	116	(16)	(14)	746
NASA	399	(56)	121	(17)	(27)	709
Veterans Administration	174	(63)	39	(14)	(23)	275
OPM	9	(90)	0		(10)	10
EPA	86	(77)	11	(10)	(13)	112
SBA	46	(43)	25	(24)	(33)	106
All Others	185	(73)	35	(13)	(14)	252
Total	11,203	(62)	2,737	(15)	(23)	17,965

1102 Contract and Procurement

Percent Eligible for Optional Retirement
by Grade Group and Agency¹

<u>Grade Grouping</u>	<u>Agriculture</u>	<u>Air Force</u>	<u>Army</u>	<u>Energy</u>	<u>CSA</u>	<u>HEW</u>	<u>Interior</u>	<u>NASA</u>	<u>Navy</u>	<u>Other Defense</u>	<u>Transportation</u>
Entry (5-8)	8%	5%	3%	3%	9%	1%	-	5%	4%	6%	5%
Intermediate (9-12)	16%	13%	12%	14%	15%	7%	9%	15%	13%	22%	18%
Mid & Senior management (13 & above)	15%	22%	26%	9%	23%	11%	8%	24%	23%	37%	16%
All	15%	14%	18%	9%	16%	7%	8%	17%	14%	22%	16%

¹Only agencies with approximately 200 or more 1102's are shown to insure stability of the data.

1102 Contract and Procurement
Average Age by Grade by Agency

Grade	All 1102's	Agriculture	Army	Air Force	Energy	GSA	HEW	Interior	NASA	Navy	Other Defense	Transportation
5	33.5	33.4	32.0	37.4	27.0	33.1	29.5	31.3	30.5	31.9	33.8	33.2
7	39.4	41.3	38.0	40.8	32.8	41.2	37.4	42.3	36.1	37.6	40.4	38.2
9	44.4	42.3	43.9	45.1	40.3	43.5	41.3	43.1	43.1	43.4	46.6	45.0
11	45.8	44.7	47.5	46.1	37.3	43.3	40.1	42.7	42.9	43.9	48.0	47.1
12	47.4	46.0	48.8	46.3	39.2	45.6	42.6	42.2	49.3	45.5	51.4	47.1
13	49.2	45.7	52.1	50.0	42.4	47.7	44.3	42.0	50.5	47.8	52.3	49.6
14	49.7	49.2	52.8	50.3	45.1	49.2	46.0	43.9	50.3	49.2	53.7	48.7
15	50.6	42.0	53.0	52.7	44.8	54.0	45.0	48.9	53.3	51.3	52.9	51.5
Overall	45.5	44.0	46.1	45.8	41.6	44.0	41.8	42.2	46.47	43.9	47.9	46.3

1102 CONTRACT AND PROCUREMENT 1
 PERCENT ELIGIBLE FOR OPTIONAL RETIREMENT BY SMSA's

<u>Standard Metropolitan Statistical Area</u>	<u>Number of 1102's</u>	<u>Percent Eligible to Retire</u>
Albuquerque, NM	132	10%
Atlanta, GA	164	12%
Baltimore, MD	204	18%
Boston, MA	417	24%
Chicago, IL	233	18%
Cleveland, OH	134	20%
Columbus, OH	255	19%
Dallas-Ft. Worth, TX	206	19%
Davnpt-Rock Is.-Moline IA-IL	309	9%
Dayton, OH	848	13%
Denver-Boulder, CO	198	11%
Detroit, MI	450	17%
Harrisburg, PA	161	18%
Houston, TX	134	13%
Huntsville, AL	536	12%
Long Branch-Asbury Park, NJ	316	28%
Los Angeles-Long Beach, CA	537	23%
Macon, GA	229	13%
Melbourne-Titusville-Cocoa, FL	141	25%
Nassau-Suffolk, NY	131	32%
New York, NY-NJ	264	39%
Newark, NJ	158	30%
Newport News-Hampton, VA	145	17%
Oklahoma City, OK	300	9%
Philadelphia, PA-NJ	912	17%
Portland, OR-WA	102	13%
Richmond, VA	158	20%
Riverside-San Boradine-Ontario, CA	120	22%
Sacramento, CA	309	15%
St. Louis, MO-IL	450	19%
Salt Lake City-Ogden, UT	262	13%
San Antonio, TX	412	17%
San Diego, CA	107	16%
San Francisco-Oakland, CA	279	19%
San Jose, CA	128	18%
Seattle-Everett, WA	167	15%
Washington, DC-MD-VA	3491	12%

1

Only Standard Metropolitan Statistical Areas (SMSA) with over 100 1102's are presented.

EDUCATIONAL ATTAINMENT OF THE WORKFORCE

GS-1102, Education Level
For Agencies (Percent)

<u>Agency</u>	<u>Less than College Grad.</u>	<u>College Graduate</u>	<u>Post Graduate Study/Degree</u>
State	40	42	18
Treasury	71	20	9
Army	61	25	14
Navy	64	22	14
Air Force	52	33	15
Other Defense	56	27	18
Justice	80	8	12
Interior	62	22	16
Agriculture	61	27	12
Commerce	54	25	20
Labor	69	21	10
HEW	62	25	13
DOT	72	15	13
Energy	32	31	37
GSA	72	16	12
NASA	39	31	30
VA	84	11	5
OPM	30	50	20
EPA	50	24	26
SBA	96	0	4
All Others	63	19	18
Overall	58	26	16

1102 Contract and Procurement

Percent of College Graduates
By Grade Group and Agency

<u>Agency</u>	<u>Number of 1102's</u>	<u>Entry (5-8)</u>	<u>Inter- mediate (9-12)</u>	<u>Mid & Senior Management (13 + above)</u>	<u>All Grades</u>
Air Force	3947	30%	45%	71%	48%
Agriculture	456	14%	41%	57%	41%
Army	3527	50%	35%	48%	39%
Commerce	114	23%	44%	57%	46%
Other Defense	3116	41%	42%	60%	45%
Justice	80	33%	12%	50%	20%
Labor	81	56%	33%	19%	31%
Energy	400	58%	58%	75%	68%
EPA	112	11%	47%	64%	50%
GSA	746	17%	23%	52%	28%
HEW	557	22%	32%	59%	38%
HUD	75	11%	15%	40%	23%
Interior	448	14%	33%	71%	38%
NASA	710	65%	50%	74%	61%
Navy	2362	41%	28%	60%	36%
S.B.A.	106	0%	5%	3%	4%
State	95	64%	42%	76%	60%
Transportation	482	11%	23%	45%	28%
Treasury	90	28%	20%	52%	29%
Veterans	275	13%	16%	50%	16%

1102-Contract and Procurement
Educational Attainment by SMA's¹

Educational Attainment

<u>Standard Metropolitan Statistical Area</u>	<u>Number of 1102's</u>	<u>Less than College Graduate</u>	<u>BA-BS Degree</u>	<u>Grad Study or Grad Degree</u>
Albuquerque, NM	132	47%	42%	11%
Atlanta, GA	164	67%	24%	9%
Baltimore, MD	204	61%	26%	13%
Boston, MA	417	50%	24%	26%
Chicago, IL	233	59%	22%	18%
Cleveland, OH	134	40%	27%	34%
Columbus, OH	255	79%	13%	10%
Dallas-Ft. Worth, TX	206	59%	26%	15%
Davenport-Rock Is.-Moline-IA-IL	309	46%	28%	26%
Dayton, OH	848	40%	46%	15%
Denver-Boulder, CO	198	63%	18%	19%
Detroit, MI	450	52%	31%	17%
Harrisburg, PA	161	71%	25%	4%
Houston, TX	134	28%	31%	42%
Huntsville, AL	563	49%	38%	13%
Long Branch-Asbury Park, NJ	316	59%	25%	16%
Los Angeles-Long Beach, CA	537	50%	26%	23%
Macon, GA	229	55%	33%	11%
Melbourne-Titusville-Cocoa, FL	141	57%	24%	19%
Nassau-Suffolk, NY	131	49%	23%	27%
New York, NY-NJ	264	60%	23%	17%
Newark, NJ	158	42%	35%	23%
Newport News-Hampton, VA	145	67%	16%	17%
Oklahoma City, OK	300	40%	37%	23%
Philadelphia, PA-NJ	912	63%	28%	9%
Portland, OR-WA	102	53%	30%	17%
Richmond, VA	158	88%	6%	6%
Riverside-S. Berndino-Ontar., CA	120	67%	22%	11%
Sacramento, CA	309	61%	28%	11%
St. Louis, MO-IL	450	62%	25%	14%
Salt Lake City-Ogden, UT	262	57%	21%	22%
San Antonio, TX	412	60%	29%	11%
San Diego, CA	107	71%	15%	14%
San Francisco-Oakland, CA	279	69%	17%	13%
San Jose, CA	128	42%	34%	23%
Seattle-Everett, WA	167	68%	20%	12%
Washington, DC-MD-VA	3491	54%	25%	21%

¹ Only Standard Metropolitan Statistical Areas (SMSA) with over 100 1102's as presented

PART II.

DEMOGRAPHIC DATA FROM THE OCCUPATIONAL ANALYSIS

AS OF MARCH 30, 1979

Introduction

One aspect of the Federal Acquisition Institute's extensive occupational survey (Jan. - Mar. 1979) of the Contracting and Procurement (GS-1102) series was the collection of a great deal of background information on the respondents and their positions. Much of this data has never been collected on such an extensive basis. To better inform the procurement community, we present here a unique look at the Contracting and Procurement workforce.

The following tables present a demographic profile of the GS-1102 series by grade level. Data are based on a random sample of 7737 GS-1102 respondents to the FAI's Task Inventory. The information presented here is generally not available through other information systems.

Data for grades 6, 8, and 10 have been deleted because of extremely low numbers.

CAREER FIELD ENTRY, GS-1102 SUBSAMPLE

BACKGROUND ITEM	GRADE												
	<u>ALL</u>	<u>1-5</u>	<u>7</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17/18</u>		
How entered the occupation													
FSEE/PACE Register	32	36	28	27	32	37	36	35	28	23			
Mid-level register	7	3	2	6	9	8	9	7	6	8			
Other than above	12	12	8	9	10	12	17	23	26	23	20		
Promoted, Reassigned, Demoted to the position	40	41	55	52	42	33	30	25	28	31	80		
Other	9	8	7	7	8	9	9	11	13	15			
Average Grade First GS position	4.8	3.4	3.4	3.6	4.6	5.5	6.0	6.5	6.7	4.8	3.0		
Average Number of Years Worked in GS Occupation	10.0	2.8	3.8	6.5	9.1	11.4	14.4	15.6	17.3	14.8	15.8		
Average Number of Years Worked for Federal Government	17.9	8.8	11.8	16.0	17.3	18.9	21.2	22.0	23.9	23.8	24.4		

NOTES: "How entered the occupation" entries are percentages
Averages rounded off to one decimal place.
Percentages rounded off to nearest percentage.
*Indicates less than 1 percent
Zeroes omitted

TYPE OF ORGANIZATION IN WHICH CURRENTLY WORK FOR PERCENT OF GS-1102 SUBSAMPLE

Type of Organization	GRADE										
	<u>ALL</u>	<u>1-5</u>	<u>7</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17/18</u>
Installation	15	16	28	27	16	9	6	6	7	9	20
Central	29	34	30	33	34	29	21	19	18	9	
Research & Development	14	12	8	8	9	17	24	25	23	9	
Major Systems	13	14	8	10	11	15	17	21	21		40
Depot	2	3	3	4	2	1	1	*			20
Contract Administration	20	19	22	15	25	24	19	10	2	9	
Federal Assistance	*		*	*	1	*	1	*			
Headquarters Staff	3	1	1	*	*	3	6	17	26	55	20
Other Staff	1	*		*	1	1	3	2	2		
Other	1	1	1	1	1	1	2			9	

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NOTE:
 *Indicates less than 1 percent
 Zeroes omitted

TYPE OF POSITION NOW HOLD, PERCENT OF GS-1102 SUBSAMPLE

BACKGROUND ITEM	GRADE											<u>17/18</u>	
	<u>ALL</u>	<u>1-5</u>	<u>7</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17/18</u>		
Type of Position Now Hold													
Managerial	10	1	2	3	7	9	15	36	60	61	20		
Supervisory-Officially Designated	14	0	2	7	10	14	34	36	20	8	0		
Supervisory-Not Officially Designated	6	1	2	4	5	9	10	4	3	0	0		
Non Managerial-Non Supervisory	70	97	94	86	78	69	41	24	18	31	80		

TITLE OR WARRANT AND UNILATERAL CONTRACTING AUTHORITY, PERCENT OF GS-1102 SUBSAMPLE

BACKGROUND ITEM	GRADE													17/18
	ALL	1-5	7	9	11	12	13	14	15	16	17/18			
Titles or Warrants Currently Possessed														
Administrative Contracting Officer	5	*		*	2	11	11	6	1					
Contracting Officer	27	5	10	19	33	25	39	47	49	31				
Contracting Officer Representative	2	3	2	2	3	3	1	1						
Contracting Officer Technical Representative	*			*	*	*	*		1					
Grants (Federal Assistance) Officer	*			*	*	*	*							
Plant Clearance Officer	5		1	3	4	6	8	11	10					
Procuring Contracting Officer														
Property Management Specialist	*		*		*	1	1	1						
Termination Contracting Officer	61	92	87	75	72	54	40	34	39	69	100			
None of the Above														
Unilateral Contracting Authority														
\$0 or none	55	81	70	65	59	53	40	29	36	40	50			
\$1-500	*	1	2	1	1	*	*	*	*	*	*			
\$501-2,000	*	1	1	*	*	*	*	*	*	*	*			
\$2,001-5,000	2	4	6	4	1	*	*	1	*	*	*			
\$5,001-25,000	7	12	14	15	8	3	2	4	1	1	1			
\$25,001-50,000	4	1	2	5	16	3	2	7	6	6	6			
\$50,001-100,000	10	1	4	5	15	11	12	15	7	7	7			
\$100,00-500,000	7		*	2	5	10	14	15	7	7	7			
\$500,001-1,000,000	3		1	1	1	4	5	9	8	8	8			
\$1,000,001-10,000,000	2		*	*	1	2	3	10	20	10	10			
More than \$10,000,000	9		1	2	4	13	20	24	20	20	20			

NOTE: *Indicates less than 1 percent
Zeroes omitted

CONTRACTUAL FORMATS EMPLOYED, PERCENT OF GS-1102 SUBSAMPLE

BACKGROUND ITEM	GRADE											17/18					
	ALL	1-5	7	9	11	12	13	14	15	16	17/18						
Formats Employed																	
Basic Agreement	26	18	24	23	25	25	27	31	38	23							
Basic Order Agreement	46	35	42	42	43	42	42	46	42	54	80						
"Call" Contract	18	15	14	19	19	17	17	19	19	23	20						
Change Order	58	41	47	53	61	61	61	61	54	54	60						
Contract Call	10	6	9	11	10	10	8	11	9	8							
Contract Change Notification	15	7	9	10	14	17	21	22	24	8							
Contract Modification or Supplemental Agreement	74	67	71	74	78	75	76	72	63	46	60						
Definitive Contract	64	46	49	59	66	69	72	74	70	62	60						
Engineering Change Notification	15	6	8	8	14	19	19	20	19	8	20						
Federal Assistance under A-102 or or A-110	3	1	*	2	2	3	5	6	14	8							
Indefinite Delivery	33	21	28	34	36	33	31	33	32	39	40						
Letter Contract	33	13	18	20	31	39	43	51	50	46	60						
Notice of Award	39	39	38	44	44	37	33	35	33	31	40						
Purchase Order	55	66	72	68	57	47	40	47	42	39	60						
Term Contract	25	20	22	20	23	27	30	34	39	23	40						
Not listed	14	13	14	15	14	13	13	16	28	8	20						
None, not apply	10	3	3	4	7	13	15	17	25	39	20						

NOTE:
 *Indicates less than 1 percent
 Zeroes omitted

COMPENSATION ARRANGEMENT USED, PERCENT OF GS-1102 SUBSAMPLE

BACKGROUND ITEM	GRADE																
	ALL	1-5	7	9	11	12	13	14	15	16	17/18						
Compensation Arrangements																	
Firm Fixed Price	83	84	88	95	80	75	77	64	62	62	80						
Fixed Price, Incentive Firm	17	6	12	14	22	26	30	32	31	31	20						
Fixed Price, Incentive	20	7	8	9	19	25	27	34	35	23	20						
Fixed Price, Successive Target	3	1	1	1	1	3	5	10	9	31							
Fixed Price, Redeterminable	7	4	2	4	7	10	8	14	12	23							
Retroactive	2	*	*	*	1	2	3	4	7	8							
Prospective	2	2	*	*	1	4	4	6	7	15							
Fixed Price w/Economic Price Adjustment	26	16	18	20	27	29	29	34	34	39							
Cost Plus Fixed Fee	44	24	28	25	41	52	62	69	64	39	20						
Cost Plus Incentive Fee	22	9	9	8	18	28	35	43	40	23	20						
Cost, No Fee	23	12	13	13	18	25	35	43	41	23							
Cost Sharing	13	6	5	6	10	13	24	32	32	23	20						
Cost Plus Award Fee	17	5	5	6	12	20	32	45	45	23	20						
Time and Materials	30	24	27	23	32	34	33	39	38	39	40						
Labor Hour	22	15	18	15	21	24	27	34	32	23	40						
Not listed	5	5	4	5	5	6	4	7	12								
Not Apply	13	12	10	9	10	14	17	17	27	39	40						

NOTE:
 *Indicates less than 1 percent
 Zeroes omitted

END PURPOSE OF CONTRACTS, GS-1102 SUBSAMPLE

<u>BACKGROUND ITEM</u>	<u>GRADE</u>														<u>17/18</u>												
	<u>ALL</u>	<u>1-5</u>	<u>7</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17/18</u>																
End Purpose of Contracts																											
Architect/Engineering	15	10	13	14	15	14	16	20	28	8																	
Bailment	4	1	2	2	4	4	5	9	9	8																	
Construction	21	17	20	25	23	18	19	23	25	8																	
Facilities	17	12	16	12	17	17	19	21	27	15																	
Financial Assistance	2	*	1	1	2	2	4	5	14																		
IRAN	7	3	3	4	8	10	8	8	9	23	40																
Lease	18	15	19	19	19	16	17	21	22	15																	
Maintenance and Retrofit	24	18	23	20	25	27	25	27	22	23																	
Management	11	6	7	5	8	13	17	24	28	23																	
Modification	41	33	41	38	44	43	40	39	38	39	60																
Production	34	22	24	23	35	40	40	42	38	39	40																
Repair	44	38	47	43	49	43	37	35	28	46	20																
Research & Development	37	23	26	23	32	42	53	59	57	31	40																
Services	54	43	54	52	56	54	55	57	52	46	20																
Storage	14	12	14	15	15	14	13	12	17	7																	
Supplies	58	64	69	65	64	54	48	47	43	62	60																
Technical Services	36	23	30	26	35	40	43	44	46	46	40																
VE Incentive	12	5	4	6	12	15	16	16	19	7	20																
Not listed	9	9	7	8	9	9	8	11	16	7																	
None - not apply	9	4	3	4	6	12	14	15	23	39	20																

NOTE: *Indicates less than 1 percent. Zeroes omitted.

NUMBER OF NEGOTIATED AND FORMALLY ADVERTISED CONTRACTS HELPED PREPARE, PERCENT OF GS-1102 GRADE LEVEL

<u>BACKGROUND ITEM</u>	<u>GRADE</u>										
	<u>ALL</u>	<u>1-5</u>	<u>7</u>	<u>9</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17/18</u>
Number Negotiated Contracts Helped Prepare											
None	25	35	30	21	21	24	29	28	42	39	60
1-20	38	40	37	42	39	37	36	34	24	15	20
21-40	12	6	7	11	14	14	11	7	7	8	
41-46	5	6	5	5	6	5	5	4	4		20
More than 60	21	14	21	21	21	19	19	27	23	39	
Number Formally Advertised Contracts Helped Prepare											
None	53	55	48	38	46	60	68	69	69	62	80
1-20	29	36	40	39	29	24	20	22	21	39	
21-40	8	6	7	12	11	5	4	2	2		20
41-60	3	*	2	5	5	2	2	1	2		
More than 60	7	3	3	6	8	8	7	6	7		

NOTE:

*Indicates less than 1 percent
Zeroes omitted

AVERAGE DOLLAR AMOUNT OF FORMALLY ADVERTISED CONTRACTS HELPED PREPARE

BACKGROUND ITEM	GRADE											17/18										
	ALL	1-5	7	9	11	12	13	14	15	16	17/18											
Average Dollar Amount of Formally Adversised Contracts Helped Prepare																						
\$0 or none	53	32	48	37	45	60	67	67	68	62	50											
\$1 - 500	*	4	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$501 - 5,000	*	12	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$5,001 - 10,000	1	10	5	2	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
\$10,001 - 25,000	8	14	16	15	7	4	2	*	*	15												
\$25,001 - 50,000	10	8	12	17	12	7	5	3	3	8												
\$50,001 - 100,000	11	11	8	17	17	10	6	5	5													
\$100,001 - 1,000,000	12	5	9	10	14	13	12	16	12	8	25											
\$1,000,001 - 10,000,000	3	2	1	2	3	4	5	6	9													
More than \$10,000,000	*	2	*	*	*	1	1	1	2	8	25											

NOTE:

*Indicates less than 1 percent
Zeroes omitted

AVERAGE DOLLAR AMOUNT OF NEGOTIATED CONTRACTS HELPED PREPARE

GRADE

BACKGROUND ITEM	GRADE													17/18
	ALL	1-5	7	9	11	12	13	14	15	16	17/18			
Average Dollar Amount of Negotiated Contracts Helped Prepare	22	32	26	19	18	21	26	25	40	46	40	40		
\$ or none	1	4	3	*	*	*	*	*						
\$1 - 500	3	12	8	5	3	*	*	*						
\$501 - 5,000	5	10	12	9	5	2	*				20			
\$5,001 - 10,000	7	14	16	13	7	4	2	*	15					
\$10,001 - 25,000	9	8	12	17	11	7	3	*	3					
\$25,001 - 50,000	14	11	9	17	20	12	11	9	4					
\$50,001 - 100,000	21	5	10	15	23	28	26	26	16	8	40			
\$100,001 - 1,000,000	10	2	3	3	9	14	15	16	15	8				
\$1,000,001 - 10,000,000	8	2	1	2	4	10	16	23	23	23				
More than \$10,000,000														

NOTE:
 *Indicates less than 1 percent
 Zeroes omitted