
**Report on the
Acquisition
Work Force -
Fiscal Year 1983**

**Federal Acquisition Personnel
Information System**

August 1984



**U.S. General Services Administration
Office of Acquisition Policy
Federal Acquisition Institute**

**REPORT
ON THE
ACQUISITION
WORK FORCE**

FISCAL YEAR 1983

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Our fifth demographic report on the Federal procurement work force covers Fiscal Year 1983. It provides Federal managers with valuable data for establishing the procurement career management programs mandated by the *Office of Federal Procurement Policy Act Amendments of 1983* (Public Law 98-191).

The more striking facts in this report include:

- ✓ High turnover continues; 2,776 individuals entered the Contracting series (GS-1102) during the fiscal year, while 2,061 exited (see page 3).
- ✓ The Contracting series recorded its seventh straight year of growth, with a net gain of 715 (3.2%) in Fiscal Year 1983 (see page 4).
- ✓ High turnover is forecasted throughout the next decade. Nearly 40% of all presently employed GS-1102's will be eligible for retirement by 1993. Turnover will be further exacerbated by the fact that nearly one in every five of Fiscal Year 1983's new hires will be eligible to retire on or before 1993 (see page 11).
- ✓ 43% of the Government's present Contracts Specialists have less than four years of service in the GS-1102 series (see page 12).
- ✓ Outside hiring declined markedly. From Fiscal Year 1978 through Fiscal Year 1982, Federal agencies recruited 801 individuals a year, on the average, from outside the Government for Contracting positions. The peak year was Fiscal Year 1981, during which agencies recruited 1,044 outside hires for Contracting positions. In Fiscal Year 1983, there were only 602 outside hires (see page 13).

These facts reinforce the need for greater efforts and investments to sustain and improve the professionalism of the procurement work force.

If you have any questions about the report or need further data, please write or call Mr. Michael Miller of the Federal Acquisition Institute (see page iv for the phone number and address).

Michael Martinez
Michael Martinez
Director

Acknowledgments

We wish to express our profound gratitude to Dr. Philip A. D. Schneider, James L. Hall, and their co-workers at the Office of Personnel Management. Without their patience, assistance, advice, and data, this report would not be possible.

We also would like to express thanks to Mary Ann Schade and her colleagues in the Automated Systems Division, Office of Administration, Executive Office of the President. Their help enabled us to convert raw data tapes from the Central Personnel Data File into an on-line, conversational, personnel management information system.

Technical Notes

- Source of data:** The data in this report were derived from the Central Personnel Data File (CPDF) established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time, permanent employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 30, 1983.
- Retirement Eligibility** Unlike previous reports, this report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for "Early" retirement in the event of a Reduction-in-Force. The minimum combinations of age and years of service qualifying for regular retirement:
- ✓ Age 65.
 - ✓ Age 62 with 5 years of service.
 - ✓ Age 60 with 20 years of service.
 - ✓ Age 55 with 30 years of service.
- Losses & Hires** Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different occupational series.
- Hires include employees who entered the series from any source, such as outside hires, transfers from other occupational series, and persons returning to active duty after extended leave without pay.
- 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.

Technical Notes (Con't)

Turnover

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

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

	FY80	FY81	FY82	FY83
Series: ¹	1105	1105	1102	0

¹At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1982 and an "internal hire" for the GS-1102 series in Fiscal Year 1982. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 1982.

Average Grade

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

Inquiries

For more information on the formulas, procedures, and software used in preparing this report, please contact the Mr. Michael F. Miller (202-523-5968) at the Federal Acquisition Institute.

Special Reports

Any of the reports in this document can be replicated for the population of an agency. Moreover, other types of detailed reports can be prepared on the agency's population. Since the Federal Acquisition Personnel Information System is an on-line, conversational system, such reports can be readied in a matter of hours. For more information, contact Mr. Michael Miller (202-523-5968) at the Federal Acquisition Institute.

FAI Address

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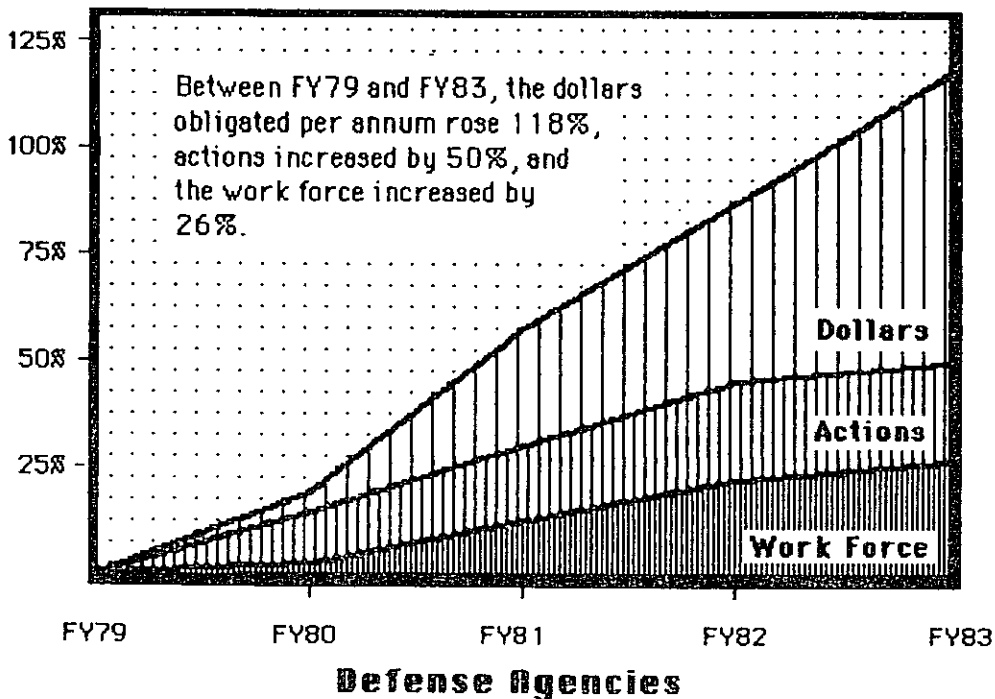
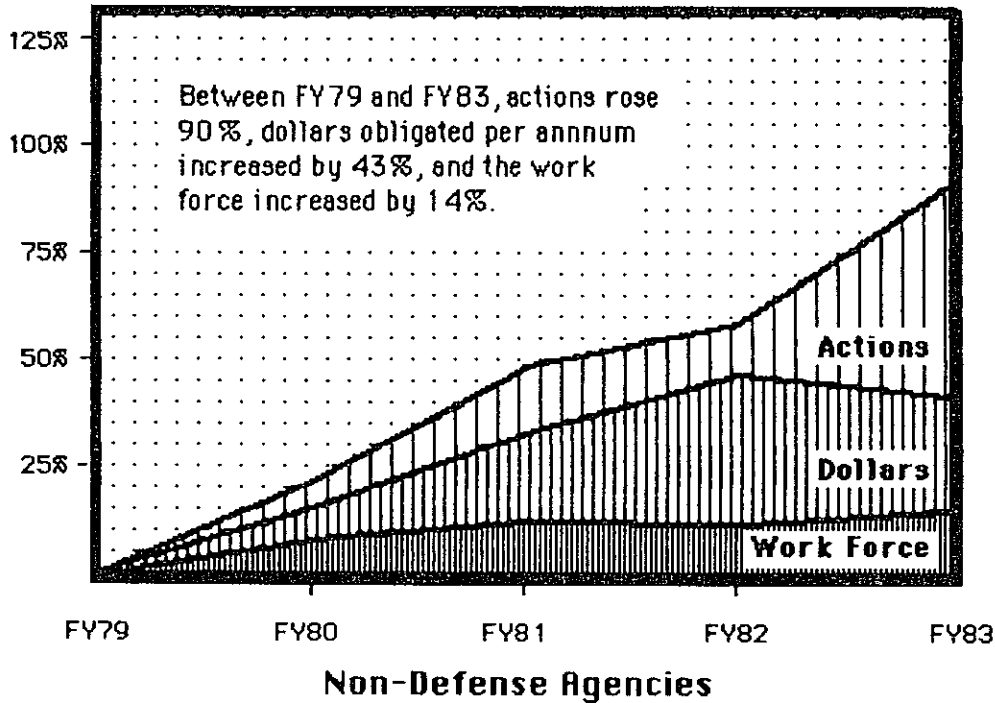
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SUMMARY STATISTICS

THE PROFESSIONAL WORKLOAD CONTINUES TO EXPAND FASTER THAN THE WORK FORCE

Percent Change (Δ)
Since FY79



These charts exclude actions under \$10,000 in non-Defense agencies and actions under \$25,000 in Defense agencies. Work force figures include all Contracts and Procurement (GS-1102) specialists. Dollar figures have not been adjusted for inflation. Figures on dollars and actions were derived from the Federal Procurement Data Center (for non-Defense agencies) and the Department of Defense Prime Contract Awards (an annual publication).

The Procurement Work Force At A Glance¹

	GS-1102	GS-1105	GS-1106	GS-1150	GS-1101
Number Employed	22,880	5,276	8,911	2,789	11,681
Average Grade	10.69	5.76	4.78	10.96	9.08
Average Age	43.4	41.6	38.6	47.2	44.1
Eligible to Retire (%) ²	9.7	6.8	6.7	17.7	9.0
College Graduates (%)	44.2	7.6	5.2	26.4	30.8

¹As of September 30, 1983.

²Includes only those individuals eligible for regular retirement. This chart excludes individuals who qualify for "Early Out" (in the event of a Reduction in Force).

Turnover During The Fiscal Year

	GS-1102	GS-1105	GS-1106	GS-1150	GS-1101
Beginning Strength	22,165	5,023	8,672	2,761	11,248
Losses	2,061	1,133	2,291	398	1,994
Hires	2,776	1,386	2,530	426	2,427
Net Change	715	253	239	28	433
End Strength	22,880	5,276	8,911	2,789	11,681
Ratio Internal:External Hires	3.45:1	3.31:1	1.18:1	1.65:1	3.35:1
Avg. Age Hires	38.4	37.8	34.6	37.9	40.4
Percent Hires Who Are College Graduates	40.7	10.9	8.6	30.1	31.8

Number Employed In Procurement Career Fields¹

As of 9/30/1983

	Non-Defense		Defense		Total
Contracts & Procurement (GS-1102)	5,919	(25.9%)	16,961	(74.1%)	22,880
Purchasing (GS 1105)	2,278	(43.2%)	2,998	(56.8%)	5,276
Clerical & Assistant (GS 1106)	1,497	(16.8%)	7,414	(83.2%)	8,911
Industrial Specialist (GS 1150)	263	(9.4%)	2,526	(90.6%)	2,789
General Business & Industry (GS-1101)	8,143	(69.7%)	3,538	(30.3%)	11,681
Total	18,100	(35.1%)	33,437	(64.9%)	51,537

Continued Annual Growth Trend In The Procurement Work Force¹

	1979	1980	1981	1982	1983
Contracts & Procurement (GS-1102)	18,608	19,428	21,022	22,165	22,880
Purchasing (GS 1105)	4,306	4,598	4,690	5,023	5,276
Clerical & Assistant (GS 1106)	7,378	7,673	8,128	8,672	8,911
Industrial Specialist (GS 1150)	2,639	2,589	2,696	2,761	2,789
General Business & Industry (GS-1101)	7,143	8,101	9,729	11,248	11,681
Total	40,074	42,389	46,265	49,869	51,537

¹Tables in the Fiscal Year 1982 report also included the Industrial Property Management (GS 1103) and Property Disposal (GS 1104) series.

Analysis of Losses in FY83

	GS-1102	GS-1105	GS-1106	GS-1150	GS-1101
Beginning Strength	22,165	5,023	8,672	2,761	11,248
Losses To Other GS-1100 Series	189	404	751	51	136
Other Losses ¹	1,872	729	1,540	347	1,858
Total Loss	2,061	1,133	2,291	398	1,994
Overall Loss Rate (%)	9.3	22.6	26.4	14.4	17.7

¹Other losses include losses to series outside the Business and Industry (GS-1100) Group, retirements, and other separations from Government service.

FY 1983 Losses By Retirement Eligibility

	GS-1102	GS-1105	GS-1106	GS-1150	GS-1101
Beginning Strength Sept. 30, 1982	22,165	5,023	8,672	2,761	11,248
Eligible To Retire On Sept. 30, 1982	2,237	354	608	477	1,055
Losses of Employees Eligible to Retire	628	104	175	104	334
Loss Rate--Employees Eligible to Retire (%)	28.1	29.4	28.8	21.8	31.7
Not Eligible To Retire On Sept. 30, 1982	19,928	4,669	8,064	2,284	10,193
Losses of Employees Not Eligible to Retire	1,433	1,029	2,116	294	1,660
Loss Rate--Employees Not Eligible to Retire (%)	7.2	22.0	26.2	12.9	16.3

Transfers Between Agencies During FY83

	GS-1102	GS-1105	GS-1106	GS-1150	GS-1101
Between Non-Defense Agencies	85	12	2	0	7
Between Defense Agencies	318	10	32	26	6
To DoD from a non-Defense Agency	60	11	11	0	0
To a non-Defense agency from DoD	90	5	6	0	0

**CONTRACTS
AND PROCUREMENT
SPECIALISTS**

Contracts & Procurement

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Air Force	Army	Navy	Other DoD	Agri-culture	Commerce
GS-1			7			
GS-2			15			
GS-3			54			
GS-4		2	4	1	1	
GS-5	192	252	166	148	8	1
GS-6	1		1	1		
GS-7	510	440	291	503	34	8
GS-8	4	13				
GS-9	1,065	1,055	567	716	131	14
GS-10	6	6	5	1		
GS-11	878	1,260	693	1,043	243	32
GS-12	1,318	1,335	801	1,010	126	31
GS-13	539	467	320	313	57	19
GS-14	228	171	189	72	17	12
GS-15	69	53	70	38		5
Other	4	43	12	9		1
Total	4,814	5,097	3,195	3,855	617	123
Avg. Grade	10.6	10.5	10.5	10.4	10.7	11.5
	HHS	Interior	Justice	Labor	NASA	SBA
GS-1						
GS-2						
GS-3						
GS-4						
GS-5	7	7	4		11	
GS-6		1				
GS-7	31	51	14	4	39	7
GS-8			1	1		
GS-9	96	116	49	4	86	5
GS-10		1	1			
GS-11	87	146	23	12	125	5
GS-12	142	130	21	27	201	38
GS-13	132	84	15	16	140	57
GS-14	52	42	12	8	84	13
GS-15	11	9	3	4	36	2
Other		4	1		7	
Total	558	591	144	76	729	127
Avg. Grade	11.4	11.0	10.4	12.0	11.7	12.3

Contracts & Procurement

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

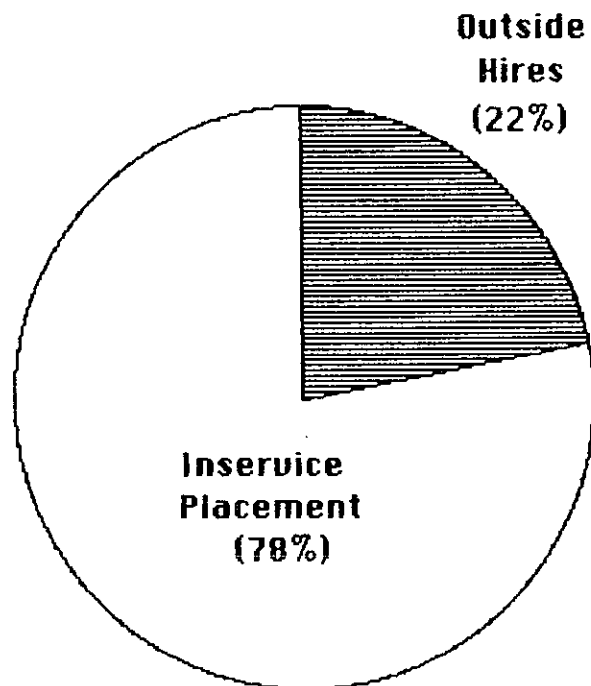
	Education	Energy	EPA	FEMA	GSA	HUD
GS-1						
GS-2						
GS-3						
GS-4						
GS-5		7	1	1	20	1
GS-6			1	1	2	
GS-7	1	9	3	3	53	
GS-8						
GS-9	2	35	12	2	99	6
GS-10					1	
GS-11	10	41	11	7	203	22
GS-12	15	107	27	16	283	16
GS-13	13	125	30	3	149	19
GS-14	2	81	24	4	83	5
GS-15	1	48	3	1	30	5
Other		15	2	1	4	
Total	44	468	114	39	927	74
Avg. Grade	12.0	12.4	12.1	11.3	11.4	12.0

	State	Trans- portation	Treasury	Veterans Admin	All Other	Total
GS-1					5	12
GS-2					5	20
GS-3	1	1			7	63
GS-4		1	1		3	13
GS-5		21	4	8	2	861
GS-6				5	2	15
GS-7	1	32	6	81	7	2,128
GS-8			1	9		29
GS-9	1	89	35	122	40	4,347
GS-10		1	1	32		55
GS-11	6	100	30	70	35	5,082
GS-12	4	101	24	29	41	5,843
GS-13	8	103	20	2	41	2,672
GS-14	3	40	8	11	33	1,194
GS-15		21	2	1	18	430
Other	2	3	2		6	116
Total	26	513	134	370	245	22,880
Avg. Grade	11.6	11.1	10.8	9.3		10.7

Inservice Placement Continues As The Primary Career Path Into Contracts & Procurement Positions

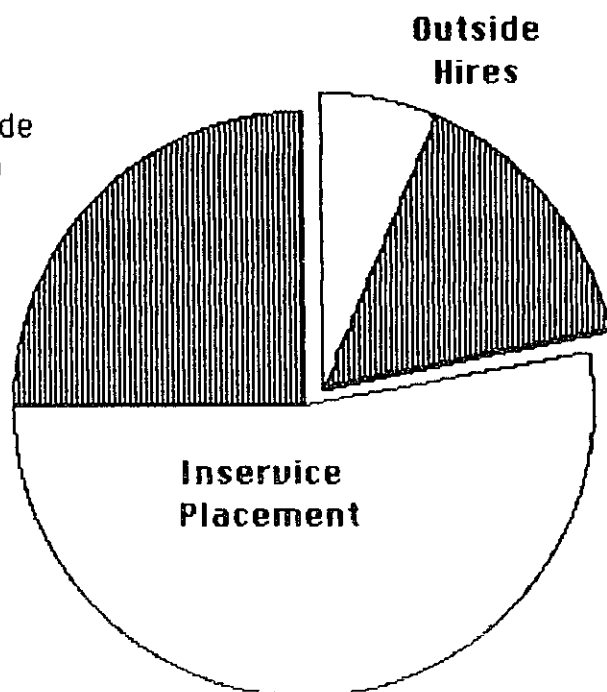
During Fiscal Year 1983, a total of 2,776¹ individuals joined the Contract and Procurement (GS-1102) series. Only 602 of those individuals were recruited from outside the Government. Another 2,074 came from various clerical, technical, and administrative fields within Government, such as the Procurement Clerical and Assistant (GS-1106) and Purchasing Agent (GS-1105) series.

¹The hiring source (outside vs. inservice) was not indicated for 100 of Fiscal Year 1983's new hires.



414 (68.8%) of the Fiscal Year 1983 outside hires were college graduates. 674 (32.5%) of the inservice hires also have graduated from a college or university. About half of the graduates had majored in the various business disciplines; the rest have primarily majored in the different liberal arts disciplines; a very small minority have studied law, engineering, and the physical sciences.

College Graduates 



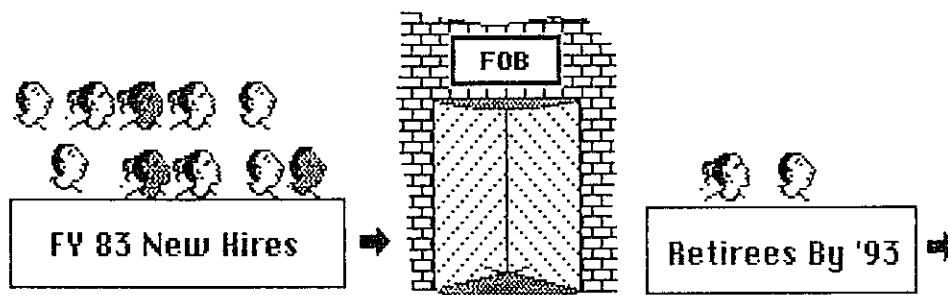
Contracts & Procurement

Specialists Hired During FY 1983

	Internal	External	Other ¹	FY 1982	Total
Total	2,074	602	100	20,104	22,880
Percent FY83 Work Force	9.1	2.6	0.4	87.9	100.0
College Graduates (%) ²	32.5	68.8	42.0	44.3	44.2
Business Degrees (%) ²	14.9	35.9	19.0	23.3	22.8
Eligible to Retire FY83 (%) ²	3.2	0.7	10.0	10.9	9.7
Eligible to Retire FY88 (%) ²	11.5	2.7	17.0	26.6	24.1
Eligible to Retire FY93 (%) ²	22.4	5.6	29.0	41.8	39.0

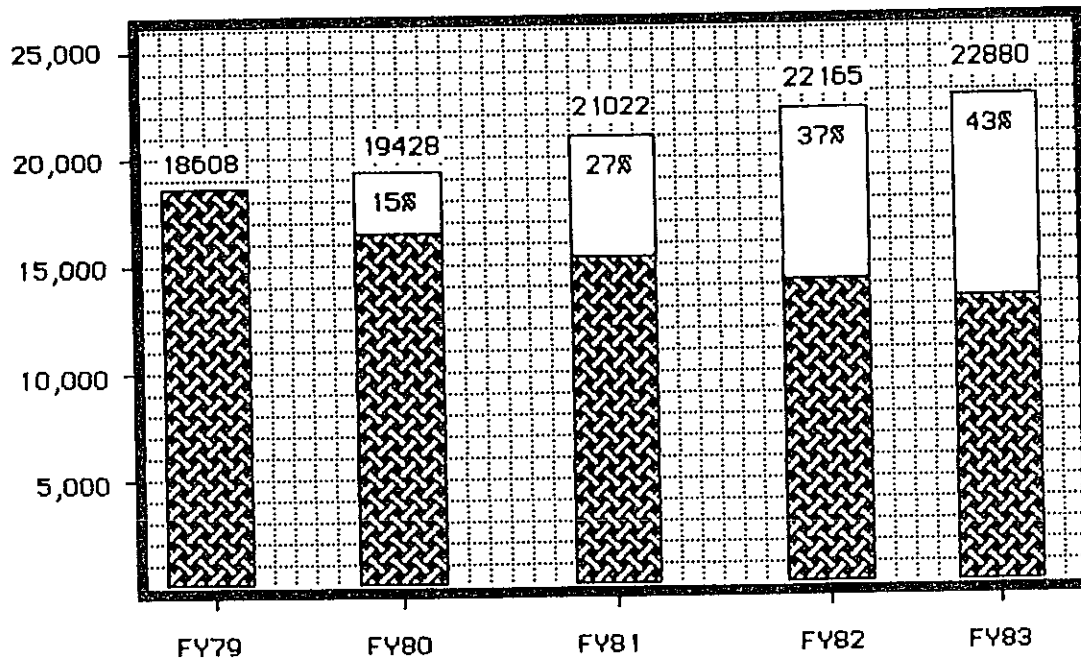
¹Hiring source not specified.

²Percentage of Total (i.e., of the figure in row 1, same column).



Of every ten individuals who entered the GS-1102 series during Fiscal Year 1983, two will be eligible for regular retirement before or during Fiscal Year 1993.

Nearly Ten Thousand Contracts Specialists Have Less Than 4 Years Service In The GS-1102 Series



Intervals mark the end of each fiscal year

Legend

Persons Who Joined The GS-1102 Series Since Sept. 30, 1979

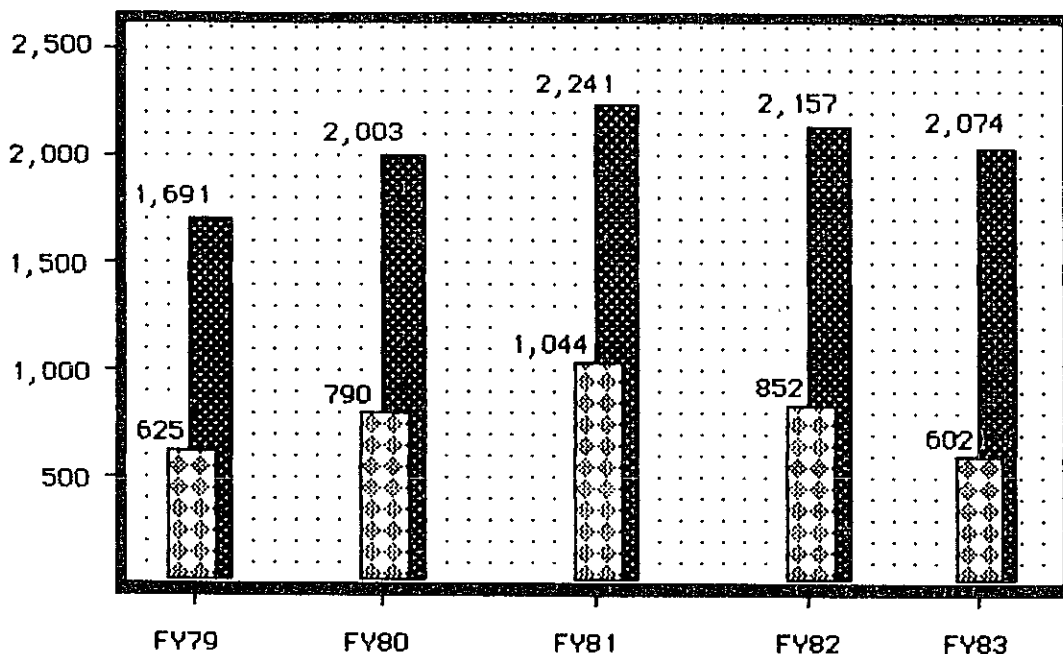


Persons Who Joined The GS-1102 Series Before Sept. 30, 1979



5,446 Contracts and Procurement specialists have quit the the GS-1102 series since the end of Fiscal Year 1979. Beginning in Fiscal Year 1980, the Government hired to fill those positions and expanded the GS-1102 series by another 4,272 positions. As Fiscal Year 1983 drew to a close, 9,718 (43%) Contracts and Procurement specialists had less than four years service in the GS-1102 series.

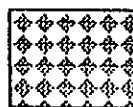
Decline In Outside Hiring For Positions In The GS-1102 Series



Intervals mark the end of each fiscal year

Legend

Outside Hiring



Inservice Placement



After peaking in Fiscal Year 1981, outside hiring for the Contracting (GS 1102) series declined to a five year low in Fiscal Year 1983. Inservice placement in GS-1102 positions has also declined, but to a lesser degree, since Fiscal Year 1981.

Contracts & Procurement

Retirement Eligibility By Agency

	% Eligible In FY 1983	% Eligible In FY 1988	% Eligible In FY 1993
Air Force	9.3	25.7	41.2
Army	10.1	24.4	38.0
Navy	8.0	20.9	33.4
Other Defense	14.0	30.9	46.4
Agriculture	5.0	19.9	37.4
Commerce	4.9	20.3	35.0
Education	6.8	13.6	20.5
Energy	5.3	14.1	32.7
Environmental Protection	6.1	11.4	27.2
Federal Emergency Mgt.	5.1	20.5	28.2
General Services Admin.	8.7	20.8	37.3
Health & Human Services	5.2	15.9	32.3
Housing & Urban Dev.	10.8	25.7	52.7
Interior	6.1	18.1	34.3
Justice	1.4	9.0	21.5
Labor	13.2	23.7	36.8
National Aeronautics & Space Administration	11.5	25.9	43.5
Small Business Admin.	19.7	43.3	63.0
State	11.5	19.2	26.9
Transportation	12.1	27.1	44.6
Treasury	1.5	6.7	20.1
Veterans Administration	6.5	14.6	29.2
All Agencies	9.7	24.1	39.0

Contracts & Procurement

Metropolitan Areas Employing More Than 100 Members

Metro. Area	Non-Defense Agencies	Defense Agencies	Total
Washington, DC	2,367	1,819	4,186
Philadelphia, PA	74	1,080	1,154
Dayton, OH	5	962	967
Huntsville, AL	129	643	772
Los Angeles, CA	55	578	633
Detroit, MI	10	595	605
St. Louis, MO	11	585	596
Long Branch, NJ	1	577	578
San Antonio, TX	6	473	479
Boston, MA	73	377	450
Davenport, ILL	0	441	441
Columbus, OH	8	401	409
Salt Lake, UT	34	367	401
Oklahoma City, OK	62	304	366
San Francisco, CA	167	195	362
Baltimore, MD	114	232	346
Sacramento, CA	22	307	329
Macon, GA	2	300	302
Richmond, VA	10	268	278
New York, NY	155	120	275
Chicago, ILL	162	109	271
Denver, CO	189	81	270
Dallas, TX	89	175	264
Newark, NJ	7	212	219
Harrisburg, PA	2	216	218
Atlanta, GA	126	91	217
Seattle, WA	78	134	212
Newport News, VA	74	130	204
San Diego, CA	5	184	189
Albuquerque, New Mex	73	99	172
Riverside, CA	3	159	162
San Jose, CA	48	106	154
Norfolk, VA	13	137	150
Nassau, NY	12	127	139
Melbourne, FA	82	52	134
Cleveland, OH	67	65	132
Honolulu, HA	6	126	132
Houston, TX	122	5	127
Bakersfield, CA	18	100	118
Portland, OR	92	17	109
Charleston, SC	2	103	105
Anaheim, CA	3	100	103
Subtotal	4,110	12,055	16,165
Other	1,809	4,906	6,715
Total	5,919	16,961	22,880

PURCHASING

AGENTS

Purchasing

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Air Force	Army	Navy	Other DoD	Agri-culture	Commerce
GS-1			1			
GS-2			11			
GS-3		8	2		1	
GS-4	19	78	108	2	88	3
GS-5	191	490	472	43	225	16
GS-6	156	257	374	26	102	16
GS-7	123	221	255	25	47	11
GS-8	1	19	38	1	7	2
GS-9	6	14	33	2	2	1
GS-10		5	4			
GS-11		3	4		1	
GS-12						
GS-13						
GS-14						
GS-15						
Other		5	1			
Total	496	1,100	1,303	99	473	49
Avg. Grade	5.8	5.7	5.8	5.9	5.3	5.9

	HHS	Interior	Justice	Labor	NASA	SBA
GS-1						
GS-2						
GS-3				1		
GS-4	4	7	1	5		
GS-5	26	97	3	9	3	1
GS-6	61	84	6	10	4	
GS-7	36	58	14	1	18	
GS-8	2	8	3			
GS-9		5	10		4	
GS-10						
GS-11						
GS-12						
GS-13						
GS-14						
GS-15						
Other		1	2			
Total	129	260	39	26	29	1
Avg. Grade	6.1	5.9	7.2	5.2	6.9	5.

Purchasing

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Education	Energy	EPA	FEMA	GSA	HUD
GS-1						
GS-2						
GS-3						
GS-4		1			6	2
GS-5		13	4		55	1
GS-6		10	13	2	28	2
GS-7	1	12	11		22	2
GS-8		4	1			
GS-9		1	4		1	
GS-10						
GS-11					2	
GS-12						
GS-13						
GS-14						
GS-15						
Other					1	
Total	1	41	33	2	115	7
Avg. Grade	7.0	6.2	6.6	6.0	5.7	5.6

	State	Trans- portation	Treasury	Veterans Admin	All Other	Total
GS-1						1
GS-2						11
GS-3						12
GS-4		1	11	72	3	411
GS-5		26	44	350	16	2,085
GS-6	1	25	26	224	14	1,441
GS-7		36	32	129	19	1,073
GS-8		3	3	6	2	100
GS-9		1	1	15	3	103
GS-10			1	3		13
GS-11			1	4		15
GS-12						
GS-13						
GS-14						
GS-15						
Other				1		11
Total	1	92	119	804	57	5,276
Avg. Grade	6.0	6.2	5.9	5.7		5.8

Purchasing

Retirement Eligibility By Agency

	% Eligible in FY 1983	% Eligible in FY 1988	% Eligible in FY 1993
Air Force	6.3	17.7	30.6
Army	6.4	15.7	28.0
Navy	9.4	22.9	34.7
Other Defense	8.1	17.2	24.2
Agriculture	3.8	15.0	25.6
Commerce	0.0	14.3	26.5
Education	0.0	0.0	0.0
Energy	9.8	19.5	26.8
Environmental Protection	9.1	24.2	42.4
Federal Emergency Mgt.	0.0	0.0	0.0
General Services Admin.	5.2	14.8	22.6
Health & Human Services	7.0	15.5	29.5
Housing & Urban Dev.	14.3	28.6	28.6
Interior	3.1	13.1	26.2
Justice	0.0	15.4	28.2
Labor	7.7	19.2	23.1
National Aeronautics & Space Administration	13.8	27.6	37.9
State	0.0	100.0	100.0
Transportation	10.9	15.2	30.4
Treasury	8.4	22.7	34.5
Veterans Administration	5.8	15.9	27.4
All Agencies	6.8	17.8	29.5

Purchasing

Metropolitan Areas Employing More Than 100 Members

Metro. Area	Non-Defense Agencies	Defense Agencies	Total
Washington, DC	250	194	444
San Francisco, CA	53	99	152
Norfolk, VA	5	146	151
San Diego, CA	9	135	144
Philadelphia, PA	30	102	132
Subtotal	347	676	1,023
Other	1,931	2,322	4,253
Total	2,278	2,998	5,276

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PROCUREMENT CLERICAL

PERSONNEL AND ASSISTANTS

Procurement Clerical & Assistant
DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Air Force	Army	Navy	Other DoD	Agri-culture	Commerce
GS-1			8	4		
GS-2		1	1	16		
GS-3	120	180	136	164	24	
GS-4	633	945	528	745	105	6
GS-5	921	483	366	896	92	9
GS-6	224	143	146	137	44	3
GS-7	147	148	138	92	31	1
GS-8	6	9	11	16		
GS-9	8	6	12	9		
GS-10			1	2		
GS-11		1		1		
GS-12			1			
GS-13						
GS-14						
GS-15						
Other		8		1	1	
Total	2,059	1,924	1,348	2,083	297	19
Avg. Grade	4.9	4.6	4.8	4.7	4.8	5.0

	HHS	Interior	Justice	Labor	NASA	SBA
GS-1						
GS-2		1				
GS-3	2	13		2	2	
GS-4	12	45	2		36	2
GS-5	50	84	2	7	62	4
GS-6	67	30	1	3	13	11
GS-7	18	10	3	4	14	5
GS-8			1	1	1	
GS-9				1	1	
GS-10						
GS-11				1		
GS-12	1					
GS-13						
GS-14						
GS-15						
Other		2				
Total	150	185	9	19	129	22
Avg. Grade	5.6	4.9	5.9	6.1	5.1	5.9

Procurement Clerical & Assistant

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Education	Energy	EPA	FEMA	GSA	HUD
GS-1						
GS-2			1			
GS-3			5			
GS-4		8			44	1
GS-5		26	10	3	92	5
GS-6	9	19	1	1	37	4
GS-7		11	4	5	22	2
GS-8			1		1	
GS-9					6	
GS-10						
GS-11					4	
GS-12					1	
GS-13						
GS-14						
GS-15						
Other		1	1		1	
Total	9	65	23	9	208	12
Avg. Grade	6.0	5.5	5.0	6.2	5.5	5.6

	State	Trans- portation	Treasury	Veterans Admin	All Other	Total
GS-1						12
GS-2						20
GS-3		7	4	7	1	667
GS-4		18	24	69	3	3,226
GS-5		49	14	50	14	3,239
GS-6	1	9	3	10	12	928
GS-7	1	12	5	8	8	689
GS-8			1		5	53
GS-9		1			2	46
GS-10						3
GS-11					1	8
GS-12						3
GS-13						
GS-14						
GS-15						
Other		2				17
Total	2	98	51	144	46	8,911
Avg. Grade	6.5	5.1	4.7	4.6		4.8

Procurement Clerical & Assistant

Retirement Eligibility By Agency

	% Eligible In FY 1983	% Eligible In FY 1988	% Eligible In FY 1993
Army	5.3	12.3	20.4
Navy	6.9	15.2	22.9
Air Force	6.0	13.8	23.1
Other Defense	9.9	20.1	28.8
Agriculture	1.3	7.4	17.5
Commerce	0.0	10.5	15.8
Education	0.0	0.0	11.1
Energy	9.2	18.5	24.6
Environmental Protection	0.0	13.0	13.0
Federal Emergency Mgt.	0.0	22.2	33.3
General Services Admin.	9.1	17.8	25.0
Health & Human Services	4.0	8.0	16.0
Housing & Urban Dev.	0.0	25.0	41.7
Interior	2.2	8.6	17.8
Justice	0.0	22.2	33.3
Labor	5.3	10.5	21.1
National Aeronautics & Space Administration	7.0	18.6	27.9
Small Business Admin.	18.2	27.3	27.3
State	50.0	100.0	100.0
Transportation	8.2	13.3	15.3
Treasury	9.8	15.7	27.5
Veterans Administration	1.4	6.9	13.2
All Agencies	6.7	14.9	23.3

Procurement Clerical & Assistant

Metropolitan Areas Employing More Than 100 Members

Metro. Area	Non-Defense Agencies	Defense Agencies	Total
Washington, DC	379	397	776
Philadelphia, PA	12	590	602
Dayton, OH	2	351	353
Los Angeles, CA	19	324	343
San Antonio, TX	0	264	264
St. Louis, MO	9	253	262
Boston, MA	23	203	226
Columbus, OH	4	201	205
Oklahoma City, OK	8	197	205
Salt Lake, UT	8	189	197
Long Branch, NJ	0	194	194
Detroit, MI	6	181	187
San Francisco, CA	36	124	160
Huntsville, AL	29	129	158
Sacramento, CA	9	147	156
Macon, GA	0	150	150
Richmond, VA	11	138	149
Davenport, ILL	0	148	148
Atlanta, GA	52	93	145
San Diego, CA	7	127	134
Baltimore, MD	22	101	123
Dallas, TX	31	79	110
Harrisburg, PA	1	107	108
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Subtotal	607	4,273	4,880
Other	890	3,141	4,031
Total	1,497	7,414	8,911

INDUSTRIAL

SPECIALISTS

Industrial Specialist

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Air Force	Army	Navy	Other DoD	Agri-culture	Commerce
GS-1			80			
GS-2			1			
GS-3			3			
GS-4						
GS-5	6	15	10	27		
GS-6			2			
GS-7	5	13	16	32		1
GS-8			1			
GS-9	38	62	27	164	1	2
GS-10		1	3			
GS-11	89	185	177	546	15	1
GS-12	79	201	269	178	14	2
GS-13	22	45	80	41	12	11
GS-14	12	20	29	18	4	6
GS-15	1	6	6	10	1	6
Other	1	1		4		2
Total	253	549	704	1,020	47	31
Avg. Grade	11.1	11.2	10.3	10.7	12.1	13.0
	HHS	Interior	Justice	Labor	NASA	SBA
GS-1						
GS-2						
GS-3						
GS-4						
GS-5						
GS-6						
GS-7						
GS-8						
GS-9						
GS-10			1			1
GS-11		1	3			
GS-12		1	3		2	
GS-13			4		5	9
GS-14			1			47
GS-15		2	1			8
Other			1			3
Total	0	4	14	0	7	68
Avg. Grade		13.3	12.2		11.7	13.0

Industrial Specialist

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Education	Energy	EPA	FEMA	GSA	HUD
GS-1						
GS-2						
GS-3						
GS-4						
GS-5						
GS-6						
GS-7						
GS-8						
GS-9						
GS-10		1				
GS-11						
GS-12		7				
GS-13		22		3		
GS-14		6		1		
GS-15		9		6		
Other						
Total	0	45	0	10	0	0
Avg. Grade		13.3		14.3		

	State	Trans- portation	Treasury	Veterans Admin	All Other	Total
GS-1						80
GS-2						1
GS-3						3
GS-4						
GS-5		1				59
GS-6						3
GS-7		1				67
GS-8						1
GS-9						296
GS-10						5
GS-11		1				1,020
GS-12		1	1			770
GS-13		12				299
GS-14		15				120
GS-15		5				56
Other						9
Total	0	36	1	0	0	2,789
Avg. Grade		13.2	12.0			11.0

Industrial Specialist

Retirement Eligibility By Agency

	% Eligible In FY 1983	% Eligible In FY 1988	% Eligible In FY 1993
Air Force	14.2	39.9	59.7
Army	17.9	38.8	55.4
Navy	10.5	29.3	45.7
Other Defense	23.6	47.5	66.4
Agriculture	10.6	34.0	42.6
Commerce	22.6	29.0	54.8
Energy	15.6	31.1	44.4
Federal Emergency Mgt.	20.0	30.0	70.0
Interior	0.0	0.0	50.0
Justice	0.0	14.3	35.7
National Aeronautics & Space Administration	42.9	57.1	100.0
Small Business Admin.	27.9	52.9	77.9
Transportation	8.3	36.1	77.8
All Agencies	17.7	39.5	57.8

Industrial Specialist

Metropolitan Areas Employing More Than 100 Members

Metro. Area	Non-Defense Agencies	Defense Agencies	Total
Washington, DC	125	307	432
Davenport, ILL	0	174	174
Philadelphia, PA	5	141	146
Detroit, MI	2	98	100
Subtotal	125	481	606
Other	138	2,045	2,183
Total	263	2,526	2,789

GENERAL BUSINESS

AND INDUSTRY

PERSONNEL

General Business & Industry

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Air Force	Army	Navy	Other DoD	Agri-culture	Commerce
GS-1						57
GS-2	4		2			35
GS-3	40	4	1		34	39
GS-4	99	98	26	6	219	26
GS-5	102	100	24	26	2,030	47
GS-6	42	37	14	3	183	33
GS-7	130	141	54	4	375	72
GS-8	71	27	18		16	1
GS-9	434	126	91	8	44	84
GS-10	17	14	7			2
GS-11	564	104	117	12	27	51
GS-12	261	92	89	23	7	76
GS-13	116	36	37	49	17	103
GS-14	44	53	19	44	4	71
GS-15	20	18	5	29	1	39
Other	7	18	4	7		46
Total	1,951	868	508	211	2,957	782
Avg. Grade	9.6	8.6	9.7	11.6	5.4	8.8

	HHS	Interior	Justice	Labor	NASA	SBA
GS-1						
GS-2						
GS-3		2				3
GS-4		30				5
GS-5	9	61				41
GS-6	2	11				46
GS-7	25	29	2	1	3	150
GS-8		2			1	
GS-9	31	24	4	3	6	23
GS-10						
GS-11	62	74	8	2	4	29
GS-12	124	77	24	6	7	267
GS-13	83	33	25	20	4	111
GS-14	43	23	9	13	1	34
GS-15	12	6	4	11	1	29
Other	1	8	1	2	1	2
Total	392	380	77	58	28	740
Avg. Grade	11.6	9.4	12.3	13.2	10.8	10.4

General Business & Industry

DISTRIBUTION BY AGENCY AND GRADE LEVEL (9/30/1983)

	Education	Energy	EPA	FEMA	GSA	HUD
GS-1						
GS-2						
GS-3						1
GS-4		1			11	8
GS-5	8		1		8	28
GS-6	8	10	2		5	15
GS-7	49	15	3		17	22
GS-8		2				2
GS-9	38	13	5		20	26
GS-10	4	2			1	1
GS-11	50	17	14		40	88
GS-12	80	24	18	1	67	242
GS-13	26	36	8		40	190
GS-14	13	54	9		20	171
GS-15	3	43	4		3	44
Other	2	6	1	3	1	14
Total	281	223	65	4	233	852
Avg. Grade	10.4	12.3	11.6	12.0	10.8	12.0
	State	Trans- portation	Treasury	Veterans Admin	All Other	Total
GS-1				3		60
GS-2				11		52
GS-3				4		128
GS-4		1		11	4	545
GS-5			3		6	2,494
GS-6					10	421
GS-7		4	5	1	22	1,124
GS-8					4	144
GS-9		4	5	7	59	1,055
GS-10			1	21	10	80
GS-11		3	4	53	97	1,420
GS-12		8	6	76	122	1,697
GS-13		23	8	63	104	1,132
GS-14		12	5	62	81	785
GS-15		16	1	43	38	370
Other		4	1	23	22	174
Total	0	75	39	378	579	11,681
Avg. Grade		12.7	10.8	12.0		9.1

General Business & Industry

Retirement Eligibility By Agency

	% Eligible In FY 1983	% Eligible In FY 1988	% Eligible In FY 1993
Air Force	10.1	29.7	49.8
Army	10.5	27.6	41.2
Navy	6.9	21.5	42.7
Other Defense	17.1	39.8	63.0
Agriculture	7.4	20.1	33.0
Commerce	10.4	22.3	34.3
Education	7.8	19.2	32.4
Energy	9.0	23.8	37.7
Environmental Protection	9.2	18.5	29.2
Federal Emergency Mgt.	25.0	25.0	25.0
General Services Admin.	11.6	26.2	40.8
Health & Human Services	9.2	23.7	39.8
Housing & Urban Dev.	9.7	23.7	43.4
Interior	6.1	18.4	33.9
Justice	5.2	14.3	44.2
Labor	13.8	17.2	29.3
National Aeronautics & Space Administration	21.4	50.0	67.9
Small Business Admin.	8.6	28.6	45.0
Transportation	13.3	26.7	36.0
Treasury	5.1	17.9	35.9
Veterans Administration	3.4	14.8	25.9
All Agencies	9.0	23.7	39.2

General Business & Industry

Metropolitan Areas Employing More Than 100 Members

Metro. Area	Non-Defense Agencies	Defense Agencies	Total
Washington, DC	2,170	215	2,385
Salt Lake, UT	28	260	288
San Antonio, TX	24	264	288
Sacramento, CA	24	258	282
Oklahoma City, OK	29	239	268
Macon, GA	2	216	218
San Francisco, CA	157	59	216
Philadelphia, PA	129	67	196
Chicago, ILL	178	11	189
Denver, CO	147	16	163
Atlanta, GA	138	19	157
Dallas, TX	120	32	152
New York, NY	136	10	146
Boston, MA	113	19	132
Los Angeles, CA	92	31	123
Kansas City, MO	117	3	120
Dayton, OH	5	112	117
Texarkana, TX	6	99	105
St. Louis, MO	53	48	101
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Subtotal	3,668	1,978	5,646
Other	4,475	1,560	6,035
Total	8,143	3,538	11,681

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