

**REPORT
ON THE
FEDERAL
ACQUISITION
WORK FORCE
FISCAL YEAR 1996**



**Federal Acquisition Personnel
Information System
AUGUST 1998**

Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration

This report on the Federal procurement work force for Fiscal Year (FY) 1996 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs.

Highlights:

√ The Contract Specialist (GS-1102) series recorded its eighteenth straight year of growth, with a net loss of 682 between September 30, 1995, and September 30, 1996. On September 30, 1978, 17,967 were employed in the GS-1102 series; on September 30, 1996, the total had reached 28,648. The Department of Defense experienced a net loss of 1525 Contract Specialists (employing 1,833 as of September 30, 1996); following a net loss of ___ Contract Specialists in the prior fiscal year.

√ Outside hiring, as a percentage of total hires, continued to decline from levels attained in prior years. Only twenty-five percent of the FY 1996 hires were outside hires (see Pages 10 and 11). Of the 2,186 total hires in FY 1992 for the GS-1102 series, 544 were recruited from outside the Government. Another 1,499 came from various clerical, technical, and administrative fields within the Government. (The hiring source was not indicated for the other 143 hires.)

√ In FY 1996, only 1,828 Contract Specialists left the GS-1102 series (i.e., retired, quit, died, transferred to another series, et. al.) — a loss rate of 8 per cent. From FY 1980 through FY 1985, the annual loss rate ranged from 73.4 to 54.22 percent. For FY 1996, however, the loss is at 7.93 percent.

√ The declining accession and loss rates apparently resulted in higher experience levels. As of September 30, 1996, 53 percent of the GS-1102 workforce had more than seven years of experience in the GS-1102 series; 38 percent had been employed in that series since September 30, 1980 (see Pages 3, 11, and 14).

√ Only thirty-two percent of the GS-1102 workforce will be eligible to retire in ten years (i.e., by FY 2005). In FY 1982, forty percent of the workforce was eligible for retirement within a ten year window; in FY 1987 the corresponding figure was thirty-five percent.

√ Fifty-one percent of the Contract Specialists have graduated from a college or university with a bachelors or higher degree. Six percent of the college graduates majored in business, law, or public administration.

If you have any questions about the report or need further data, please write or call the Federal Acquisition Institute (see Page vi for the address).

Michael F. Miller
Director
Federal Acquisition Institute

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. We also wish to express our gratitude to the staff of the Defense Manpower Data Center (DMDC), especially Ken Schefflen, Alex Sinaiko, Mike Dove, and Michelle Rudolph. Without their patience, assistance, advice, and data, this report would not be possible.

Contents

Highlights.....	Page i
Acknowledgements	Page ii
Contents	Page iii
Technical Notes.....	Page iv
About The FAI	Page vi
Summary Statistics	Page 1
Statistics on Federal Contract Specialists	Page 7
Statistics on Federal Purchasing Agents.....	Page 19
Statistics on Federal Procurement Clerical..... Personnel and Assistants	Page 23
Statistics on Federal Industrial Specialists.....	Page 27
Statistics on Federal General Business and	Page 31
Industry Personnel	
Index of Tables and Charts	Page 35

Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 30, 1995.

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

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

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. 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 62 with 5 years of service.
- √ Age 60 with 20 years of service.
- √ Age 55 with 30 years of service.

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:

	FY88	FY89	FY90	FY91
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 1990 and an "internal hire" for the GS-1102 series in Fiscal Year 1990. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 1991.

Technical Notes (Con't)

- Losses** Losses include employees who left the series for any reason, such as separations from Government service or promotions to positions in a different series.
- Hires** Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, “internal” hires include both:
- Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report . For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
 - Hires of Tenure Group I employees. Tenure Group I, for the most part, includes “career” employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351)
- “External” hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of “career-conditional” employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as “Other”.)
- Education Levels** In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.
- Average Grade** Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

About The FAI

Products and Services

Pursuant to the Office of Federal Procurement Policy Act, as amended, the Federal Acquisition Institute (FAI) has worked for more than a decade to foster and promote Government-wide career management programs for a professional procurement work force. Among other products and services, the FAI over the years has:

- Published annual demographic reports on the Federal acquisition workforce, showing trends in educational levels, turnover, and hiring.
- Developed and published guidance on establishing the agency-level procurement career management programs.
- Assisted colleges and universities in establishing courses and programs in acquisition disciplines, published directories of such academic courses and programs, and reviewed the equivalency of those courses and programs in meeting Federal training requirements.
- Supported the Office of Personnel Management (OPM) in developing standards and examinations for acquisition positions.
- Assisted Federal managers in identifying and recruiting highly qualified candidates for acquisition fields (e.g., by publishing recruiting brochures, preparing other recruitment materials, coordinating recruitment at selected colleges, etc.).
- Developed a Contract Specialist Workbook, as a desk reference for performing critical Contract Management duties.
- Developed instructional materials for Contract Management courses. Assisted Federal managers and educators throughout the Government in establishing competency-based training, education, and certification programs.
- Developed and field tested a staffing standards model for contracting activities.

Organization

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

Staff Members

FAI staff members include: Michael F. Miller, Director; John Blumenstein, Bettie Feit-Chaszar Millisa Gary, Karen Haus, Gayle Messick; Jeritta Parnell; Gladys Poindexter; Judy Steele, Elliot Warley and Julia Wise.

Address

Federal Acquisition Institute (MVI)
Office of Acquisition Policy
General Services Administration
1800 F Street, NW
Washington, DC 20405

Telephone

202-501-0964

SUMMARY STATISTICS

Summary Statistics

LOGISTICS OCCUPATIONS: POPULATION AS OF SEPTEMBER 30, 1992, 1995 AND 1996

<i>OCCUPATIONS</i>	<i>1992</i>	<i>1995</i>	<i>1996</i>
Logistics Management (GS 346)	11,184	10,941	11,304
Gen Business & Industry (GS 1101)	17,159	19,805	20,427
Contract Specialist (GS 1102)	31,794	29,137	28,648
Industrial Property Management (GS 1103)	938	775	733
Property Disposal (GS 1104)	1,060	1,001	989
Purchasing (GS 1105)	6,809	6,005	5,558
Procurement Clerical & Assistance (GS 1106)	8,616	6,597	5,923
Industrial Specialist (GS 1150)	2,707	2,034	1,891
Equipment Specialist (GS 1670)	10,822	8,468	7,817
Quality Assurance (GS 1910)	14,155	10,565	9,559
General Supply (GS 2001)	5,059	3,916	3,768
Supply Program Management (GS 2003)	6,099	5,083	4,951
Supply Clerial & Technician (GS 2005)	24,216	19,422	18,316
Inventory Management (GS 2010)	8,462	6,344	6,016
Dist.,Facilities & Storage (GS 2030)	864	783	754
Packaging (GS 2032)	455	337	312
Supply Cataloguing (GS 2050)	1,206	601	348
General Transportation (GS 2101)	1,972	7,239	7,472
Traffic Management (GS 2130)	1,798	1,817	1,780
Freight Rate (GS 2131)	1,179	844	726
Travel (GS 2132)	1,403	193	83
Shipment Clerical (GS 2134)	2,540	390	143
Cargo Scheduling (GS 2144)	150	70	59
Transportation Operations (GS 2150)	942	940	998
Dispatching (GS 2151)	498	433	430
Marine Cargo (GS 2161)	72	59	46
TOTAL	162,166	14,3800	13,9051

Summary Statistics

PROCUREMENT WORK FORCE AT A GLANCE¹

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	<i>Total</i>
Population	20,427	28,648	989	5558	5,923	1,891	63,436
Average Grade	10.06	11.38	10.41	6.39	5.54	11.57	9.2
Average Age	45.79	44.4	47.42	44.05	43.16	48.79	44.88
% Female	57%	58%	49%	8%	88%	19%	46.5
% Eligible To Retire	5%	5%	6%	4%	4%	12%	5%
% Eligible To Retire FY 2005	31%	33%	36%	27%	25%	52%	32%
% College Graduates	38%	58%	19%	11%	8%	34%	0.4%
Members, Senior Executive Service	112	75	1	0	0	1	188

¹As of September 30, 1996.

TURNOVER DURING FY 1996

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Beginning Strength	19,805	29,137	1,001	6,005	6,597	2,034
Losses	3,085	2,312	141	1,231	1,557	362
Loss Rate ¹	16%	8%	14%	2%	24%	18%
Losses Of Persons Eligible To Retire	1	3	1	1	2	0
Loss Rate Of Persons Eligible To Retire²	8%	23%	1%	33%	33%	0%
Total Hires	3,707	1,823	129	784	883	219
Ratio Internal:External Hires	7	4:6	10:5	8:9	6:7	20.6
% Hires With College Degrees	4%	5%	17%	12%	12%	35%
Net Change	622	-489	-12	-447	-674	-143
End Strength	20,427	28,648	989	5,558	5,923	1,891

¹As a percentage of beginning year strength.

²As a percentage of all persons eligible for regular retirement at the beginning of FY96 (i.e., September 30, 1991).

Summary Statistics

GROWTH OF THE PROCUREMENT WORK FORCE

	1991	1992	1993	1994	1995	1996
Gen. Bus & Ind. (GS-1101)	16,625	17,159	17,135	17,567	19,805	20,427
Contract Spec. (GS-1102)	31,436	31,794	31,156	30,174	29,137	28,648
Prop. Disposal (GS-1104)	1,047	1,060	1,089	1,072	1,001	989
Purchasing (GS-1105)	6,754	6,809	6,644	6,410	6,005	5,558
Proc. Cler. & Ass't (GS-1106)	8,956	8,616	7,948	7,298	6,597	5,923
Industrial Specialist (GS-1150)	2,728	2,707	2,450	2,235	2,034	1,891

* No available data.

LOSSES—FROM PROCUREMENT POSITIONS (Loss rate¹ in parentheses)

	1992	1993	1994	1995	1996
Gen. Bus	2,495 (15%)	2,756 (16%)	2,583 (15%)	3,315 (17%)	3,085 (15%)
Contract Spec.	1,828 (6%)	2,392 (8%)	2,510 (8%)	2,803 (10%)	2,312 (8%)
Prop. Disposal	126 (12%)	99 (9%)	104 (10%)	179 (18%)	141 (14%)
Purchasing	1,116 (17%)	1,131 (17%)	1,110 (17%)	1,272 (21%)	1,231 (22%)
Proc. Cler/Ass't	1,895 (21%)	1,810 (2%)	1,627 (2%)	1,720 (26%)	1,557 (26%)
Industrial Spec.	321 (12%)	490 (18%)	414 (19%)	406 (20%)	362 (19%)

¹As a percentage of beginning year strength.

* No available data.

HIRES FOR THE PROCUREMENT WORK FORCE (Accession rate¹ in parentheses)

	1992	1993	1994	1995	1996
Gen. Bus	3,029 (18%)	2,732 (16%)	3,015 (17%)	5,553 (28%)	3,707 (18%)
Contract Spec.	2,186 (7%)	1,754 (6%)	1,528 (5%)	1,766 (6%)	1,823 (6%)
Prop. Disposal	139 (13%)	128 (12%)	87 (8%)	108 (11%)	129 (13%)
Purchasing	1,171 (17%)	966 (15%)	876 (14%)	867 (14%)	784 (14%)
Proc. Cler/Ass't	1,555 (18%)	1,143 (14%)	977 (13%)	1,019 (15%)	883 (15%)
Industrial Spec.	300 (11%)	233 (10%)	199 (9%)	205 (10%)	219 (12%)

¹As a percentage of end of year strength.

* No available data.

EDUCATIONAL LEVELS BY OCCUPATION FY 1996

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>
No Degree	12,596	12,137	768	4,936	5,414
BA-BS	4,299	10,084	145	519	441
Post Grad. Study	3,500	6,411	46	86	62
Total	20,427	28,648	989	5,558	5,923
% Coll. Grads.	38%	58%	19%	11%	8%

ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 1996)

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>
Business	3,169	9,587	86	254	211
Information Mgt.	4	128	1	9	6
Engineering	497	187	3	6	2
Law	151	335	1	6	3
Mathematics	100	140	2	3	6
Physical Sciences	84	81	2	8	4
Public Admin.	326	627	6	17	11
Other	3,431	5,399	90	302	259
*Business, Law & Pub. Admin.	47%	64%	49%	46%	45%

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

Summary Statistics

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION

<i>Occupation</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS 1101)	0	0	20,427	20,427
Contract Specialist (GS 1102)	0	0	28,648	28,648
Property Disposal (GS 1104)	0	0	989	989
Purchasing (GS 1105)	0	0	5,558	5,558
Procurement Clerical & Assistance (GS 1106)	0	0	5,923	5,593
Industrial Specialist (GS 1150)	0	0	1,891	1,891
TOTAL	0	0	63,436	63,436

CONTRACT
SPECIALISTS

Contract Specialists,

Agency By Grade (As Of FY 1996)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
5	97	66	23	45	0	2	0	0	1	0	26	2	2
7	253	197	205	143	8	4	5	8	5	1	77	18	2
9	780	688	462	803	70	10	4	25	0	6	67	41	4
11	1,035	1,436	898	1,562	128	20	6	42	14	10	598	19	53
12	1,821	1,859	1,523	1,773	229	58	26	164	85	8	285	222	24
13	656	859	711	531	98	44	6	171	97	3	92	210	19
14	214	275	257	226	37	29	4	85	57	2	23	78	4
15	77	74	111	92	10	14	1	47	18	0	23	32	0
Ot.	2	2	0	1	0	0	0	0	0	0	0	1	0
NS	8	2	16	14	0	0	0	4	0	0	1	2	1
ALL	4,944	5,467	4,408	5,201	580	202	52	546	307	40	1,295	664	113
Avg.	11.17	11.38	11.06	11.25	11.07	11.36	11.05	12.51	12.44	11.68	11.72	12.23	12.19
FY96	4,944	5,467	4,408	5,201	580	202	52	546	307	40	1,295	664	113

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Nuc. Reg.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
5	1	12	1	0	0	0	1	0	5	13	1	297
7	12	18	1	14	0	1	1	12	13	73	12	1,044
9	82	150	5	30	5	3	4	51	56	192	47	3,599
11	150	123	6	56	4	3	17	100	37	269	53	6,175
12	176	114	20	269	1	46	18	184	104	126	119	9,603
13	100	94	12	213	16	58	37	213	180	50	141	4,818
14	40	35	8	86	7	16	22	114	105	15	73	1,909
15	10	16	3	55	8	2	7	34	33	6	31	711
Ot.	3	32	0	0	0	0	0	0	3	19	64	64
NS	1	2	0	12	1	0	2	2	3	2	3	78
All	587	596	56	736	42	129	109	710	539	768	541	28,648
Avg.	11.34	10.95	12.07	12.25	12.55	12.61	12.32	12.29	12.53	10.33	11.13	11.38
FY96	587	596	56	736	42	129	109	710	539	768	541	28,648

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

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

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

FY 96: Population as of 9/30/96.

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

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>College Graduates</i>
5	297	77%	0%	0%	44%
7	1,044	74%	0%	0%	46%
9	3,599	71%	0%	0%	4%
11	6,175	65%	0%	0%	47%
12	9,603	57%	0%	0%	6%
13	4,818	49%	0%	0%	7%
14	1,909	41%	0%	0%	71%
15	711	26%	0%	0%	86%
Other	64	52%	0%	0%	*
NS	78	26%	0%	0%	*
Total	28,648	58%	0%	0%	57%

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

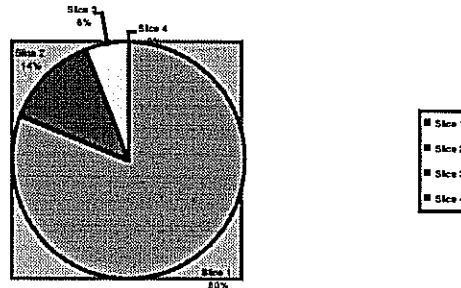
NS: Grade level was not specified. Includes SES positions.

*Not calculated.

Contract Specialists,

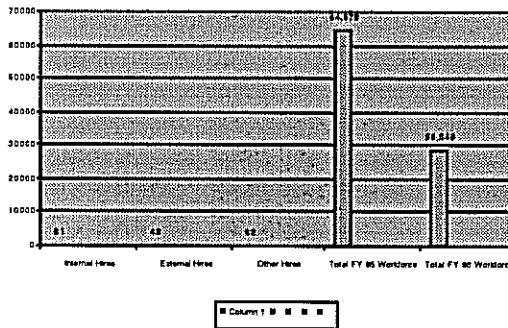
INSERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACT SPECIALIST POSITIONS

During Fiscal Year 1996, a total of 1,823 individuals joined the Contract Specialist (GS-1102) series. Only 305 (6%) of those individuals were recruited from outside the Government. Another 883 (48%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 129 (7%) hires.



% College Graduates

81% of the Fiscal Year 1996 external hires were college graduates, compared with 43% of the internal hires. More than half (62%) of the college graduates had majored in business, law, or public administration.



CONTRACT SPECIALISTS HIRED DURING FY 1996

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
Total	1,413	305	105	393	26,432	28,648
% FY 96 Work Force	5%	1%	0%	1%	92%	1%
College Graduates	43%	81%	5%	56%	58%	95%
Business, Law, or Pub. Admin. majors ¹	54%	62%	59%	62%	6%	8%
Average Age	40.89	31.13	45.24	41.31	44.34	43.97
Eligible To Retire FY 1996	1%	1%	1%	1%	1%	1%
Eligible To Retire FY 2001	8%	0%	17%	8%	17%	16%
Eligible To Retire FY 2006	22%	3%	31%	23%	37%	35%

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

CONTRACT SPECIALISTS HIRED DURING FY 1996, BY GRADE LEVEL

<i>GS Grade</i>	<i>Population As Of 9/30/96</i>	<i>Internal Hires During FY 96</i>	<i>External Hires During FY 96</i>	<i>Other Hires During FY 96</i>	<i>Total Hires During FY 96</i>	<i>Changed Agencies</i>
5	404	222	46	7	275	0
7	1,429	359	209	17	585	7
9	5,087	286	19	32	337	51
11	7,401	164	22	17	203	96
12	9,536	209	5	15	224	134
13	4,671	103	3	6	112	72
14	2,064	37	0	5	42	18
15	745	20	0	0	20	13
Other	370	21	1	1	23	0
NS	87	0	0	0	0	0
Total	28,648	1,421	305	100	1,801	391

Contract Specialists,

**HIRES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1996**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>	<i>Total Hires¹</i>	<i>% FY 1996 Workforce¹</i>
Air Force	191	93	31	58	373	5.3%
Army	270	61	18	65	414	7.8%
Navy	135	75	10	62	282	6.7%
Other Defense	283	43	15	124	465	9.4%
Agriculture	32	2	2	2	38	10.9%
Commerce	9	0	0	4	13	12.9%
Education	0	4	0	0	4	11.3%
Energy	26	3	0	5	34	15.0%
EPA	10	1	0	0	11	13.6%
FEMA	0	1	0	1	2	23.9%
GSA	135	1	0	35	141	7.7%
HHS	39	3	1	11	54	10.9%
HUD	7	0	0	1	8	12.0%
Interior	42	1	3	0	46	17.6%
Justice	29	6	0	13	48	25.4%
Labor	4	1	0	0	5	9.1%
NASA	21	1	2	1	25	7.3%
Natl Science	0	0	0	0	0	0.0%
Nuclear Reg	1	0	0	3	1	16.3%
SBA	8	0	0	1	9	14.8%
State	1	2	0	1	4	18.9%
Transportation	16	0	3	9	28	13.8%
Treasury	65	2	0	15	82	20.0%
VA	68	3	1	6	78	13.9%
All Other	21	2	19	9	51	29.5%
All Agencies¹	1,413	305	105	393	2,216	6.9%

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

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1996**

	<i>FY96 Beginn- ing Strength</i>	<i>Quit The Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	4,914	288	55	4,571	9.0%
Army	5,535	397	85	5,053	9.0%
Navy	4,561	333	102	4,126	1.0%
Other Defense	5,297	507	54	4,736	13.0%
Agriculture	592	48	2	542	12.0%
Commerce	208	13	6	189	12.0%
Education	54	6	0	48	7%
Energy	596	79	5	512	11.0%
EPA	323	18	7	298	12.0%
FEMA	44	6	0	38	17.0%
GSA	1,270	113	3	1,151	16.0%
HHS	667	54	3	610	21.0%
HUD	107	2	0	105	2.0%
Interior	619	58	20	541	12.0%
Justice	608	56	4	548	9.0%
Labor	56	5	0	51	22.0%
NASA	844	96	8	740	12.0%
Natl Science	15	1	0	14	12.0%
Nuclear Reg	44	2	1	41	7.0%
SBA	137	15	2	120	24.0%
State	111	5	1	105	13.0%
Transportation	761	69	10	682	8.3%
Treasury	515	52	6	457	12.0%
VA	751	52	9	690	8.0%
All Other	591	89	12	490	14.0%
All Agencies*	29,137	2,312	12	26,813	9.0%

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

Contract Specialists,

**FY 1996 GRADE OF CONTRACT SPECIALISTS WHO
OCCUPIED GS-1102 POSITIONS ON 9/30/85**

<i>FY 1996 GS Grade*</i>	<i>Persons Em- ployed As Of 9/30/85 in GS- 1102 Positions</i>	<i>% of All FY 96 Contract Specialists</i>
5	2	0.0%
7	16	3.4%
9	49	20.6%
11	8	41.3%
12	1,787	66.6%
13	4,807	81.2%
14	3,098	85.9%
15	1,531	91.4%
Other	635	42.9%
Not Specified	65	80.2%
Total Employed in GS-1102 Positions As Of 9/30/92	17	53.4%
No Longer Employed	12,456	
Total Employed on 9/30/85	10,501	
Loss Rate	27,486	54%

Of the 27,137 Contract Specialists employed on Sept. 30, 1996, 43% overall have 7 or more years of experience in the GS-1102 series. 17% have been in the GS-1102 series since September 30, 1980.

Note also that 106% of the GS-13's, 52% of the GS-14's, and 46% of the GS-15's have 7 or more years of experience.

**I.e., current grade level of Contract Specialists who occupied GS-1102 positions on September 30, 1985.*

LOSSES DURING FY96, BY GRADE LEVEL

GS Grade	FY92 Beginning Strength	% Quit The Series	% Changed Agencies
5	251	8%	0%
7	1,136	11%	2%
9	4,268	1%	2%
11	6,561	7%	2%
12	9,435	7%	1%
13	4,669	8%	1%
14	1,965	9%	1%
15	715	9%	1%

*Note: Some grades not shown.

RETIREMENT ELIGIBILITY BY AGENCY

	<i>FY 1996 Population</i>	<i>Eligible In FY1996</i>	<i>Eligible In FY 2000</i>	<i>Eligible In FY 2004</i>
Air Force	4,944	1%	1%	1%
Army	5,467	1%	1%	1%
Navy	4,408	1%	1%	1%
Other Defense	5,201	1%	1%	1%
Agriculture	580	1%	1%	1%
Commerce	202	1%	1%	1%
Education	52	1%	1%	1%
Energy	546	1%	1%	1%
EPA	309	1%	1%	1%
FEMA	40	1%	1%	1%
GSA	1,295	1%	1%	1%
HHS	664	1%	1%	1%
HUD	113	1%	1%	1%
Interior	587	1%	1%	1%
Justice	596	1%	1%	1%
Labor	56	1%	1%	1%
NASA	736	1%	1%	1%
Natl Science	14	1%	1%	1%
Nuclear Reg.	42	1%	1%	1%
SBA	129	1%	1%	1%
State	109	1%	1%	1%
Transportation	710	1%	1%	1%
Treasury	539	1%	1%	1%
VA	768	1%	1%	1%
ALL OTHER	541	1%	1%	1%
TOTAL	28,648	1%	1%	1%

Contract Specialists,

COLLEGE GRADUATES BY AGENCY AND GRADE FY 1996

	<i>GS 5 & 7</i>	<i>GS 9 & 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	55%	55%	81%	69%
Army	4%	44%	63%	55%
Navy	55%	45%	63%	57%
Other Defense	44%	51%	7%	6%
Agriculture	5%	31%	48%	42%
Commerce	17%	43%	68%	62%
Education	1%	9%	59%	69%
Energy	25%	34%	76%	7%
EPA	33%	43%	78%	72%
FEMA	0%	38%	57%	48%
GSA	9%	19%	47%	4%
HHS	3%	31%	58%	53%
HUD	25%	25%	65%	61%
Interior	15%	28%	54%	42%
Justice	57%	42%	51%	47%
Labor	0%	36%	53%	48%
NASA	5%	56%	84%	8%
Natl Science	0%	1%	92%	93%
Nuclear Reg	0%	44%	69%	63%
SBA	0%	33%	57%	55%
State	0%	5%	37%	3%
Transportation	17%	24%	56%	49%
Treasury	5%	35%	56%	52%
VA	17%	3%	53%	35%
ALL OTHER	23%	26%	62%	53%

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1996

Albuquerque, NM	222	New London-Norwich, Ct-Ri	52
Anaheim-Santa Ana-Gar. Grove, Ca	146	New Orleans, La	91
Anchorage, Ak	108	New York, NY-NJ	271
Atlanta, Ga	352	Newark, NJ	186
Bakersfield, Ca	192	Norfolk-Va Beach-Portsmouth, Va-NC	631
Baltimore, Md	452	Oakland, Ca	131
Biloxi-Gulfport, Ms	87	Oklahoma City, Ok	449
Boston, Ma	514	Omaha, Ne-Ia	76
Bremerton, Wa	110	Orlando, Fl	174
Bridgeport, Ct	62	Oxnard-Simi Valley-Ventura, Ca	147
Charleston-N. Charleston, SC	163	Panama City, Fl	51
Chicago, Il	332	Philadelphia, Pa-NJ	1,269
Cincinnati, Oh-Ky-In	73	Phoenix, Az	127
Cleveland, Oh	141	Pittsburgh, Pa	96
Colorado Springs, Co	189	Portland, Or-Wa	121
Columbus, Oh	653	Raleigh-Durham, NC	87
Dallas-Fort Worth, Tx	423	Richmond, Va	536
Davenport-Rock Isl.-Moline, Ia-Il	341	Riverside-San Bernard.-Ontario, Ca	112
Dayton, Oh	790	Sacramento, Ca	260
Denver-Boulder, Co	323	Salt Lake City-Ogden, Ut	336
Detroit, Mi	430	San Antonio, Tx	764
Fayetteville, Nc	70	San Diego, Ca	439
Ft Walton, Fl	191	San Francisco-Oakland, Ca	200
Hagerstown, Md	55	San Jose, Ca	155
Harrisburg, Pa	251	Santa Barb.-Santa Maria-Lompoc, Ca	73
Hartford, Ct	65	Seattle-Everett, Wa	233
Honolulu, Hi	254	St Louis, Mo-Il	655
Houston, Tx	146	Tacoma, Wa	61
Huntsville, Al	794	Tampa-St Petersburg, Fl	71
Indianapolis, In	116	Utica-Rome, NY	61
Jacksonville, Fl	82	Vallejo-Fairfield-Napa, Ca	54
Kansas City, Mo-Ks	205	Washington, DC-Md-Va	6,055
Killeen-Temple, Tx	66	Wichita, Ks	51
Los Angeles-Long Beach, Ca	492	Subtotal	24,005
Macon, Ga	294	Other MSAs	2,483
Melbourne-Titusville-Cocoa, Fl	150	Outside MSAs	2,160
Memphis, Tn-Ar-Ms	57	Total	28,648
Minneapolis-St Paul, Mn-Wi	98		
Monmouth, NJ	484		
Montgomery, Al	95		
Nassau-Suffolk, NY	106		

PURCHASING
AGENTS

Purchasing Agents

AGENCY BY GRADE (AS OF FY96)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>
4	3	8	28	1	9	4	0	0	2	0
5	170	193	200	16	125	5	3	0	22	9
6	126	254	444	17	162	5	4	0	55	45
7	198	248	524	54	137	24	12	15	35	143
8	3	69	84	9	19	2	5	5	2	45
9	5	18	91	3	58	2	2	8	0	37
10	0	3	7	3	0	1	1	0	0	2
11	0	1	5	0	0	0	0	0	0	2
12	0	0	1	0	0	0	0	0	0	0
OT.	0	0	44	0	0	4	0	0	0	0
NS	0	0	0	4	0	0	0	0	0	0
ALL	505	794	1,427	107	510	47	27	28	116	283
Avg.	6.09	6.31	6.42	6.48	6.4	6.23	7.07	7.75	6.11	7.25
FY87	496	1,281	1,704	97	458	66	35	42	158	157

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	10	0	0	0	0	0	12	0	71
5	59	1	9	1	3	4	318	2	1,140
6	105	6	6	0	17	15	366	19	1,648
7	134	29	4	5	36	34	241	72	1,953
8	38	12	0	14	4	18	19	9	359
9	8	12	0	19	6	8	6	6	293
10	1	0	0	0	0	1	1	0	20
11	0	0	0	0	0	0	0	1	9
12	0	0	0	0	0	0	0	0	1
Ot.	13	0	0	0	0	0	0	0	61
NS	0	0	0	0	0	0	0	0	4
All	362	61	19	39	66	80	963	109	5,558
Avg.	6.34	7.48	5.74	8.28	6.89	7.18	5.96	7.02	6.39
FY87	335	19	27	49	125	173	1,047	85	6,354

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

NS: Grade level was not specified.

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

FY 87: Population as of 9/30/87.

Purchasing Agents

LOSSES DURING FY96, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
4	123	24%	0%
5	1,444	23%	0%
6	2,004	18%	0%
7	2,170	19%	1%
8	299	14%	1%
9	259	16%	0%

*Note: Some grades not shown.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1996

Albany-Schenectady-Troy, NY	20*	Nashville-Davidson, Tn	25
Albuquerque, NM	44	New London-Norwich, Ct-Ri	21*
Anaheim-Santa Ana-Gar. Grove, Ca	26*	New Orleans, La	44
Anchorage, Ak	33	New York, NY-NJ	55
Atlanta, Ga	60	Newark, NJ	22
Augusta, Ga-SC	22	Norfolk-Va Beach-Portsmouth, Va-NC	240
Bakersfield, Ca	23	Northeast Pennsylvania	24*
Baltimore, Md	77	Oakland, Ca	53
Biloxi-Gulfport, Ms	42	Oklahoma City, Ok	28*
Boise City, Id	21	Orlando, Fl	25*
Boston, Ma	60	Oxnard-Simi Valley-Ventura, Ca	36*
Bremerton, Wa	74	Pensacola, Fl	35
Charleston-N. Charleston, SC	28	Philadelphia, Pa-NJ	121
Chicago, Il	70	Phoenix, Az	33
Cleveland, Oh	35	Pittsburgh, Pa	28
Colorado Springs, Co	25*	Portland, Or-Wa	36
Columbia, SC	20*	Raleigh-Durham, NC	47*
Dallas-Fort Worth, Tx	51	Richmond, Va	39
Davenport-Rock Isl.-Moline, Ia-Ill	21*	Riverside-San Bernard.-Ont., Ca	34
Dayton, Oh	32	Sacramento, Ca	32
Denver-Boulder, Co	47	Salt Lake City-Ogden, Ut	44
Detroit, Mi	20	San Antonio, Tx	47
Fayetteville, NC	23	San Diego, Ca	192
Harrisburg, Pa	62	San Francisco-Oakland, Ca	42
Honolulu, Hi	84	San Jose, Ca	24*
Houston, Tx	20	San Juan PR	41
Indianapolis, In	27	Seattle-Everett, Wa	34
Jacksonville, Fl	48	St Louis, Mo-Ill	47
Jacksonville, NC	28	Tacoma, Wa	24
Kansas City, Mo-Ks	33	Tampa-St Petersburg, Fl	31
Killeen-Temple, Tx	33	Vallejo-Fairfield-Napa, Ca	42*
Lake County, Il	23*	Washington, DC-Md-Va	664
Little Rock-North Little Rock, Ar	29	Subtotal	3,542
Los Angeles-Long Beach, Ca	58	Other MSAs	1,075
Louisville, Ky-In	24*	Outside MSAs	941
Melbourne-Titusville-Cocoa, Fl	32	Total	8,914
Memphis, Tn-Ar-Ms	28	<i>*Not counted</i>	
Miami, Fl	29		
Minneapolis-St Paul, Mn-Wi	37		
Monmouth, NJ	28		
Montgomery, Al	25		

PROCUREMENT CLERICAL
AND ASSISTANCE

Procurement Clerical and Assistance

AGENCY BY GRADE (AS OF FY 96)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	70	231	241	204	23	4	2	0	2	8	1
5	447	384	387	504	57	12	16	2	51	16	3
6	176	216	256	767	76	12	5	2	72	25	8
7	136	177	256	212	65	5	21	14	49	67	0
8	2	13	13	4	1	0	0	0	2	1	0
9	4	1	4	4	0	0	3	0	0	0	0
10	0	0	0	1	0	0	0	0	0	0	0
11	0	0	1	0	0	0	0	0	0	0	0
Ot.	4	6	65	26	3	3	0	0	0	0	0
ALL	839	1,028	1,223	1,722	225	36	47	18	176	115	12
Avg.	5.47	5.36	5.34	5.56	5.8	5.28	6.21	6.67	5.99	6.3	6.58
FY87	2,211	2,035	1,945	2,361	247	20	57	24	226	132	9

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	17	1	1	0	0	4	0	11	3	819
5	49	5	5	14	4	12	15	58	8	2,043
6	26	4	3	13	11	18	6	12	10	1,725
7	31	22	5	21	14	15	3	3	28	1,163
8	0	0	0	1	0	1	2	0	1	43
9	0	1	0	0	0	0	0	1	0	21
10	0	0	0	0	0	0	0	0	0	1
11	0	0	0	0	0	0	0	0	0	1
Ot.	2	0	1	0	0	0	0	0	0	107
All	125	33	15	49	29	50	26	85	50	5,923
Avg.	5.54	6.55	5.67	6.18	6.34	5.23	4	5.13	6.32	5.54
FY87	189	4	15	91	50	105	55	134	61	9,971

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

NS: Grade level was not specified.

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

FY 87: Population as of 9/30/87.28

Procurement Clerical and Assistance

LOSSES DURING FY96, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
3	205	24%	0%
4	2,254	25%	1%
5	3,839	19%	1%
6	1,454	18%	1%
7	1,052	24%	0%
8	66	17%	0%
9	31	29%	0%

*Note: Some grades not shown.

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1996

Albuquerque, NM	48		
Anaheim-Santa Ana-Gar. Grove, Ca	56*	Subtotal	4,976
Atlanta, Ga	84	Other MSAs	435
Bakersfield, Ca	41	Outside MSAs	512
<u>Baltimore, Md</u>	<u>111</u>	Total	9,867
Boston, Ma	114		
Bremerton, Wa	35		
Chicago, Il	65		
Columbus, Oh	199		
<u>Dallas-Fort Worth, Tx</u>	<u>78</u>		
Davenport-Rock Isl.-Moline, Ia-Ill	48		
Dayton, Oh	178		
Denver-Boulder, Co	51		
Detroit, Mi	74		
<u>Harrisburg, Pa</u>	<u>56</u>		
Honolulu, Hi	86		
Huntsville, Al	110		
Los Angeles-Long Beach, Ca	147		
Macon, Ga	85		
<u>Monmouth, NJ</u>	<u>73</u>		
Nassau-Suffolk, NY	45		
New York, NY-NJ	38		
Newark, NJ	48		
Norfolk-Va Beach-Portsmouth, Va-NC	140		
Oakland, Ca	38		
Oklahoma City, Ok	86		
Orlando, Fl	44		
Oxnard-Simi Valley-Ventura, Ca	63*		
<u>Philadelphia, Pa-NJ</u>	<u>360</u>		
Phoenix, Az	44		
Richmond, Va	177		
Riverside-San Bernard.-Ontario, Ca	34		
Sacramento, Ca	68		
<u>Salt Lake City-Ogden, Ut</u>	<u>57</u>		
San Antonio, Tx	95		
San Diego, Ca	165		
San Francisco-Oakland, Ca	29		
Seattle-Everett, Wa	67		
St Louis, Mo-Ill	65		
<u>Washington, DC-Md-Va</u>	<u>660</u>		

*NOT COUNTED

INDUSTRIAL

SPECIALISTS

Agency By Grade (As Of FY 1996)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>FEMA</i>	<i>Inter.</i>	<i>Justice</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>
5	1	0	0	0	0	1	0	0	0	1	0	0	0
7	0	1	1	1	0	0	1	0	0	2	0	0	0
9	4	26	10	50	0	0	1	0	0	0	0	0	0
11	24	80	103	598	8	0	1	0	0	10	5	0	0
12	39	112	193	225	11	0	5	0	0	34	2	4	0
13	16	42	46	46	9	1	23	1	2	10	0	19	2
14	11	10	15	9	2	2	9	2	1	0	0	8	4
15	5	2	4	8	1	3	2	0	1	0	0	0	5
Ot.	0	2	0	0	0	0	0	0	0	0	0	0	0
NS	0	0	1	1	0	12	0	0	0	0	0	0	0
ALL	100	275	373	937	31	18	42	3	4	57	7	31	11
Avg.	12.1	11.64	11.84	11.29	12.26	6.67	12.9	13.67	13.75	11.7	11.29	13.13	14.27
FY87	287	572	766	1,229	43	11	40	5	4	20	5	63	30

	<i>Treas.</i>	<i>All Other</i>	<i>Total</i>
5	0	0	3
7	0	0	6
9	0	0	91
11	2	0	831
12	1	0	626
13	2	0	217
14	0	0	71
15	0	0	31
Ot.	0	0	2
NS	0	0	13
All	5	0	1,891
Avg.	12	0.00	11.57
FY87	4	1	3,080

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

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

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

FY 87: Population as of 9/30/87.

Industrial Specialists

LOSSES DURING FY96, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	9	11%	0%
7	22	18%	0%
9	219	11%	0%
11	878	15%	0%
12	674	18%	0%
13	237	22%	1%
14	94	24%	1%
15	35	2%	3%

*Note: Some grades not shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1996

Albany-Schenectady-Troy, NY	31	St Louis, Mo-II	62
Anaheim-Santa Ana-Gar. Grove, Ca	33	Washington, DC-Md-Va	193
Atlanta, Ga	32	Subtotal	1,091
Baltimore, Md	24	Other MSAs	513
<u>Boston, Ma</u>	<u>65</u>	Outside MSAs	101
Bremerton, Wa	35	Total	1,705
Bridgeport, Ct	22		
Chicago, Il	20		
Cleveland, Oh	25		
<u>Columbus, Oh</u>	<u>24</u>		
Dallas-Fort Worth, Tx	57		
Davenport-Rock Isl.-Moline, Ia-II	87		
Dayton, Oh	58		
Detroit, Mi	60		
<u>Hartford, Ct</u>	<u>21</u>		
Huntsville, Al	32		
Indianapolis, In	34		
Los Angeles-Long Beach, Ca	67		
Louisville, Ky-In	57		
Minneapolis-St Paul, Mn-Wi	26		
Monmouth, NJ	23		
Nassau-Suffolk, NY	36		
New Orleans, La	28		
New York, NY-NJ	21		
Newark, NJ	24		
Norfolk-Va Beach-Portsmouth, Va-NC	24		
<u>Oklahoma City, Ok</u>	<u>29</u>		
Oxnard-Simi Valley-Ventura, Ca	47		
Pensacola, Fl	30		
Philadelphia, Pa-NJ	145		
Phoenix, Az	20		
<u>San Diego, Ca</u>	<u>21</u>		
San Francisco-Oakland, CA	21		

GENERAL BUSINESS

AND INDUSTRY

General Business and Industry

Agency By Grade (As Of FY 1996)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>	<i>Inter.</i>
5	103	141	49	27	1,368	13	4	2	1	18	5	15	88
7	166	169	207	13	1,373	77	23	14	0	22	18	65	42
9	220	172	456	20	88	55	101	11	2	31	49	78	46
11	572	125	229	125	52	96	65	18	0	23	59	130	102
12	446	110	138	177	104	138	132	46	2	91	155	1,882	103
13	266	46	103	637	326	106	74	69	16	94	97	608	85
14	123	33	39	266	30	56	23	98	55	43	52	262	24
15	84	10	11	86	6	45	5	56	16	25	30	128	8
Ot.	180	66	109	243	1,439	313	0	15	0	28	0	0	1
NS	8	10	16	0	4	0	4	6	0	0	2	10	95
ALL	2,272	903	1,357	1594	4,790	899	431	328	111	375	467	3,178	594
Avg.	10.16	8.71	9.42	11.66	6.72	8.24	11.07	12.51	12.2	11.31	11.88	12.19	9.31
FY87	2,662	1,213	750	275	3,816	859	265	273	92	268	393	860	519

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Nat'l Sci. Fd.</i>	<i>Nuc. Reg.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
5	0	1	0	0	0	26	0	0	4	1	8	1,874
7	1	1	0	1	0	190	1	0	22	8	7	2,423
9	2	0	0	2	0	31	1	2	257	19	35	1,679
11	36	2	8	1	0	53	1	6	139	49	122	2,029
12	32	16	6	10	0	348	0	3	28	64	81	4,166
13	63	21	9	14	0	167	0	7	89	85	142	3,124
14	26	6	5	5	2	77	2	15	33	65	70	1,367
15	11	0	3	2	1	5	2	7	18	42	39	631
Ot.	0	1	0	0	0	71	1	0	11	31	177	2,876
NS	0	0	0	10	0	0	1	3	3	45	112	258
ALL	171	48	32	45	4	968	9	43	604	409	793	20,427
Avg.	12.59	12.31	12.25	11.16	13.75	10.59	10.56	12.23	10.75	12.21	16.77	10.06
FY87	92	93	19	55	4	831	0	44	50	331	859	14,623

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

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

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

FY 87: Population as of 9/30/87.

General Business and Industry

LOSSES DURING FY96, BY GRADE LEVEL*

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	2,721	14%	0%
7	1,670	16%	0%
9	1,638	13%	0%
11	2,073	16%	0%
12	3,983	13%	0%
13	2,574	15%	0%
14	1,297	16%	0%
15	635	19%	0%

*Note: Some grades not shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1996

Albany-Schenectady-Troy, NY	40	Columbia, SC	94
Albuquerque, NM	83	Columbus, Oh	79
Alexandria, La	27	Dallas-Fort Worth, Tx	378
Anaheim-Santa Ana-Gar. Grove, Ca	68*	Davenport-Rock Isl.-Moline, Ia-Ill	47
<u>Anchorage, Ak</u>	<u>60</u>	Dayton, Oh	350
Anniston, Al	65	Denver-Boulder, Co	421
Atlanta, Ga	417	<u>Des Moines, Ia</u>	<u>60</u>
Bakersfield, Ca	22	Detroit, Mi	140
Baltimore, Md	172	El Paso, Tx	34
<u>Battle Creek, Mi</u>	<u>25*</u>	Fayetteville, Nc	33
Biloxi-Gulfport, Ms	45	Fresno, Ca	65
Birmingham, Al	89	<u>Ft Walton, Fl</u>	<u>113</u>
Boise City, Id	42	Hartford, Ct	86
Boston, Ma	315	Honolulu, Hi	133
<u>Bremerton, Wa</u>	<u>64</u>	Houston, Tx	85
Buffalo NY	64	Huntsville, Al	26
Charleston, WV	19		
Charleston-N. Charleston, SC	41		
Chicago, Il	363		33
<u>Cleveland, Oh</u>	<u>97</u>		
Colorado Springs, Co	50		

**EMPLOYMENT BY METROPOLITAN
STATISTICAL AREAS FY 1996 (CONT.)**

Indianapolis, In	100	San Antonio, Tx	415
Jackson, Ms	88	<u>San Diego, Ca</u>	<u>131</u>
Jacksonville, Fl	181	San Francisco-Oakland, Ca	215
Kansas City, Mo-Ks	308	San Juan PR	98
Lexington-Fayette, Ky	29	Seattle-Everett, Wa	198
<u>Little Rock-North Little Rock, Ar</u>	<u>89</u>	Spokane, Wa	43
Los Angeles-Long Beach, Ca	232	<u>St Louis, Mo-Ill</u>	<u>241</u>
Louisville, Ky-In	64	Syracuse, NY	39
Macon, Ga	261	Tacoma, Wa	42
Memphis, Tn-Ar-Ms	45	Tampa-St Petersburg, Fl	55
Miami, Fl	62	Texarkana, Tx-Texarkana, Ar	56
Milwaukee Wi	56	Tucson, Az	36
Minneapolis-St Paul, Mn-Wi	154	Vallejo-Fairfield-Napa, Ca	32*
<u>Monmouth, NJ</u>	<u>29</u>	<u>Washington, DC-Md-Va</u>	<u>3,155</u>
Montgomery, Al	46	Subtotal	13,256
Nashville-Davidson, Tn	108	Other MSAs	4,195
New Orleans, La	123	Outside MSAs	1,101
New York, NY-NJ	249	Total	18,552
<u>Newark, NJ</u>	<u>93</u>		
Norfolk-Va Beach-Portsmouth, Va-NC	209	<i>*Not Counted</i>	
Oakland, Ca	37		
Oklahoma City, Ok	280		
Omaha, Ne-Ia	65		
<u>Orange County, Fl</u>	<u>98</u>		
Orlando, Fl	53		
Philadelphia, Pa-NJ	471		
Phoenix, Az	168		
Pittsburgh, Pa	87		
Portland, Or-Wa	137		
Raleigh-Durham, NC	51		
Richmond, Va	105		
Riverside-San Bernard.-Ont., Ca	54		
Sacramento, Ca	288		
Salt Lake City-Ogden, Ut	268		

INDEX OF TABLES
AND CHARTS

INDEX OF TABLES AND CHARTS
INDEX OF TABLES AND CHARTS

Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	
Contract Specialists	8
General Business & Industry	32
Industrial Specialists	28
Procurement Clerical And Assistance	24
Purchasing Agents	20
College Graduates By Agency And Grade FY 96 (Con. Spec.)	16
Contract Specialists	
Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	8
College Graduates By Agency And Grade FY 96	16
Contract Specialists Hired During FY 1996	11
Contract Specialists Hired During FY 1996, By Grade Level	11
Educational Levels By Occupation FY96	5
Employment By Metropolitan Statistical Areas FY96	17
Females, Supervisors, Managers, & College Graduates, By Grade	9
FY96 Grade Of Persons Employed As Contract Specialists On 9/30/85	14
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Hires Of Contract Specialists By Agency During FY 1996	12
Inservice Placement Continues As The Primary Career Path Into Contract Specialist Positions	10
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 1996, By Grade Level	14
Losses Of Contract Specialists By Agency During FY 1996	13
Losses—From Procurement Positions	4
Procurement Work Force At A Glance	3
Retirement Eligibility By Agency	15
Supervisory and Managerial Positions By Occupation.....	6
Turnover During Fiscal Year 1996	3

INDEX OF TABLES AND CHARTS
INDEX OF TABLES AND CHARTS (CON'T)

Contract Specialists Hired During FY 1996	11
Contract Specialists Hired During FY 1996, By Grade Level	11
Education	
Academic Majors Of College Graduates (FY 96)	5
College Graduates By Agency And Grade FY 96 (Con. Spec.)	16
Educational Levels By Occupation FY 96	5
Females, Supervisors, Managers, & College Graduates, By Grade	9
Procurement Work Force At A Glance	3
Educational Levels By Occupation FY 96	5
Employment By Metropolitan Statistical Areas FY 96	
Contract Specialists	17
General Business & Industry	33
Industrial Specialists	30
Procurement Clerical And Assistance	26
Purchasing Agents	22
Females, Supervisors, Managers, & College Graduates, By Grade (Con. Spec.)	9
FY 92 Grade Of Persons Employed As Contract Specialists On 9/30/85	14
General Business & Industry	
Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	32
Educational Levels By Occupation FY 96	5
Employment By Metropolitan Statistical Areas FY 96	33
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 1996, By Grade Level	33
Losses—From Procurement Positions	4
Procurement Work Force At A Glance	3
Supervisory and Managerial Positions By Occupation	6
Turnover During Fiscal Year 1996	3

INDEX OF TABLES AND CHARTS

INDEX OF TABLES AND CHARTS

Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Hires Of Contract Specialists By Agency	12
Industrial Specialists	
Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	28
Educational Levels By Occupation FY 96	5
Employment By Metropolitan Statistical Areas FY 96	30
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 1996, By Grade Level	29
Losses—From Procurement Positions	4
Procurement Work Force At A Glance	3
Supervisory and Managerial Positions By Occupation	6
Turnover During Fiscal Year 1996	3
Inservice Placement Continues As The Primary Career Path Into Contract Specialist Positions	10
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 96, By Grade Level	
Contract Specialists	14
General Business & Industry	33
Industrial Specialists	29
Procurement Clerical And Assistance	25
Purchasing Agents	21
Losses Of Contract Specialists By Agency During FY 1996	13
Losses—From Procurement Positions	4

INDEX OF TABLES AND CHARTS
INDEX OF TABLES AND CHARTS

Procurement Clerical And Assistance	
Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	24
Educational Levels By Occupation FY 96	5
Employment By Metropolitan Statistical Areas FY 96	26
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 1996, By Grade Level	25
Losses—From Procurement Positions	4
Procurement Work Force At A Glance	3
Supervisory and Managerial Positions By Occupation 1	6
Turnover During Fiscal Year 1996	3
Procurement Work Force At A Glance	3
Purchasing Agents	
Academic Majors Of College Graduates (FY 96)	5
Agency By Grade (As Of FY 96)	20
Educational Levels By Occupation FY 96	5
Employment By Metropolitan Statistical Areas FY 96	22
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Logistics Occupations Population As Of Sept. 30, 1996	2
Losses During FY 1996, By Grade Level	21
Losses—From Procurement Positions	4
Procurement Work Force At A Glance	3
Supervisory and Managerial Positions By Occupation	6
Turnover During Fiscal Year 1996	3

INDEX OF TABLES AND CHARTS
INDEX OF TABLES AND CHARTS

Retirement	
Contract Specialists Hired During FY 1996	11
Definition	ii
Procurement Work Force At A Glance	3
Retirement Eligibility By Agency (Con. Spec.)	15
Turnover During Fiscal Year 1996	3
Retirement Eligibility By Agency (Con. Spec.)	15
Supervisory and Managerial Positions By Occupation	6
Turnover	
Contract Specialists Hired During FY 1996	11
Contract Specialists Hired During FY 1996, By Grade Level	11
Definition	ii
Growth Of The Procurement Work Force	4
Hires For The Procurement Work Force	4
Hires Of Contract Specialists By Agency During FY 1996	12
Inservice Placement Continues As The Primary Career Path Into	
Contract Specialist Positions	10
Losses During FY 1996, By Grade Level	14, 21, 25, 29, 33
Losses Of Contract Specialists By Agency During FY 1996	13
Losses—From Procurement Positions	4
Turnover During Fiscal Year 1996	3
Turnover During Fiscal Year 1996	3

INDEX OF TABLES AND CHARTS

RESERVED