

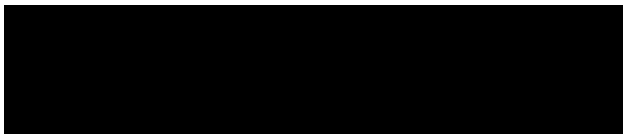
**REPORT  
ON THE  
FEDERAL  
ACQUISITION  
WORKFORCE  
FISCAL YEAR 2002**



**Federal Acquisition Personnel**

**Information System**

**September 2003**



## FOREWORD

**Purpose:** This is the Federal Acquisition Institute's (FAI) annual demographic report on the Federal acquisition workforce, showing trends in educational levels, turnover and hiring. This report on the Federal acquisition work force for Fiscal Year (FY) 2002 provides Federal managers with data of value in planning or evaluating their respective acquisition career management programs.

FAI is evaluating whether this report, in its current format and content, best serves the needs of the acquisition community. To that end, any feedback on how this report might be modified to increase its utility would be appreciated. Provided comments to FAI at the address listed below.

**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, which:

- Leads the Government-wide acquisition career management program in accordance with Section 5 (d) of the Office of Federal Procurement Policy Act (41 USC 405). Plans, manages, and coordinates the development and implementation of Government-wide acquisition career and acquisition workforce policies, programs, and practices.
- Provides information and management tools in support of a professional acquisition work force. Leads strategic planning efforts, identifies priorities, provides policy guidance, and implements Government-wide programs to establish acquisition career development standards and to manage the Federal acquisition work force. Coordinates and assists agencies in identifying and recruiting highly qualified candidates for acquisition fields.
- Designs, initiates, and coordinates research, studies, and surveys to analyze workforce issues and to improve the acquisition process. Collects data and analyzes acquisition work force data from the Office of Personnel Management, the heads of executive agencies, and through periodic surveys from individual employees. Periodically analyzes acquisition career fields to identify critical competencies, duties, tasks, and related academic prerequisites, skills, and knowledge.
- Establishes and promotes an acquisition curriculum in coordination with colleges and universities and identifies academic education programs for the acquisition work force.
- Establishes and promotes an acquisition curriculum Government-wide. In coordination with training organizations, identifies sources of training and ensures the quality of training.

- Develops or supports a variety of training delivery methods. Establishes training standards and evaluates the effectiveness of training programs for acquisition personnel.
- Advises agencies in the development and implementation of acquisition career development programs. Develops and guides intern, rotational assignment, and other interagency programs. Evaluates the effectiveness of career development programs for acquisition personnel

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## **EXECUTIVE SUMMARY**

### **Acquisition Workforce**

The acquisition work force, for the purpose of this report, is defined as the following six occupational series: General Business and Industry (GS-1101), Contracting (GS-1102), Property Disposal (GS-1104), Purchasing (GS-1105), Procurement Clerical and Assistance (GS-1106) and Industrial Specialists (GS-1150). For FY 2002, there were 58,649 personnel in these combined series. This is a decrease of 2,238 personnel over the last five years (3.7%). The decrease for the past five years is more dramatic for specific series: Procurement Clerical and Assistance (GS-1106) decreases by 41.1%, Purchasing (GS-1105) by 31.9%, Property Disposal (GS-1104) by 28% and Industrial Specialists (GS-1150) by 20.4 %. These decreases are offset to a degree by the General Business and Industry Series (GS-1101) that increases by 14.1 % over the last five years. While the Contracting Series (GS-1102) has decreased by 2.5 % over the last five years, it is notable that the series increased by 2.6 % over 2001. This increase reverses steady, annual decreases over the last several years. (See Acquisition Work Force By Year, p.4.)

### **Retirement**

Retirement eligibility in the Contracting Series (GS-1102) rose from 5% in 1991 to a still relatively benign rate of 10% in 2002. However, retirement eligibility for full retirement climbs to 27% in 2007 and 49% in 2012. (See Retirement Eligibility by Agency, p.16.)

For the purpose of this report, retirement rates for both CSRS and FERS employees were calculated by comparing how many employees were eligible to retire, using the CSRS rules for regular retirement, with how many actually retired. In FY 2002, loss rates for retirement eligibles increased from similar figures in FY 2001 for the General Business and Industry Series (GS-1101) (19% vs. 18%), for the Property Disposal Series (GS-1104) (28% vs. 23%) and for the Industrial Specialists Series (GS-1150) (20% vs. 18 %). Loss rates for retirement eligibles decreased for the Contracting Series (GS-1102) (16 % vs. 19%), for the Procurement Clerical and Assistance Series (GS-1106) (19% vs. 21%) and for the Purchasing Series (GS-1105) (15% vs. 25%). This indicates a decrease in the rate at which people are actually leaving these three series. (See Turnover During FY 2002, p.3.)

### **Turnover**

Statistics generated by DMDC show that FY 2000 was the first year in the previous five that the Government lost fewer than 2,000 positions per year in the Contracting Series (GS-1102) through retirements, separations, and those leaving the series. In FY 2001 losses edged up slightly but remained under 2,000. For FY 2002, losses remained under 2,000, decreasing to a level of 1,761. (See Losses from Acquisition Positions, p.4.) In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This trend continued in FY 2001. In FY 2002, hires exceeded losses by 686 in the Contracting Series (GS-1102). Hires in the General Business and Industry Series (GS-1101) remained above losses again in FY 2002 as did those in the Purchasing Series (GS-1105). In the other series losses outpaced hires. (See Hires for the Acquisition Workforce, p.5.)

The average age for internal hires into the Contracting Series (GS-1102) increased slightly in FY 2002 to 44.03, as does the age of the population in that series (46.79). The average age for external hires decreased slightly to 35.57. (See Contracting Series (GS-1102) Hires During FY 2002, p.12.)

### **Education**

The percent of college graduates in the Contracting Series (GS-1102) rose steadily from 53% in 1991 to 63% in FY 2002. (See Females, Supervisors, Managers and College Graduates, by Grade p.10.)

The percentage of college graduates among external hires in the Contracting Series (GS-1102) (86%) continues to exceed that of internal hires (64%), although both have increased slightly over FY 2001. The ratio of internal to external hires has remained at about 1:1 for FY 2002. This is down from 4.7 to 1 in 1998, a year of heavy internal hiring. (See Contracting Series Hires During FY 2002, p.13.)

### **Supervisors and Managers**

The number of supervisors and managers classified in the acquisition professions has increased slightly from 7,981 in FY 2001 to 8,098 in FY 2002. (See Supervisory and Managerial Positions by Occupation, p.6.) In FY 2002, 110 employees classified as 1101's (General Business and Industry Series) and 71 in the Contracting Series were in the Senior Executive Service (SES). (See Acquisition Work Force At A Glance, p.3.) This is an increase of 15 in the General Business and Industry Series (GS-1101).

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## Technical Notes

<b>Source of data</b>	The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the September 30 (Fiscal Year-end) CPDF files on active, full-time employees in acquisition fields and provides it to DMDC for assistance in the preparation of this report. Data in this report, unless otherwise noted, are as of September 30, 2002.
<b>Agencies</b>	This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, or the National Security Agency.
<b>Agency Data</b>	The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).
<b>Retirement Eligibility</b>	<p>This report includes data only on employees who are eligible for regular retirement. The minimum combinations of age and years of service qualifying for regular retirement are:</p> <ul style="list-style-type: none"><li>• Age 62 with 5 years of service,</li><li>• Age 60 with 20 years of service, and</li><li>• Age 55 with 30 years of service.</li></ul> <p>Since 1987, all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum age for retirement increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted, the tables in this report are based on the CSRS combination of age and years of service to qualify for retirement including those in FERS. (No data are provided on employees eligible for "Early" retirement.) There are some variations in retirement rates shown on related tables for specific occupational series that are being researched with DMDC to achieve better consistency in future reports.</p>
<b>Turnover</b>	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:

	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
Series: <sup>1</sup>	1105	1105	1102	0

<sup>1</sup>At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 2001 and an "internal hire" for the GS-1102 series in Fiscal Year 2001. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 2002.

### **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 includes 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 Contracting Series (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351)

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of "career-conditional" employees (i.e., employees with less than three years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as "Other".)

### **Education Levels**

In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report 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.



# SUMMARY STATISTICS

**LOGISTICS OCCUPATIONS: POPULATIONS  
AS OF SEPTEMBER 30, 2000, 2001, 2002**

<i>OCCUPATIONS</i>	<i>2000</i>	<i>2001</i>	<i>2002</i>
Logistics Management (GS-346)	11,422	11,662	12,132
Gen Business & Industry (GS-1101)	21,225	22,132	22,865
Contracting (GS-1102)	26,751	26,608	27,294
Industrial Property Management (GS-1103)	603	589	564
Property Disposal (GS-1104)	766	711	685
Purchasing (GS-1105)	3,414	3,252	3,321
Procurement Clerical & Assistance (GS-1106)	3,583	3,276	3,120
Industrial Specialist (GS-1150)	1,411	1,413	1,364
Equipment Specialist (GS-1670)	6,314	6,130	6,135
Quality Assurance (GS-1910)	7,746	7,916	7,782
General Supply (GS-2001)	3,590	3,583	3,564
Supply Program Management (GS-2003)	4,363	4,286	4,236
Supply Clerical & Technician (GS-2005)	12,904	12,282	12,127
Inventory Management (GS-2010)	5,271	5,201	5,096
Distribution, Facilities & Storage (GS-2030)	590	573	554
Packaging (GS-2032)	239	206	215
Supply Cataloguing (GS-2050)	85	66	61
General Transportation (GS-2101)	8,443	8,907	8,909
Traffic Management (GS-2130)	1,699	1,680	1,689
Freight Rate (GS-2131)	487	431	394
Travel (GS-2132)	4	0	0
Cargo Scheduling (GS-2144)	37	36	31
Transportation Operations (GS-2150)	1,352	1,409	1,436
Dispatching (GS-2151)	438	423	496
Marine Cargo (GS-2161)	50	56	58
<b>TOTAL</b>	<b>122,787</b>	<b>122,828</b>	<b>124,128</b>

## ACQUISITION WORK FORCE AT A GLANCE FY 2002

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting 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	22,865	27,294	685	3,321	3,120	1,364	58,649
Average Grade	10.56	11.17	10.82	6.71	5.87	11.16	10.39
Average Age	48.11	46.79	49.72	47.73	47.66	51.23	47.54
% Female	56%	61%	47%	77%	86%	27%	60%
% Eligible To Retire*	13%	12%	15%	13%	17%	28%	13%
% Eligible To Retire FY 2012*	52%	54%	66%	54%	59%	79%	55%
% College Graduates	41%	63%	20%	11%	8%	33%	47%
Members, Senior Executive Service	110	71	0	0	0	0	181

\*Based on CSRS retirement rules, includes both FERS and CSRS employees. Slightly higher rates for 1102s are shown here in this table than in the Contracting Series section. Differences are under review by DMDC.

## TURNOVER DURING FY 2002

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting 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	22,132	26,608	711	3,252	3,276	1,413
Losses	3,040	1,761	110	483	632	190
Loss Rate <sup>1</sup>	14%	7%	15%	15%	19%	13%
<b>Losses Of Persons Eligible To Retire</b>	<b>609</b>	<b>586</b>	<b>34</b>	<b>68</b>	<b>111</b>	<b>88</b>
<b>Loss Rate Of Persons Eligible To Retire<sup>2</sup></b>	<b>19%</b>	<b>16%</b>	<b>28%</b>	<b>15%</b>	<b>19%</b>	<b>20%</b>
Total Hires	3,773	2,447	84	552	476	141
<b>% Hires With College Degrees</b>	<b>38%</b>	<b>75%</b>	<b>23%</b>	<b>14%</b>	<b>11%</b>	<b>31%</b>
Net Change	733	686	-26	69	-156	-49
End Strength	22,865	27,294	685	3,321	3,120	1,364

<sup>1</sup> As a percentage of beginning year strength.

<sup>2</sup> As a percentage of all persons eligible for regular retirement at the beginning of FY 2002.

**ACQUISITION WORK FORCE BY YEAR**

	1997	1998	1999	2000	2001	2002
Gen. Bus & Ind. (GS-1101)	20,048	20,298	20,955	21,225	<b>22,132</b>	<b>22,865</b>
Contracting (GS-1102)	28,003	27,400	26,775	26,751	<b>26,608</b>	<b>27,294</b>
Prop. Disposal (GS-1104)	951	908	837	766	<b>711</b>	<b>685</b>
Purchasing (GS-1105)	4,875	4,428	3,793	3,414	<b>3,252</b>	<b>3,321</b>
Proc. Cler. & Ass't (GS-1106)	5,296	4,645	3,966	3,583	<b>3,276</b>	<b>3,120</b>
Industrial Specialist (GS-1150)	1,714	1,563	1,458	1,411	<b>1,413</b>	<b>1,364</b>
Total Work Force	60,887	59,242	57,784	57,150	<b>57,392</b>	<b>58,649</b>

**LOSSES FROM ACQUISITION POSITIONS**(Loss rate<sup>1</sup> in parentheses)

	<i>Beginning Year strength FY 2002</i>	1998	1999	2000	2001	2002
Gen. Bus	22,132	2,659 (15%)	3,102 (15%)	2,962 (14%)	2,666 (13%)	3,040 (14%)
Contracting	26,608	2,188 (8%)	2,134 (8%)	1,843 (7%)	1,947 (7%)	1,761 (7%)
Prop. Disposal	711	139 (15%)	135 (14%)	128 (15%)	109 (14%)	110 (15%)
Purchasing	3,252	883 (26%)	1,110 (23%)	810 (21%)	686 (20%)	483 (15%)
Proc. Cler/Ass't	3,276	1,127 (28%)	1,251 (24%)	871 (22%)	735 (21%)	632 (19%)
Industrial Spec.	1,413	221 (14%)	273 (16%)	190 (13%)	205 (15%)	190 (13%)

<sup>1</sup>As a percentage of beginning year strength for that fiscal year.

## HIRES FOR THE ACQUISITION WORK FORCE

(Accession rate<sup>1</sup> in parentheses)

	<i>End of year strength for FY 2002</i>	<i>1998</i>		<i>1999</i>		<i>2000</i>		<i>2001</i>		<i>2002</i>	
Gen. Bus	22,865	3,352	<b>(17%)</b>	3,316	<b>(16%)</b>	3,232	<b>(15%)</b>	3,573	<b>(16%)</b>	3,773	<b>(17%)</b>
Contracting	27,294	1,531	<b>(6%)</b>	1,563	<b>(6%)</b>	1,819	<b>(7%)</b>	1,804	<b>(7%)</b>	2,447	<b>(9%)</b>
Prop. Disposal	685	92	<b>(10%)</b>	68	<b>(8%)</b>	57	<b>(7%)</b>	54	<b>(8%)</b>	84	<b>(12%)</b>
Purchasing	3,321	483	<b>(11%)</b>	428	<b>(11%)</b>	431	<b>(13%)</b>	524	<b>(16%)</b>	552	<b>(17%)</b>
Proc. Cler/Ass't	3,120	600	<b>(13%)</b>	448	<b>(11%)</b>	488	<b>(14%)</b>	428	<b>(14%)</b>	476	<b>(15%)</b>
Industrial Spec.	1,364	122	<b>(8%)</b>	116	<b>(8%)</b>	143	<b>(10%)</b>	207	<b>(15%)</b>	141	<b>(10%)</b>

<sup>1</sup>As a percentage of end of year strength.

## EDUCATIONAL LEVELS BY OCCUPATION FY 2002

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting 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>
No Degree	12,986	10,071	551	2,944	2,867	911
BA-BS	5,296	10,471	94	298	206	296
Post Grad. Study	3,989	6,601	40	53	35	154
Unknown	594	151	0	26	12	3
<b>Total</b>	22,865	27,294	685	3,321	3,120	1,364
<b>% College Graduates</b>	<b>41%</b>	<b>63%</b>	<b>20%</b>	<b>11%</b>	<b>8%</b>	<b>33%</b>

## ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 2002)

	<i>Gen Bus/Ind GS-1101</i>	<i>Contracting 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>
<b>Business</b>	<b>3,882</b>	<b>10,345</b>	<b>59</b>	<b>132</b>	<b>92</b>	<b>191</b>
Information Mgt.	75	163	1	7	5	4
Engineering	625	166	2	1	1	68
<b>Law</b>	<b>197</b>	<b>323</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>5</b>
Mathematics	99	111	4	0	1	6
Physical Sciences	115	52	2	4	1	7
<b>Public Admin.</b>	<b>326</b>	<b>625</b>	<b>3</b>	<b>10</b>	<b>6</b>	<b>12</b>
Other	3,943	5,233	63	194	135	157
<b>Major Unknown</b>	<b>23</b>	<b>54</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>*Business, Law &amp; Pub. Admin.</b>	<b>47%</b>	<b>66%</b>	<b>46%</b>	<b>41%</b>	<b>41%</b>	<b>46%</b>

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

## SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION (FY 2002)

<i>Occupation</i>	<i>Supervisory/ Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS-1101)	4,323	18,542	22,865
Contracting (GS-1102)	3,484	23,810	27,294
Property Disposal (GS-1104)	122	563	685
Purchasing (GS-1105)	81	3,240	3,321
Procurement Clerical & Assistance (GS-1106)	17	3,103	3,120
Industrial Specialist (GS-1150)	71	1,293	1,364
<b>TOTAL</b>	<b>8,098</b>	<b>50,551</b>	<b>58,649</b>



CONTRACTING SERIES  
(GS-1102)

**CONTRACTING SERIES (GS 1102)***As of September 30 end of fiscal year*

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Population	31,794	28,648	28,003	27,400	26,775	26,751	26,608	27,294
Average Grade	11.20	11.38	11.36	11.31	11.17	11.16	11.20	11.17
Average Age	43.08	44.4	44.78	45.41	45.84	46.32	46.64	46.79
% Female	56%	58%	59%	59%	60%	61%	61%	61%
% Eligible To Retire*	5%	5%	5%	7%	8%	8%	10%	12%
% Eligible To Retire in 2011 *	27%	33%	34%	42%	50%	45%	52%	54%
% College Graduates	54%	58%	58%	58%	59%	59%	61%	63%
Members, Senior Executive Service	86	75	65	62	66	68	71	71

\* Based on CSRS retirement rules.

**TURNOVER IN THE CONTRACTING SERIES (GS 1102)**

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Beginning Strength	31,436	29,137	28,648	28,003	27,400	26,775	26,751	26,608
Losses	1,828	2,312	2,519	2,134	2,188	1,843	1,947	1,761
Loss Rate	6%	8%	9%	8%	8%	7%	7%	7%
Losses Of Persons Eligible to Retire*	240	NA	498	343	637	440	613	586
Loss Rate Of Persons Eligible To Retire*	16%	23%	26%	18%	23%	17%	19%	16%
Total Hires	2,186	1,823	1,874	1,531	1,563	1,819	1,804	2,447
Ratio Internal: External Hires	2.8:1	NA	NA	4.7:1	2.0:1	1.9: 1	1:1	1:1
% Hires With College Degrees	50%	NA	NA	52%	59%	57%	73%	75%
Net Change	+358	-489	-645	-603	-625	-24	-143	686
End Strength	31,794	28,648	28,003	27,400	26,775	26,751	26,608	27,294

\* Based on CSRS retirement rules

NA = not available

### AGENCY BY GRADE (AS OF FY 2002)

	<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	27	51	65	64	1	4	0	1	1	0	2	5	0
7	232	210	221	272	13	5	3	8	16	0	50	16	0
9	545	515	274	625	34	7	1	16	12	2	33	52	4
11	1,127	1,074	554	1,463	99	6	3	33	25	9	51	77	5
12	1,703	1,614	1,406	1,603	237	45	11	112	64	15	638	166	40
13	725	918	745	604	132	45	18	173	113	13	345	231	15
14	207	253	227	198	36	26	5	93	52	5	101	109	25
15	75	56	97	53	12	17	2	45	20	2	28	43	8
Other	139	409	415	85	0	26	0	0	0	0	0	1	0
NS	9	3	14	8	0	2	0	7	2	0	1	1	2
<b>ALL</b>	<b>4,789</b>	<b>5,103</b>	<b>4018</b>	<b>4,975</b>	<b>564</b>	<b>183</b>	<b>43</b>	<b>488</b>	<b>305</b>	<b>46</b>	<b>1,249</b>	<b>701</b>	<b>99</b>
Avg.	11.16	10.79	10.73	11.04	11.94	11.06	12.30	12.76	12.43	12.30	12.17	12.33	12.74

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NRC.</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>NSF</i>	<i>All Other</i>	<i>Total</i>
5	5	5	0	6	0	0	0	0	8	8	0	1	<b>254</b>
7	29	19	1	23	0	0	5	15	11	29	0	7	<b>1,185</b>
9	94	116	2	42	2	0	4	23	53	70	0	38	<b>2,564</b>
11	135	88	4	64	0	1	8	83	36	246	4	38	<b>5,233</b>
12	217	98	16	198	0	17	23	186	68	218	3	95	<b>8,793</b>
13	113	118	12	222	13	55	41	140	208	96	5	143	<b>5,243</b>
14	41	89	9	89	8	12	33	70	137	33	3	75	<b>1,936</b>
15	9	20	4	71	6	1	7	22	33	5	1	33	<b>670</b>
Other	4	26	0	0	0	0	2	1	7	2	0	66	<b>1,183</b>
NS	1	2	0	10	0	0	2	141	15	2	0	11	<b>233</b>
<b>All</b>	<b>648</b>	<b>581</b>	<b>48</b>	<b>725</b>	<b>29</b>	<b>86</b>	<b>125</b>	<b>681</b>	<b>576</b>	<b>709</b>	<b>16</b>	<b>507</b>	<b>4</b>
Avg.	11.36	11.55	12.56	12.37	13.41	12.94	12.53	12.20	12.47	11.31	12.63	11.18	<b>11.26</b>

Other: Other grade levels (1-4, 6, 8, & 16, etc.).

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

Avg: Average grade. Excludes positions for which no grade level was specified; includes grades in "other" category in calculation.

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

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory/ Managerial</i>	<i>College Graduates</i>
5	254	60%	16%	72%
7	1,185	64%	0%	74%
9	2,564	69%	0%	53%
11	5,233	69%	3%	49%
12	8,793	62%	6%	60%
13	5,243	56%	21%	73%
14	1,936	48%	46%	80%
15	670	37%	75%	89%
<b>Other</b>	1,183	61%	13%	N/A
NS	233	50%	45%	N/A
<b>Total</b>	<b>27,294</b>	<b>61%</b>	<b>13%</b>	<b>63%</b>

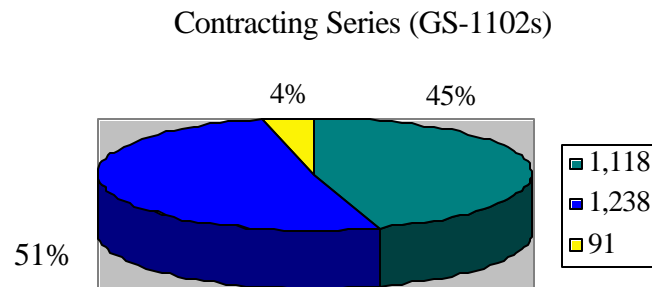
Other: Other grade levels (1-4, 6, 8, & 10).

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

N/A= Not available.

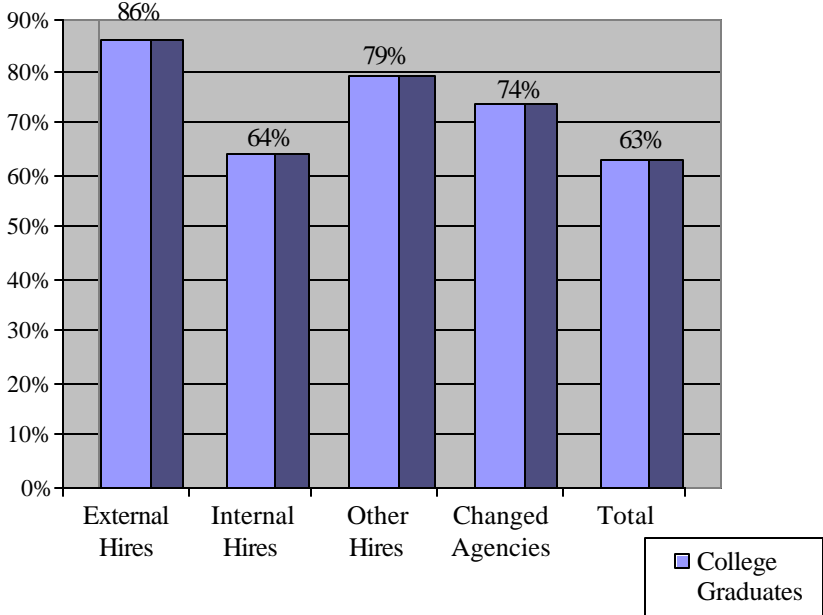
## INSERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACTING SERIES POSITIONS

During Fiscal Year 2002, a total of 2,447 individuals joined the Contract Specialist (GS-1102) series. Only 1,118 (45%) of those individuals were recruited from outside the Government. Another 1,238 (51%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 91 (4%) hires.



### PERCENTAGE OF COLLEGE GRADUATES

86% of the Fiscal Year 2002 external hires were college graduates, compared with 64% of the internal hires. More than half of the college graduates had majored in business, law, or public administration.



**CONTRACTING SERIES (GS 1102) HIRES DURING FY 2002**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
<b>Total</b>	1,238	1,118	91	658	24,189	<b>27,294</b>
% FY 02 Work Force	5%	4%	0%	2%	89%	<b>100%</b>
<b>College Graduates</b>	64%	86%	79%	74%	61%	<b>63%</b>
Business, Law, or Pub. Admin. majors <sup>1</sup>	64%	71%	68%	70%	62%	<b>63%</b>
<b>Average Age</b>	<b>44.03</b>	<b>35.57</b>	<b>48.68</b>	<b>44.24</b>	<b>47.51</b>	<b>46.79</b>
Eligible To Retire FY 2002	4%	1%	10%	5%	11%	<b>10%</b>
Eligible To Retire FY 2007	15%	3%	20%	16%	30%	<b>27%</b>
<b>Eligible To Retire FY 2012</b>	<b>32%</b>	<b>10%</b>	<b>38%</b>	<b>35%</b>	<b>52%</b>	<b>49%</b>

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

**CONTRACTING SERIES (GS 1102) HIRES DURING FY 2002,  
BY GRADE LEVEL**

<i>GS Grade</i>	<i>Population As Of 9/02</i>	<i>Internal Hires During FY 02</i>	<i>External Hires During FY 02</i>	<i>Other Hires During FY 02</i>	<i>No Change</i>	<i>Changed Agencies</i>
<b>5</b>	254	64	107	2	<b>80</b>	<b>1</b>
<b>7</b>	1,185	196	648	7	<b>329</b>	<b>5</b>
<b>9</b>	2,564	145	131	8	<b>2,234</b>	<b>46</b>
<b>11</b>	5,233	195	103	14	<b>4,807</b>	<b>114</b>
<b>12</b>	8,793	291	71	8	<b>8,208</b>	<b>215</b>
<b>13</b>	5,243	169	23	2	<b>4,879</b>	<b>170</b>
<b>14</b>	1,936	105	6	1	<b>1,775</b>	<b>49</b>
<b>15</b>	670	25	2	1	<b>631</b>	<b>11</b>
<b>Other</b>	1,183	44	22	46	<b>1,038</b>	<b>33</b>
<b>NS</b>	233	4	5	2	<b>208</b>	<b>14</b>

<b>Total</b>	<b>27,294</b>	<b>1,238</b>	<b>1,118</b>	<b>91</b>	<b>24,189</b>	<b>658</b>
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**CONTRACTING SERIES (GS 1102) HIRES BY AGENCY  
DURING FY 2002**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>		<i>No Change</i>	<i>All</i>	<i>% FY 2002 Workforce<sup>1</sup></i>
Air Force	198	237	16	58	<b>509</b>	4,280	4,789	<b>11%</b>
Army	195	190	3	80	<b>468</b>	4,635	5,103	<b>9%</b>
Navy	122	167	1	58	<b>348</b>	3,670	4,018	<b>9%</b>
Other Defense	241	241	47	103	<b>632</b>	4,343	4,975	<b>13%</b>
Agriculture	29	8	0	30	<b>67</b>	497	564	<b>12%</b>
Commerce	11	11	0	16	<b>38</b>	145	183	<b>21%</b>
Education	0	1	0	0	<b>1</b>	42	43	<b>2%</b>
Energy	17	4	0	9	<b>30</b>	458	488	<b>6%</b>
EPA	20	17	0	18	<b>55</b>	250	305	<b>18%</b>
FEMA	0	4	2	2	<b>8</b>	38	46	<b>17%</b>
GSA	42	65	0	31	<b>138</b>	1,111	1,249	<b>11%</b>
HHS	50	24	1	36	<b>111</b>	590	701	<b>16%</b>
HUD	6	2	1	7	<b>16</b>	83	99	<b>16%</b>
Interior	42	27	3	32	<b>104</b>	544	648	<b>16%</b>
Justice	92	13	3	14	<b>122</b>	459	581	<b>21%</b>
Labor	4	4	0	0	<b>8</b>	40	48	<b>17%</b>
NASA	38	23	4	28	<b>93</b>	632	725	<b>13%</b>
NSF	0	0	0	1	<b>1</b>	15	16	<b>6%</b>
NRC	2	0	0	1	<b>3</b>	26	29	<b>10%</b>
SBA	4	0	0	0	<b>4</b>	82	86	<b>5%</b>
State	5	3	2	5	<b>15</b>	110	125	<b>12%</b>
Transportation	23	19	1	37	<b>80</b>	601	681	<b>12%</b>
Treasury	17	15	3	35	<b>70</b>	506	576	<b>12%</b>
VA	37	31	1	30	<b>99</b>	610	709	<b>14%</b>
All Other	43	12	3	27	<b>85</b>	422	507	<b>17%</b>
<b>All Agencies<sup>1</sup></b>	<b>1,238</b>	<b>1,118</b>	<b>91</b>	<b>658</b>	<b>3,105</b>	<b>24,189</b>	<b>27,294</b>	<b>9%</b>

<sup>1</sup> The "All Agency" figures **exclude** employees who changed agencies (e.g., recruited from Agriculture to work for Navy).

**LOSSES IN THE CONTRACTING SERIES (GS-1102) BY AGENCY  
DURING FY 2002**

	<i>FY 2002 Beginning Strength</i>	<i>Left the Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	4,654	253	121	4,280	<b>8%</b>
Army	5,042	291	116	4,635	<b>8%</b>
Navy	4,017	253	94	3,670	<b>9%</b>
Other Defense	4,852	403	106	4,343	<b>10%</b>
Agriculture	547	33	17	497	<b>9%</b>
Commerce	166	13	8	145	<b>13%</b>
Education	43	1	0	42	<b>2%</b>
Energy	492	30	4	458	<b>7%</b>
EPA	290	31	9	250	<b>14%</b>
FEMA	41	1	2	38	<b>7%</b>
GSA	1,206	75	20	1,111	<b>8%</b>
HHS	671	60	21	590	<b>12%</b>
HUD	100	12	5	83	<b>17%</b>
Interior	620	53	23	544	<b>12%</b>
Justice	516	39	18	459	<b>11%</b>
Labor	44	4	0	40	<b>9%</b>
NASA	689	41	16	632	<b>8%</b>
NSF	16	0	1	15	<b>6%</b>
NRC	29	2	1	26	<b>10%</b>
SBA	92	9	1	82	<b>11%</b>
State	120	9	1	110	<b>8%</b>
Transportation	646	28	17	601	<b>7%</b>
Treasury	562	38	18	506	<b>10%</b>
VA	685	52	23	610	<b>11%</b>
All Other	468	30	16	422	<b>10%</b>
<b>All Agencies*</b>	26,608	1,761	658	24,189	<b>7%</b>

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

**LOSSES DURING FY 2002, BY GRADE LEVEL**

<i>GS Grade</i>	<i>FY 2002 Beginning Strength</i>		<i>% Changed Agencies</i>
<b>5</b>	196	7%	4%
<b>6</b>	2	0%	50%
<b>7</b>	1,180	7%	2%
<b>8</b>	3	0%	0%
<b>9</b>	2,652	6%	3%
<b>10</b>	33	6%	0%
<b>11</b>	5,077	6%	3%
<b>12</b>	8,625	6%	2%
<b>13</b>	4,993	7%	3%
<b>14</b>	1,809	8%	2%
<b>15</b>	642	9%	2%
<b>Other</b>	1,396	7%	2%
<b>Total</b>	<b>26,608</b>		

**RETIREMENT ELIGIBILITY BY AGENCY**

	<i>FY 2002 Population</i>	<i>Eligible In FY2002</i>	<i>Eligible In FY 2007</i>	<i>Eligible In FY 2012</i>
Air Force	4,789	<b>12%</b>	32%	<b>55%</b>
Army	5,103	<b>12%</b>	34%	<b>60%</b>
Navy	4,018	<b>11%</b>	29%	<b>52%</b>
Other Defense	4,975	<b>11%</b>	30%	<b>52%</b>
Agriculture	564	<b>4%</b>	14%	<b>35%</b>
Commerce	183	<b>6%</b>	20%	<b>38%</b>
Education	43	<b>2%</b>	9%	<b>28%</b>
Energy	488	<b>14%</b>	40%	<b>61%</b>
EPA	305	<b>8%</b>	27%	<b>49%</b>
FEMA	46	<b>2%</b>	15%	<b>30%</b>
GSA	1,249	<b>1%</b>	4%	<b>18%</b>
HHS	701	<b>5%</b>	11%	<b>23%</b>
HUD	99	<b>5%</b>	24%	<b>40%</b>
Interior	648	<b>8%</b>	23%	<b>46%</b>
Justice	581	<b>3%</b>	10%	<b>25%</b>
Labor	48	<b>13%</b>	35%	<b>54%</b>
NASA	725	<b>9%</b>	26%	<b>48%</b>
NSF	16	<b>0%</b>	13%	<b>13%</b>
NRC.	29	<b>0%</b>	0%	<b>17%</b>
SBA	86	<b>17%</b>	36%	<b>73%</b>
State	125	<b>4%</b>	10%	<b>24%</b>
Transportation	681	<b>7%</b>	22%	<b>44%</b>
Treasury	576	<b>8%</b>	22%	<b>45%</b>
VA	709	<b>6%</b>	17%	<b>40%</b>
ALL OTHER	507	<b>6%</b>	23%	<b>43%</b>
<b>TOTAL</b>	27,294	<b>10%</b>	27%	<b>49%</b>

## COLLEGE GRADUATES BY AGENCY AND GRADE FY 2002

	<i>GS 5 &amp; 7</i>	<i>GS 9 &amp; 11</i>	<i>GS 12-15</i>	<i>All Grades*</i>
Air Force	85%	69%	90%	<b>74%</b>
Army	69%	53%	78%	<b>61%</b>
Navy	74%	54%	77%	<b>63%</b>
Other Defense	82%	60%	75%	<b>64%</b>
Agriculture	57%	41%	61%	<b>48%</b>
Commerce	78%	50%	76%	<b>66%</b>
Education	100%	80%	64%	<b>72%</b>
Energy	56%	54%	86%	<b>74%</b>
EPA	82%	53%	83%	<b>73%</b>
FEMA	0%	27%	55%	<b>39%</b>
GSA	54%	37%	61%	<b>46%</b>
HHS	48%	38%	69%	<b>55%</b>
HUD	0%	39%	65%	<b>52%</b>
Interior	82%	45%	74%	<b>54%</b>
Justice	63%	37%	67%	<b>50%</b>
Labor	100%	50%	72%	<b>63%</b>
NASA	52%	64%	98%	<b>78%</b>
NSF	0%	43%	89%	<b>69%</b>
NRC	0%	100%	70%	<b>72%</b>
SBA	0%	67%	59%	<b>60%</b>
State	60%	43%	44%	<b>45%</b>
Transportation	40%	38%	69%	<b>51%</b>
Treasury	53%	39%	64%	<b>57%</b>
VA	46%	42%	80%	<b>50%</b>
ALL OTHER	63%	35%	71%	<b>57%</b>

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\* Includes grades GS 1-4, 8,10, etc.

**EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2002**

ALBUQUERQUE, NM	205	NEW YORK, NY-NJ	230
ANCHORAGE, AK	116	NEWARK, NJ	160
ATLANTA, GA	376	NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	668
AUGUSTA, GA-SC	55	OAKLAND, CA	99
BAKERSFIELD, CA	146	OKLAHOMA CITY, OK	536
BALTIMORE, MD	456	OMAHA, NE-IA	81
BILOXI-GULFPORT, MS	100	ORANGE COUNTY, CA	90
BOSTON, MA	484	ORLANDO, FL	205
BREMERTON, WA	104	PANAMA CITY, FL	60
CHARLESTON-N. CHARLESTON, SC	191	PHILADELPHIA, PA-NJ	1,130
CHICAGO, IL	321	PHOENIX, AZ	132
CINCINNATI, OH-KY-IN	76	PITTSBURG, PA	94
CLEVELAND, OH	107	PORTLAND, OR-WA	129
COLORADO SPRINGS, CO	239	RALEIGH-DURHAM, NC	98
COLUMBUS, OH	653	RICHMOND, VA	727
DALLAS-FORT WORTH, TX	390	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	87
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	334	SACRAMENTO, CA	108
DAYTON, OH	756	SALT LAKE CITY-OGDEN, UT	394
DENVER-BOULDER, CO	292	SAN ANTONIO, TX	465
DETROIT, MI	441	SAN DIEGO, CA	510
FAYETTEVILLE, NC	86	SAN FRANCISCO-OAKLAND, CA	125
FT WALTON, FL	192	SAN JOSE, CA	96
HARRISBURG, PA	255	SAN JUAN, PR	54
HARTFORD, CT	59	SANTA BARBARA-SANTA MARIA - LOMPOC, CA	59
HONOLULU, HI	310	SEATTLE-EVERETT, WA	190
HOUSTON, TX	143	ST LOUIS, MO-IL	314
HUNTSVILLE, AL	886	TACOM, WA	58
INDIANAPOLIS, OH-KY-IN	70	TAMPA-ST PETERSBURG, FL	82
JACKSONVILLE, FL	89	TUCSON, AZ	82
KANSAS CITY, MO-KS	215	UTICA-ROM, NY	54
KILLEEN-TEMPLE, TX	65	VENTURA, CA	101
LAS VEGAS, NV	61	WASHINGTON, DC-MD-VA	5,487
LITTLEROCK-NORTH LITTLE ROCK, AR	54	<b>Subtotal</b>	<b>22,752</b>
LOS ANGELES-LONGBEACH, CA	416	Outside MSAs	2,321
MACON, GA	349	Other MSAs	<b>2,221</b>
MELBOURNE-TITUSVILLE-COCOA, FL	177	<b>Total</b>	<b>27,294</b>
MINNEAPOLIS-ST.PAUL,MN-WI	96		
MONMOUTH, NJ	415		
MONTGOMERY, AL	93		
NASSAU-SUFFOLK, NY	69		
NEW ORLEANS, LA	105		

PURCHASING SERIES  
(GS-1105)

**PURCHASING SERIES (GS -1105)**

*As of September 30*

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Population	6,809	5,558	4,875	4,248	3,793	3,414	3,252	3,321
Average Grade	6.05	6.39	6.47	6.50	6.55	6.62	6.65	6.71
Average Age	42.22	44.05	44.8	45.58	46.29	46.86	47.26	47.73
% Female	80%	80%	80%	79%	79%	78%	77%	77%
% Eligible To Retire*	4%	4%	4%	5%	7%	6%	10%	13%
% Eligible To Retire in 10 years *	22%	27%	NA	34%	47%	39%	51%	54%
% College Graduates	10%	11%	11%	11%	12%	11%	10%	11%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

**TURNOVER IN THE PURCHASING SERIES (GS-1105)**

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Beginning Strength	6,754	6,005	5,558	4,875	4,248	3,793	3,414	3,252
Losses	1,116	1,231	1,206	1,110	883	810	686	483
Loss Rate	17%	20%	22%	23%	21%	21%	20%	15%
Losses Of Persons Eligible to Retire*	47	NA	88	77	106	66	94	68
Loss Rate Of Persons Eligible To Retire*	18%	33%	32%	28%	28%	25%	25%	15%
Total Hires	1,171	784	523	483	428	431	524	552
% Hires With College Degrees	17%	12%	15%	15%	15%	10%	10%	14%
Net Change	+55	-447	-683	-627	-455	-379	-162	69
End Strength	6,809	5,558	4,875	4,248	3,793	3,414	3,252	3,321

\*Based on CSRS retirement rules.

NA= not available



### AGENCY BY GRADE (AS OF FY 2002)

	<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	1	4	8	1	8	0	0	3	0
5	40	41	64	5	49	5	2	0	5	8
6	44	83	166	8	92	2	3	0	21	26
7	73	118	245	18	123	13	5	8	29	57
8	16	33	51	9	49	5	7	1	16	59
9	3	15	59	8	74	4	5	7	0	52
10	0	1	9	0	4	1	1	0	0	19
11	0	0	1	0	0	1	1	0	0	0
12	0	0	0	0	0	1	0	0	0	0
Other	3	19	44	0	0	4	0	0	0	0
NS	0	0	0	1	0	0	0	0	0	0
<b>ALL</b>	<b>182</b>	<b>311</b>	<b>643</b>	<b>57</b>	<b>392</b>	<b>44</b>	<b>24</b>	<b>16</b>	<b>74</b>	<b>221</b>
Avg.	6.31	6.37	6.53	6.70	7.04	6.39	7.71	7.94	6.68	7.81

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NRC</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	3	0	0	0	0	0	2	5	0	38
5	49	3	4	0	0	1	0	118	4	398
6	77	4	5	0	0	17	5	321	1	875
7	117	48	9	0	2	31	12	221	35	1,164
8	44	22	4	4	0	10	1	14	12	357
9	36	28	0	7	4	19	6	6	11	344
10	3	0	0	9	0	4	1	0	2	54
11	0	0	0	0	0	0	0	0	1	4
12	0	0	0	0	0	0	0	0	0	1
Other	11	0	0	0	0	0	0	0	1	82
NS	0	0	0	0	0	0	0	0	3	4
<b>All</b>	<b>340</b>	<b>105</b>	<b>22</b>	<b>20</b>	<b>6</b>	<b>82</b>	<b>27</b>	<b>685</b>	<b>70</b>	<b>3,321</b>
Avg.	6.67	7.65	6.59	9.25	8.33	7.50	7.19	6.20	7.36	6.72

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

NS: Grade level was not specified.

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

**LOSSES DURING FY 2002, BY GRADE LEVEL**

<i>GS Grade</i>	<i>FY 2002 Beginning Strength</i>	<i>% Left the Series</i>
3	1	0%
4	20	15%
5	449	20%
6	881	16%
7	1,117	15%
8	327	9%
9	310	10%
10	37	11%
11	6	33%
12	1	0%
OTHER	103	16%
<b>Total</b>	<b>3,252</b>	

\*NOTE: Generally, less than 1% of losses changed agencies.

## EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2002

ALBUQUERQUE, NM	42	PHOENIX, AZ	33
ATLANTA, GA	36	PITTSBURGH, PA	24
BALTIMORE, MD	72	PORTLAND, OR-WA	40
BOSTON, MA	28	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	25
BREMERTON, WA	48	SACRAMENTO, CA	27
CHARLESTON-N. CHARLESTON, SC	25	SALT LAKE CITY-OGDEN, UT	23
CHICAGO, IL	37	SAN ANTONIO, TX	48
CLEVELAND, OH	22	SAN DIEGO, CA	83
DALLAS-FORT WORTH, TX	35	SAN FRANCISCO-OAKLAND, CA	30
DENVER-BOULDER, CO	33	SAN JUAN, PR	26
HARRISBURG, PA	33	SEATTLE-EVERETT, WA	30
HONOLULU, HI	41	ST. LOUIS, MO-IL	27
JACKSONVILLE, FL	28	TAMPA-ST PETERSBURG, FL	26
KANSAS CITY, MO-KS	37	TUCSON, AR	20
KILLEEN-TEMPLE, TX	20	WASHINGTON, DC-MD-VA	405
LOS ANGELES-LONG BEACH, CA	37	<b>Subtotal</b>	<b>1,758</b>
MIAMI, FL	22	Outside MSAs	646
MINNEAPOLIS-ST.PAUL,MN-WI	27	Other MSAs	917
NEW ORLEANS, LA	24	<b>Total</b>	<b>3,321</b>
NEW YORK, NY-NJ	33		
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	120		
OAKLAND, CA	24		
PENSACOLA, FL	22		
PHILADELPHIA, PA-NJ	45		

PROCUREMENT CLERICAL  
AND  
ASSISTANCE SERIES  
(GS-1106)

**PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)**

*As of September 30*

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Population	8,616	5,923	5,296	4,645	3,966	3,583	3,276	3,120
Average Grade	5.18	5.54	5.59	5.64	5.67	5.73	5.80	5.87
Average Age	40.63	43.16	43.8	44.81	45.64	46.44	47.27	47.66
% Female	89%	88%	88%	88%	87%	87%	87%	86%
% Eligible To Retire*	4%	4%	4%	6%	8%	9%	14%	17%
% Eligible To Retire in 10 years*	20%	25%	27%	36%	44%	44%	56%	59%
% College Graduates	8%	8%	8%	8%	8%	8%	7%	8%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

\*Based on CSRS retirement rules.

**TURNOVER IN PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)**

*As of September 30*

	<b>1992</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>
Beginning Strength	8,956	6,597	5,923	5,296	4,645	3,966	3,583	3,276
Losses	1,895	1,557	1,373	1,251	1,127	871	735	632
Loss Rate	21%	24%	22%	24%	24%	22%	21%	19%
Losses Of Persons Eligible to Retire*	60	NA	92	83	111	70	113	111
Loss Rate Of Persons Eligible to Retire*	19%	33%	30%	29%	27%	19%	21%	19%
Total Hires	1,555	883	746	600	448	488	428	476
% Hires With College Degrees	11%	12%	12%	12%	12%	13%	11%	11%
Net Change	-340	-674	-627	-651	-679	-383	-307	-156
End Strength	8,616	5,923	5,296	4,645	3,966	3,583	3,276	3,120

\*Based on CSRS retirement rules.

NA=not available

## AGENCY BY GRADE (AS OF FY 2002)

	<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>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	14	55	30	64	3	1	0	0	0	0	1	0
5	189	141	74	196	21	3	1	0	0	13	7	0
6	140	109	41	657	42	5	11	0	0	26	23	0
7	122	161	76	203	75	2	16	7	1	38	27	7
8	0	2	10	2	3	0	1	1	0	0	8	0
9	0	1	3	4	1	0	0	1	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0	0
Other	16	23	46	1	0	0	0	0	0	0	0	0
NS	0	0	0	0	0	0	0	0	0	0	0	0
<b>ALL</b>	<b>481</b>	<b>492</b>	<b>280</b>	<b>1,127</b>	<b>145</b>	<b>11</b>	<b>29</b>	<b>9</b>	<b>1</b>	<b>77</b>	<b>66</b>	<b>7</b>
Avg.	5.67	5.64	5.26	5.90	6.39	5.73	6.59	7.33	7.00	6.32	6.52	7.00

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NSF</i>	<i>NRC</i>	<i>SBA</i>	<i>State</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	8	0	2	0	0	0	0	0	1	0	6	4	189
5	23	3	1	2	0	0	0	0	3	4	19	13	713
6	39	2	3	8	1	1	5	0	4	7	20	10	1,154
7	32	13	3	10	0	0	12	4	6	18	17	62	912
8	3	3	1	2	0	1	0	0	0	4	0	0	41
9	0	1	0	0	1	0	0	0	0	1	1	2	16
11	0	0	0	0	0	0	0	0	0	1	0	0	1
Other	1	0	0	0	0	0	0	0	0	4	1	0	92
NS	0	0	0	0	0	0	0	0	2	0	0	0	2
<b>All</b>	<b>106</b>	<b>22</b>	<b>10</b>	<b>22</b>	<b>2</b>	<b>2</b>	<b>17</b>	<b>4</b>	<b>16</b>	<b>39</b>	<b>64</b>	<b>91</b>	<b>3,120</b>
Avg.	5.96	6.86	6.00	6.55	7.50	7.00	6.71	7.00	6.07	6.46	5.77	6.52	5.87

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

NS: Grade level was not specified.

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

**LOSSES DURING FY 2002, BY GRADE LEVEL**

<i>GS Grade</i>	<i>FY 2002 Beginning Strength</i>	<i>% Left the Series</i>
2	1	0%
3	4	50%
4	246	24%
5	818	20%
6	1,179	17%
7	877	20%
8	44	20%
9	15	20%
Other	92	20%
<b>Total</b>	<b>3,276</b>	

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

**EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2002**

ALBUQUERQUE, NM	31	NASSAU-SUFFOLK, NY	29
ANCHORAGE, AK	11	NEW ORLEANS, LA	15
ATLANTA, GA	44	NEW YORK, NY-NJ	36
AUGUSTA, GA-SC	10	NEWARK, NJ	30
BAKERSFIELD, CA	19	NORFOLK-VA BEACH-PORTSMOUTH, VA-SC	45
BALTIMORE, MD	62	OAKLAND, CA	10
BILOXI-GULFPORT, MS	11	OKLAHOMA CITY, OK	67
BIRMINGHAM, AL	12	ORANGE COUNTY, CA	24
BOISE CITY, ID	16	ORLANDO, FL	23
BOSTON, MA	64	PHILADELPHIA, PA-NJ	166
BRIDGEPORT, CT	16	PHOENIX, AZ	23
CHICAGO, IL	28	PORTLAND, OR-WA	27
CLEVELAND, OH	17	RICHMOND, VA	131
COLORADO SPRINGS, CO	14	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	18
COLUMBUS, OH	137	SACRAMENTO, CA	22
DALLAS-FORT WORTH, TX	42	SALT LAKE CITY-OGDEN, UT	50
DAVENPORT-ROCK ISL,-MOLINE, IA- IL	22	SAN ANTONIO, TX	71
DAYTON, OH	112	SAN DIEGO, CA	61
DENVER-BOULDER, CO	36	SAN FRANCISCO-OAKLAND, CA	24
DETROIT, MI	39	SAN JOSE, CA	10
FT WALTON, FL	22	SEATTLE-EVERETT, WA	33
HARRISBURG, PA	18	ST. LOUIS, MO-IL	36
HARTFORD, CT	18	TACOMA, WA	17
HONOLULU, HI	19	TAMPA-ST PETERSBURG, FL	12
HUNTSVILLE, AL	57	TUCSON, AZ	11
JACKSONVILLE, FL	24	WASHINGTON, DC-MD-VA	342
LAS VEGAS, NV	11	<b>Subtotal</b>	<b>2,476</b>
LOS ANGELES-LONG BEACH, CA	84	Outside MSAs	218
MACON, GA	42	Other MSAs	426
MELBOURNE-TITUSVILLE-COCOA, FL	15	<b>Total</b>	<b>3,120</b>
MILWAUKEE, WI	10		
MINNEAPOLIS-ST PAUL, MN-WI	29		
MOBILE, AL	10		
MONMOUTH, NJ	29		
MONTGOMERY, AL	12		



# INDUSTRIAL SPECIALISTS SERIES (GS-1150)

### AGENCY BY GRADE (AS OF FY 2002)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>Inter.</i>	<i>Justice</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas.</i>	<i>Total</i>
5	2	1	8	3	0	1	0	0	0	0	0	0	0	15
7	3	0	1	31	0	0	0	0	0	0	0	0	0	35
9	3	3	9	47	0	0	0	0	0	0	1	0	0	63
11	14	29	67	446	4	0	0	1	12	0	0	0	0	573
12	16	46	142	188	8	0	2	0	28	5	0	0	1	436
13	7	12	50	53	3	0	6	1	6	1	16	0	1	156
14	2	2	10	5	0	1	5	0	0	0	7	0	0	32
15	0	0	2	2	0	3	2	1	0	0	1	0	0	11
Other	0	18	11	5	0	6	0	0	0	0	0	0	0	40
NS	0	0	0	0	0	0	0	0	0	0	0	3	0	3
<b>ALL</b>	<b>47</b>	<b>111</b>	<b>300</b>	<b>780</b>	<b>15</b>	<b>11</b>	<b>15</b>	<b>3</b>	<b>46</b>	<b>6</b>	<b>25</b>	<b>3</b>	<b>2</b>	<b>1,364</b>
Avg.	11.13	10.48	11.43	11.06	11.93	7.91	13.47	13.00	11.87	12.17	13.20	0.00	12.5	11.19

Other: 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.

### LOSSES DURING FY 2002, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY2002 Beginning Strength</i>	<i>% Left The Series</i>
5	34	6%
7	44	9%
9	30	20%
10	2	0%
11	612	15%
12	434	12%
13	157	14%
14	40	23%
15	11	9%
Other	49	10%
<b>Total</b>	<b>1,413</b>	

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

**EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2002**

BALTIMORE, MD	26	NASSAU-SUFFOLK, NY	23
BOSTON, MA	36	OKLAHOMA CITY, OK	32
BREMERTON, WA	25	PHILADELPHIA, PA-NJ	130
BRIDGEPORT, CT	23	SAN DIEGO, CA	27
DALLAS-FORT WORTH, TX	38	WASHINGTON, DC-MD-VA	77
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	51	<b>SUBTOTAL</b>	663
DENVER-BOULDER, CO	40	OUTSIDE MSAS	105
HARTFORD, CT	27	OTHER MSAS	596
HUNTSVILLE, AL	27	<b>TOTAL</b>	1364
LOS ANGELES-LONG BEACH, CA	48		
MONMOUTH, NJ	33		

GENERAL BUSINESS  
AND  
INDUSTRY SERIES  
(GS-1101)

### AGENCY BY GRADE (AS OF FY 2002)

	<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	35	89	14	18	505	17	0	0	0	12	3	2	87
7	185	138	141	23	2,147	53	2	10	7	88	39	20	64
9	241	182	413	57	142	55	24	23	8	97	70	42	80
11	414	139	520	114	117	69	84	22	12	78	66	136	150
12	433	126	252	343	160	141	115	46	67	125	136	1,199	200
13	452	59	216	657	385	100	58	171	37	302	175	1,084	123
14	144	24	81	275	36	62	46	155	19	158	88	437	55
15	94	14	29	122	22	42	4	92	6	88	47	273	4
Other	176	76	95	301	814	402	0	9	0	13	0	0	109
NS	29	14	3	11	2	32	0	10	0	0	7	10	0
<b>ALL</b>	<b>2,203</b>	<b>861</b>	<b>1,764</b>	<b>1,921</b>	<b>4,330</b>	<b>973</b>	<b>333</b>	<b>538</b>	<b>156</b>	<b>961</b>	<b>631</b>	<b>3,203</b>	<b>872</b>
Avg.	10.85	9.27	10.49	11.49	7.57	7.85	11.99	13.11	12.14	11.92	12.00	12.75	9.91

	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>NSF</i>	<i>NRC</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	0	0	1	0	25	0	0	3	0	7	818
7	1	0	0	5	0	225	0	1	136	4	11	3,300
9	12	1	0	2	0	47	3	2	634	11	38	2,184
11	41	8	6	2	0	67	11	1	246	55	89	2,447
12	46	8	14	8	0	385	15	3	38	68	180	4,108
13	71	20	14	14	0	158	19	0	116	53	208	4,492
14	25	8	6	4	1	65	6	8	36	62	142	1,943
15	10	2	6	4	0	4	4	3	18	28	76	992
Other	0	0	0	4	0	16	0	2	20	84	248	2,369
NS	1	0	1	3	0	0	0	48	17	3	21	212
<b>ALL</b>	<b>207</b>	<b>47</b>	<b>47</b>	<b>47</b>	<b>1</b>	<b>992</b>	<b>58</b>	<b>68</b>	<b>1,264</b>	<b>368</b>	<b>1,020</b>	<b>22,865</b>
Avg.	12.33	12.66	12.83	11.50	14.00	10.69	12.40	12.15	10.05	12.04	15.55	10.65

Other: 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.

**LOSSES DURING FY 2002, BY GRADE LEVEL\***

<i>GS Grade</i>	<i>FY 2002 Beginning Strength</i>	<i>% Left the Series</i>
3	7	29%
4	178	28%
5	813	18%
6	1,035	13%
7	3,174	11%
8	194	11%
9	1,825	15%
10	28	7%
11	2,322	15%
12	3,925	12%
13	4,281	13%
14	1,886	16%
15	986	22%
Other	1,478	11%
Total	22,132	

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

## EMPLOYMENT BY METROPOLITAN STATISTICAL AREA SEPTEMBER FY 2002

ALBANY, GA	22	FARGO-MOOREHEAD, ND-MN	16
ALBANY-SCHENECTADY-TROY, NY	63	FAYETTEVILLE, NC	45
ALBUQUERQUE, NM	103	FLAGSTAFF, AZ-UT	26
ALEXANDRIA, LA	23	FORT COLLINS-LOVELAND, CO	18
ANCHORAGE, AK	73	FORT LAUDERDALE-HOLLYWOOD, FL	31
ANNISTON, AL	58	FRESNO, CA	58
ATLANTA, GA	548	FT WALTON, FL	100
AUGUSTA, GA-SC	22	GRAND FORKS, ND-MN	15
AUSTIN, TX	43	GRAND RAPIDS, MI	28
BAKERSFIELD, CA	75	GREENSBORO-WINSTON-SALEM, NC	93
BALTIMORE, MD	183	HARRISBURG, PA	31
BANGOR, ME	22	HARTFORD, CT	85
BILLINGS, MT	33	HONOLULU, HI	127
BILOXI-GULFPORT, MS	62	HOUSTON, TX	112
BIRMINGHAM, AL	80	HUNTSVILLE, AL	43
BOISE CITY, ID	46	INDIANAPOLIS, IN	82
BOSTON, MA	403	JACKSON, MS	68
BREMERTON, WA	175	JACKSONVILLE, FL	300
BRYAN-COLLEGE STATION, TX	18	JACKSONVILLE, NC	37
BUFFALO, NY	74	KANSAS CITY, MO-KS	361
CHARLESTON, WV	19	KILLEEN-TEMPLE, TX	28
CHARLESTON-N. CHARLESTON, SC	45	KNOXVILLE, TN	41
CHARLOTTE-GASTONIA, NC	17	LAFAYETTE, LA	15
CHICAGO, IL	399	LAS CRUCES, NM	24
CINCINNATI, OH-KY-IN	44	LAS VEGAS, NV	57
CLARKSVILLE-HOPKINSVILLE, TN-KY	26	LEXINGTON-FAYETTE, KY	30
CLEVELAND, OH	124	LINCOLN, NE	22
COLORADO SPRINGS, CO	68	LITTLE ROCK-NORTH LITTLE ROCK, AR	83
COLUMBIA, SC	87	LOS ANGELES-LONG BEACH, CA	314
COLUMBUS, GA-AL	23	LOUISVILLE, KY-IN	64
COLUMBUS, OH	90	LUBBOCK, TX	21
CORPUS CHRISTIE, TX	103	MACON, GA	303
DALLAS-FORTWORTH, TX	644	MADISON, WI	17
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	35	MANCHESTER, NH	24
DAYTON, OH	523	MCALLEN-PHARR-EDINBURG, TX	15
DENVER-BOULDER, CO	588	MELBOURNE-TITUSVILLE-COCOA, FL	20
DES MOINES, IA	50	MEMPHIS, TN-AR-MS	168
DETROIT, MI	139	MIAMI, FL	65
DOTHAN, AL	19	MILWAUKEE, WI	61
DOVER, DE	19	MINNEAPOLIS-ST PAUL, MN-WI	158
EL PASO, TX	24	MOBILE, AL	15

MONMOUTH, NJ	32
MONTGOMERY, AL	51
NASHVILLE-DAVIDSON, TN	109
NASSAU-SUFFOLK, NY	118
NEW LONDON-NORWICH, CT-RI	24
NEW ORLEANS, LA	147
NEW YORK, NY-NJ	282
NEWARK, NJ	126
NEWBURG, NY-PA	36
NORFOLK-VA BEACH-PORTSMOUTH, VA - NC	238
OAKLAND, CA	44
OKLAHOMA CITY, OK	317
OMAHA, NE-IA	44
ORANGE COUNTY, CA	149
ORLANDO, FL	47
PARKERSBURG-MARIETTA, WV-OH	20
PENSACOLA, FL	26
PHILADELPHIA, PA-NJ	684
PHOENIX, AZ	173
PITTSBURGH, PA	100
PORTLAND, OR-WA	162
PORTSMOUTH-ROCHESTER, NH-ME	21
PROVIDENCE-WARWICK-PAWTUCKET, RI-MA	42
RALEIGH-DURHAM, NC	50
RICHMOND, VA	120
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	68
SACRAMENTO, CA	117
SALT LAKE CITY-OGDEN, UT	293
SAN ANTONIO, TX	207
SAN DIEGO, CA	270
SAN FRANCISCO-OAKLAND, CA	242
SAN JOSE, CA	65
SAN JUAN, PR	89
SANTA BARBARA-SANTA MARIA-LOMPOC, CA	24
SEATTLE-EVERETT, WA	260
SHREVEPORT, LA	22
SPOKANE, WA	49
SPRINGFIELD, IL	22
ST LOUIS, MO-IL	677
SYRACUSE, NY	30
TACOM, WA	30
TAMPA-ST PETERSBURG, FL	79
TEXARKANA, TX-TEXARKANA, AR	41
TOPEKA, KS	18
TUCSON, AZ	57
TULSA, OK	31

VALLEJO-FAIRFIELD-NAPA, CA	20
VENTURA, CA	37
WASHINGTON, DC-MD-VA	3,953
WICHITA, KS	32
YOLO, CA	18
YUMA, AZ	21
<b>SUBTOTAL</b>	<b>18,367</b>
OUTSIDE MSAS	3,564
OTHER MSAS	934
<b>TOTAL</b>	<b>22,865</b>



## AGENCY ABBREVIATIONS

DoD	Department of Defense
Educ.	Department of Education
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Administration
GSA	General Services Administration
HHS	Health and Human Services
HUD	Housing and Urban Development
Inter.	Department of the Interior
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
SBA	Small Business Administration
DOT	Department of Transportation
Treas.	Department of the Treasury
VA	Department of Veterans Affairs