



**ANNUAL REPORT ON THE
FEDERAL ACQUISITION WORKFORCE**

Fiscal Year 2005

July 2006



Federal Acquisition Institute

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FOREWORD

Purpose: This is the Federal Acquisition Institute's (FAI's) demographic report on the Federal acquisition workforce, showing trends by occupational series, employment level, grade, educational level, turnover and hiring for fiscal year 2005. The purpose of these data is to assist Federal managers with planning or evaluating their respective acquisition career management programs.

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

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

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

- **Establish and manage the federal acquisition certification programs:** FAI is developing and will administer, with agency involvement, the federal acquisition certification programs. A certification program for contracting was established in January 2006. Recommendations for the requirements for a program and project management certification are expected no later than October 1, 2006.
- **Deliver training:** Under the Acquisition Workforce Training Fund (AWTF), created by the Services Acquisition Reform Act of 2004, FAI provides training meant to ensure that the Federal acquisition workforce:
 - Adapts to fundamental changes in the nature of Federal Government acquisition of property and services associated with the changing roles of the Federal Government; and
 - Acquires new skills and a new perspective to enable it to contribute effectively in the changing environment of the 21st century.
- **Leverage existing and develop performance support tools:** In addition to formal training, the workforce requires performance support tools that deliver information when needed. FAI is collaborating with DAU and other agency training offices in expanding existing communities of practice to an integrated Federal environment.
- **Establish performance measures that agencies may use in assessing their acquisition workforce development programs:** In consultation with the Chief Acquisition Officers Council and other organizations, as appropriate, FAI establishes general performance measures that agencies may use in assessing their acquisition workforce development programs.
- **Special Studies & Reports:** FAI promotes and coordinates Government-wide research and studies to improve the procurement process and the laws, policies, methods, regulations, procedures and forms relating to acquisition by executive agencies. FAI also collects and analyzes acquisition workforce data from the Office of Personnel Management, the heads of executive agencies, ACMIS, and through periodic surveys from individual employees. This Annual Report is one of those studies.

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EXECUTIVE SUMMARY

Acquisition Workforce

On April 18, 2005, the Office of Federal Procurement Policy issued Policy Letter 05-01, Developing and Managing the Acquisition Workforce, replacing Policy Letters 92-03 and 97-01, which also had addressed the subject. The new letter builds on those previous efforts and more closely aligns DOD and civilian agency acquisition workforce requirements. It does not apply to agencies covered by the Defense Acquisition Workforce Improvement Act. Policy Letter 05-01 provides guidelines for the Chief Acquisition Officers of each agency to determine the composition of their respective agency's acquisition workforce.

Past reports examined the following six occupational series that are included in the acquisition workforce of a number of agencies: General Business and Industry (GS-1101), Contracting (GS-1102), Property Disposal (GS-1104), Purchasing (GS-1105), Procurement Clerical and Assistance (GS-1106) and Industrial Specialists (GS-1150). This year a seventh series has been added, Industrial Property Management (GS-1103), because it has generated increased interest for acquisition management in the Department of Defense (DOD). In some cases, data were not readily available for the 1103 series, resulting in exclusion of this series from some historical tables. For purposes of this report, comparisons will primarily be made for the six series referenced. For FY 2005, there were 59,477 personnel in these seven series. This is a net increase of 1,084 (2%) personnel since FY 1999. The change for these seven years is more dramatic for specific series: Industrial Property Management (GS-1103) decreases by 14%, Property Disposal (GS-1104) by 20%, Purchasing (GS-1105) by 18%, Procurement Clerical and Assistance (GS-1106) by 40%, and Industrial Specialists (GS-1150) by 11%. These decreases are partially offset by an increase of 14% in the General Business and Industry Series (GS-1101) over the same period. While the Contracting Series (GS-1102) experienced significant decreases prior to FY 1999, the series increased 3% in FY 2005 after having stabilized at about 27,000 between FY 1999 and FY 2004. (See Table 5-4, Acquisition Workforce by Year.)

Appendix A provides a context for approaches taken to define the Federal acquisition workforce. Appendix B provides a graphical comparison of certain DOD and civilian agency demographic information. Appendix C provides an explanation for approaches taken to accurately categorize the acquisition workforce by grade structure.

Retirement

Retirement eligibility in the Contracting Series (GS-1102) declined from 15% in FY 2004 to 13% in 2005. However, retirement eligibility for full retirement climbs to 32% in 2010 and 54% in 2015. (See Table 5-19, Retirement Eligibility by Agency.)

For purposes of this report, retirement rates for both Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) employees were calculated by comparing how many employees were eligible to retire, using the CSRS rules for regular retirement, with

how many actually retired. In FY 2005, loss rates for retirement eligibles increased from similar figures in FY 2004 for the GS-1101 General Business and Industry Series (21% vs. 19%) and for the GS-1105 Purchasing Series (20% vs. 17%). Loss rates for retirement eligibles decreased for the GS-1102 Contracting Series (17% vs. 19%), the GS-1104 Property Disposal Series (12% vs. 18%), the GS-1106 Procurement Clerical and Assistance Series (15% vs. 21%) and the GS-1150 Industrial Specialists Series (18% vs. 19%). (See Table 5-3, Turnover During FY 2005.)

Turnover

Statistics generated by the Defense Manpower Data Center (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. For FY 2003 and FY 2004, losses again were in excess of 2,000, rising to 2,197 and 2,443 respectively. For FY 2005 losses equaled 2,108. (See Table 5-5, Losses from Acquisition Positions.) In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This relationship continued in FY 2001. In FY 2002, hires exceeded losses by 686. For FY 2003 hires fell behind losses by 445 but hires exceeded losses in FY 2004 by 87. For FY 2005, hires again exceeded losses by 653. Hires in the General Business and Industry Series (GS-1101) remained above losses again in FY 2005 as did those in the Property Disposal Series (GS-1104). In the other series, losses outpaced hires in FY 2005. (See Table 5-6, Hires for the Acquisition Workforce.)

The average age for internal hires in the Contracting Series (GS-1102) decreased slightly in FY 2005 to 44.6, as did the age of the population in that series (45.8). The average age for external hires continued decreasing to 33.7. (See Table 5-14, Contracting Series Hires During FY 2005.)

Education

The percent of college graduates in the Contracting Series (GS-1102) rose from 67% in FY 2004 to 69% in FY 2005. (See Table 5-13, Females, Supervisors, Managers & College Graduates, by Grade.)

The percentage of college graduates among external hires in the Contracting Series (85%) continued to exceed that of internal hires (77%) for FY 2005. The percentage of college graduates hired externally decreased slightly over FY 2004 (from 88% to 85%). Those hired internally increased over the same period (from 69% to 77%). (See Table 5-14, Contracting Series Hires During FY 2005.)

Supervisors and Managers

The number of supervisors and managers in the acquisition professions increased slightly from 8,103 in FY 2004 to 8,463 in FY 2005. (See Table 5-9, Supervisory and Managerial Positions by Occupation.) In FY 2004, 102 employees in the General Business and Industry Series (GS-1101) and 68 in the Contracting Series (GS-1102) were in the Senior Executive Service (SES).

For FY 2005, the number of SES positions in the General Business and Industry Series increased to 108 and in the Contracting Series to 74. (See Table 5-2, Acquisition Workforce at a Glance.)

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 (OPM). 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 the Defense Manpower Data Center (DMDC) for assistance in the preparation of this report. Data in this report, unless otherwise noted, are as of September 30, 2005.

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. The minimum combinations of age and years of service qualifying for regular retirement under the Civil Service Retirement System (CSRS) are:

- Age 62 with 5 years of service,
- Age 60 with 20 years of service, and
- Age 55 with 30 years of service.

Since 1987, all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum age for retirement increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted, the tables in this report are based on the CSRS combination of age and years of service to qualify for retirement including those in FERS. No data are provided on employees eligible for "Early" retirement.) During the preparation of this year's report, DMDC corrected a coding discrepancy that in previous reports understated retirement eligibility percentages in two tables

included in the contracting section (Tables 5-14 and 5-19.) The approach used to capture retirement data will be periodically reevaluated along with other assumptions that are incorporated into the original ARFAW algorithms.

Turnover

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

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

| | FY02 | FY03 | FY04 | FY05 |
|----------------------|-------------|-------------|-------------|-------------|
| Series: 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 2004 and an "internal hire" for the GS-1102 series in Fiscal Year 2004. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 2005.

Losses

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

Hires

Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and returns to active duty following extended leave without pay. For the purposes of this report, "internal" hires include both:

- Movement from one to another of the five principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contracting Series (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees with at least three years of *substantially continuous creditable* civilian Federal service. (See Federal Personnel Manual, Chapters 315 and 351.)

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the five principal series at the beginning of the fiscal year. Tenure Group II, for the most part, consists of "career-conditional" employees (i.e., employees with less than three

years of *substantially continuous creditable* civilian service). (Tenure Group III employees are classified as “Other”.)

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

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

The Annual Report on the Federal Acquisition Workforce includes a number of tables that display various demographics by grade. With the advent of special pay plans, the original algorithms developed to provide there data have produced unsatisfactory results. This year DMDC was able to make a change in programming to improve the situation. Appendix C describes this issue in more detail as more refinements continue to be made to accurately capture the acquisition workforce by grade structure.

Average Grade Average grade computations exclude employees in the Senior Executive Service and others whose grades are not identified at a specific GS level.

Core Based Statistical Area Past reports included tables for several of the series showing the location of those in the series by Metropolitan Statistical Area (MSA). This year the relevant tables are based on Core Based Statistical Areas (CBSA) based on a change to the CPDF by the Office of Personnel Management. As a result, a broader representation of locations is included in the report.

SUMMARY STATISTICS
FY 2005

**TABLE 5-1 LOGISTICS OCCUPATIONS: POPULATIONS
AS OF SEPTEMBER 30, 2002, THROUGH SEPTEMBER 30, 2005**

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

TABLE 5-2 ACQUISITION WORKFORCE AT A GLANCE FY 2005

| | General Business and Industry GS-1101 | Contracting GS-1102 | Industrial Property Management GS-1103 | Property Disposal GS-1104 | Purchasing GS-1105 | Procurement Clerical and Assistance GS-1106 | Industrial Specialist GS-1150 | Total |
|--|---------------------------------------|---------------------|--|---------------------------|--------------------|---|-------------------------------|--------|
| Population | 23,937 | 27,589 | 526 | 666 | 3,098 | 2,370 | 1,291 | 59,477 |
| Average Grade | 10.57 | 11.09 | 11.24 | 10.79 | 6.86 | 5.99 | 11.11 | 10.45 |
| Average Age | 48.73 | 46.84 | 51.90 | 51.32 | 48.79 | 49.21 | 51.57 | 48.00 |
| Percent Female | 56% | 60% | 51% | 46% | 75% | 85% | 29% | 60% |
| Percent Eligible To Retire* | 15% | 13% | 31% | 27% | 18% | 21% | 34% | 15% |
| Percent Eligible To Retire FY 2015* | 55% | 54% | 83% | 79% | 62% | 64% | 81% | 57% |
| Percent College Graduates | 42% | 69% | 33% | 17% | 12% | 9% | 33% | 51% |
| Members, Senior Executive Service | 108 | 74 | 0 | 0 | 0 | 0 | 0 | 182 |

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

TABLE 5-3 TURNOVER DURING FY 2005

| | General Business and Industry GS-1101 | Contracting GS-1102 | Industrial Property Management GS-1103 | Property Disposal GS-1104 | Purchasing GS-1105 | Procurement Clerical and Assistance GS-1106 | Industrial Specialist GS-1150 |
|--|---------------------------------------|---------------------|--|---------------------------|--------------------|---|-------------------------------|
| Beginning Strength | 23,514 | 26,936 | 530 | 652 | 3,186 | 2,565 | 1,308 |
| Losses | 3,517 | 2,108 | 47 | 65 | 508 | 442 | 174 |
| Loss Rate¹ | 15% | 8% | 9% | 10% | 16% | 17% | 13% |
| Losses of Persons Eligible To Retire | 982 | 860 | 30 | 21 | 132 | 91 | 88 |
| Loss Rate of Persons Eligible To Retire² | 21% | 17% | 15% | 12% | 20% | 15% | 18% |
| Total Hires | 3,940 | 2,761 | 43 | 79 | 420 | 247 | 157 |
| Ratio of Internal to External Hires | 2.7 | 1 | 2 | 10 | 2 | 2.3 | 3.5 |
| Percent Hires with College Degrees | 41% | 80% | 51% | 10% | 17% | 17% | 41% |
| Net Change | 423 | 653 | -4 | 14 | -88 | -195 | -17 |
| End Strength | 23,937 | 27,589 | 526 | 666 | 3,098 | 2,370 | 1,291 |

¹ Losses are a percentage of beginning year strength.

² Loss rate is a percentage of all persons eligible for regular retirement at the beginning of FY 2005, plus those who become eligible to retire.

TABLE 5-4 ACQUISITION WORKFORCE BY YEAR FY 1999 - FY 2005

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| General Business and Industry (GS-1101) | 20,955 | 21,225 | 22,132 | 22,865 | 23,008 | 23,514 | 23,937 |
| Contracting (GS-1102) | 26,775 | 26,751 | 26,608 | 27,294 | 26,849 | 26,936 | 27,589 |
| Industrial Property Management (GS-1103) | 609 | 610 | 595 | 565 | 539 | 530 | 526 |
| Property Disposal (GS-1104) | 837 | 766 | 711 | 685 | 674 | 652 | 666 |
| Purchasing (GS-1105) | 3,793 | 3,414 | 3,252 | 3,321 | 3,210 | 3,186 | 3,098 |
| Procurement Clerical and Assistance (GS-1106) | 3,966 | 3,583 | 3,276 | 3,120 | 2,831 | 2,565 | 2,370 |
| Industrial Specialist (GS-1150) | 1,458 | 1,411 | 1,413 | 1,364 | 1,299 | 1,308 | 1,291 |
| Total Workforce | 58,393 | 57,760 | 57,987 | 59,214 | 58,410 | 58,691 | 59,477 |

TABLE 5-5 LOSSES FROM ACQUISITION POSITIONS BY YEAR FY 2001 - FY 2005

| | Beginning Year Strength FY 2005 | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | |
|--|---------------------------------|-------|-----|-------|-----|-------|-----|-------|-----|-------|-----|
| | | | | | | | | | | | |
| General Business and Industry (GS-1101) | 23,514 | 2,666 | 13% | 3,040 | 14% | 2,942 | 13% | 3,112 | 14% | 3,517 | 15% |
| Contracting (GS-1102) | 26,936 | 1,947 | 7% | 1,761 | 7% | 2,197 | 8% | 2,443 | 9% | 2,108 | 8% |
| Property Disposal (GS-1104) | 652 | 109 | 14% | 110 | 15% | 75 | 11% | 85 | 13% | 65 | 10% |
| Purchasing (GS-1105) | 3,186 | 686 | 20% | 483 | 15% | 556 | 17% | 491 | 15% | 508 | 16% |
| Procurement Clerical and Assistance (GS-1106) | 2,565 | 735 | 21% | 632 | 19% | 590 | 19% | 586 | 21% | 442 | 17% |
| Industrial Specialist (GS-1150) | 1,308 | 205 | 15% | 190 | 13% | 197 | 14% | 188 | 14% | 174 | 13% |

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

TABLE 5-6 HIRES FOR THE ACQUISITION WORKFORCE BY YEAR FY 2001 - FY 2005

| | End-of-Year Strength for FY 2005 | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | |
|--|----------------------------------|-------|------------|-------|------------|-------|------------|-------|------------|-------|------------|
| General Business and Industry (GS-1101) | 23,937 | 3,573 | 16% | 3,773 | 17% | 3,085 | 13% | 3,618 | 15% | 3,940 | 16% |
| Contracting (GS-1102) | 27,589 | 1,804 | 7% | 2,447 | 9% | 1,752 | 7% | 2,530 | 9% | 2,761 | 10% |
| Property Disposal (GS-1104) | 666 | 54 | 8% | 84 | 12% | 64 | 9% | 63 | 10% | 79 | 12% |
| Purchasing (GS-1105) | 3,098 | 524 | 16% | 552 | 17% | 445 | 14% | 467 | 15% | 420 | 14% |
| Procurement Clerical and Assistance (GS-1106) | 2,370 | 428 | 14% | 476 | 15% | 301 | 11% | 320 | 12% | 247 | 10% |
| Industrial Specialist (GS-1150) | 1,291 | 207 | 15% | 141 | 10% | 132 | 10% | 197 | 15% | 157 | 12% |

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

TABLE 5-7 EDUCATIONAL LEVELS BY OCCUPATION FY 2005

| | General Business and Industry GS-1101 | Contracting GS-1102 | Industrial Property Mgmt GS-1103 | Property Disposal GS-1104 | Purchasing GS-1105 | Procurement Clerical and Assistance GS-1106 | Industrial Specialist GS-1150 |
|----------------------------------|---------------------------------------|---------------------|----------------------------------|---------------------------|--------------------|---|-------------------------------|
| No Degree | 13,266 | 8,358 | 354 | 548 | 2,705 | 2,147 | 863 |
| BA-BS | 5,655 | 11,866 | 132 | 82 | 315 | 161 | 294 |
| Post Graduate Study | 4,359 | 7,247 | 40 | 30 | 56 | 41 | 133 |
| Unknown | 657 | 118 | 0 | 6 | 22 | 21 | 1 |
| Total | 23,937 | 27,589 | 526 | 666 | 3,098 | 2,370 | 1,291 |
| Percent College Graduates | 42% | 69% | 33% | 17% | 12% | 9% | 33% |

TABLE 5-8 ACADEMIC MAJORS OF COLLEGE GRADUATES FY 2005

| | General Business and Industry GS-1101 | Contracting GS-1102 | Industrial Property Management GS-1103 | Property Disposal GS-1104 | Purchasing GS-1105 | Procurement Clerical and Assistance GS-1106 | Industrial Specialist GS-1150 |
|---|--|----------------------------|---|----------------------------------|---------------------------|--|--------------------------------------|
| Business | 3,990 | 10,980 | 35 | 52 | 154 | 70 | 79 |
| Information Management | 151 | 219 | 0 | 1 | 10 | 4 | 5 |
| Engineering | 535 | 139 | 0 | 1 | 1 | 0 | 36 |
| Law | 187 | 239 | 1 | 0 | 2 | 0 | 1 |
| Mathematics | 72 | 81 | 0 | 2 | 0 | 2 | 3 |
| Physical Sciences | 89 | 55 | 1 | 1 | 4 | 0 | 6 |
| Public Administration | 373 | 672 | 2 | 4 | 8 | 2 | 5 |
| Other | 3,780 | 4,645 | 17 | 51 | 185 | 85 | 63 |
| Major Unknown | 837 | 2,083 | 116 | 0 | 7 | 39 | 229 |
| Total | 10,014 | 19,113 | 172 | 112 | 371 | 202 | 427 |
| *Business, Law & Public Administration | 45% | 62% | 22% | 50% | 44% | 36% | 20% |

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

TABLE 5-9 SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY 2005

| Occupation | Supervisory/ Managerial | Other | Total |
|---|--------------------------------|--------------|--------------|
| General Business and Industry (GS-1101) | 4,522 | 19,415 | 23,937 |
| Contracting (GS-1102) | 3,657 | 23,932 | 27,589 |
| Industrial Property Management (GS-1103) | 13 | 513 | 526 |
| Property Disposal (GS-1104) | 124 | 542 | 666 |
| Purchasing (GS-1105) | 52 | 3,046 | 3,098 |
| Procurement Clerical and Assistance (GS-1106) | 9 | 2,361 | 2,370 |
| Industrial Specialist (GS-1150) | 86 | 1,205 | 1,291 |
| Total | 8,463 | 51,014 | 59,477 |

CONTRACTING SERIES
(GS-1102)
FY 2005

TABLE 5-10 CONTRACTING SERIES FY 1992 - FY 2005

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|
| Population | 31,794 | 26,775 | 26,751 | 26,608 | 27,294 | 26,849 | 26,936 | 27,589 |
| Average Grade | 11.20 | 11.17 | 11.16 | 11.20 | 11.17 | 11.14 | 11.09 | 11.09 |
| Average Age | 43.08 | 45.84 | 46.32 | 46.64 | 46.79 | 47.98 | 46.90 | 46.84 |
| Percent Female | 56% | 60% | 61% | 61% | 61% | 61% | 61% | 60% |
| Percent Eligible To Retire* | 5% | 8% | 8% | 10% | 12% | 18% | 15% | 13% |
| Percent Eligible To Retire in FY+10 * | 27% | 50% | 45% | 52% | 54% | 61% | 58% | 54% |
| Percent College Graduates | 54% | 59% | 59% | 61% | 63% | 65% | 67% | 69% |
| Members, Senior Executive Service | 86 | 66 | 68 | 71 | 71 | 69 | 68 | 74 |

* Based on CSRS retirement rules.

TABLE 5-11 TURNOVER IN THE CONTRACTING SERIES FY 1992 - FY 2005

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|
| Beginning Strength | 31,436 | 27,400 | 26,775 | 26,751 | 26,608 | 27,294 | 26,849 | 26,936 |
| Losses | 1,828 | 2,188 | 1,843 | 1,947 | 1,761 | 2,197 | 2,443 | 2,108 |
| Loss Rate | 6% | 8% | 7% | 7% | 7% | 8% | 9% | 8% |
| Losses of Persons Eligible To Retire* | 240 | 637 | 440 | 613 | 586 | 834 | 884 | 860 |
| Loss Rate of Persons Eligible To Retire* | 16% | 23% | 17% | 19% | 16% | 16% | 19% | 17% |
| Total Hires | 2,186 | 1,563 | 1,819 | 1,804 | 2,447 | 1,752 | 2,530 | 2,761 |
| Percent Hires with College Degrees | 50% | 59% | 57% | 73% | 75% | 78% | 79% | 80% |
| Net Change | +358 | -625 | -24 | -143 | 686 | -445 | 87 | 653 |
| End Strength | 31,794 | 26,775 | 26,751 | 26,608 | 27,294 | 26,849 | 26,936 | 27,589 |

* Based on CSRS retirement rules

TABLE 5-12 AGENCY BY GRADE FY 2005

| GS Grade | USAF | USA | DON | Other DOD | USDA | DOC | ED | DOE | EPA | GSA | HHS | DHS | HUD |
|----------|-------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 5 | 40 | 42 | 8 | 15 | 3 | 1 | 0 | 0 | 1 | 4 | 2 | 2 | 0 |
| 7 | 190 | 260 | 194 | 243 | 15 | 2 | 5 | 5 | 15 | 83 | 27 | 22 | 0 |
| 9 | 441 | 565 | 194 | 415 | 42 | 8 | 4 | 13 | 14 | 75 | 56 | 41 | 5 |
| 11 | 1,081 | 954 | 379 | 1,561 | 106 | 10 | 3 | 22 | 19 | 55 | 90 | 78 | 3 |
| 12 | 1,770 | 1,501 | 1,343 | 1,637 | 258 | 33 | 8 | 134 | 67 | 641 | 165 | 164 | 27 |
| 13 | 728 | 980 | 737 | 599 | 127 | 24 | 18 | 140 | 104 | 403 | 228 | 116 | 12 |
| 14 | 190 | 224 | 205 | 174 | 36 | 25 | 7 | 109 | 46 | 121 | 102 | 125 | 14 |
| 15 | 67 | 44 | 82 | 45 | 7 | 12 | 6 | 39 | 21 | 33 | 40 | 65 | 9 |
| Other | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NS | 374 | 782 | 506 | 178 | 8 | 55 | 1 | 19 | 7 | 12 | 19 | 86 | 3 |
| All | 4,881 | 5,352 | 3,649 | 4,867 | 602 | 170 | 52 | 481 | 294 | 1,427 | 729 | 699 | 73 |
| Avg. | 11.48 | 11.41 | 11.81 | 11.35 | 11.82 | 12.51 | 12.20 | 12.84 | 12.40 | 12.01 | 12.20 | 12.38 | 12.70 |

| GS Grade | DOI | DOJ | DOL | NASA | NSF | NRC | SBA | DOS | DOT | Treas | VA | All Other | Total |
|----------|-------|-------|-------|-------|-------|------|-------|-------|-------|-------|-------|-----------|--------|
| 5 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 1 | 129 |
| 7 | 37 | 11 | 1 | 20 | 0 | 0 | 0 | 5 | 6 | 22 | 31 | 19 | 1,213 |
| 9 | 75 | 104 | 1 | 32 | 1 | 0 | 0 | 2 | 9 | 36 | 85 | 26 | 2,244 |
| 11 | 124 | 77 | 5 | 79 | 5 | 0 | 0 | 7 | 15 | 38 | 185 | 27 | 4,923 |
| 12 | 237 | 77 | 10 | 187 | 3 | 0 | 5 | 27 | 20 | 78 | 323 | 62 | 8,777 |
| 13 | 125 | 99 | 19 | 214 | 4 | 0 | 45 | 51 | 38 | 114 | 107 | 101 | 5,133 |
| 14 | 53 | 88 | 9 | 91 | 5 | 0 | 9 | 31 | 31 | 123 | 50 | 71 | 1,939 |
| 15 | 14 | 14 | 4 | 77 | 1 | 0 | 1 | 9 | 12 | 19 | 7 | 30 | 658 |
| Other | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 15 |
| NS | 9 | 13 | 0 | 18 | 0 | 25 | 2 | 11 | 211 | 41 | 4 | 174 | 2,558 |
| All | 675 | 497 | 49 | 718 | 19 | 25 | 62 | 143 | 342 | 472 | 800 | 511 | 27,589 |
| Avg. | 11.60 | 11.70 | 12.73 | 12.50 | 12.47 | N.A. | 13.10 | 12.77 | 12.49 | 12.36 | 11.48 | 12.37 | 11.69 |

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

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

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

TABLE 5-13 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES BY GRADE FY 2005

| GS Grade | Population | Female | Supervisory/ Managerial | College Graduates |
|-----------------|-------------------|---------------|--------------------------------|--------------------------|
| 5 | 129 | 62% | 0% | 75% |
| 7 | 1,213 | 57% | 0% | 78% |
| 9 | 2,244 | 61% | 0% | 71% |
| 11 | 4,923 | 65% | 2% | 60% |
| 12 | 8,777 | 63% | 5% | 63% |
| 13 | 5,133 | 58% | 20% | 77% |
| 14 | 1,939 | 53% | 43% | 83% |
| 15 | 658 | 47% | 75% | 91% |
| Other | 15 | 53% | 0% | 40% |
| NS | 2,558 | 56% | 30% | 72% |
| Total | 27,589 | 60% | 13% | 69% |

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

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

FIGURE 5-1 RECRUITMENT PATTERN FOR THE CONTRACTING SERIES POSITIONS

During Fiscal Year 2005, a total of 2,761 individuals joined the Contract Specialist (GS-1102) series and an additional 1,001 changed from one agency to another. Of those individuals new to the series, 1,345 (49%) were recruited from outside the Government. Another 1,323 (48%) came from various series within the Government. The hiring source was not indicated for the remaining 93 (3%) hires.

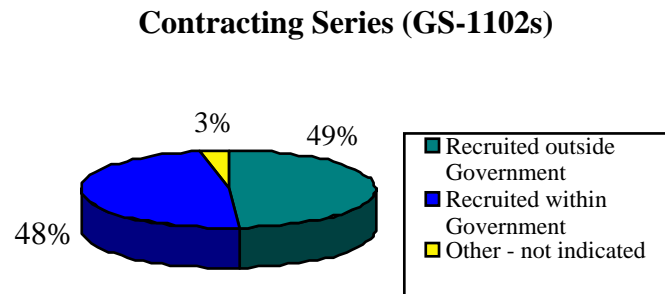


FIGURE 5-2 PERCENTAGE OF COLLEGE GRADUATES

In Fiscal Year 2005, 85% of the external hires were college graduates, compared with 77% of the internal hires, 59% of other hires, 80% of those who changed agencies and 69% of the total Contracting Series. About 59% of all college graduates in the Contracting Series majored in business, law, or public administration.

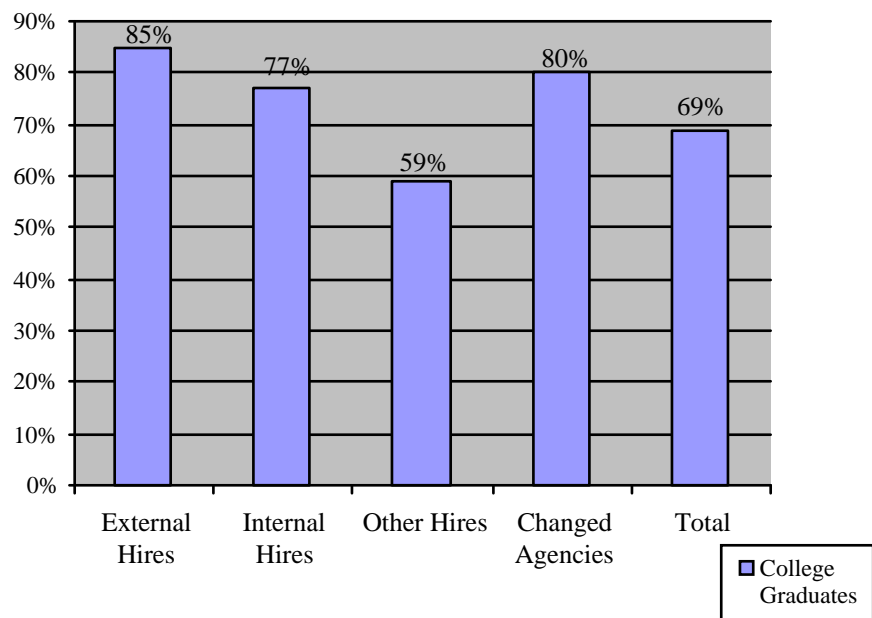


TABLE 5-14 CONTRACTING SERIES HIRES DURING FY 2005

| | Internal Hires | External Hires | Other Hires | Changed Agencies | No Change | Total |
|---|-----------------------|-----------------------|--------------------|-------------------------|------------------|--------------|
| Total | 1,323 | 1,345 | 93 | 1,001 | 23,827 | 27,589 |
| Percent FY 2005 Workforce | 5% | 5% | 0% | 4% | 86% | 100% |
| Percent College Graduates | 77% | 85% | 59% | 80% | 68% | 69% |
| Percent Business, Law, or Public Administration Majors ¹ | 64% | 55% | 49% | 56% | 59% | 59% |
| Average Age | 44.58 | 33.67 | 42.8 | 44.23 | 46.68 | 45.84 |
| Percent Eligible To Retire FY 2005 | 7% | 1% | 10% | 9% | 14% | 13% |
| Percent Eligible To Retire FY 2010 | 20% | 4% | 17% | 29% | 34% | 32% |
| Percent Eligible To Retire FY 2015 | 42% | 17% | 45% | 53% | 57% | 54% |

¹ Percent of college graduates only. Figures do not include the majors of those who attended college but did not graduate.

TABLE 5-15 CONTRACTING SERIES HIRES DURING FY 2005 BY GRADE LEVEL

| GS Grade | Population as of 9/30/2005 | Internal Hires During FY 2005 | External Hires During FY 2005 | Other Hires During FY 2005 | No Change | Changed Agencies |
|-----------------|-----------------------------------|--------------------------------------|--------------------------------------|-----------------------------------|------------------|-------------------------|
| 5 | 129 | 43 | 75 | 7 | 4 | 0 |
| 7 | 1,213 | 189 | 761 | 12 | 245 | 6 |
| 9 | 2,244 | 172 | 195 | 13 | 1,825 | 39 |
| 11 | 4,923 | 198 | 107 | 14 | 4,456 | 148 |
| 12 | 8,777 | 296 | 81 | 11 | 8,098 | 291 |
| 13 | 5,133 | 188 | 45 | 5 | 4,660 | 235 |
| 14 | 1,939 | 84 | 10 | 1 | 1,685 | 159 |
| 15 | 658 | 44 | 4 | 1 | 578 | 31 |
| Other | 15 | 1 | 0 | 0 | 14 | 0 |
| NS | 2,558 | 108 | 67 | 29 | 2,262 | 92 |
| Total | 27,589 | 1,323 | 1,345 | 93 | 23,827 | 1,001 |

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

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

**TABLE 5-16 CONTRACTING SERIES HIRES BY AGENCY
DURING FY 2005**

| | Internal Hires | External Hires | Other Hires | Recruited From Other Agencies | Total Hires ¹ | No Change | All | Total Hires as a Percent of the FY 2005 Workforce ¹ |
|---------------------------------|----------------|----------------|-------------|-------------------------------|--------------------------|---------------|---------------|--|
| USAF | 460 | 283 | 19 | 71 | 833 | 4,048 | 4,881 | 17% |
| USA | 193 | 294 | 20 | 162 | 669 | 4,683 | 5,352 | 12% |
| DON | 65 | 157 | 4 | 61 | 287 | 3,362 | 3,649 | 8% |
| Other DOD | 181 | 240 | 10 | 124 | 555 | 4,312 | 4,867 | 11% |
| USDA | 39 | 11 | 1 | 33 | 84 | 518 | 602 | 14% |
| DOC | 10 | 8 | 0 | 18 | 36 | 134 | 170 | 21% |
| ED | 2 | 3 | 0 | 1 | 6 | 46 | 52 | 12% |
| DOE | 22 | 9 | 0 | 41 | 72 | 409 | 481 | 15% |
| EPA | 10 | 18 | 0 | 12 | 40 | 254 | 294 | 14% |
| GSA | 51 | 107 | 0 | 98 | 256 | 1,171 | 1,427 | 18% |
| HHS | 40 | 22 | 1 | 41 | 104 | 625 | 729 | 14% |
| DHS | 45 | 32 | 3 | 100 | 180 | 519 | 699 | 26% |
| HUD | 6 | 0 | 0 | 4 | 10 | 63 | 73 | 14% |
| DOI | 37 | 27 | 1 | 55 | 120 | 555 | 675 | 18% |
| DOJ | 24 | 6 | 0 | 15 | 45 | 452 | 497 | 9% |
| DOL | 3 | 2 | 0 | 5 | 10 | 39 | 49 | 20% |
| NASA | 9 | 14 | 9 | 12 | 44 | 674 | 718 | 6% |
| NSF | 0 | 0 | 0 | 2 | 2 | 17 | 19 | 10% |
| NRC | 1 | 0 | 0 | 2 | 3 | 22 | 25 | 12% |
| SBA | 2 | 1 | 0 | 6 | 9 | 53 | 62 | 15% |
| DOS | 6 | 12 | 3 | 5 | 26 | 117 | 143 | 18% |
| DOT | 12 | 15 | 3 | 17 | 47 | 295 | 342 | 14% |
| Treas | 28 | 27 | 1 | 41 | 97 | 375 | 472 | 21% |
| VA | 45 | 31 | 1 | 43 | 120 | 680 | 800 | 15% |
| All Other | 32 | 26 | 17 | 32 | 107 | 404 | 511 | 21% |
| All Agencies¹ | 1,323 | 1,345 | 93 | 1,001 | 3,762 | 23,827 | 27,589 | 10% |

¹ The "All Agency" figure for the percent of the FY 2005 workforce (10%) excludes employees who changed agencies (e.g., recruited from Agriculture to work for Navy).

**TABLE 5-17 LOSSES IN THE CONTRACTING SERIES BY AGENCY
DURING FY 2005**

| | FY 2005 Beginning Strength | Left the Series | Changed Agencies | Stayed | Loss Rate* |
|----------------------|---------------------------------------|----------------------------|-----------------------------|---------------|-------------------|
| USAF | 4,484 | 309 | 127 | 4,048 | 10% |
| USA | 5,221 | 360 | 178 | 4,683 | 10% |
| DON | 3,794 | 269 | 163 | 3,362 | 11% |
| Other DOD | 4,823 | 363 | 148 | 4,312 | 11% |
| USDA | 612 | 62 | 32 | 518 | 15% |
| DOC | 163 | 16 | 13 | 134 | 18% |
| ED | 49 | 3 | 0 | 46 | 6% |
| DOE | 457 | 39 | 9 | 409 | 11% |
| EPA | 293 | 22 | 17 | 254 | 13% |
| GSA | 1,324 | 120 | 33 | 1,171 | 12% |
| HHS | 703 | 64 | 14 | 625 | 11% |
| DHS | 616 | 54 | 43 | 519 | 16% |
| HUD | 85 | 13 | 9 | 63 | 26% |
| DOI | 649 | 57 | 37 | 555 | 14% |
| DOJ | 539 | 47 | 40 | 452 | 16% |
| DOL | 45 | 5 | 1 | 39 | 13% |
| NASA | 753 | 60 | 19 | 674 | 10% |
| NSF | 18 | 0 | 1 | 17 | 6% |
| NRC | 27 | 5 | 0 | 22 | 19% |
| SBA | 69 | 15 | 1 | 53 | 23% |
| DOS | 135 | 12 | 6 | 117 | 13% |
| DOT | 353 | 38 | 20 | 295 | 16% |
| Treas | 444 | 41 | 28 | 375 | 16% |
| VA | 782 | 78 | 24 | 680 | 13% |
| All Other | 498 | 56 | 38 | 404 | 19% |
| All Agencies* | 26,936 | 2,108 | 1,001 | 23,827 | 8% |

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

TABLE 5-18 LOSSES DURING FY 2005 BY GRADE LEVEL

| GS Grade | FY 2005 Beginning Strength | Percent Left the Series | Percent Changed Agencies |
|--------------|----------------------------|-------------------------|--------------------------|
| 3 | 1 | 100% | 0% |
| 5 | 127 | 11% | 2% |
| 6 | 1 | 100% | 0% |
| 7 | 1,240 | 6% | 2% |
| 8 | 2 | 0% | 0% |
| 9 | 2,115 | 10% | 4% |
| 10 | 14 | 14% | 0% |
| 11 | 5,101 | 6% | 4% |
| 12 | 8,555 | 7% | 3% |
| 13 | 4,956 | 8% | 4% |
| 14 | 1,763 | 9% | 5% |
| 15 | 577 | 12% | 3% |
| Other | 2,484 | 11% | 4% |
| Total | 26,936 | | |

TABLE 5-19 RETIREMENT ELIGIBILITY BY AGENCY FY 2005

| | FY 2005 Population | Eligible in FY2005 | Eligible in FY 2010 | Eligible in FY 2015 |
|------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|
| USAF | 4,881 | 4% | 13% | 32% |
| USA | 5,352 | 18% | 41% | 66% |
| DON | 3,649 | 16% | 38% | 60% |
| Other DOD | 4,867 | 19% | 39% | 61% |
| USDA | 602 | 10% | 26% | 53% |
| DOC | 170 | 11% | 29% | 47% |
| ED | 52 | 4% | 12% | 38% |
| DOE | 481 | 19% | 42% | 65% |
| EPA | 294 | 14% | 34% | 55% |
| GSA | 1,427 | 9% | 22% | 43% |
| HHS | 729 | 16% | 35% | 61% |
| DHS | 699 | 11% | 36% | 62% |
| HUD | 73 | 12% | 32% | 56% |
| DOI | 675 | 14% | 35% | 58% |
| DOJ | 497 | 4% | 17% | 38% |
| DOL | 49 | 8% | 20% | 45% |
| NASA | 718 | 16% | 33% | 54% |
| NSF | 19 | 16% | 42% | 63% |
| NRC | 25 | 16% | 44% | 68% |
| SBA | 62 | 26% | 58% | 81% |
| DOS | 143 | 6% | 14% | 35% |
| DOT | 342 | 14% | 36% | 58% |
| Treas | 472 | 10% | 26% | 48% |
| VA | 800 | 10% | 28% | 52% |
| All Other | 511 | 13% | 30% | 54% |
| Total | 27,589 | 13% | 32% | 54% |

TABLE 5-20 COLLEGE GRADUATES BY AGENCY AND GRADE FY 2005

| | GS 5 & 7 | GS 9 & 12 | GS 13-15 | All Grades* |
|------------------|---------------------|----------------------|-----------------|--------------------|
| USAF | 91% | 78% | 95% | 83% |
| Army | 73% | 60% | 75% | 65% |
| DON | 82% | 64% | 78% | 70% |
| Other DOD | 77% | 66% | 78% | 69% |
| USDA | 61% | 52% | 71% | 58% |
| DOC | 67% | 47% | 79% | 64% |
| ED | 100% | 93% | 81% | 86% |
| DOE | 80% | 57% | 89% | 77% |
| EPA | 94% | 61% | 87% | 78% |
| GSA | 76% | 49% | 73% | 60% |
| HHS | 59% | 46% | 73% | 61% |
| DHS | 54% | 37% | 80% | 59% |
| HUD | 0% | 37% | 66% | 51% |
| DOI | 89% | 48% | 80% | 59% |
| DOJ | 69% | 45% | 74% | 58% |
| DOL | 0% | 31% | 72% | 57% |
| NASA | 70% | 72% | 92% | 83% |
| NSF | 0% | 67% | 90% | 79% |
| SBA | 0% | 40% | 56% | 55% |
| DOS | 80% | 53% | 55% | 55% |
| DOT | 100% | 61% | 81% | 76% |
| Treas | 35% | 43% | 66% | 57% |
| VA | 68% | 51% | 88% | 60% |
| All Other | 75% | 49% | 74% | 65% |

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

**TABLE 5-21 EMPLOYMENT BY CORE BASED STATISTICAL AREA
FY 2005**

| | | | |
|-------------------------------------|-----|---|-----|
| ALAMOGORDO, NM | 25 | ELIZABETHTOWN, KY | 42 |
| ALBANY, GA | 24 | ENTERPRISE-OZARK, AL | 16 |
| ALBANY-SCHENECTADY-TROY, NY | 28 | FAIRBANKS, AK | 19 |
| ALBUQUERQUE, NM | 244 | FAYETTEVILLE, NC | 84 |
| ALTUS, OK | 16 | FORT COLLINS-LOVELAND, CO | 18 |
| ANCHORAGE, AK | 109 | FORT LEONARD WOOD, MO | 19 |
| ANNISTON-OXFORD, AL | 40 | FORT POLK SOUTH, LA | 16 |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 420 | FORT WALTON BEACH-CRESTVIEW-DESTIN, FL | 197 |
| ATLANTIC CITY, NJ | 24 | GOLDSBORO, NC | 15 |
| AUGUSTA-RICHMOND COUNTY, GA-SC | 65 | GRAND FORKS, ND-MN | 17 |
| AUSTIN-ROUND ROCK, TX | 30 | GREAT FALLS, MT | 20 |
| BAKERSFIELD, CA | 147 | GULFPORT-BILOXI, MS | 78 |
| BALTIMORE-TOWSON, MD | 438 | HARRISBURG-CARLISLE, PA | 222 |
| BATTLE CREEK, MI | 41 | HARTFORD-WEST HARTFORD-EAST HARTFORD, CT | 54 |
| BILLINGS, MT | 20 | HINESVILLE-FORT STEWART, GA | 30 |
| BINGHAMTON, NY | 15 | HONOLULU, HI | 280 |
| BIRMINGHAM-HOOVER, AL | 33 | HOUSTON-SUGAR LAND-BAYTOWN, TX | 184 |
| BOISE CITY-NAMPA, ID | 41 | HUNTSVILLE, AL | 856 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 475 | IDAHO FALLS, ID | 23 |
| BREMERTON-SILVERDALE, WA | 90 | INDIANAPOLIS, IN | 82 |
| BRIDGEPORT-STAMFORD-NORWALK, CT | 38 | JACKSON, MS | 24 |
| BRUNSWICK, GA | 22 | JACKSONVILLE, FL | 118 |
| BUFFALO-NIAGARA FALLS, NY | 34 | JACKSONVILLE, NC | 29 |
| BURLINGTON-SOUTH BURLINGTON, VT | 23 | KANSAS CITY, MO-KS | 244 |
| CHARLESTON-NORTH CHARLESTON, SC | 158 | KENNEWICK-RICHLAND-PASCO, WA | 24 |
| CHEYENNE, WY | 33 | KILLEEN-TEMPLE-FORT HOOD, TX | 62 |
| CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI | 331 | KNOXVILLE, TN | 30 |
| CINCINNATI-MIDDLETOWN, OH-KY-IN | 82 | LAS CRUCES, NM | 31 |
| CLARKSVILLE, TN-KY | 25 | LAS VEGAS-PARADISE, NV | 56 |
| CLEVELAND-ELYRIA-MENTOR, OH | 108 | LAWTON, OK | 22 |
| CLOVIS, NM | 18 | LEXINGTON PARK, MD | 372 |
| COLORADO SPRINGS, CO | 267 | LEXINGTON-FAYETTE, KY | 21 |
| COLUMBIA, SC | 24 | LITTLE ROCK-NORTH LITTLE ROCK, AR | 47 |
| COLUMBUS, GA-AL | 30 | LOS ANGELES-LONG BEACH-SANTA ANA, CA | 455 |
| COLUMBUS, OH | 580 | LOUISVILLE, KY-IN | 42 |
| CORPUS CHRISTI, TX | 21 | MANCHESTER-NASHUA, NH | 21 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 444 | MANHATTAN, KS | 22 |
| DAVENPORT-MOLINE-ROCK ISLAND, IA-IL | 389 | MEMPHIS, TN-MS-AR | 25 |
| DAYTON, OH | 737 | MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL | 59 |
| DEL RIO, TX | 16 | MILWAUKEE-WAUKESHA-WEST ALLIS, WI | 42 |
| DENVER-AURORA, CO | 317 | MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI | 84 |
| DETROIT-WARREN-LIVONIA, MI | 465 | MINOT, ND | 15 |
| DOVER, DE | 23 | | |
| DURHAM, NC | 80 | | |
| EAST STROUDSBURG, PA | 15 | | |
| EL PASO, TX | 35 | | |
| ELIZABETH CITY, NC | 33 | | |

| | | | |
|---|-------|---|---------------|
| MOBILE, AL | 30 | SAN DIEGO-CARLSBAD-SAN MARCOS | 476 |
| MONTGOMERY, AL | 99 | SAN FRANCISCO-OAKLAND-FREMONT | 180 |
| MORGANTOWN, WV | 29 | SAN JOSE-SUNNYVALE-SANTA CLARA | 79 |
| NASHVILLE-DAVIDSON-MURFREESBORO, TN | 39 | SAN JUAN-CAGUAS-GUAYNABO, PR | 28 |
| NEW BERN, NC | 19 | SANTA BARBARA-SANTA MARIA, CA | 52 |
| NEW ORLEANS-METAIRIE-KENNER, LA | 99 | SAVANNAH, GA | 30 |
| NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA | 898 | SEATTLE-TACOMA-BELLEVUE, WA | 264 |
| NORWICH-NEW LONDON, CT | 35 | SHREVEPORT-BOSSIER CITY, LA | 18 |
| OGDEN-CLEARFIELD, UT | 326 | SIERRA VISTA-DOUGLAS, AZ | 83 |
| OKLAHOMA CITY, OK | 494 | SPOKANE, WA | 26 |
| OMAHA-COUNCIL BLUFFS, NE-IA | 86 | SPRINGFIELD, MA | 23 |
| ORLANDO-KISSIMEE, FL | 200 | ST. LOUIS, MO-IL | 378 |
| OXNARD-THOUSAND OAKS-VENTURA, CA | 79 | STOCKTON, CA | 25 |
| PALM BAY-MELBOURNE-TITUSVILLE, FL | 192 | SUMTER, SC | 21 |
| PANAMA CITY-LYNN HAVEN, FL | 63 | SYRACUSE, NY | 31 |
| PARKERSBURG-MARIETTA-VIENNA, WV- OH | 50 | TAMPA-ST. PETERSBURG-CLEARWATER | 112 |
| PASCAGOULA, MS | 24 | TUCSON, AZ | 85 |
| PENSACOLA-FERRY PASS-BRENT, FL | 23 | TULSA, OK | 23 |
| PHILADELPHIA-CAMDEN-WILMINGTON, PA- NJ-DE-MD | 1,269 | UTICA-ROME, NY | 50 |
| PHOENIX-MESA-SCOTTSDALE, AZ | 131 | VALDOSTA, GA | 16 |
| PINE BLUFF, AR | 23 | VALLEJO-FAIRFIELD, CA | 36 |
| PITTSBURGH, PA | 90 | VICKSBURG, MS | 44 |
| PORTLAND-SOUTH PORTLAND-BIDDEFORD, ME | 31 | VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC | 695 |
| PORTLAND-VANCOUVER-BEAVERTON, OR- WA | 132 | WALLA WALLA, WA | 18 |
| POUGHKEEPSIE-NEWBURGH-MIDDLETOWN, NY | 35 | WARNER ROBINS, GA | 329 |
| PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA | 88 | WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV | 5,592 |
| RAPID CITY, SD | 21 | WATERTOWN-FORT DRUM, NY | 24 |
| RICHMOND, VA | 667 | WICHITA FALLS, TX | 26 |
| RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 89 | WICHITA, KS | 39 |
| SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA | 81 | WINCHESTER, VA-WV | 17 |
| SALINAS, CA | 15 | YORK-HANOVER, PA | 32 |
| SALT LAKE CITY, UT | 71 | YUBA CITY, CA | 16 |
| SAN ANTONIO, TX | 536 | YUMA, AZ | 25 |
| | | SUBTOTAL | 25,747 |
| | | OUTSIDE CBSAs | 884 |
| | | OTHER CBSAs | 958 |
| | | TOTAL | 27,589 |

PURCHASING SERIES
(GS-1105)
FY 2005

TABLE 5-22 PURCHASING SERIES FY 1992 - FY 2005

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| Population | 6,809 | 3,793 | 3,414 | 3,252 | 3,321 | 3,210 | 3,186 | 3,098 |
| Average Grade | 6.05 | 6.55 | 6.62 | 6.65 | 6.71 | 6.77 | 6.81 | 6.86 |
| Average Age | 42.22 | 46.29 | 46.86 | 47.26 | 47.73 | 49.11 | 48.61 | 48.79 |
| Percent Female | 80% | 79% | 78% | 77% | 77% | 76% | 75% | 75% |
| Percent Eligible To Retire* | 4% | 7% | 6% | 10% | 13% | 20% | 18% | 18% |
| Percent Eligible To Retire in 10 years * | 22% | 47% | 39% | 51% | 54% | 63% | 61% | 62% |
| Percent College Graduates | 10% | 12% | 11% | 10% | 11% | 11% | 12% | 12% |
| Members, Senior Executive Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

*Based on CSRS retirement rules.

TABLE 5-23 TURNOVER IN THE PURCHASING SERIES FY 1992 - FY 2005

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| Beginning Strength | 6,754 | 4,248 | 3,793 | 3,414 | 3,252 | 3,321 | 3,210 | 3,186 |
| Losses | 1,116 | 883 | 810 | 686 | 483 | 556 | 491 | 508 |
| Loss Rate | 17% | 21% | 21% | 20% | 15% | 17% | 15% | 16% |
| Losses of Persons Eligible To Retire* | 47 | 106 | 66 | 94 | 68 | 129 | 107 | 132 |
| Loss Rate of Persons Eligible To Retire* | 18% | 28% | 25% | 25% | 15% | 19% | 17% | 20% |
| Total Hires | 1,171 | 428 | 431 | 524 | 552 | 445 | 467 | 420 |
| Percent Hires With College Degrees | 17% | 15% | 10% | 10% | 14% | 17% | 21% | 17% |
| Net Change | +55 | -455 | -379 | -162 | 69 | -111 | -24 | -88 |
| End Strength | 6,809 | 3,793 | 3,414 | 3,252 | 3,321 | 3,210 | 3,186 | 3,098 |

*Based on CSRS retirement rules.

TABLE 5-24 AGENCY BY GRADE FY 2005

| GS Grade | USAF | USA | DON | Other DOD | USDA | DOC | DOE | EPA | GSA | HHS | DHS |
|--------------|------|------|------|-----------|------|------|-----|------|------|------|------|
| 4 | 2 | 2 | 5 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 |
| 5 | 21 | 27 | 43 | 2 | 40 | 0 | 0 | 0 | 9 | 13 | 1 |
| 6 | 38 | 44 | 113 | 6 | 64 | 1 | 1 | 0 | 19 | 18 | 13 |
| 7 | 52 | 95 | 211 | 4 | 153 | 10 | 4 | 1 | 17 | 55 | 68 |
| 8 | 14 | 33 | 46 | 6 | 50 | 4 | 3 | 1 | 18 | 49 | 10 |
| 9 | 2 | 42 | 59 | 16 | 89 | 6 | 5 | 5 | 1 | 45 | 28 |
| 10 | 0 | 2 | 6 | 3 | 4 | 1 | 5 | 4 | 0 | 16 | 7 |
| 11 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Other | 3 | 35 | 40 | 1 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| NS | 5 | 2 | 9 | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 |
| All | 137 | 282 | 532 | 38 | 401 | 41 | 18 | 11 | 66 | 196 | 127 |
| Avg. | 6.47 | 7.08 | 6.93 | 8.00 | 7.23 | 7.96 | 8.5 | 9.09 | 6.65 | 7.73 | 7.57 |

| GS Grade | HUD | DOI | DOJ | DOL | NASA | NRC | DOS | DOT | Treas | VA | All Other | Total |
|--------------|-----|-----|------|-----|------|------|------|------|-------|------|-----------|-------|
| 4 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 16 |
| 5 | 0 | 38 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 57 | 1 | 254 |
| 6 | 0 | 53 | 3 | 3 | 1 | 0 | 0 | 3 | 2 | 317 | 0 | 699 |
| 7 | 1 | 128 | 6 | 12 | 0 | 0 | 1 | 3 | 6 | 338 | 9 | 1,174 |
| 8 | 0 | 32 | 21 | 8 | 4 | 0 | 0 | 4 | 1 | 14 | 11 | 329 |
| 9 | 0 | 46 | 31 | 1 | 3 | 0 | 1 | 4 | 3 | 15 | 7 | 409 |
| 10 | 0 | 5 | 0 | 0 | 8 | 0 | 0 | 2 | 1 | 0 | 0 | 64 |
| 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| Other | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 99 |
| NS | 0 | 2 | 0 | 0 | 0 | 7 | 0 | 0 | 4 | 0 | 10 | 52 |
| All | 1 | 318 | 61 | 25 | 16 | 7 | 2 | 16 | 18 | 742 | 43 | 3,098 |
| Avg. | 7.0 | 7.0 | 8.31 | 7.2 | 9.06 | N.A. | 8.00 | 7.94 | 7.43 | 6.47 | 7.93 | 7.03 |

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.

Note: There was no purchasing series staff in ED, NSF, or SBA.

TABLE 5-25 LOSSES DURING FY 2005 BY GRADE LEVEL

| GS Grade | FY 2005 Beginning Strength | Percent Left the Series |
|-----------------|---------------------------------------|--------------------------------|
| 4 | 18 | 28% |
| 5 | 312 | 20% |
| 6 | 735 | 16% |
| 7 | 1,160 | 15% |
| 8 | 344 | 12% |
| 9 | 398 | 13% |
| 10 | 64 | 27% |
| 11 | 2 | 0% |
| 12 | 1 | 100% |
| Other | 152 | 22% |
| Total | 3,186 | |

Note: Generally, less than two percent of losses changed agencies.

TABLE 5-26 EMPLOYMENT BY CORE BASED STATISTICAL AREA FY 2005

| | | | |
|---|----|--|-------|
| ALBUQUERQUE, NM | 44 | PITTSBURGH, PA | 21 |
| ANCHORAGE, AK | 16 | PORTLAND-VANCOUVER-BEAVERTON, OR-WA | 37 |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 35 | RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 23 |
| AUGUSTA-RICHMOND COUNTY, GA-SC | 21 | SACRAMENTO--ARDEN-ARCADE--ROSEVILLE, CA | 24 |
| BALTIMORE-TOWSON, MD | 66 | SALT LAKE CITY, UT | 21 |
| BOISE CITY-NAMPA, ID | 15 | SAN ANTONIO, TX | 43 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 31 | SAN DIEGO-CARLSBAD-SAN MARCOS, CA | 81 |
| BREMERTON-SILVERDALE, WA | 37 | SAN FRANCISCO-OAKLAND-FREMONT, CA | 43 |
| CHARLESTON-NORTH CHARLESTON, SC | 21 | SAN JUAN-CAGUAS-GUAYNABO, PR | 16 |
| CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI | 35 | SEATTLE-TACOMA-BELLEVUE, WA | 49 |
| CLEVELAND-ELYRIA-MENTOR, OH | 22 | PITTSBURGH, PA | 21 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 24 | PORTLAND-VANCOUVER-BEAVERTON, OR-WA | 37 |
| DENVER-AURORA, CO | 31 | RIVERSIDE-SAN BERNARDINO-ONTARIO, CA | 23 |
| EL PASO, TX | 17 | SACRAMENTO--ARDEN-ARCADE--ROSEVILLE, CA | 24 |
| GAINESVILLE, FL | 17 | SALT LAKE CITY, UT | 21 |
| HONOLULU, HI | 30 | SAN ANTONIO, TX | 43 |
| HOUSTON-SUGAR LAND-BAYTOWN, TX | 15 | SAN DIEGO-CARLSBAD-SAN MARCOS, CA | 81 |
| JACKSONVILLE, FL | 25 | SAN FRANCISCO-OAKLAND-FREMONT, CA | 43 |
| JACKSONVILLE, NC | 15 | SAN JUAN-CAGUAS-GUAYNABO, PR | 16 |
| KANSAS CITY, MO-KS | 31 | SEATTLE-TACOMA-BELLEVUE, WA | 49 |
| KILLEEN-TEMPLE-FORT HOOD, TX | 16 | ST. LOUIS, MO-IL | 19 |
| LITTLE ROCK-NORTH LITTLE ROCK, AR | 18 | TAMPA-ST. PETERSBURG-CLEARWATER, FL | 32 |
| LOS ANGELES-LONG BEACH-SANTA ANA, CA | 39 | TUCSON, AZ | 21 |
| MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL | 24 | VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC | 78 |
| MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN- WI | 21 | WASHINGTON-ARLINGTON-ALEXANDRIA, DC- VA-MD-WV | 371 |
| NEW ORLEANS-METAIRIE-KENNER, LA | 24 | SUBTOTAL | 1,725 |
| NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA | 48 | OUTSIDE CBSAs | 234 |
| OKLAHOMA CITY, OK | 16 | OTHER CBSAs | 1,139 |
| PENSACOLA-FERRY PASS-BRENT, FL | 18 | TOTAL | 3,098 |
| PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ- DE-MD | 42 | | |
| PHOENIX-MESA-SCOTTSDALE, AZ | 32 | | |

PROCUREMENT CLERICAL
AND
ASSISTANCE SERIES
(GS-1106)
FY 2005

**TABLE 5-27 PROCUREMENT CLERICAL AND ASSISTANCE SERIES
FY 1992 - FY 2005**

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|--|-------|-------|-------|-------|-------|-------|-------|-------|
| Population | 8,616 | 3,966 | 3,583 | 3,276 | 3,120 | 2,831 | 2,565 | 2,370 |
| Average Grade | 5.18 | 5.67 | 5.73 | 5.80 | 5.87 | 5.92 | 5.95 | 5.99 |
| Average Age | 40.63 | 45.64 | 46.44 | 47.27 | 47.66 | 49.01 | 48.49 | 49.21 |
| Percent Female | 89% | 87% | 87% | 87% | 86% | 86% | 86% | 85% |
| Percent Eligible To Retire* | 4% | 8% | 9% | 14% | 17% | 22% | 21% | 21% |
| Percent Eligible To Retire in 10 years* | 20% | 44% | 44% | 56% | 59% | 64% | 64% | 64% |
| Percent College Graduates | 8% | 8% | 8% | 7% | 8% | 9% | 8% | 9% |
| Members, Senior Executive Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

*Based on CSRS retirement rules.

**TABLE 5-28 TURNOVER IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES
FY 1992 - FY 2005**

| | 1992 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| Beginning Strength | 8,956 | 4,645 | 3,966 | 3,583 | 3,276 | 3,120 | 2,831 | 2,565 |
| Losses | 1,895 | 1,127 | 871 | 735 | 632 | 590 | 586 | 442 |
| Loss Rate | 21% | 24% | 22% | 21% | 19% | 19% | 21% | 17% |
| Losses of Persons Eligible To Retire* | 60 | 111 | 70 | 113 | 111 | 158 | 132 | 91 |
| Loss Rate of Persons Eligible To Retire* | 19% | 27% | 19% | 21% | 19% | 21% | 21% | 15% |
| Total Hires | 1,555 | 448 | 488 | 428 | 476 | 301 | 320 | 247 |
| Percent Hires with College Degrees | 11% | 12% | 13% | 11% | 11% | 16% | 14% | 17% |
| Net Change | -340 | -679 | -383 | -307 | -156 | -289 | -266 | -195 |
| End Strength | 8,616 | 3,966 | 3,583 | 3,276 | 3,120 | 2,831 | 2,565 | 2,370 |

*Based on CSRS retirement rules.

TABLE 5-29 AGENCY BY GRADE FY 2005

| GS Grade | USAF | USA | DON | Other DOD | USDA | DOC | DOE | EPA | GSA | HHS | DHS | HUD |
|----------|------|------|------|-----------|------|------|------|------|------|------|------|------|
| 4 | 7 | 20 | 24 | 40 | 6 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| 5 | 102 | 87 | 37 | 90 | 22 | 2 | 1 | 0 | 11 | 11 | 4 | 0 |
| 6 | 98 | 76 | 40 | 543 | 30 | 1 | 7 | 0 | 11 | 9 | 6 | 0 |
| 7 | 115 | 128 | 50 | 201 | 79 | 2 | 7 | 4 | 44 | 26 | 14 | 5 |
| 8 | 0 | 1 | 10 | 3 | 3 | 1 | 0 | 1 | 1 | 6 | 4 | 0 |
| 9 | 0 | 1 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 13 | 31 | 25 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| NS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| All | 336 | 344 | 187 | 881 | 143 | 7 | 15 | 6 | 67 | 53 | 29 | 5 |
| Avg. | 6.00 | 6.02 | 5.13 | 6.05 | 6.40 | 6.33 | 6.40 | 6.67 | 6.52 | 6.47 | 6.64 | 7.00 |

| GS Grade | DOI | DOJ | DOL | NASA | NSF | NRC | SBA | DOS | DOT | Treas | VA | All Other | Total |
|----------|------|------|------|------|------|------|------|------|------|-------|------|-----------|-------|
| 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 106 |
| 5 | 18 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 3 | 22 | 1 | 413 |
| 6 | 29 | 0 | 1 | 1 | 0 | 0 | 3 | 0 | 0 | 6 | 22 | 3 | 886 |
| 7 | 37 | 3 | 2 | 1 | 1 | 0 | 5 | 4 | 2 | 8 | 25 | 7 | 770 |
| 8 | 3 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 38 |
| 9 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | 12 |
| Other | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 78 |
| NS | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 4 | 2 | 0 | 58 | 67 |
| All | 94 | 5 | 4 | 4 | 1 | 1 | 8 | 5 | 6 | 23 | 74 | 72 | 2,370 |
| Avg. | 6.19 | 7.60 | 7.00 | 6.50 | 7.00 | N.A. | 6.63 | 6.60 | 7.00 | 6.33 | 5.99 | 6.64 | 5.91 |

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

NS: Grade level was not specified.

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

TABLE 5-30 LOSSES DURING FY 2005 BY GRADE LEVEL

| GS Grade | FY 2005 Beginning Strength | Percent Left the Series |
|-----------------|---------------------------------------|------------------------------------|
| 2 | 1 | 0% |
| 3 | 4 | 25% |
| 4 | 124 | 22% |
| 5 | 498 | 19% |
| 6 | 948 | 15% |
| 7 | 791 | 17% |
| 8 | 43 | 21% |
| 9 | 11 | 27% |
| Other | 145 | 20% |
| Total | 2,565 | |

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

TABLE 5-31 EMPLOYMENT BY CORE BASED STATISTICAL AREA FY 2005

| | | | |
|---|-----|---|--------------|
| ALBUQUERQUE, NM | 31 | OGDEN-CLEARFIELD, UT | 32 |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 41 | OKLAHOMA CITY, OK | 46 |
| BALTIMORE-TOWSON, MD | 52 | ORLANDO-KISSIMEE, FL | 15 |
| BOISE CITY-NAMPA, ID | 16 | PHILADELPHIA-CAMDEN-WILMINGTON, PA- NJ-DE-MD | 140 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 64 | PHOENIX-MESA-SCOTTSDALE, AZ | 23 |
| BRIDGEPORT-STAMFORD-NORWALK, CT | 16 | PORTLAND-VANCOUVER-BEAVERTON, OR- WA | 20 |
| CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI | 29 | RICHMOND, VA | 83 |
| COLUMBUS, OH | 108 | SACRAMENTO--ARDEN-ARCADE-- ROSEVILLE, CA | 20 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 32 | SAN ANTONIO, TX | 59 |
| DAVENPORT-MOLINE-ROCK ISLAND, IA-IL | 17 | SAN DIEGO-CARLSBAD-SAN MARCOS, CA | 48 |
| DAYTON, OH | 57 | SAN FRANCISCO-OAKLAND-FREMONT, CA | 23 |
| DENVER-AURORA, CO | 31 | SEATTLE-TACOMA-BELLEVUE, WA | 39 |
| DETROIT-WARREN-LIVONIA, MI | 26 | ST. LOUIS, MO-IL | 31 |
| FORT WALTON BEACH-CRESTVIEW-DESTIN, FL | 15 | VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC | 27 |
| HARTFORD-WEST HARTFORD-EAST HARTFORD, CT | 15 | WARNER ROBINS, GA | 30 |
| HONOLULU, HI | 15 | WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV | 248 |
| HUNTSVILLE, AL | 42 | SUBTOTAL | 1,679 |
| LOS ANGELES-LONG BEACH-SANTA ANA, CA | 89 | OUTSIDE CBSAs | 56 |
| MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN- WI | 19 | OTHER CBSAs | 635 |
| NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA | 80 | TOTAL | 2,370 |

INDUSTRIAL SPECIALISTS
SERIES (GS-1150)
FY 2005

Table 5-32 Agency by Grade FY 2005

| GS Grade | USAF | USA | DON | Other DOD | USDA | DOC | DOE | DOI | NASA | SBA | DOT | Treas | Other | Total |
|----------|-------|-------|-------|-----------|-------|------|-------|-------|------|-------|------|-------|-------|-------|
| 5 | 0 | 5 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| 7 | 1 | 9 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 35 |
| 9 | 7 | 15 | 10 | 37 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 70 |
| 11 | 13 | 36 | 23 | 421 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 7 | 504 |
| 12 | 7 | 47 | 149 | 181 | 7 | 0 | 1 | 1 | 3 | 0 | 0 | 1 | 33 | 430 |
| 13 | 4 | 11 | 64 | 44 | 2 | 0 | 2 | 1 | 2 | 10 | 0 | 1 | 6 | 147 |
| 14 | 2 | 4 | 12 | 3 | 0 | 0 | 4 | 0 | 0 | 5 | 0 | 0 | 0 | 30 |
| 15 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Other | 0 | 13 | 11 | 4 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 40 |
| NS | 0 | 1 | 7 | 0 | 1 | 7 | 0 | 1 | 0 | 2 | 5 | 0 | 0 | 24 |
| All | 34 | 141 | 278 | 718 | 13 | 20 | 7 | 4 | 5 | 18 | 5 | 2 | 46 | 1,291 |
| Avg- | 11.09 | 10.88 | 12.16 | 11.12 | 11.92 | 15.0 | 13.43 | 12.00 | 12.4 | 13.06 | 0.00 | 12.50 | 11.98 | 11.41 |

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

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

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

TABLE 5-33 LOSSES DURING FY 2005 BY GRADE LEVEL

| GS Grade | FY 2005 Beginning Strength | Percent Left the Series |
|--------------|----------------------------|-------------------------|
| 5 | 15 | 7% |
| 7 | 43 | 9% |
| 9 | 41 | 10% |
| 10 | 2 | 0% |
| 11 | 542 | 13% |
| 12 | 445 | 15% |
| 13 | 133 | 11% |
| 14 | 27 | 19% |
| 15 | 3 | 0% |
| Other | 57 | 21% |
| Total | 1308 | |

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

TABLE 5-34 EMPLOYMENT BY CORE BASED STATISTICAL AREA FY 2005

| | |
|---|--------------|
| ALBANY, GA | 18 |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 20 |
| BALTIMORE-TOWSON, MD | 18 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 38 |
| BRIDGEPORT-STAMFORD-NORWALK, CT | 23 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 32 |
| DAVENPORT-MOLINE-ROCK ISLAND, IA-IL | 81 |
| DAYTON, OH | 19 |
| DENVER-AURORA, CO | 28 |
| HARTFORD-WEST HARTFORD-EAST HARTFORD, CT | 19 |
| HUNTSVILLE, AL | 18 |
| JACKSONVILLE, FL | 21 |
| LOS ANGELES-LONG BEACH-SANTA ANA, CA | 56 |
| NEW BERN, NC | 43 |
| NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-PA | 77 |
| OKLAHOMA CITY, OK | 18 |
| OXNARD-THOUSAND OAKS-VENTURA, CA | 15 |
| PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ- DE-MD | 123 |
| SAN ANTONIO, TX | 16 |
| TAMPA-ST. PETERSBURG-CLEARWATER, FL | 16 |
| TUCSON, AZ | 21 |
| VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC | 16 |
| WASHINGTON-ARLINGTON-ALEXANDRIA, DC- VA-MD-WV | 85 |
| SUBTOTAL | 821 |
| OUTSIDE CBSAs | 20 |
| OTHER CBSAs | 450 |
| TOTAL | 1,291 |

GENERAL BUSINESS
AND
INDUSTRY SERIES
(GS-1101)
FY 2005

TABLE 5-35 AGENCY BY GRADE FY 2005

| GS Grade | USAF | USA | DON | Other DOD | USDA | DOC | ED | DOE | EPA | GSA | HHS | DHS | HUD |
|----------|-------|-------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 5 | 48 | 79 | 14 | 50 | 466 | 7 | 0 | 0 | 0 | 17 | 2 | 0 | 4 |
| 7 | 193 | 160 | 138 | 13 | 2,105 | 37 | 3 | 6 | 11 | 66 | 37 | 4 | 6 |
| 9 | 166 | 274 | 354 | 22 | 186 | 35 | 6 | 31 | 13 | 118 | 65 | 13 | 37 |
| 11 | 539 | 206 | 470 | 69 | 142 | 42 | 57 | 30 | 12 | 115 | 58 | 22 | 102 |
| 12 | 504 | 156 | 267 | 395 | 182 | 114 | 91 | 53 | 58 | 196 | 159 | 23 | 1,152 |
| 13 | 571 | 78 | 244 | 645 | 363 | 104 | 72 | 146 | 48 | 326 | 189 | 55 | 1,064 |
| 14 | 173 | 15 | 91 | 256 | 28 | 60 | 33 | 158 | 20 | 227 | 96 | 19 | 416 |
| 15 | 112 | 8 | 32 | 112 | 21 | 38 | 8 | 115 | 5 | 94 | 56 | 24 | 221 |
| Other | 183 | 100 | 67 | 396 | 725 | 376 | 0 | 10 | 0 | 6 | 0 | 1 | 0 |
| NS | 119 | 10 | 22 | 139 | 39 | 46 | 0 | 20 | 1 | 18 | 3 | 37 | 24 |
| All | 2,608 | 1,086 | 1,699 | 2,097 | 4,257 | 859 | 270 | 569 | 168 | 1,183 | 665 | 198 | 3,026 |
| Avg. | 11.53 | 9.70 | 10.88 | 12.60 | 7.99 | 11.90 | 12.27 | 13.21 | 11.98 | 12.12 | 12.15 | 12.53 | 12.76 |

| GS Grade | DOI | DOJ | DOL | NASA | NSF | NRC | SBA | DOS | DOT | Treas | VA | All Other | Total |
|----------|-------|-------|-------|-------|-------|------|-------|-------|-------|-------|-------|-----------|--------|
| 5 | 94 | 0 | 0 | 0 | 0 | 0 | 104 | 1 | 0 | 4 | 0 | 4 | 894 |
| 7 | 75 | 0 | 0 | 1 | 0 | 0 | 364 | 2 | 0 | 43 | 0 | 4 | 3,268 |
| 9 | 86 | 7 | 2 | 0 | 2 | 0 | 123 | 5 | 5 | 671 | 0 | 26 | 2,247 |
| 11 | 159 | 60 | 8 | 3 | 2 | 0 | 55 | 6 | 1 | 280 | 0 | 61 | 2,499 |
| 12 | 198 | 104 | 6 | 18 | 3 | 0 | 413 | 13 | 1 | 100 | 14 | 64 | 4,284 |
| 13 | 132 | 83 | 20 | 16 | 20 | 0 | 149 | 16 | 1 | 102 | 39 | 120 | 4,603 |
| 14 | 79 | 26 | 5 | 7 | 6 | 0 | 44 | 16 | 5 | 52 | 16 | 73 | 1,921 |
| 15 | 3 | 9 | 2 | 6 | 6 | 0 | 1 | 5 | 1 | 10 | 7 | 47 | 943 |
| Other | 104 | 0 | 0 | 0 | 7 | 0 | 13 | 0 | 0 | 1 | 79 | 96 | 2,164 |
| NS | 9 | 13 | 1 | 3 | 4 | 2 | 10 | 2 | 42 | 28 | 227 | 295 | 1,114 |
| All | 939 | 302 | 44 | 54 | 50 | 2 | 1,276 | 66 | 56 | 1,291 | 382 | 790 | 23,937 |
| Avg. | 10.61 | 12.28 | 12.51 | 12.78 | 13.08 | N.A. | 9.82 | 12.39 | 11.86 | 10.18 | 13.21 | 12.55 | 11.00 |

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

NS: Grade level was not specified, includes SES positions.

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

TABLE 5-36 LOSSES DURING FY 2005 BY GRADE LEVEL

| GS Grade | FY 2005 Beginning Strength | Percent Left the Series |
|-----------------|---------------------------------------|------------------------------------|
| 1 | 2 | 100% |
| 2 | 2 | 50% |
| 3 | 12 | 50% |
| 4 | 222 | 38% |
| 5 | 821 | 22% |
| 6 | 971 | 15% |
| 7 | 3,241 | 14% |
| 8 | 181 | 12% |
| 9 | 2,205 | 16% |
| 10 | 23 | 9% |
| 11 | 2,478 | 15% |
| 12 | 4,180 | 13% |
| 13 | 4,424 | 12% |
| 14 | 1,755 | 13% |
| 15 | 890 | 15% |
| Other | 2,107 | 22% |
| Total | 23,514 | |

Note: Less than one percent of any grade changed agencies

TABLE 5-37 EMPLOYMENT BY CORE BASED STATISTICAL AREA FY 2005

| | | | |
|-------------------------------------|-----|--|-----|
| ABERDEEN, SD | 22 | DOVER, DE | 17 |
| ALBANY, GA | 31 | DURHAM, NC | 15 |
| ALBANY-SCHENECTADY-TROY, NY | 57 | EL PASO, TX | 33 |
| ALBUQUERQUE, NM | 96 | FAIRBANKS, AK | 49 |
| ALEXANDRIA, LA | 25 | FARGO, ND-MN | 20 |
| ANCHORAGE, AK | 102 | FAYETTEVILLE, NC | 65 |
| ANNISTON-OXFORD, AL | 126 | FLAGSTAFF, AZ | 22 |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 611 | FORT COLLINS-LOVELAND, CO | 20 |
| AUGUSTA-RICHMOND COUNTY, GA-SC | 28 | FORT WALTON BEACH-CRESTVIEW-DESTIN, FL | 126 |
| AUSTIN-ROUND ROCK, TX | 50 | FRESNO, CA | 63 |
| BAKERSFIELD, CA | 105 | GALLUP, NM | 15 |
| BALTIMORE-TOWSON, MD | 176 | GETTYSBURG, PA | 25 |
| BANGOR, ME | 25 | GRAND FORKS, ND-MN | 48 |
| BARRE, VT | 16 | GRAND RAPIDS-WYOMING, MI | 32 |
| BILLINGS, MT | 33 | GREENSBORO-HIGH POINT, NC | 79 |
| BIRMINGHAM-HOOVER, AL | 76 | GULFPORT-BILOXI, MS | 45 |
| BISMARCK, ND | 17 | HARRISBURG-CARLISLE, PA | 34 |
| BOISE CITY-NAMPA, ID | 49 | HARTFORD-WEST HARTFORD-EAST HARTFORD, CT | 65 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 426 | HELENA, MT | 18 |
| BOZEMAN, MT | 17 | HILTON HEAD ISLAND-BEAUFORT, SC | 32 |
| BREMERTON-SILVERDALE, WA | 179 | HINESVILLE-FORT STEWART, GA | 17 |
| BRIDGEPORT-STAMFORD-NORWALK, CT | 16 | HONOLULU, HI | 151 |
| BUFFALO-NIAGARA FALLS, NY | 147 | HOUSTON-SUGAR LAND-BAYTOWN, TX | 127 |
| CASPER, WY | 15 | HUNTSVILLE, AL | 58 |
| CHARLESTON, WV | 20 | INDIANAPOLIS, IN | 84 |
| CHARLESTON-NORTH CHARLESTON, SC | 32 | JACKSON, MS | 71 |
| CHARLOTTE-GASTONIA-CONCORD, NC-SC | 22 | JACKSONVILLE, FL | 306 |
| CHEYENNE, WY | 15 | JACKSONVILLE, NC | 50 |
| CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI | 377 | KANSAS CITY, MO-KS | 354 |
| CINCINNATI-MIDDLETOWN, OH-KY-IN | 46 | KILLEEN-TEMPLE-FORT HOOD, TX | 32 |
| CLARKSVILLE, TN-KY | 16 | KNOXVILLE, TN | 35 |
| CLEVELAND-ELYRIA-MENTOR, OH | 107 | LAS CRUCES, NM | 20 |
| COLLEGE STATION-BRYAN, TX | 23 | LAS VEGAS-PARADISE, NV | 60 |
| COLORADO SPRINGS, CO | 121 | LEXINGTON PARK, MD | 78 |
| COLUMBIA, MO | 16 | LEXINGTON-FAYETTE, KY | 27 |
| COLUMBIA, SC | 77 | LINCOLN, NE | 20 |
| COLUMBUS, GA-AL | 17 | LITTLE ROCK-NORTH LITTLE ROCK, AR | 77 |
| COLUMBUS, OH | 96 | LOS ANGELES-LONG BEACH-SANTA ANA, CA | 462 |
| CONCORD, NH | 18 | LOUISVILLE, KY-IN | 68 |
| CORPUS CHRISTI, TX | 106 | LUBBOCK, TX | 22 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 620 | MADISON, WI | 21 |
| DAVENPORT-MOLINE-ROCK ISLAND, IA-IL | 37 | MANCHESTER-NASHUA, NH | 24 |
| DAYTON, OH | 614 | MANHATTAN, KS | 19 |
| DENVER-AURORA, CO | 579 | MEMPHIS, TN-MS-AR | 171 |
| DES MOINES, IA | 46 | MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL | 108 |
| DETROIT-WARREN-LIVONIA, MI | 168 | MILWAUKEE-WAUKESHA-WEST ALLIS, WI | 62 |

Contract Specialists

| | | | |
|--|-----|--|---------------|
| MINNEAPOLIS-ST. PAUL- BLOOMINGTON, MN-WI | 145 | SALT LAKE CITY, UT | 66 |
| MISSOULA, MT | 15 | SAN ANTONIO, TX | 238 |
| MONTGOMERY, AL | 62 | SAN DIEGO-CARLSBAD-SAN MARCOS, CA | 271 |
| MORGANTOWN, WV | 18 | SAN FRANCISCO-OAKLAND-FREMONT, CA | 256 |
| NASHVILLE-DAVIDSON-- MURFREESBORO, TN | 104 | SAN JOSE-SUNNYVALE-SANTA CLARA, CA | 54 |
| NEW BERN, NC | 44 | SAN JUAN-CAGUAS-GUAYNABO, PR | 88 |
| NEW ORLEANS-METAIRIE-KENNER, LA | 114 | SANTA BARBARA-SANTA MARIA, CA | 34 |
| NEW YORK-NORTHERN NEW JERSEY- LONG ISLAND, NY-NJ-PA | 620 | SEATTLE-TACOMA-BELLEVUE, WA | 323 |
| NORWICH-NEW LONDON, CT | 21 | SHREVEPORT-BOSSIER CITY, LA | 19 |
| OGDEN-CLEARFIELD, UT | 267 | SPOKANE, WA | 46 |
| OKLAHOMA CITY, OK | 328 | SPRINGFIELD, IL | 24 |
| OMAHA-COUNCIL BLUFFS, NE-IA | 41 | ST. LOUIS, MO-IL | 683 |
| ORLANDO-KISSIMMEE, FL | 55 | STOCKTON, CA | 20 |
| OXNARD-THOUSAND OAKS-VENTURA, CA | 32 | SYRACUSE, NY | 37 |
| PALM BAY-MELBOURNE-TITUSVILLE, FL | 24 | TAMPA-ST. PETERSBURG- CLEARWATER, FL | 85 |
| PARKERSBURG-MARIETTA-VIENNA, WV-OH | 20 | TEXARKANA, TX-TEXARKANA, AR | 41 |
| PASCAGOULA, MS | 16 | TOPEKA, KS | 18 |
| PENSACOLA-FERRY PASS-BRENT, FL | 48 | TUCSON, AZ | 65 |
| PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD | 581 | TULSA, OK | 31 |
| PHOENIX-MESA-SCOTTSDALE, AZ | 169 | VALDOSTA, GA | 16 |
| PITTSBURGH, PA | 100 | VALLEJO-FAIRFIELD, CA | 17 |
| PORTLAND-SOUTH PORTLAND- BIDDEFORD, ME | 43 | VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-NC | 270 |
| PORTLAND-VANCOUVER-BEAVERTON, OR-WA | 176 | WARNER ROBINS, GA | 369 |
| POUGHKEEPSIE-NEWBURGH- MIDDLETOWN, NY | 35 | WASHINGTON-ARLINGTON- ALEXANDRIA, DC-VA-MD-WV | 4,142 |
| PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA | 60 | WICHITA, KS | 34 |
| RALEIGH-CARY, NC | 38 | YUMA, AZ | 18 |
| RAPID CITY, SD | 18 | SUBTOTAL | 19,913 |
| RICHMOND, VA | 149 | OUTSIDE CBSAs | 1,711 |
| RIVERSIDE-SAN BERNARDINO- ONTARIO, CA | 74 | OTHER CBSAs | 2,313 |
| SACRAMENTO--ARDEN-ARCADE-- ROSEVILLE, CA | 266 | TOTAL | 23,937 |

AGENCY REFERENCES

| | |
|-----------|---|
| DHS | Department of Homeland Security |
| DOC | Department of Commerce |
| DOD | Department of Defense |
| DOE | Department of Energy |
| DOI | Department of the Interior |
| DOJ | Department of Justice |
| DOL | Department of Labor |
| DON | United States Navy (including Marine Corps) |
| DOS | Department of State |
| DOT | Department of Transportation |
| ED | Department of Education |
| EPA | Environmental Protection Agency |
| GSA | General Services Administration |
| HHS | Department of Health and Human Services |
| HUD | Department of Housing and Urban Development |
| NASA | National Aeronautics and Space Administration |
| NRC | Nuclear Regulatory Commission |
| NSF | National Science Foundation |
| Other DOD | Includes other Department of Defense components (e.g., Defense Contract Audit Agency, Defense Logistics Agency, Defense Contract Management Agency) |
| SBA | Small Business Administration |
| Treas | Department of the Treasury |
| USAF | United States Air Force |
| USA | United States Army |
| USDA | Department of Agriculture |
| VA | Department of Veterans Affairs |

APPENDIX A

Defining the Federal Acquisition Workforce

On April 15, 2005, the Office of Federal Procurement Policy (OFPP) issued Policy Letter 05-01, Developing and Managing the Acquisition Workforce, replacing Policy Letters 92-03 and 97-01, which also had addressed the subject. The new letter builds on those previous efforts and more closely aligns civilian and Department of Defense (DOD) acquisition workforce requirements. This is intended to establish a common standard for training and career development for all in the acquisition workforce.

The DOD was excluded from the OFPP definitional guidance since DOD had already received specific congressional guidance on the composition of its workforce in the Defense Acquisition Workforce Improvement Act, P.L. 93-400 (DAWIA).

Policy Letter 05-01 provides the following guidelines with respect to the composition of the acquisition workforce:

To facilitate the identification of individuals included in the acquisition workforce, agencies shall consider the functions performed by those individuals. Membership in the acquisition workforce may be on a full-time, part-time, or occasional basis. For example, members of the acquisition workforce may include:

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

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

1. All positions in the general schedule contracting series (GS-1102) and civilian agency uniformed personnel in comparable positions.

2. All Contracting Officers (CO), regardless of general schedule series, with authority to obligate funds above the micro-purchase threshold.
3. All positions in the general schedule purchasing series (GS-1105).
4. Program and project managers, as identified by the agency's Chief Acquisition Officer (CAO), or equivalent.
5. All Contracting Officer's Representatives (CORs) and Contracting Officer's Technical Representatives (COTRs), or equivalent positions.
6. Any significant acquisition-related positions identified by the CAO, or equivalent, using the guidance provided above.¹

In light of the above, the federal acquisition workforce may be defined differently by individual agencies based upon the judgments of their CAO's.

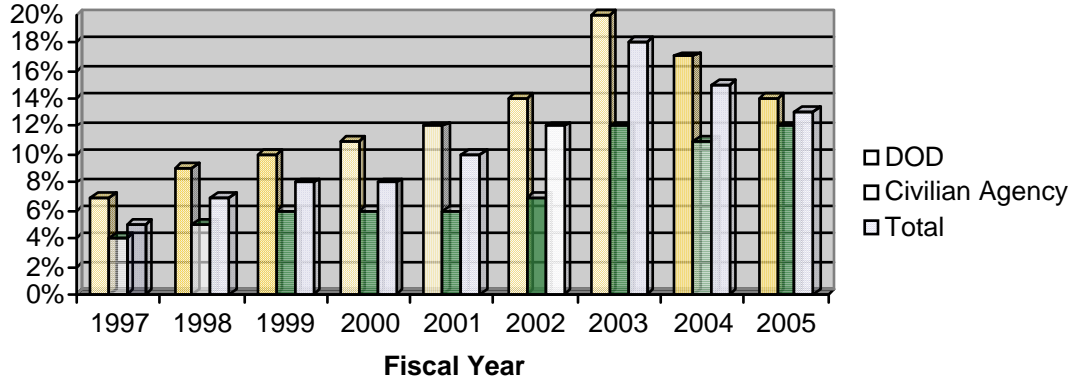
The Annual Report on the Federal Acquisition Workforce (ARFAW) is not intended to be a representation of the total Federal acquisition workforce but, rather, to provide demographic information on the universe of seven occupations which are judged to be substantially included in the acquisition workforce. The Government Accountability Office recognizes 14 occupations in its reports on the acquisition workforce, while DOD's methodology identifies about 80 occupations that include acquisition employees. Development of a comprehensive report on the federal acquisition workforce will require tracking and reporting systems that include and reconcile the approaches taken by different agencies. Policy letter 05-01 recognized this by establishing a series of milestones for civilian agencies to incorporate complete, current records of each agency's acquisition workforce in the Federal Acquisition Institute's (FAI's) Acquisition Career Management Information System (ACMIS). The process of populating and enhancing ACMIS is currently under way. When complete, ACMIS will provide the capability to expand and refine the coverage of FAI's ARFAW.

¹ Office of Management and Budget Policy Letter 05-01, "Developing and Managing the Acquisition Workforce," April 15, 2005.

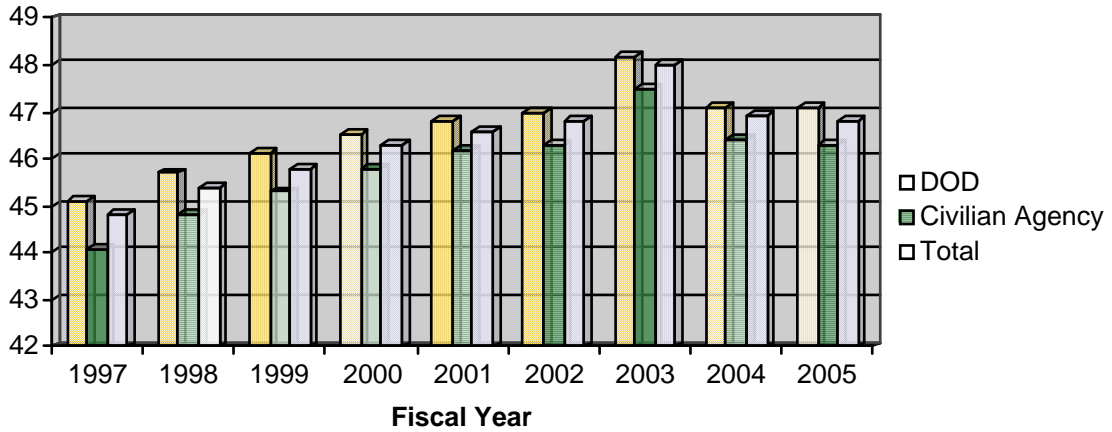
APPENDIX B

Comparison Between DOD and Civilian Agency Contracting Series

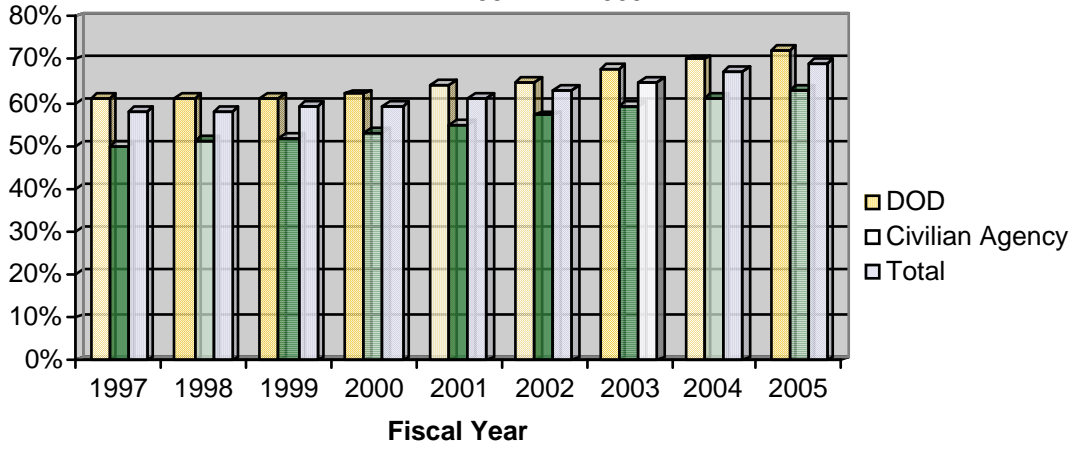
**Figure B-1. Retirement Eligibility for the Contracting Series
Comparing DOD and Civilian Agency Personnel
FY 1997 - FY 2005**



**Figure B-2. Average Age of Personnel in the Contracting Series
Comparing DOD and Civilian Agency Personnel
FY 2001 - FY 2005**



**Figure B-3. Percentage of College Graduates in the Contracting Series
FY 1997 - FY 2005**



**Figure B-4. Total New Hires in the Contracting Series
Excluding Personnel Who Changed Agencies
FY 1997 - FY 2005**

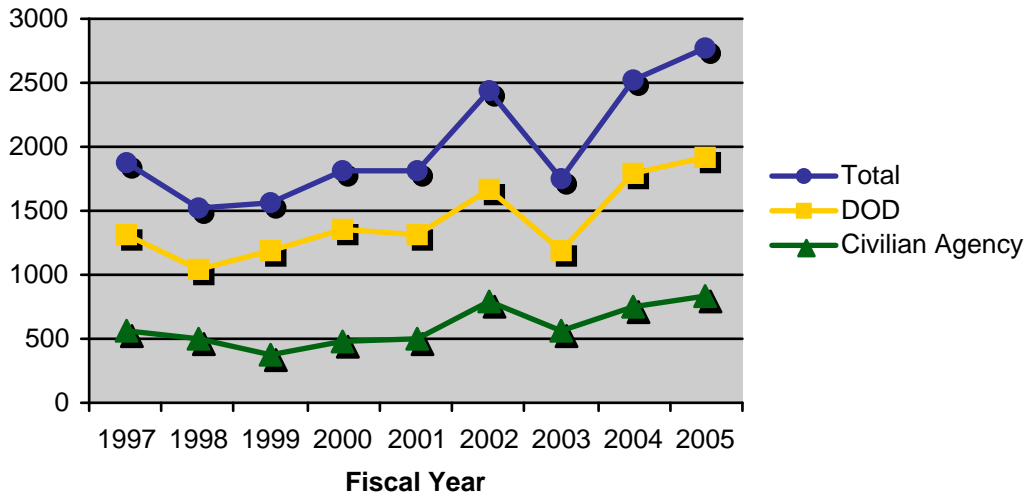


Figure B-5. Percent of New Hires with College Degrees in the Contracting Series FY 1997 - FY 2005

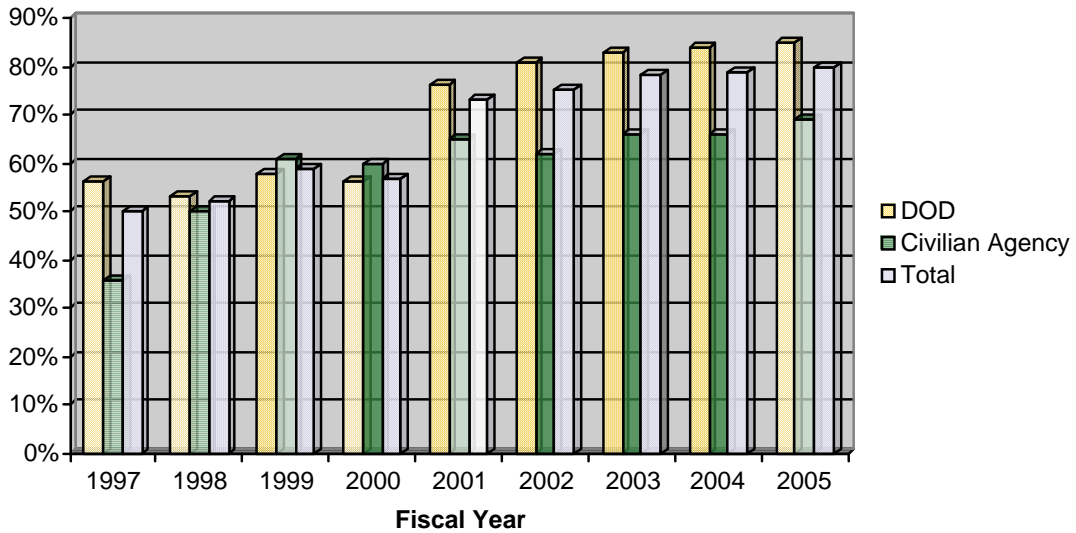
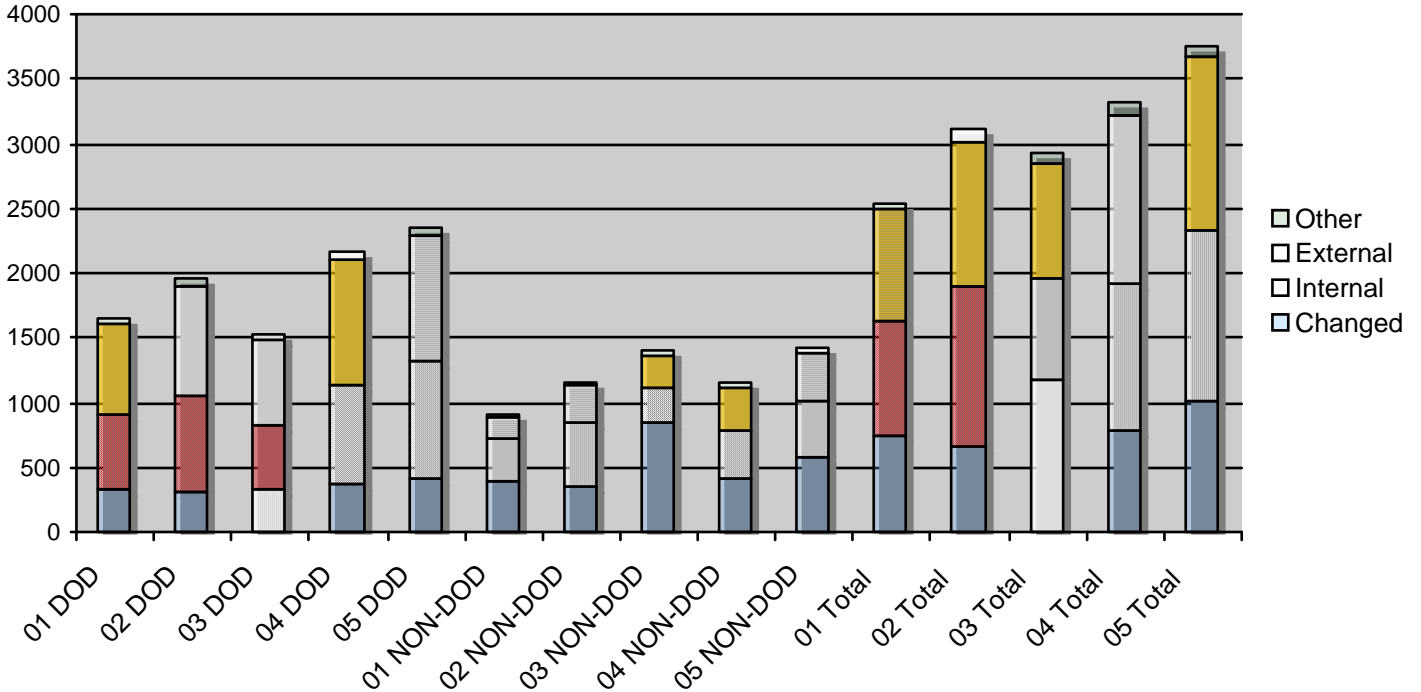


Figure B-6. Comparison of Hires in the Contracting Series by Origin, Including Those Who Changed Agencies FY 2001 - FY 2005



Appendix C

Discussion of Differences in the Treatment of Grade Structure

Since FY 1997, the Federal Acquisition Institute (FAI) has published a report containing demographics of the federal acquisition workforce, formerly called the Federal Acquisition Workforce Personnel Information System (FAPIS) report. The demographics in the report are extracted from OPM's Civilian Personnel Data File (CPDF), a copy of which is purchased each year from the Office of Personnel Management (OPM) by FAI and sent to the Defense Manpower Data Center (DMDC). DMDC applies a series of algorithms developed in FY 1997 by an OPM/FAI/DMDC working group to the CPDF, which results in a set of excel tables that form the basis of each year's Annual Report on the Federal Acquisition Workforce (ARFAW).

Beginning in FY 2001, several anomalies have been identified in the original algorithms established by the interagency working group. Some of these anomalies were relatively simple in nature and corrected as they were identified. Others have been more challenging. Two of the latter were addressed in the development of the FY 2005 ARFAW.

The first involves retirement eligibility and, specifically, the percentage of civilian personnel eligible to retire in the base year (FY 2005), the base year plus five (FY 2010) or the base year plus 10 (FY 2015). These percentages are represented in both an ARFAW summary table and in two tables addressing contracting personnel – those in occupation category code (OCC) 1102. In previous years, a difference in the value of these percentages was identified and footnoted accordingly. During preparation of the FY 2005 report, DMDC was able to isolate and correct the coding inconsistency responsible for the variations in these retirement eligibility percentages. The code has been corrected and the problem with retirement eligibility percentages was eliminated in the FY 2005 report.

The remaining problem is more complex. It deals with 13 tables in the ARFAW that display demographics by grade structure (e.g., GS 5, GS 7). With the advent of pay banding and special pay plans, the original algorithms that support the ARFAW do not distinguish between GS employees and those in pay bands or special pay plans. This results in mis-assignment of personnel to various grade levels in the ARFAW report. Employees in pay band 5 may be counted as GS 5's even though their respective salaries and responsibilities differ greatly. The discrepancies have grown in grade level tables as more agencies utilize special pay categories.

DMDC suggested an adjustment to the original algorithm that will only distribute personnel coded as GS to specific grades in the grade tables. DMDC proposes that any non-GS personnel fall into a separate category. While the correction gives a more accurate depiction of grade level demographics, it assigns a large number of personnel to the non-GS category (in the case of contracting personnel, nine percent will be shown as non-GS rather than by specific grade). This proposed change was compared with OPM's FedScope system using contract personnel as an example. OPM's FedScope system includes algorithms that assign pay-banded positions into relevant GS categories. The results can be seen in the following table:

**Table C-1 Comparison of the Distribution of Contracting Personnel (OCC 1102)
By Grade, as Calculated by FedScope, DMDC, and ARFAW**

| GS | OCC 1102 FedScope | OCC 1102 DMDC Change ¹ | OCC 1102 Current ARFAW ² | Diff. FS vs. DMDC | Diff. DMDC vs. ARFAW |
|----------|----------------------|---|---|-------------------------|-------------------------|
| ** | 2 | NA | NA | + 2 | 0 |
| 05 | 135 | 129 | 223 | + 6 | - 94 |
| 07 | 1,257 | 1,213 | 1,216 | + 44 | - 3 |
| 08 | 2 | * | 0 | +2 | 0 |
| 09 | 2,375 | 2,244 | 2,261 | + 131 | - 17 |
| 10 | 13 | * | 0 | + 13 | 0 |
| 11 | 5,133 | 4,923 | 4,947 | + 210 | - 24 |
| 12 | 9,208 | 8,777 | 8,834 | + 431 | - 57 |
| 13 | 5,790 | 5,133 | 5,361 | + 657 | - 228 |
| 14 | 2,359 | 1,939 | 2,104 | + 420 | - 165 |
| 15 | 964 | 658 | 762 | + 306 | - 104 |
| Other GS | 0 | 15 * | 0 | - 15 | + 15 |
| Non-GS | 471 | 2,558 | 1,881 | - 2,087 | + 677 |
| Total | 27,709 | 27,589 | 27,589 | + 120 | 0 |

*Represents grades 8 and 10.

The differences between the three approaches depicted in the above chart, while significant, are explainable. First, the total number of contract specialists differs between FedScope and DMDC/ARFAW (by 120) because the original working group excluded some organizations from the ARFAW, as explained in the technical notes of the ARFAW.

When comparing the current method for determining the distribution by grade level in the ARFAW with DMDC's proposed change, we find the main difference is 677 additional positions assigned by DMDC to the non-GS category. Only those positions in the CPDF coded GS are distributed to a grade level in the DMDC revision. Pay band positions are reassigned to the non-GS category. The difference between the DMDC approach and FedScope is that 2,087 fewer positions are assigned to the non-GS category by FedScope. As noted above, OPM has developed algorithms by which positions in non-GS pay plans are assigned to comparable GS levels.

Clearly, the preferable approach is that used by OPM's FedScope since it results in a smaller non-GS category by translating positions in comparable non-GS systems to their equivalent GS grades. However, to translate the FedScope approach to the ARFAW will require identifying the algorithms used by OPM and incorporating them in the code used by DMDC in support of the ARFAW. This could not be accomplished in time for the FY 2005 ARFAW. The DMDC proposed change was the best alternative. The feasibility of moving to the OPM approach and/or using pay levels instead of GS grades will be examined in conjunction with the FY 2006 ARFAW.

¹ This column represents the results of the application of the DMDC proposed change.

² This column represents the results of using the FY 1997 algorithm.