

FEDERAL STUDENT LOAN REPAYMENT PROGRAM FISCAL YEAR 2006

REPORT TO THE CONGRESS

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
APRIL 2007

A MESSAGE FROM THE DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT

I am pleased to present the Office of Personnel Management's (OPM's) report to Congress on agencies' use of student loan repayments as a recruitment and retention tool during fiscal year (FY) 2006. In FY 2006, 34 Federal agencies provided 5,755 employees with a total of nearly \$36 million in student loan repayment benefits. Compared to FY 2005, this represents a 31 percent increase in the number of employees receiving student loan repayment benefits and a 28 percent increase in agencies' overall financial investment in this valuable incentive. Notably, more than half of the reporting agencies either made student loan repayments in FY 2006 or have established a student loan repayment program for future use. The average loan repayment benefit was \$6,245.

The first Governmentwide initiative in the President's Management Agenda is the "Strategic Management of Human Capital." OPM is proud of its leadership role in assisting Federal agencies to recruit, retain, and develop the employees they need to meet their specific missions. OPM has led the way to encourage agencies to implement effective human capital strategies to build successful, high-performing organizations.

This report was prepared in response to the statutory requirement that OPM prepare, and submit annually to the Congress, information on agencies' use of student loan repayments. Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally made, insured, or guaranteed student loans in order to recruit or retain highly qualified personnel.

We applaud agencies' increased use of student loan repayments in FY 2006. We will continue to work with agencies to assist them in taking full advantage of this incentive, as well as other existing recruitment and retention tools, to attract and retain well-qualified, high-performing employees.

The report is available on the OPM Web site at www.opm.gov/oca.

Linda M. Springer
Director

**FEDERAL STUDENT LOAN REPAYMENT PROGRAM
FISCAL YEAR 2006**

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Attachment 1: List of Reporting Agencies

Attachment 2: Agency Reports for Fiscal Year 2006

I. EXECUTIVE SUMMARY

Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to the Office of Personnel Management (OPM) on their use of student loan repayments during the previous fiscal year (FY). (In this report, we use the term “agency” to refer generally to either a Federal department or independent agency.) Section 5379(h)(2) requires OPM to prepare, and annually submit to Congress, a report containing information provided by the agencies.

Agencies’ use of student loan repayments increased considerably in FY 2006. In total, 34 Federal agencies provided 5,755 employees with nearly \$36 million in student loan repayment benefits during FY 2006. Compared to FY 2005, this represents a 31 percent increase in the number of employees receiving student loan repayment benefits and a 28 percent increase in agencies’ overall financial investment in this valuable recruitment and retention tool.

On December 4, 2006, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on the use of student loan repayments during FY 2006. In the memorandum, we invited agencies to provide additional details on their experiences in administering their student loan repayment programs. Agencies provided responses regarding program effectiveness, best practices, and impediments to using student loan repayments. According to agency comments, the primary barrier to using student loan repayments is a lack of funding caused by budget limitations.

We applaud agencies’ increased use of student loan repayments. We are committed to promoting the value of student loan repayments as an effective tool for attracting and retaining well-qualified, high-performing employees. We will continue to work with agencies to assist them in establishing a plan to target the use of student loan repayments, as well as other recruitment and retention flexibilities, to meet their human capital management needs.

II. BACKGROUND

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federally made, insured, or guaranteed student loans as an incentive to recruit or retain highly qualified personnel. Agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year up to an aggregate maximum of \$60,000 for any one employee. In return, the employee must sign a service agreement to remain in the service of the paying agency for a period of at least 3 years. If the employee separates voluntarily or is separated involuntarily for cause or poor performance before fulfilling the service agreement, he or she must reimburse the paying agency for all student loan repayment benefits received.

Section 5379(h) of title 5, United States Code, requires agencies to report annually to OPM on their use of student loan repayments. The law also directs OPM to prepare and submit annually to Congress a report containing the following information:

- (1) number of Federal employees selected to receive student loan repayment benefits;
- (2) job classifications of the recipients; and
- (3) cost to the Federal Government of providing the student loan repayment benefits.

In June 2003, OPM reported to Congress that 16 Federal agencies provided more than \$3.1 million in student loan repayment benefits to 690 Federal employees during FY 2002. In May 2004, we reported to Congress that 24 Federal agencies provided more than \$9.1 million in student loan repayment benefits to 2,077 Federal employees. In April 2005, we reported to Congress that 28 Federal agencies provided 2,945 employees with a total of more than \$16.4 million in student loan repayment benefits. In May 2006, we reported to Congress that 30 Federal agencies provided 4,409 employees with a total of nearly \$28 million in student loan repayment benefits. Based on the significant increase in agencies' use of student loan repayments in FY 2005 and reports that additional agencies had established or would be establishing student loan repayment programs, we anticipated continued growth in the use of this incentive in FY 2006.

III. AGENCY REPORTS

OPM's regulations at 5 CFR 537.110(b) require agencies to submit a written report to OPM before January 1 of each year on their use of student loan repayments during the previous fiscal year. On December 4, 2006, OPM issued a memorandum for Chief Human Capital Officers requesting agency reports on the use of student loan repayments during FY 2006. We received responses from 78 agencies. (See Attachment 1 for a list of the reporting agencies.)

In FY 2006, 34 Federal agencies provided 5,755 employees with a total of nearly \$36 million in student loan repayment benefits. (See Attachment 2 for detailed agency reports.) As shown in Table 1 below, Federal agencies' use of student loan repayments has increased dramatically during the last 5 fiscal years. Overall, agencies invested 28 percent more funding in using this incentive during FY 2006 than in FY 2005. When compared to FY 2002, agencies invested more than 11 times as much funding on student loan repayments.

TABLE 1

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Participating Agencies	16	24	28	30	34
Employees Receiving Student Loan Repayment Benefits	690	2,077	2,945	4,409	5,755
Amount of Student Loan Repayment Benefits Provided	\$3,163,990	\$9,182,637	\$16,424,365	\$27,982,680	\$35,940,819
Average Amount of Student Loan Repayment Benefits Provided	\$4,585	\$4,421	\$5,577	\$6,347	\$6,245

The number of recipients of student loan repayment benefits has continued to increase along with agencies' financial investment in this particular incentive. In FY 2006, 31 percent more employees received student loan repayment benefits than in FY 2005. Compared to FY 2002, more than 8 times as many employees received student loan repayment benefits in FY 2006.

As in FY 2005, all 15 Federal departments used student loan repayments as a human capital management tool during FY 2006. Also, 19 independent agencies made use of this valuable authority. In addition to the 34 agencies that provided student loan repayments during FY 2006, 6 agencies reported having an established student loan repayment program should they choose to use this particular incentive in the future. These agencies include the Agency for International Development, Chemical Safety and Hazard Investigation Board, Committee for Purchase from People Who Are Blind or Severely Disabled, Executive Office of the President/Office of the U.S. Trade Representative, Office of Government Ethics, and the Pension Benefit Guarantee Corporation. Thus, 40 of the 78 reporting agencies (51 percent) either provided student loan repayments during FY 2006 or have an established student loan repayment program available for future use.

Occupational Data

During FY 2006, agencies used student loan repayments as a recruitment or retention tool for employees in many different occupations. Agencies may choose to provide student loan repayments to recruit or retain employees across all job series or target the incentive to a particular occupation or set of occupations. Table 2 lists the occupations for which agencies used student loan repayments most frequently. The table lists the number of employees in the specified occupation who received student loan repayment benefits during FY 2006 and the percentage of all recipients employed in that occupation.

TABLE 2

Occupation	Employee Count	% of Total
Criminal Investigator	921	16.0
Attorney	441	7.7
Intelligence	335	5.8
GAO Analyst	217	3.8
Mechanical Engineer	204	3.5
Information Technology Management	199	3.5
Miscellaneous Administration	181	3.1
Inspection, Investigation, and Compliance	173	3.0
Management and Program Analysis	142	2.5
Contract Specialist	130	2.3
Nuclear Engineer	130	2.3
Foreign Service Political Affairs	125	2.2
Business and Industry	112	1.9
Foreign Service Economics	108	1.9
Miscellaneous Clerk and Assistant	104	1.8
Electronics Engineer	99	1.7
Accounting	97	1.7
Foreign Service Public Diplomacy	89	1.5
<i>All Other Occupations</i>	1,948	33.8
Total	5,755	

As evidenced by the table, more criminal investigators received student loan repayment benefits than any other occupation, comprising 16 percent of all recipients during FY 2006. Of the 921 criminal investigators who received benefits, 901 were special agents within the Department of Justice’s Federal Bureau of Investigation.

Attorneys accounted for nearly 8 percent of the total number of employees who received student loan repayment benefits in FY 2006. In total, 17 agencies used student loan repayments to encourage attorneys to join or remain in Federal service. The Securities and Exchange Commission made attorneys a large focus of its program, providing student loan repayment benefits to 204 of them. The Departments of Justice and Housing and Urban Development provided student loan repayment benefits to 62 and 54 attorneys, respectively.

At the Departments of Justice, Defense, and State, a total of 335 intelligence analysts received student loan repayment benefits in FY 2006. Notably, the Federal Bureau of Investigation used student loan repayments to recruit or retain 317 intelligence analysts.

Agency Data

In FYs 2003–2005, the five agencies making the most extensive use of student loan repayments were the Departments of State, Defense, and Justice, the Securities and Exchange Commission, and the Government Accountability Office. As presented in Table 3, these five agencies were the most frequent users of student loan repayments again in FY 2006.

TABLE 3

Agency	Employee Count	% of Total Employees	Amount of Benefits Provided	% of Total Amount
Department of Justice	1,981	34.4	\$17,601,995	49.0
Department of Defense	1,383	24.0	\$4,601,756	12.8
Department of State	869	15.1	\$4,159,489	11.6
Securities and Exchange Commission	365	6.3	\$3,294,984	9.2
Government Accountability Office	286	5.0	\$1,396,538	3.9
<i>All Other Agencies</i>	<i>871</i>	<i>15.1</i>	<i>\$4,886,057</i>	<i>13.6</i>
Total	5,755		\$35,940,819	

The Department of Justice (DOJ) increased its use of student loan repayments substantially in FY 2006. In FY 2006, DOJ provided benefits to 1,981 employees totaling more than \$17.6 million. Compared to FY 2005, DOJ had an 81 percent increase in the number of employees receiving student loan repayment benefits and a 75 percent increase in the total amount of student loan repayment benefits provided. The significant investment in this incentive at DOJ can be attributed primarily to the Federal Bureau of Investigation (FBI). In FY 2006, the FBI provided a total of nearly \$17 million in student loan repayment benefits to 1,900 employees. The recipients at FBI included 901 special agents, 317 intelligence analysts, and 166 employees in the inspection, investigation, and compliance series (e.g., investigation specialists).

The Department of Defense (DOD) continued to use its student loan repayment program extensively during FY 2006. In FY 2006, DOD provided more than \$4.6 million in student loan repayment benefits to 1,383 employees. DOD used student loan repayments extensively as an incentive for engineers, providing benefits to a total of 682 employees in engineering positions. Engineers who received student loan repayment benefits included 198 mechanical engineers, 128 nuclear engineers, 94 electronics engineers, and 59 electrical engineers. DOD also provided student loan repayment benefits to 87 contract specialists and 60 information technology specialists.

The Department of State (DOS) continued to be one of the largest users of student loan repayments in FY 2006, providing more than \$4.1 million in student loan repayment benefits to 869 employees. Of the 869 employees who received student loan repayment benefits during FY 2006, 253 were in Civil Service positions and 616 were members of the Foreign Service. In FY 2006, DOS offered a lump-sum payment of \$4,600 (or the outstanding loan amount if it was less than \$4,600). Of employees who received student loan repayment benefits during FY 2006, 91 percent received the full \$4,600 in benefits. DOS made the most student loan repayments for employees serving in the Foreign Service as political affairs officers (125), economics officers (108), and public diplomacy officers (89).

During FY 2006, the Securities and Exchange Commission (SEC) provided 365 employees with nearly \$3.3 million in student loan repayment benefits. As in the past, SEC made the vast majority (83 percent) of its student loan repayments on behalf of employees in its major occupations of attorney (204), accountant (61), and securities compliance examiner (37). The average benefit per employee was \$9,027 and approximately 85 percent of program participants received the maximum benefit amount of \$10,000.

The Government Accountability Office (GAO) provided student loan repayment benefits totaling nearly \$1.4 million to 286 employees during FY 2006. As it has in the past, GAO used its student loan repayment program primarily to recruit and retain analysts, providing benefits to 217 of them.

In addition to these 5 agencies, 29 other Federal agencies made use of student loan repayments during FY 2006. In total, these 29 agencies provided student loan repayment benefits of nearly \$4.9 million to 871 employees. Notably, 13 of the 29 agencies—the Departments of Agriculture, Energy, Health and Human Services, Homeland Security, Housing and Urban Development, Interior, Transportation, Treasury, and Veterans Affairs, and the Environmental Protection Agency, Federal Energy Regulatory Commission, National Aeronautics and Space Administration, and the Office of Special Counsel—invested more than \$100,000 in this particular incentive.

In its report, the Department of Veterans Affairs (VA) noted its separate student loan repayment authority under section 7681 of title 38, United States Code. Under the VA Education Debt Reduction Program (EDRP), VA may make payments on behalf of recently appointed employees in certain health care occupations for which it is having recruitment or retention problems. During FY 2006, VA used its EDRP to authorize more than \$2 million in payments on behalf of 574 employees. The top six occupations for which the EDRP was used were registered nurses,

pharmacists, physicians, licensed practical nurses, physical therapists, and physician assistants. Notably, funding for the EDRP is centralized and payments are not taxable.

Student loan repayments are designed to be a recruitment and retention tool for agencies to use at their discretion to achieve their specific human capital management goals. Therefore, agencies do not necessarily need to make a large number of student loan repayments to use the incentive effectively. We commend all participating agencies for taking advantage of this valuable authority and we will continue to work with them to find the most strategic uses of student loan repayments.

IV. AGENCY COMMENTS

We invited agencies to provide details on their experiences in administering their student loan repayment programs. We received information regarding program effectiveness, best practices, and impediments to effectively using student loan repayments as a human capital management tool. In this section, we provide a summary of agencies' comments.

Effect on Recruitment and Retention

Agencies provided comments about the effect of their student loan repayment programs on recruitment and retention efforts. Representative comments are summarized below.

Departments

- All components of the **Department of Agriculture** using the student loan repayment program reported it to be a valuable recruitment and retention tool.
- At the **Department of Defense**, the student loan repayment program is a useful and effective human capital management tool.
- The student loan repayment program has had a positive impact on recruitment and retention efforts at the **Department of Education**.
- The student loan repayment program is an important program within the **Department of Housing and Urban Development**.
- Offering student loan repayments has helped several bureaus within the **Department of the Interior** to attract and retain highly skilled employees. In particular, student loan repayments are important to the individual bureaus for attracting competent employees in the fields of engineering, environmental science, telecommunication, and financial analysis. Several bureaus have found the student loan repayment program helpful in attracting highly skilled employees to help in the recovery and clean-up of damage caused by a series of hurricanes which hit the Gulf Coast of the United States during 2005.
- At the **Department of Justice**, the student loan repayment program improves efforts to attract and retain candidates who normally would not be interested in employment due to the

salary level and/or remote location of the prison or who otherwise would consider seeking employment in the private sector as opposed to working in a prison setting.

- Based on increases in participation and employee feedback, the **Department of State** believes the student loan repayment program is having a positive impact on both recruitment and retention efforts. Notably, of the more than 1,700 employees who have received student loan repayment benefits since 2002, only 57 (3.4%) have resigned while subject to the service requirement. That percentage is well below the average attrition rate in either the Civil Service or Foreign Service.
- At the **Department of the Treasury**, offering student loan repayments as a recruitment tool is another means to attract highly qualified individuals who might not otherwise consider Federal employment based on entry and mid-level pay rates. The program helps managers fill critical vacancies and student loan repayments have been used successfully as an incentive to obtain the best qualified candidates for positions. This particular incentive has proven to be more appealing than other recruitment and retention flexibilities to recent college graduates, who have the most up-to-date skills.

Independent Agencies

- The student loan repayment program has improved recruitment efforts at the **Defense Nuclear Facilities Safety Board**. The agency competes with the private sector for top graduates, who receive numerous offers of employment along with substantial monetary incentives. The agency's success in remaining competitive with the private sector is dependent upon using all available recruitment tools, such as student loan repayments.
- The **Environmental Protection Agency** is usually able to meet recruiting requirements without offering student loan repayment benefits, but it is a valuable flexibility when needed. Among students with fairly substantial loans to repay, the student loan repayment program was a definite consideration in deciding whether to join or remain with the agency. The program improved efforts to recruit individuals with Masters Degrees in environmental sciences, auditing, and information technology. One office used student loan repayments due to a demonstrated need to attract a highly qualified candidate to fill a particular social scientist position.
- The student loan repayment program is an effective recruiting tool to recruit high-caliber individuals at the **International Trade Commission**.
- The **National Aeronautics and Space Administration** recruits highly skilled undergraduate and graduate students to the workforce by offering student loan repayment benefits.
- At the **National Mediation Board**, student loan repayments are welcomed by employees and are used to provide stability in the workforce.
- The student loan repayment program benefits the **Securities and Exchange Commission** and helps the agency retain highly skilled staff.

Best Practices

Some agencies shared best practices they have developed while implementing and administering their student loan repayment programs. Examples of these best practices are noted below.

Departments

- The **Department of Education** issued a streamlined checklist for student loan repayment packages on the intranet to assist managers with repayment requests.
- The **Department of Housing and Urban Development** allocates funds centrally to offer student loan repayment benefits to all qualifying employees.
- The **Department of Justice** tracks retention rates of staff who have fulfilled their service agreements, which is a useful tool in targeting employees for the program.
- At the **Department of Labor**, student loan repayment program eligibility is based on criteria which consider recruitment history, labor-market factors, and special qualifications for the position. Determinations on which of the eligible employees receive student loan repayment benefits are closely linked to the employees' level of performance.
- The **Department of State** (DOS) shared a number of best practices:
 - Attaining senior management support for funding and the direction of transparent eligibility requirements;
 - Providing central administrative control over funding, which managers believed would more likely ensure program success than decentralization to the bureau level;
 - Defining eligibility in accordance with the recruitment and retention needs of both the Civil Service and Foreign Service, reviewing those needs annually, and making appropriate adjustments to the eligibility criteria;
 - Defining recruitment, retention, and awareness objectives and the measurement tools used to evaluate program effectiveness;
 - Reviewing attrition rates in targeted Civil Service occupational series and in the Foreign Service as part of the annual review of recruitment and retention needs;
 - Taking advantage of internal surveys in order to solicit program-specific feedback;
 - Limiting loans eligible for repayment to those loans taken out by an employee for the purpose of studies already completed by the employee; and

- Projecting the program budget based on hiring rates, attrition rates, and program use to encourage Foreign Service and Civil Service assignments to specific embassies and consulates.
- DOS is now requiring student loan repayment program participants to make independent payments toward their qualifying loan debt. Prior to 2006, approximately 20 percent of those qualifying for the program allowed the lump-sum student loan repayment benefit to be applied as future payments to their loan. Now, failing to continue to make payments on his or her student loan will render an employee ineligible for the program. This policy is consistent with DOS's view of its program as a "partnership" to assist employees in paying down extensive student loan debt.
- DOS established a Web-based application and database collection system. The first data collection system developed by a Federal agency for use with its student loan repayment program, the system permits employees to submit applications online. With the exception of hard copy lender statements, the system has eliminated the need for all "offline" documentation.
- The **Department of the Treasury** shared a number of best practices:
 - Developing internal controls to facilitate expeditious and accurate processing of student loan repayment program applications;
 - Implementing systemic verification and validation processes to ensure the integrity of the student loan repayment program;
 - Requiring program recipients, on a quarterly basis, to confirm the accuracy of their information and that their lenders are receiving and applying the payments appropriately;
 - Making loan payments in bi-weekly increments instead of lump-sum payments, which the managers believe is more effective in assuring recipients fulfill the 3-year service agreement;
 - Verifying all information submitted by the applicant;
 - Establishing a central fund to aid in using the student loan repayment program as a recruitment tool, which enables managers to be granted approval to use the program before advertising a position and simplifies the budget planning process by requiring cost estimates to be incorporated into budget proposals and plans; and
 - Establishing directives and orders outlining program requirements and detailing the enrollment process, noting that enrollment in the program requires a management-initiated request to facilitate the recruitment or retention of a highly qualified employee.

Independent Agencies

- The **Environmental Protection Agency** tracks manager hiring satisfaction with the availability of student loan repayments as part of OPM's hiring management satisfaction survey. Also, the agency measures the retention rate of recipients over time and compares the rate to the agency's overall attrition rate and the rate for employees who do not receive student loan repayment benefits.
- The **International Trade Commission** offers employees the maximum of \$10,000 in student loan repayment benefits to signify the agency's commitment to employing highly qualified professionals who are dedicated to fulfilling the agency's goals.
- The **National Aeronautics and Space Administration** uses its student loan repayment program to focus on participants in Federal intern programs (e.g., Presidential Management Fellows Program, Federal Career Intern Program, and National Security Education Fellows Program), many of whom are viewed as the future managers and leaders of the agency. Offering the program twice a year allows the agency to provide student loan repayment benefits to new interns entering the workforce throughout the year and allows them to participate immediately or within a short waiting period. Providing benefits of up to the maximum amount of \$10,000 indicates to employees that the agency is dedicated to recruiting and retaining a committed workforce for professional positions to continue the success of the agency's mission.
- The **Securities and Exchange Commission** is utilizing the Department of Education's National Student Loan Data System (NSLDS) to verify data on employees' loans instead of requesting this information from lenders. The agency requires employees to provide printouts of loan data from this database along with the most recent statements from lenders. The agency can use this information to determine if the loans are eligible for repayment, outstanding balances, and the servicing lender(s), which eliminates the need to request information by sending forms to the individual lenders. In addition, the agency established a program email box to enable program managers to answer questions about the program and provide the status of applications.

Impediments to Using Student Loan Repayments

As we have reported previously, the primary barrier for agencies in using student loan repayments is a lack of funding. A total of 22 agencies commented that budgetary issues were an impediment to using student loan repayments as a recruitment or retention tool.

Other barriers cited by the agencies included the following:

- Tax liability associated with student loan repayment benefits (2 agencies);
- Three-year service requirement (2 agencies);
- Administrative burden for the agency (2 agencies);
- Burdensome reimbursement terms for the recipient (1 agency);
- Lack of familiarity with the program (1 agency);

- Stringent program requirements (1 agency); and
- Perception of inequity by employees who do not receive student loan repayment benefits (1 agency).

Impediments to establishing and administering a program are not necessarily the reason some agencies do not offer student loan repayment benefits. For example, the availability of student loan repayments is not a major factor in recruitment or retention efforts at one agency because positions are not specialized or hard to fill. Another agency noted it does not usually need to focus on recruiting individuals with highly technical or unique qualifications and generally meets hiring targets without using special incentives. Other agencies stated they do not currently have recruitment or retention problems requiring the use of student loan repayments.

OPM continues its leadership role in promoting the use of student loan repayments as a tool to attract and retain a well-qualified Federal workforce. At interagency working group meetings, we encouraged agencies to share solutions to the complexities of implementing and administering their student loan repayment programs and to provide feedback on ways OPM can better assist them in using the incentive more effectively. In addition, we will continue to use the OPM Web site and our student loan repayment email list server to disseminate valuable information, such as proposed changes in regulations and guidance and agency best practices and model plans. See the section entitled “OPM Assistance” for additional information on the actions we have taken to improve agencies’ use of this valuable human capital management tool.

V. OPM ASSISTANCE

In 2005, OPM joined with agency program managers to establish an interagency working group on student loan repayments. The Department of State was an instrumental partner in this effort. The interagency working group provided an opportunity for agency program managers to share best practices and lessons learned with each other and provide feedback to OPM on ways we can better assist agencies in using student loan repayments effectively. In 2006, the interagency working group met four times. Brief descriptions of the meetings are below.

- On March 8, 2006, OPM hosted a meeting during which the Department of Education presented an overview of the Federal student loan programs and the transfer of payments to student loan lenders and servicers. The Department of Education discussed the National Student Loan Data System, a national database of Federal loans and grants. (See the description of the Securities and Exchange Commission’s best practices for a further discussion of this database.)
- On May 23, 2006, the Department of Energy (DOE) hosted a meeting during which representatives from DOE and the Federal Energy Regulatory Commission shared information about their agencies’ student loan repayment programs. The meeting focused on the decentralized model of student loan repayment programs.
- On July 27, 2006, OPM hosted a meeting to discuss methods of measuring the effectiveness of a student loan repayment program. An OPM metrics expert was in

attendance to provide feedback and insight to agency program managers on measurement issues.

- On November 2, 2006, the Department of State hosted a meeting to provide a demonstration of its new Web-based application and database collection system, which it now uses to administer its student loan repayment program online.

OPM established an email list server in August 2005 to assist in sharing information with the student loan repayment program community. In 2006, we continued to use the list server to notify agency program managers about important student loan repayment program information, such as relevant memoranda, updates to the OPM Web site, and upcoming interagency working group meetings. In addition, we used the list server to distribute a consolidated set of contact information for various student loan lenders and servicers, ideas for measuring student loan repayment program effectiveness, and best practices and guidance on the lender payment process.

On January 9, 2007, OPM published proposed regulations in the *Federal Register* to revise the implementing regulations for student loan repayments. (See 72 FR 914.) The primary purpose of the revision is to make 5 CFR part 537 more readable and usable. However, we also are proposing substantive changes based on experience to date to improve program administration in the agencies and promote alignment between this authority and related authorities that support recruitment and retention efforts (e.g., recruitment, relocation, and retention incentives under 5 U.S.C. 5753 and 5754).

To help gauge employee perceptions of student loan repayment benefits as an incentive to Federal employment, OPM added the following question to the 2006 Federal Benefits Survey: “If your agency offers a student loan repayment program [repayment of all or a portion of approved outstanding federally insured student loan(s)], how important was that program in your decision to accept a job with the Federal government (new hires) or remain in the Federal government (tenured employees)?” We plan to add a similar question to the next Federal Human Capital Survey.

We continue to use the OPM Web site to post current guidance and information on student loan repayments. The information available at www.opm.gov/oca/PAY/StudentLoan/index.asp includes a fact sheet, links to the applicable law and regulations, questions and answers, two sample agency plans, best practices, and our recent reports to Congress. We will update and enhance our Web guidance as needed.

VI. CONCLUSION

One of the biggest challenges for Federal agencies is attracting and retaining well-qualified, high-performing employees. Student loan repayments are a valuable human capital management tool that enables agencies to recruit highly qualified candidates into Federal service and keep talented employees in the Federal workforce. Agencies may tailor their use of student loan repayments to meet their specific human capital management goals.

OPM will continue to work with agencies to encourage them to take full advantage of student loan repayments. We will continue to assist agencies in establishing a plan for using strategic recruitment and retention tools, including student loan repayments. We are committed to providing agencies with the most up-to-date and useful information on using student loan repayments and other human capital management flexibilities. We look forward to agencies' continued success in using student loan repayments during FY 2007.

REPORTING AGENCIES

DEPARTMENTS

Agriculture	Interior
Commerce	Justice
Defense	Labor
Education	State
Energy	Transportation
Health and Human Services	Treasury
Homeland Security	Veterans Affairs
Housing and Urban Development	

INDEPENDENT AGENCIES

African Development Foundation	International Trade Commission
Agency for International Development	James Madison Fellowship Foundation
Arctic Research Commission	Library of Congress
Chemical Safety and Hazard Investigation Board	Merit Systems Protection Board
Commission of Fine Arts	Millennium Challenge Corporation
Commission on Civil Rights	National Aeronautics and Space Administration
Committee for Purchase from People Who Are Blind or Severely Disabled	National Archives and Records Administration
Commodity Futures Trading Commission	National Capital Planning Commission
Consumer Product Safety Commission	National Credit Union Administration
Court Services and Offender Supervision Agency	National Endowment for the Arts
Defense Nuclear Facilities Safety Board	National Endowment for the Humanities
Environmental Protection Agency	National Labor Relations Board
Equal Employment Opportunity Commission	National Mediation Board
Executive Office of the President/National Security Council	National Science Foundation
Executive Office of the President/Office of the U.S. Trade Representative	National Transportation Safety Board
Export-Import Bank	Nuclear Regulatory Commission
Farm Credit Administration	Occupational Safety and Health Review Commission
Federal Communications Commission	Office of Government Ethics
Federal Deposit Insurance Corporation	Office of Navajo and Hopi Indian Relocation
Federal Election Commission	Office of Personnel Management
Federal Energy Regulatory Commission	Office of Special Counsel
Federal Housing Finance Board	Overseas Private Investment Corporation
Federal Maritime Commission	Pension Benefit Guarantee Corporation
Federal Retirement Thrift Investment Board	Railroad Retirement Board
Federal Trade Commission	Securities and Exchange Commission
General Services Administration	Small Business Administration
Government Accountability Office	Smithsonian Institution
Government Printing Office	Social Security Administration
Harry S. Truman Scholarship Foundation	Surface Transportation Board
Holocaust Memorial Museum	Tax Court
Inter-American Foundation	Trade and Development Agency
	United States Section, International Boundary and Water Commission

AGENCY REPORTS - FY 2006

Department/Agency	Number of Employees	Job Classifications	Cost
<i>Departments</i>			
Agriculture	20	GS-0401, Agriculturalist (2) GS-0404, Biological Technician GS-0414, Research Entomologist (3) GS-0440, Research Molecular Geneticist GS-0470, Soil Mapper (3) GS-0701, Veterinary Medical Officer (4) GS-0855, Electronics Engineer GS-1035, Public Affairs Specialist GS-1320, Chemist (2) GS-1529, Mathematical Statistician (2)	\$139,580
Commerce	2	GS-0855, Electronics Engineer ZA-0201, Human Resources Specialist	\$20,000
Defense	1,383	AD-1710, Education and Vocational Training DB-0150, Geography (2) DB-0403, Microbiologist DB-0601, General Health Science DB-0610, Nurse DB-0819, Environmental Engineer DB-0830, Mechanical Engineer (2) DB-0861, Aerospace Engineer (4) DB-0899, Engineering Trainee DB-1301, General Physical Scientist DB-1370, Cartography DB-1550, Computer Scientist DR-0810, Civil Engineer DR-0830, Mechanical Engineer (2) DR-0855, Electronics Engineer (2) DR-0861, Aerospace Engineer (2) DR-1515, Operations Research Analyst GG-0080, Security Administration GG-0132, Intelligence (14) GG-0341, Administrative Officer GG-0801, General Engineer GG-0855, Electronics Engineer (6) GS-0018, Safety & Occupational Health Mgmt (3) GS-0020, Community Planner (6) GS-0028, Environmental Protection Specialist (2) GS-0080, Security Administration (8) GS-0083, Police GS-0101, Social Scientist (10) GS-0130, Foreign Affairs (3) GS-0131, International Relations (3)	\$4,601,756

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,383	GS-0150, Geography GS-0170, Historian (6) GS-0180, Psychology (4) GS-0188, Recreation Specialist GS-0199, Social Science Student Trainee GS-0201, Human Resources Specialist (28) GS-0299, Personnel Management Trainee GS-0301, Miscellaneous Administration (20) GS-0303, Miscellaneous Clerk (2) GS-0326, Office Automation Clerk (2) GS-0343, Management and Program Analyst (18) GS-0346, Logistics Management (27) GS-0399, Administrative Trainee GS-0403, Microbiologist (2) GS-0501, Finance Administration (19) GS-0510, Accountant (20) GS-0511, Auditor (46) GS-0560, Budget Analyst (43) GS-0561, Budget Clerk/Assistant GS-0599, Financial Management Trainee (7) GS-0601, General Health Science GS-0602, Medical Officer GS-0660, Pharmacist GS-0671, Health System Specialist GS-0801, General Engineer (36) GS-0802, Engineering Technician (3) GS-0803, Safety Engineer (3) GS-0806, Materials Engineer (6) GS-0807, Landscape Architect GS-0808, Architect (7) GS-0810, Civil Engineer (20) GS-0819, Environmental Engineer (17) GS-0830, Mechanical Engineer (187) GS-0840, Nuclear Engineer (128) GS-0850, Electrical Engineer (58) GS-0854, Computer Engineer (26) GS-0855, Electronics Engineer (75) GS-0861, Aerospace Engineer (33) GS-0871, Naval Architect (19) GS-0893, Chemical Engineer (21) GS-0896, Industrial Engineer (17) GS-0899, Engineering Trainee (6) GS-0904, Law Clerk GS-0905, General Attorney (11) GS-1001, General Arts and Information GS-1035, Public Affairs (6) GS-1071, Audiovisual Production GS-1083, Technical Writing and Editing GS-1084, Visual Information (2) GS-1101, General Business and Industry (25)	\$4,601,756

Department/Agency	Number of Employees	Job Classifications	Cost
Defense (continued)	1,383	GS-1102, Contract Specialist (87) GS-1170, Realty GS-1199, Business and Industry Student Trainee (3) GS-1222, Patent Attorney GS-1301, General Physical Scientist (4) GS-1310, Physicist (4) GS-1311, Physical Science Technician (6) GS-1320, Chemist (9) GS-1321, Metallurgy GS-1384, Textile Technology (3) GS-1410, Librarian GS-1515, Operations Research Analyst (18) GS-1520, Mathematics GS-1529, Mathematical Statistician GS-1550, Computer Scientist (17) GS-1701, General Education and Training (15) GS-1712, Training Instruction GS-1740, Education Services (3) GS-1750, Instructional Systems (5) GS-1811, Criminal Investigator (17) GS-1910, Quality Assurance GS-2003, Supply Program Management (2) GS-2010, Inventory Management (24) GS-2130, Traffic Management GS-2181, Aircraft Pilot (5) GS-2210, Information Technology (60) GS-2299, Information Technology Student Trainee NH-0343, Management and Program Analyst (2) NH-0801, General Engineer NH-0830, Mechanical Engineer (7) NH-0850, Electrical Engineer NH-0854, Computer Engineer NH-0855, Electronics Engineer (11) NH-0861, Aerospace Engineer NH-0893, Chemical Engineer (2) NH-0905, General Attorney NH-1310, Physicist NH-1515, Operations Research Analyst (12) WG-5803, Heavy Mobile Equipment Mechanic WL-7408, Food Service	\$4,601,756
Education	7	GS-0301, Presidential Management Fellow (3) GS-0343, Management and Program Analysis GS-1082, Writing and Editing GS-1720, Education Program GS-2210, Information Technology Management	\$28,873
Energy	54	EK-0801, General Engineer (14) EK-0854, Computer Engineer EK-1301, Physical Scientist EN-0801, General Engineer (3) GS-0028, Environmental Protection Specialist (2)	\$338,349

Department/Agency	Number of Employees	Job Classifications	Cost
Energy (continued)	54	GS-0028, Supv. Environmental Protection Specialist GS-0110, Economist GS-0130, Foreign Affairs Specialist GS-0301, Business Management Specialist GS-0301, Energy Technology Program Specialist (3) GS-0301, Program Specialist GS-0301, Policy Analyst GS-0301, Fish and Wildlife Project Management GS-0343, Program Analyst GS-0343, Management Analyst (2) GS-0399, Student Trainee (Program Analyst-Rates) GS-0801, General Engineer (6) GS-0850, Electrical Engineer (4) GS-0855, Electronics Engineer GS-0905, General Attorney GS-1130, Public Utilities Specialist (2) GS-1301, Physical Scientist (2) GS-1310, Physicist GS-1515, Operations Research Analyst GS-1550, Computer Scientist	\$338,349
Health and Human Services	58	AD-1301, Staff Scientist GS-0101, Program Specialist (13) GS-0101, Lead Program Specialist GS-0101, Social Science Intern (2) GS-0110, Industry Economist (2) GS-0260, Equal Employment Opportunity Specialist GS-0301, Program Specialist (2) GS-0301, Policy Analyst GS-0301, Presidential Management Fellow GS-0303, Program Support Assistant GS-0303, Technical Information Assistant GS-0343, Management and Program Analyst (8) GS-0343, Program Specialist GS-0403, Research Microbiologist GS-0501, Financial Operations Specialist GS-0505, Financial Manager (System) GS-0560, Budget Analyst (2) GS-0601, General Health Scientist (2) GS-0601, Reg Health Project Manager (2) GS-0602, Supervisory Medical Officer GS-0696, Consumer Safety Officer (3) GS-0696, Supervisory Consumer Safety Officer GS-0855, Electronics Engineer GS-0950, Supervisory Complaint Policy Analyst GS-1101, Grants Management Officer GS-1320, Chemist (4) GS-1320, Lead Chemist GS-1412, Technical Information Specialist	\$371,525

Department/Agency	Number of Employees	Job Classifications	Cost
Homeland Security	17	GS-0028, Supv. Environmental Protection Specialist GS-0343, Management and Program Analyst (4) GS-0905, Attorneys (12)	\$161,425
Housing and Urban Development	256	GS-0101, Social Science GS-0110, Economist (3) GS-0201, Human Resources Specialist GS-0260, Equal Employment Opportunity Spec. (2) GS-0301, Misc. Administrative and Program (38) GS-0301, Community Planning & Dev. Rep. GS-0303, Miscellaneous Clerk and Assistant (11) GS-0318, Secretary (2) GS-0343, Management and Program Analysis (25) GS-0360, Equal Opportunity Specialist (17) GS-0361, Equal Opportunity Assistant GS-0399, Student Trainee GS-0501, Financial Analyst (2) GS-0510, Accountant GS-0560, Budget Analyst (2) GS-0828, Construction Analyst (2) GS-0904, Law Clerk (15) GS-0905, Attorney (54) GS-0950, Paralegal Specialist (6) GS-1101, Business and Industry (51) GS-1102, Contracting Specialist (4) GS-1106, Procurement Assistant GS-1160, Financial Analyst GS-1170, Realty Specialist GS-1171, Appraiser (2) GS-1180, Psychologist GS-1199, Student Trainee (2) GS-2210, IT Specialist (8)	\$406,603
Interior	42	GS-0028, Environmental Protection Specialist (4) GS-0110, Economist GS-0193, Archaeologist GS-0301, Facilities & Operations Management Spec. GS-0326, Program Assistant GS-0341, Administrative Officer GS-0341, Business Management Analyst GS-0343, Management Analyst (3) GS-0343, Program Analyst (4) GS-0460, Forester GS-0501, Financial Management Analyst GS-0560, Supervisory Budget Analyst GS-0807, Landscape Architect GS-0810, Civil Engineer (2) GS-0810, Highway Engineer GS-0810, Structural Engineer GS-0850, Electrical Engineer (2) GS-0881, Petroleum Engineer GS-1071, Audio Visual Production Specialist	\$299,185

Department/Agency	Number of Employees	Job Classifications	Cost
Interior (continued)	42	GS-1101, Business Specialist GS-1102, Contract Specialist GS-1102, Contracting Officer GS-1102, Supervisory Contract Specialist GS-1313, Geophysicist GS-1315, Hydrologist GS-1373, Land Surveyor (3) GS-1801, Investigation Specialist (Finance) GS-2210, Information Technology Specialist GS-2210, Supervisory Information Technology Spec. GS-2310, Natural Resources Specialist	\$299,185
Justice	1,981	GS-0072, Fingerprint Examiner GS-0080, Personnel Security Specialist (2) GS-0080, Physical Security Specialist-Hazmat GS-0080, Security Specialist (6) GS-0083, Police Officer (10) GS-0086, Security Assistant (3) GS-0101, Victim Specialist (22) GS-0132, Intelligence Analyst (313) GS-0132, Supervisory Intelligence Analyst (4) GS-0134, Intelligence Assistant (6) GS-0201, Congressional Affairs Specialist GS-0201, Human Resources Specialist (5) GS-0203, Human Resources Assistant (4) GS-0301, Administrative Specialist (18) GS-0301, Community Liaison Specialist GS-0301, Community Outreach Specialist (2) GS-0301, Courseware Development Specialist GS-0301, Courseware Support Specialist GS-0301, Crime Analyst GS-0301, CTOC Specialist (2) GS-0301, Emergency Action Specialist GS-0301, Foreign Language Monitor Analyst GS-0301, Foreign Operations Specialist (3) GS-0301, Information Management Specialist GS-0301, NICS Liaison Specialist GS-0301, Occ. Safety & Environmental Specialist GS-0301, Planning & Implementation Specialist GS-0301, Protocol Affairs Specialist GS-0301, Records Conversion Specialist (2) GS-0301, Supervisory Administrative Specialist GS-0303, Evidence Technician (6) GS-0303, Legal Operations Assistant GS-0303, Office Services Manager GS-0303, Operations Security Assistant (6) GS-0303, Support Operations Technician GS-0303, Support Services Technician (70) GS-0313, Offices Services Supervisor (6) GS-0318, Secretary (Executive) (3) GS-0341, Administrative Officer (2)	\$17,601,995

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,981	GS-0343, Management & Program Analyst (36) GS-0343, Supv. Management & Program Analyst GS-0344, Management & Program Assistant GS-0391, Telecommunication Manager GS-0391, Telecommunication Specialist (7) GS-0401, Biologist (18) GS-0501, Account Analyst (2) GS-0501, Fiscal Management Officer GS-0505, Financial Manager (3) GS-0510, Accountant GS-0511, Auditor (8) GS-0525, Financial Technician GS-0560, Accounting Technician (6) GS-0560, Budget Analyst (5) GS-0560, Supervisory Budget Analyst GS-0561, Budget Technician GS-0602, Medical Officer (6) GS-0603, Physician's Assistant GS-0603, Psychologist (28) GS-0610, Registered Nurse (4) GS-0660, Pharmacist GS-0802, Engineering Technician GS-0855, Electronics Engineer GS-0856, Electronics Technician (21) GS-0904, Law Clerk GS-0905, Attorney (34) GS-0905, Attorney Advisor (4) GS-0905, Trial Attorney (24) GS-0950, Asset Forfeiture Investigator GS-0950, Paralegal Specialist (3) GS-0963, Legal Instruments Examiner (11) GS-0963, Supv. Legal Instruments Examiner GS-0986, Legal Assistant GS-1001, Sign Language Interpreter/Reader GS-1001, Video Communications Specialist GS-1040, Language Analyst (7) GS-1040, Language Specialist (7) GS-1060, Photographer (2) GS-1082, Editor (2) GS-1082, Writer (2) GS-1082, Writer/Editor GS-1084, Visual Information Specialist GS-1102, Contract Specialist GS-1160, Financial Analyst (24) GS-1160, Financial Assistant (2) GS-1176, Building Management Specialist GS-1301, Physical Scientist (17) GS-1320, Chemist (7) GS-1320, Research Chemist GS-1321, Metallurgist	\$17,601,995

Department/Agency	Number of Employees	Job Classifications	Cost
Justice (continued)	1,981	GS-1350, Geologist GS-1386, Photo Technologist GS-1397, Document Analyst GS-1412, Technical Information Specialist (14) GS-1530, Statistician GS-1541, Cryptanalyst (4) GS-1550, Computer Scientist GS-1712, Training Instructor (2) GS-1801, Investigative Specialist (129) GS-1801, Investigative Support Specialist (15) GS-1801, Supv. Investigative Specialist (2) GS-1801, Surveillance Specialist (20) GS-1802, Criminal History Examiner (2) GS-1802, ELSUR Operations Technician (5) GS-1811, Special Agent (890) GS-1811, Supervisory Special Agent (11) GS-1910, Quality Assurance Specialist GS-2001, Lead General Supply Specialist GS-2130, Traffic Management Specialist GS-2210, Information Technology Spec. (50) GS-4742, Utilities System Operator GS-4742, Utility Systems Repairer-Operator	\$17,601,995
Labor	5	GS-0201, Human Resources Specialist GS-0343, Program Analyst GS-0501, Program Specialist GS-1811, Criminal Investigator (2)	\$32,500
State	869	FS-2010, Management Officer (74) FS-2101, Financial Management (8) FS-2201, Human Resources Management (2) FS-2301, General Services (5) FS-2501, Security (56) FS-2550, Security Engineering (8) FS-2560, Security Engineering-Tech (2) FS-2880, Information Management (36) FS-2882, Information Management-Tech (2) FS-2884, Information Tech Management (2) FS-3001, Consular Affairs (61) FS-4400, Public Diplomacy (89) FS-5015, Economics (108) FS-5505, Political Affairs (125) FS-6070, Narcotics Control FS-6115, Health Practitioner (5) FS-6218, Construction Engineering (4) FS-7076, Training FS-9017, Office Management (27) GS-0080, Security Administration (4) GS-0130, Foreign Affairs (55) GS-0132, Intelligence (4) GS-0170, History (6) GS-0201, Personnel Management (8)	\$4,159,489

Department/Agency	Number of Employees	Job Classifications	Cost
State (continued)	869	GS-0301, Misc. Administration and Program (26) GS-0303, Miscellaneous Clerk and Assistant (2) GS-0318, Secretary (3) GS-0343, Management and Program Analysis (6) GS-0501, Financial Administration and Program (4) GS-0510, Accounting (4) GS-0511, Auditing GS-0560, Budget Analysis (5) GS-0801, General Engineering (2) GS-0808, Architecture GS-0904, Law Clerk (2) GS-0905, General Attorney (25) GS-0967, Passport and Visa Examining (52) GS-1001, General Arts and Information GS-1035, Public Affairs GS-1082, Writing and Editing (3) GS-1101, General Business and Industry (3) GS-1102, Contracting (11) GS-1301, General Physical Science GS-1801, Gen. Inspection, Inv., and Compliance (4) GS-2210, Information Technology Management (19)	\$4,159,489
Transportation	23	GS-0020, Community Planner (2) GS-0020, Transportation Planner GS-0110, Economist GS-0301, Policy Analyst GS-0343, Program Analyst (2) GS-0360, Equal Opportunity Specialist GS-0399, Student Trainee (Management) GS-0560, Budget Analyst (2) GS-0905, Attorney Advisor (2) GS-1102, Contract Specialist GS-1160, Financial Analyst GS-1160, Financial Specialist GS-2101, International Transportation Specialist (2) GS-2101, Regional Administrator GS-2101, Transportation Program Specialist GS-2110, Transportation Industry Analyst GS-2125, Highway Safety Specialist GS-2210, IT Specialist	\$213,130
Treasury	40	GS-0201, Human Resources Specialist GS-0301, Ethics Program Coordinator GS-0301, Program Manager GS-0301, Supervisory Claims Analyst GS-0340, Program Manager (3) GS-0340, Project Manager GS-0501, Financial Program Specialist (2) GS-0501, Financial Specialist GS-0510, Accountant (2) GS-0510, Supervisory Accountant Officer GS-0511, Auditor (2)	\$172,891

Department/Agency	Number of Employees	Job Classifications	Cost
Treasury (continued)	40	GS-0560, Budget Analyst GS-0905, Attorney Advisor (2) GS-1397, Document Analyst GS-2210, Information Technology Specialist (20)	\$172,891
Veterans Affairs	102	GS-0180, Psychologist (6) GS-0185, Social Worker (24) GS-0201, Human Resources Specialist (8) GS-0301, Program Specialist (3) GS-0341, Administrative Officer GS-0343, Program Analyst (3) GS-0501, Systems and Procedures Analyst GS-0560, Budget Analyst GS-0605, Nurse Anesthetist GS-0620, Vocational Nurse GS-0631, Occupational Therapist (3) GS-0633, Physical Therapist (8) GS-0644, Medical Technologist (2) GS-0646, Histopathology Technician GS-0647, Diagnostic Radiologic Technician (2) GS-0660, Pharmacist (Clinical Specialist) GS-0669, Medical Records Administrator GS-0671, Health System Specialist (4) GS-0801, General Engineer GS-0830, Mechanical Engineer (2) GS-0905, Attorney-Advisor (8) GS-1102, Contract Specialist (3) GS-1165, Loan Specialist GS-2210, Information Technology Specialist (16)	\$802,663
Independent Agencies			
Defense Nuclear Facilities Safety Board	4	DN-0801, Engineer (3) GS-0905, Attorney	\$33,269
Environmental Protection Agency	19	GS-0028, Environmental Protection Specialist GS-0101, Social Science (3) GS-0301, Miscellaneous Administration and Program GS-0343, Management and Program Analysis (4) GS-0403, Microbiology GS-0601, General Health Science (2) GS-0801, General Engineering GS-1301, General Physical Science (5) GS-2210, Information Technology Management	\$116,250
Export-Import Bank	3	GS-0501, Supervisory Financial Specialist GS-1165, Loan Specialist (2)	\$18,000
Farm Credit Administration	12	VH-1101, Associate FCA Examiner (11) VH-2210, Information Technology Specialist	\$51,233
Federal Energy Regulatory Commission	89	GS-0023, Outdoor Recreational Planner GS-0110, Economist (5) GS-0201, Human Resources Specialist (5) GS-0301, Legal Support Specialist GS-0318, Secretary (2)	\$788,888

Department/Agency	Number of Employees	Job Classifications	Cost
Federal Energy Regulatory Commission (continued)	89	GS-0343, Program/Management Analyst (2) GS-0401, Environmental Biologist (5) GS-0482, Fish Biologist (4) GS-0501, Program Specialist GS-0510, Accountant (2) GS-0511, Auditor (5) GS-0810, Civil Engineer (5) GS-0819, Environmental Engineer (3) GS-0830, Mechanical Engineer (3) GS-0850, Electrical Engineer (2) GS-0881, Petroleum Engineer (2) GS-0893, Chemical Engineer (2) GS-0904, Law Clerk (2) GS-0905, Attorney (Advisor) (23) GS-0905, Attorney (Trial) GS-0986, Legal Technician GS-1101, Energy Industry Analyst (10) GS-2210, Information Technology Specialist (2)	\$788,888
Federal Housing Finance Board	6	TS-0570, Bank Examiner TS-1160, Financial Analyst (5)	\$50,139
General Services Administration	8	GS-0343, Program Analyst GS-0801, General Engineer GS-0808, Architect GS-0830, Mechanical Engineer GS-1101, Asset Management Specialist GS-1101, Business Development Specialist GS-1102, Contract Specialist GS-2210, Lead IT Project Manager	\$60,094
Government Accountability Office	286	MS-0510, Accounting PA-0905, Attorney (19) PE-0101, Social Science Analyst (6) PE-0110, Economist (5) PE-0347, Analyst (217) PE-0511, Financial Auditor (16) PE-1530, Statistician PE-1550, Computer Science (14) PT-0301, Visual Communications Analyst PT-0510, Accounting PT-0560, Budget Analyst PT-1529, Mathematical Statistician PT-2210, Information Technology Specialist (3)	\$1,396,538
Government Printing Office	15	PG-0301, Web Content Specialist PG-0301, Innovation Specialist PG-0301, Product Research & Development Analyst PG-0301, Project Manager PG-0510, Accountant PG-1410, Librarian (Automation) PG-1654, Printing Services Specialist (5) PG-2210, IT Specialist (4)	\$84,132

Department/Agency	Number of Employees	Job Classifications	Cost
Inter-American Foundation	1	GS-0101, Social Science Analyst	\$6,000
International Trade Commission	2	GS-0201, Human Resources Specialist GS-0905, Supervisory Attorney Advisor	\$20,000
Library of Congress	3	GS-0201, HR Specialist (Labor Relations) GS-1001, Folklife Specialist Research GS-1410, Supervisory Librarian	\$21,000
National Aeronautics and Space Administration	44	GS-0201, Human Resources Specialist (6) GS-0301, Contract Specialist GS-0301, International Program Specialist (2) GS-0301, Legislative Affairs Specialist GS-0301, Policy Analyst GS-0301, Program Planning Specialist GS-0301, Program Specialist GS-0343, Management/Program Analyst (8) GS-0510, Accountant GS-0893, Chemical Engineer GS-0905, Attorney Advisor (General) (2) GS-1102, Contract Specialist (19)	\$313,206
National Archives and Records Administration	9	GS-0510, Accountant GS-1420, Archivist GS-1421, Archives Specialist (6) GS-2210, Information Technology Management	\$72,398
National Mediation Board	4	GS-0905, Attorney (3) GS-1035, Public Affairs	\$22,576
Nuclear Regulatory Commission	10	GG-0301, International Policy Analyst GG-0343, Management Analyst GG-0343, Senior Management Analyst GG-0801, Project Engineer GG-0801, Section Chief (2) GG-0840, Project Engineer GG-0840, Senior Resident Inspector (PWR/TL) GG-1301, Nuclear Systems Scientist GG-1811, Criminal Investigator	\$99,244
Office of Personnel Management	3	GS-0180, Personnel Research Psychologist (2) GS-0301, Executive Officer	\$20,000
Office of Special Counsel	13	GS-0904, Law Clerk (3) GS-0905, General Attorney (9) GS-1810, Investigator	\$122,904
Securities and Exchange Commission	365	SK-0101, Social Science Analyst SK-0110, Economist SK-0201, HR Specialist SK-0301, Research Specialist (19) SK-0303, Administrative Clerk (2) SK-0318, Secretary SK-0343, Program Analyst (7) SK-0510, Staff Accountant (61) SK-0905, Attorney-Adviser (204) SK-0950, Paralegal Specialist (4)	\$3,294,984

Department/Agency	Number of Employees	Job Classifications	Cost
Securities and Exchange Commission (continued)	365	SK-0963, Legal Instruments Examiner SK-0986, Legal Technician (3) SK-1001, Investor Assistance Specialist (4) SK-1101, General Business Specialist (8) SK-1801, Market Surveillance Specialist (2) SK-1831, Securities Compliance Examiner (37) SK-2210, IT Specialist (9)	\$3,294,984
34 Agencies	5,755		\$35,940,819

Note: Reported costs are rounded to the nearest whole dollar.



**United States Office of
Personnel Management**
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