OFFICE OF FEDERAL PROCUREMENT POLICY
FEDERAL ACQUISITION INSTITUTE

PROCUREMENT WORKFORCE DEMOGRAPHICS

-- 1980 --

AND

FOUR YEAR PROFILE (FY 1977 - 1980)

NOVEMBER 1981

We are pleased to publish this third annual demographic
report of the Federal procurement work force. Our previous
reports have generated a good deal of interest; we hope this
one will also. Of particular interest in this report is the
comparison of the personnel status from FY 1977 to FY
1980.

As our data base grows and we expand our capabilities, our
goal is to provide the procurement community with valuable
insights into the status and changes occurring in the work
force, assess the impact of those changes, and forecast
future developments.

Often reports such as these raise as many, if not more,
questions than they answer. It has been our intention to
anticipate as many of your questions as possible. However,
if we have not answered a particular question that you may
have, please call on us.

William N. Hunter
Director

TECHNICAL NOTES

Source of Data:
The data presented in this report are based on an extract of the Central Personnel Data File, as of September 30, 1980. The file is maintained on a Government-wide basis by the Office of Personnel Management. The population studied covers active, full-time employees only.

Missing Data:
The total number of employees may vary from one table to another because in cases where information is missing from an employee's record, the individual is excluded from computations involving the missing data element.

Retirement Eligi-
bility Categories:
Minimum combinations of age and years of service needed to qualify for:

Optional Retirement:
    Age 62 with 5 years of service
    Age 60 with 20 years of service
    Age 55 with 30 years of service

Early Retirement (RIF, abolishment of position):
    Age 50 with 20 years of service
    Any age with 25 years of service

Educational Level
Categories:
The "Some College" category includes participation in or graduation from a terminal occupation program, possession of an associate degree; or completion of 1, 2, 3, or 4 years of college. "Graduate Study or Degree" category includes post graduate study; recipients of professional, masters or doctoral degrees.

GS-1101
FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	6397	6773	7143	8101
Average Grade	10.7	10.6	10.4	10.0
Average Age	42.8	48.2	46.2	44.0
Percent eligible for retirement*	23.5	42.9	34.6	25.5
Education Level (Average)**				
Grades 5-6	HS Grad +	HS Grad +	HS Grad +	HS Grad +
9-12	HS Grad +	HS Grad +	HS Grad +	Some College
13 +	3 yrs Coll	3 yrs Coll	2 yrs Coll	3 yrs Coll

*Optional and early retirement
**Described in terms generally understood

FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	17279	17967	18608	19428.
Average Grade	10.8	10.7	10.6	10.7
Average Age	42.2	47.1	45.5	43.7
Percent eligible for Retirement	27.2	43.7	37.6	31.0
Education Level (Average)				
Grades 5-8	Some Coll	Some Coll	Some Coll	2 yrs Coll
9-12	2 yrs Coll	2 yrs Coll	2 yrs Coll	Some Coll
13 +	3 yrs Coll	3 yrs Coll	3 yrs Coll	2 yrs Coll

FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	4150	4198	4306	4598
Average Grade	5.8	5.7	5.7	5.7
Average Age	40.6	45.4	43.9	42.1
Percent eligible for Retirement	18.9	33.9	27.1	20.3
Education Level (Average)				
Grades 5-8	HS Grad +	HS Grad +	HS Grad +	HS Grad +
9-12	HS Grad +	HS Grad +	HS Grad +	HS Grad +

3

FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	2640	2624	2639	2589
Average Grade	11.4	11.4	11.1	11.1
Average Age	46.6	51.5	50.4	47.8
Percent eligible for Retirement	44.1	62.8	57.0	46.3
Education Level (Average)				
Grades 5-8	Some Coll	2 yrs Coll	2 yrs Coll	2 yrs Coll
9-12	Some Coll	Some Coll	Some Coll	Some Coll
13 +	Some Coll	3 yrs Coll	2 yrs Coll	2 yrs Coll

FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	12289	12027	11942	11857
Average Grade	10.1	10.1	10.1	10.1
Average Age	46.0	50.6	49.3	47.2
Percent eligible for Retirement	43.1	62.8	56.4	46.1
Education Level (Average)				
Grades 5-8	2 yrs Coll	Some Coll	2 yrs Coll	2 yrs Coll
9-12	Some Coll	HS Grad +	Some Coll	Some Coll
13 +	2 yrs Coll	Some Coll	2 yrs Coll	2 yrs Coll

GS-1960

FOUR YEAR PROFILE
(1977-1980)

	1977	1978	1979	1980
Number in Work Force	2498	2604	2594	2278
Average Grade	7.9	7.7	7.6	7.6
Average Age	43.2	48.7	46.7	44.9
Percent eligible for Retirement	32.7	52.2	42.1	34.0
Education Level (Average)				
Grades 5-8	HS Grad +	HS Grad +	HS Grad +	HS Grad +
9-12	HS Grad +	HS Grad +	HS Grad +	HS Grad +
13 +	2 yrs Coll	2 yrs Coll	Some Coll	Some Coll

6

SUMMARY OF THE GS-1101, 1102, 1105, AND 1150 DEMOGRAPHICS
(FY 1980)

GS-1101 Series

The average age of these employees is 44.2 years; 9 percent are eligible for optional retirement, 17 percent for early retirement. Of the total GS-1101 work force, 33 percent have college degrees. Their average grade is 10.3.

The largest single employer is the Department of the Air Force (19.5%), DoD on the whole employs 35.2 percent of the total work force. The work force tends to be concentrated on the East Coast of the United States, particularly in the "Northeast Corridor" (Washington-Boston).

GS-1102 Series

The average age of the GS-1102 employees is 43.7 years, average grade is 10.7. Ten percent are eligible for optional retirement, 21 percent for early retirement. Of the total GS-1102 work force, 42 percent have college degrees.

The largest single employer of this series is the Department of the Air Force (21.2%), DoD on the whole employs 70.9 percent of the work force. While the work force tends to be dispersed throughout the United States, the single largest concentration of GS-1102 employees is in the Washington, DC metropolitan area.

GS-1105 Series

The average age of these employees is 42.7 years, and the average grade is 5.9 (95% are in grades 1-7). Eighty percent are not eligible for retirement. Only 5 percent have college degrees.

The largest single employer of this GS series is the Department of the Navy (24.7%); DoD as a whole employs 57 percent of the work force. The heaviest concentration of these employees is in the Washington, DC metropolitan area.

GS-1150 Series

The average age of this work force is 48.1; average grade is 11.2. Sixteen percent are eligible for optional retirement, 31 percent for early retirement. Twenty-one percent of the GS-1150's have college degrees.

The largest employer of this series is other Defense (e.g.OSD, DLA); DoD on the whole employs 89 percent of the work force. The largest single metropolitan area concentration is Washington, DC.

Average Age By Series and Grade Level

Series

Grade	GS-1101	GS-1102	GS-1105	GS-1150
5	38.3	33.6	40.5	34.3
6	41.2	41.7	42.7	42.5
7	41.6	38.4	45.8	38.2
8	49.3	42.3	49.4	–
9	42.4	41.9	47.4	45.0
10	48.7	47.2	45.7	48.8
11	44.6	44.4	49.4	49.9
12	45.5	45.7	–	48.4
13	46.6	46.5	–	49.3
14	47.4	47.9	–	49.8
15	48.3	48.7	–	50.1
16	55.0	48.0	–	–
All	44.2	43.7	42.7	48.1

RETIREMENT ELIGIBILITY BY SERIES

Series	Not Eligible	Optional Ret.	Early Ret.
1101	74	9	17
1102	69	10	21
1105	80	7	13
1150	54	16	31

PERCENT COLLEGE GRADUATES BY GRADE-LEVEL TYPE AND SERIES

	1101	1102	1105	1150
Lower Level (5-8)	14	30	6	27
Mid Level (9-12)	31	39	5	17
Upper Level (13-)	59	62	–	39
All	33	42	5	21

GS-1101 - Distribution By Agency and Grade Level

	Air Force	Agric	Army	Comm	Other DOD	Justice	Labor	Energy
5	63	147	79	50	21	0	0	4
6	11	182	44	33	4	2	0	7
7	131	240	94	79	2	2	0	26
8	69	3	30	0	0	1	0	0
9	413	28	83	81	5	6	5	20
10	15	0	10	0	1	0	0	0
11	437	13	84	60	9	12	4	13
12	204	9	92	78	26	25	6	23
13	109	15	42	128	26	27	17	20
14	54	5	49	58	26	9	12	39
15	19	2	17	33	22	6	11	48
	0	0	0	0	0	0	0	1
Total	1525	644	624	600	142	90	55	201
Av. Grade	10.1	6.7	9.5	10.5	11.6	12.1	13.0	11.9

	Educ	EPA	GSA	HHS	HUD	Interior	NASA	Navy
5	4	0	16	11	50	44	0	16
6	8	0	9	5	23	13	0	11
7	12	0	17	33	62	23	2	50
8	0	0	1	0	2	1	0	13
9	32	7	10	55	58	30	1	69
10	0	0	0	0	0	0	0	6
11	32	6	33	82	96	49	4	123
12	42	6	32	119	200	67	6	81
13	29	4	25	78	187	29	3	36
14	11	4	16	42	185	14	1	13
15	1	5	9	12	39	9	2	5
16	0	0	0	0	0	0	0	0
Total	171	32	168	437	902	279	19	423
Av. Grade	10.8	12.0	10.6	11.3	11.6	10.0	11.7	10.2

	SBA	State	Trans	Treas	VA	All *
5	44	0	2	3	0	554
6	78	0	4	1	0	435
7	113	0	2	0	0	888
8	2	0	0	1	0	123
9	35	0	6	4	0	948
10	0	0	0	0	0	32
11	59	0	2	6	0	1124
12	295	1	7	9	2	1330
13	109	0	13	7	22	926
14	24	1	12	9	3	587
15	14	0	11	2	0	267
16	0	0	0	0	0	1
Total	773	2	59	42	27	7215
Av. Grade	10.3	13.0	12.0	11.6	13.0	10.3

*Includes other agencies.

GS-1101, DISTRIBUTION BY AGENCY

	NUMBER	% OF TOTAL
Air Force	1582	19.5
Agriculture	692	8.5
Army	691	8.5
Commerce	648	8.0
Defense (other)	151	1.9
Justice	91	1.1
Labor	55	.7
Energy	210	2.6
Education	174	2.2
FEMA	0	0
EPA	32	.4
GSA	170	2.1
HHS	439	5.4
HUD	926	11.4
Interior	305	3.8
NASA	19	.2
Navy	428	5.3
SBA	777	9.6
State	3	–
Transp.	62	.8
Treas.	42	.5
Vet. Admin.	29	.4
TOTAL	7215	

GS-1101 Distribution By Grade Level[*]

	Number	% of Total	Cum Percent
1-4	253	4.0	4.0
5	577	7.1	11.1
6	451	5.6	16.7
7	948	11.7	28.4
8	130	1.6	30.0
9	1008	12.5	42.5
10	40	.5	43.0
11	1182	14.6	57.6
12	1430	17.7	75.3
13	1030	12.7	88.0
14	661	8.2	96.2
15	306	3.8	100.0
16	6	—	100.0
Average	10.3		

[*]Includes agencies not included in this report

GS-1101 Educational Attainment
of Grade Levels (Percent)

	Non-HS Grad	HS Grad	Some Coll	Coll Grad	Post Grad
4	5	54	33	3	4
5	10	40	32	13	5
6	20	48	27	3	2
7	15	42	26	12	6
8	9	52	32	7	1
9	6	36	31	18	10
10	6	42	36	8	8
11	7	33	32	17	12
12	22	18	22	19	19
13	12	13	22	23	30
14	5	11	18	26	41
15	6	15	12	17	51
16	0	17	0	0	83
All	12	29	26	17	17

GS-1101, PERCENT COLLEGE GRADUATES
BY AGENCY AND GRADE TYPE

	LOWER LEVEL (GS 5-8)	MID-LEVEL (GS 9-12)	UPPER LEVEL (GS 13+)	All
Air Force	17	20	55	24
Agriculture	5	26	64	8
Army	13	20	43	21
Commerce	37	57	74	58
Defense (other)	26	61	68	57
Justice	20	21	48	33
Labor	0	100	83	87
Energy	38	45	37	39
Education	17	52	66	50
FEMA	N/A	N/A	N/A	N/A
EPA	0	53	92	69
GSA	7	40	56	36
HHS	18	37	64	43
HUD	19	42	66	49
Interior	7	47	65	39
NASA	50	46	100	63
Navy	3	17	35	17
SBA	3	2	1	2
State	0	100	100	100
Transp.	25	27	78	58
Treas.	60	58	56	57
Vet. Admin.	0	100	24	30
ALL	14	31	59	33

GS-1101, RETIREMENT ELIGIBILITY BY AGENCY (PERCENT)

	NOT ELIGIBLE	OPTIONAL RET.	EARLY RET.
Air Force	62	11	27
Agriculture	80	8	11
Army	68	12	20
Commerce	79	9	12
Defense (other)	61	18	21
Justice	85	2	13
Labor	89	4	7
Energy	79	8	13
Education	86	5	10
FEMA	—	—	—
EPA	75	6	19
GSA	71	12	17
HHS	77	7	15
HUD	80	7	13
Interior	80	5	15
NASA	53	16	32
Navy	75	7	18
SBA	79	10	11
State	100	0	0
Transp.	82	8	10
Treas.	81	7	12
Vet. Admin.	66	10	24
ALL*	74	9	17

*Includes other agencies, commissions, etc., but does not significantly alter.

METROPOLITAN AREA	NUMBER
Atlanta, GA	146
Boston, MA	107
Chicago, IL	123
Dallas, TX	121
Denver, CO	149
Los Angeles, CA	137
New York, NY	150
Philadelphia, PA	137
San Antonio, TX	235
San Francisco, CA	187
Washington, DC	2,073

GS-1102 – Distribution by Agency and Grade Level

	Air Force	Agric	Army	Comm	Other DoD	Justice	Labor
5	213	15	157	0	225	4	1
6	0	1	0	0	1	0	0
7	394	49	357	8	342	8	4
8	11	0	23	0	0	0	0
9	891	90	852	12	601	43	10
10	7	0	21	0	0	6	0
11	723	200	894	23	848	16	12
12	1140	106	969	27	833	15	25
13	477	45	448	27	271	12	20
14	194	15	154	11	81	7	5
15	54	1	44	2	37	2	2
16	0	0	1	0	0	0	0
Total	4104	522	3920	110	3239	113	79
Av. Grade	10.6	10.6	10.6	11.6	10.3	10.3	11.6

	Energy	Educ	FEMA	EPA	GSA	HHS	HUD
5	12	0	0	0	26	16	1
6	0	0	0	0	0	0	0
7	30	10	3	5	91	62	4
8	0	0	0	0	0	0	0
9	33	8	10	13	135	85	12
10	0	0	0	0	0	2	0
11	50	2	3	18	179	83	19
12	93	18	4	28	228	137	22
13	123	14	3	26	130	128	17
14	85	4	3	19	73	44	4
15	48	0	1	4	24	10	4
16	0	0	0	0	0	0	0
Total	474	56	27	113	886	567	83
Av. Grade	12.1	11.0	10.7	11.9	11.0	11.1	11.5

	Interior	NASA	NAVY	SBA	STATE	TRANS	TREAS	VA	ALL
5	14	27	116	3	0	12	1	10	853
6	0	1	0	0	1	0	0	4	8
7	53	69	248	1	1	51	20	73	1883
8	0	0	1	0	1	0	1	12	49
9	108	92	452	5	5	81	21	110	3669
10	0	0	2	0	0	1	3	32	74
11	150	112	523	9	4	97	15	42	4022
12	111	186	620	41	4	90	14	27	4738
13	72	141	277	57	6	104	15	4	2417
14	36	76	163	16	2	34	8	2	1036
15	9	35	51	3	0	20	2	1	354
16	0	0	2	0	0	0	0	0	3
Total	553	739	2455	135	24	490	100	317	19106
Av. Grade	10.8	11.3	10.7	12.4	11.0	11.1	11.4	9.1	10.7

GS-1102, DISTRIBUTION BY AGENCY

	NUMBER	% OF TOTAL
Air Force	4109	21.2
Agriculture	522	2.7
Army	3937	20.3
Commerce	111	.6
Defense (other)	3252	16.7
Justice	113	.6
Labor	79	.4
Energy	486	2.5
Education	57	.3
FEMA	27	.1
EPA	114	.6
GSA	889	4.6
HHS	567	2.9
HUD	84	.4
Interior	555	2.9
NASA	742	3.8
Navy	2468	12.7
SBA	136	.7
State	24	.1
Transp.	493	2.5
Treas.	100	.5
Vet. Admin.	318	1.6
TOTAL	19106	

GS-1102 Distribution By Grade Level*

	Number	% of Total	Cum Percent
1-4	43	.2	.2
5	858	4.4	4.6
6	9	−	4.6
7	1893	9.8	14.4
8	50	.3	14.7
9	3707	19.1	33.8
10	74	.4	34.2
11	4051	20.9	55.1
12	4785	24.7	79.8
13	2460	12.7	92.5
14	1068	5.5	98.0
15	370	1.9	99.9
16	3	−	100.0
Average	10.7		

*Includes agencies not included in this report

GS-1102 Educational Attainment of Grade Levels
(Percent)

	Non-HS Grad	HS Grad	Some Coll	Coll Grad	Post Grad
5	1	29	31	29	11
7	2	39	30	20	9
8	2	60	32	6	0
9	2	38	29	20	11
10	3	47	35	10	6
11	1	33	30	24	12
12	2	22	26	30	21
13	3	17	22	32	27
14	2	11	17	32	38
15	1	7	11	30	51
All	2	28	27	26	18

GS-1102, PERCENT COLLEGE GRADUATES BY AGENCY AND GRADE TYPE

	LOWER LEVEL (GS 5-8)	MID-LEVEL (GS 9-12)	UPPER LEVEL (GS 13+)	ALL
Air Force	27	46	75	48
Agriculture	23	37	62	39
Army	32	37	51	39
Commerce	25	37	60	45
Defense (other)	36	45	64	46
Justice	17	15	48	21
Labor	60	38	22	34
Energy	7	43	68	53
Education	50	57	39	50
FEMA	100	47	86	63
EPA	60	41	74	56
GSA	27	27	58	35
HHS	15	37	64	42
HUD	0	28	68	39
Interior	21	31	70	38
NASA	63	57	78	65
Navy	32	31	59	37
SBA	0	7	7	7
State	0	23	38	25
Transp.	13	25	46	30
Treas.	32	28	52	35
Vet. Admin.	9	18	57	16
All	30	39	62	42

GS-1102 Retirement Eligibility by
Agency (Percent)

	Not Eligible	Optional Ret.	Early Ret.
Air Force	67	9	24
Agriculture	74	5	21
Army	65	14	21
Commerce	74	5	21
Defense (Other)	63	14	23
Justice	77	5	18
Labor	67	22	11
Energy	82	4	14
Education	84	2	14
FEMA	85	7	7
EPA	86	5	9
GSA	76	9	15
HHS	81	4	15
HUD	79	7	14
Interior	80	5	15
NASA	67	10	23
Navy	71	8	21
SBA	54	14	32
State	50	25	25
Transportation	69	9	22
Treasury	80	7	13
VA	78	5	17
All*	69	10	21

*Includes other agencies, commissions, etc., but does not significantly alter

GS-1102, METROPOLITAN AREAS EMPLOYING MORE THAN 100 MEMBERS

METROPOLITAN AREA	NUMBER
Albuquerque, NM	147
Atlanta, GA	182
Baltimore, MD	256
Boston, MA	414
Chicago, IL	254
Columbus, OH	292
Dallas, TX	221
Davenport, IA, Rock Island-Moline, IL	364
Dayton, OH	889
Denver, CO	245
Detroit, MI	450
Houston, TX	130
Huntsville, AL	602
Los Angeles, CA	542
Nassau County, NY	117
New York, NY	262
Newark, NJ	182
Newport News, VA	163
Norfolk, VA	106
Philadelphia, PA	994
St. Louis, MO	429
San Antonio, TX	433
San Francisco, CA	290
Washington, DC	3,705

GS-1105 – Distribution by Agency and Grade Level

	Air Force	Agric	Army	Comm	Other DoD	Justice	Labor
5	162	129	404	13	79	4	10
6	129	71	213	16	31	5	8
7	94	49	202	13	13	20	3
8	0	5	17	1	1	5	0
9	4	3	20	2	2	10	0
10	0	0	4	0	0	0	0
11	0	1	1	0	0	0	0
Total	389	258	861	45	126	44	21
Av. Grade	5.9	5.8	5.9	6.2	5.5	7.3	5.7

	Energy	Educ	FEMA	EPA	GSA	HHS	HUD	Interior
5	16	0	1	4	43	63	1	93
6	3	1	0	8	12	52	0	45
7	9	0	0	13	13	21	2	42
8	3	0	0	1	0	3	0	4
9	3	0	0	4	1	1	0	4
10	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0
Total	34	1	1	30	69	141	3	188
Av. Grade	6.2	6.0	5.0	6.8	5.6	5.8	6.3	5.8

	NASA	Navy	SBA	State	Trans	Treas	VA	All
5	10	430	0	0	34	40	317	1853
6	5	355	0	1	35	26	180	1151
7	15	187	1	0	25	14	118	854
8	1	39	0	0	2	4	12	98
9	3	30	1	0	1	2	18	109
10	0	4	0	0	0	0	4	13
11	0	2	0	0	0	1	4	9
Total	34	1047	2	1	97	87	653	4087
Av. Grade	6.5	6.0	8.0	6.0	6.0	5.9	5.9	5.9

GS-1105, DISTRIBUTION BY AGENCY

	NUMBER	% OF TOTAL
Air Force	404	8.8
Agriculture	304	6.6
Army	934	20.3
Commerce	55	1.2
Defense (other)	146	3.2
Justice	44	1.0
Labor	26	.6
Energy	35	.8
Education	1	—
FEMA	1	—
EPA	32	.7
GSA	82	1.8
HHS	157	3.4
HUD	4	.1
Interior	208	4.5
NASA	35	.8
Navy	1135	24.7
SBA	2	—
State	1	—
Transp	111	2.4
Treas.	94	2.0
Vet. Admin.	724	15.8
TOTAL	4087	

GS-1105 Distribution By Grade Level[*]

	Number	% of Total	Cum Percent
1-4	406	8.8	8.8
5	1868	40.6	49.4
6	1216	26.5	75.9
7	867	18.9	94.8
8	102	2.2	97.0
9	114	2.5	99.5
10	13	.3	99.8
11	10	.2	100.0
Average	5.9		

[*]Includes agencies not included in this report

GS-1105 Educational Attainment By
Grade Levels (Percent)

	Non-HS Grad	HS Grad	Some Coll	Coll Grad	Post Grad
4	3	59	34	4	0
5	4	56	32	5	2
6	4	60	31	4	1
7	3	62	30	4	1
8	4	67	21	4	4
9	5	55	35	5	1
10	8	75	17	—	—
11	10	50	40	—	—
All	4	59	31	4	1

GS-1105, PERCENT COLLEGE GRADUATES BY AGENCY AND GRADE-TYPE

	LOWER LEVEL (GS 5-8)	MID-LEVEL (GS 9-12)	ALL
Air Force	6	0	6
Agriculture	9	0	9
Army	4	8	4
Commerce	0	*	0
Defense (other)	7	*	6
Justice	15	10	14
Labor	5	*	5
Energy	10	*	9
Education	–	–	–
FEMA	–	–	–
EPA	8	0	7
GSA	6	*	6
HHS	8	*	8
HUD	–	–	–
Interior	10	25	11
NASA	0	*	0
Navy	2	0	2
SBA	–	–	–
State	–	–	–
Transp.	7	*	7
Treas.	11	*	10
Vet. Admin.	8	12	8
ALL	6	5	5

*-N/A

GS-1105, RETIREMENT ELIGIBILITY (Percent)

	NOT ELIGIBLE	OPTIONAL RET.	EARLY RET.
Air Force	84	5	11
Agriculture	80	9	11
Army	78	8	14
Commerce	93	0	7
Defense (other)	82	6	12
Justice	93	5	2
Labor	85	4	11
Energy	86	11	3
Education	N/A	N/A	N/A
FEMA	N/A	N/A	N/A
EPA	78	16	6
GSA	80	12	6
HHS	82	9	9
HUD	N/A	N/A	N/A
Interior	90	4	6
NASA	66	17	17
Navy	74	0	29
SBA	N/A	N/A	N/A
State	N/A	N/A	N/A
Transp.	82	6	12
Treas.	84	2	14
Vet. Admin.	82	6	12
All	80	7	13

GS-1105, METROPOLITAN AREAS EMPLOYING MORE THAN 50 MEMBERS

METROPOLITAN AREA	NUMBER
Baltimore, MD	75
Boston, MA	58
Chicago, IL	75
Columbus, OH	80
Denver, CO	66
Los Angeles, CA	85
New York, NY	78
Norfolk, VA	126
Philadelphia, PA	118
St. Louis, MO	51
San Francisco, CA	175
Washington, DC	410

GS-1150, Distribution By Agency and Grade Level

	Air Force	Agric	Army	Comm	Other DoD	Justice	Energy
5	6	0	7	0	47	0	0
6	0	0	1	0	0	0	0
7	19	0	11	1	28	0	1
9	27	1	80	5	144	2	2
10	0	0	2	0	0	0	0
11	73	15	146	4	510	1	9
12	75	12	157	9	166	6	16
13	23	4	56	15	41	5	23
14	10	2	16	11	19	1	32
15	1	1	0	6	13	1	53
Total	234	35	476	51	968	16	107
Av. Grade	11.0	11.8	11.1	12.6	10.7	12.2	13.2

	GSA	Interior	NASA	Navy	SBA	Trans	All*
5	0	0	0	6	0	0	66
6	0	0	0	1	0	0	2
7	0	0	0	6	0	0	56
9	0	0	0	38	0	0	104
10	0	0	0	2	0	0	4
11	0	0	4	170	2	2	936
12	1	0	7	247	12	0	708
13	0	0	1	56	48	8	383
14	0	0	2	20	5	9	127
15	0	0	0	5	4	5	58
Total	1	1	14	551	71	24	2549
Av. Grade	12.0	15.0	12.1	11.5	13.0	13.6	11.2

*May include other agencies

GS-1150, DISTRIBUTION BY AGENCY

	NUMBER	% OF TOTAL
Air Force	234	9
Agriculture	35	1
Army	479	19
Commerce	52	2
Defense (other)	972	38
Justice	16	1
Labor	0	0
Energy	107	4
Education	0	0
FEMA	0	0
EPA	0	0
GSA	1	—
HHS	0	0
HUD	0	0
Interior	1	—
NASA	14	1
Navy	583	23
SBA	71	3
State	0	0
Transp.	24	1
Treas.	0	0
Vet. Admin.	0	0
TOTAL	2549	

GS-1150 Distribution By Grade Level

	Number	% of Total	Cum Percent
1-4	33	—	—
5	66	3.3	3.3
6	2	—	3.3
7	66	3.3	6.6
8	0	0	6.6
9	299	11.6	18.2
10	4	.2	18.4
11	936	36.2	54.6
12	708	27.4	82.0
13	283	10.9	92.9
14	127	4.9	97.8
15	58	2.2	100.0
16	0	0	

GS-1150 Educational Attainment
By Grade Levels (Percent)

	Non-HS Grad	HS Grad	Some Coll	Coll Grad	Post Grad
1-4	–	33	67	–	–
5	2	31	16	12	–
6	–	100	–	–	–
7	2	25	43	24	6
8	–	–	–	–	–
9	4	38	35	13	10
10	25	50	–	25	–
11	3	40	41	10	6
12	3	33	46	10	7
13	19	22	25	19	15
14	6	26	20	20	28
15	7	23	13	18	39
16	–	–	–	–	–
All	5	34	38	13	10

GS-1150, PERCENT COLLEGE GRADUATES BY AGENCY AND GRADE TYPE

	LOWER LEVEL (GS 5-8)	MID-LEVEL (GS 9-12)	UPPER LEVEL (GS 13+)	ALL
Air Force	20	23	71	30
Agriculture	*	4	29	9
Army	37	11	44	17
Commerce	*	39	63	53
Defense (Other)	32	23	62	27
Justice	*	22	29	25
Labor	—	—	—	—
Energy	*	22	42	36
Education	—	—	—	—
FEMA	—	—	—	—
EPA	—	—	—	—
GSA	—	—	—	—
HHS	—	—	—	—
HUD	—	—	—	—
Interior	—	—	—	—
NASA	*	9	33	14
Navy	0	7	25	9
SBA	*	0	2	1
State	—	—	—	—
Transp.	*	0	14	13
Treas.	—	—	—	—
Vet. Admin.	—	—	—	—
ALL	27	17	39	21

*-N/A

GS-1150 Retirement Eligibility by
Agency (Percent)

	Not Eligible	Optional Ret.	Early Ret.
Air Force	50	16	34
Agriculture	80	9	11
Army	53	14	33
Commerce	65	17	17
Defense (Other)	46	20	33
Justice	88	0	12
Labor	–	–	–
Energy	78	11	11
Education	–	–	–
FEMA	–	–	–
EPA	–	–	–
GSA	100	0	0
HHS	–	–	–
HUD	–	–	–
Interior	0	100	0
NASA	29	14	57
Navy	61	10	29
SBA	49	18	32
State	–	–	–
Transportation	50	4	46
Treasury	–	–	–
VA	–	–	–
All	54	16	31

GS-1150, METROPOLITAN AREAS EMPLOYING MORE THAN 50 MEMBERS

METROPOLITAN AREA	NUMBER
Boston, MA	82
Dallas, TX	64
Davenport, IA, Rock Island-Moline, IL	207
Dayton, OH	80
Detroit, MI	84
Los Angeles, CA	101
Nassau County, NY	63
New York, NY	55
Newark, NJ	73
Philadelphia, PA	122
St. Louis, MO	53
Washington, DC	441