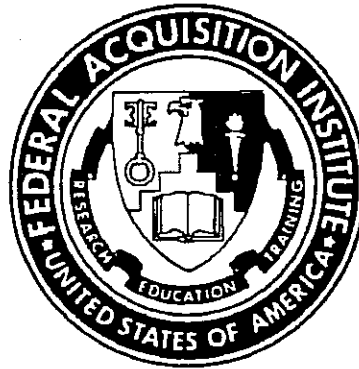


**REPORT
ON THE
FEDERAL
ACQUISITION
WORK FORCE
FISCAL YEAR 1992**



**Federal Acquisition Personnel
Information System
May 1993**

Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration

This report on the Federal procurement work force for Fiscal Year (FY) 1992 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs.

Highlights include:

- √ The Contract Specialist (GS-1102) series recorded its fourteenth straight year of growth, with a net gain of 358 between September 30, 1991, and September 30, 1992 (see Pages 3 and 4). On September 30, 1978, 17,967 were employed in the GS-1102 series; on September 30, 1992, the total had reached 31,794. The Department of Defense experienced a net loss of 195 Contract Specialists (employing 22,577 on September 30, 1992); following a net loss of 253 Contract Specialists in the prior fiscal year.
- √ Outside hiring, as a percentage of total hires, continued to decline from levels attained in prior years. Only twenty-five percent of the FY 1992 hires were outside hires (see Pages 10 and 11). Of the 2,186 total hires in FY 1992 for the GS-1102 series, 544 were recruited from outside the Government. Another 1,499 came from various clerical, technical, and administrative fields within the Government. (The hiring source was not indicated for the other 143 hires.)
- √ In FY 1992, only 1,828 Contract Specialists left the GS-1102 series (i.e., retired, quit, died, transferred to another series, et. al.) — a loss rate of just six percent (see Pages 3 and 4). This is the lowest loss rate for this series that we have ever reported. From FY 1978 through FY 1988, the annual loss rate ranged from nine to ten percent. Starting in FY 1989, however, the loss rate began to decline by one percent a year, from nine percent in FY 1989 to six percent in FY 1992.
- √ The declining accession and loss rates apparently resulted in higher experience levels. As of September 30, 1992, 53 percent of the GS-1102 workforce had more than seven years of experience in the GS-1102 series; 38 percent had been employed in that series since September 30, 1980 (see Pages 3, 11, and 14).
- √ Only twenty-seven percent of the GS-1102 workforce will be eligible to retire in ten years (i.e., by FY 2002). In FY 1982, forty percent of the workforce was eligible for retirement within a ten year window; in FY 1987 the corresponding figure was thirty-five percent (see Pages 3, 11, and 15).
- √ Fifty-four percent of the Contract Specialists have graduated from a college or university with a bachelors or higher degree. Sixty-one percent of the college graduates majored in business, law, or public administration (see Pages 3, 5, 9, 10, 11, and 16).

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

Jack Livingston
Director
Federal Acquisition Institute

Acknowledgments

We wish to express our profound gratitude to Dr. Philip A. D. Schneider, James L. Hall, and their co-workers at the Office of Personnel Management. We also wish to express our gratitude to the staff of the Defense Manpower Data Center (DMDC), especially Ken Scheflen, Alex Sinaiko, Mike Dove, and Michelle Rudolph. Without their patience, assistance, advice, and data, this report would not be possible.

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Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 30, 1992.

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

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

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. No data is provided on employees eligible for "Early" retirement in the event of a Reduction-in-Force. The minimum combinations of age and years of service qualifying for regular retirement:

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

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

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

	FY88	FY89	FY90	FY91
Series: ¹	1105	1105	1102	0

¹At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 1990 and an "internal hire" for the GS-1102 series in Fiscal Year 1990. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 1991.

Technical Notes (Con't)

Losses	Losses include employees who left the <u>series</u> for any reason, such as separations from Government service or promotions to positions in a different series.
Hires	<p>Hires include employees who entered the series from any source, such as outside hires, transfers from other series, and return to active duty following extended leave without pay. For the purposes of this report, "internal" hires include both:</p> <ul style="list-style-type: none">• Movement from one to another of the 5 principal series (i.e., GS-1101, GS-1102, GS-1105, GS-1106, and GS-1150) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contract Specialist (GS-1102) position, that employee has been counted as a GS-1102 <u>internal</u> 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 <i>substantially continuous creditable</i> civilian Federal service. (See Federal Personnel Manual Chapters 315 and 351) <p>"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 <i>substantially continuous creditable</i> civilian service). (Tenure Group III employees are classified as "Other".)</p>
Education Levels	In 1974, the educational levels attained by all full-time, permanent employees were recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report probably understate both educational levels and the number of employees with relevant academic majors.
Average Grade	Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified.

About The FAI

Products and Services

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

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

Organization

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

Staff Members

FAI staff members include Jack Livingston, Director; John Blumenstein, Deputy Director; Alma Davis; Gayle Messick; Michael Miller; Jane Moore; Jeritta Parnell; Dan Tillman; and Elliot Warley.

Address

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SUMMARY STATISTICS

Summary Statistics

LOGISTICS OCCUPATIONS: POPULATION AS OF SEPTEMBER 30, 1990, 1991, AND 1992

<i>OCCUPATIONS</i>	<i>1990</i>	<i>1991</i>	<i>1992</i>
Logistics Management (GS 346)	10,349	10,673	11,184
Gen Business & Industry (GS 1101)	16,044	16,625	17,159
Contract Specialist (GS 1102)	31,146	31,436	31,794
Industrial Property Management (GS 1103)	1,022	975	938
Property Disposal (GS 1104)	1,054	1,047	1,060
Purchasing (GS 1105)	6,602	6,754	6,809
Procurement Clerical & Assistance (GS 1106)	9,360	8,956	8,616
Industrial Specialist (GS 1150)	2,912	2,728	2,707
Equipment Specialist (GS 1670)	11,325	11,218	10,822
Quality Assurance (GS 1910)	15,841	14,910	14,155
General Supply (GS 2001)	5,330	5,186	5,059
Supply Program Management (GS 2003)	6,342	6,198	6,099
Supply Clerial & Technician (GS 2005)	26,254	25,063	24,216
Inventory Management (GS 2010)	8,818	8,636	8,462
Dist. Facilities & Storage (GS 2030)	825	833	864
Packaging (GS 2032)	467	457	455
Supply Cataloguing (GS 2050)	1,437	1,255	1,206
General Transportation (GS 2101)	1,981	1,920	1,972
Traffic Management (GS 2130)	1,776	1,803	1,798
Freight Rate (GS 2131)	1,241	1,198	1,179
Travel (GS 2132)	1,463	1,424	1,403
Passenger Rate (GS 2133)	13	8	7
Shipment Clerical (GS 2134)	2,586	2,577	2,540
Cargo Scheduling (GS 2144)	173	164	150
Transportation Operations (GS 2150)	885	904	942
Dispatching (GS 2151)	424	450	498
Marine Cargo (GS 2161)	69	70	72
TOTAL	165,739	163,468	162,166

PROCUREMENT WORK FORCE AT A GLANCE¹

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	<i>Total</i>
Population	17,159	31,794	1,060	6,809	8,616	2,707	68,145
Average Grade	9.43	11.2	10.19	6.05	5.18	11.6	9.48
Average Age	44.36	43.08	46.5	42.22	40.63	48	43.26
% Female	58%	56%	45%	80%	89%	16%	62%
% Eligible To Retire	5%	5%	7%	4%	4%	14%	5%
% Eligible To Retire FY 2002	27%	27%	31%	22%	20%	48%	27%
% College Graduates	34%	54%	19%	10%	8%	32%	37%
Members, Senior Executive Service	94	86	1	0	0	1	182

¹As of September 30, 1992.

TURNOVER DURING FY 1992

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Beginning Strength	16,625	31,436	1,047	6,754	8,956	2,728
Losses	2,495	1,828	126	1,116	1,895	321
Loss Rate ¹	15%	6%	12%	17%	21%	12%
Losses Of Persons Eligible To Retire	158	240	12	47	60	50
Loss Rate Of Persons Eligible To Retire ²	20%	16%	19%	18%	19%	15%
Total Hires	3,029	2,186	139	1,171	1,555	300
Ratio Internal:External Hires	3:1	2.8:1	2.7:1	3.6:1	2.5:1	5.6:1
% Hires With College Degrees	35%	50%	22%	17%	11%	27%
Net Change	534	358	13	55	-340	-21
End Strength	17,159	31,794	1,060	6,809	8,616	2,707

¹As a percentage of beginning year strength.²As a percentage of all persons eligible for regular retirement at the beginning of FY92 (i.e., September 30, 1991).

Summary Statistics

GROWTH OF THE PROCUREMENT WORK FORCE

	1980	1985	1989	1990	1991	1992
Gen. Bus & Ind. (GS-1101)	8,101	13,320	15,516	16,044	16,625	17,159
Contract Spec. (GS-1102)	19,428	27,486	30,828	31,146	31,436	31,794
Prop. Disposal (GS-1104)	*	*	1,078	1,054	1,047	1,060
Purchasing (GS-1105)	4,598	5,952	6,689	6,602	6,754	6,809
Proc. Cler. & Ass't (GS-1106)	7,673	9,668	9,966	9,360	8,956	8,616
Industrial Specialist (GS-1150)	2,589	2,889	2,982	2,912	2,728	2,707

*No available data.

LOSSES—FROM PROCUREMENT POSITIONS

(Loss rate¹ in parentheses)

	1985	1989	1990	1991	1992
Gen. Bus	2,594 (21%)	2,580 (17%)	2,517 (16%)	2,453 (15%)	2,495 (15%)
Contract Spec.	2,408 (10%)	2,627 (9%)	2,365 (8%)	2,145 (7%)	1,828 (6%)
Prop. Disposal	* *	179 (16%)	133 (12%)	108 (10%)	126 (12%)
Purchasing	1,574 (28%)	1,483 (23%)	1,383 (21%)	1,310 (20%)	1,116 (17%)
Proc. Cler/Ass't	3,100 (34%)	3,084 (31%)	2,404 (24%)	2,227 (24%)	1,895 (21%)
Industrial Spec.	463 (17%)	496 (16%)	383 (13%)	433 (15%)	321 (12%)

¹As a percentage of beginning year strength.

*No available data.

HIRES FOR THE PROCUREMENT WORK FORCE

(Accession rate¹ in parentheses)

	1985	1989	1990	1991	1992
Gen. Bus	3,291 (25%)	3,094 (20%)	3,045 (19%)	3,034 (18%)	3,029 (18%)
Contract Spec.	5,240 (19%)	3,322 (11%)	2,683 (9%)	2,435 (8%)	2,186 (7%)
Prop. Disposal	*	157 (15%)	109 (10%)	101 (10%)	139 (13%)
Purchasing	1,916 (32%)	1,811 (27%)	1,296 (20%)	1,462 (22%)	1,171 (17%)
Proc. Cler/Ass't	3,623 (37%)	3,049 (31%)	1,798 (19%)	1,823 (20%)	1,555 (18%)
Industrial Spec.	628 (22%)	446 (15%)	313 (11%)	249 (9%)	300 (11%)

¹As a percentage of end of year strength.

*No available data.

EDUCATIONAL LEVELS BY OCCUPATION FY 1992

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
No Degree	11,097	14,716	861	6,046	7,941	1,831
BA-BS	3,251	10,666	143	604	545	529
Post Grad. Study	2,639	6,362	56	103	105	347
Total	17,159	31,794	1,060	6,809	8,616	2,707
% Coll. Grads.	34%	54%	19%	10%	8%	32%

ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 1992)

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Business	2,314	9,450	87	284	218	401
Information Mgt.	23	103	1	8	15	4
Engineering	269	270	4	5	4	133
Law	117	397	3	10	3	9
Mathematics	60	140	3	5	8	12
Physical Sciences	84	101	4	3	6	20
Public Admin.	186	547	7	7	8	13
Other	2,837	6,020	90	385	388	284
Total College Graduates	5,890	17,028	199	707	650	876
*Business, Law & Pub. Admin.	44%	61%	49%	43%	35%	48%

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

Summary Statistics

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION

<i>Occupation</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS 1101)	2,199	853	14,107	17,159
Contract Specialist (GS 1102)	5,241	696	25,857	31,794
Property Disposal (GS 1104)	300	11	749	1,060
Purchasing (GS 1105)	320	0	6,489	6,809
Procurement Clerical & Assistance (GS 1106)	165	0	8,451	8,616
Industrial Specialist (GS 1150)	338	33	2,336	2,707
TOTAL	8,563	1,593	57,989	68,145

CONTRACT

SPECIALISTS

Contract Specialists,

Agency By Grade (As Of FY 1992)

	Air Force	Army	Navy	Other DoD	Agriculture	Commerce	Educ.	Energy	EPA	FEMA	GSA	HHS	HUD
5	59	88	51	65	7	1	0	5	0	2	22	13	0
7	271	246	268	208	25	9	5	11	10	3	52	40	3
9	1,065	1,003	783	1,057	102	17	9	33	19	12	153	94	14
11	1,224	1,601	1,166	1,716	185	20	1	76	29	6	356	109	31
12	1,807	1,963	1,538	1,827	236	45	21	183	68	11	427	216	30
13	646	853	646	695	91	48	12	173	86	9	257	215	24
14	234	312	278	265	38	27	4	89	54	3	113	92	11
15	77	92	125	106	13	12	1	44	12	0	37	29	4
OT.	14	2	179	0	1	22	0	0	0	0	0	0	0
NS	10	7	19	11	0	1	0	8	1	0	2	2	0
ALL	5,407	6,167	5,053	5,950	698	202	53	622	279	46	1,419	810	117
Avg.	11.1	11.24	10.96	11.19	11.33	11.1	11.43	12.36	12.34	10.78	11.55	11.76	11.74
FY87	6,391	6,363	4,992	5,142	586	147	45	495	177	30	1,101	625	64

	Inter.	Justice	Labor	NASA	Nuc. Reg.	SBA	State	DOT	Treas.	VA	All Other	Total
5	11	37	0	7	0	0	2	9	4	15	6	404
7	22	68	2	25	1	0	3	36	9	91	21	1,429
9	108	143	4	60	3	4	5	93	31	225	50	5,087
11	162	104	14	124	2	12	10	129	51	214	59	7,401
12	175	90	19	287	4	59	16	218	131	76	89	9,536
13	120	53	17	217	13	78	31	166	112	27	82	4,671
14	50	35	6	122	10	27	14	128	90	14	48	2,064
15	7	9	4	57	9	2	6	41	27	5	26	745
Ot.	45	24	0	0	0	0	1	0	2	30	50	370
NS	0	3	0	10	1	0	2	4	3	2	1	87
ALL	700	566	66	909	43	182	90	824	460	699	432	31,794
Avg.	10.82	10.17	12.08	12.17	13.05	12.63	12.15	11.87	12.38	9.92	10.77	11.23
FY87	583	239	70	749	40	148	63	562	232	553	271	29,668

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

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

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

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

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

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>College Graduates</i>
5	404	76%	0%	0%	42%
7	1,429	72%	0%	0%	43%
9	5,087	69%	3%	0%	40%
11	7,401	64%	8%	0%	45%
12	9,536	54%	13%	0%	56%
13	4,671	44%	39%	4%	66%
14	2,064	36%	51%	13%	75%
15	745	22%	53%	20%	84%
Other	370	60%	18%	1%	*
NS	87	6%	9%	90%	*
Total	31,794	56%	16%	2%	54%

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

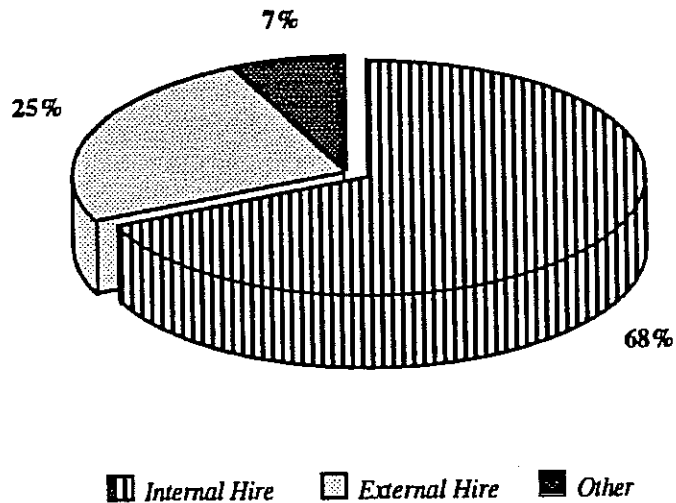
NS: Grade level was not specified. Includes SES positions.

*Not calculated.

Contract Specialists,

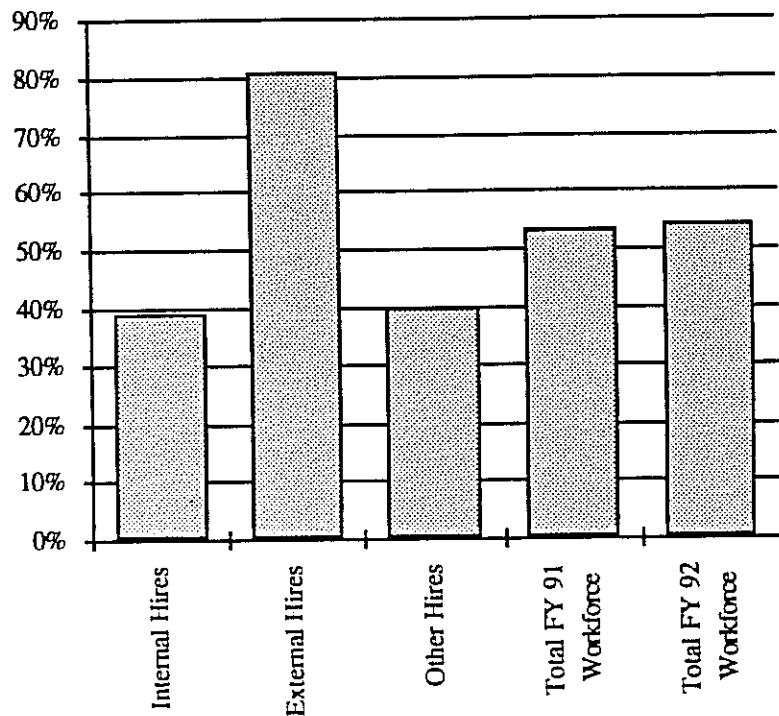
INSERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACT SPECIALIST POSITIONS

During Fiscal Year 1992, a total of 2,186 individuals joined the Contract Specialist (GS-1102) series. Only 544 (25%) of those individuals were recruited from outside the Government. Another 1,499 (68%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 143 (7%) hires.



% College Graduates

81% of the Fiscal Year 1992 external hires were college graduates, compared with 39% of the internal hires. More than half of the college graduates had majored in business, law, or public administration.



CONTRACT SPECIALISTS HIRED DURING FY 1992

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
Total	1,499	544	143	758	28,850	31,794
% FY 92 Work Force	5%	2%	0%	2%	91%	100%
College Graduates	39%	81%	40%	62%	54%	54%
Business, Law, or Pub. Admin. majors¹	59%	64%	56%	59%	61%	61%
Average Age	40.48	30.47	39.37	40.62	43.54	43.08
Eligible To Retire FY 1992	2%	0%	1%	2%	5%	5%
Eligible To Retire FY 1997	6%	1%	8%	7%	14%	13%
Eligible To Retire FY 2002	16%	3%	17%	18%	29%	27%

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

CONTRACT SPECIALISTS HIRED DURING FY 1992, BY GRADE LEVEL

<i>GS Grade</i>	<i>Population As Of 9/30/92</i>	<i>Internal Hires During FY 92</i>	<i>External Hires During FY 92</i>	<i>Other Hires During FY 92</i>	<i>Total Hires During FY 92</i>	<i>Changed Agencies</i>
5	404	264	99	9	372	0
7	1,429	330	309	24	663	11
9	5,087	327	58	35	420	67
11	7,401	177	47	22	246	127
12	9,536	217	12	26	255	257
13	4,671	99	11	10	120	185
14	2,064	38	6	5	49	82
15	745	18	1	1	20	25
Other	370	28	1	10	39	2
NS	87	1	0	1	2	2
Total	31,794	1,499	544	143	2,186	758

Contract Specialists,

**HIRES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1992**

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>	<i>Total Hires¹</i>	<i>% FY 1992 Workforce¹</i>
Air Force	176	42	39	28	285	5.3%
Army	331	64	13	72	480	7.8%
Navy	192	99	1	47	339	6.7%
Other Defense	277	90	6	186	559	9.4%
Agriculture	36	15	0	25	76	10.9%
Commerce	10	1	0	15	26	12.9%
Education	1	5	0	0	6	11.3%
Energy	27	5	0	61	93	15.0%
EPA	15	5	0	18	38	13.6%
FEMA	4	2	1	4	11	23.9%
GSA	56	19	0	34	109	7.7%
HHS	43	19	1	25	88	10.9%
HUD	9	2	0	3	14	12.0%
Interior	66	11	12	34	123	17.6%
Justice	62	57	1	24	144	25.4%
Labor	5	0	0	1	6	9.1%
NASA	23	25	0	18	66	7.3%
Natl Science	0	0	0	0	0	0.0%
Nuclear Reg	2	2	0	3	7	16.3%
SBA	14	1	0	12	27	14.8%
State	6	4	0	7	17	18.9%
Transportation	36	22	4	52	114	13.8%
Treasury	23	14	1	54	92	20.0%
VA	60	24	4	9	97	13.9%
All Other	25	16	60	26	127	29.5%
All Agencies¹	1,499	544	143	N/A	2,186	6.9%

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

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1992**

	<i>FY92 Beginn- ing Strength</i>	<i>Quit The Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	5,573	308	143	5,122	8.1%
Army	6,169	306	176	5,687	7.8%
Navy	5,212	285	213	4,714	9.6%
Other Defense	5,818	360	67	5,391	7.3%
Agriculture	681	49	10	622	8.7%
Commerce	191	6	9	176	7.9%
Education	53	3	3	47	11.3%
Energy	571	38	4	529	7.4%
EPA	262	14	7	241	8.0%
FEMA	43	7	1	35	18.6%
GSA	1,410	74	26	1,310	7.1%
HHS	775	44	9	722	6.8%
HUD	119	8	8	103	13.4%
Interior	636	46	13	577	9.3%
Justice	478	54	2	422	11.7%
Labor	65	5	0	60	7.7%
NASA	889	36	10	843	5.2%
Natl Science	4	1	1	2	50.0%
Nuclear Reg	44	6	2	36	18.2%
SBA	172	15	2	155	9.9%
State	76	2	1	73	3.9%
Transportation	774	42	22	710	8.3%
Treasury	420	35	17	368	12.4%
VA	659	50	7	602	8.6%
All Other	342	34	5	303	11.4%
All Agencies*	31,436	1,828	N/A	28,850	5.8%

*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 quit the series.

Contract Specialists,

**FY 1992 GRADE OF CONTRACT SPECIALISTS WHO
OCCUPIED GS-1102 POSITIONS ON 9/30/85**

<i>FY 1992 GS Grade*</i>	<i>Persons Employed As Of 9/30/85 in GS-1102 Positions</i>	<i>% of All FY 92 Contract Specialists</i>
5	0	0.0%
7	48	3.4%
9	1,050	20.6%
11	3,057	41.3%
12	6,352	66.6%
13	3,795	81.2%
14	1,772	85.9%
15	681	91.4%
Other	157	42.9%
Not Specified	73	80.2%
Total Employed in GS-1102 Positions As Of 9/30/92	16,985	53.4%
No Longer Employed	10,501	
Total Employed on 9/30/85	27,486	
Loss Rate	38%	

Of the 31,794 Contract Specialists employed on Sept. 30, 1992, 53% overall have 7 or more years of experience in the GS-1102 series. 37% have been in the GS-1102 series since September 30, 1980.

Note also that 81% of the GS-13's, 86% of the GS-14's, and 91% of the GS-15's have 7 or more years of experience.

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

LOSSES DURING FY92, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	420	6%	0%
7	1,612	9%	2%
9	5,480	6%	2%
11	7,189	6%	2%
12	9,086	5%	3%
13	4,523	5%	3%
14	1,973	6%	3%
15	711	7%	2%

*Note: Some grades not shown.

RETIREMENT ELIGIBILITY BY AGENCY

	<i>FY 1992 Population</i>	<i>Eligible In FY1992</i>	<i>Eligible In FY 1997</i>	<i>Eligible In FY 2002</i>
Air Force	5,407	7%	18%	35%
Army	6,167	6%	17%	35%
Navy	5,053	5%	12%	26%
Other Defense	5,950	6%	12%	23%
Agriculture	698	1%	4%	12%
Commerce	202	0%	3%	13%
Education	53	0%	2%	8%
Energy	622	6%	18%	39%
EPA	279	2%	11%	24%
FEMA	46	2%	2%	9%
GSA	1,419	6%	17%	33%
HHS	810	4%	9%	19%
HUD	117	4%	9%	16%
Interior	700	1%	4%	14%
Justice	566	1%	2%	6%
Labor	66	6%	29%	52%
NASA	909	4%	10%	21%
Natl Science	2	0%	0%	0%
Nuclear Reg.	43	0%	0%	7%
SBA	182	10%	16%	29%
State	90	6%	14%	31%
Transportation	824	3%	9%	21%
Treasury	460	0%	2%	9%
VA	699	1%	6%	16%
ALL OTHER	430	1%	7%	14%
TOTAL	31,794	5%	13%	27%

Contract Specialists,

COLLEGE GRADUATES BY AGENCY AND GRADE FY 1992

	<i>GS 5 & 7</i>	<i>GS 9 & 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	39%	53%	75%	63%
Army	36%	38%	57%	48%
Navy	48%	39%	57%	49%
Other Defense	40%	50%	67%	58%
Agriculture	34%	31%	51%	42%
Commerce	60%	49%	64%	61%
Education	100%	70%	42%	53%
Energy	20%	50%	61%	52%
EPA	44%	43%	75%	69%
FEMA	60%	54%	73%	69%
GSA	38%	43%	45%	44%
HHS	47%	32%	59%	51%
HUD	67%	33%	68%	55%
Interior	21%	24%	55%	40%
Justice	52%	36%	52%	45%
Labor	0%	39%	57%	50%
NASA	84%	75%	79%	79%
Natl Science	0%	100%	100%	100%
Nuclear Reg	100%	20%	67%	62%
SBA	0%	38%	58%	56%
State	40%	0%	46%	38%
Transportation	47%	36%	55%	49%
Treasury	38%	35%	56%	52%
VA	53%	25%	44%	33%
ALL OTHER	44%	34%	61%	53%

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992

Albuquerque, NM	236	New Orleans, La	101
Anaheim-Santa Ana-Gar. Grove, Ca	146	New York, NY-NJ	361
Anchorage, Ak	106	Newark, NJ	210
Atlanta, Ga	371	Norfolk-Va Beach-Portsmouth, Va-NC	696
Bakersfield, Ca	204	Oakland, Ca	200
Baltimore, Md	525	Oklahoma City, Ok	548
Biloxi-Gulfport, Ms	63	Omaha, Ne-Ia	68
Boston, Ma	590	Orlando, Fl	159
Bremerton, Wa	108	Oxnard-Simi Valley-Ventura, Ca	186
Bridgeport, Ct	62	Panama City, Fl	51
Charleston-N. Charleston, SC	187	Philadelphia, Pa-NJ	1,555
Chicago, Il	348	Phoenix, Az	136
Cincinnati, Oh-Ky-In	75	Pittsburgh, Pa	100
Cleveland, Oh	165	Portland, Or-Wa	145
Colorado Springs, Co	150	Raleigh-Durham, NC	83
Columbus, Oh	562	Richmond, Va	454
Dallas-Fort Worth, Tx	484	Riverside-San Bernard.-Ontario, Ca	193
Davenport-Rock Isl.-Moline, Ia-Il	402	Sacramento, Ca	378
Dayton, Oh	1,102	Salt Lake City-Ogden, Ut	417
Denver-Boulder, Co	359	San Antonio, Tx	778
Detroit, Mi	595	San Diego, Ca	416
Fayetteville, Nc	69	San Francisco-Oakland, Ca	243
Ft Walton, Fl	168	San Jose, Ca	164
Hagerstown, Md	55	Santa Barb.-Santa Maria-Lompoc, Ca	73
Harrisburg, Pa	288	Seattle-Everett, Wa	238
Hartford, Ct	83	St Louis, Mo-Il	765
Honolulu, Hi	226	Tacoma, Wa	60
Houston, Tx	166	Tampa-St Petersburg, Fl	62
Huntsville, Al	939	Utica-Rome, NY	77
Indianapolis, In	145	Vallejo-Fairfield-Napa, Ca	54
Jacksonville, Fl	101	Washington, DC-Md-Va	6,237
Kansas City, Mo-Ks	184	Wichita, Ks	51
Killeen-Temple, Tx	52	Subtotal	26,876
Los Angeles-Long Beach, Ca	698	Other MSAs	2,559
Macon, Ga	400	Outside MSAs	2,359
Melbourne-Titusville-Cocoa, Fl	165	Total	31,794
Memphis, Tn-Ar-Ms	57		
Minneapolis-St Paul, Mn-Wi	121		
Monmouth, NJ	532		
Montgomery, Al	90		
Nassau-Suffolk, NY	166		
New London-Norwich, Ct-Ri	72		

Contract Specialists

PURCHASING

AGENTS

Purchasing Agents

AGENCY BY GRADE (AS OF FY92)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>
4	6	32	54	4	28	4	0	0	1	5
5	147	409	381	31	233	5	3	2	64	49
6	149	317	575	20	153	12	11	6	58	77
7	146	322	512	47	129	25	23	16	42	144
8	1	35	66	4	25	5	0	8	1	41
9	4	23	78	0	28	1	2	4	0	7
10	0	3	10	0	0	0	0	0	0	0
11	0	1	7	0	0	1	0	0	0	0
12	0	0	1	0	0	0	0	0	0	0
OT.	0	0	37	0	0	6	0	0	0	0
NS	0	0	0	4	0	0	0	0	0	0
ALL	453	1,142	1,721	110	596	59	39	36	166	323
Avg.	6.00	6.00	6.20	6.15	5.96	6.19	6.67	7.17	5.87	6.58
FY87	496	1,281	1,704	97	458	66	35	42	158	157

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	21	0	1	0	0	0	41	3	200
5	100	2	10	6	27	23	503	21	2,016
6	139	8	7	8	48	43	415	28	2,074
7	141	15	4	23	32	131	124	92	1,968
8	15	7	0	10	3	12	5	5	243
9	5	3	0	7	5	6	3	3	179
10	0	0	0	2	0	0	0	0	15
11	0	0	0	0	0	0	0	0	9
12	0	0	0	0	0	0	0	0	1
Ot.	55	0	0	0	0	0	0	2	100
NS	0	0	0	0	0	0	0	0	4
All	476	35	22	56	115	215	1,091	154	6,809
Avg.	5.65	7.03	5.64	7.18	6.23	6.70	5.59	6.47	6.05
FY87	335	19	27	49	125	173	1,047	85	6,354

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

NS: Grade level was not specified.

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

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

LOSSES DURING FY92, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
4	286	21%	1%
5	2,203	18%	1%
6	1,967	14%	1%
7	1,779	16%	1%
8	210	15%	0%
9	158	16%	0%

*Note: Some grades not shown.

Purchasing Agents

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992

Albany-Schenectady-Troy, NY	20	Montgomery, Al	22
Albuquerque, NM	42	Nashville-Davidson, Tn	33
Anaheim-Santa Ana-Gar. Grove, Ca	26	New London-Norwich, Ct-Ri	26
Anchorage, Ak	47	New Orleans, La	50
Atlanta, Ga	58	New York, NY-NJ	80
Augusta, Ga-SC	30	Newark, NJ	25
Bakersfield, Ca	27	Norfolk-Va Beach-Portsmouth, Va-NC	272
Baltimore, Md	99	Northeast Pennsylvania	24
Biloxi-Gulfport, Ms	37	Oakland, Ca	95
Boise City, Id	22	Oklahoma City, Ok	28
Boston, Ma	74	Orlando, Fl	25
Bremerton, Wa	76	Oxnard-Simi Valley-Ventura, Ca	36
Charleston-N. Charleston, SC	80	Pensacola, Fl	41
Chicago, Il	67	Philadelphia, Pa-NJ	174
Cleveland, Oh	43	Phoenix, Az	38
Colorado Springs, Co	25	Pittsburgh, Pa	36
Columbia, SC	26	Portland, Or-Wa	37
Dallas-Fort Worth, Tx	72	Raleigh-Durham, NC	29
Davenport-Rock Isl.-Moline, Ia-Il	21	Richmond, Va	34
Dayton, Oh	43	Riverside-San Bernard.-Ont., Ca	45
Denver-Boulder, Co	78	Sacramento, Ca	48
Detroit, Mi	25	Salt Lake City-Ogden, Ut	36
Fayetteville, NC	33	San Antonio, Tx	94
Harrisburg, Pa	72	San Diego, Ca	207
Honolulu, Hi	92	San Francisco-Oakland, Ca	64
Houston, Tx	26	San Jose, Ca	33
Indianapolis, In	59	San Juan PR	34
Jacksonville, Fl	30	Seattle-Everett, Wa	43
Jacksonville, NC	23	St Louis, Mo-Il	91
Kansas City, Mo-Ks	54	Tacoma, Wa	27
Killeen-Temple, Tx	30	Tampa-St Petersburg, Fl	30
Lake County, Il	23	Vallejo-Fairfield-Napa, Ca	42
Little Rock-North Little Rock, Ar	31	Washington, DC-Md-Va	747
Los Angeles-Long Beach, Ca	87	Subtotal	4,434
Louisville, Ky-In	24	Other MSAs	1,161
Melbourne-Titusville-Cocoa, Fl	27	Outside MSAs	1,214
Memphis, Tn-Ar-Ms	30	Total	6,809
Miami, Fl	39		
Minneapolis-St Paul, Mn-Wi	43		
Monmouth, NJ	27		

PROCUREMENT CLERICAL
AND ASSISTANCE

Procurement Clerical and Assistance

AGENCY BY GRADE (AS OF FY 92)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>EPA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	302	539	459	463	59	4	10	0	22	15	1
5	828	576	549	1,117	100	12	24	12	131	44	11
6	224	218	295	384	96	12	3	4	66	35	5
7	166	198	271	178	63	5	10	6	37	45	3
8	4	10	10	20	0	0	1	0	1	1	0
9	5	1	5	2	0	0	0	0	0	0	0
10	0	0	0	3	0	0	0	0	0	0	0
11	0	0	0	1	0	0	0	0	0	0	0
OT.	12	23	88	54	4	3	0	0	0	0	0
ALL	1,541	1,565	1,677	2,222	322	36	48	22	257	140	20
Avg.	5.17	5.04	5.12	5.12	5.48	5.28	5.33	5.73	5.47	5.81	5.50
FY87	2,211	2,035	1,945	2,361	247	20	57	24	226	132	9

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	47	0	1	8	1	23	19	40	4	2,017
5	99	3	5	41	4	49	46	53	17	3,721
6	58	6	6	20	21	24	11	14	16	1,518
7	23	5	5	9	14	13	6	7	14	1,078
8	0	2	1	0	0	0	4	1	9	64
9	0	1	0	0	0	0	0	0	6	20
10	0	0	0	0	0	0	0	0	2	5
11	0	0	0	0	0	0	0	0	0	1
OT.	6	0	0	0	0	1	1	0	0	192
All	233	17	18	78	40	110	87	115	68	8,616
Avg.	5.19	6.53	6.00	5.38	6.20	5.23	5.16	4.92	6.49	5.18
FY87	189	4	15	91	50	105	55	134	61	9,971

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

NS: Grade level was not specified.

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

FY 87: Population as of 9/30/87.28

LOSSES DURING FY92, BY GRADE LEVEL

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

*Note: Some grades not shown.

Procurement Clerical and Assistance

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992

Albuquerque, NM	57	Oakland, Ca	91
Anaheim-Santa Ana-Gar. Grove, Ca	56	Oklahoma City, Ok	201
Atlanta, Ga	122	Orlando, Fl	54
Bakersfield, Ca	56	Oxnard-Simi Valley-Ventura, Ca	63
Baltimore, Md	143	Philadelphia, Pa-NJ	557
Boston, Ma	160	Phoenix, Az	51
Bremerton, Wa	52	Richmond, Va	214
Chicago, Il	72	Riverside-San Bernard.-Ontario, Ca	83
Columbus, Oh	223	Sacramento, Ca	129
Dallas-Fort Worth, Tx	103	Salt Lake City-Ogden, Ut	141
Davenport-Rock Isl.-Moline, Ia-Il	91	San Antonio, Tx	265
Dayton, Oh	302	San Diego, Ca	182
Denver-Boulder, Co	74	San Francisco-Oakland, Ca	66
Detroit, Mi	154	Seattle-Everett, Wa	71
Harrisburg, Pa	76	St Louis, Mo-Il	130
Honolulu, Hi	108	Washington, DC-Md-Va	870
Huntsville, Al	192	Subtotal	6,161
Los Angeles-Long Beach, Ca	246	Other MSAs	1,764
Macon, Ga	162	Outside MSAs	691
Monmouth, NJ	129	Total	8,616
Nassau-Suffolk, NY	62		
New York, NY-NJ	87		
Newark, NJ	64		
Norfolk-Va Beach-Portsmouth, Va-NC	202		

INDUSTRIAL

SPECIALISTS

Industrial Specialists

Agency By Grade (As Of FY 1992)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>FEMA</i>	<i>Inter.</i>	<i>Justice</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>
5	0	2	2	1	0	0	1	0	0	0	0	0	0
7	0	5	2	4	0	0	0	0	0	0	0	1	0
9	10	42	23	100	0	0	0	0	0	2	2	0	0
11	32	129	190	706	10	0	3	0	2	13	2	2	0
12	61	168	328	271	10	0	5	0	1	21	1	7	2
13	22	55	105	62	10	1	35	1	4	10	1	37	6
14	16	15	30	15	5	4	13	2	0	2	1	9	17
15	9	3	7	15	1	2	7	0	2	0	0	1	4
OT.	0	0	11	0	0	0	0	0	0	0	0	0	0
NS	0	0	0	1	0	0	0	0	0	0	0	0	0
ALL	150	419	698	1,175	36	7	64	3	9	48	7	57	29
Avg.	12.13	11.52	11.71	11.24	12.36	14.14	13.13	13.67	12.89	11.9	11.29	12.89	13.79
FY87	287	572	766	1,229	43	11	40	5	4	20	5	63	30

	<i>Treas.</i>	<i>All Other</i>	<i>Total</i>
5	0	0	6
7	0	0	12
9	0	0	179
11	0	0	1,089
12	4	0	879
13	1	0	350
14	0	0	129
15	0	0	51
Ot.	0	0	11
NS	0	0	1
All	5	0	2,707
Avg.	12.20	0.00	11.60
FY87	4	1	3,080

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

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

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

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

LOSSES DURING FY92, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	9	11%	0%
7	22	18%	0%
9	219	11%	0%
11	1,069	10%	0%
12	880	15%	2%
13	346	11%	1%
14	125	10%	1%
15	52	13%	0%

*Note: Some grades not shown

Industrial Specialists

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992

Albany-Schenectady-Troy, NY	34	New Orleans, La	32
Anaheim-Santa Ana-Gar. Grove, Ca	33	New York, NY-NJ	28
Atlanta, Ga	32	Newark, NJ	51
Baltimore, Md	24	Norfolk-Va Beach-Portsmouth, Va-NC	69
<u>Boston, Ma</u>	<u>83</u>	<u>Oklahoma City, Ok</u>	<u>35</u>
Bremerton, Wa	54	Oxnard-Simi Valley-Ventura, Ca	47
Bridgeport, Ct	24	Pensacola, Fl	30
Chicago, Il	20	Philadelphia, Pa-NJ	165
Cleveland, Oh	25	Phoenix, Az	20
<u>Columbus, Oh</u>	<u>23</u>	<u>San Diego, Ca</u>	<u>21</u>
Dallas-Fort Worth, Tx	71	San Francisco-Oakland, CA	21
Davenport-Rock Isl.-Moline, Ia-Il	146	St Louis, Mo-Il	66
Dayton, Oh	102	Washington, DC-Md-Va	351
Detroit, Mi	96	Subtotal	2,088
<u>Hartford, Ct</u>	<u>28</u>	Other MSAs	112
Huntsville, Al	35	Outside MSAs	507
Indianapolis, In	53	Total	2,707
Los Angeles-Long Beach, Ca	93		
Louisville, Ky-In	57		
Minneapolis-St Paul, Mn-Wi	26		
Monmouth, NJ	42		
Nassau-Suffolk, NY	51		

GENERAL BUSINESS

AND INDUSTRY

General Business and Industry

Agency By Grade (As Of FY 1992)

	Air Force	Army	Navy	Other DoD	Agriculture	Commerce	Educ.	Energy	EPA	GSA	HHS	HUD	Inter.
5	88	145	69	21	2,096	25	2	10	0	8	15	64	84
7	146	223	196	40	650	74	17	38	1	31	43	60	59
9	441	232	389	10	87	80	55	24	7	33	49	29	56
11	570	147	142	63	51	93	62	23	21	23	64	74	102
12	405	175	158	45	47	151	143	45	43	34	162	349	99
13	178	86	92	40	49	123	48	54	16	32	98	286	80
14	59	94	56	113	15	48	19	83	15	17	56	164	30
15	33	53	20	50	5	45	4	57	9	7	22	68	9
OT.	253	135	122	194	1,775	258	7	15	0	30	10	60	90
NS	9	8	2	5	22	37	1	12	0	0	2	5	0
ALL	2,182	1,298	1,246	581	4,797	934	358	361	112	215	521	1,159	609
Avg.	9.90	9.38	9.35	9.93	5.90	8.79	11.24	11.85	12.23	10.06	11.40	11.56	9.29
FY87	2,662	1,213	750	275	3,816	859	265	273	92	268	393	860	519

	Justice	Labor	NASA	Nat'l Sci. Fd.	Nuc. Reg.	SBA	State	DOT	Treas.	VA	All Other	Total
5	1	0	0	1	0	34	0	0	0	0	5	2,668
7	3	0	1	11	0	209	0	0	2	1	16	1,821
9	7	0	6	1	0	37	0	4	9	8	68	1,632
11	19	5	3	6	1	68	0	0	18	39	114	1,708
12	52	19	4	8	0	300	0	2	8	57	139	2,445
13	46	27	3	12	0	167	0	10	25	47	190	1,709
14	16	6	5	8	2	34	1	21	15	66	118	1,061
15	10	3	1	4	2	22	2	16	5	33	65	545
OT.	0	0	1	6	0	70	0	2	23	53	337	3,441
NS	0	0	1	2	0	0	1	2	2	2	16	129
ALL	154	60	25	59	5	941	4	57	107	306	1,068	17,159
Avg.	12.30	12.72	11.33	10.93	13.80	10.31	14.67	13.38	13.98	12.76	11.93	9.51
FY87	92	93	19	55	4	831	0	44	50	331	859	14,623

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

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

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

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

LOSSES DURING FY92, BY GRADE LEVEL*

<i>GS Grade</i>	<i>FY92 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	2,721	14%	0%
7	1,670	16%	0%
9	1,638	13%	0%
11	1,754	13%	0%
12	2,417	16%	0%
13	1,775	17%	0%
14	1,060	18%	0%
15	531	15%	0%

*Note: Some grades not shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992

Albany-Schenectady-Troy, NY	26	Dallas-Fort Worth, Tx	248
Albuquerque, NM	54	Davenport-Rock Isl.-Moline, Ia-Ill	170
Alexandria, La	28	Dayton, Oh	245
Anaheim-Santa Ana-Gar. Grove, Ca	68	Denver-Boulder, Co	338
Anchorage, Ak	53	Des Moines, Ia	42
Anniston, Al	97	Detroit, Mi	92
Atlanta, Ga	313	El Paso, Tx	39
Bakersfield, Ca	30	Fayetteville, Nc	29
Baltimore, Md	110	Fresno, Ca	37
Battle Creek, Mi	25	Ft Walton, Fl	84
Biloxi-Gulfport, Ms	34	Hartford, Ct	35
Birmingham, Al	31	Honolulu, Hi	83
Boise City, Id	33	Houston, Tx	55
Boston, Ma	155	Huntsville, Al	38
Bremerton, Wa	42	Indianapolis, In	69
Buffalo NY	25	Jackson, Ms	49
Charleston, WV	26	Jacksonville, Fl	87
Charleston-N. Charleston, SC	50	Kansas City, Mo-Ks	238
Chicago, Il	180	Lexington-Fayette, Ky	32
Cleveland, Oh	30	Little Rock-North Little Rock, Ar	42
Colorado Springs, Co	34	Los Angeles-Long Beach, Ca	93
Columbia, SC	39	Louisville, Ky-In	41
Columbus, Oh	55	Macon, Ga	322

General Business and Industry

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1992 (CONT.)

Memphis, Tn-Ar-Ms	29	Riverside-San Bernard.-Ont., Ca	49
Miami, Fl	31	Sacramento, Ca	381
Milwaukee Wi	25	Salt Lake City-Ogden, Ut	324
Minneapolis-St Paul, Mn-Wi	99	San Antonio, Tx	315
Monmouth, NJ	35	San Diego, Ca	102
Montgomery, Al	37	San Francisco-Oakland, Ca	170
Nashville-Davidson, Tn	51	San Juan PR	39
New Orleans, La	72	Seattle-Everett, Wa	131
New York, NY-NJ	167	Spokane, Wa	34
Newark, NJ	34	St Louis, Mo-Il	146
Norfolk-Va Beach-Portsmouth, Va-NC	182	Syracuse, NY	29
Oakland, Ca	46	Tacoma, Wa	36
Oklahoma City, Ok	278	Tampa-St Petersburg, Fl	37
Omaha, Ne-Ia	43	Texarkana, Tx-Texarkana, Ar	58
Orange County, Fl	35	Tucson, Az	25
Orlando, Fl	32	Vallejo-Fairfield-Napa, Ca	32
Philadelphia, Pa-NJ	220	Washington, DC-Md-Va	3,234
Phoenix, Az	99	Subtotal	10,946
Pittsburgh, Pa	48	Other MSAs	4,921
Portland, Or-Wa	77	Outside MSAs	1,292
Raleigh-Durham, NC	39	Total	17,159
Richmond, Va	79		

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