



REPORT ON THE FEDERAL ACQUISITION WORKFORCE

Fiscal Years 2003 and 2004

April 2005

FOREWARD

Purpose: This is the Federal Acquisition Institute's (FAI) demographic report on the federal acquisition workforce, showing trends by occupational series, employment level, grade, educational level, turnover, and hiring for fiscal years 2003 and 2004. The purpose of this data is to assist federal managers with planning or evaluating their respective acquisition career management programs.

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

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

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

- **Establishes and promotes an acquisition curriculum in coordination with colleges and universities and identifies academic education programs for the acquisition workforce.**
- **Establishes and promotes an acquisition curriculum Governmentwide.** In coordination with training organizations, identifies sources of training and ensures the quality of training.
- **Develops or supports a variety of training delivery methods.** Establishes training standards and evaluates the effectiveness of training programs for acquisition personnel.
- **Advises agencies in the development and implementation of acquisition career development programs.** Develops and guides interns, rotational assignments, and other interagency programs. Evaluates the effectiveness of career development programs for acquisition personnel

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EXECUTIVE SUMMARY

Acquisition Workforce

No single definition of the acquisition workforce is accepted by all federal agencies. Appendix A explains the challenges associated with defining the federal acquisition workforce. This report examines the following six occupational series that are included in the acquisition workforce of a number of agencies: General Business and Industry (GS-1101), Contracting (GS-1102), Property Disposal (GS-1104), Purchasing (GS-1105), Procurement Clerical and Assistance (GS-1106) and Industrial Specialists (GS-1150). For FY 2004, there were 58,161 personnel in these combined series. This is a net increase of 1,011 (1.8%) personnel since FY 2000. The change for these five years is more dramatic for specific series: Property Disposal (GS-1104) decreased by 15%, Purchasing (GS-1105) by 7%, Procurement Clerical and Assistance (GS-1106) by 28%, and Industrial Specialists (GS-1150) by 7%. These decreases are offset by an increase of 11% in the General Business and Industry Series (GS-1101) over the last five years. While the Contracting Series (GS-1102) has experienced significant decreases in the past, the series seems to have stabilized at about 27,000 over the past three years. (See Table 4-4 Acquisition Workforce By Year)

Retirement

Retirement eligibility in the Contracting Series (GS-1102) rose from 10% in FY 2002 to 12% in 2004. However, retirement eligibility for full retirement climbs to 30% in 2009 and 51% in 2014. (See Table 4-19 Retirement Eligibility by Agency)

For the purpose of this report, retirement rates for both Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) employees were calculated by comparing how many employees were eligible to retire, using the CSRS rules for regular retirement, with how many actually retired. In FY 2004, loss rates for retirement eligibles increased from similar figures in FY 2002 for the Contracting Series (GS-1102) (19% vs. 16%), for the Purchasing Series (GS-1105) (17% vs. 15%), and for the Procurement Clerical and Assistance Series (GS-1106) (21% vs. 19%). Loss rates for retirement eligibles decreased for the Property Disposal Series (GS-1104) (18% vs. 28%) and for the Industrial Specialists Series (GS-1150) (19% vs. 20%). Rates for the General Business and Industry Series (GS-1101) remained the same at 19%. (See Table 4-3 Turnover During FY 2004)

Turnover

Statistics generated by the Defense Manpower Data Center (DMDC) show that FY 2000 was the first year in the previous five that the government lost fewer than 2,000 positions per year in the Contracting Series (GS-1102) through retirements, separations, and those leaving the series. In FY 2001 losses edged up slightly but remained under 2,000. For FY 2002, losses remained under 2,000, decreasing to a level of 1,761. For FY 2003 and FY 2004, losses again are in excess of 2,000 rising to 2,197 and 2,443 respectively, for the last two years. (See Table 4-5 Losses from Acquisition Positions) In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This trend

continued in FY 2001. In FY 2002, hires exceeded losses by 686 in the Contracting Series (GS-1102). For FY 2003 hires fell behind losses by 445 but exceed losses in FY 2004 by 87. Hires in the General Business and Industry Series (GS-1101) remained above losses again in FY 2003 and FY 2004 as did those in the Industrial Specialist Series (GS-1150) for FY 2004. In the other series, losses outpaced hires in both FY 2003 and FY 2004. (See Table 4-6 Hires for the Acquisition Workforce)

The average age for internal hires in the Contracting Series (GS-1102) increased slightly in FY 2004 to 45.07, as did the age of the population in that series (46.9). The average age for external hires continued decreasing to 34.1. (See Table 4-14 Contracting Series (GS-1102) Hires During FY 2004)

Education

The percent of college graduates in the Contracting Series (GS-1102) rose from 63% in FY 2002 to 67% in FY 2004. (See Table 4-13 Females, Supervisors, Managers and College Graduates, by Grade)

The percentage of college graduates among external hires in the Contracting Series (GS-1102) (88%) continues to exceed that of internal hires (69%) for FY 2004, although both have increased over FY 2002. (See Table 4-14 Contracting Series Hires During FY 2004)

Supervisors and Managers

The number of supervisors and managers in the acquisition workforce increased slightly from 8,098 in FY 2002 to 8,103 in FY 2004. (See Table 4-9 Supervisory and Managerial Positions by Occupation) In FY 2002, 110 employees in the General Business and Industry Series (GS-1101) and 71 in the Contracting Series (GS-1102) were in the Senior Executive Service (SES). For FY 2004, the number of SES positions in the General Business and Industry Series (GS-1101) decreased to 102 and in the Contracting Series (1102) to 68. (See Table 4-2 Acquisition Workforce At A Glance)

TECHNICAL NOTES

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management (OPM). The Federal Acquisition Institute (FAI) annually purchases a copy of the September 30 (Fiscal Year-end) CPDF files on active, full-time employees in acquisition fields and provides the data to DMDC for assistance in the preparation of this report. Data in this report, unless otherwise noted, are as of September 30, 2003 for FY 2003 tables and September 30, 2004 for FY 2004 tables.

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

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

Retirement Eligibility This report includes data only on employees who are eligible for regular retirement. The minimum combinations of age and years of service qualifying for regular retirement under the Civil Service Retirement System (CSRS) are:

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

Since 1987, all new employees are covered by the Federal Employees Retirement System (FERS). Some CSRS employees also opted to transfer to the FERS system. Under FERS the minimum age for retirement increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. Unless otherwise noted, the tables in this report are based on the CSRS combination of age and years of service to qualify for retirement including those in FERS. (No data are provided on employees eligible for "Early" retirement.) There are some variations in retirement eligibility rates shown on related

tables for specific occupational series that are being researched with DMDC to achieve better consistency in future reports.

Turnover

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

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

	FY00	FY01	FY02	FY03
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 2002 and an "internal hire" for the GS-1102 series in Fiscal Year 2002. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 2003.

Losses

Losses include employees who left the series for any reason, such as separations from government service or promotions to positions in a different series.

Hires

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

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

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

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

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

Average Grade Average grade computations exclude employees in the Senior Executive Service and others whose grades are not specified. There will be some variations in the average grade computations in summary tables versus those reflected in the agency by grade tables for each series. This is the result of the manner in which pay bands or pay associated with demonstration projects are reflected in the specific computations.

PART I FY 2003

Summary Statistics FY 2003

TABLE 3-1 ACQUISITION WORKFORCE AT A GLANCE FY 2003

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150	Total
Population	23,008	26,849	674	3,210	2,831	1,299	57,871
Average Grade	10.60	11.14	10.75	6.77	5.92	11.23	10.42
Average Age	49.42	47.98	51.26	49.11	49.01	52.63	48.81
% Female	56%	61%	46%	76%	86%	28%	60%
% Eligible To Retire*	19%	18%	25%	20%	22%	36%	19%
% Eligible To Retire FY 2012*	60%	61%	72%	63%	64%	84%	62%
% College Graduates	41%	65%	19%	11%	9%	32%	48%
Members, Senior Executive Service	105	69	0	0	0	0	174

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

TABLE 3-2 TURNOVER DURING FY 2003

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
Beginning Strength	22,865	27,294	685	3,321	3,120	1,364
Losses	2,942	2,197	75	556	590	197
Loss Rate¹	13%	8%	11%	17%	19%	14%
Losses Of Persons Eligible To Retire	781	834	22	129	158	101
Loss Rate Of Persons Eligible To Retire²	17%	16%	13%	19%	21%	19%
Total Hires	3,085	1,752	64	445	301	132
% Hires With College Degrees	39%	78%	14%	17%	16%	23%
Net Change	143	-445	-11	-111	-289	-65
End Strength	23,008	26,849	674	3,210	2,831	1,299

¹ Loss rate is a percentage of beginning year strength.

² Loss rate is a percentage of all persons eligible for regular retirement at the beginning of FY 2003.

TABLE 3-3 ACQUISITION WORKFORCE BY YEAR

	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Gen. Bus & Ind. (GS-1101)	20,298	20,955	21,225	22,132	22,865	23,008
Contracting (GS-1102)	27,400	26,775	26,751	26,608	27,294	26,849
Prop. Disposal (GS-1104)	908	837	766	711	685	674
Purchasing (GS-1105)	4,428	3,793	3,414	3,252	3,321	3,210
Proc. Cler. & Ass't (GS-1106)	4,645	3,966	3,583	3,276	3,120	2,831
Industrial Specialist (GS-1150)	1,563	1,458	1,411	1,413	1,364	1,299
Total Workforce	59,242	57,784	57,150	57,392	58,649	57,871

TABLE 3-4 LOSSES FROM ACQUISITION POSITIONS BY YEAR(Loss rate¹ in parentheses)

	Beginning Year strength FY 2003	1999		2000		2001		2002		2003	
Gen. Bus	22,865	3,102	15%	2,962	14%	2,666	13%	3,040	14%	2,942	13%
Contracting	27,294	2,134	8%	1,843	7%	1,947	7%	1,761	7%	2,197	8%
Prop. Disposal	685	135	14%	128	15%	109	14%	110	15%	75	11%
Purchasing	3,321	1,110	23%	810	21%	686	20%	483	15%	556	17%
Proc. Cler/Ass't	3,120	1,251	24%	871	22%	735	21%	632	19%	590	19%
Industrial Spec.	1,364	273	16%	190	13%	205	15%	190	13%	197	14%

¹ Loss rate is a percentage of beginning year strength for that fiscal year.

TABLE 3-5 HIRES FOR THE ACQUISITION WORKFORCE BY YEAR(Accession rate¹ in parentheses)

	End of Year Strength for FY 2003	1999		2000		2001		2002		2003	
Gen. Bus	23,008	3,316	16%	3,232	15%	3,573	16%	3,773	17%	3,085	13%
Contracting	26,849	1,563	6%	1,819	7%	1,804	7%	2,447	9%	1,752	7%
Prop.	674	68	8%	57	7%	54	8%	84	12%	64	9%
Disposal											
Purchasing	3,210	428	11%	431	13%	524	16%	552	17%	445	14%
Proc.	2,831	448	11%	488	14%	428	14%	476	15%	301	11%
Cler/Ass't											
Industrial	1,299	116	8%	143	10%	207	15%	141	10%	132	10%
Spec.											

¹ Accession rate is a percentage of year-end strength.**TABLE 3-6 EDUCATIONAL LEVELS BY OCCUPATION FY 2003**

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
No Degree	13,165	9,314	547	2,839	2,573	878
BA-BS	5,354	10,940	87	294	204	275
Post Grad. Study	4,044	6,532	39	60	41	143
Unknown	445	63	1	17	13	3
Total	23,008	26,849	674	3,210	2,831	1,299
% College Graduates	41%	65%	19%	11%	9%	32%

TABLE 3-7 ACADEMIC MAJORS OF COLLEGE GRADUATES FY 2003

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
Business	3,989	10,730	58	128	99	178
Information Mgt.	93	182	1	8	5	4
Engineering	620	168	1	2	1	60
Law	187	276	1	3	0	5
Mathematics	90	100	3	1	3	4
Physical Sciences	118	58	1	4	1	11
Public Admin.	334	663	4	8	5	11
Other	3,950	5,230	57	200	131	145
Major Unknown	17	65	0	0	0	0
Total	9,398	17,472	126	354	245	418

*Business, Law &

Pub. Admin.	48%	67%	50%	39%	42%	46%
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*Percentage of college graduates with degrees in business, law, and public administration (vs. degrees in other fields).

TABLE 3-8 SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY 2003

Occupation	Supervisory/ Managerial	Other	Total
General Business & Industry (GS-1101)	4,351	18,657	23,008
Contracting (GS-1102)	3,436	23,413	26,849
Property Disposal (GS-1104)	115	559	674
Purchasing (GS-1105)	63	3,147	3,210
Procurement Clerical & Assistance (GS-1106)	12	2,819	2,831
Industrial Specialist (GS-1150)	75	1,224	1,299
Total	8,052	49,819	57,871

CONTRACTING SERIES
(GS-1102)
FY 2003

TABLE 3-9 CONTRACTING SERIES (GS 1102) FY 1992 – FY 2003

	1992	1997	1998	1999	2000	2001	2002	2003
Population	31,794	28,003	27,400	26,775	26,751	26,608	27,294	26,849
Average Grade	11.20	11.36	11.31	11.17	11.16	11.20	11.17	11.14
Average Age	43.08	44.78	45.41	45.84	46.32	46.64	46.79	47.98
% Female	56%	59%	59%	60%	61%	61%	61%	61%
% Eligible To Retire*	5%	5%	7%	8%	8%	10%	12%	18%
% Eligible To Retire in 2011 *	27%	34%	42%	50%	45%	52%	54%	61%
% College Graduates	54%	58%	58%	59%	59%	61%	63%	65%
Members, Senior Executive Service	86	65	62	66	68	71	71	69

* Based on CSRS retirement rules.

TABLE 3-10 TURNOVER IN THE CONTRACTING SERIES (GS 1102) FY 1992 – FY 2004

	1992	1997	1998	1999	2000	2001	2002	2003
Beginning Strength	31,436	28,648	28,003	27,400	26,775	26,751	26,608	27,294
Losses	1,828	2,519	2,134	2,188	1,843	1,947	1,761	2,197
Loss Rate	6%	9%	8%	8%	7%	7%	7%	8%
Losses Of Persons Eligible to Retire*	240	498	343	637	440	613	586	834
Loss Rate Of Persons Eligible To Retire*	16%	26%	18%	23%	17%	19%	16%	16%
Total Hires	2,186	1,874	1,531	1,563	1,819	1,804	2,447	1,752
% Hires With College Degrees	50%	N/A	52%	59%	57%	73%	75%	78%
Net Change	+358	-645	-603	-625	-24	-143	686	-445
End Strength	31,794	28,003	27,400	26,775	26,751	26,608	27,294	26,849

* Based on CSRS retirement rules

N/A = not available

TABLE 3-11 AGENCY BY GRADE FY 2003

	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
5	17	48	70	11	5	1	2	1	0	2	5	1	0
7	166	245	176	158	13	4	4	6	13	28	16	8	1
9	520	463	260	590	42	7	3	14	15	62	39	39	1
11	1,049	1,053	497	1,544	99	9	2	33	22	51	82	71	6
12	1,667	1,571	1,429	1,521	234	43	9	112	62	606	189	162	33
13	709	968	739	565	142	43	13	157	116	354	223	132	19
14	208	197	232	181	39	28	13	88	53	98	105	84	19
15	77	49	97	50	12	20	2	44	20	25	45	30	10
Other	137	548	399	147	0	27	0	2	0	0	4	1	0
NS	8	4	13	10	0	2	0	7	3	0	1	41	2
All	4,558	5,146	3,912	4,777	586	184	48	464	304	1,226	709	569	91
Avg.	11.50	11.46	11.67	11.33	11.88	12.66	12.00	12.78	12.50	12.19	12.36	12.29	12.82

	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas	VA	All Other	Total
5	8	4	0	1	0	0	0	0	1	6	16	1	200
7	21	13	1	46	0	0	0	5	9	6	39	8	986
9	96	104	2	47	0	0	0	5	12	29	66	36	2,452
11	119	87	3	57	3	2	0	10	11	34	211	40	5,095
12	226	92	12	190	4	0	13	17	65	60	273	86	8,676
13	112	111	15	242	5	8	55	46	63	159	104	137	5,237
14	47	90	8	85	3	8	12	31	34	97	32	79	1,871
15	8	18	5	73	1	6	0	8	13	26	8	35	682
Other	4	16	0	0	0	0	0	2	0	7	2	68	1,364
NS	1	2	0	9	0	0	0	2	157	13	2	9	286
All	642	537	46	750	16	24	80	126	365	437	753	499	26,849
Avg.	11.47	11.72	12.70	12.26	12.69	13.67	12.99	12.67	12.34	12.57	11.30	12.49	11.69

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

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

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

TABLE 3-12 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES BY GRADE FY 2003

Grade	Population	Female	Supervisory/ Managerial	College Graduates
5	200	61%	0%	71%
7	986	62%	0%	79%
9	2,452	66%	0%	61%
11	5,095	67%	2%	53%
12	8,676	63%	5%	61%
13	5,237	57%	20%	74%
14	1,871	49%	45%	80%
15	682	39%	77%	91%
Other	1,364	59%	18%	N/A
NS	286	53%	37%	N/A
Total	26,849	61%	13%	65%

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

NS: Grade level was not specified includes SES positions.

N/A= Not available.

TABLE 3-13 CONTRACTING SERIES (GS 1102) HIRES DURING FY 2003

	Internal Hires	External Hires	Other Hires	Changed Agencies	No Change	Total
Total	776	898	78	1,177	23,920	26,849
% FY 03 Workforce	3%	3%	0%	4%	89%	100%
College Graduates	67%	88%	67%	63%	64%	65%
Business, Law, or Pub. Admin. majors¹	64%	71%	65%	62%	63%	63%
Average Age	45.35	35.22	42.01	47.03	48.61	47.98
Eligible To Retire FY 2003	11%	2%	8%	12%	19%	18%
Eligible To Retire FY2008	20%	5%	14%	26%	36%	34%
Eligible To Retire FY2013	38%	10%	24%	48%	58%	55%

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

**TABLE 3-14 CONTRACTING SERIES (GS 1102) HIRES DURING FY 2003
BY GRADE LEVEL**

GS Grade	Population As Of 9/03	Internal Hires During FY 03	External Hires During FY 03	Other Hires During FY 03	No Change	Changed Agencies
5	200	45	64	8	81	2
7	986	155	524	16	285	6
9	2,452	132	109	15	2,133	63
11	5,095	116	89	14	4,674	202
12	8,676	163	60	5	8,079	369
13	5,237	84	21	2	4,849	281
14	1,871	31	9	N/A	1,704	127
15	682	15	4	N/A	626	37
Other	1,364	30	18	12	1,251	53
NS	286	5	N/A	6	238	37
Total	26,849	776	898	78	23,920	1,177

N/A=Not Available.

TABLE 3-15 CONTRACTING SERIES (GS 1102) HIRES BY AGENCY FY 2003

	Internal Hires	External Hires	Other Hires	Recruited From Other Agencies	Total Hires¹	No Change	All	% FY 2003 Workforce¹
Air Force	105	203	23	67	398	4,160	4,558	9%
Army	162	195	9	137	503	4,643	5,146	10%
Navy/MC	103	142	3	48	296	3,616	3,912	8%
Other Defense	125	108	4	86	323	4,454	4,777	7%
Agriculture	27	17	0	34	78	508	586	13%
Commerce	5	1	0	14	20	164	184	11%
Education	1	6	0	1	8	40	48	17%
Energy	16	9	0	9	34	430	464	7%
EPA	4	14	0	14	32	272	304	11%
GSA	39	35	0	42	116	1,110	1,226	9%
HHS	23	22	3	30	78	631	709	11%
DHS	17	13	11	528	569	0	569	100%
HUD	2	1	0	5	8	83	91	9%
Interior	24	24	7	18	73	569	642	11%
Justice	28	8	0	30	66	471	537	12%
Labor	1	2	0	3	6	40	46	13%
NASA	9	44	2	23	78	672	750	10%
NSF	0	0	0	2	2	14	16	12%
NRC	0	0	0	0	0	24	24	0%
SBA	2	0	0	0	2	78	80	3%
State	1	10	0	4	15	111	126	12%
Transportation	7	9	0	12	28	337	365	8%
Treasury	10	7	1	11	29	408	437	7%
VA	46	18	9	36	109	644	753	14%
All Other	19	10	6	23	58	441	499	12%
All Agencies¹	776	898	78	1,177	2,929	23,920	26,849	11%

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

TABLE 3-16 LOSSES IN THE CONTRACTING SERIES (GS-1102) BY AGENCY FY 2003

	FY 2003 Beginning Strength	Left the Series	Changed Agencies	Stayed	Loss Rate*
Air Force	4,789	525	104	4,160	13%
Army	5,103	353	107	4,643	9%
Navy/MC	4,018	278	124	3,616	10%
Other Defense	4,975	405	116	4,454	10%
Agriculture	564	41	15	508	10%
Commerce	183	13	6	164	10%
Education	43	3	0	40	7%
Energy	488	49	9	430	12%
FEMA	46	3	43	0	100%
EPA	305	18	15	272	11%
GSA	1,249	90	49	1,110	11%
HHS	701	59	11	631	10%
HUD	99	9	7	83	16%
Interior	648	52	27	569	12%
Justice	581	50	60	471	19%
Labor	48	4	4	40	17%
NASA	725	42	11	672	7%
NSF	16	1	1	14	13%
NRC	29	3	2	24	17%
SBA	86	8	0	78	9%
State	125	12	2	111	11%
Transportation	681	42	302	337	51%
Treasury	576	35	133	408	29%
VA	709	50	15	644	9%
All Other	507	52	14	441	13%
All Agencies*	27,294	2,197	1,177	23,920	8%

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

TABLE 3-17 LOSSES DURING FY 2003 BY GRADE LEVEL

GS Grade	FY 2003 Beginning Strength	% Left The Series	% Changed Agencies
5	184	8%	1%
7	1,177	8%	3%
8	3	0%	0%
9	2,545	7%	4%
10	29	17%	3%
11	5,206	8%	4%
12	8,704	8%	4%
13	5,196	8%	5%
14	1,925	8%	6%
15	665	10%	5%
Other	1,660	9%	4%
Total	27,294		

TABLE 3-18 RETIREMENT ELIGIBILITY BY AGENCY FY 2003

	FY 2003 Population	Eligible In FY2003	Eligible In FY 2008	Eligible In FY 2013
Air Force	4,558	18%	38%	60%
Army	5,146	17%	41%	64%
Navy/MC	3,912	15%	35%	56%
Other Defense	4,777	16%	36%	57%
Agriculture	586	6%	20%	47%
Commerce	184	9%	26%	46%
Education	48	2%	13%	33%
Energy	464	20%	48%	65%
EPA	304	12%	33%	53%
GSA	1,226	1%	7%	23%
HHS	709	17%	35%	58%
DHS	569	12%	31%	51%
HUD	91	12%	30%	49%
Interior	642	11%	29%	53%
Justice	537	4%	13%	29%
Labor	46	22%	43%	57%
NASA	750	14%	32%	52%
NSF	16	0%	19%	38%
NRC	24	0%	0%	29%
SBA	80	25%	51%	80%
State	126	3%	11%	31%
Transportation	365	13%	29%	49%
Treasury	437	11%	29%	49%
VA	753	10%	25%	45%
All Other	499	10%	29%	50%
Total	26,849	15%	34%	55%

TABLE 3-19 COLLEGE GRADUATES BY AGENCY AND GRADE FY 2003

	GS 5 & 7	GS 9 & 11	GS 12-15	All Grades*
Air Force	92%	74%	93%	79%
Army	72%	54%	76%	61%
Navy/MC	78%	59%	78%	66%
Other Defense	85%	62%	77%	66%
Agriculture	44%	43%	61%	49%
Commerce	80%	46%	78%	66%
Education	100%	79%	68%	75%
Energy	86%	54%	86%	75%
EPA	62%	57%	82%	73%
GSA	80%	42%	68%	53%
HHS	57%	42%	70%	57%
DHS	56%	38%	70%	53%
HUD	0%	40%	65%	53%
Interior	76%	46%	73%	54%
Justice	71%	39%	70%	53%
Labor	0%	47%	71%	61%
NASA	79%	63%	91%	79%
NSF	0%	43%	89%	69%
NRC	0%	100%	73%	75%
SBA	0%	62%	58%	59%
State	100%	38%	45%	45%
Transportation	90%	39%	67%	56%
Treasury	58%	41%	64%	57%
VA	58%	44%	85%	53%
All Other	56%	36%	73%	58%

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

TABLE 3-20 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2003

ALBUQUERQUE, NM	183	MONMOUTH, NJ	389
ANCHORAGE, AK	105	MONTGOMERY, AL	91
ATLANTA, GA	391	NASSAU-SUFFOLK, NY	64
AUGUSTA, GA-SC	53	NEW ORLEANS, LA	106
BAKERSFIELD, CA	145	NEW YORK, NY-NJ	224
BALTIMORE, MD	446	NEWARK, NJ	151
BILOXI-GULFPORT, MS	92	NORFOLK-VA BEACH-	
BOSTON, MA	462	PORTSMOUTH, VA-NC	682
BREMERTON, WA	89	OAKLAND, CA	84
CHARLESTON-N. CHARLESTON, SC	178	OKLAHOMA CITY, OK	485
CHICAGO, IL	322	OMAHA, NE-IA	78
CINCINNATI, OH-KY-IN	79	ORANGE COUNTY, CA	79
CLEVELAND, OH	110	ORLANDO, FL	196
COLORADO SPRINGS, CO	232	PANAMA CITY, FL	55
COLUMBUS, OH	625	PHILADELPHIA, PA-NJ	1,107
DALLAS-FORT WORTH, TX	419	PHOENIX, AZ	128
DAVENPORT-ROCK ISLAND-		PITTSBURG, PA	94
MOLINE, IA-IL	345	PORTLAND, OR-WA	123
DAYTON, OH	759	RALEIGH-DURHAM, NC	93
DENVER-BOULDER, CO	293	RICHMOND, VA	707
DETROIT, MI	443	RIVERSIDE-SAN BERNARDINO-	
FAYETTEVILLE, NC	91	ONTARIO, CA	78
FT WALTON, FL	187	SACRAMENTO, CA	93
HARRISBURG, PA	239	SALT LAKE CITY-OGDEN, UT	380
HARTFORD, CT	55	SAN ANTONIO, TX	483
HONOLULU, HI	299	SAN DIEGO, CA	494
HOUSTON, TX	163	SAN FRANCISCO-OAKLAND, CA	115
HUNTSVILLE, AL	877	SAN JOSE, CA	94
INDIANAPOLIS, OH-KY-IN	68	SEATTLE-EVERETT, WA	191
JACKSONVILLE, FL	102	ST LOUIS, MO-IL	313
KANSAS CITY, MO-KS	214	TACOM, WA	56
KILLEEN-TEMPLE, TX	65	TAMPA-ST PETERSBURG, FL	85
LAS VEGAS, NV	55	TUCSON, AZ	86
LITTLEROCK-NORTH LITTLE		UTICA-ROM, NY	53
ROCK, AR	52	VENTURA, CA	103
LOS ANGELES-LONGBEACH, CA	392	WASHINGTON, DC-MD-VA	5,458
MACON, GA	334		
MELBOURNE-TITUSVILLE-COCOA,		Subtotal	22,242
FL	173	Outside MSAs	2,292
MINNEAPOLIS-ST.PAUL,MN-WI	87	Other MSAs	2,315
		Total	26,849

PURCHASING SERIES
(GS-1105)
FY 2003

TABLE 3-21 PURCHASING SERIES (GS -1105) FY 1992 – FY 2003

	1992	1997	1998	1999	2000	2001	2002	2003
Population	6,809	4,875	4,248	3,793	3,414	3,252	3,321	3,210
Average Grade	6.05	6.47	6.50	6.55	6.62	6.65	6.71	6.77
Average Age	42.22	44.8	45.58	46.29	46.86	47.26	47.73	49.11
% Female	80%	80%	79%	79%	78%	77%	77%	76%
% Eligible To Retire*	4%	4%	5%	7%	6%	10%	13%	20%
% Eligible To Retire in 10 years *	22%	NA	34%	47%	39%	51%	54%	63%
% College Graduates	10%	11%	11%	12%	11%	10%	11%	11%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

TABLE 3-22 TURNOVER IN THE PURCHASING SERIES (GS-1105) FY 1992 – FY 2003

	1992	1997	1998	1999	2000	2001	2002	2003
Beginning Strength	6,754	5,558	4,875	4,248	3,793	3,414	3,252	3,321
Losses	1,116	1,206	1,110	883	810	686	483	556
Loss Rate	17%	22%	23%	21%	21%	20%	15%	17%
Losses Of Persons Eligible to Retire*	47	88	77	106	66	94	68	129
Loss Rate Of Persons Eligible To Retire*	18%	32%	28%	28%	25%	25%	15%	19%
Total Hires	1,171	523	483	428	431	524	552	445
% Hires With College Degrees	17%	15%	15%	15%	10%	10%	14%	17%
Net Change	+55	-683	-627	-455	-379	-162	69	-111
End Strength	6,809	4,875	4,248	3,793	3,414	3,252	3,321	3,210

*Based on CSRS retirement rules.

TABLE 3-23 AGENCY BY GRADE FY 2003

Grade	USAF	USA	DON	Other DOD	USDA	DOC	Energy	EPA	GSA	HHS	DHS
4	3	0	10	8	1	7	0	0	6	0	0
5	28	40	62	4	47	4	1	0	7	6	2
6	40	62	121	7	77	5	2	0	18	17	22
7	55	119	244	15	139	9	5	6	25	67	69
8	17	39	48	5	52	5	4	4	15	46	14
9	3	19	58	10	68	6	7	7	1	56	19
10	0	1	7	0	4	1	1	1	0	22	4
11	0	0	0	0	0	1	0	0	0	0	1
12	0	0	0	0	0	1	0	0	0	0	0
Other	2	22	45	2	0	2	0	0	0	0	0
NS	0	0	0	1	0	0	0	0	0	0	0
All	148	302	595	52	388	41	20	18	72	214	131
Avg.	6.44	6.78	6.84	6.71	7.07	6.87	7.85	8.17	6.54	7.91	7.32

Grade	HUD	DOI	DOJ	DOL	NASA	NRC	State	DOT	Treas	VA	All Other	Total
4	0	2	0	0	0	0	0	0	5	5	0	47
5	0	43	0	2	0	0	0	0	2	95	3	346
6	0	66	0	4	0	0	0	0	5	327	2	775
7	1	120	8	14	1	2	1	3	9	240	19	1171
8	0	47	21	7	5	1	0	4	1	16	10	361
9	0	40	32	0	9	3	1	5	4	6	7	361
10	0	4	1	0	7	0	0	1	1	0	1	56
11	0	0	0	0	0	0	0	0	0	0	1	3
12	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	11	0	0	0	0	0	0	0	0	1	85
NS	0	0	0	0	0	0	0	0	0	0	3	4
All	1	333	62	27	22	6	2	13	27	689	47	3210
Avg.	7.00	6.94	8.42	6.96	9.00	8.17	8.00	8.31	6.56	6.27	7.53	6.89

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

NS: Grade level was not specified.

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

TABLE 3-24 LOSSES DURING FY 2003 BY GRADE LEVEL

GS Grade	FY 2003 Beginning Strength	% Left the Series	% Changed Agencies
4	18	33%	0%
5	393	21%	1%
6	874	18%	3%
7	1,152	16%	6%
8	356	12%	3%
9	341	14%	5%
10	54	17%	6%
11	4	25%	0%
12	1	0%	0%
Other	128	15%	2%
Total	3,321		

TABLE 3-25 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2003

ALBUQUERQUE, NM	38
ATLANTA, GA	36
AUGUSTA, GA	21
BALTIMORE, MD	75
BOSTON, MA	30
BREMERTON, WA	38
CHARLESTON-N. CHARLESTON, SC	24
CHICAGO, IL	33
CLEVELAND, OH	21
DALLAS-FORT WORTH, TX	27
DENVER-BOULDER, CO	32
HARRISBURG, PA	22
HONOLULU, HI	31
JACKSONVILLE, FL	30
JACKSONVILLE, NC	20
KANSAS CITY, MO-KS	31
LITTLE ROCK, AR	21
LOS ANGELES-LONG BEACH, CA	34
MIAMI, FL	24
MINNEAPOLIS-ST.PAUL,MN-WI	27
NEW ORLEANS, LA	24
NEW YORK, NY-NJ	33
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	102
OAKLAND, CA	26
PENSACOLA, FL	22
PHILADELPHIA, PA-NJ	40
PHOENIX, AZ	35
PITTSBURGH, PA	24
PORTLAND, OR-WA	36
RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	21
SACRAMENTO, CA	23
SALT LAKE CITY-OGDEN, UT	21
SAN ANTONIO, TX	44
SAN DIEGO, CA	81
SAN FRANCISCO-OAKLAND, CA	25
SAN JUAN, PR	23
SEATTLE-EVERETT, WA	33
ST. LOUIS, MO-IL	26
TAMPA-ST PETERSBURG, FL	27
TUCSON, AR	20
WASHINGTON, DC-MD-VA	388
Subtotal	1,689
Outside MSAs	642
Other MSAs	879
Total	3,210

PROCUREMENT CLERICAL
AND
ASSISTANCE SERIES
(GS-1106)
FY 2003

TABLE 3-26 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) FY 1992 - 2003

	1992	1997	1998	1999	2000	2001	2002	2003
Population	8,616	5,296	4,645	3,966	3,583	3,276	3,120	2,831
Average Grade	5.18	5.59	5.64	5.67	5.73	5.80	5.87	5.92
Average Age	40.63	43.8	44.81	45.64	46.44	47.27	47.66	49.01
% Female	89%	88%	88%	87%	87%	87%	86%	86%
% Eligible To Retire*	4%	4%	6%	8%	9%	14%	17%	22%
% Eligible To Retire in 10 years*	20%	27%	36%	44%	44%	56%	59%	64%
% College Graduates	8%	8%	8%	8%	8%	7%	8%	9%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

TABLE 3-27 TURNOVER IN PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) FY 1992 - 2003

	1992	1997	1998	1999	2000	2001	2002	2003
Beginning Strength	8,956	5,923	5,296	4,645	3,966	3,583	3,276	3,120
Losses	1,895	1,373	1,251	1,127	871	735	632	590
Loss Rate	21%	22%	24%	24%	22%	21%	19%	19%
Losses Of Persons Eligible to Retire*	60	92	83	111	70	113	111	158
Loss Rate Of Persons Eligible to Retire*	19%	30%	29%	27%	19%	21%	19%	21%
Total Hires	1,555	746	600	448	488	428	476	301
% Hires With College Degrees	11%	12%	12%	12%	13%	11%	11%	16%
Net Change	-340	-627	-651	-679	-383	-307	-156	-289
End Strength	8,616	5,296	4,645	3,966	3,583	3,276	3,120	2,831

*Based on CSRS retirement rules.

TABLE 3-28 AGENCY BY GRADE FY 2003

	USAF	USA	DON	Other DOD	USDA	DOC	Energy	EPA	GSA	HHS	DHS	HUD
4	8	39	28	56	7	0	0	0	0	2	1	0
5	159	116	63	155	19	3	1	0	14	3	3	0
6	125	88	37	640	37	2	9	0	14	15	10	0
7	110	146	60	195	78	2	12	6	39	36	9	5
8	0	3	10	2	3	0	1	1	0	7	5	0
9	0	1	2	4	1	0	0	1	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0	0
Other	12	19	35	3	0	1	0	0	0	0	1	0
NS	0	0	0	0	0	0	0	0	0	0	1	0
All	414	412	235	1,055	145	8	23	8	67	63	30	5
Avg.	5.84	5.90	5.84	5.95	6.37	5.86	6.57	7.38	6.37	6.68	6.50	7.00

	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas	VA	All Other	Total
4	7	0	1	0	0	0	0	0	0	2	4	3	158
5	25	0	0	2	0	0	0	1	1	2	21	12	600
6	36	0	2	4	0	1	5	0	1	8	24	9	1,067
7	38	6	3	7	1	0	9	4	4	15	21	63	869
8	3	1	1	1	0	1	0	0	0	2	0	0	41
9	0	1	0	0	1	0	0	0	0	1	2	1	15
12	0	0	0	0	0	0	0	0	0	1	0	0	1
Other	2	0	0	0	0	0	0	0	0	2	1	0	76
NS	0	0	0	0	0	0	0	0	3	0	0	0	4
All	111	8	7	14	2	2	14	5	9	33	73	88	2,831
Avg.	6.05	7.38	6.43	6.50	8.00	7.00	6.64	6.60	6.50	6.71	5.97	6.55	6.03

Other: Other grade levels (1-3 and special pay plans)

NS: Grade level was not specified.

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

TABLE 3-29 LOSSES DURING FY 2003 BY GRADE LEVEL

GS Grade	FY 2003 Beginning Strength	% Left the Series
2	1	0%
3	3	33%
4	185	18%
5	700	23%
6	1,145	16%
7	860	19%
8	41	20%
9	16	13%
Other	169	22%
Total	3,120	

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

TABLE 3-30 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2003

ALBUQUERQUE, NM	25	NEWARK, NJ	25
ANCHORAGE, AK	10	NORFOLK-VA BEACH-	
ATLANTA, GA	41	PORTSMOUTH, VA-SC	35
BAKERSFIELD, CA	14	OAKLAND, CA	10
BALTIMORE, MD	52	OKLAHOMA CITY, OK	63
BIRMINGHAM, AL	11	ORANGE COUNTY, CA	22
BOISE CITY, ID	14	ORLANDO, FL	22
BOSTON, MA	62	PHILADELPHIA, PA-NJ	150
BRIDGEPORT, CT	15	PHOENIX, AZ	20
CHICAGO, IL	26	PITTSBURG, PA	10
CLEVELAND, OH	16	PORTLAND, OR-WA	23
COLORADO SPRINGS, CO	10	RICHMOND, VA	108
COLUMBUS, OH	131	RIVERSIDE-SAN BERNARDINO-	
DALLAS-FORT WORTH, TX	45	ONTARIO, CA	19
DAVENPORT-ROCK ISL,-MOLINE,		SACRAMENTO, CA	24
IA-IL	18	SALT LAKE CITY-OGDEN, UT	48
DAYTON, OH	98	SAN ANTONIO, TX	69
DENVER-BOULDER, CO	36	SAN DIEGO, CA	51
DETROIT, MI	31	SAN FRANCISCO-OAKLAND, CA	22
FT WALTON, FL	22	SAN JOSE, CA	12
HARRISBURG, PA	17	SEATTLE-EVERETT, WA	30
HARTFORD, CT	18	ST. LOUIS, MO-IL	32
HONOLULU, HI	19	TACOMA, WA	15
HUNTSVILLE, AL	48	TAMPA-ST PETERSBURG, FL	12
JACKSONVILLE, FL	16	TUCSON, AZ	15
LOS ANGELES-LONG BEACH, CA	70	WASHINGTON, DC-MD-VA	322
MACON, GA	39	Subtotal	2,199
MELBOURNE-TITUSVILLE-		Outside MSAs	204
COCOA, FL	13	Other MSAs	428
MINNEAPOLIS-ST PAUL, MN-WI	25	Total	2,831
MOBILE, AL	10		
MONMOUTH, NJ	22		
NASSAU-SUFFOLK, NY	28		
NEW ORLEANS, LA	11		
NEW YORK, NY-NJ	27		

INDUSTRIAL SPECIALISTS
SERIES (GS-1150)
FY 2003

TABLE 3-31 AGENCY BY GRADE FY 2003

	USAF	USA	DON	Other DOD	USDA	DOC	Energy	DOI	NASA	SBA	DOT	Treas	Other	Total
5	0	0	9	5	0	2	0	0	0	0	0	0	0	16
7	2	2	1	11	0	0	0	0	0	0	0	0	0	16
9	6	4	7	37	0	0	0	0	0	1	0	0	2	57
11	13	28	47	456	2	0	0	1	0	0	0	0	7	554
12	14	51	140	178	9	0	2	0	4	0	0	1	28	427
13	7	10	55	45	3	0	5	1	1	14	0	1	8	150
14	2	2	11	4	0	1	3	0	0	7	0	0	0	30
15	0	0	1	2	0	3	2	1	0	1	0	0	0	10
Other	0	16	10	5	0	5	0	0	0	0	0	0	0	36
NS	0	0	0	0	0	0	0	0	0	0	3	0	0	3
All	44	113	281	743	14	11	12	3	5	23	3	2	45	1299
Avg.	11.32	11.63	11.79	11.19	12.07	11.50	13.42	13.00	12.20	13.22	0.00	12.50	11.89	11.46

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

NS: Grade level was not specified includes SES positions.

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

TABLE 3-32 LOSSES DURING FY 2003 BY GRADE LEVEL

GS Grade	FY2003 Beginning Strength	% Left The Series
5	6	0%
7	35	3%
9	63	5%
10	2	0%
11	573	15%
12	436	17%
13	156	12%
14	32	19%
15	11	9%
Other	50	16%
Total	1,364	

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

TABLE 3-33 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2003

BALTIMORE, MD	23
BOSTON, MA	31
BREMERTON, WA	23
BRIDGEPORT, CT	21
DALLAS-FORT WORTH, TX	36
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	52
DENVER-BOULDER, CO	37
HARTFORD, CT	23
HUNTSVILLE, AL	23
LOS ANGELES-LONG BEACH, CA	57
MONMOUTH, NJ	32
NASSAU-SUFFOLK, NY	21
OKLAHOMA CITY, OK	27
PHILADELPHIA, PA-NJ	130
WASHINGTON, DC-MD-VA	78
Subtotal	614
OUTSIDE MSAS	105
OTHER MSAS	580
Total	1,299

GENERAL BUSINESS
AND
INDUSTRY SERIES
(GS-1101)
FY 2003

TABLE 3-34 AGENCY BY GRADE FY 2003

	USAF	USA	DON	Other DOD	USDA	DOC	DOE	Energy	EPA	GSA	HHS	DHS	HUD
5	21	102	11	13	440	15	0	2	1	13	2	1	7
7	155	152	159	7	2,138	45	1	9	9	76	32	5	26
9	181	241	387	34	170	39	9	27	12	119	63	12	64
11	453	178	520	122	113	75	95	22	11	75	78	18	105
12	458	146	280	345	171	137	109	52	65	154	154	17	1,171
13	461	63	222	652	391	98	56	148	37	304	167	54	1,108
14	163	14	81	265	36	65	45	158	21	175	78	21	433
15	108	12	32	131	25	43	4	108	6	86	47	13	250
Other	174	82	91	309	826	389	0	8	0	13	0	1	0
NS	26	14	4	11	4	30	0	14	0	0	0	28	9
All	2,200	1,004	1,787	1,889	4,314	936	319	548	162	1,015	621	170	3,173
Avg.	11.60	9.52	10.77	12.78	8.02	11.68	12.10	13.19	11.99	12.01	12.04	12.35	12.71

	Interior	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas	VA	All Other	Total
5	91	0	0	0	0	0	13	0	0	0	0	7	739
7	63	0	0	1	3	0	190	1	0	71	1	22	3,166
9	81	6	1	0	5	0	32	2	4	741	10	21	2,261
11	156	43	8	4	0	0	54	5	0	260	55	79	2,529
12	198	44	7	14	2	0	389	16	2	66	64	165	4,226
13	134	70	19	16	22	0	155	25	0	75	59	206	4,542
14	51	25	7	2	3	1	60	11	6	27	54	133	1,935
15	3	13	2	9	4	0	4	3	2	9	33	71	1,018
Other	118	0	0	0	4	0	13	0	2	14	84	244	2,372
NS	0	1	0	1	4	1	0	1	30	18	3	21	220
All	895	202	44	47	47	2	910	64	46	1,281	363	969	23,008
Avg.	10.58	12.49	12.64	12.83	12.26	14.00	10.99	12.63	12.43	9.85	12.64	12.55	11.08

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

NS: Grade level was not specified includes SES positions.

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

TABLE 3-35 LOSSES DURING FY 2003 BY GRADE LEVEL*

GS Grade	FY 2003 Beginning Strength	% Left the Series
2	3	0%
3	10	60%
4	182	37%
5	799	19%
6	1,053	13%
7	3,294	12%
8	192	13%
9	2,154	12%
10	39	10%
11	2,384	14%
12	3,945	10%
13	4,369	12%
14	1,830	13%
15	922	13%
Other	1,689	15%
Total	22,865	

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

TABLE 3-36 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2003

ALBANY, GA	24	FAYETTEVILLE, NC	66
ALBANY-SCHENECTADY-TROY, NY	60	FLAGSTAFF, AZ-UT	23
ALBUQUERQUE, NM	109	FORT COLLINS-LOVELAND, CO	17
ALEXANDRIA, LA	22	<u>FORT LAUDERDALE-HOLLYWOOD, FL</u>	<u>33</u>
ANCHORAGE, AK	94	FRESNO, CA	55
ANNISTON, AL	98	FT WALTON, FL	100
<u>ATHEHS, GA</u>	<u>15</u>	GRAND FORKS, ND-MN	19
ATLANTA, GA	521	GRAND RAPIDS, MI	31
AUGUSTA, GA-SC	23	<u>GREENSBORO-WINSTON-SALEM, NC</u>	<u>93</u>
AUSTIN, TX	45	GREENVILLE-SPARTANBURG, SC	20
BAKERSFIELD, CA	87	HARRISBURG, PA	34
<u>BALTIMORE, MD</u>	<u>194</u>	HARTFORD, CT	76
BANGOR, ME	24	<u>HONOLULU, HI</u>	<u>141</u>
BILLINGS, MT	34	HOUSTON, TX	111
BILOXI-GULFPORT, MS	57	HUNTSVILLE, AL	44
BIRMINGHAM, AL	75	<u>INDIANAPOLIS, IN</u>	<u>82</u>
BISMARCK,ND	15	JACKSON, MS	75
<u>BOISE CITY, ID</u>	<u>44</u>	JACKSONVILLE, FL	323
BOSTON, MA	405	<u>JACKSONVILLE, NC</u>	<u>40</u>
BREMERTON, WA	188	KANSAS CITY, MO-KS	353
BRYAN-COLLEGE STATION, TX	19	KILLEEN-TEMPLE, TX	31
<u>BUFFALO, NY</u>	<u>71</u>	KNOXVILLE, TN	41
CHARLESTON, WV	20	<u>LAFAYETTE, LA</u>	<u>16</u>
CHARLESTON-N. CHARLESTON, SC	45	LAS CRUCES, NM	23
CHARLOTTE-GASTONIA, NC	15	LAS VEGAS, NV	63
CHICAGO, IL	385	LEXINGTON-FAYETTE, KY	29
<u>CINCINNATI, OH-KY-IN</u>	<u>40</u>	LINCOLN, NE	23
CLARKSVILLE-HOPKINSVILLE, TN-KY	26	<u>LITTLE ROCK-NORTH LITTLE ROCK,</u>	<u>AR</u>
CLEVELAND, OH	112		87
<u>COLORADO SPRINGS, CO</u>	<u>90</u>	LOS ANGELES-LONG BEACH, CA	281
COLUMBIA, SC	86	LOUISVILLE, KY-IN	65
COLUMBUS, GA-AL	23	<u>LUBBOCK, TX</u>	<u>21</u>
COLUMBUS, OH	80	MACON, GA	284
CORPUS CHRISTIE, TX	100	MADISON, WI	18
<u>DALLAS-FORTWORTH, TX</u>	<u>677</u>	<u>MANCHESTER, NH</u>	<u>24</u>
DAVENPORT-ROCK ISLAND-MOLINE,		MELBOURNE-TITUSVILLE-COCOA, FL	18
IA-IL	39	MEMPHIS, TN-AR-MS	177
DAYTON, OH	566	MIAMI, FL	65
DENVER-BOULDER, CO	597	MILWAUKEE, WI	60
<u>DES MOINES, IA</u>	<u>46</u>	MINNEAPOLIS-ST PAUL, MN-WI	151
DETROIT, MI	144	MOBILE, AL	15
DOTHAN, AL	20	MONMOUTH, NJ	34
DOVER, DE	18	MONTGOMERY, AL	53
EL PASO, TX	26	<u>NASHVILLE-DAVIDSON, TN</u>	<u>110</u>
FARGO-MOOREHEAD, ND-MN	19		

NASSAU-SUFFOLK, NY	196
NEW LONDON-NORWICH, CT-RI	23
NEW ORLEANS, LA	125
NEW YORK, NY-NJ	288
NEWARK, NJ	125
NEWBURG, NY-PA	34
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	263
OAKLAND, CA	42
OKLAHOMA CITY, OK	312
OMAHA, NE-IA	45
ORANGE COUNTY, CA	153
ORLANDO, FL	45
PARKERSBURG-MARIETTA, WV-OH	18
PENSACOLA, FL	46
PHILADELPHIA, PA-NJ	660
PHOENIX, AZ	168
PITTSBURGH, PA	96
PORTLAND, OR-WA	161
PORTSMOUTH-ROCHESTER, NH-ME	21
PROVIDENCE-WARWICK-PAWTUCKET, RI-MA	41
RALEIGH-DURHAM, NC	53
RAPID-CITY, SD	15
RICHMOND, VA	136
RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	64
SACRAMENTO, CA	111
SALT LAKE CITY-OGDEN, UT	280
SAN ANTONIO, TX	216
SAN DIEGO, CA	260
SAN FRANCISCO-OAKLAND, CA	228
SAN JOSE, CA	59
SAN JUAN, PR	78
SANTA BARBARA-SANTA MARIA- LOMPOC, CA	21
SEATTLE-EVERETT, WA	235
SHREVEPORT, LA	21
SPOKANE, WA	45
SPRINGFIELD, IL	22
ST LOUIS, MO-IL	673
SYRACUSE, NY	30
TACOM, WA	28
TAMPA-ST PETERSBURG, FL	74
TEXARKANA, TX-TEXARKANA, AR	36
TOPEKA, KS	20
TUCSON, AZ	61
TULSA, OK	31
VALLEJO-FAIRFIELD-NAPA, CA	22

VENTURA, CA	25
WASHINGTON, DC-MD-VA	3,969
WICHITA, KS	28
YOLO, CA	19
YORK, PA	15
YUMA, AZ	23
Subtotal	18,583
OUTSIDE MSAS	3,568
OTHER MSAS	857
Total	23,008

PART II FY 2004

SUMMARY STATISTICS

FY 2004

**TABLE 4-1 LOGISTICS OCCUPATIONS: POPULATIONS
AS OF SEPTEMBER 30, 2001 THROUGH 2004**

Occupations	2001	2002	2003	2004
Logistics Management (GS-346)	11,662	12,132	12,192	12,564
Gen Business & Industry (GS-1101)	22,132	22,865	23,008	23,514
Contracting (GS-1102)	26,608	27,294	26,849	26,936
Industrial Property Management (GS-1103)	589	564	539	530
Property Disposal (GS-1104)	711	685	674	652
Purchasing (GS-1105)	3,252	3,321	3,210	3,186
Procurement Clerical & Assistance (GS-1106)	3,276	3,120	2,831	2,565
Industrial Specialist (GS-1150)	1,413	1,364	1,299	1,308
Equipment Specialist (GS-1670)	6,130	6,135	5,861	5,740
Quality Assurance (GS-1910)	7,916	7,782	7,569	7,869
General Supply (GS-2001)	3,583	3,564	3,551	3,617
Supply Program Management (GS-2003)	4,286	4,236	4,052	3,930
Supply Clerical & Technician (GS-2005)	12,282	12,127	11,566	11,445
Inventory Management (GS-2010)	5,201	5,096	5,011	5,085
Distribution, Facilities & Storage (GS-2030)	573	554	499	468
Packaging (GS-2032)	206	215	197	190
Supply Cataloguing (GS-2050)	66	61	53	53
General Transportation (GS-2101)	8,907	8,909	8,734	8,656
Traffic Management (GS-2130)	1,680	1,689	1,648	1,622
Freight Rate (GS-2131)	431	394	355	340
Cargo Scheduling (GS-2144)	36	31	32	27
Transportation Operations (GS-2150)	1,409	1,436	1,456	1,453
Dispatching (GS-2151)	423	496	557	641
Marine Cargo (GS-2161)	56	58	57	63
TOTAL	122,828	124,128	121,800	122,454

**TABLE 4-2 ACQUISITION WORKFORCE AT A GLANCE
FY 2004**

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150	Total
Population	23,514	26,936	652	3,186	2,565	1,308	58,161
Average Grade	10.59	11.09	10.86	6.81	5.95	11.11	10.43
Average Age	48.60	46.90	50.72	48.61	48.49	51.51	47.90
% Female	56%	61%	47%	75%	86%	29%	60%
% Eligible To Retire*	16%	15%	22%	18%	21%	31%	16%
% Eligible To Retire FY 2014*	58%	58%	71%	61%	64%	82%	59%
% College Graduates	41%	67%	19%	12%	8%	32%	50%
Members, Senior Executive Service	102	68	0	0	0	0	170

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

TABLE 4-3 TURNOVER DURING FY 2004

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
Beginning Strength	23,008	26,849	674	3,210	2,831	1,299
Losses	3,112	2,443	85	491	586	188
Loss Rate¹	14%	9%	13%	15%	21%	14%
Losses Of Persons Eligible To Retire	823	884	30	107	132	87
Loss Rate Of Persons Eligible To Retire²	19%	19%	18%	17%	21%	19%
Total Hires	3,618	2,530	63	467	320	197
Ratio Internal: Ext. Hires	2.5	0.9	5.2	2.4	1.8	3
% Hires With College Degrees	42%	79%	24%	21%	14%	34%
Net Change	506	87	-22	-24	-266	9
End Strength	23,514	26,936	652	3,186	2,565	1,308

¹ Losses are a percentage of beginning year strength.

² Loss rate is a percentage of all persons eligible for regular retirement at the beginning of FY 2003.

TABLE 4-4 ACQUISITION WORKFORCE BY YEAR

	1998	1999	2000	2001	2002	2003	2004
Gen. Bus & Ind. (GS-1101)	20,298	20,955	21,225	22,132	22,865	23,008	23,514
Contracting (GS-1102)	27,400	26,775	26,751	26,608	27,294	26,849	26,936
Prop. Disposal (GS-1104)	908	837	766	711	685	674	652
Purchasing (GS-1105)	4,428	3,793	3,414	3,252	3,321	3,210	3,186
Proc Cler.& Ass't (GS-1106)	4,645	3,966	3,583	3,276	3,120	2,831	2,565
Ind. Specialist (GS-1150)	1,563	1,458	1,411	1,413	1,364	1,299	1,308
Total Workforce	59,242	57,784	57,150	57,392	58,649	57,871	58,161

TABLE 4-5 LOSSES FROM ACQUISITION POSITIONS BY YEAR(Loss rate¹ in parentheses)

Beginning Year Strength FY 2004		2000		2001		2002		2003		2004	
Gen. Bus	23,008	2,962	14%	2,666	13%	3,040	14%	2,942	13%	3,112	14%
Contracting	26,849	1,843	7%	1,947	7%	1,761	7%	2,197	8%	2,443	9%
Prop.Disp.	674	128	15%	109	14%	110	15%	75	11%	85	13%
Purchasing	3,210	810	21%	686	20%	483	15%	556	17%	491	15%
Pro.Cle/As.	2,831	871	22%	735	21%	632	19%	590	19%	586	21%
Indus. Spec.	1,299	190	13%	205	15%	190	13%	197	14%	188	14%

¹ Loss rate is a percentage of beginning year strength for that fiscal year.

TABLE 4-6 HIRES FOR THE ACQUISITION WORKFORCE BY YEAR(Accession rate¹ in parentheses)

	End of Year Strength for FY 2004	2000		2001		2002		2003		2004	
Gen. Bus	23,514	3,232	15%	3,573	16%	3,773	17%	3,085	13%	3,618	15%
Contracting	26,936	1,819	7%	1,804	7%	2,447	9%	1,752	7%	2,530	9%
Prop. Disposal	652	57	7%	54	8%	84	12%	64	9%	63	10%
Purchasing	3,186	431	13%	524	16%	552	17%	445	14%	467	15%
Proc. Cler/Ass't	2,565	488	14%	428	14%	476	15%	301	11%	320	12%
Industrial Spec.	1,308	143	10%	207	15%	141	10%	132	10%	197	15%

¹Accession rate is a percentage of end of year strength.**TABLE 4-7 EDUCATIONAL LEVELS BY OCCUPATION FY 2004**

	Gen Bus/Ind. GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
No Degree	13,202	8,734	528	2,785	2,329	888
BA-BS	5,556	11,475	87	316	170	283
Post Grad. Study	4,151	6,656	34	64	43	135
Unknown	605	71	3	21	23	2
Total	23,514	26,936	652	3,186	2,565	1,308
% College Graduates	41%	67%	19%	12%	8%	32%

TABLE 4-8 ACADEMIC MAJORS OF COLLEGE GRADUATES FY 2004

	Gen Bus/Ind GS-1101	Contracting GS-1102	Prop Disp GS-1104	Purchasing GS-1105	Pro Cler/As GS-1106	Indust Spec GS-1150
Business	4,234	11,460	56	143	74	192
Information Mgt.	113	216	1	11	6	4
Engineering	644	157	0	0	1	50
Law	172	262	0	1	0	4
Mathematics	84	94	3	1	2	5
Physical Sciences	113	56	1	5	1	8
Public Admin.	345	701	3	7	4	10
Other	3,923	5,057	57	208	124	143
Major Unknown	79	128	0	4	1	2
Total	9,707	18,131	121	380	213	418
*Business, Law & Pub. Admin.	49%	69%	49%	40%	37%	49%

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

**TABLE 4-9 SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION
FY 2004**

Occupation	Supervisory/ Managerial	Other	Total
General Business & Industry (GS-1101)	4,436	19,078	23,514
Contracting (GS-1102)	3,415	23,521	26,936
Property Disposal (GS-1104)	118	534	652
Purchasing (GS-1105)	59	3,127	3,186
Procurement Clerical & Assistance (GS-1106)	9	2,556	2,565
Industrial Specialist (GS-1150)	66	1,242	1,308
Total	8,103	50,058	58,161

CONTRACTING SERIES
(GS-1102)
FY 2004

TABLE 4-10 CONTRACTING SERIES (GS 1102) FY 1992-FY 2004

	1992	1998	1999	2000	2001	2002	2003	2004
Population	31,794	27,400	26,775	26,751	26,608	27,294	26,849	26,936
Average Grade	11.20	11.31	11.17	11.16	11.20	11.17	11.14	11.09
Average Age	43.08	45.41	45.84	46.32	46.64	46.79	47.98	46.90
% Female	56%	59%	60%	61%	61%	61%	61%	61%
% Eligible To Retire*	5%	7%	8%	8%	10%	12%	18%	15%
% Eligible To Retire in FY+10 *	27%	42%	50%	45%	52%	54%	61%	58%
% College Graduates	54%	58%	59%	59%	61%	63%	65%	67%
Members, Senior Executive Service	86	62	66	68	71	71	69	68

* Based on CSRS retirement rules.

TABLE 4-11 TURNOVER IN THE CONTRACTING SERIES (GS 1102) FY 1992-FY 2004

	1992	1998	1999	2000	2001	2002	2003	2004
Beginning Strength	31,436	28,003	27,400	26,775	26,751	26,608	27,294	26,849
Losses	1,828	2,134	2,188	1,843	1,947	1,761	2,197	2,443
Loss Rate	6%	8%	8%	7%	7%	7%	8%	9%
Losses Of Persons Eligible to Retire*	240	343	637	440	613	586	834	884
Loss Rate Of Persons Eligible To Retire*	16%	18%	23%	17%	19%	16%	16%	19%
Total Hires	2,186	1,531	1,563	1,819	1,804	2,447	1,752	2,530
% Hires With College Degrees	50%	52%	59%	57%	73%	75%	78%	79%
Net Change	+358	-603	-625	-24	-143	686	-445	87
End Strength	31,794	27,400	26,775	26,751	26,608	27,294	26,849	26,936

* Based on CSRS retirement rules

TABLE 4-12 AGENCY BY GRADE FY 2004

	USAF	USA	DON	Other DOD	USDA	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD
5	24	42	69	17	5	5	0	0	1	3	3	1	0
7	179	377	184	227	18	1	4	10	4	57	19	15	2
9	434	412	208	433	47	8	3	9	14	52	52	31	3
11	1,109	1,036	457	1,590	105	7	2	28	25	69	80	68	3
12	1,639	1,477	1,412	1,558	250	38	8	113	64	621	175	170	32
13	687	954	773	580	137	27	16	149	108	380	219	137	15
14	196	213	230	199	40	24	14	95	53	110	105	93	19
15	74	50	102	50	10	10	1	45	21	31	46	38	10
Other	136	650	346	160	0	41	0	3	0	0	1	1	0
NS	6	10	13	9	0	2	1	5	3	1	3	62	1
ALL	4,484	5,221	3,794	4,823	612	163	49	457	293	1,324	703	616	85
AVG.	11.50	11.80	13.33	11.35	11.80	12.28	12.33	12.82	12.63	12.12	12.31	12.35	12.73

	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas	VA	All Other	Total
5	6	5	0	2	0	0	0	2	0	9	12	0	206
7	28	13	0	17	1	1	0	2	6	22	43	16	1,246
9	86	108	4	64	1	1	0	6	16	33	81	33	2,139
11	119	84	3	61	4	0	0	13	17	35	179	37	5,131
12	229	90	7	205	3	2	12	22	59	65	317	80	8,648
13	115	113	17	230	4	9	47	42	57	127	103	132	5,178
14	49	90	9	92	4	7	10	37	36	105	38	77	1,945
15	12	19	5	72	1	7	0	8	13	25	7	35	692
Other	4	15	0	0	0	0	0	1	0	7	2	77	1,444
NS	1	2	0	10	0	0	0	2	149	16	0	11	307
All	649	539	45	753	18	27	69	135	353	444	782	498	26,936
Avg.	11.52	11.70	12.78	12.37	12.17	13.33	12.97	12.64	12.36	12.25	11.33	12.43	11.68

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

NS: Grade level was not specified includes SES positions.

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

TABLE 4-13 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES BY GRADE FY 2004

Grade	Population	Female	Supervisory/ Managerial	College Graduates
5	206	59%	0%	75%
7	1,246	61%	0%	83%
9	2,139	65%	0%	64%
11	5,131	66%	3%	57%
12	8,648	63%	5%	62%
13	5,178	58%	20%	75%
14	1,945	51%	43%	81%
15	692	41%	77%	91%
Other	1,444	59%	20%	NA
NS	307	54%	37%	NA
Total	26,936	61%	13%	67%

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

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

N/A= Not available.

FIGURE 4-1 IN-SERVICE PLACEMENT CONTINUES AS THE PRIMARY CAREER PATH INTO CONTRACTING SERIES POSITIONS

During Fiscal Year 2004, a total of 2,530 individuals joined the Contract Specialist (GS-1102) series and an additional 782 changed from one agency to another. Of those individuals new to the series, 1,299 (51%) were recruited from outside the Government. Another 1,135 (45%) came from various series within the Government. The hiring source was not indicated for the other 96 (4%) hires.

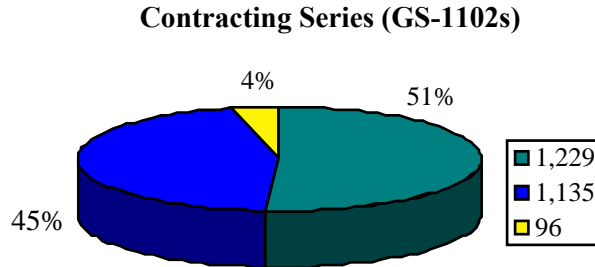


FIGURE 4-2 PERCENTAGE OF COLLEGE GRADUATES

In Fiscal Year 2004, 88% of the external hires were college graduates, compared with 69% of the internal hires, 61% of other hires, 78% of those who changed agencies and 67% of the total Contracting Series. About 65% all college graduates in the Contracting Series majored in business, law, or public administration.

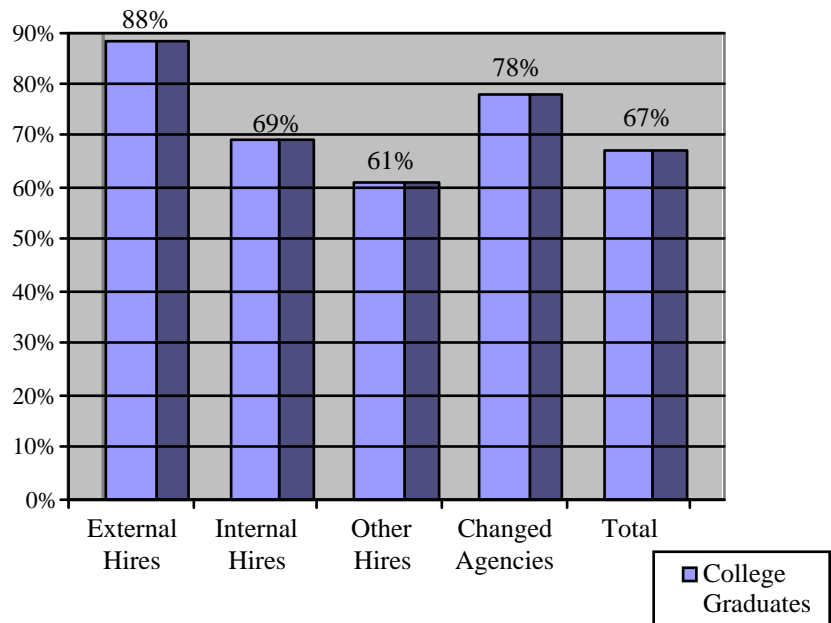


TABLE 4-14 CONTRACTING SERIES (GS 1102) HIRES DURING FY 2004

	Internal Hires	External Hires	Other Hires	Changed Agencies	No Change	Total
Total	1,135	1,299	96	782	23,624	26,936
% FY2004 Workforce	4%	5%	0%	3%	88%	100%
% College Graduates	69%	88%	61%	78%	66%	67%
% Business, Law, or Pub. Admin. majors ¹	67%	73%	68%	68%	64%	65%
Average Age	45.07	34.1	40.7	45.21	47.77	46.9
% Eligible To Retire FY 2004	9%	1%	6%	8%	16%	15%
% Eligible To Retire FY2009	22%	4%	11%	18%	33%	30%
% Eligible To Retire FY 2014	41%	7%	21%	38%	55%	51%

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

**TABLE 4-15 CONTRACTING SERIES (GS 1102) HIRES DURING FY 2004
BY GRADE LEVEL**

GS Grade	Population As Of 9/04	Internal Hires During FY 04	External Hires During FY 04	Other Hires During FY 04	No Change	Changed Agencies
5	206	41	76	6	80	3
7	1,246	171	787	28	256	4
9	2,139	161	133	15	1,804	26
11	5,131	205	156	14	4,617	139
12	8,648	253	62	11	8,068	254
13	5,178	142	27	2	4,846	161
14	1,945	61	12	1	1,788	83
15	692	16	2	N/A	645	29
Other	1,444	66	32	12	1,264	70
NS	307	19	12	7	256	13
Total	26,936	1,135	1,299	96	23,624	782

*N/A=Not Available

**TABLE 4-16 CONTRACTING SERIES (GS 1102) HIRES BY AGENCY
DURING FY 2004**

	Internal Hires	External Hires	Other Hires	Recruited From Other Agencies	Total Hires ¹	No Change	All	% FY 2004 Workforce ¹
Air Force	315	264	23	54	656	3,828	4,484	15%
Army	160	333	13	129	635	4,586	5,221	12%
Navy/MC	85	145	4	69	303	3,491	3,794	8%
Other Defense	191	242	7	122	562	4,261	4,823	12%
Agriculture	28	30	2	27	87	525	612	14%
Commerce	5	1	0	8	14	149	163	9%
Education	2	2	0	4	8	41	49	16%
Energy	23	14	0	23	60	397	457	13%
EPA	9	6	1	6	22	271	293	8%
GSA	40	77	0	85	202	1,122	1,324	15%
HHS	46	15	2	21	84	619	703	12%
DHS	35	30	5	67	137	479	616	22%
HUD	3	2	0	3	8	77	85	9%
Interior	32	27	3	28	90	559	649	14%
Justice	32	5	1	13	51	488	539	9%
Labor	2	2	0	3	7	38	45	16%
NASA	17	14	10	26	67	686	753	9%
NSF	2	0	0	2	4	14	18	22%
NRC	4	1	0	0	5	22	27	19%
SBA	3	0	0	0	3	66	69	4%
State	2	6	4	8	20	115	135	15%
Transportation	14	9	1	11	35	318	353	10%
Treasury	25	28	1	18	72	372	444	16%
VA	43	28	8	33	112	670	782	14%
All Other	17	18	11	22	68	430	498	14%
All Agencies¹	1,135	1,299	96	782	3,312	23,624	26,936	12%

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

**TABLE 4-17 LOSSES IN THE CONTRACTING SERIES (GS-1102) BY AGENCY
DURING FY 2004**

	FY 2004 Beginning Strength	Left the Series	Changed Agencies	Stayed	Loss Rate*
Air Force	4,558	595	135	3,828	16%
Army	5,146	434	126	4,586	11%
Navy/MC	3,912	298	123	3,491	11%
Other Defense	4,777	389	127	4,261	11%
Agriculture	586	40	21	525	10%
Commerce	184	20	15	149	19%
Education	48	6	1	41	15%
Energy	464	56	11	397	14%
EPA	304	27	6	271	11%
GSA	1,226	81	23	1,122	8%
HHS	709	76	14	619	13%
DHS	569	61	29	479	16%
HUD	91	11	3	77	15%
Interior	642	52	31	559	13%
Justice	537	33	16	488	9%
Labor	46	7	1	38	17%
NASA	750	54	10	686	9%
NSF	16	1	1	14	13%
NRC	24	2	0	22	8%
SBA	80	9	5	66	18%
State	126	9	2	115	9%
Transportation	365	32	15	318	13%
Treasury	437	35	30	372	15%
VA	753	65	18	670	11%
All Other	499	50	19	430	14%
All Agencies*	26,849	2,443	782	23,624	9%

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

TABLE 4-18 LOSSES DURING FY 2004 BY GRADE LEVEL

GS Grade	FY 2004 Beginning Strength	% Left The Series	% Changed Agencies
5	4	75%	0%
6	126	8%	2%
7	984	8%	1%
8	2	0%	0%
9	2,432	8%	3%
10	17	12%	6%
11	5,084	9%	3%
12	8,613	8%	3%
13	5,203	10%	3%
14	1,857	10%	3%
15	677	14%	2%
Other	1,850	9%	3%
Total	26,849		

TABLE 4-19 RETIREMENT ELIGIBILITY BY AGENCY FY 2004

	FY 2004 Population	Eligible In FY2004	Eligible In FY 2009	Eligible In FY 2014
Air Force	4,484	14%	34%	56%
Army	5,221	14%	35%	58%
Navy/MC	3,794	12%	32%	53%
Other Defense	4,823	14%	33%	54%
Agriculture	612	6%	19%	44%
Commerce	163	9%	23%	43%
Education	49	2%	12%	29%
Energy	457	16%	40%	60%
EPA	293	11%	31%	52%
GSA	1,324	1%	6%	20%
HHS	703	13%	31%	54%
DHS	616	9%	28%	48%
HUD	85	11%	28%	49%
Interior	649	10%	27%	50%
Justice	539	3%	12%	27%
Labor	45	20%	40%	56%
NASA	753	11%	29%	49%
NSF	18	6%	22%	33%
NRC.	27	4%	41%	70%
SBA	69	26%	51%	80%
State	135	3%	12%	28%
Transportation	353	12%	28%	49%
Treasury	444	9%	25%	43%
VA	782	8%	22%	42%
All Other	498	7%	25%	44%
Total	26,936	12%	30%	51%

TABLE 4-20 COLLEGE GRADUATES BY AGENCY AND GRADE FY 2004

	GS 5 & 7	GS 9 & 11	GS 12-15	All Grades*
Air Force	87%	75%	93%	80%
Army	84%	57%	76%	64%
Navy/MC	81%	62%	79%	69%
Other Defense	93%	65%	77%	69%
Agriculture	48%	49%	68%	55%
Commerce	100%	47%	72%	63%
Education	100%	92%	71%	79%
Energy	90%	57%	87%	77%
EPA	80%	55%	86%	75%
GSA	73%	44%	69%	55%
HHS	68%	45%	72%	60%
DHS	44%	39%	72%	55%
HUD	0%	37%	59%	48%
Interior	82%	46%	75%	56%
Justice	50%	43%	71%	55%
Labor	0%	43%	71%	62%
NASA	58%	69%	92%	81%
NSF	100%	63%	78%	72%
NRC	100%	100%	70%	74%
SBA	0%	58%	58%	58%
State	100%	54%	48%	52%
Transportation	100%	39%	72%	58%
Treasury	55%	41%	65%	56%
VA	62%	47%	88%	56%
All Other	88%	39%	74%	62%

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

**TABLE 4-21 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA
FY 2004**

ALBUQUERQUE, NM	218	NEW ORLEANS, LA	104
ANCHORAGE, AK	106	NEW YORK, NY-NJ	218
ATLANTA, GA	386	NEWARK, NJ	169
AUGUSTA, GA-SC	58	NORFOLK-VA BEACH- PORTSMOUTH, VA-NC	672
BAKERSFIELD, CA	144	OAKLAND, CA	63
BALTIMORE, MD	424	OKLAHOMA CITY, OK	443
BILOXI-GULFPORT, MS	103	OMAHA, NE-IA	81
BOSTON, MA	421	ORANGE COUNTY, CA	72
BREMERTON, WA	88	ORLANDO, FL	202
CHARLESTON-N. CHARLESTON, SC	155	PANAMA CITY, FL	54
CHICAGO, IL	309	PHILADELPHIA, PA-NJ	1,152
CINCINNATI, OH-KY-IN	72	PHOENIX, AZ	134
CLEVELAND, OH	115	PITTSBURG, PA	95
COLORADO SPRINGS, CO	246	PORTLAND, OR-WA	126
COLUMBUS, OH	585	RALEIGH-DURHAM, NC	92
DALLAS-FORT WORTH, TX	441	RICHMOND, VA	685
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	358	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	89
DAYTON, OH	735	SACRAMENTO, CA	85
DENVER-BOULDER, CO	315	SALT LAKE CITY-OGDEN, UT	364
DETROIT, MI	445	SAN ANTONIO, TX	497
FAYETTEVILLE, NC	83	SAN DIEGO, CA	486
FT WALTON, FL	188	SAN FRANCISCO-OAKLAND, CA	119
HARRISBURG, PA	234	SAN JOSE, CA	81
HARTFORD, CT	52	SANTA BARBARA-SANTA MARIA- LOMPOC, CA	51
HONOLULU, HI	295	SEATTLE-EVERETT, WA	200
HOUSTON, TX	168	ST LOUIS, MO-IL	328
HUNTSVILLE, AL	874	TACOM, WA	52
INDIANAPOLIS, OH-KY-IN	76	TAMPA-ST PETERSBURG, FL	95
JACKSONVILLE, FL	114	TUCSON, AZ	84
KANSAS CITY, MO-KS	223	VENTURA, CA	91
KILLEEN-TEMPLE, TX	66	WASHINGTON, DC-MD-VA	5,550
LAS VEGAS, NV	51	Subtotal	22,242
LOS ANGELES-LONGBEACH, CA	377	Outside MSAs	2,294
MACON, GA	314	Other MSAs	2,400
MELBOURNE-TITUSVILLE-COCOA, FL	188	Total	26,936
MINNEAPOLIS-ST.PAUL,MN-WI	84		
MONMOUTH, NJ	437		
MONTGOMERY, AL	94		
NASSAU-SUFFOLK, NY	66		

PURCHASING SERIES
(GS-1105)
FY 2004

TABLE 4-22 PURCHASING SERIES (GS -1105) FY 1992 – FY 2004

	1992	1998	1999	2000	2001	2002	2003	2004
Population	6,809	4,248	3,793	3,414	3,252	3,321	3,210	3,186
Average Grade	6.05	6.50	6.55	6.62	6.65	6.71	6.77	6.81
Average Age	42.22	45.58	46.29	46.86	47.26	47.73	49.11	48.61
% Female	80%	79%	79%	78%	77%	77%	76%	75%
% Eligible To Retire*	4%	5%	7%	6%	10%	13%	20%	18%
% Eligible To Retire in 10 years *	22%	34%	47%	39%	51%	54%	63%	61%
% College Graduates	10%	11%	12%	11%	10%	11%	11%	12%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

TABLE 4-23 TURNOVER IN THE PURCHASING SERIES (GS-1105) FY 1992-FY 2004

	1992	1998	1999	2000	2001	2002	2003	2004
Beginning Strength	6,754	4,875	4,248	3,793	3,414	3,252	3,321	3,210
Losses	1,116	1,110	883	810	686	483	556	491
Loss Rate	17%	23%	21%	21%	20%	15%	17%	15%
Losses Of Persons Eligible to Retire*	47	77	106	66	94	68	129	107
Loss Rate Of Persons Eligible To Retire*	18%	28%	28%	25%	25%	15%	19%	17%
Total Hires	1,171	483	428	431	524	552	445	467
% Hires With College Degrees	17%	15%	15%	10%	10%	14%	17%	21%
Net Change	+55	-627	-455	-379	-162	69	-111	-24
End Strength	6,809	4,248	3,793	3,414	3,252	3,321	3,210	3,186

*Based on CSRS retirement rules.

TABLE 4-24 AGENCY BY GRADE FY 2004

	USAF	USA	DON	Other DOD	USDA	DOC	DOE	EPA	GSA	HHS	DHS
4	2	1	11	9	2	9	0	0	1	0	0
5	26	34	51	4	43	3	1	0	11	7	0
6	42	53	120	4	68	0	2	0	18	16	13
7	59	107	234	10	146	11	2	2	18	58	73
8	11	30	50	4	48	4	4	1	20	51	14
9	2	40	61	18	83	6	7	7	1	46	25
10	0	2	8	0	5	1	2	1	0	21	6
11	0	0	0	0	0	1	0	0	0	0	0
12	0	0	0	0	0	1	0	0	0	0	0
Other	4	27	44	1	0	2	0	0	0	0	0
NS	0	0	0	0	0	0	0	0	0	0	0
All	146	294	579	50	395	38	18	11	69	199	131
Avg.	6.40	6.97	6.89	7.02	7.17	6.86	8.11	8.64	6.70	7.88	7.53

	HUD	DOI	DOJ	DOL	NASA	NRC	State	DOT	Treas	VA	All Other	Total
4	0	2	0	0	0	0	0	0	3	6	0	46
5	0	39	0	2	0	0	0	0	0	95	2	318
6	0	66	1	2	0	0	0	0	2	327	2	736
7	1	125	12	14	0	2	1	2	5	280	11	1,173
8	0	45	19	7	5	0	0	6	1	13	14	347
9	0	38	33	1	4	5	1	7	4	11	5	405
10	0	5	0	0	9	0	0	1	1	0	2	64
11	0	0	0	0	0	0	0	0	0	0	1	2
12	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	10	0	0	0	0	0	0	0	0	2	90
NS	0	0	0	0	0	0	0	0	0	0	4	4
All	1	330	65	26	18	7	2	16	16	732	43	3,186
Avg.	7.00	6.96	8.29	7.12	9.22	8.43	8.00	8.44	7.06	6.32	7.76	6.95

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

NS: Grade level was not specified.

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

TABLE 4-25 LOSSES DURING FY 2004 BY GRADE LEVEL

GS Grade	FY 2004 Beginning Strength	% Left the Series
4	19	26.00%
5	341	22.00%
6	775	15.00%
7	1,165	14.00%
8	359	12.00%
9	360	15.00%
10	56	13.00%
11	3	33.00%
12	1	0.00%
Other	1	100.00%
Total	3,080	

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

TABLE 4-26 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2004

ALBUQUERQUE, NM	43
ATLANTA, GA	34
AUGUSTA, GA	20
BALTIMORE, MD	68
BOSTON, MA	31
BREMERTON, WA	37
CHARLESTON-N. CHARLESTON, SC	23
CHICAGO, IL	31
CLEVELAND, OH	20
DALLAS-FORT WORTH, TX	24
DENVER-BOULDER, CO	35
HONOLULU, HI	32
JACKSONVILLE, FL	26
KANSAS CITY, MO-KS	32
LOS ANGELES-LONG BEACH, CA	32
MIAMI, FL	21
MINNEAPOLIS-ST.PAUL,MN-WI	25
NEW ORLEANS, LA	25
NEW YORK, NY-NJ	35
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	97
OAKLAND, CA	25
PENSACOLA, FL	20
PHILADELPHIA, PA-NJ	40
PHOENIX, AZ	33
PITTSBURGH, PA	24
PORTLAND, OR-WA	39
RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	23
SACRAMENTO, CA	24
SALT LAKE CITY-OGDEN, UT	25
SAN ANTONIO, TX	47
SAN DIEGO, CA	85
SAN FRANCISCO-OAKLAND, CA	25
SEATTLE-EVERETT, WA	36
ST. LOUIS, MO-IL	21
TAMPA-ST PETERSBURG, FL	36
TUCSON, AR	21
WASHINGTON, DC-MD-VA	368
Subtotal	1,583
Outside MSAs	642
Other MSAs	961
Total	3,186

PROCUREMENT CLERICAL
AND
ASSISTANCE SERIES
(GS-1106)
FY 2004

**TABLE 4-27 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
FY 1992- FY 2004**

	1992	1998	1999	2000	2001	2002	2003	2004
Population	8,616	4,645	3,966	3,583	3,276	3,120	2,831	2,565
Average Grade	5.18	5.64	5.67	5.73	5.80	5.87	5.92	5.95
Average Age	40.63	44.81	45.64	46.44	47.27	47.66	49.01	48.49
% Female	89%	88%	87%	87%	87%	86%	86%	86%
% Eligible To Retire*	4%	6%	8%	9%	14%	17%	22%	21%
% Eligible To Retire in 10 years*	20%	36%	44%	44%	56%	59%	64%	64%
% College Graduates	8%	8%	8%	8%	7%	8%	9%	8%
Members, Senior Executive Service	0	0	0	0	0	0	0	0

*Based on CSRS retirement rules.

**TABLE 4-28 TURNOVER IN PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
FY 1992- FY 2004**

	1992	1998	1999	2000	2001	2002	2003	2004
Beginning Strength	8,956	5,296	4,645	3,966	3,583	3,276	3,120	2,831
Losses	1,895	1,251	1,127	871	735	632	590	586
Loss Rate	21%	24%	24%	22%	21%	19%	19%	21%
Losses Of Persons Eligible to Retire*	60	83	111	70	113	111	158	132
Loss Rate Of Persons Eligible to Retire*	19%	29%	27%	19%	21%	19%	21%	21%
Total Hires	1,555	600	448	488	428	476	301	320
% Hires With College Degrees	11%	12%	12%	13%	11%	11%	16%	14%
Net Change	-340	-651	-679	-383	-307	-156	-289	-266
End Strength	8,616	4,645	3,966	3,583	3,276	3,120	2,831	2,565

*Based on CSRS retirement rules.

TABLE 4-29 AGENCY BY GRADE FY 2004

	USAF	USA	DON	Other DOD	USDA	DOC	DOE	EPA	GSA	HHS	DHS	HUD
4	6	26	26	41	6	0	0	1	0	3	0	0
5	123	98	58	126	22	3	1	0	10	4	3	0
6	104	81	30	584	30	1	8	0	17	12	8	0
7	121	132	56	196	80	2	5	5	38	29	16	5
8	0	3	11	2	3	0	1	2	1	6	4	0
9	0	1	1	3	1	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0	0
Other	16	28	27	3	1	1	0	0	0	0	0	0
NS	0	0	1	0	0	0	0	0	0	0	1	0
All	370	369	210	955	143	7	15	8	66	54	32	5
Avg.	5.96	5.97	5.84	6.00	6.39	5.83	6.40	6.88	6.45	6.57	6.68	7.00

	DOI	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas.	VA	All Other	Total
4	7	0	1	0	0	0	0	0	0	0	7	1	125
5	23	0	0	1	0	0	0	1	1	4	22	12	512
6	34	1	2	2	0	1	5	0	1	5	20	5	951
7	35	2	3	5	1	0	9	3	4	11	29	53	840
8	3	1	1	1	0	0	0	0	0	3	0	1	43
9	0	1	0	0	1	0	0	0	0	0	2	1	11
13	0	0	0	0	0	0	0	0	0	1	0	0	1
Other	1	0	0	0	0	0	0	0	0	2	0	0	79
NS	0	0	0	0	0	0	0	0	1	0	0	0	3
All	103	5	7	9	2	1	14	4	7	26	80	73	2,565
Avg.	6.04	7.40	6.43	6.67	8.00	6.00	6.64	6.50	6.50	6.83	5.99	6.60	6.08

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

NS: Grade level was not specified.

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

TABLE 4-30 LOSSES DURING FY 2004 BY GRADE LEVEL

GS Grade	FY 2004 Beginning Strength	% Left the Series
2	2	50%
3	4	25%
4	155	23%
5	589	20%
6	1,062	20%
7	817	22%
8	41	15%
9	15	27%
Other	146	23%
Total	2,831	

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

TABLE 4-31 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2004

ALBUQUERQUE, NM	29	NEW YORK, NY-NJ	22
ATLANTA, GA	40	NEWARK, NJ	21
BAKERSFIELD, CA	18	NORFOLK-VA BEACH- PORTSMOUTH, VA-SC	21
BALTIMORE, MD	53	OKLAHOMA CITY, OK	53
BIRMINGHAM, AL	10	ORANGE COUNTY, CA	22
BOISE CITY, ID	15	ORLANDO, FL	20
BOSTON, MA	58	PHILADELPHIA, PA-NJ	136
BRIDGEPORT, CT	17	PHOENIX, AZ	25
CHICAGO, IL	29	PORTLAND, OR-WA	19
CLEVELAND, OH	12	RICHMOND, VA	92
COLUMBUS, OH	116	RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	17
DALLAS-FORT WORTH, TX	40	SACRAMENTO, CA	23
DAVENPORT-ROCK ISL,-MOLINE, IA-IL	17	SALT LAKE CITY-OGDEN, UT	47
DAYTON, OH	70	SAN ANTONIO, TX	63
DENVER-BOULDER, CO	32	SAN DIEGO, CA	51
DETROIT, MI	21	SAN FRANCISCO-OAKLAND, CA	19
FT WALTON, FL	16	SEATTLE-EVERETT, WA	34
HARRISBURG, PA	15	ST. LOUIS, MO-IL	30
HARTFORD, CT	18	TACOMA, WA	11
HONOLULU, HI	18	TAMPA-ST PETERSBURG, FL	13
HUNTSVILLE, AL	47	TUCSON, AZ	16
JACKSONVILLE, FL	19	WASHINGTON, DC-MD-VA	294
LAS VEGAS, NV	11	Subtotal	1,972
LOS ANGELES-LONG BEACH, CA	73	Outside MSAs	183
MACON, GA	35	Other MSAs	410
MELBOURNE-TITUSVILLE- COCOA, FL	13	Total	2,565
MINNEAPOLIS-ST PAUL, MN-WI	21		
MOBILE, AL	10		
MONMOUTH, NJ	16		
NASSAU-SUFFOLK, NY	21		
NEW ORLEANS, LA	13		

INDUSTRIAL SPECIALISTS
SERIES (GS-1150)
FY 2004

TABLE 4-32 AGENCY BY GRADE FY 2004

	USAF	USA	DON	Other DOD	USDA	DOC	DOE	DOI	NASA	SBA	DOT	Treas	Other	Total
5	1	3	9	11	0	2	0	0	0	0	0	0	0	26
7	1	8	2	32	0	0	0	0	0	0	0	0	0	43
9	5	8	11	16	0	0	0	0	0	1	0	0	0	41
11	13	39	35	443	3	0	0	1	0	0	0	0	8	542
12	11	46	155	195	8	0	1	0	4	0	0	1	24	445
13	4	10	52	42	3	0	3	1	1	14	0	1	6	137
14	2	2	10	4	0	0	4	0	0	7	0	0	0	29
15	0	0	2	0	0	3	0	1	0	1	0	0	0	7
Other	0	14	11	5	0	5	0	0	0	0	0	0	0	35
NS	0	0	0	0	0	0	0	0	0	0	3	0	0	3
All	37	130	287	748	14	10	8	3	5	23	3	2	38	1,308
Avg.	11.1	11.0	11.8	11.1	12.0	11.0	13.4	13.0	12.2	13.2	NA	12.5	12.0	11.1

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

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

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

TABLE 4-33 LOSSES DURING FY 2004 BY GRADE LEVEL

GS Grade	FY2004 Beginning Strength	% Left The Series
5	5	20%
7	16	13%
9	57	11%
10	2	50%
11	554	14%
12	427	14%
13	150	15%
14	30	27%
15	10	40%
Other	48	6%
Total	1,299	

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

TABLE 4-34 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2004

ATLANTA, GA	21
BALTIMORE, MD	22
BOSTON, MA	34
BREMERTON, WA	20
BRIDGEPORT, CT	24
DALLAS-FORT WORTH, TX	33
DAVENPORT-ROCK ISLAND- MOLINE, IA-IL	74
DENVER-BOULDER, CO	30
HUNTSVILLE, AL	22
LOS ANGELES-LONG BEACH, CA	53
MONMOUTH, NJ	32
NASSAU-SUFFOLK, NY	21
OKLAHOMA CITY, OK	23
PHILADELPHIA, PA-NJ	132
TUCSON, AZ	20
WASHINGTON, DC-MD-VA	77
Subtotal	638
OUTSIDE MSAS	118
OTHER MSAS	552
Total	1,308

GENERAL BUSINESS
AND
INDUSTRY SERIES
(GS-1101)
FY 2004

TABLE 4-35 AGENCY BY GRADE FY 2004

	USAF	USA	DON	Other DOD	USDA	DHS	DOC	DOE	Energy	EPA	GSA	HHS	HUD
5	16	85	15	30	506	0	16	0	0	0	11	1	4
7	174	155	137	8	2,099	5	40	5	12	10	74	20	21
9	160	243	374	24	162	10	34	7	25	11	117	51	77
11	481	185	465	110	127	18	55	73	27	11	96	77	137
12	490	160	298	379	178	23	119	102	55	64	176	159	1,136
13	498	76	218	695	390	51	104	75	145	42	313	195	1,135
14	182	16	94	262	35	21	61	44	161	20	189	80	429
15	110	11	36	133	24	33	45	3	111	6	90	49	243
Other	169	89	73	319	778	0	382	0	12	0	14	0	0
NS	25	13	3	10	4	32	30	0	11	0	0	0	8
All	2,305	1,033	1,713	1,970	4,303	193	886	309	559	164	1,080	632	3,190
Avg.	11.64	9.70	10.86	12.72	7.99	12.74	11.77	12.17	13.19	12.04	11.99	12.26	12.70

	Interior	DOJ	DOL	NASA	NSF	NRC	SBA	State	DOT	Treas	VA	All Other	Total
5	101	0	0	1	1	0	44	0	0	1	0	8	840
7	77	0	0	0	1	0	313	2	0	80	1	23	3,257
9	85	6	3	0	4	0	77	3	5	715	12	22	2,227
11	157	59	6	3	3	0	35	6	0	278	54	78	2,541
12	206	85	6	15	0	0	375	14	1	80	65	158	4,344
13	136	79	21	17	20	0	152	24	1	86	57	206	4,736
14	59	28	7	7	5	1	47	9	8	36	47	112	1,960
15	1	13	1	8	4	0	3	6	1	9	34	60	1,034
Other	129	0	0	0	4	0	15	0	1	9	94	260	2,348
NS	0	1	1	2	3	1	0	2	29	25	3	24	227
All	951	271	45	53	45	2	1,061	66	46	1,319	367	951	23,514
Avg.	9.74	12.36	12.52	12.88	12.39	14.0	10.20	12.55	12.31	9.94	12.80	12.44	11.07

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

NS: Grade level was not specified includes SES positions.

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

TABLE 4-36 LOSSES DURING FY 2004, BY GRADE LEVEL*

GS Grade	FY 2004 Beginning Strength	% Left the Series
1,2,3	8	80%
4	219	36%
5	726	17%
6	1,031	13%
7	3,150	13%
8	186	14%
9	2,240	13%
10	32	16%
11	2,470	16%
12	4,069	12%
13	4,419	13%
14	1,832	14%
15	949	13%
Other	1,677	13%
Total	23,008	

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

TABLE 4-37 EMPLOYMENT BY METROPOLITAN STATISTICAL AREA FY 2004

ALBANY, GA	28	EL PASO, TX	32
ALBANY-SCHENECTADY-TROY, NY	59	FARGO-MOOREHEAD, ND-MN	17
ALBUQUERQUE, NM	103	FAYETTEVILLE, NC	56
ALEXANDRIA, LA	22	FLAGSTAFF, AZ-UT	19
ANCHORAGE, AK	93	FORT COLLINS-LOVELAND, CO	17
ANNISTON, AL	104	FORT LAUDERDALE-HOLLYWOOD, FL	34
ATLANTA, GA	591	FRESNO, CA	58
AUGUSTA, GA-SC	22	FT WALTON, FL	112
AUSTIN, TX	46	GRAND FORKS, ND-MN	15
BAKERSFIELD, CA	97	GRAND RAPIDS, MI	32
BALTIMORE, MD	181	GREAT FALLS, MT	15
BANGOR, ME	26	GREENSBORO-WINSTON-SALEM, NC	86
BILLINGS, MT	39	GREENVILLE-SPARTANBURG, SC	17
BILOXI-GULFPORT, MS	45	HARRISBURG, PA	33
BIRMINGHAM, AL	76	HARTFORD, CT	72
BOISE CITY, ID	45	HONOLULU, HI	143
BOSTON, MA	390	HOUSTON, TX	110
BREMERTON, WA	175	HUNTSVILLE, AL	54
BRIDGPORT, CT	19	INDIANAPOLIS, IN	87
BRYAN-COLLEGE STATION, TX	17	JACKSON, MS	71
BUFFALO, NY	128	JACKSONVILLE, FL	305
CHARLESTON, WV	20	JACKSONVILLE, NC	45
CHARLESTON-N. CHARLESTON, SC	40	KANSAS CITY, MO-KS	357
CHARLOTTE-GASTONIA, NC	20	KILLEEN-TEMPLE, TX	30
CHEYENNE, WY	15	KNOXVILLE, TN	36
CHICAGO, IL	364	LAFAYETTE, LA	17
CINCINNATI, OH-KY-IN	38	LAS CRUCES, NM	20
CLEVELAND, OH	114	LAS VEGAS, NV	68
COLORADO SPRINGS, CO	109	LEXINGTON-FAYETTE, KY	33
COLUMBIA, MO	15	LINCOLN, NE	20
COLUMBIA, SC	76	LITTLE ROCK-NORTH LITTLE ROCK, AR	79
COLUMBUS, GA-AL	21	LOS ANGELES-LONG BEACH, CA	301
COLUMBUS, OH	82	LOUISVILLE, KY-IN	64
CORPUS CHRISTIE, TX	105	LUBBOCK, TX	19
DALLAS-FORTWORTH, TX	803	MACON, GA	301
DAVENPORT-ROCK ISLAND-MOLINE, IA-IL	39	MANCHESTER, NH	22
DAYTON, OH	573	MELBOURNE-TITUSVILLE-COCOA, FL	19
DENVER-BOULDER, CO	604	MEMPHIS, TN-AR-MS	206
DES MOINES, IA	44	MIAMI, FL	68
DETROIT, MI	158	MILWAUKEE, WI	55
DOTHAN, AL	20	MINNEAPOLIS-ST PAUL, MN-WI	146
DOVER, DE	17	MONMOUTH, NJ	49
		MONTGOMERY, AL	63

NASHVILLE-DAVIDSON, TN	104	TULSA, OK	33
NASSAU-SUFFOLK, NY	188	VALLEJO-FAIRFIELD-NAPA, CA	20
NEW LONDON-NORWICH, CT-RI	27	VENTURA, CA	33
NEW ORLEANS, LA	112	WASHINGTON, DC-MD-VA	4,033
NEW YORK, NY-NJ	265	WICHITA, KS	30
NEWARK, NJ	127	YOLO, CA	20
NEWBURG, NY-PA	34	YUMA, AZ	22
NORFOLK-VA BEACH-PORTSMOUTH, VA-NC	258	Subtotal	18,979
OAKLAND, CA	35	OUTSIDE MSAS	3,645
OKLAHOMA CITY, OK	302	OTHER MSAS	890
OMAHA, NE-IA	45	Total	23,514
ORANGE COUNTY, CA	169		
ORLANDO, FL	70		
PARKERSBURG-MARIETTA, WV-OH	19		
PENSACOLA, FL	45		
PHILADELPHIA, PA-NJ	627		
PHOENIX, AZ	163		
PITTSBURGH, PA	102		
PORTLAND, OR-WA	182		
PORTSMOUTH-ROCHESTER, NH-ME	17		
PROVIDENCE-WARWICK-PAWTUCKET, RI-MA	35		
RALEIGH-DURHAM, NC	54		
RICHMOND, VA	147		
RIVERSIDE-SAN BERNARDINO- ONTARIO, CA	77		
SACRAMENTO, CA	116		
SALT LAKE CITY-OGDEN, UT	309		
SAN ANTONIO, TX	210		
SAN DIEGO, CA	256		
SAN FRANCISCO-OAKLAND, CA	230		
SAN JOSE, CA	62		
SAN JUAN, PR	74		
SANTA BARBARA-SANTA MARIA- LOMPOC, CA	23		
SEATTLE-EVERETT, WA	229		
SHREVEPORT, LA	19		
SIOUX FALLS, SD	15		
SPOKANE, WA	48		
SPRINGFIELD, IL	24		
ST LOUIS, MO-IL	699		
STOCKTON, CA	19		
SYRACUSE, NY	37		
TACOM, WA	28		
TAMPA-ST PETERSBURG, FL	81		
TEXARKANA, TX-TEXARKANA, AR	38		
TOPEKA, KS	19		
TUCSON, AZ	62		

AGENCY ABBREVIATIONS

DOC	Department of Commerce
DOD	Department of Defense
DOE	Department of Education
DOI	Department of the Interior
DOJ	Department of Justice
DON	United States Navy (inc. Marine Corps)
DOT	Department of Transportation
Energy	Department of Energy
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Administration
GSA	General Services Administration
HHS	Health and Human Services
HUD	Housing and Urban Development
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
SBA	Small Business Administration
Treas	Department of the Treasury
USAF	United States Air Force
USA	United States Army
USDA	United States Department of Agriculture
VA	Department of Veterans Affairs

APPENDIX A

Defining the Federal Acquisition Workforce (FAWF)

The civilian acquisition workforce does not have a clear definition that is recognized by all agencies. On September 12, 1997, the Office of Federal Procurement Policy (OFPP) issued Policy Letter No. 97-01 that stated that the acquisition workforce of the civilian agencies would include:

- All positions in the General Schedule (GS-1102), Contracting Series, and non-DOD uniformed personnel in comparable positions
- All Contracting Officers regardless of General Schedule series with authority to obligate funds above the micro purchase threshold
- All positions in the GS-1105 Purchasing Series
- All Contracting Officer Representatives/Contracting Officer Technical Representatives, or equivalent positions
- Other acquisition related positions as identified by the Administrator of OFPP in consultation with the agencies

The Department of Defense (DOD) was excluded from the OFPP definitional guidance contained in 97-01 since DOD had already received specific congressional guidance on the composition of its workforce in the Defense Acquisition Workforce Improvement Act (DAWIA), P.L. 93-400.

DOD developed an algorithm, known as the Refined Packard Methodology, to identify its acquisition workforce personnel. Using this methodology, DOD now includes personnel in its acquisition workforce from three categories: (1) specific occupations that are presumed to be performing acquisition-related work no matter what organization the employee is in, (2) a combination of an employee's occupational series and the organization in which the employee works, and (3) specific additions and deletions to the first two categories.

In their review of the acquisition workforce issued in July 2002, the Government Accountability Office (GAO) reported that:

DOD and the military services have adopted multidisciplinary, multifunctional definitions of their acquisition workforce (DOD officially refers to its acquisition workforce as the acquisition technology and logistics workforce). The civilian agencies have not. DOD and the military services' definitions include contracting officers, contracting officer representatives, and contracting officer technical representatives along with other disciplines that play a significant role in acquisitions, such as program managers, industrial specialists, and financial administrators. Civilian agencies generally include only contract and procurement specialists, contracting officers, and contracting officer representatives in their acquisition workforce definitions. Acquisition officials in two of the five civilian agencies we reviewed explained that use of a broader definition would be difficult given that they do not have the authority to establish and monitor training for other functional areas. However, other agencies with similar concerns have taken steps

to address this issue. Also, in some cases, agencies established training for certain acquisition-related positions even though they were not formally included in their acquisition workforce definitions.²

GAO recommended that the Administrator of OFPP work with all agencies to determine the appropriateness of further refining the definition of a governmentwide acquisition workforce. In the past, OFPP focused primarily on the contracting field, and discussions with agency acquisition leaders indicated that diverse organizational structures and agency-unique approaches to conducting business posed challenges to identifying other occupational series in the acquisition workforce. OFPP agreed to identify opportunities for contributing to effective and efficient management of the acquisition process and agencies' acquisition workforce.³

While holding each agency accountable for identifying and training its acquisition workforce, OFPP has adopted the Acquisition Career Management Information System (ACMIS) to centralize, standardize, and increase the visibility of acquisition workforce information at all levels.

Since the federal acquisition workforce is uniquely defined by individual agencies, any analysis it using the total population of specific occupations (e.g., all GS 1150, Industrial Specialists) provides inconsistent results. The Federal Acquisition Personnel Information System (FAPIS) Report is based on the total universe of six occupations. GAO uses fourteen occupations in certain reports, while DOD's methodology identifies about eighty occupations that include some acquisition employees. To accurately portray the federal acquisition workforce, tracking and reporting systems will need to recognize and reconcile the approach taken by different agencies.

On April 18, 2005, the Office of Management and Budget (OMB) issued Policy Letter 05-01, Developing and Managing the Acquisition Workforce, replacing Policy Letters 92-3 and 97-01, which also had addressed the subject. The new letter builds on those previous efforts and more closely aligns civilian and Department of Defense (DOD) acquisition workforce requirements. It does not apply to agencies, such as DOD, covered by the Defense Acquisition Workforce Improvement Act.

Policy Letter 05-01 expands the definition of the acquisition workforce to include personnel involved in requirements definition, performance measurement, and technical and management direction. This will permit a common standard for training and career development for all in the acquisition workforce.

² Acquisition Workforce, Agencies Need to Better Define and Track the Training of Their Employees, GSA-02-737, July 2002, p.2.

³ Ibid. p.13 and 16.