



**ANNUAL REPORT ON THE  
FEDERAL ACQUISITION WORKFORCE**

**Fiscal Year 2005**

**July 2006**



**Federal Acquisition Institute**

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## FOREWORD

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

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

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

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

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

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## EXECUTIVE SUMMARY

### Acquisition Workforce

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

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

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

### Retirement

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

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

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

## **Turnover**

Statistics generated by the Defense Manpower Data Center (DMDC) show that FY 2000 was the first year in the previous five that the Government lost fewer than 2,000 positions per year in the Contracting Series (GS-1102) through retirements, separations, and those leaving the series. In FY 2001, losses edged up slightly but remained under 2,000. For FY 2002, losses remained under 2,000, decreasing to a level of 1,761. For FY 2003 and FY 2004, losses again were in excess of 2,000, rising to 2,197 and 2,443 respectively. For FY 2005 losses equaled 2,108. (See Table 5-5, Losses from Acquisition Positions.) In FY 2000, for the first time in five years, hires nearly kept up with losses in the Contracting Series (GS-1102). This relationship continued in FY 2001. In FY 2002, hires exceeded losses by 686. For FY 2003 hires fell behind losses by 445 but hires exceeded losses in FY 2004 by 87. For FY 2005, hires again exceeded losses by 653. Hires in the General Business and Industry Series (GS-1101) remained above losses again in FY 2005 as did those in the Property Disposal Series (GS-1104). In the other series, losses outpaced hires in FY 2005. (See Table 5-6, Hires for the Acquisition Workforce.)

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

## **Education**

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

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

## **Supervisors and Managers**

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



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

## TECHNICAL NOTES

**Source of Data** The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management (OPM). The Federal Acquisition Institute annually purchases a copy of the September 30 (Fiscal Year-end) CPDF files on active, full-time employees in acquisition fields and provides it to the Defense Manpower Data Center (DMDC) for assistance in the preparation of this report. Data in this report, unless otherwise noted, are as of September 30, 2005.

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

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

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

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

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

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

**Turnover**

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

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

	<b>FY02</b>	<b>FY03</b>	<b>FY04</b>	<b>FY05</b>
Series: <sup>1</sup>	1105	1105	1102	0

<sup>1</sup>At the Fiscal Year's end.

In this report, the individual would be reported as a "loss" to the GS-1105 series during Fiscal Year 2004 and an "internal hire" for the GS-1102 series in Fiscal Year 2004. The individual would also be counted as a "loss" to the GS-1102 series in Fiscal Year 2005.

**Losses**

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

**Hires**

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

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

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

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

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

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

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

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

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

# SUMMARY STATISTICS

## FY 2005

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

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

**TABLE 5-2 ACQUISITION WORKFORCE AT A GLANCE FY 2005**

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

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

**TABLE 5-3 TURNOVER DURING FY 2005**

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

<sup>1</sup> Losses are a percentage of beginning year strength.

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

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

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

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

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

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



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

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

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

**TABLE 5-7 EDUCATIONAL LEVELS BY OCCUPATION FY 2005**

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

**TABLE 5-8 ACADEMIC MAJORS OF COLLEGE GRADUATES FY 2005**

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

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

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

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

CONTRACTING SERIES  
(GS-1102)  
FY 2005

**TABLE 5-10 CONTRACTING SERIES FY 1992 - FY 2005**

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

\* Based on CSRS retirement rules.

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

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

\* Based on CSRS retirement rules

TABLE 5-12 AGENCY BY GRADE FY 2005

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

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

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

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

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

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

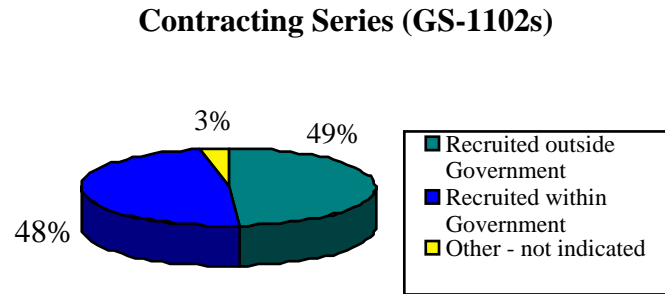
<b>GS Grade</b>	<b>Population</b>	<b>Female</b>	<b>Supervisory/ Managerial</b>	<b>College Graduates</b>
<b>5</b>	129	62%	0%	75%
<b>7</b>	1,213	57%	0%	78%
<b>9</b>	2,244	61%	0%	71%
<b>11</b>	4,923	65%	2%	60%
<b>12</b>	8,777	63%	5%	63%
<b>13</b>	5,133	58%	20%	77%
<b>14</b>	1,939	53%	43%	83%
<b>15</b>	658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

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

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

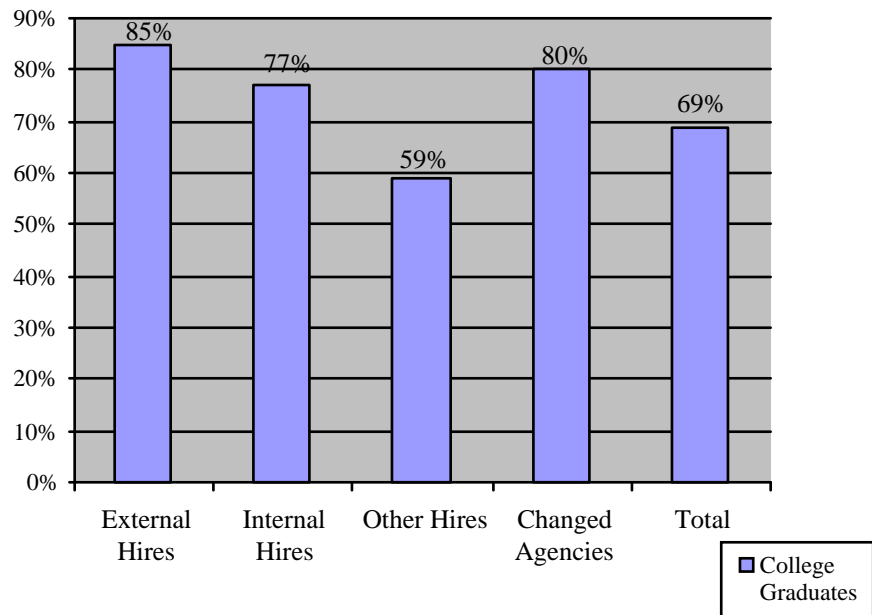
**FIGURE 5-1 RECRUITMENT PATTERN FOR THE CONTRACTING SERIES POSITIONS**

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



**FIGURE 5-2 PERCENTAGE OF COLLEGE GRADUATES**

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



**TABLE 5-14 CONTRACTING SERIES HIRES DURING FY 2005**

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

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

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

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

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

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



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

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

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

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

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

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

TABLE 5-18 LOSSES DURING FY 2005 BY GRADE LEVEL

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

**TABLE 5-19 RETIREMENT ELIGIBILITY BY AGENCY FY 2005**

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

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

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

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

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

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

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

PURCHASING SERIES  
(GS-1105)  
FY 2005



**TABLE 5-22 PURCHASING SERIES FY 1992 - FY 2005**

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

\*Based on CSRS retirement rules.

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

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

\*Based on CSRS retirement rules.

**TABLE 5-24 AGENCY BY GRADE FY 2005**

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

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

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

NS: Grade level was not specified.

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

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

**TABLE 5-25 LOSSES DURING FY 2005 BY GRADE LEVEL**

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

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

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

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

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

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

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

\*Based on CSRS retirement rules.

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

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

\*Based on CSRS retirement rules.

TABLE 5-29 AGENCY BY GRADE FY 2005

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

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

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

NS: Grade level was not specified.

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

**TABLE 5-30 LOSSES DURING FY 2005 BY GRADE LEVEL**

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

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



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

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

INDUSTRIAL SPECIALISTS  
SERIES (GS-1150)  
FY 2005

Table 5-32 Agency by Grade FY 2005

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

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

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

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

TABLE 5-33 LOSSES DURING FY 2005 BY GRADE LEVEL

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

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

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

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

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

**TABLE 5-35 AGENCY BY GRADE FY 2005**

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

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

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

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

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

**TABLE 5-36 LOSSES DURING FY 2005 BY GRADE LEVEL**

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

Note: Less than one percent of any grade changed agencies

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

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



## Contract Specialists

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

## AGENCY REFERENCES

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

## APPENDIX A

### Defining the Federal Acquisition Workforce

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

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

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

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

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

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

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

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

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

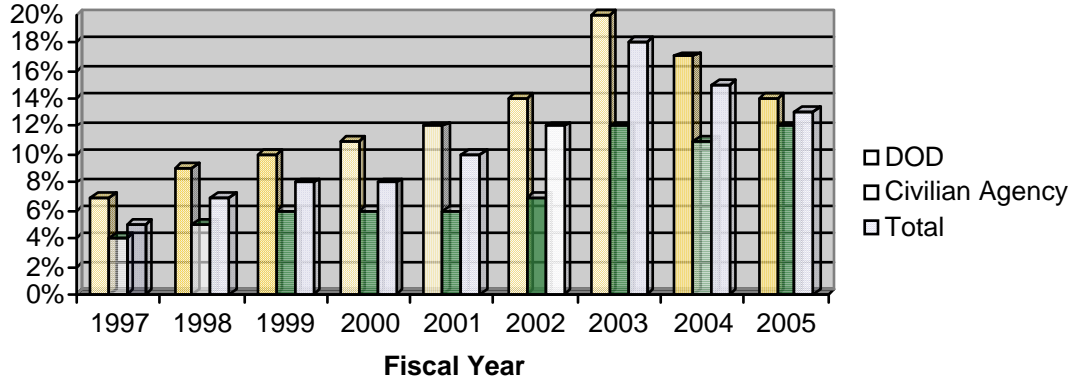
The Annual Report on the Federal Acquisition Workforce (ARFAW) is not intended to be a representation of the total Federal acquisition workforce but, rather, to provide demographic information on the universe of seven occupations which are judged to be substantially included in the acquisition workforce.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

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

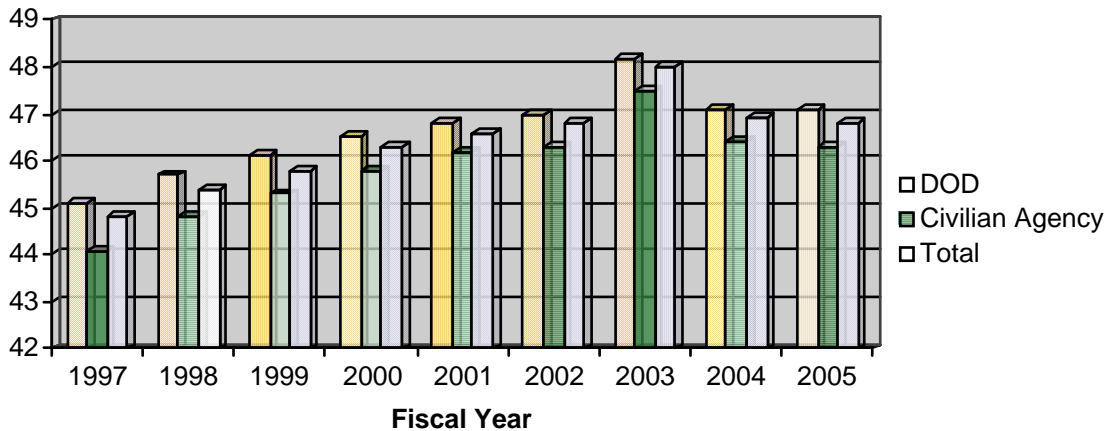
**APPENDIX B**

**Comparison Between DOD and Civilian Agency Contracting Series**

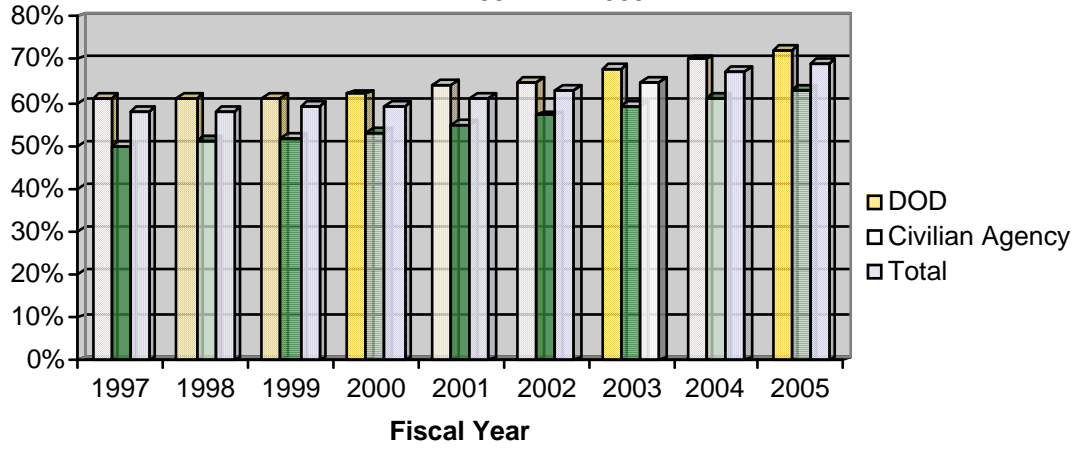
**Figure B-1. Retirement Eligibility for the Contracting Series  
Comparing DOD and Civilian Agency Personnel  
FY 1997 - FY 2005**



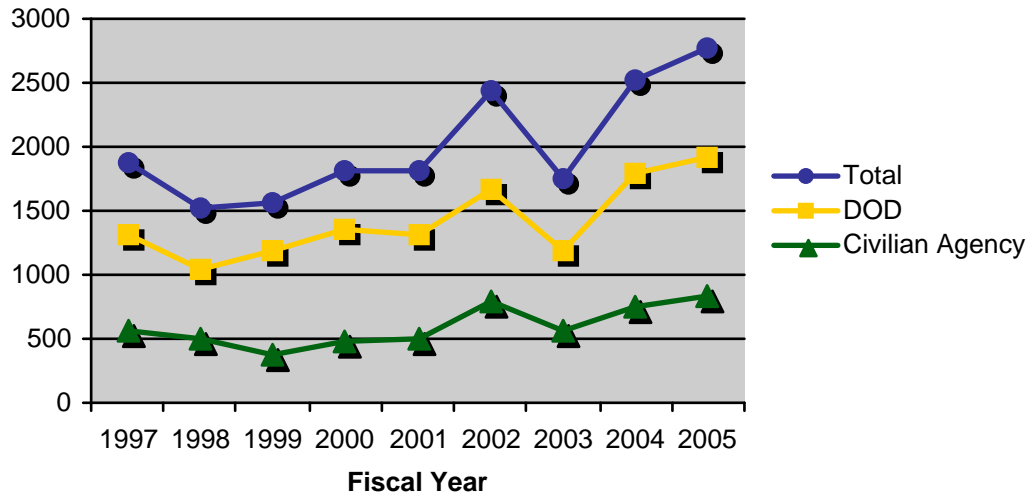
**Figure B-2. Average Age of Personnel in the Contracting Series  
Comparing DOD and Civilian Agency Personnel  
FY 2001 - FY 2005**



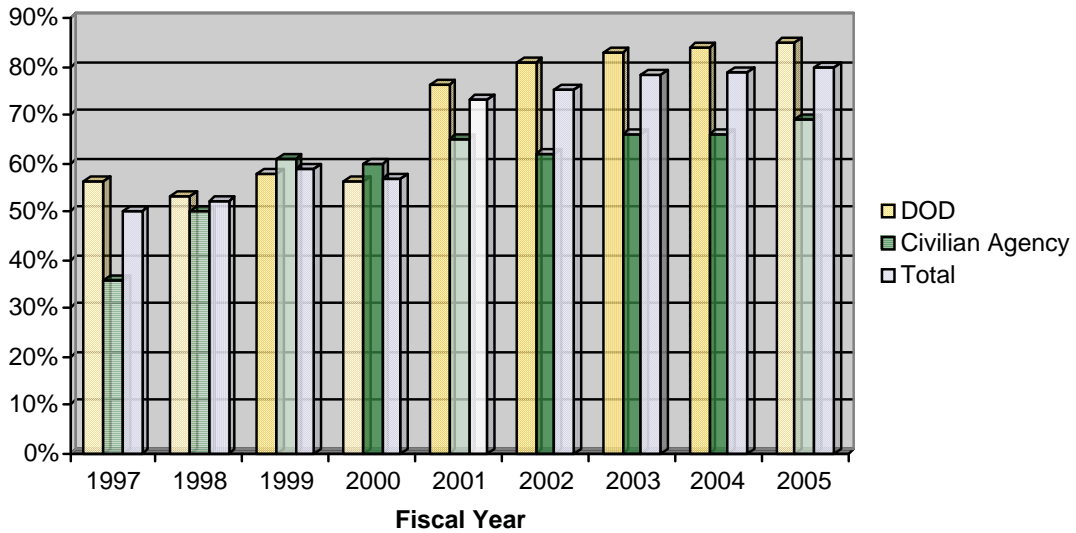
**Figure B-3. Percentage of College Graduates in the Contracting Series  
FY 1997 - FY 2005**



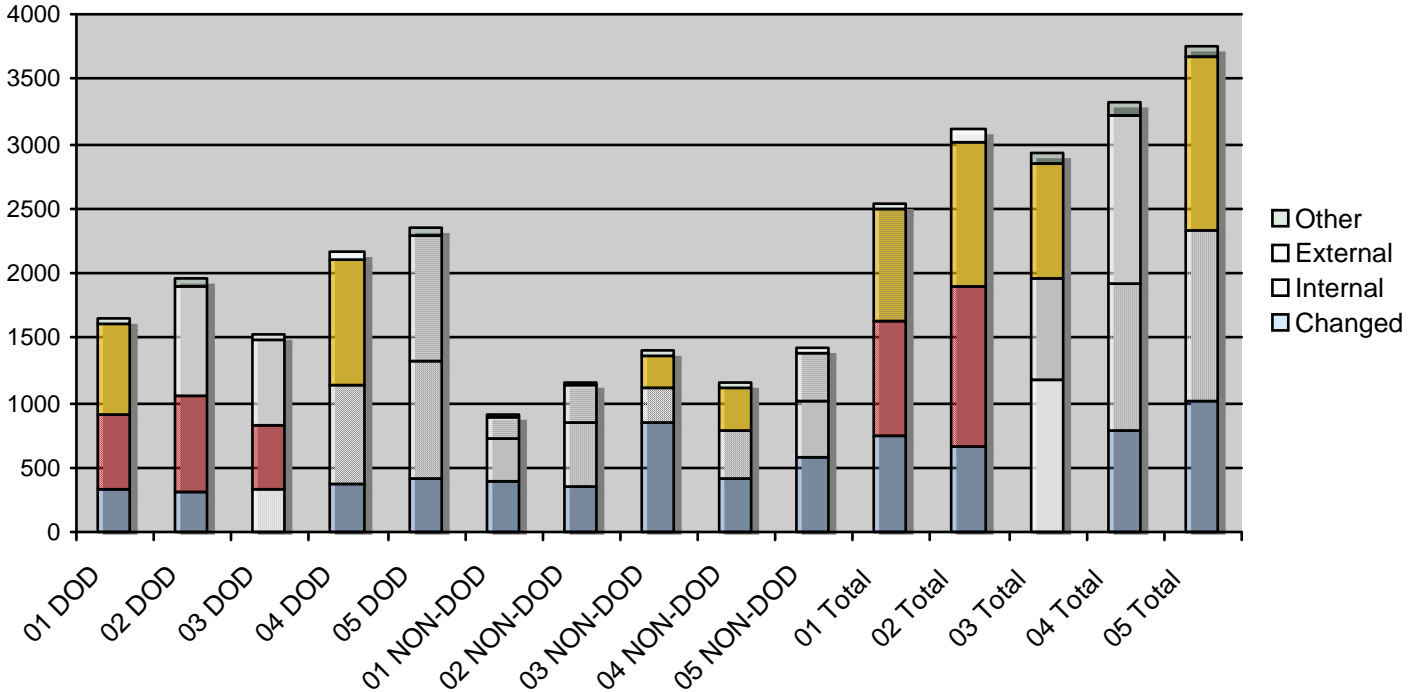
**Figure B-4. Total New Hires in the Contracting Series  
Excluding Personnel Who Changed Agencies  
FY 1997 - FY 2005**



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



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



## Appendix C

### Discussion of Differences in the Treatment of Grade Structure

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

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

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

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

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



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

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

\*Represents grades 8 and 10.

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

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

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

<sup>1</sup> This column represents the results of the application of the DMDC proposed change.

<sup>2</sup> This column represents the results of using the FY 1997 algorithm.