

FEDERAL ACQUISITION INSTITUTE



FY2010 Annual Report on the Federal Acquisition Workforce

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Foreword

This Report's Purpose: This is the Federal Acquisition Institute's (FAI's) annual demographic report on the Federal acquisition workforce, showing trends by occupational series, employment grade, and educational level, as well as turnover and hiring data for fiscal year (FY) 2010. FAI has published this report since 1977, providing Federal managers with the data to plan and evaluate both the acquisition workforce overall and the acquisition workforce programs in respective agencies. The purpose of the data is to assist Federal managers with planning and evaluating the acquisition workforce overall and the acquisition workforce programs in respective agencies.

Historical reports are located at <http://www.fai.gov/Studies & Reports/Workforce Reports Archive>.

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. FAI welcomes your suggestions. Please send any feedback to the address below:

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About the Federal Acquisition Institute

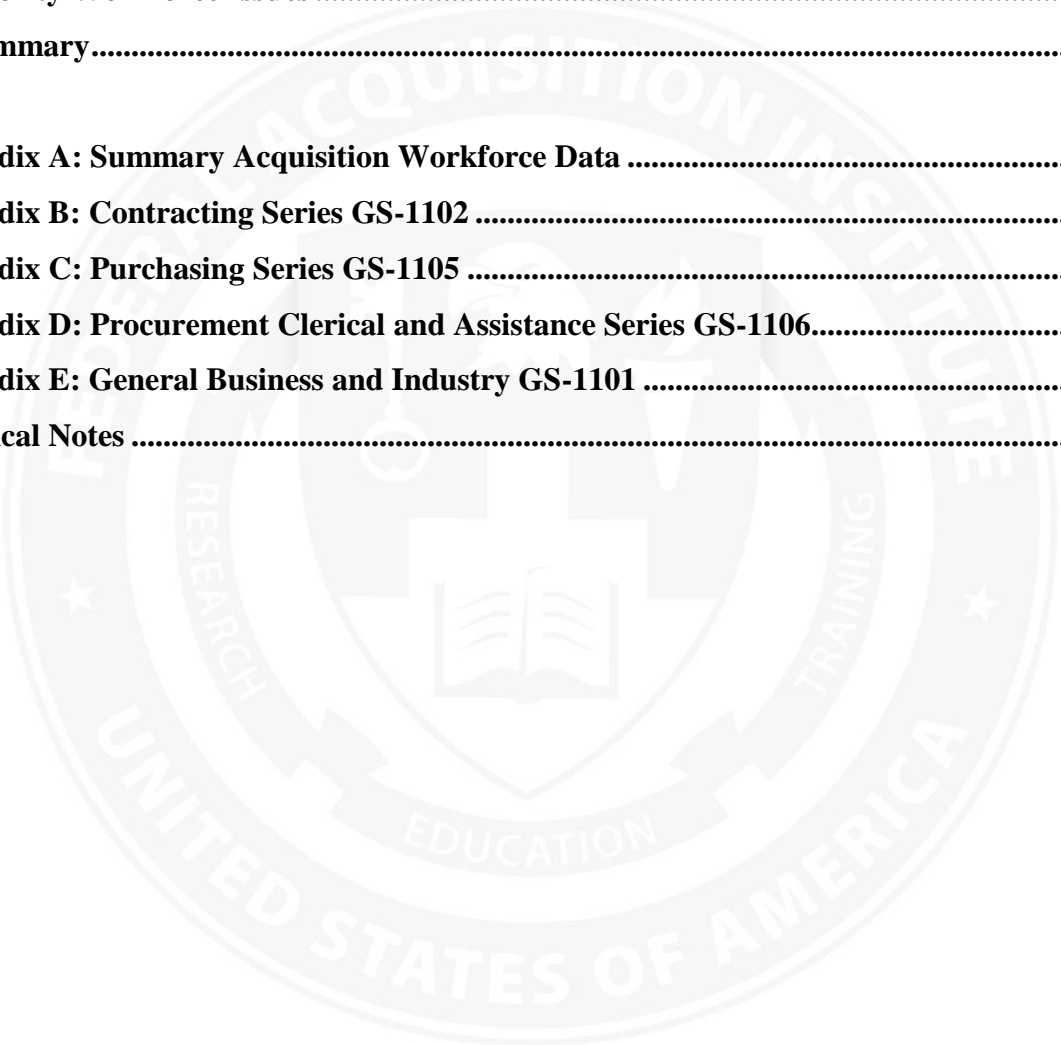
The Federal Acquisition Institute (FAI) is the primary organization providing knowledge and support to the civilian federal acquisition workforce. We focus on fostering professional development throughout the lifecycle of each individual. FAI is the advocate organization that creates one voice for the acquisition community to recruit, develop, and retain the highly-qualified professionals necessary to achieve their agency's mission. Established in 1976 under the Office of Federal Procurement Policy (OFPP) Act, FAI establishes performance measures for assessing development programs; supports the identification, development, and maintenance of core acquisition workforce competencies; establishes and administers certification programs; establishes career development programs; and manages the Acquisition Workforce Training Fund.

FAI seeks to serve the acquisition workforce by ensuring the availability of exceptional training, providing compelling research, promoting professionalism, and improving acquisition workforce management. FAI works to improve federal acquisition on behalf of the Federal Acquisition Community, Office of Federal Procurement Policy, and the American Taxpayers by:

- Identifying the competencies that support successful performance and the development of business leaders through professional certification programs;
- Developing and evaluating instructional material and performance tools for acquisition personnel and facilitation of civilian agency intern and training programs;
- Promoting and coordinating government-wide research and studies to improve the acquisition process;
- Helping agencies identify and recruit highly qualified candidates for acquisition jobs; and
- Serving as a clearinghouse for civilian agencies leading practices, training, and development programs.

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Executive Summary

The Annual Report on the Federal Acquisition Workforce reviews acquisition workforce highlights from FY 2010 and summarizes workforce statistics and information about Federal acquisition employees. For the purposes of this report, Federal acquisition employees are from the General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement Clerical and Assistance (GS-1106) series, acquisition program and project managers (P/PMs), as well as contracting officer's representatives (CORs) and contracting officer's technical representatives (COTRs) (hereinafter referred to as CORs). This report also discusses the key initiatives that took place, notes the dynamics that have affected acquisition occupations over the previous year, and highlights the issues that will continue to influence the Federal acquisition workforce.

The acquisition workforce is crucial to achieving many government policy and mission goals. In the current government environment, a skilled acquisition workforce is more critical than ever to deliver fiscally sound and innovative solutions from responsible contractors. This demands an agile workforce with a sophisticated and diverse set of skills to define requirements, make complicated trade-off decisions among competing alternatives, and manage projects within tight budget and schedule constraints. FAI aids the civilian acquisition workforce by acting as a clearinghouse for acquisition leading practices, training and development programs across the government, equipping the workforce with the tools it needs to achieve these objectives and fulfill agency missions.

In FY2010, the acquisition community focused on the priorities set forth by the Administration to improve contracting through strengthening the acquisition workforce while building on the initiatives of years past. Agencies developed plans to implement contract savings and introduced initiatives to both reduce high-risk contracting and achieve a more appropriate mix of in-house and contractor labor. In addition to more efficient contracting, in response to Office of Management and Budget (OMB) guidance, agencies focused on acquisition human capital planning and established training and development initiatives, and FAI improved the workforce management infrastructure. Top workforce priorities in FY2010 continued to be recruiting, staffing, succession planning, and workforce development.

A range of workforce demographic data from the Office of Personnel Management (OPM), Performance.gov, and agency Acquisition Human Capital Plans (AHCPs) is reviewed in this report. The data were reviewed in the context of three primary areas of focus:

1. Employees exiting the workforce
2. Recruitment, hiring, and succession planning
3. Workforce development

These three areas have a significant impact on the Federal acquisition workforce. Major trends found in this report are:

- In FY2010, a total of 74,630 acquisition professionals were employed in the job series 1101, 1102, 1105, and 1106. This represents a 6% increase over FY2009.
- A total of 47,959 professionals were identified as CORs and 4,186 were identified as P/PMs in civilian agency' AHCPs at the end of FY2010.
- The average age within the occupational series ranges from 47.0 years (1102s) to 51.7 years (1106s).
- In FY2010, 18% of the acquisition workforce is eligible to retire, with an additional 36% becoming eligible to retire over the next 10 years. Retirement eligibility is highest for the 1106 series (27%), with the 1102 series having the lowest population of retirement eligible employees (15%).

Figure 1 provides an overview of the changes in the procurement workforce size over the last 20 years.

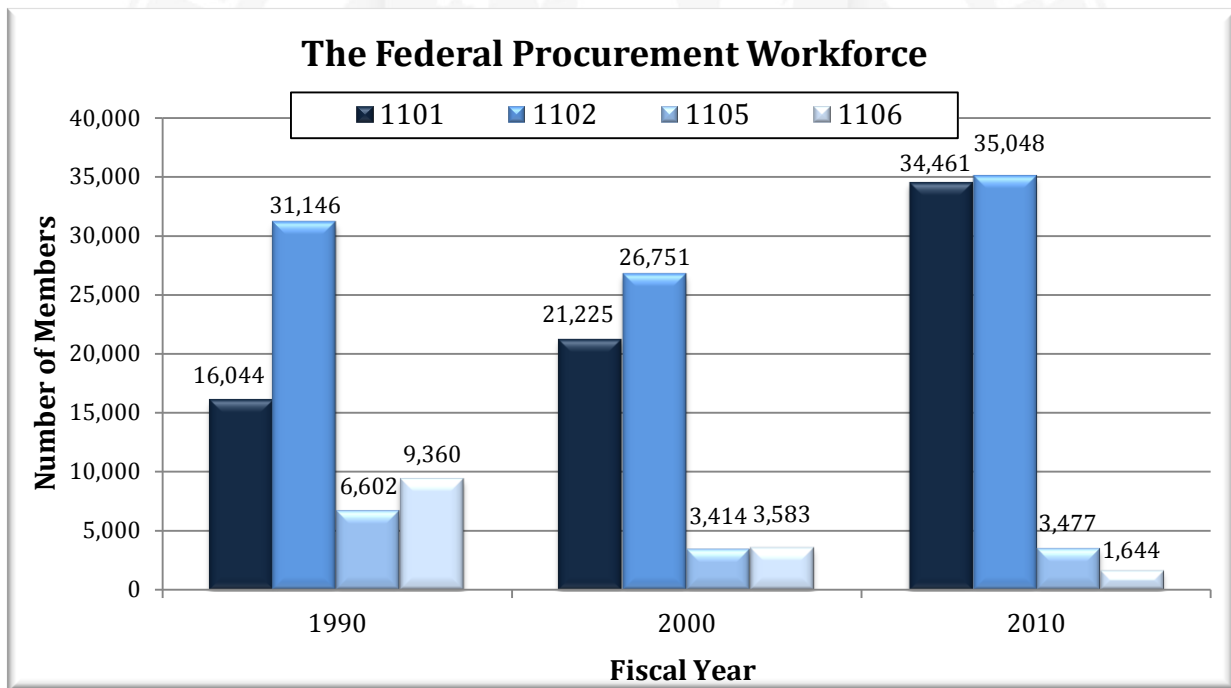


Figure 1. Federal Procurement Workforce (FY1990, FY2000 and FY2010)

I. Introduction

For over 30 years, the Federal Acquisition Institute's (FAI) Annual Report on the Federal Acquisition Workforce (ARFAW) has provided workforce statistics, trends, and information about Federal acquisition professionals. The report provides a snapshot of the FY2010 acquisition community and environment, including demographic data on employees within civilian and defense agencies. The report also includes an overview of initiatives and events that shaped the acquisition environment throughout the year.

This year's report differs from previous year's reports in that it contains data from each agency's Acquisition Human Capital Plan (AHCP). In previous years, only data from the Office of Personnel Management (OPM) Civilian Personnel Data File (CPDF) and the Acquisition Career Management Information System (ACMIS) were used. In this report, data on CORs and P/PMs were obtained from each agency's AHCP. This report also contains information from the Acquisition Workforce Competency Survey (AWCS). In the AWCS, respondents in the acquisition field answer a range of questions about their work environment and skills.

This report continues to focus on the three high priority areas identified in FY2008 and FY2009: employees exiting the workforce; recruiting, hiring, succession planning; and workforce development. These areas still represent the greatest challenges to the acquisition workforce.

This version of the Annual Report is divided into the following sections:

- **The Federal Acquisition Workforce:** This section includes an overview of the workforce, the scope of this report, and the primary sources of the data described in following sections.
- **Priority Workforce Issues:** This section provides an in-depth look at the data concerning several key strategic areas, including qualitative insight affecting their implications for the acquisition workforce.
- **Summary of Acquisition Data:** This section contains the Federal Acquisition Workforce statistics for FY2010.

II. Counting the Federal Acquisition Workforce

To count the Federal Acquisition Workforce, this report uses the definition set forth by OFPP in Policy Letter 05-01. It defines the workforce as key occupational series (such as GS-1102 Contracting Specialists and the GS-1105 Purchasing series); key acquisition roles such as Program/Project Managers (P/PMs) and Contracting Officer Representatives (CORs); and additional occupations identified by agency Chief Acquisition Officers (CAOs). The roles of P/PMs and CORs are crucial to the acquisition process. P/PMs are charged with properly defining requirements based on stakeholder inputs and managing the projects or programs supported by contracts within cost, schedule, and performance parameters established. The COR manages contractor performance to ensure the governments interests are protected and provides feedback to the Contracting Officer throughout the life of the contract. CORs are responsible for monitoring the contract, providing technical direction to the contractor, and accepting deliverables.

This report provides information on the OPM General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106) job series for both Defense and civilian agencies; and P/PMs and CORs for civilian agencies. To count and obtain demographic information regarding the workforce, this report draws from three sources: the OPM CPDF, [Performance.gov](https://www.performance.gov), and individual agency AHCPs.

The CPDF contains information regarding Federal civilian employees. It includes information from most of the Executive Branch agencies,¹ as well as the Government Printing Office, the U.S. Tax Court, and certain commissions within the Legislative Branch. Data from the CPDF include demographic, job, agency, and job location information.

The [Performance.gov](https://www.performance.gov) site, released to the public in by OMB in 2011, is the central website for tracking federal government performance data. The site was used as the source of certification data for the 1102 workforce.

FAI obtained P/PM data and COR data directly from the civilian agencies in their annual AHCPs. Each of the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies submits an annual AHCP to OFPP, which includes the number of P/PMs and CORs and their certification rates. In recent years, FAI obtained this data from the Acquisition Career Management Information System (ACMIS).

FAI identified a major need to improve the tracking of the Federal acquisition workforce. In June 2011, FAI management in partnership with the Department of Homeland Security (DHS) replaced ACMIS with a significantly more robust tool for collecting acquisition workforce data, the Federal Acquisition Institute Training Application System v2.0 (FAITAS). FAITAS is available for all individuals with a .gov or .mil email address to:

¹ The U.S. Postal Service, the Tennessee Valley Authority, the Federal Reserve System, and intelligence agencies are excluded from CPDF data.

establish accounts; electronically submit applications for classroom, online, or continuous learning training courses; create development plans; track training history; and apply for and maintain acquisition certifications. By the end of FY2011, FAITAS will incorporate business intelligence tools with robust reporting capabilities to aid agencies in managing their acquisition workforce, training and development programs. Further, FAITAS will serve as the source of acquisition workforce data for both the ARFAW and agency AHCPs and assist in forecasting training needs.



III. Workforce Statistics Overview

In FY2010, there were a total of 74,630 individuals employed in the GS-1101, 1102, 1105 and 1106 job series across civilian and Department of Defense (DoD) agencies. This number has increased by 3,999, or 6%, since FY2009. CFO Act civilian agencies reported an additional 4,186 P/PMs and 47,959 CORs in their AHCPs. Over half of these P/PMs were employed by the Department of Homeland Security (DHS) (2,414) as shown in Table 3 on page 12. The number of individuals in P/PM and COTR roles cannot be accurately compared to the number in the FY2009 ARFAW because different data sources were used. As described in Section III, this report presents data reported by the agencies as opposed to data in ACMIS.

DoD continues to outnumber civilian agency personnel in the four procurement job series (GS-1101, 1102, 1105 and 1106). As presented in Figure 2, DoD's procurement workforce is about 25% larger than the civilian agency procurement workforce. The civilian agency procurement workforce grew at a slightly faster rate (7%) than the DoD workforce (4%) in FY2010.

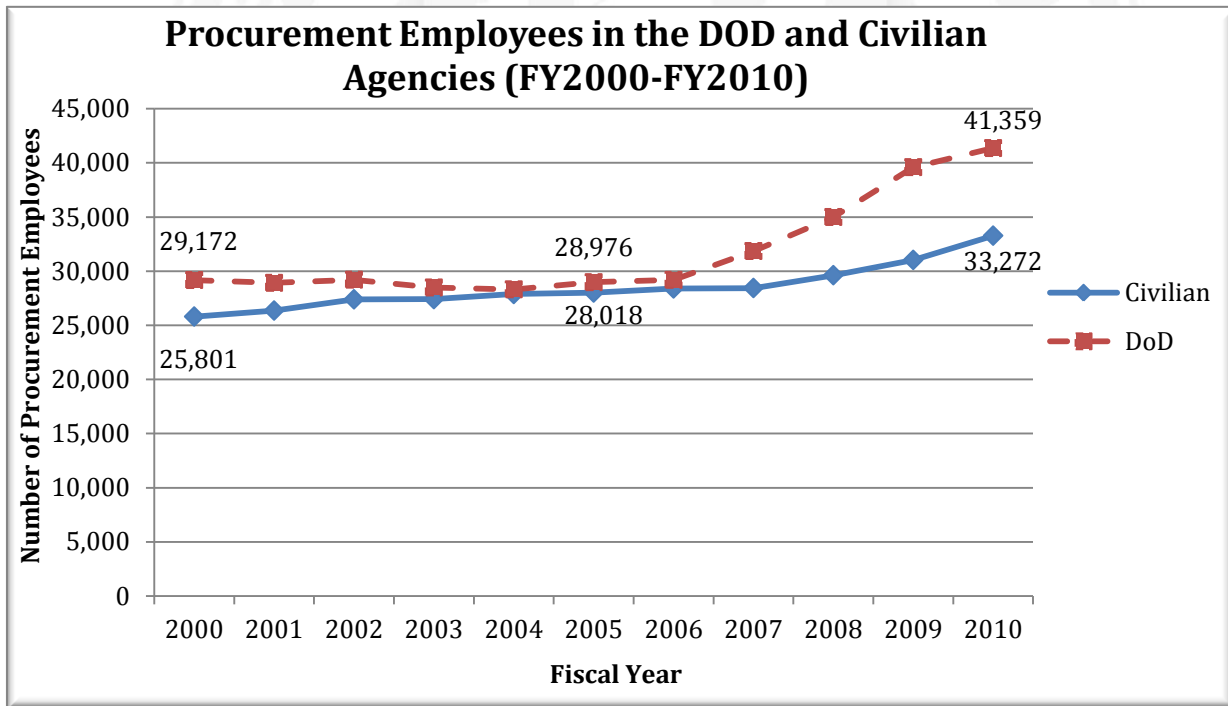


Figure 2. Procurement Employees in the DOD and Civilian Agencies (FY2000-FY2010)

The procurement workforce is well distributed across the United States. The top nine geographic concentrations, known as Core Based Statistical Areas (CBSAs), contain less than 40% of the total procurement workforce. The term CBSA, as used by the Census Bureau, refers collectively to metropolitan and micropolitan statistical areas. Figure 3 shows the geographic distribution of the occupational series, GS-1101, 1102, 1105 and 1106. As one would expect, the largest grouping of procurement professionals, 19%, is in the Washington, DC metropolitan area.

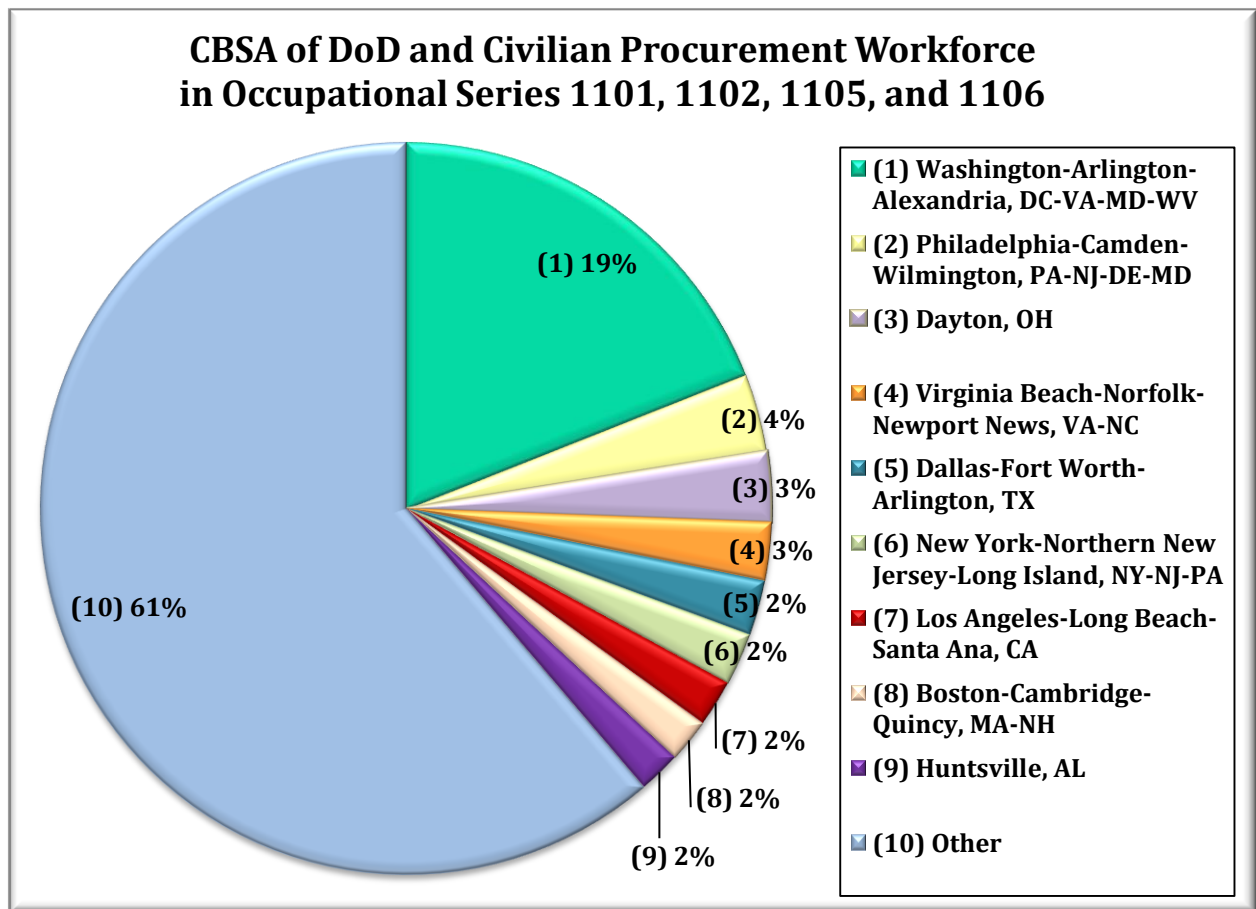


Figure 3. CBSA of DoD and Civilian Procurement Workforce Members

In FY2010, the average age increased in the 1101, 1105 and 1106 job series while it declined very slightly among 1102s. The aging of the workforce presents challenges across the Federal government. The chart below shows the average age by job series. A decrease in new hiring among the 1105 and 1106 job series has further emphasized the higher average age of employees in those series. In the more populous 1101 and 1102 job series, ages are within, or below, the Federal government norms.

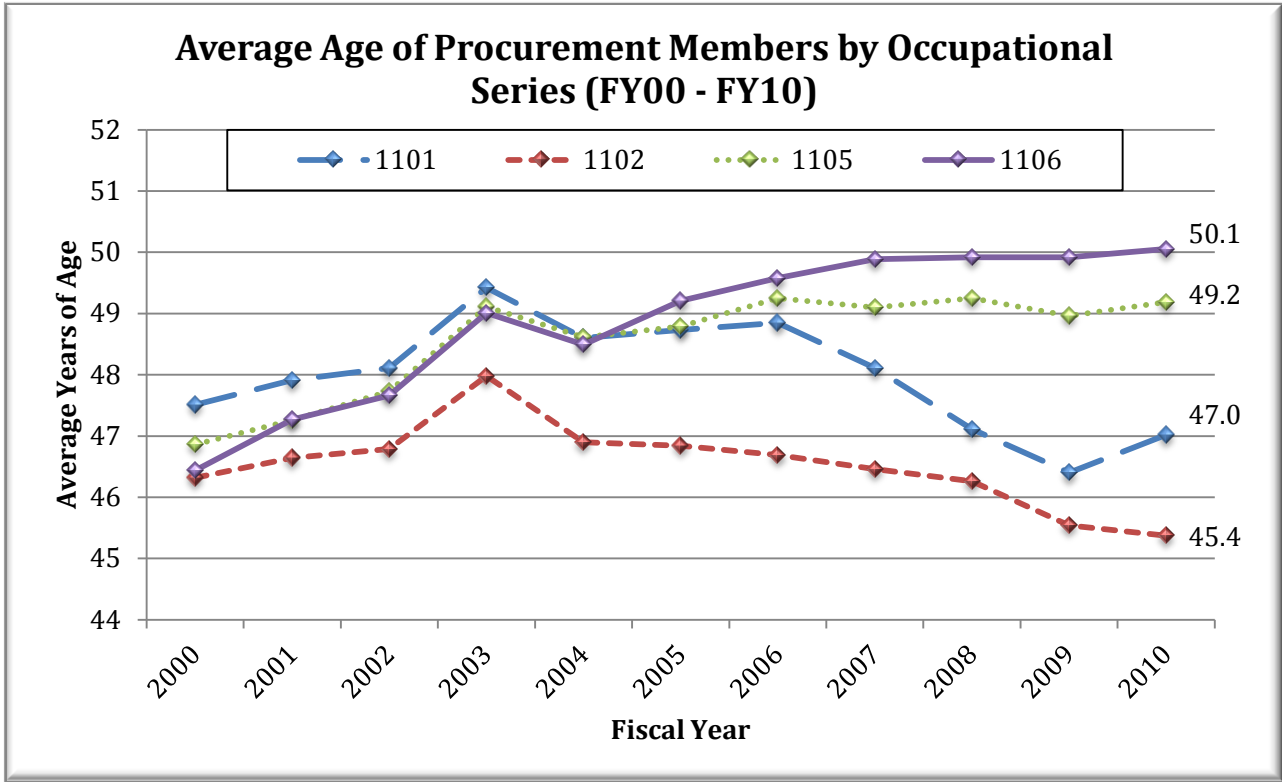


Figure 4. Average Age of Procurement Members by Occupational Series

IV. Priority Workforce Issues

The Chief Acquisition Officers Council (CAOC) and OFPP have identified key areas of strategic importance to the acquisition community. This report builds on the information provided in previous years to show the trends in these important areas. The focus areas are:

- Employees Exiting the Workforce: This includes retirements and other types of attrition.
- Recruitment, Staffing, and Succession Planning: This includes the flow of personnel into and through Federal agencies.
- Workforce Development: This includes workforce competencies, workforce proficiency levels, related certification programs, and associated learning and development activities.

5.1 Employees Exiting the Workforce

Identifying the number of employees exiting the workforce each year and predicting how many will leave in the coming years is an important part of strategic human capital planning. Note that discussions of historical trends in this section are limited to the 1101, 1102, 1105 and 1106 job series as historical data on the P/PM and COTR workforces are limited. The number and rate of attritions from procurement job series in recent years is presented in Table 1. This table does not include Acquisition members who left one agency to take a position in the same occupation in another agency.

Table 1. Attritions from the 1100 Occupational Series

Occupational Series	Attritions					
	FY08 Attritions	FY08 Rate	FY09 Attritions	FY09 Rate	FY10 Attritions	FY10 Rate
1101	3,145	11.7%	3,745	12.5%	3,926	12.1%
1102	1,520	5.3%	1,869	6.3%	1,552	4.7%
1105	219	7.0%	87	2.7%	246	7.0%
1106	170	9.0%	34	1.9%	156	9.2%
Total	5,054	8.4%	5,735	8.9%	5,880	8.3%

According to the Acquisition Workforce Competency Survey (AWCS) published by FAI in September 2010, 25% of the total acquisition workforce planned to retire in the next 6 years, and that percentage is even higher in some agencies.

5.2 Recruiting, Staffing and Succession Planning

The number and rate of new hires into the acquisition job series in recent years is presented in Table 2. New hires are considered those entering from outside of the Federal government, this does not include employees who transfer to a new agency. The rate of hiring has outpaced attrition rate over the last 3 years, which has

resulted in a gradual increase in the acquisition workforce size.

Table 2. New Hires into the 1100 Occupational Series

Occupational Series	New Hires					
	FY08 Hires	FY08 Rate	FY09 Hires	FY09 Rate	FY10 Hires	FY10 Rate
1101	4,493	16.7%	5,801	19.4%	5,644	17.4%
1102	2,458	8.6%	4,183	14.1%	3,852	11.7%
1105	245	7.9%	425	13.3%	282	8.1%
1106	149	7.9%	210	11.8%	192	11.3%
Total	7,345	12.2%	10,619	16.4%	9,970	14.1%

Reviews of the agency AHCPs confirm that the attrition of employees from the workforce due to retirement or other attrition is a major challenge. In response, agencies are developing innovative methods of knowledge transfer. For example, some agencies have implemented procedures to capture the on-the-job knowledge held by their senior acquisition professionals so that this knowledge can be transferred to junior staff.

To support agency efforts to develop the acquisition workforce, FAI is facilitating an interagency Talent Exchange (TEX) program. The TEX program will allow acquisition employees to rotate within or to another agency for a specified period of time or to obtain a specific skill. To support this effort, FAI will be developing a new module in FAITAS where workforce members will be able to review and apply for opportunities. The rotation will enhance cross-agency collaboration and provide employees the opportunity to gain experience with different types of acquisition projects.

In their AHCPs, agencies outlined various additional strategies that they are applying to recruit and hire new individuals, including utilizing veterans hiring authorities, reemploying annuitants into acquisition positions, and using career development programs.

5.3 Workforce Development

A well-prepared acquisition workforce is imperative for the successful implementation of projects and programs critical to the American people. Taxpayers rely on the acquisition workforce to make critical business decisions every day, from protecting the homeland to supporting the small businesses that fuel our economy. Agencies have shifted from buying commodities, requiring a process-based procurement approach, to acquiring complex services and technology, the success of which depends on a knowledge-based acquisition management approach. Our professionals must navigate an evolving commercial marketplace driven by rapid advances in technology, global supply chains, and emerging security concerns. During these times of fiscal constraint, it is more critical than ever to have a workforce with the requisite knowledge, skills and abilities to carry out their stewardship responsibilities.

Through its Federal Acquisition Certification (FAC) tracks, FAI makes available valuable, standardized training to personnel at all civilian agencies. There are currently three FAC tracks:

- Federal Acquisition Certification in Contracting (FAC-C)
- Federal Acquisition Certification in Project/Program Management (FAC-P/PM)
- Federal Acquisition Certification for CORs (FAC-COR)

In support of the government's initiatives to improve the acquisition of Information Technology (IT), FAI is also building on the existing FAC-P/PM to create a new path for program managers responsible for IT systems acquisitions. The new FAC-P/PM path will help to ensure that those members in the workforce responsible for IT acquisition and IT program management are equipped to best accomplish agency missions. Additionally, OFPP in support of OMB's "25 Point Implementation Plan to Reform Federal Information Technology Management," encourages agencies to establish specialized IT acquisition cadres, and facilitates the sharing of agency leading practices in the IT acquisition arena.

Table 3 presents data on the number and certification rate of 1102s, CORs, and P/PMs for FY2010 in each of the civilian CFO Act agencies. The information for the COR and P/PM areas was reported by the agencies in their AHCPs. The information for the 1102 series was obtained from the *Develop Acquisition Workforce* section of Performance.gov. When FAITAS v2.0 is fully deployed, it will serve as the reliable, centralized source of certification status for all civilian agencies.

Table 3. Number and Certification Rate of Contracting Professionals, CORs and P/PMs for FY2010

Agency	Total Counts			Percentage Certified		
	1102 ²	COR	P/PM	1102 ²	COR	P/PM
DOC	211	1,563	53	63%	100%	100%
Education	91	457	23	74%	100% ³	100%
DOL	87	201	33	59%	80%	25%
EPA	321	5,000	22	78%	100%	100%
NASA	742	4,321	117	80%	100%	100%
OPM	26	125	9	95%	unknown	unknown
SBA	70	80	3	82%	90%	100%
DOE	671	1,873	351	84%	85%	100%
DOI	935	3,162	105	81%	98%	14%
DOJ	546	1,876	32	32%	82%	100%
GSA	1,572	2,824	405	75%	100%	19%
HUD	94	1200 ⁴	9	48%	100%	100%
NRC	40	1,440	21	88%	100%	100%
NSF	21	107	5	48%	97%	0%
SSA	93	280	25	72%	0%	100%
Treasury	471	1,200	78	58%	100%	100%
DOT	482	1,853	39	74%	100%	43%
State	145	1,200	13	40%	2%	53%
VA	1,647	1,633	50	72%	9%	50%
USAID	292	2,341	2	63%	100%	100%
HHS	958	6,249	54	60%	100%	100%
USDA	658	1,445	323	72%	100%	100%
DHS	1,383	7,529	2,414	69%	100%	82%
TOTAL	11,556	47,959	4,186	70%	92%	78%

²From Performance.gov: *Develop Acquisition Workforce*

³ Certified or within one year grace period for certification

⁴ Includes FAC-CORs and GTRs/GTMs

FAI coordinates with agencies through the membership of the Functional Advisory Boards (FABs) for each career field (CON, P/PM, and COR) to ensure that the competencies and certification programs adequately address the necessary knowledge, skills and abilities. The FAB membership also ensures that course curriculum is relevant and up to date for the workforce. One important benefit of the standardized FAC system is that it allows acquisition personnel to develop competencies and earn corresponding credentials that will be accepted at all agencies. This ensures a degree of standardization across government that allows interagency collaboration and mobility.

The percentage of Federal employees in acquisition occupational series (i.e., GS-1101, 1102, 1105, 1106) with college degrees is increasing. In the 23-34 year old age group, over 70% of employees have at least a bachelor's degree. This information is promising, as these employees will be crucial to the success of their agencies as the more experienced employees retire.

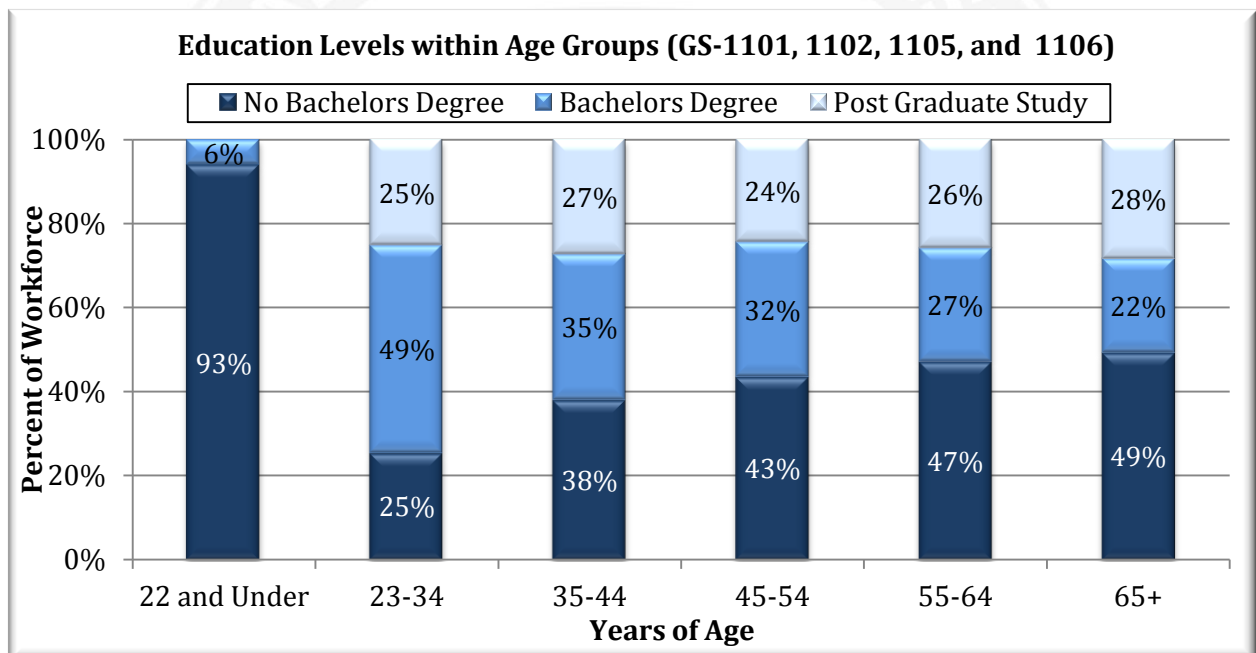


Figure 5. Education Levels Within Age Groups (GS-1101, 1102, 1105, and 1106)

Acquisition workforce development is crucial to ensuring that personnel have the skills and tools necessary to strengthen agency acquisition practices and improve government performance to meet these initiatives. FAI, in its role as a clearinghouse for leading industry practices has partnered with the DoD Defense Acquisition University (DAU) to leverage resources and provide increased training for this workforce.

V. Summary

This report on the Federal acquisition workforce shows trends by occupational series, employment grade, and educational level, certification rate, as well as turnover and hiring data for FY2010. This report also provides an overview of the trends, initiatives, and policy objectives that influenced acquisition efforts during the year, and will continue to shape the acquisition process moving forward. The emphasis on workforce development combined with the comprehensive FAC certifications underscore the commitment to education, training and competence. Human capital planning is vital to mission success, and this report contains information on the workforce as a whole that will be useful to agencies as they plan for the future.



Appendix A: Summary Acquisition Workforce Data

FY2010

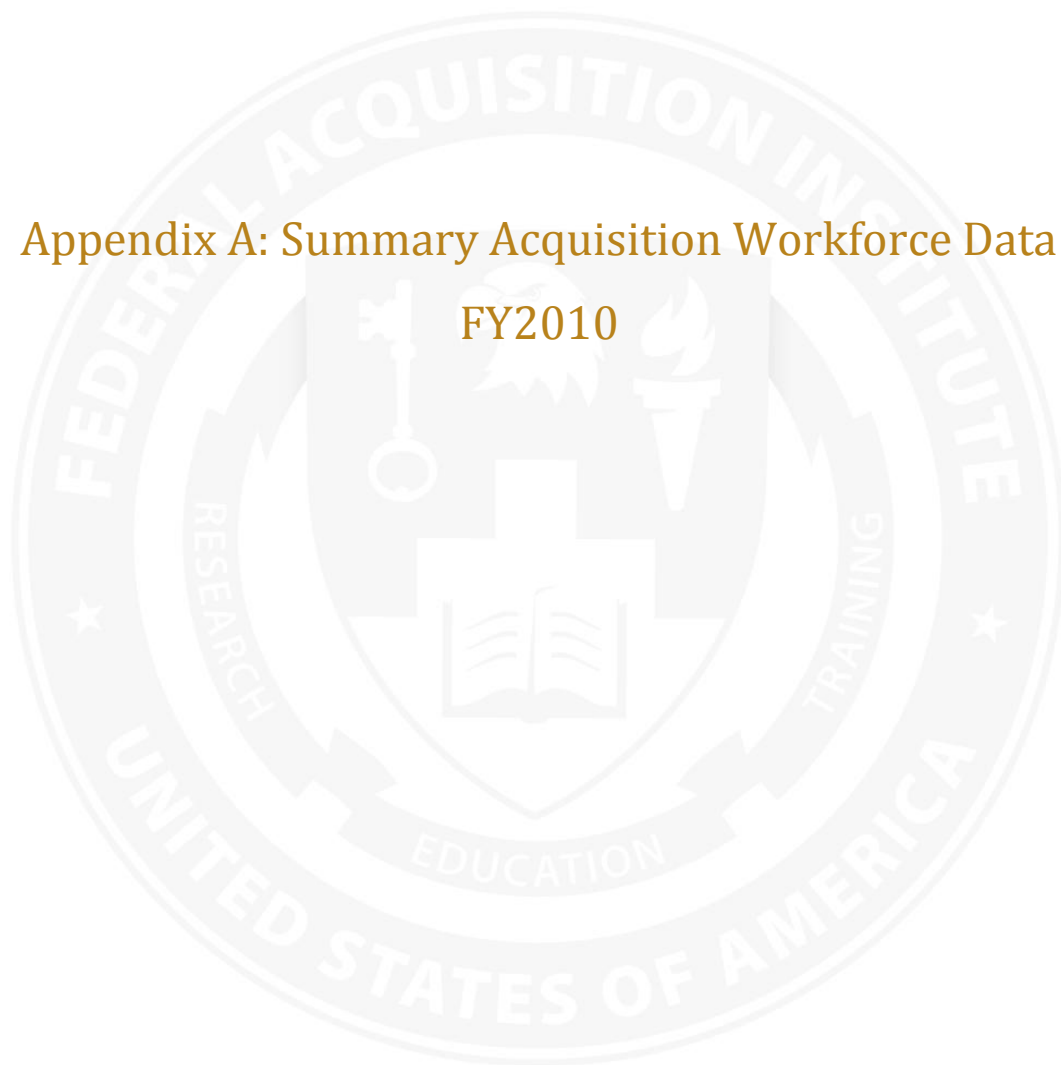


TABLE A1. HISTORY OF THE ACQUISITION WORKFORCE FY2000 - FY 2010

Fiscal Year:	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
General Business and Industry (GS 1101)											
Total	21,225	22,132	22,865	23,008	23,514	23,937	24,533	26,846	29,945	32,515	34,461
DOD	6,190	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692
Civilian Agencies	15,035	15,586	16,116	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769
Average Grade	10.6	10.66	10.56	10.6	10.59	10.57	11.01	10.01	9.29	8.98	9.56
Average Age	47.51	47.91	48.11	49.42	48.6	48.73	48.85	48.11	47.11	46.40	48.61
Percent Female	55%	55%	56%	56%	56%	56%	56%	57%	57%	57%	55%
Eligible To Retire in Current FY	8%	11%	13%	19%	16%	15%	14%	16%	13%	12%	21%
Eligible To Retire in FY + 10 Years	42%	50%	52%	60%	58%	55%	54%	56%	52%	51%	60%
College Graduates	41%	41%	41%	41%	41%	42%	42%	40%	38%	37%	42%
Members, Senior Executive Service	105	95	110	105	102	108	103	103	107	98	107
Contracting (GS-1102)											
Total	26,751	26,608	27,294	26,849	26,936	27,589	27,944	28,434	29,707	32,925	35,048
DOD	18,756	18,565	18,885	18,393	18,322	18,749	18,928	19,119	19,786	21,975	23,384
Civilian Agencies	7,995	8,043	8,409	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664
Average Grade	11.16	11.2	11.17	11.14	11.09	11.09	10.94	11.68	11.65	11.5	10.69
Average Age	46.32	46.64	46.79	47.98	46.9	46.84	46.69	46.46	46.26	45.54	46.97
Percent Female	61%	61%	61%	61%	61%	60%	60%	60%	60%	59%	58%
Eligible To Retire in Current FY	8%	10%	12%	18%	15%	13%	12%	14%	13%	12%	15%
Eligible To Retire in FY + 10 Years	45%	52%	54%	61%	58%	54%	50%	54%	52%	49%	48%
College Graduates	59%	61%	63%	65%	67%	69%	71%	75%	76%	78%	80%
Members, Senior Executive Service	68	71	71	69	68	74	81	92	92	99	105
Purchasing (GS-1105)											
Total	3,414	3,252	3,321	3,210	3,186	3,098	3,038	3,114	3,186	3,492	3,477
DOD	1,363	1,220	1,193	1,097	1,069	989	961	995	997	1,200	1,186
Civilian Agencies	2,051	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291
Average Grade	6.62	6.65	6.71	6.77	6.81	6.86	7.1	7.11	7.11	7.14	6.99
Average Age	46.86	47.26	47.73	49.11	48.61	48.79	49.25	49.10	49.25	48.96	50.78
Percent Female	78%	77%	77%	76%	75%	75%	74%	73%	71%	69%	69%
Eligible To Retire in Current FY	6%	10%	13%	20%	18%	18%	16%	20%	18%	16%	17%
Eligible To Retire in FY + 10 Years	39%	51%	54%	63%	61%	62%	59%	64%	60%	59%	53%
College Graduates	11%	10%	11%	11%	12%	12%	12%	15%	15%	16%	17%
Members, Senior Executive Service	0	0	0	0	0	0	0	0	0	0	0

Procurement Clerical and Assistance (GS-1106)											
Total	3,583	3,276	3,120	2,831	2,565	2,370	2,073	1,898	1,776	1,699	1,644
DOD	2,863	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097
Civilian Agencies	720	694	740	715	661	622	533	547	541	543	547
Average Grade	5.73	5.8	5.87	5.92	5.95	5.99	6.17	6.22	6.24	6.24	6.09
Average Age	46.44	47.27	47.66	49.01	48.49	49.21	49.58	49.89	49.92	49.92	51.65
Percent Female	87%	87%	86%	86%	86%	85%	84%	83%	81%	80%	80%
Eligible To Retire in Current FY	9%	14%	17%	22%	21%	21%	22%	24%	22%	24%	27%
Eligible To Retire in FY + 10 Years	44%	56%	59%	64%	64%	64%	63%	67%	65%	64%	60%
College Graduates	8%	7%	8%	9%	8%	9%	8%	12%	11%	12%	13%
Members, Senior Executive Service	0	0	0	0	0	0	0	0	0	0	0

TABLE A2. ACQUISITION WORKFORCE AT A GLANCE FY2010

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
Population	34,461	35,048	3,477	1,644	74,630
Average Grade	9.56	10.69	6.99	6.09	9.89
Average Age	48.61	46.97	50.78	51.65	48.00
Percent Female	55%	58%	69%	80%	58%
Percent Eligible to Retire in FY2010	21%	15%	17%	27%	20%
Percent Eligible to Retire in FY2020	60%	48%	53%	60%	55%
Percent College Graduates	42%	80%	17%	13%	58%
Members, Senior Executive Service	107	105	0	0	212

TABLE A3. LOSSES FROM AND HIRES TO FEDERAL SERVICE DURING FY2010

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
Losses	3,926	1,552	246	156	5,880
Percent of Losses	12.1%	4.7%	7.0%	9.2%	8.3%
Retirement Eligible Employee Losses¹	970	943	147	83	2,143
Total Hires	5,644	3,852	282	192	9,970
Net Change	1,718	2,300	36	36	4,090
Population at End of FY2010	34,461	35,048	3,477	1,644	74,630
DOD	15,692	23,384	1,186	1,097	41,359
Civilian Agencies	18,769	11,664	2,291	547	33,271

¹Data obtained from FedScope



TABLE A4. AVERAGE SALARY BY OCCUPATIONAL SERIES FY2010

Agency	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
USAF	\$87,069.63	\$78,583.96	\$44,193.38	\$44,862.05
Army	\$70,323.01	\$81,308.08	\$51,392.48	\$45,797.67
Navy	\$79,672.63	\$85,037.00	\$49,864.25	\$44,359.29
Other, DOD	\$46,597.38	\$82,002.97	\$44,480.73	\$47,301.96
Average, DOD	\$70,915.66	\$81,733.00	\$47,482.71	\$45,580.24
USDA	\$56,775.15	\$82,752.68	\$48,952.64	\$44,448.35
USAID	\$96,834.84	\$97,819.69	N/A	\$54,875.00
DOC	\$104,870.50	\$98,362.94	\$50,192.58	\$42,525.33
ED	\$88,591.36	\$101,719.77	N/A	N/A
DOE	\$108,850.80	\$98,490.04	\$58,018.71	\$40,813.50
EPA	\$92,727.07	\$96,378.24	\$63,240.80	\$50,379.80
GSA	\$95,842.31	\$87,888.19	\$50,009.25	\$47,913.38
HHS	\$96,235.94	\$94,127.78	\$52,913.80	\$46,603.76
DHS	\$100,128.12	\$94,722.70	\$52,748.12	\$43,335.38
HUD	\$99,206.81	\$103,034.53	N/A	\$54,031.67
DOI	\$73,306.73	\$79,597.82	\$47,169.90	\$43,455.44
DOJ	\$88,674.52	\$81,769.96	\$55,206.54	\$44,201.75
DOL	\$94,927.82	\$103,238.18	\$52,548.24	\$45,792.56
NASA	\$110,826.69	\$99,294.77	\$60,216.81	\$52,013.00
NSF	\$113,997.23	\$118,519.29	N/A	N/A
NRC	\$124,756.86	\$113,443.71	\$62,457.44	N/A
OPM	\$71,993.50	\$96,356.07	\$49,577.50	\$51,441.00
SEC	\$177,938.50	\$130,238.80	N/A	N/A
SBA	\$76,094.77	\$107,591.64	\$51,630.00	\$48,983.00
SSA	\$106,583.50	\$96,054.96	\$56,775.90	N/A
DOS	\$104,141.81	\$106,142.86	\$54,875.00	\$54,875.00
DOT	\$98,692.52	\$94,525.24	\$57,207.75	\$54,067.33
Treasury	\$73,633.22	\$100,676.38	\$60,085.32	\$51,904.43
VA	\$69,533.99	\$77,086.06	\$45,087.07	\$43,709.12
All Other Civilian Agencies	\$108,656.43	\$110,850.02	\$54,258.06	\$49,644.75
Average, Civilian Agencies	\$97,352.84	\$98,827.29	\$54,158.57	\$48,250.68
Average, All Agencies	\$75,322.20	\$84,631.63	\$48,333.71	\$45,784.71

TABLE A5. EDUCATIONAL LEVELS BY OCCUPATION FY2010

Educational Level	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
No Degree	20,046	6,799	2,865	1,426
Bachelors Degree	7,555	16,602	478	171
Post Graduate Study	6,810	11,588	111	40
Unknown	50	59	23	7
Total	34,461	35,048	3,477	1,644
Percent of College Graduates in the Total Population	42%	80%	17%	13%

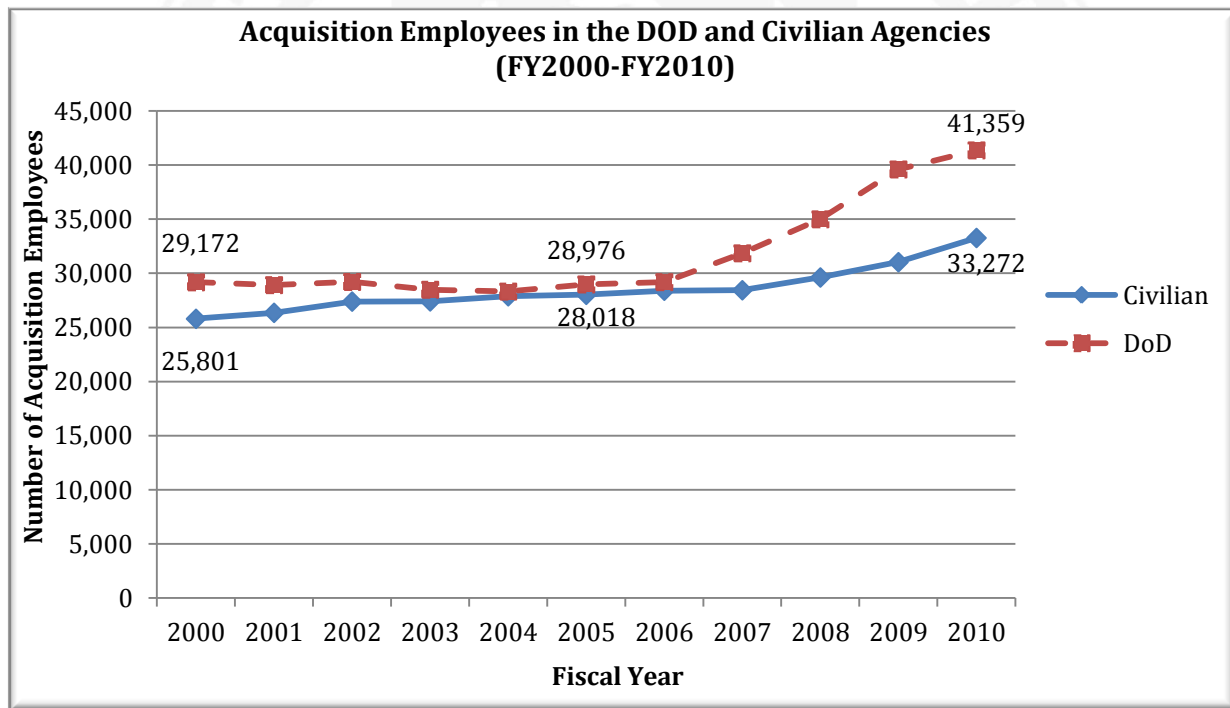


FIGURE A1. ACQUISITION EMPLOYEES IN DOD AND CIVILIAN AGENCIES FY2000-FY2010

Appendix B: Contracting Series GS-1102
FY2010

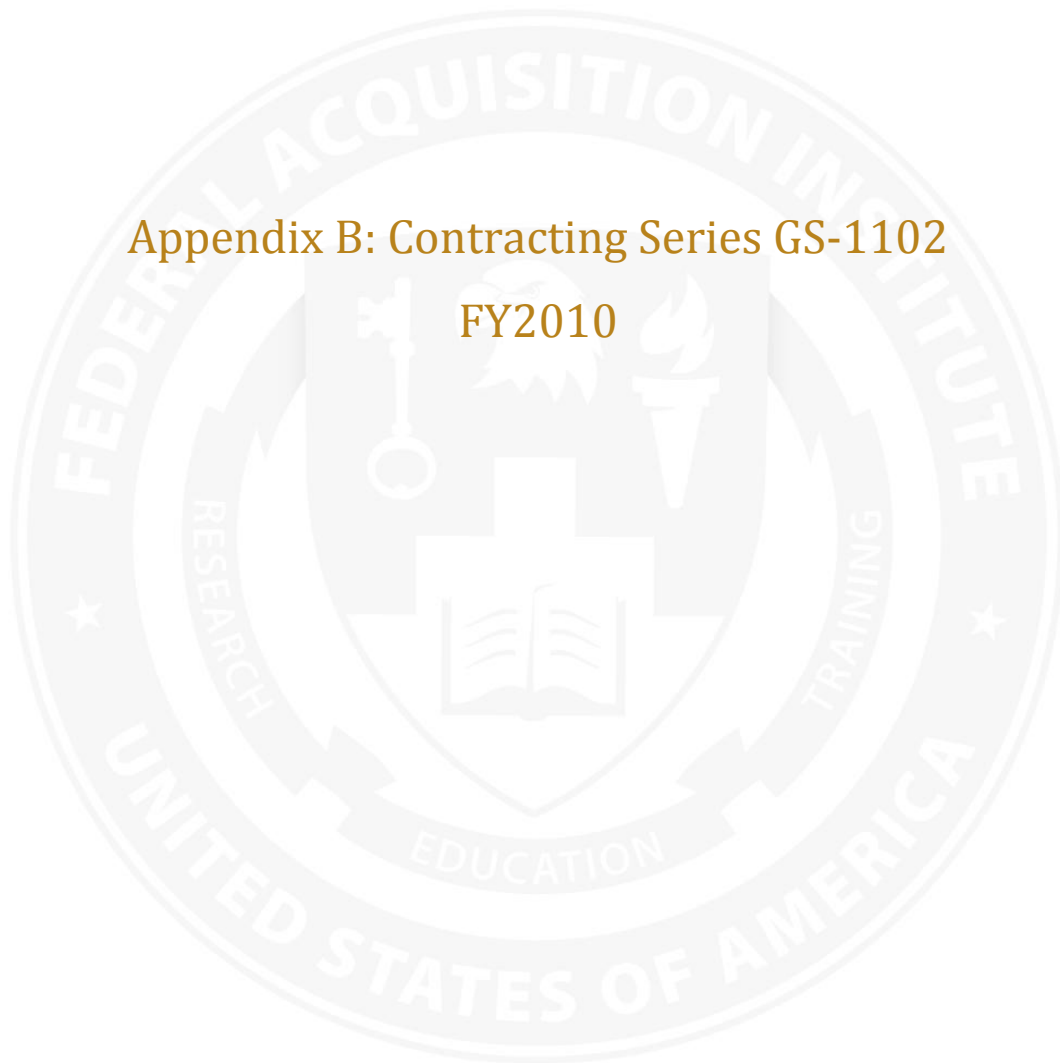


TABLE B1. TURNOVER AND HIRES IN THE CONTRACTING SERIES (GS-1102) FY 2000 - FY 2010

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Population at End of the Fiscal Year	26,751	26,608	27,294	26,849	26,936	27,589	27,944	28,434	29,707	32,925	35,048
Total, DOD	18,756	18,565	18,885	18,393	18,322	18,789	18,928	19,119	19,786	21,975	23,384
Total, Civilian Agencies	7,995	8,043	8,043	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664
Total Losses	1,843	1,947	1,761	2,197	2,443	2,108	2,255	2,247	2,106	1,954	1,552
Percent of Losses	7%	7%	7%	8%	9%	8%	8%	8%	7%	7%	5%
Retirement Eligible Employee Losses¹	440	613	586	834	884	860	779	771	768	645	943
Total Hires	1,819	1,804	2,447	1,752	2,530	2,761	2,610	2,737	3,379	5,172	3,852
Net Change	-24	-143	686	-445	87	653	355	490	1,273	3,218	2,300

¹Data obtained from FedScope



TABLE B2. CONTRACTING SERIES (GS-1102) BY AGENCY BY GRADE

Agency	Grade											Average Grade ³
	5	7	9	11	12	13	14	15	Other ¹	NS ²	All	
USAF	32	241	636	1,156	1,945	999	258	90	363	11	5,731	10.94
Army	40	451	781	988	1,638	1,259	349	97	1,297	8	6,908	9.68
Navy	132	102	235	294	1,178	748	187	79	1,459	14	4,428	8.40
Other, DOD	24	366	474	1,593	2,104	1,070	340	105	226	15	6,317	11.17
Total, DOD	228	1,160	2,126	4,031	6,865	4,076	1,134	371	3,345	47	23,384	10.05
USDA	6	14	66	96	264	138	52	14	9	3	662	11.67
USAID	17	0	5	18	21	31	38	11	101	16	258	7.75
DOC	6	5	7	17	33	32	34	20	52	5	211	9.82
ED	0	0	8	16	13	15	17	8	0	14	91	10.52
DOE	0	2	34	59	147	125	102	81	118	3	671	10.98
EPA	0	2	21	32	67	109	55	20	0	2	308	12.49
GSA	0	59	138	137	585	416	185	51	0	1	1,572	12.05
HHS	6	7	97	107	227	269	161	80	0	8	962	12.27
DHS	1	45	117	160	239	239	243	203	2	112	1,361	12.32
HUD	0	1	1	3	23	35	19	10	0	2	94	12.72
DOI	4	49	138	155	311	181	71	23	2	1	935	11.49
DOJ	3	23	99	99	48	93	47	12	2	1	427	11.24
DOL	0	1	1	4	16	32	25	8	0	0	87	13.08
NASA	4	12	35	27	181	246	141	85	0	11	742	12.58
NSF	0	0	0	0	3	2	10	6	0	0	21	13.90
NRC	0	4	2	0	1	7	18	12	0	1	45	12.91
OPM	0	0	0	7	6	6	9	2	0	0	30	12.77
SEC	0	0	0	0	2	12	10	5	0	1	30	13.73
SBA	0	0	0	0	5	54	9	2	0	0	70	13.11
SSA	0	0	3	12	22	37	9	8	0	2	93	12.37
DOS	0	4	4	10	16	36	64	10	0	2	146	12.88
DOT	0	6	8	18	38	58	44	12	0	258	442	12.60
Treasury	3	2	30	46	112	75	132	19	10	40	469	12.31
VA	11	117	209	207	649	300	128	21	0	5	1,647	11.43
All Other Civilian Agencies	1	2	9	19	48	62	64	33	23	29	290	11.78
Total, Civilian Agencies	62	355	1,032	1,249	3,077	2,610	1,687	756	319	517	11,664	12.03
Total, All Agencies	290	1,515	3,158	5,280	9,942	6,686	2,821	1,127	3,664	564	35,048	11.76

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE B3. CONTRACTING SERIES (GS-1102) BY AGENCY BY SALARY LEVEL FY2010

Agency	Salary in Thousands of Dollars															Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS ¹	
USAF	0	145	475	790	742	1,049	971	647	373	228	121	81	59	50	0	5,731
Army	3	171	628	883	857	978	1,012	817	615	382	195	146	91	127	3	6,908
Navy	2	85	317	461	467	704	643	560	431	311	147	104	81	115	0	4,428
Other, DOD	1	164	398	460	1,007	1,271	949	791	487	294	168	130	85	111	1	6,317
Total, DOD	6	565	1,818	2,594	3,073	4,002	3,575	2,815	1,906	1,215	631	461	316	403	4	23,384
USDA	0	7	29	71	76	107	170	81	44	39	17	13	4	4	0	662
USAID	0	0	4	13	24	36	28	38	33	26	23	15	10	8	0	258
DOC	0	1	7	11	26	16	30	24	19	24	17	17	14	5	0	211
ED	0	0	0	7	12	10	8	5	11	12	7	4	10	5	0	91
DOE	0	0	18	37	55	75	94	81	89	63	60	47	28	24	0	671
EPA	0	0	7	18	31	32	40	38	46	46	21	15	4	10	0	308
GSA	0	6	79	132	122	184	291	313	200	127	56	33	21	8	0	1,572
HHS	0	7	15	83	91	134	142	129	101	82	62	43	34	39	0	962
DHS	0	2	58	137	142	150	151	163	131	122	84	82	85	54	0	1,361
HUD	0	0	0	2	1	10	8	32	8	12	8	7	4	2	0	94
DOI	1	9	80	131	113	173	138	118	65	55	21	13	14	4	0	935
DOJ	0	1	13	61	102	63	49	41	32	29	18	6	7	5	0	427
DOL	0	0	0	3	2	9	11	11	25	8	8	4	3	3	0	87
NASA	0	11	17	25	34	69	133	116	102	84	52	30	34	35	0	742
NSF	0	0	0	0	0	1	2	1	4	1	7	0	3	2	0	21
NRC	0	0	1	5	0	1	1	4	6	8	6	2	6	5	0	45
OPM	0	0	0	1	4	7	1	2	4	5	2	3	1	0	0	30
SEC	0	0	0	0	0	0	0	5	1	5	3	6	4	6	0	30
SBA	0	0	0	0	0	2	8	11	19	20	5	3	1	1	0	70
SSA	0	0	0	3	11	13	11	20	11	11	4	4	2	3	0	93
DOS	0	0	4	5	7	6	18	17	18	31	20	8	4	8	0	146
DOT	0	0	16	38	45	49	51	58	42	60	31	20	21	11	0	442
Treasury	0	1	10	28	34	73	43	33	53	71	56	30	14	23	0	469
VA	0	28	167	209	191	372	268	183	106	65	22	12	13	11	0	1,647
All Other Civilian Agencies	0	0	2	7	19	21	28	42	31	27	29	24	32	28	0	290
Total, Civilian Agencies	1	73	527	1,027	1,142	1,613	1,724	1,566	1,201	1,033	639	441	373	304	0	11,664
Total, All Agencies	7	638	2,345	3,621	4,215	5,615	5,299	4,381	3,107	2,248	1,270	902	689	707	4	35,048

¹NS: Salary was not specified.

TABLE B4. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY GRADE FY2010

Grade	Population	Percent Female	Percent College Graduates
5	290	56%	79%
7	1,515	50%	84%
9	2,352	55%	85%
11	5,280	59%	79%
12	9,942	61%	73%
13	6,686	60%	82%
14	2,821	56%	86%
15	1,127	49%	93%
Other ¹	3,664	57%	89%
NS or No Grade ²	564	58%	83%
Total	35,048	59%	83%

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

TABLE B5. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY SALARY LEVEL FY2010

Salary	Population	New Hires	Percent Female	Percent College Graduates
\$20,000-29,999	7	7	43%	86%
\$30,000-39,999	638	473	47%	84%
\$40,000-49,999	2,345	1,065	53%	88%
\$50,000-59,999	3,621	504	56%	87%
\$60,000-69,999	4,215	474	59%	81%
\$70,000-79,999	5,615	449	61%	77%
\$80,000-89,999	5,299	300	61%	73%
\$90,000-99,999	4,381	178	61%	77%
\$100,000-109,999	3,107	127	59%	80%
\$110,000-119,999	2,248	104	57%	82%
\$120,000-129,999	1,270	60	52%	84%
\$130,000-139,999	902	50	55%	88%
\$140,000-149,999	689	21	51%	91%
\$150,000+	707	30	42%	92%
NS ¹	4	10	50%	0%
Total	35,048	3,852	54%	83%

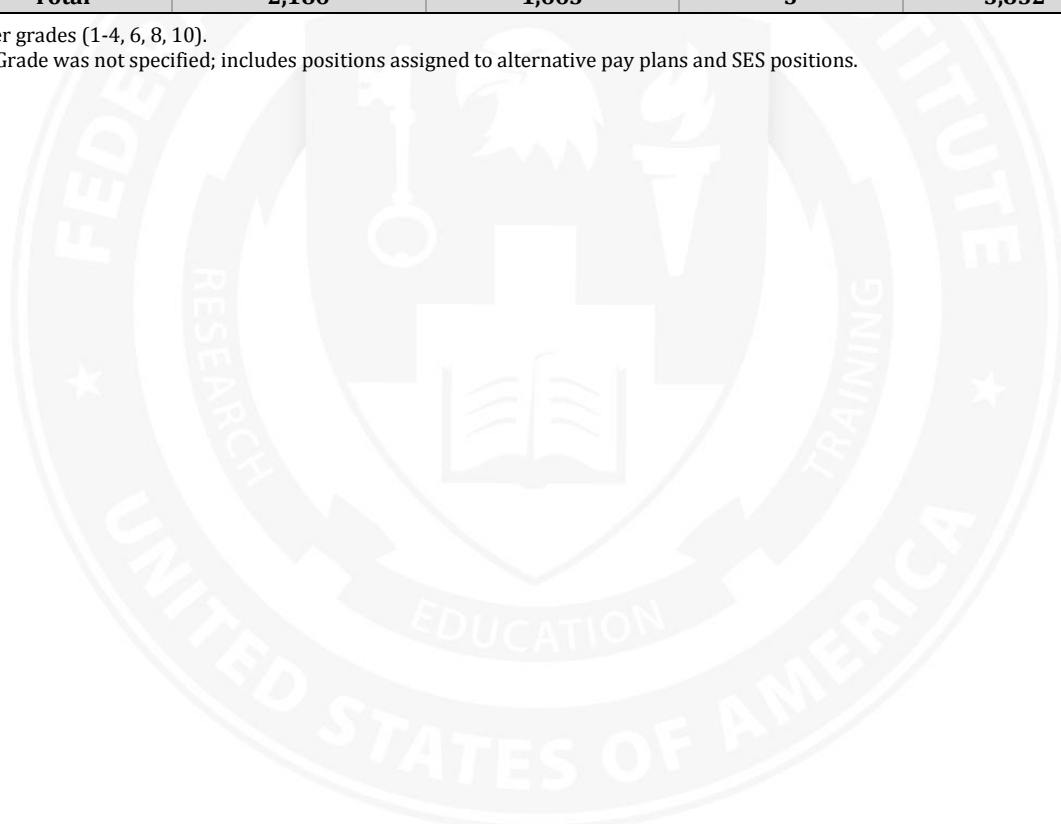
²NS: No salary listed

TABLE B6. CONTRACTING SERIES (GS-1102) HIRES DURING FY2010 BY GRADE

Grade	New Hire – Competitive Service Appointment	New Hire – Excepted Service Appointment	New Hire – Senior Executive Service Appointment	Total
5	9	53	0	62
7	156	803	0	959
9	325	280	0	605
11	335	31	0	366
12	712	12	0	724
13	214	6	0	220
14	86	9	0	95
15	44	4	0	48
Other ¹	305	465	3	773
Total	2,186	1,663	3	3,852

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.



**TABLE B7. RETIREMENT ELIGIBILITY IN THE
CONTRACTING SERIES (GS-1102) BY CIVILIAN AGENCY FY2010¹**

Agency	GS-1102 Workforce Size	Percent Eligible to Retire in 2010	Percent Eligible to Retire in 2020
USDA	662	19%	57%
USAID	258	11%	36%
DOC	211	14%	45%
ED	91	8%	31%
DOE	671	18%	54%
EPA	308	19%	49%
GSA	1,572	17%	46%
HHS	962	16%	47%
DHS	1,361	12%	45%
HUD	94	15%	51%
DOI	935	19%	52%
DOJ	427	6%	42%
DOL	87	15%	52%
NASA	742	17%	50%
NSF	21	10%	52%
NRC	45	18%	44%
OPM	30	7%	40%
SEC	30	10%	33%
SBA	70	41%	86%
SSA	93	19%	51%
DOS	146	24%	64%
DOT	442	22%	55%
Treasury	469	17%	53%
VA	1,647	4%	22%
All Other Civilian Agencies	290	25%	63%
Total, Civilian Agencies	11,664	13%	54%

¹Data not available for the DoD

**TABLE B8. COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)
BY AGENCY AND GRADE FY2010**

Agency	GS 5 & 7	GS 9 -12	GS 13-15	All Grades ¹
USAF	95%	93%	94%	91%
Army	80%	88%	79%	80%
Navy	90%	90%	77%	83%
Other, DOD	82%	88%	78%	79%
Total, DOD	87%	90%	82%	83%
USDA	67%	61%	83%	67%
USAID	N/A	80%	94%	87%
DOC	80%	71%	59%	69%
ED	N/A	88%	87%	93%
DOE	100%	88%	87%	86%
EPA	100%	90%	94%	84%
GSA	76%	83%	80%	73%
HHS	62%	76%	78%	71%
DHS	91%	83%	77%	75%
HUD	0%	0%	69%	66%
DOI	75%	75%	85%	69%
DOJ	100%	64%	78%	67%
DOL	0%	100%	69%	75%
NASA	88%	86%	94%	89%
NSF	N/A	N/A	50%	86%
OPM	N/A	N/A	67%	96%
SBA	N/A	N/A	72%	80%
SSA	N/A	100%	78%	93%
DOS	75%	50%	78%	73%
DOT	75%	63%	84%	80%
Treasury	100%	63%	61%	61%
VA	80%	81%	91%	74%
All Other Civilian Agencies	100%	29%	66%	71%
Total, Civilian Agencies	75%	72%	77%	77%
Total, All Agencies	81%	81%	80%	80%

¹Includes grades GS 1-4, 6, 8, 10.

**TABLE B9. NUMBER OF COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)
BY AGENCY AND SALARY FY 2010**

Agency	Salary Group			Total
	< \$50,000	\$50,000-79,999	> \$80,000	
USAF	592	2,329	2,286	19,412
Army	665	2,242	2,624	5,531
Navy	375	1,451	1,862	3,688
Other, DOD	475	2,176	2,335	4,986
Total, DOD	2,107	8,198	9,107	19,412
USDA	25	155	263	443
USAID	4	67	154	225
DOC	7	32	107	146
EDU	0	27	58	85
DOE	17	138	422	577
EPA	7	67	186	260
GSA	69	358	713	1,140
HHS	16	210	457	683
DHS	48	296	677	1,021
HUD	0	5	57	62
DOI	71	253	321	645
DOJ	11	136	138	285
DOL	0	8	57	65
NASA	26	101	532	659
NSF	0	0	18	18
NRC	1	5	37	43
OPM	0	9	15	24
SEC	0	0	28	28
SBA	0	1	50	51
SSA	0	23	51	74
DOS	3	13	73	89
DOT	14	93	222	329
Treasury	8	93	233	334
VA	159	587	554	1,300
All Other Civilian Agencies	2	19	171	192
Total, Civilian Agencies	488	2,696	5,594	8,778
Total, All Agencies	2,595	10,894	14,701	28,190

**TABLE B10. CONTRACT SPECIALISTS (GS-1102) EMPLOYMENT
BY CORE BASED STATISTICAL AREAS FY2010¹**

Core Based Statistical Area	Civilian Agencies	DOD	Total
Albuquerque, NM	137	184	321
Anchorage, AK	33	87	120
Atlanta-Sandy Springs-Marietta, GA	313	134	447
Augusta-Richmond County, GA-SC	43	40	83
Austin-Round Rock, TX	52	12	64
Bakersfield, CA	19	140	159
Baltimore-Towson, MD	225	653	878
Boise City-Nampa, ID	52	5	57
Boston-Cambridge-Quincy, MA-NH	139	471	610
Bremerton-Silverdale, WA	0	112	112
Charleston-North Charleston, SC	10	130	140
Chicago-Naperville-Joliet, IL-IN-WI	290	82	372
Cincinnati-Middletown, OH-KY-IN	90	26	116
Cleveland-Elyria-Mentor, OH	117	15	132
Colorado Springs, CO	1	308	309
Columbus, OH	14	673	687
Dallas-Fort Worth-Arlington, TX	344	244	588
Davenport-Moline-Rock Island, IA-IL	1	481	482
Dayton, OH	14	1043	1057
Denver-Aurora, CO	381	103	484
Detroit-Warren-Livonia, MI	15	655	670
Durham, NC	60	31	91
El Paso, TX	20	48	68
Elizabethtown, KY	0	68	68
Fayetteville, NC	8	94	102
Gulfport-Biloxi, MS	70	41	111
Harrisburg-Carlisle, PA	3	234	237
Hartford-West Hartford-East Hartford, CT	1	55	56
Honolulu, HI	15	328	343
Houston-Baytown-Sugar Land, TX	145	62	207
Huntsville, AL	100	1077	1177
Indianapolis, IN	61	47	108
Jacksonville, FL	1	193	194
Kansas City, MO-KS	245	67	312
Killeen-Temple-Fort Hood, TX	19	66	85
Las Vegas-Paradise, NV	39	23	62
Lexington Park, MD	1	446	447
Little Rock-North Little Rock, AR	14	45	59
Los Angeles-Long Beach-Santa Ana, CA	89	439	528

Core Based Statistical Area	Civilian Agencies	DOD	Total
Miami-Fort Lauderdale-Miami Beach, FL	41	21	62
Milwaukee-Waukesha-West Allis, WI	43	9	52
Minneapolis-St. Paul-Bloomington, MN-WI	55	45	100
Montgomery, AL	8	105	113
Nashville-Davidson--Murfreesboro, TN	35	21	56
New Orleans-Metairie-Kenner, LA	40	66	106
New York-Northern New Jersey-Long Island, NY-NJ-PA	313	516	829
Ogden-Clearfield, UT	7	400	407
Oklahoma City, OK	90	493	583
Omaha-Council Bluffs, NE-IA	16	91	107
Orlando, FL	25	306	331
Oxnard-Thousand Oaks-Ventura, CA	2	85	87
Palm Bay-Melbourne-Titusville, FL	96	108	204
Panama City-Lynn Haven, FL	1	77	78
Parkersburg-Marietta, WV-OH	62	0	62
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	236	1,379	1,615
Phoenix-Mesa-Scottsdale, AZ	75	81	156
Pittsburgh, PA	96	29	125
Portland-Vancouver-Beaverton, OR-WA	161	22	183
Providence-New Bedford-Fall River, RI-MA	20	82	102
Richmond, VA	17	810	827
Riverside-San Bernardino-Ontario, CA	8	91	99
Sacramento--Arden-Arcade--Roseville, CA	91	44	135
Salt Lake City, UT	35	36	71
San Antonio, TX	20	704	724
San Diego-Carlsbad-San Marcos, CA	15	568	583
San Francisco-Oakland-Fremont, CA	190	9	199
San Jose-Sunnyvale-Santa Clara, CA	53	22	75
Santa Barbara-Santa Maria-Goleta, CA	4	50	54
Seattle-Tacoma-Bellevue, WA	181	152	333
Sierra Vista-Douglas, AZ	32	83	115
St. Louis, MO-IL	20	506	526
Tampa-St. Petersburg-Clearwater, FL	45	147	192
Tucson, AZ	34	72	106
Utica-Rome, NY	0	53	53
Vicksburg, MS	1	69	70
Virginia Beach-Norfolk-Newport News, VA-NC	166	693	859
Warner Robins, GA	1	402	403
Washington-Arlington-Alexandria, DC-VA-MD-WV	4,653	2,644	7,297
York-Hanover, PA	0	53	53

¹Includes CBSA data for areas with 50 or more employees

Appendix C: Purchasing Series GS-1105

FY2010

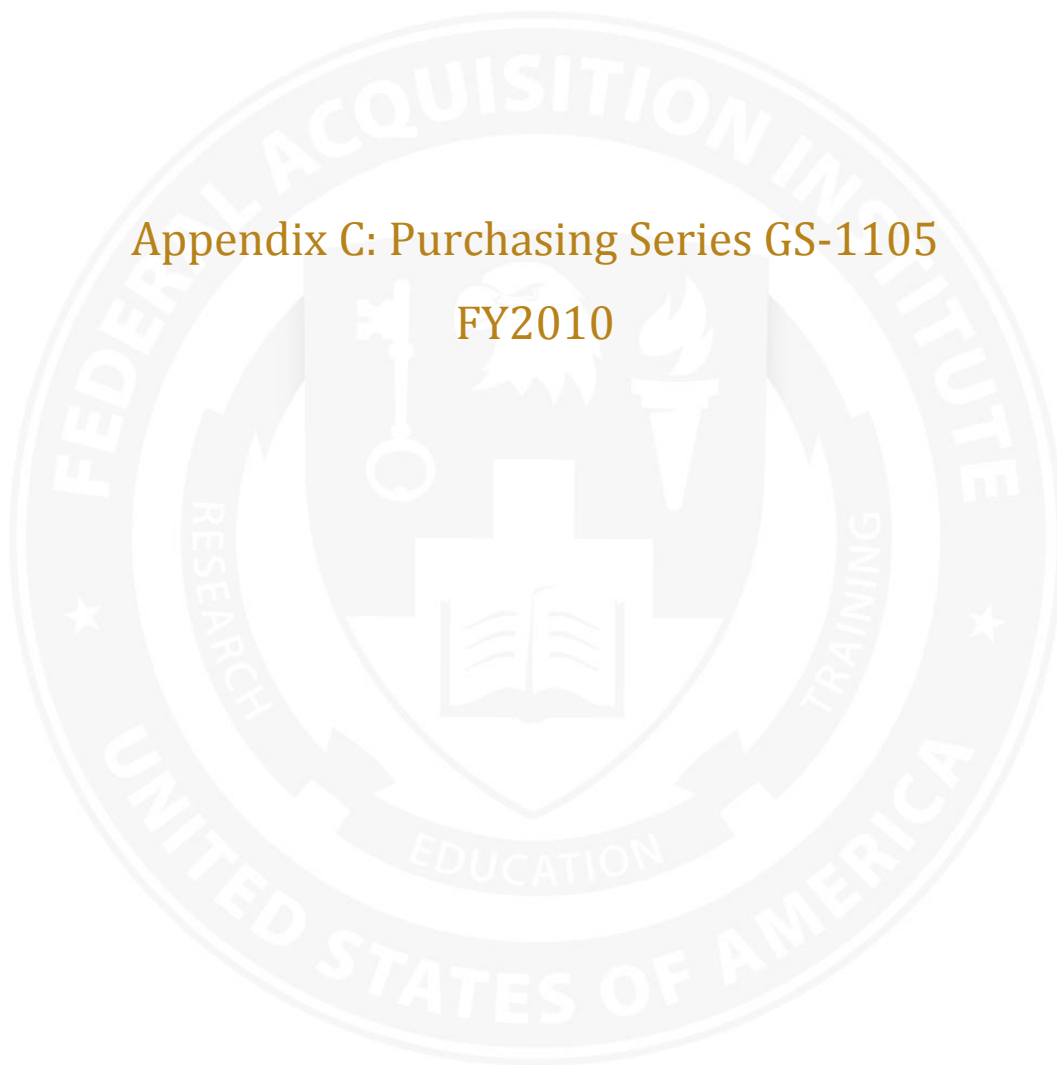


TABLE C1. TURNOVER AND HIRES IN THE PURCHASING SERIES (GS-1105) FY2000-FY2010

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Population at End of the Fiscal Year	3,414	3,252	3,321	3,210	3,186	3,098	3,038	3,114	3,186	3,492	3,477
Total, DOD	1,363	1,220	1,193	1,097	1,069	989	961	995	997	1,200	1,186
Total, Civilian Agencies	2,051	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291
Total Losses	810	686	483	556	491	508	545	514	553	549	246
Percent of Losses¹	21%	20%	15%	17%	15%	16%	18%	17%	18%	17%	7%
Retirement Eligible Employee Losses	66	94	68	129	107	132	111	98	115	124	147
Total Hires	431	524	552	445	467	420	485	590	625	855	282
Net Change	-379	-162	69	-111	-24	-88	-60	76	72	306	36

¹Data obtained from FedScope



TABLE C2. PURCHASING SERIES (GS-1105) BY AGENCY BY GRADE FY2010

Agency	Grade									Average Grade ³
	5	7	9	11	12	15	Other ¹	NS ²	All	
USAF	24	35	4	0	0	0	62	0	125	6.10
Army	14	72	70	1	0	0	147	1	305	6.83
Navy	26	182	75	8	0	0	243	0	534	6.51
Other, DOD	13	162	13	0	1	0	33	0	222	6.92
Total, DOD	77	451	162	9	1	0	485	0	1,186	6.59
USDA	19	146	76	0	0	0	98	0	339	7.38
DOC	1	23	5	0	0	0	26	0	55	7.04
DOE	0	3	2	0	0	0	2	0	7	8.43
EPA	0	0	4	0	0	0	1	0	5	9.20
GSA	1	31	2	0	0	0	23	0	57	7.09
HHS	11	66	54	4	0	0	115	0	250	7.80
DHS	0	33	33	2	0	0	27	0	95	7.89
HUD	0	0	0	0	0	0	0	0	0	N/A
DOI	22	70	26	0	0	0	71	0	189	6.81
DOJ	1	5	25	0	0	0	10	0	41	8.46
DOL	0	9	1	0	0	0	11	0	21	7.71
NASA	0	0	13	1	0	0	7	0	21	8.86
NRC	0	2	2	0	0	0	5	0	9	9.11
OPM	0	2	5	0	0	0	1	0	8	8.13
SBA	0	0	1	0	0	0	0	0	1	9.00
SSA	0	4	1	0	0	0	5	0	10	8.10
DOS	0	1	0	0	0	0	0	0	1	7.00
DOT	1	2	6	0	0	0	3	0	12	8.58
Treasury	0	8	0	0	0	0	11	0	19	7.26
VA	42	721	48	1	0	0	308	0	1120	6.85
All Other Civilian Agencies	3	9	5	3	0	0	8	3	31	6.71
Total, Civilian Agencies	101	1135	309	11	0	0	732	3	2,291	7.87
Total, All Agencies	178	1,586	471	20	1	0	1,217	4	3,477	7.66

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified.

TABLE C3. PURCHASING SERIES (GS-1105) BY AGENCY BY SALARY LEVEL FY2010

Agency	Salary in Thousands of Dollars ¹								Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	
USAF	2	37	52	31	3	0	0	0	125
Army	0	37	101	113	40	13	0	1	305
Navy	6	72	187	196	67	6	0	0	534
Other, DOD	0	55	127	31	6	3	0	0	222
Total, DOD	8	201	467	371	116	22	0	1	1,186
USDA	0	38	152	111	36	2	0	0	339
DOC	0	6	21	15	10	3	0	0	55
DOE	0	0	1	3	3	0	0	0	7
EPA	0	0	0	0	5	0	0	0	5
GSA	0	2	26	27	1	1	0	0	57
HHS	0	20	73	95	49	13	0	0	250
DHS	0	9	27	39	14	6	0	0	95
HUD	0	0	0	0	0	0	0	0	0
DOI	0	43	69	65	11	1	0	0	189
DOJ	0	2	14	9	15	1	0	0	41
DOL	0	0	11	7	2	1	0	0	21
NASA	0	0	1	8	12	0	0	0	21
NRC	0		1	2	5	1	0	0	9
OPM	0	2	3	2	1	0	0	0	8
SBA	0	0	0	1	0	0	0	0	1
SSA	0	0	4	2	2	2	0	0	10
DOS	0	0	0	1		0	0	0	1
DOT	0	1	1	4	6	0	0	0	12
Treasury	0	0	6	5	2	4	1	1	19
VA	3	217	676	208	15	1	0	0	1,120
All Other Civilian Agencies	1	2	8	10	7	3	0	0	31
Total, Civilian Agencies	7	441	1,133	530	151	25	0	1	2,291
Total, All Agencies	39	739	1,598	836	251	38	2	1	3,477

¹Actual range for each column is \$20,000 - \$29,999, etc.

²NS: Salary was not specified.

TABLE C4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY2010¹

Core Based Statistical Area	Civilian Agencies	DOD	Total
Albuquerque, NM	27	6	33
Atlanta-Sandy Springs-Marietta, GA	34	8	42
Augusta-Richmond County, GA-SC	15	9	24
Baltimore-Towson, MD	39	46	85
Birmingham-Hoover, AL	15	0	15
Boise City-Nampa, ID	16	0	16
Boston-Cambridge-Quincy, MA-NH	21	4	25
Bremerton-Silverdale, WA	72	72	0
Charleston-North Charleston, SC	15	5	20
Chicago-Naperville-Joliet, IL-IN-WI	15	7	22
Cleveland-Elyria-Mentor, OH	22	0	22
Columbia, SC	20	1	21
Columbus, OH	8	124	132
Dallas-Fort Worth-Arlington, TX	32	2	34
Denver-Aurora, CO	32	1	33
Detroit-Warren-Livonia, MI	6	9	15
East Stroudsburg, PA	18	18	0
Fayetteville, NC	9	17	26
Gainesville, FL	19	0	19
Honolulu, HI	13	30	43
Houston-Baytown-Sugar Land, TX	19	2	21
Jacksonville, FL	3	25	28
Jacksonville, NC	17	17	0
Kansas City, MO-KS	20	2	22
Killeen-Temple-Fort Hood, TX	13	8	21
Los Angeles-Long Beach-Santa Ana, CA	29	5	34
Louisville, KY-IN	31	5	36
Miami-Fort Lauderdale-Miami Beach, FL	32	1	33
Minneapolis-St. Paul-Bloomington, MN-WI	26	2	28
Montgomery, AL	9	6	15
New Orleans-Metairie-Kenner, LA	15	1	16
New York-Northern New Jersey-Long Island, NY-NJ-PA	36	4	40
Oklahoma City, OK	18	0	18
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	45	16	61
Phoenix-Mesa-Scottsdale, AZ	30	1	31
Pittsburgh, PA	40	4	44
Portland-Vancouver-Beaverton, OR-WA	33	5	38
Providence-New Bedford-Fall River, RI-MA	6	15	21

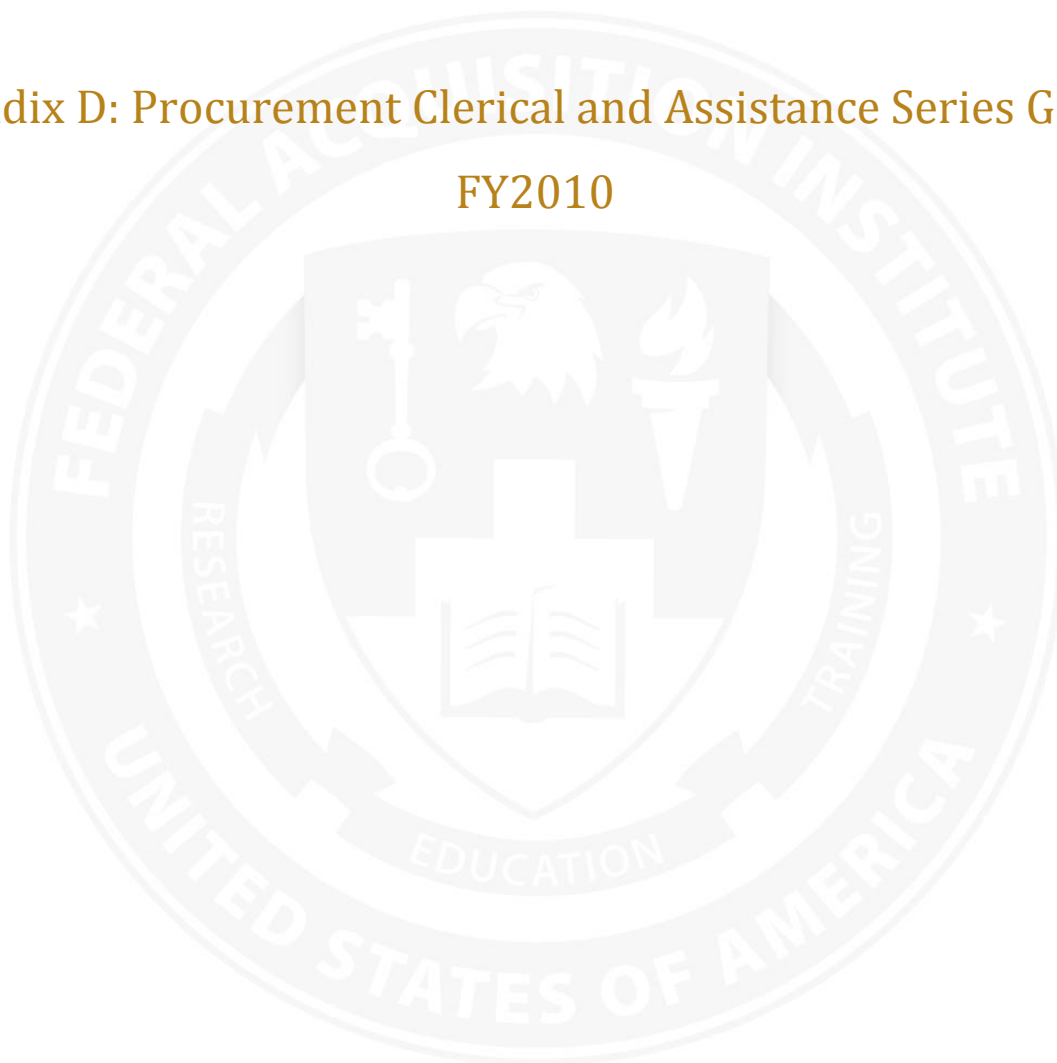
Core Based Statistical Area	Civilian Agencies	DOD	Total
Richmond, VA	10	37	47
Riverside-San Bernardino-Ontario, CA	13	17	30
Sacramento--Arden-Arcade--Roseville, CA	16	1	17
Salt Lake City, UT	17	5	22
San Antonio, TX	20	26	46
San Diego-Carlsbad-San Marcos, CA	12	67	79
San Francisco-Oakland-Fremont, CA	44	1	45
Seattle-Tacoma-Bellevue, WA	27	16	43
St. Louis, MO-IL	11	20	31
Tampa-St. Petersburg-Clearwater, FL	32	1	33
Tucson, AZ	16	2	18
Virginia Beach-Norfolk-Newport News, VA-NC	37	45	82
Washington-Arlington-Alexandria, DC-VA-MD-WV	285	95	380

¹Includes CBSA data for areas with 15 or more employees



Appendix D: Procurement Clerical and Assistance Series GS-1106

FY2010



**TABLE D1. TURNOVER AND HIRES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
FY2000-FY2010**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Population at End of the Fiscal Year	3,583	3,276	3,120	2,831	2,565	2,370	2,073	1,898	1,776	1,699	1,644
Total, DOD	2,863	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097
Total, Civilian Agencies	720	694	740	715	661	622	533	547	541	543	547
Total Losses	871	735	632	590	586	442	530	430	417	394	156
Percent of Losses	22%	21%	19%	19%	21%	17%	22%	21%	22%	22%	9%
Retirement Eligible Employee Losses¹	70	113	111	158	132	91	129	110	107	79	83
Total Hires	488	428	476	301	320	247	233	255	295	317	192
Net Change	-383	-307	-156	-289	-266	-195	-297	-175	-122	-77	36

¹Data obtained from Fedscope



**TABLE D2. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
BY AGENCY BY GRADE FY2010**

Agency	Grade							Average Grade ³
	5	7	9	13	Other ¹	NS ²	All	
USAF	31	106	0	0	64	0	201	6.12
Army	43	112	0	0	84	0	239	5.80
Navy	29	48	1	0	86	0	164	5.18
Other, DOD	49	184	2	0	258	0	493	6.25
Total, DOD	152	450	3	0	492	0	1097	5.84
USDA	18	61	2	0	33	1	115	6.26
USAID	0	1	0	0	0	0	1	7.00
DOC	2	1	0	0	0	0	3	5.67
DOE	0	2	0	0	18	0	20	5.00
EPA	0	2	0	0	3	0	5	6.80
GSA	7	27	1	0	12	0	47	6.62
HHS	1	14	0	0	14	0	29	6.72
DHS	2	16	0	0	10	0	28	6.39
HUD	0	3	0	0	0	0	3	7.00
DOI	14	42	0	0	28	0	84	6.27
DOJ	2	1	0	0	1	0	4	6.25
DOL	0	6	0	0	3	0	9	6.89
NASA	1	0	0	0	1	0	2	6.50
OPM	0	1	0	0	5	0	6	7.83
SBA	0	1	0	0	1	0	2	6.50
DOS	0	1	0	0	0	0	1	7.00
DOT	0	0	0	0	1	0	1	6.00
Treasury	2	2	0	1	2	0	7	6.57
VA	19	59	0	0	55	0	133	6.26
All Other Civilian Agencies	7	28	1	0	7	1	44	6.55
Total, Civilian Agencies	75	268	3	1	194	2	543	5.80
Total, All Agencies	227	718	7	1	686	2	1641	6.39

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified.

**TABLE D3. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
BY AGENCY BY SALARY LEVEL FY2010**

Agency	Salary in Thousands of Dollars ¹						Total
	20-30	30-40	40-50	50-60	60-70	70-80	
USAF	1	35	129	36	0	0	201
Army	1	45	126	63	4	0	239
Navy	3	40	77	38	5	1	164
Other, DOD	0	40	314	137	1	1	493
Total, DOD	5	160	646	274	10	2	1,097
USDA	6	22	56	28	3	0	115
USAID	0	0	0	1	0	0	1
DOC	0	1	1	1	0	0	3
DOE	6	4	7	3	0	0	20
EPA	0	1	0	4	0	0	5
GSA	0	5	24	17	1	0	47
HHS	0	8	11	9	1	0	29
DHS	1	10	13	4	0	1	29
HUD	0	0	0	3	0	0	3
DOI	8	18	35	22	1	0	84
DOJ	0	2	1	0	1	0	4
DOL	0	1	5	3	0	0	9
NASA	0	0	1	1	0	0	2
OPM	0	0	1	5	0	0	6
SBA	0	0	2	0	0	0	2
DOS	0	0	0	1	0	0	1
DOT	0	0	2	0	1		3
Treasury	0	1	2	2	1	1	7
VA	1	36	81	15	0	0	133
All Other Civilian Agencies	0	3	19	18	4	0	44
Total, Civilian Agencies	22	112	261	137	13	2	547
Total, All Agencies	27	272	907	411	23	4	1,644

TABLE D4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY2010¹

Core Based Statistical Area	Civilian Agencies	DOD	Total
Albuquerque, NM	10	11	21
Atlanta-Sandy Springs-Marietta, GA	13	10	23
Bakersfield, CA	0	16	16
Baltimore-Towson, MD	6	19	25
Boston-Cambridge-Quincy, MA-NH	8	31	39
Chicago-Naperville-Joliet, IL-IN-WI	18	5	23
Columbus, OH	4	57	61
Dallas-Fort Worth-Arlington, TX	6	11	17
Davenport-Moline-Rock Island, IA-IL	0	15	15
Dayton, OH	1	26	27
Denver-Aurora, CO	25	4	29
Detroit-Warren-Livonia, MI	2	14	16
Honolulu, HI	3	14	17
Huntsville, AL	0	15	15
Jacksonville, FL	0	21	21
Los Angeles-Long Beach-Santa Ana, CA	19	31	50
New York-Northern New Jersey-Long Island, NY-NJ-PA	20	35	55
Ogden-Clearfield, UT	1	15	16
Oklahoma City, OK	3	27	30
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	15	83	98
Richmond, VA	1	49	50
Sacramento--Arden-Arcade--Roseville, CA	10	10	20
San Antonio, TX	2	40	42
San Diego-Carlsbad-San Marcos, CA	2	36	38
Seattle-Tacoma-Bellevue, WA	9	21	30
Virginia Beach-Norfolk-Newport News, VA-NC	4	11	15
Warner Robins, GA	0	26	26
Washington-Arlington-Alexandria, DC-VA-MD-WV	109	73	182

¹Includes CBSA data for areas with 15 or more employees

Appendix E: General Business and Industry GS-1101
FY2010

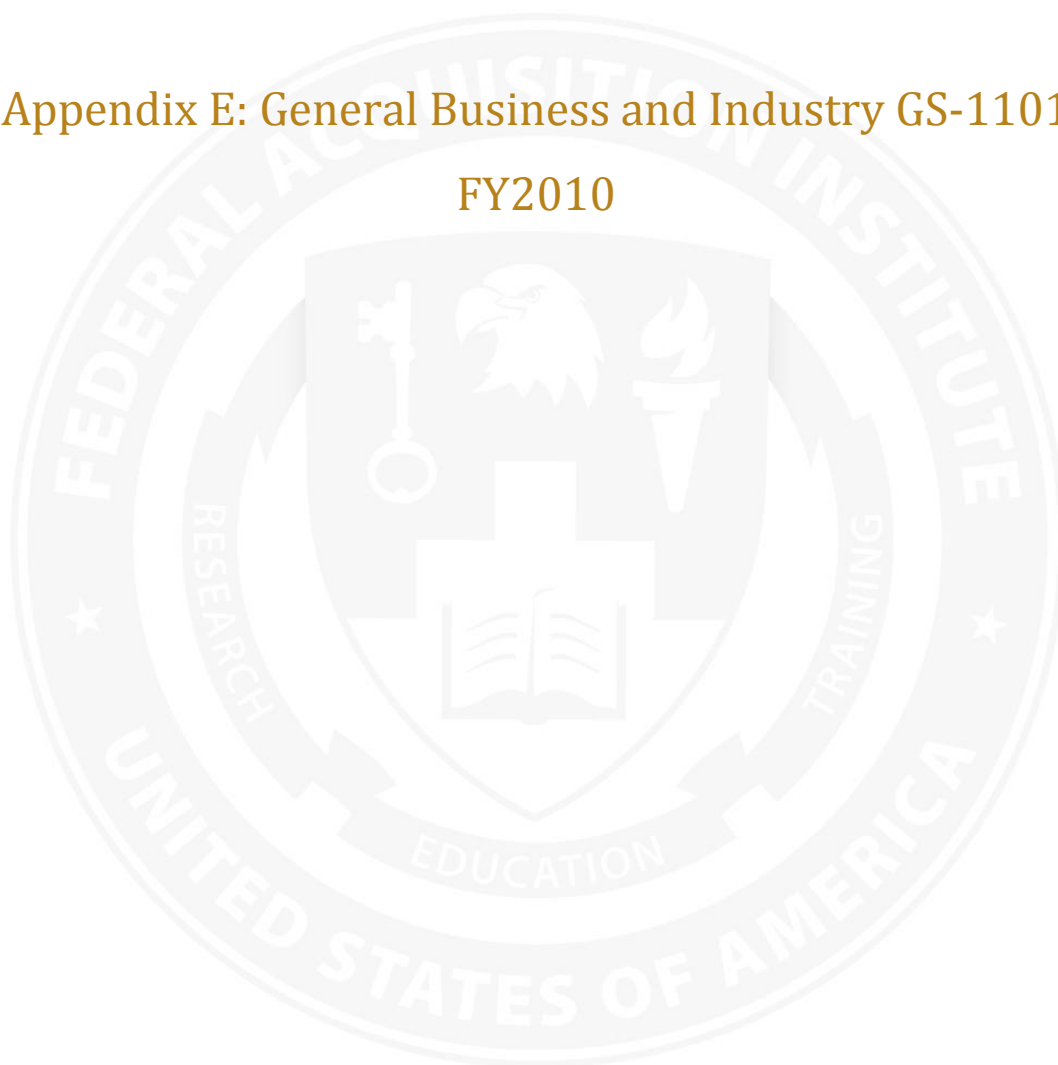


TABLE E1. TURNOVER AND HIRES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) FY2000-FY2010

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Population at End of the Fiscal Year	21,225	22,132	22,895	23,008	23,514	23,937	24,533	26,846	29,945	32,515	34,461
Total, DOD	6,190	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692
Total, Civilian Agencies	15,035	15,586	16,146	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769
Total Losses	2,962	2,666	3,040	2,942	3,112	3,517	3,377	3,687	4,230	5,027	3,926
Percent of Losses	14%	13%	14%	13%	14%	15%	14%	15%	16%	17%	12%
Retirement Eligible Employee Losses	426	487	609	781	823	982	837	856	911	917	970
Total Hires	3,232	3,573	3,773	3,085	3,618	3,940	3,973	6,000	7,329	7,597	5,644
Net Change	270	907	733	143	506	423	596	2,313	3,099	2,570	1,718

¹Data obtained from FedScope



TABLE E2. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY GRADE FY2010

Agency	Grade											Average Grade ³
	5	7	9	11	12	13	14	15	Other ¹	NS ²	All	
USAF	29	172	291	564	970	1,067	324	147	309	27	3,900	11.17
Army	43	205	272	324	278	107	27	2	195	13	1,466	9.22
Navy	37	98	356	391	465	336	114	39	163	4	2,003	10.53
Other, DOD	332	201	30	53	494	682	314	150	6,023	44	8,323	5.20
Total, DOD	441	676	949	1,332	2,207	2,192	779	338	6,690	88	15,692	9.03
USDA	284	2044	203	194	239	504	65	27	550	11	4,121	8.19
USAID	25	0	0	0	2	11	4	8	75	1	126	5.67
DOC	6	19	28	37	69	117	62	51	368	24	781	7.49
ED	0	0	42	87	106	100	38	6	0	1	380	11.92
DOE	2	3	36	70	89	171	188	158	42	14	773	12.37
EPA	0	5	12	14	71	48	23	8	0	0	181	12.24
GSA	5	65	102	106	274	469	318	118	8	0	1,465	12.43
HHS	1	11	55	57	214	313	139	71	0	13	874	12.42
DHS	1	2	8	42	65	139	107	49	0	26	439	13.01
HUD	1	15	53	138	1,087	1,056	458	230	0	11	3,049	12.71
DOI	61	70	121	186	251	143	96	4	70	0	1,002	10.57
DOJ	1	7	43	80	118	137	38	17	0	0	441	12.03
DOL	1	1	4	4	10	14	9	1	0	0	44	12.16
NASA	0	0	2	2	11	15	13	6	0	0	49	13.04
NSF	2	0	1	3	3	23	16	8	0	4	60	12.18
NRC	0	0	0	0	0	3	1	2	0	1	7	11.86
OPM	0	0	0	5	3	0	0	0	0	0	8	11.38
SEC	0	0	0	0	0	0	1	0	0	1	2	15.50
SBA	19	173	91	169	447	172	34	4	16	0	1,125	10.86
SSA	0	0	0	0	1	2	1	0	0	0	4	13.00
DOS	0	0	3	5	13	33	22	12	0	1	89	12.98
DOT	0	0	2	2	6	5	9	4	56	0	84	12.86
Treasury	1	60	562	239	78	66	84	8	96	1	1,195	10.28
VA	0	5	31	60	64	76	61	46	135	3	481	11.88
All Other Civilian Agencies	10	5	81	54	322	475	564	68	203	207	1,989	13.88
Total, Civilian Agencies	420	2485	1,480	1,554	3,543	4,092	2,351	906	1,619	319	18,769	11.72
Total, All Agencies	861	3,161	2,429	2,886	5,750	6,284	3,130	1,244	8,309	407	34,461	11.35

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE E3. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY SALARY LEVEL FY2010

Agency	Salary in Thousands of Dollars ¹															
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS ²	Total
USAF	3	66	257	317	408	582	599	558	454	220	141	105	87	103	0	3,900
Army	5	70	246	318	240	179	124	89	63	37	23	20	13	36	3	1,466
Navy	3	30	104	255	388	335	304	224	145	100	41	30	27	17	0	2,003
Other, DOD	3,721	2,081	547	119	64	156	260	266	269	256	132	134	98	157	63	8,323
Total, DOD	3,732	2,247	1,154	1,009	1,100	1,252	1,287	1,137	931	613	337	289	225	313	66	15,692
USDA	65	581	1,645	769	192	127	167	212	224	68	29	13	11	15	3	4,121
USAID	0	0	2	8	14	35	6	14	9	3	4	7	7	17	0	126
DOC	0	2	14	50	60	58	77	143	77	54	44	58	43	101	0	781
ED	0	0	5	34	41	65	60	60	51	35	11	13	3	2	0	380
DOE	1	1	8	29	58	70	57	60	114	89	74	71	64	77	0	773
EPA	0	0	3	12	13	31	28	34	16	18	12	7	3	4	0	181
GSA	4	15	65	92	88	125	191	200	227	176	142	68	50	22	0	1,465
HHS	0	0	14	54	43	157	92	150	133	92	54	34	21	30	0	874
DHS	0	1	4	14	34	46	60	61	72	59	33	28	17	10	0	439
HUD	0	8	20	73	117	376	540	537	562	327	167	133	84	106	0	3,049
DOI	17	96	93	116	135	152	126	104	79	50	24	9	1	0	0	1,002
DOJ	0	0	7	36	58	59	93	62	61	22	14	14	9	6	0	441
DOL	0	1	1	3	4	3	6	5	7	6	3	4	1	0	0	44
NASA	0	0	0	0	2	2	6	9	4	9	6	2	6	3	0	49
NSF	0	0	0	1	1	4	4	12	10	8	5	3	5	7	0	60
NRC	0	0	0	0	0	0	1	1	0	1	0	2	1	1	0	7
OPM	0	0	0	1	3	2	1	1	0	0	0	0	0	0	0	8
SEC	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
SBA	1	41	149	135	126	143	222	135	89	56	12	12	3	1	0	1,125
SSA	0	0	0	0	0	0	1	1	0	1	0	1	0	0	0	4
DOS	0	0	0	2	1	11	12	17	18	7	7	6	6	2	0	89
DOT	0	0	1	4	9	13	8	9	11	9	8	5	5	2	0	84
Treasury	0	4	57	337	329	163	77	47	55	38	40	24	9	15	0	1,195
VA	12	75	83	56	44	48	37	38	39	20	11	6	5	7	0	481
All Other Civilian Agencies	0	5	16	77	48	198	239	268	248	253	212	119	91	215	0	1,989
Total, Civilian Agencies	100	830	2,186	1,903	1,420	1,888	2,111	2,180	2,106	1,401	912	639	445	645	3	18,769
Total, All Agencies	3,832	3,077	3,340	2,912	2,520	3,140	3,398	3,317	3,037	2,014	1,249	928	670	958	69	34,461

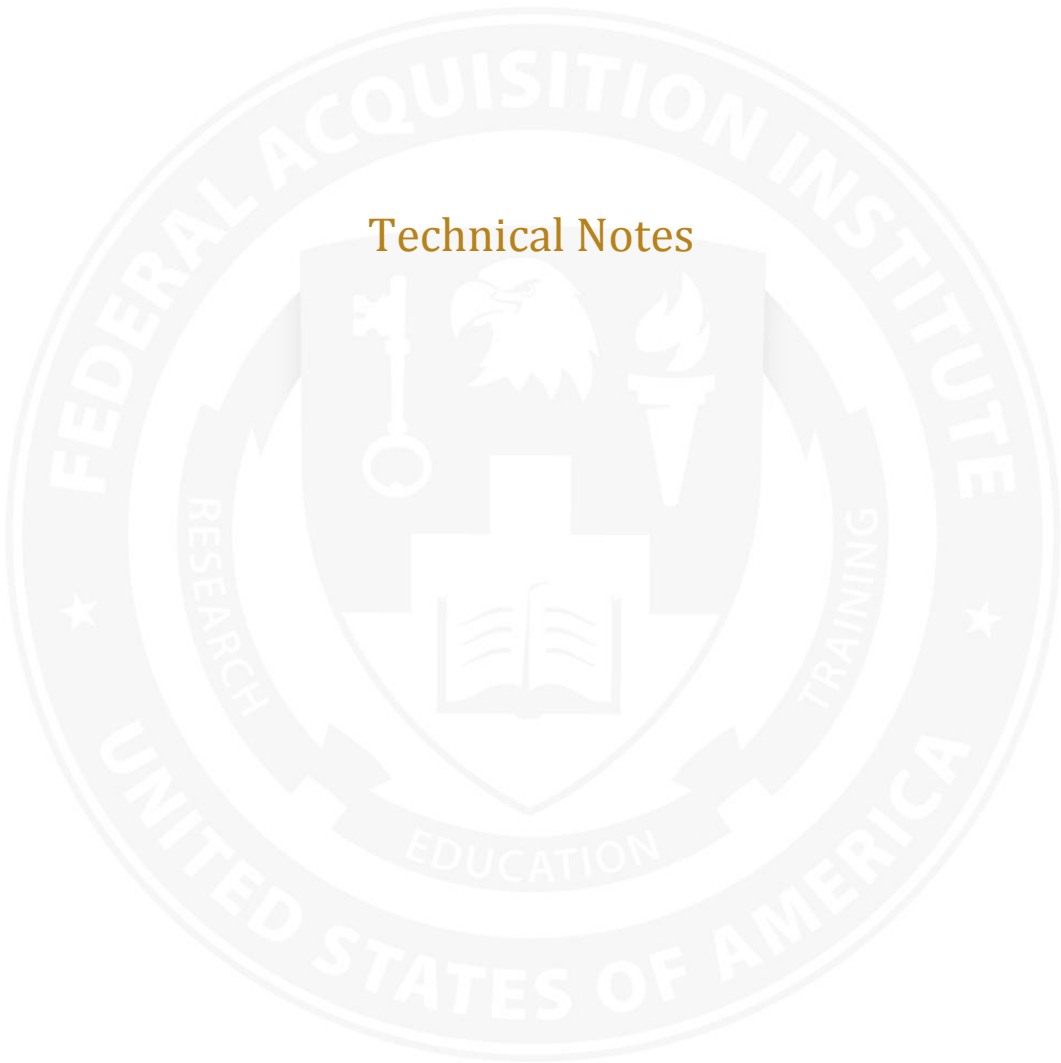
²NS: Salary was not specified.

**TABLE E4. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) EMPLOYMENT
BY CORE BASED STATISTICAL AREAS FY2010¹**

Core Based Statistical Area	Civilian Agencies	DOD	Total
Albuquerque, NM	137	184	321
Anchorage, AK	33	87	120
Atlanta-Sandy Springs-Marietta, GA	313	134	447
Augusta-Richmond County, GA-SC	43	40	83
Austin-Round Rock, TX	52	12	64
Bakersfield, CA	19	140	159
Baltimore-Towson, MD	225	653	878
Boise City-Nampa, ID	52	5	57
Boston-Cambridge-Quincy, MA-NH	139	471	610
Bremerton-Silverdale, WA	0	112	112
Charleston-North Charleston, SC	10	130	140
Chicago-Naperville-Joliet, IL-IN-WI	290	82	372
Cincinnati-Middletown, OH-KY-IN	90	26	116
Cleveland-Elyria-Mentor, OH	117	15	132
Colorado Springs, CO	1	308	309
Columbus, OH	14	673	687
Dallas-Fort Worth-Arlington, TX	344	244	588
Davenport-Moline-Rock Island, IA-IL	1	481	482
Dayton, OH	14	1043	1057
Denver-Aurora, CO	381	103	484
Detroit-Warren-Livonia, MI	15	655	670
Durham, NC	60	31	91
El Paso, TX	20	48	68
Elizabethtown, KY	0	68	68
Fayetteville, NC	8	94	102
Gulfport-Biloxi, MS	70	41	111
Harrisburg-Carlisle, PA	3	234	237
Hartford-West Hartford-East Hartford, CT	1	55	56
Honolulu, HI	15	328	343
Houston-Baytown-Sugar Land, TX	145	62	207
Huntsville, AL	100	1077	1177
Indianapolis, IN	61	47	108
Jacksonville, FL	1	193	194
Kansas City, MO-KS	245	67	312
Killeen-Temple-Fort Hood, TX	19	66	85
Las Vegas-Paradise, NV	39	23	62
Lexington Park, MD	1	446	447
Little Rock-North Little Rock, AR	14	45	59

Los Angeles-Long Beach-Santa Ana, CA	89	439	528
Miami-Fort Lauderdale-Miami Beach, FL	41	21	62
Milwaukee-Waukesha-West Allis, WI	43	9	52
Minneapolis-St. Paul-Bloomington, MN-WI	55	45	100
Montgomery, AL	8	105	113
Nashville-Davidson--Murfreesboro, TN	35	21	56
New Orleans-Metairie-Kenner, LA	40	66	106
New York-Northern New Jersey-Long Island, NY-NJ-PA	313	516	829
Ogden-Clearfield, UT	7	400	407
Oklahoma City, OK	90	493	583
Omaha-Council Bluffs, NE-IA	16	91	107
Orlando, FL	25	306	331
Oxnard-Thousand Oaks-Ventura, CA	2	85	87
Palm Bay-Melbourne-Titusville, FL	96	108	204
Panama City-Lynn Haven, FL	1	77	78
Parkersburg-Marietta, WV-OH	62	0	62
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	236	1379	1615
Phoenix-Mesa-Scottsdale, AZ	75	81	156
Pittsburgh, PA	96	29	125
Portland-Vancouver-Beaverton, OR-WA	161	22	183
Providence-New Bedford-Fall River, RI-MA	20	82	102
Richmond, VA	17	810	827
Riverside-San Bernardino-Ontario, CA	8	91	99
Sacramento--Arden-Arcade--Roseville, CA	91	44	135
Salt Lake City, UT	35	36	71
San Antonio, TX	20	704	724
San Diego-Carlsbad-San Marcos, CA	15	568	583
San Francisco-Oakland-Fremont, CA	190	9	199
San Jose-Sunnyvale-Santa Clara, CA	53	22	75
Santa Barbara-Santa Maria-Goleta, CA	4	50	54
Seattle-Tacoma-Bellevue, WA	181	152	333
Sierra Vista-Douglas, AZ	32	83	115
St. Louis, MO-IL	20	506	526
Tampa-St. Petersburg-Clearwater, FL	45	147	192
Tucson, AZ	34	72	106
Utica-Rome, NY	0	53	53
Vicksburg, MS	1	69	70
Virginia Beach-Norfolk-Newport News, VA-NC	166	693	859
Warner Robins, GA	1	402	403
Washington-Arlington-Alexandria, DC-VA-MD-WV	4653	2644	7297
York-Hanover, PA	0	53	53

¹Includes CBSA data for areas with 50 or more employees



Technical Notes

Source of Data

To calculate the Federal Acquisition Workforce, this report uses the definition set forth by OFPP in Policy Letter 05-01. It defines the workforce by key occupational series (such as GS-1102 Contracting Specialists and the GS-1105 Purchasing series); key acquisition roles such as Program/Project Managers (P/PMs) and Contracting Officer Representatives (CORs); and additional occupations identified by agency Chief Acquisition Officers (CAOs). To count and obtain demographic information regarding the workforce, this report draws from three sources: the OPM CPDF, Performance.gov, and individual agency AHCPs.

This report provides information on the OPM General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106) job series for both Defense and civilian agencies; and P/PMs and CORs for civilian agencies.

Data pertaining to P/PM role and COR role were obtained directly from the civilian agencies in their annual AHCPs. Each of the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies submits an annual AHCP to OFPP, which includes the number of P/PMs and CORs and their certification rates.

Certification data related to the Contracting Specialist (GS-1102) in Table 3 of the report was obtained from the Develop Acquisition *Workforce* section of Performance.gov.

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

This report includes data only on employees in civilian agencies who are eligible for full retirement. Two Federal retirement systems cover the large majority of Federal employees: the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS).

Since 1987, all new employees who began service after January 1, 1984 are covered by the Federal Employees Retirement System (FERS), with some CSRS employees opting to transfer to the FERS system, as well. Given that the CPDF status file does not contain retirement plan information, this report uses January 1, 1984 as a cutoff date between employees on the FERS and CSRS retirement plans. That is, employees with service computation dates of January 1, 1984 or after are classified as FERS, while those with service computation dates prior to January 1, 1984 are included under CSRS.

Retirement eligibility was calculated using the parameters for full retirement under the CSRS and FERS systems. These parameters are outlined below (age/years of service):

For CSRS, the age/years of service splits are:

- 62/5
- 60/20

- 55/30

For FERS, the age/years of service splits are:

- 62/5
- 60/20
- If born before 1951, 55/30
- If born between 1951 and 1968, 56/30
- If born in 1970 and after, 57/30

Note: For those with 30 or more years of service, the age requirement was rounded to the closest full year.

Note: For years prior to 2007 are extracted from prior reports, which utilized the CSRS calculations alone.

Losses/Attrition	Losses include employees who left the series for any reason, such as separation from government service or movement to a position in a different series. Losses/Attrition data for this report were obtained from FedScope.
Hires	Hires include employees who entered the series from any source, including outside hires and transfers from other series. Hires data for this report were obtained from FedScope.
Education Levels	Since 1974, the educational levels attained by all full-time, permanent employees have been 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.
Average Grade	Average grade computations exclude employees in the Senior Executive Service and others whose grades are not identified at a specific GS level, such as those in pay band positions.
Core Based Statistical Area (CBSA)	The OPM <i>Guide to Personnel Data Standards</i> defines a CBSA as a “geographic area having at least one urban area of population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.” To keep data at a manageable level, CBSA tables in the report show only locations where 50 or more personnel are located for the 1101 and 1102 series, and 15 or more personnel for the 1105 and 1106 series.