



as of Nov. 30, 1978

FY 77

FEDERAL CONTRACT AND PROCUREMENT WORK FORCE DEMOGRAPHICS

As of  
FY 77  
11-30-78

CONTRACT-PROCUREMENT OCCUPATIONAL SERIES DEMOGRAPHICS

1101 - General Business and Industry

1102 - Contract and Procurement

1103 - Industrial Property Management

1105 - Purchasing

1106 - Procurement Clerical

1150 - Industrial Specialist

Prepared By

FEDERAL ACQUISITION INSTITUTE



EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF MANAGEMENT AND BUDGET  
OFFICE OF FEDERAL PROCUREMENT POLICY

FEDERAL ACQUISITION INSTITUTE  
5001 EISENHOWER AVENUE  
ALEXANDRIA, VIRGINIA 22333

September 1979

FOREWORD

During the past year, the Federal Acquisition Institute has been studying the demographics of the Federal contract-procurement work force. The accompanying tables are the product of FAI's analysis of data obtained from the Central Personnel Data File, maintained by the Office of Personnel Management.

The tables are the initial product of the FAI's efforts to build a government-wide manpower information system for the contracting and procurement operations. I would appreciate any suggestions that you might have which would enable us to make future reports more responsive to the needs of the contract-procurement community.

William N. Hunter  
Director

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TECHNICAL NOTES

Source of Data:

The data presented in this report are based on an extract of the Central Personnel Data File, as of November 30, 1978. The file is maintained on a Government-wide basis by the Office of Personnel Management. The population studied covers active, full-time employees only. The minority group designations used in this report are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska, and Aleuts in Alaska.

Missing Data:

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

Retirement Eligibility Categories:

Minimum combinations of age and years of service needed to qualify for:

Optional Retirement:

Age 62 with 5 years of service

Age 60 with 20 years of service

Age 55 with 30 years of service

Early Retirement (RIF, abolishment of position):

Age 50 with 20 years of service

Any age with 25 years of service

Educational Level Categories:

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

## HIGHLIGHTS

- \* Forty five percent of the 41,000 employees are in the 1102 - Contract and Procurement occupational series. Eighteen percent or 7422 employees are in the 1106 - Procurement Management series with another 17% classified in the 1101 - General Business and Industry series.
- \* Two thirds of the contract-procurement employees work for Defense agencies with the Air Force having about one fifth of the total group. Agriculture and Labor are the civil agencies which employ the largest numbers of contract and procurement personnel.
- \* An individual's pay grade is related to his educational attainment. Among 1102 - Contract and Procurement employees, 36% of the GS-11's have graduated from college while 68% of the GS-14's have done so. An even greater difference is found among 1101 - General Business and Industry employees where the respective percentages are 25 and 67.
- \* The educational level of employees within the same occupational series differ by geographic location. Sixty percent of the 1102 - Contract and Procurement series working in Dayton, Ohio, have graduated from college while only 38% in the St. Louis area have done so.
- \* Twenty percent of the 1103 - Property Management and 1150 - Industrial Specialists were eligible to retire in November, 1978 if they chose to do so. Among employees in grades 12 or higher, the percentage was slightly more than 25%.
- \* Among 1102 - Contract and Procurement employees The Small Business Administration, NASA, Department of Transportation, and Other Defense (i.e. Defense Logistics Agency) have the largest percentage of employees who are eligible for some form of retirement.
- \* One third of the 1102 - Contract and Procurement employees are females. 55% of the GS-9's and below are females while only about 25% of those in grades GS-11 and above are females.

- \* Among 1102 - Contract and Procurement employees there are twice as many college graduates between the ages 20 and 34 than there are among employees over 45.
- \* Among 1102 - Contract and Procurement employees the distribution of grades is quite similar for age groups 35-39 and above. Thus, it appears that there is not a strong relationship between grade and age.





DISTRIBUTION OF CONTRACT/PROCUREMENT

EMPLOYEES IN FEDERAL AGENCIES

<u>AGENCY</u>	<u>OCCUPATIONAL SERIES</u>					<u>ALL SERIES</u>	
	<u>1101 Gen'l Bus &amp; Indust</u>	<u>1102 Contract &amp; Procurement</u>	<u>1103 Indust Prop Mgmt</u>	<u>1105 Purchasing</u>	<u>1106 Procurement Clerical</u>		<u>1150 Indust Specialist</u>
State	18	97	0	2	10	1	128
Treasure	43	88	0	82	39	1	253
Army	651	3532	123	784	1509	444	7043
Navy	441	2385	102	1068	1084	565	5645
Air Force	1452	3952	167	392	1774	252	7989
Other Defense	144	3149	373	154	1516	1061	6397
Justice	111	81	0	45	11	8	256
Interior	195	463	0	173	156	2	989
Agriculture	219	501	0	414	217	37	1388
Commerce	499	114	0	46	39	57	755
Labor	45	82	12	20	22	0	181
HEW	502	569	10	123	152	0	1356
HUD	881	76	0	6	11	0	974
Transportation	56	485	2	108	123	26	800
Energy	120	417	43	24	39	94	737
GSA	129	753	0	61	168	8	1119
NASA	22	716	10	29	131	11	919
Veterans	2	279	0	708	109	0	1098
OPM	0	10	0	7	1	0	18
EPA	27	110	3	28	33	0	201
SBA	802	108	0	1	19	70	1000
Other	<u>815</u>	<u>592</u>	<u>3</u>	<u>75</u>	<u>259</u>	<u>11</u>	<u>1755</u>
TOTAL	7174	18599	848	4350	7422	2648	41001

GRADE DISTRIBUTION OF EMPLOYEES  
IN CONTRACT-PROCUREMENT OCCUPATIONAL SERIES<sup>1</sup>

GS GRADE	<u>OCCUPATIONAL SERIES</u>						ALL SERIES
	1101 Gen'l Bus & Indust	1102 Contract & Procurement	1103 Indust Prop Mgmt	1105 Purchasing	1106 Procurement Clerical	1150 Indust Specialist	
2	1				26	1	30
3	6			27	686		719
4	65			431	2620	2	3118
5	419	823	32	1741	2595	49	5709
6	243	19	1	1088	671	61	2083
7	716	1619	54	796	507	273	3965
8	115	99	3	95	38	7	357
9	930	3400	175	109	27	988	5629
10	34	72	10	13	3	736	869
11	1129	4014	336	7	6	309	5801
12	1273	4215	175		1	130	5794
13	956	2298	42			95	3391
14	628	997	16			4	1645
15	304	373	2			2	681
16	35	22					57
17	13	3					16
18	6	2					8
TOTAL	6823	18,016	846	4307	7182	2657	39,871

1. Grade data are presented only for employees in General Schedule (GS) pay system. Employees in other pay systems are not included.

1

DISTRIBUTION OF GRADES BY AGE GROUPS

1102 - CONTRACT AND PROCUREMENT

GS GRADE	AGE OF EMPLOYEES									
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69
5	48%	15%	8%	4%	3%	3%	1%	1%	*	*
7	37	21	13	10	9	6	5	5	4%	3%
9	12	27	21	18	19	18	18	19	17	14
11	2	23	23	22	21	23	23	23	23	24
12		11	23	25	23	23	26	27	26	27
13		2	8	13	14	16	15	16	17	19
14			2	7	7	7	7	6	8	8
15			*	1	3	3	3	3	3	3
16-18				*	*	*	*	*	*	1
Number Employees	<u>272</u>	<u>1524</u>	<u>2286</u>	<u>1759</u>	<u>2030</u>	<u>2510</u>	<u>2817</u>	<u>2453</u>	<u>1172</u>	<u>277</u>

\* Number of employees is less than one percent of age group.

1. Data is presented only for employees in General Schedule (GS) pay system for whom age is known.

EDUCATIONAL LEVELS OF EMPLOYEES  
IN  
CONTRACT-PROCUREMENT OCCUPATIONAL SERIES

<u>Occupational Series</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>				
	<u>Non-HS Grad</u>	<u>HS Grad</u>	<u>Some College</u>	<u>BA-BS Degree</u>	<u>Grad Study Or Degree</u>
1101 - General Business and Industry	2	24	35	20	20
1102 - Contract & Procurement	1	21	34	27	17
1103 - Industry Property Mgt.	3	32	45	13	7
1105 - Purchasing	4	43	48	4	1
1106 - Procurement Clerical	4	53	40	3	1
1150 - Industrial Specialist	2	22	53	12	10

EDUCATIONAL LEVEL BY AGE GROUP

1102 - CONTRACT AND PROCUREMENT

<u>Ed Level</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40-44</u>	<u>45-49</u>	<u>50-54</u>	<u>55-59</u>	<u>60-64</u>	<u>65-70</u>
Less than HS Grad		*	*	*	*	1%	2%	1%	2%	3%
HS Grad	12%	10%	14%	19%	24%	26	28	24	20	18
Some College	16	15	21	27	34	37	38	45	48	43
BA-BS	66	57	41	31	25	21	18	16	13	12
Grad Study or Degree	6	17	23	23	16	15	13	13	17	24
Number of Employees	272	1524	2286	1759	2030	2510	2817	2453	1172	277

\* Number of employees is less than one percent of age group.

RETIREMENT ELIGIBILITY OF EMPLOYEES  
IN  
CONTRACT-PROCUREMENT OCCUPATIONAL SERIES

<u>OCCUPATIONAL SERIES</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
1101-General Business & Industry	7174	68	12	20
1102-Contract and Procurement	18559	66	13	22
1103-Industrial Property Management	848	48	22	30
1105-Purchasing	4350	76	8	16
1106-Procurement Clerical	7422	83	7	10
1150-Industrial Specialist	2648	47	21	32



EDUCATIONAL LEVELS OF EMPLOYEES  
IN 1  
1101 - GENERAL BUSINESS AND INDUSTRY SERIES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>NON-HS GRADUATE</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>			<u>GRAD STUDY/ DEGREE</u>
			<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	
1	49	2	41	57	-	-
2	329	2	30	35	27	7
3	185	2	44	51	2	2
4	518	3	31	37	22	7
5	106	9	43	39	6	3
6	838	3	33	38	16	8
7	28	3	32	50	11	2
8	988	2	22	41	16	9
9	944	2	18	32	24	24
10	821	1	10	30	24	35
11	585	1	10	22	27	40
12	270	-	8	19	21	52
13-18	47	-	11	11	11	67

1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.



EDUCATIONAL LEVELS OF EMPLOYEES  
IN  
1102 - CONTRACT AND PROCUREMENT SERIES

1

<u>GS</u> <u>GRADE</u>	<u>NUMBER OF</u> <u>EMPLOYEES</u>	<u>NON-HS</u> <u>GRADUATE</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>			<u>GRAD STUDY/</u> <u>DEGREE</u>
			<u>HS</u> <u>GRADUATE</u>	<u>SOME</u> <u>COLLEGE</u>	<u>BA-BS</u> <u>DEGREE</u>	
5	803	-	19	28	40	13
7	1,547	2	30	34	25	9
9	3,357	1	33	38	19	8
11	3,888	2	25	36	25	11
12	4,003	-	16	33	30	20
13	2,170	-	10	32	31	27
14	962	-	7	23	31	37
15	361	-	5	12	31	51
16-18	25	-	-	16	20	64

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1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.

EDUCATIONAL LEVELS OF EMPLOYEES  
 IN 1  
 1103 - INDUSTRIAL PROPERTY MANAGEMENT SERIES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>NON-HS GRADUATE</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>			<u>GRAD STUDY/ DEGREE</u>
			<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	
5	29	-	45	28	24	3
7	53	-	26	50	18	6
9	166	4	28	48	13	7
11	326	3	35	48	10	4
12	172	5	32	42	9	12
13	41	3	27	36	24	9
14-15	18	-	6	44	27	22

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1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.

EDUCATIONAL LEVELS OF EMPLOYEES  
IN <sup>1</sup>  
1105 - PURCHASING SERIES

<u>GS</u> <u>GRADE</u>	<u>NUMBER OF</u> <u>EMPLOYEES</u>	<u>NON-HS</u> <u>GRADUATE</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>			<u>GRAD STUDY/</u> <u>DEGREE</u>
			<u>HS</u> <u>GRADUATE</u>	<u>SOME</u> <u>COLLEGE</u>	<u>BA-BS</u> <u>DEGREE</u>	
3	24	9	6	21	4	--
4	368	4	40	51	5	1
5	1,591	4	43	48	4	7
6	1,009	4	43	49	3	1
7	751	4	44	48	4	1
8	94	4	40	47	6	2
9	101	1	37	55	6	2
10	12	17	33	43	--	8
11	5	--	20	60	--	20

1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.

EDUCATIONAL LEVELS OF EMPLOYEES  
IN  
1106 - PROCUREMENT CLERICAL SERIES <sup>1</sup>

<u>GS</u> <u>GRADE</u>	<u>NUMBER OF</u> <u>EMPLOYEES</u>	PERCENT OF EMPLOYEES AT EACH LEVEL				<u>GRAD STUDY/</u> <u>DEGREE</u>
		<u>NON-HS</u> <u>GRADUATE</u>	<u>HS</u> <u>GRADUATE</u>	<u>SOME</u> <u>COLLEGE</u>	<u>BA-BS</u> <u>DEGREE</u>	
2	20	5	50	45	-	-
3	563	5	54	35	5	1
4	2,344	3	55	39	3	1
5	2,421	3	53	41	2	1
6	639	3	50	45	2	1
7	490	4	53	40	2	1
8	37	-	57	41	2	-
9	26	4	59	36	4	-
10-12	-	-	44	44	12	-

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1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.

EDUCATIONAL LEVELS OF EMPLOYEES  
IN  
1150 - INDUSTRIAL SPECIALIST SERIES<sup>1</sup>

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>NON-HS GRADUATE</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>			<u>GRAD STUDY/ DEGREE</u>
			<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	
5	47	2	28	51	11	9
7	55	2	36	29	27	7
9	259	5	28	44	15	8
11	955	2	27	56	8	6
12	690	2	18	62	9	9
13	265	1	18	48	19	14
14	116	1	9	37	24	28
15	59	-	5	20	17	58
16-17	5	-	20	20	20	40

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1. Data is presented only for employees in General Schedule (GS) pay system for whom educational status is known.



1  
 EDUCATIONAL LEVELS BY METROPOLITAN AREA

1101 - GENERAL BUSINESS AND INDUSTRY

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>				
		<u>NON-HS GRADUATE</u>	<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	<u>GRAD STUDY/ DEGREE</u>
Washington, DC-MD-VA	1,636	1	13	28	23	34
Sacramento, CA	286	2	48	34	13	4
Oklahoma City, OK	256	5	32	31	21	11
San Antonio, TX	225	2	59	17	20	2
Macon, GA	198	1	32	46	19	3
San Francisco-Oakland, CA	136	4	12	30	30	26
Salt Lake City-Ogden, UT	167	2	30	48	11	10
Los Angeles-Long Beach, CA	104	2	17	45	15	22
Chicago, IL	96	3	24	20	19	34

1. Metropolitan areas with largest concentrations of employees within the occupational series.

1  
EDUCATIONAL LEVELS BY METROPOLITAN AREA

1102 - CONTRACT AND PROCUREMENT

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT OF EMPLOYEES AT EACH LEVEL</u>				
		<u>NON-HS GRADUATE</u>	<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	<u>GRAD STUDY/ DEGREE</u>
Washington, DC-MD-VA	3,280	1	18	32	27	22
Philadelphia, PA-NJ	870	1	31	29	29	10
Dayton, OH	840	1	14	25	45	15
Huntsville, AL	558	1	19	29	38	13
Los Angeles-Long Beach, CA	498	-	14	31	28	26
Detroit, MI	446	-	23	29	31	17
St. Louis, MO-IL	443	2	18	42	24	14
Boston, MA	411	1	10	32	25	26
San Antonio, TX	401	1	40	18	30	11
Davenport, Rock Is., Moline	314	-	14	32	28	26

1. Metropolitan areas with largest concentrations of employees within the occupational series.



1  
EDUCATIONAL LEVELS BY METROPOLITAN AREA

1105 - PURCHASING

METROPOLITAN AREA	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES AT EACH LEVEL				
		NON-HS GRADUATE	HS GRADUATE	SOME COLLEGE	BA-BS DEGREE	GRAD STUDY/DEGREE
Washington, DC-MD-VA	354	6	46	41	5	2
San Francisco-Oakland, CA	145	1	25	66	7	1
Philadelphia, PA-NJ	111	5	59	34	2	-
San Diego, CA	100	7	37	55	1	-
Los Angeles-Long Beach, CA	76	4	28	62	5	1
Baltimore, MD	80	10	52	32	2	2
Columbus, OH	72	7	62	28	3	-
Chicago, IL	70	9	37	51	3	-
New York, NY-NJ	71	7	44	42	7	-
Denver -Boulder, CO	60	-	33	65	2	-

1. Metropolitan areas with largest concentrations of employees within the occupational series.

1  
EDUCATIONAL LEVELS BY METROPOLITAN AREA

1106 - PROCUREMENT CLERICAL

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT OF EMPLOYEES OF EACH LEVEL</u>				
		<u>NON-HS GRADUATE</u>	<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	<u>GRAD STUDY/ DEGREE</u>
Washington, DC-MD-VA	641	7	49	40	4	1
Philadelphia, PA-NJ	399	4	81	14	1	-
Dayton, OH	331	4	57	38	1	-
San Antonio, TX	215	3	64	31	1	-
Columbus, OH	231	3	69	25	4	-
Los Angeles-Long Beach, CA	182	2	43	48	4	3
Oklahoma City, OK	201	3	56	39	2	-
St. Louis, MO-IL	162	3	50	45	2	-
San Francisco-Oakland, CA	138	4	38	50	6	2
Sacramento, CA	151	3	52	41	3	1

1. Metropolitan areas with largest concentrations of employees within the occupational series.

1  
EDUCATIONAL LEVELS BY METROPOLITAN AREA

1150 - INDUSTRIAL SPECIALIST

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT OF EMPLOYEES OF EACH LEVEL</u>				
		<u>NON-HS GRADUATE</u>	<u>HS GRADUATE</u>	<u>SOME COLLEGE</u>	<u>BA-BS DEGREE</u>	<u>GRAD STUDY/ DEGREE</u>
Washington, DC-MD-VA	432	2	15	52	15	16
Davenport-Rock Is.-Moline	180	4	22	61	5	9
Philadelphia, PA-NJ	115	3	31	50	11	4
Los Angeles-Long Beach, CA	115	-	19	62	8	10
Boston, MA	93	1	11	45	13	18
Dayton, OH	82	5	20	37	27	12
Newark, NJ	69	1	27	65	2	2
Nassau-Suffolk, NY	68	4	19	57	13	6
New York, NY-NJ	61	3	18	38	13	28
Detroit, MI	62	2	31	61	5	2

1. Metropolitan areas with largest concentrations of employees within the occupational series.



RETIREMENT ELIGIBILITY BY AGENCY

01101 - GENERAL BUSINESS AND INDUSTRY

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
State	18	67	6	28
Treasury	43	70	7	23
Army	651	62	14	24
Navy	441	70	10	20
Air Force	1452	53	15	32
Other Defense	144	69	15	16
Justice	111	77	2	21
Interior	195	76	7	17
Agriculture	219	74	9	17
Commerce	499	76	12	13
Labor	45	82	7	11
HEW	502	79	8	13
HUD	881	72	15	14
Transportation	56	70	16	14
Energy	120	71	8	22
GSA	129	64	15	22
NASA	22	55	18	27
Veterans	2	50	50	0
EPA	27	70	11	19
SBA	802	77	11	11
OTHER	815	72	10	18

RETIREMENT ELIGIBILITY BY AGENCY

01102 - CONTRACT AND PROCUREMENT

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
State	97	64	20	16
Treasury	88	75	9	16
Army	3532	62	15	23
Navy	2385	68	12	21
Air Force	3952	65	11	24
Other Defense	3149	60	18	22
Justice	81	77	6	17
Interior	463	81	7	12
Agriculture	501	76	6	18
Commerce	114	72	13	15
Labor	82	65	24	11
HEW	569	80	5	15
HUD	76	79	7	14
Transportation	485	60	13	27
Energy	417	79	6	14
GSA	753	73	13	14
NASA	716	60	14	26
Veterans	279	66	10	24
OPM	10	90	0	10
EPA	110	80	7	13
SBA	108	46	21	32
OTHER	592	68	12	21

RETIREMENT ELIGIBILITY BY AGENCY

01103 - INDUSTRIAL PROPERTY MANAGEMENT

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Army	123	50	22	28
Navy	102	36	28	35
Air Force	167	54	22	24
Other Defense	373	46	22	32
Labor	12	58	8	33
HEW	10	50	20	30
Transportation	2	100	0	0
Energy	43	63	12	26
NASA	10	40	20	40
EPA	3	33	67	0
OTHER	3	100	0	0

RETIREMENT ELIGIBILITY BY AGENCY

01105 - PURCHASING

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
State	2	0	0	100
Treasury	82	83	6	11
Army	784	72	10	18
Navy	1068	69	9	22
Air Force	392	83	5	12
Other Defense	154	70	12	18
Justice	45	87	4	9
Interior	173	86	6	8
Agriculture	414	84	8	8
Commerce	46	93	4	2
Labor	20	80	15	5
HEW	123	79	8	13
HUD	6	83	0	17
Transportation	108	68	14	19
Energy	24	75	13	13
GSA	61	77	13	10
NASA	29	66	14	21
Veterans	708	78	7	15
OPM	7	86	0	14
EPA	28	82	14	4
SBA	1	100	0	0
OTHER	75	79	4	17



RETIREMENT ELIGIBILITY BY AGENCY

01106 - PROCUREMENT CLERICAL

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
State	10	90	10	0
Treasury	39	90	5	5
Army	1509	86	6	8
Navy	1084	80	8	12
Air Force	1774	81	6	13
Other Defense	1516	77	10	13
Justice	11	100	0	0
Interior	156	97	2	1
Agriculture	217	93	2	6
Commerce	39	92	3	5
Labor	22	86	5	9
HEW	152	92	3	5
HUD	11	100	0	0
Transportation	123	92	6	2
Energy	39	87	0	13
GSA	168	85	9	7
NASA	131	85	7	8
Veterans	109	87	6	7
OPM	1	100	0	0
EPA	33	88	6	6
SBA	19	89	5	5
OTHER	259	79	10	11

RETIREMENT ELIGIBILITY BY AGENCY

01150 - INDUSTRIAL SPECIALIST

<u>AGENCY</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
State	1	100	0	0
Treasury	1	100	0	0
Army	444	48	17	35
Navy	565	49	18	33
Air Force	252	43	23	34
Other Defense	1061	42	25	33
Justice	8	75	0	25
Interior	2	50	50	0
Agriculture	37	68	16	16
Commerce	57	68	21	11
Transportation	26	58	8	35
Energy	94	71	13	16
GSA	8	100	0	0
NASA	11	18	9	73
SBA	70	39	36	26
OTHER	11	64	9	27

RETIREMENT ELIGIBILITY BY GRADE

01101 - GENERAL BUSINESS AND INDUSTRY

<u>GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
01	1	100	0	0
02	6	100	0	0
04	53	96	2	2
05	418	90	4	6
06	243	72	12	16
07	711	82	7	11
08	115	65	17	18
09	926	75	8	17
10	34	77	15	9
11	1,113	62	13	24
12	1,269	68	11	21
13	954	62	16	22
14	625	59	17	24
15	301	55	18	27
16	35	51	20	29
17	13	39	39	23
18	6	50	17	33
TOTAL	8,332	69	12	19

1. This report is based on the data provided by the employee's supervisor. It is not intended to be used for any other purpose.

1  
 RETIREMENT ELIGIBILITY BY GRADE

01102 - CONTRACT AND PROCUREMENT

GRADE	NUMBER OF EMPLOYEES	PERCENT NOT ELIGIBLE	PERCENT ELIGIBLE FOR	
			OPTIONAL RETIREMENT	EARLY RETIREMENT
05	866	100	-	-
06	19	79	5	16
07	1,622	85	5	10
08	99	63	7	30
09	3,397	69	10	21
10	72	50	14	36
11	4,012	65	12	22
12	4,211	61	15	24
13	2,297	54	20	26
14	996	50	19	31
15	373	47	22	31
16	22	32	32	36
17	3	-	67	33
18	2	-	-	100
TOTAL	17,991	66	13	22

1. Data is presented only for employees in General Schedule (GS) pay system for whom retirement eligibility is known.

## RETIREMENT ELIGIBILITY BY GRADE

01103 - INDUSTRIAL PROPERTY MANAGEMENT

<u>GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
05	32	81	6	13
06	1	100	0	0
07	54	80	7	13
08	3	33	67	0
09	174	61	14	25
10	10	20	30	50
11	336	43	25	32
12	175	34	28	38
13	42	48	29	24
14	16	38	19	44
15	<u>2</u>	<u>0</u>	<u>0</u>	<u>100</u>
TOTAL	845	48	22	30

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1. Data is presented only for employees in General Schedule (GS) pay system for whom retirement eligibility is known.

1  
RETIREMENT ELIGIBILITY BY GRADE

01105 - PURCHASING

<u>GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
03	27	96	0	4
04	429	94	4	3
05	1,733	84	6	11
06	1,085	71	9	20
07	795	62	13	25
08	95	53	16	31
09	109	55	15	30
10	13	31	31	38
11	<u>7</u>	<u>29</u>	<u>14</u>	<u>57</u>
TOTAL	4,293	76	8	16

1. Data is presented only for employees in General Schedule (GS) pay system for whom retirement eligibility is known.

1  
RETIREMENT ELIGIBILITY BY GRADE

01106 - PROCUREMENT CLERICAL

<u>GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
01	3	100	0	0
02	28	100	0	0
03	681	97	2	1
04	2,604	89	5	6
05	2,584	79	8	13
06	670	73	10	17
07	506	66	12	22
08	38	55	8	37
09	27	44	18	37
10	3	0	33	67
11	6	33	0	67
12	<u>1</u>	<u>-</u>	<u>100</u>	<u>-</u>
TOTAL	7,150	83	7	10

Data is presented only for employees in General Schedule (GS) pay system for whom retirement eligibility is known.

1  
RETIREMENT ELIGIBILITY BY GRADE

01150 - INDUSTRIAL SPECIALIST

<u>GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
02	1	100	0	0
04	2	50	50	0
05	49	84	6	10
07	61	90	0	10
09	273	68	9	23
10	7	29	14	57
11	986	45	23	33
12	735	39	23	37
13	308	42	28	31
14	130	42	25	32
15	75	41	25	33
16	4	50	50	0
17	<u>2</u>	<u>50</u>	<u>50</u>	<u>0</u>
TOTAL	2,633	47	21	32

1. Data is presented only for employees in General Schedule (GS) pay system for whom retirement eligibility is known.



32A

## RETIREMENT ELIGIBILITY BY METROPOLITAN AREA

## 1101 - GENERAL BUSINESS AND INDUSTRY EMPLOYEES

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Washington, DC-MD-VA	1798	76	10	14
Sacramento, CA	289	49	17	34
Oklahoma City, OK	270	53	17	30
San Antonio, TX	241	47	15	38
Macon, GA	196	43	16	41
San Francisco-Oakland, CA	186	79	9	12
Salt Lake City-Ogden, UT	171	45	13	42
Los Angeles-Long Beach, CA	139	73	13	14
Atlanta, GA	138	69	15	16
Chicago, IL	132	79	12	9

1. Metropolitan areas with largest concentrations of employees within the occupational series.

1

RETIREMENT ELIGIBILITY BY METROPOLITAN AREA

1102 - CONTRACT AND PROCUREMENT EMPLOYEES

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Washington, DC-MD-VA	3439	74	10	16
Philadelphia, PA-NJ	917	64	15	22
Dayton, OH	858	67	9	23
Huntsville, AL	559	67	9	24
Los Angeles-Long Beach, CA	546	59	18	23
Detroit, MI	449	70	14	16
St. Louis, MO-IL	446	57	14	28
Boston, MA	411	61	21	18
San Antonio, TX	403	60	14	26
Davenport/Rock Is./Moline	316	80	6	14

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1. Metropolitan areas with largest concentrations of employees within the occupational series.

## RETIREMENT ELIGIBILITY BY METROPOLITAN AREA

## 1105 - PURCHASING EMPLOYEES

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Washington, DC-MD-VA	391	82	7	11
San Francisco-Oakland, CA	170	68	10	22
Philadelphia, PA-NJ	130	52	20	28
San Diego, CA	117	71	7	22
Los Angeles-Long Beach, CA	92	67	10	23
Baltimore, MD	80	76	11	13
Columbus, OH	72	92	3	5
Chicago, IL	70	59	16	25
New York, NY-NJ	67	76	17	7
Denver-Boulder, CO	63	90	5	5

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1. Metropolitan areas with largest concentrations of employees within the occupational series.

1

RETIREMENT ELIGIBILITY BY METROPOLITAN AREA

1106 - PROCUREMENT CLERICAL EMPLOYEES

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Washington, DC-MD-VA	711	81	7	12
Philadelphia, PA-NJ	434	80	9	11
Dayton, OH	337	72	10	18
San Antonio, TX	247	84	3	13
Columbus, OH	231	79	10	11
Los Angeles-Long Beach, CA	216	72	12	16
Oklahoma City, OK	203	84	4	12
St. Louis, MO-IL	164	84	9	7
San Francisco-Oakland, CA	162	83	11	6
Sacramento, CA	158	87	4	9

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1. Metropolitan areas with largest concentrations of employees within the occupational series.

RETIREMENT ELIGIBILITY BY METROPOLITAN AREA

1150 - INDUSTRIAL SPECIALIST EMPLOYEES

<u>METROPOLITAN AREA</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT NOT ELIGIBLE</u>	<u>PERCENT OF EMPLOYEES ELIGIBLE FOR</u>	
			<u>OPTIONAL RETIREMENT</u>	<u>EARLY RETIREMENT</u>
Washington, DC-MD-VA	474	54	23	23
Davenport/Rock Is./Moline	180	63	6	32
Philadelphia, PA-NJ	127	31	27	42
Los Angeles-Long Beach, CA	124	52	20	27
Boston, MA	93	39	29	32
Dayton, OH	84	50	18	32
Newark, NJ	74	38	28	34
Nassau-Suffolk, NY	73	42	27	30
New York, NY-NJ	66	36	46	18
St. Louis, MO-IL	57	42	28	30

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1. Metropolitan areas with largest concentrations of employees within the occupational series.



1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1101 - GENERAL BUSINESS AND INDUSTRY EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u> <sup>2</sup>
		<u>MALE</u>	<u>FEMALE</u>	
4	65	22	78	26
5	421	35	65	22
6	243	19	81	25
7	716	41	59	26
8	115	84	16	16
9	930	68	32	22
10	34	85	15	18
11	1,129	77	23	18
12	1,274	84	16	20
13	975	88	12	18
14	628	94	6	8
15	305	98	2	8
16-18	54	96	4	4

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1. Data are presented only for the employees in General Schedule (GS) pay system.

2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.



1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1102 - CONTRACT AND PROCUREMENT EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u> <sup>2</sup>
		<u>MALE</u>	<u>FEMALE</u>	
5	823	45	55	19
6	19	16	84	10
7	1,619	39	61	20
8	99	87	13	4
9	3,400	47	53	18
10	72	61	39	10
11	4,016	65	35	15
12	4,216	80	20	9
13	2,298	90	10	7
14	997	95	5	5
15	373	97	3	3
16-18	27	93	7	8

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1. Data are presented only for the employees in General Schedule (GS) pay system.
  2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.

1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1103 - INDUSTRIAL PROPERTY MANAGEMENT EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u> <sup>2</sup>
		<u>MALE</u>	<u>FEMALE</u>	
5	32	25	75	19
7	54	35	65	19
9	175	67	33	11
11	336	90	10	8
12	175	96	4	10
13	42	98	2	7
14	16	94	6	-
15	2	100	-	-

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1. Data are presented only for the employees in General Schedule (GS) pay system.
  2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.

1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1105 - PURCHASING EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u>
		<u>MALE</u>	<u>FEMALE</u>	
3	27	11	89	37
4	432	20	80	22
5	1,743	21	79	22
6	1,088	25	75	23
7	796	29	71	21
8	95	37	63	21
9	109	52	48	7
10	13	46	54	23
11	7	57	43	29

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1. Data are presented only for the employees in General Schedule (GS) pay system.
  2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.

1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1106 - PROCUREMENT CLERICAL EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u>
		<u>MALE</u>	<u>FEMALE</u>	
2	28	18	82	29
3	686	14	86	25
4	2,620	8	92	24
5	2,595	7	93	24
6	671	8	92	26
7	507	13	87	28
8	38	13	87	34
9	27	22	78	52
10	3	-	100	67
11	6	50	50	50
12	1	-	100	100

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1. Data are presented only for the employees in General Schedule (GS) pay system.
  2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.

1  
 MALE, FEMALE AND MINORITY STATUS BY GRADE  
 OF  
 1150 - INDUSTRIAL SPECIALIST EMPLOYEES

<u>GS GRADE</u>	<u>NUMBER OF EMPLOYEES</u>	<u>PERCENT</u>		<u>PERCENT MINORITY</u> <sup>2</sup>
		<u>MALE</u>	<u>FEMALE</u>	
5	49	29	71	18
7	61	51	49	15
9	273	76	24	14
11	988	95	5	92
12	736	97	3	5
13	309	98	2	97
14	130	100	-	2
15	75	99	1	1
16-17	6	100	-	-

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1. Data are presented only for employees in the General Schedule (GS) pay system.
  2. Data are not displayed by specific minority groups to avoid inadvertent disclosure of information about individuals who could be identified as a result of small numbers of people in a specific grade/minority category. The minority groups included are: Black, Spanish surnamed, Oriental, American Indian, Eskimos in Alaska and Aleuts in Alaska.