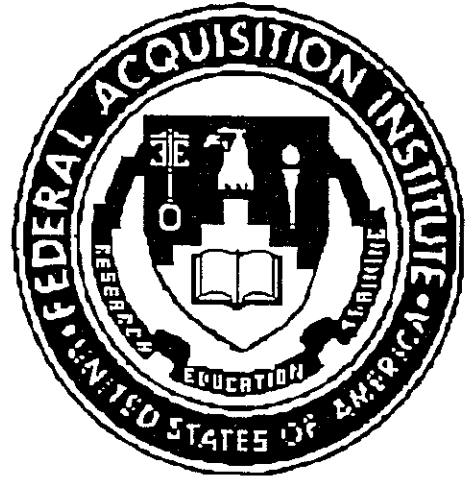


REPORT
ON THE
FEDERAL
ACQUISITION
WORK FORCE
FISCAL YEAR 1991



**Federal Acquisition Personnel
Information System
September 1992**

Federal Acquisition Institute
Office of Acquisition Policy
General Services Administration



General Services Administration
Office of Acquisition Policy
Washington, DC 20405



This report on the Federal procurement work force for Fiscal Year (FY) 1991 provides Federal managers with data of value in planning or evaluating their respective procurement career management programs.

Highlights include:

- √ The Contract Specialist (GS-1102) series recorded its thirteenth straight year of growth, with a net gain of 290 between September 30, 1990, and September 30, 1991 (see Pages 3 and 4). On September 30, 1978, 17,967 were employed in the GS-1102 series; on September 30, 1991, the total had reached 31,436. The Department of Defense experienced a net loss of 253 Contract Specialists (employing 22,772 on September 30, 1991); civilian agencies a net gain of 543 (to 8,664 on September 30, 1991).
- √ Outside hiring, as a percentage of total hires, continued to decline from levels attained in prior years. Only twenty-six percent of the FY 1991 hires were outside hires (see Pages 10 and 11). Of the 2,435 total hires in FY 1991 for the GS-1102 series, 644 were recruited from outside the Government. Another 1,728 came from various clerical, technical, and administrative fields within the Government. (The hiring source was not indicated for the other 63 hires.)
- √ In FY 1991, only 2,145 Contract Specialists left the GS-1102 series (i.e., retired, quit, died, transferred to another series, et. al.) — a loss rate of just seven percent (see Pages 3 and 4). This is the lowest loss rate for this series that we have ever reported. From FY 1978 through FY 1988, the annual loss rate ranged from nine to ten percent. Starting in FY 1989, however, the loss rate began to decline by one percent a year, from nine percent in FY 1989 to seven percent in FY 1991.
- √ The declining accession and loss rates apparently resulted in higher experience levels. As of September 30, 1991, fifty-six percent of the GS-1102 workforce had more than six years of experience in the GS-1102 series; twenty-six percent had been employed in that series since September 30, 1980 (see Pages 3, 11, and 14).
- √ Only twenty-six percent of the GS-1102 workforce will be eligible to retire in ten years (i.e., by FY 2001). In FY 1982, forty percent of the workforce was eligible for retirement within a ten year window; in FY 1987 the corresponding figure was thirty-five percent (see Pages 3, 11, and 15).
- √ Fifty-three percent of the Contract Specialists have graduated from a college or university with a bachelors or higher degree. Sixty percent of the college graduates majored in business, law, or public administration (see Pages 3, 5, 9, 10, 11, and 16).

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


Jack Livingston
Director
Federal Acquisition Institute

Acknowledgments

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

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Technical Notes

Source of data The data in this report were derived from the Central Personnel Data File (CPDF), which is established and maintained by the Office of Personnel Management. The Federal Acquisition Institute annually purchases a copy of the end-of-year (Fiscal Year) CPDF files on active, full-time employees in acquisition fields. Data in this report, unless otherwise noted, are as of September 30, 1991.

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.

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

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

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

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

	FY88	FY89	FY90	FY91
Series: ¹	1105	1105	1102	0

¹At the Fiscal Year's end.

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

Technical Notes (Con't)

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

About The FAI

Products and Services

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

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

Organization

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

Staff Members

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

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SUMMARY STATISTICS

Summary Statistics

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

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

PROCUREMENT WORK FORCE AT A GLANCE¹

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>	<i>Total</i>
Population	16,625	31,436	1,047	6,754	8,956	2,728	67,546
Average Grade	9.08	11.11	10.16	5.95	5.12	11.56	9.3
Average Age	44.03	42.62	46.34	41.76	39.88	47.6	42.78
% Female	57%	56%	45%	80%	89%	17%	61%
% Eligible To Retire	5%	5%	6%	4%	4%	13%	5%
% Eligible To Retire FY 2001 ¹	26%	26%	30%	21%	18%	43%	25%
% College Graduates	34%	53%	18%	10%	7%	33%	37%
Members, Senior Executive Service	101	82	1	0	0	2	186

¹ As of September 30, 1991.

TURNOVER DURING FY 1991

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Beginning Strength	16,044	31,146	1,054	6,602	9,360	2,912
Losses	2,453	2,145	108	1,310	2,227	433
Loss Rate ¹	15%	7%	10%	20%	24%	15%
Losses Of Persons Eligible To Retire	208	337	29	62	83	81
Loss Rate Of Persons Eligible To Retire ²	31%	29%	28%	29%	29%	32%
Total Hires	3,034	2,435	101	1,462	1,823	249
Ratio Internal:External Hires	2.8 : 1	2.7 : 1	5.7 : 1	3 : 1	1.6 : 1	5.3 : 1
% Hires With College Degrees	36%	52%	22%	14%	11%	32%
Net Change	581	290	-7	152	-404	-184
End Strength	16,625	31,436	1,047	6,754	8,956	2,728

¹ As a percentage of beginning year strength.

² As a percentage of all persons eligible for regular retirement at the beginning of FY91 (i.e. September 30, 1990).

Summary Statistics

GROWTH OF THE PROCUREMENT WORK FORCE

	1980	1985	1989	1990	1991
Gen. Bus & Ind.	8,101	13,320	15,516	16,044	16,625
Contract Spec.	19,428	27,486	30,828	31,146	31,436
Prop. Disposal	*	*	1,078	1,054	1,047
Purchasing	4,598	5,952	6,689	6,602	6,754
Proc. Cler. & Ass't	7,673	9,668	9,966	9,360	8,956
Industrial Specialist	2,589	2,889	2,982	2,912	2,728

*No available data.

LOSSES—FROM PROCUREMENT POSITIONS

(Loss rate¹ in parentheses)

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

¹As a percentage of beginning year strength.

*No available data.

HIRES FOR THE PROCUREMENT WORK FORCE

(Accession rate in parentheses)

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

EDUCATIONAL LEVELS BY OCCUPATION FY 1991

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
No Degree	10,878	14,707	859	6,045	8,285	1,837
BA-BS	3,120	10,543	144	562	540	535
Post Grad. Study	2,604	6,177	44	95	118	356
Total	16,625	31,436	1,047	6,754	8,956	2,728
% Coll. Grads.	34%	53%	18%	10%	7%	33%

ACADEMIC MAJORS OF COLLEGE GRADUATES (FY 1991)

	<i>Gen Bus/Ind GS-1101</i>	<i>Cont Spec GS-1102</i>	<i>Prop Disp GS-1104</i>	<i>Purchasing GS-1105</i>	<i>Pro Cler/As GS-1106</i>	<i>Indust Spec GS-1150</i>
Business	2,279	9,173	84	252	216	408
Information Mgt.	25	101	1	9	17	4
Engineering	233	286	5	2	3	133
Law	131	379	2	6	5	9
Mathematics	56	135	3	3	4	13
Physical Sciences	69	104	3	5	6	16
Public Admin.	177	534	4	7	8	17
Other	2,754	6,008	86	373	399	291
Total College Graduates	5,724	16,720	188	657	658	891
Business, Law & Pub. Admin.	45%	60%	48%	40%	35%	49%

Summary Statistics

SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION

<i>Occupation</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>Other</i>	<i>Total</i>
General Business & Industry (GS 1101)	2,205	715	13,705	16,625
Contract Specialist (GS 1102)	5,228	654	25,554	31,436
Property Disposal (GS 1104)	274	21	752	1,047
Purchasing (GS 1105)	324	1	6,429	6,754
Procurement Clerical & Assistance (GS 1106)	193	0	8,763	8,956
Industrial Specialist (GS 1150)	351	34	2,343	2,728
TOTAL	8,575	1,425	57,546	67,546

CONTRACT

SPECIALISTS

Contract Specialists

Agency By Grade (As Of FY 1991)

	Air Force	Army	Navy	Other DoD	Agriculture	Commerce	Educ.	Energy	EPA	FEMA	GSA	HHS	HUD
5	76	63	101	64	9	4	0	7	1	2	21	11	2
7	304	243	358	196	36	11	9	26	10	5	96	41	6
9	1,246	1,107	762	1,171	91	12	2	38	21	7	167	95	11
11	1,180	1,521	1,212	1,641	192	19	7	68	32	9	336	95	38
12	1,753	1,957	1,440	1,768	220	46	20	164	63	9	404	223	25
13	673	852	686	635	83	43	10	133	73	6	250	194	24
14	245	326	302	233	36	26	4	85	50	4	98	86	10
15	72	90	130	97	13	7	1	41	10	1	37	28	3
OT.	15	3	202	1	1	22	0	0	0	0	0	0	0
NS	9	7	19	12	0	1	0	9	2	0	1	2	0
ALL	5,573	6,169	5,212	5,818	681	191	53	571	262	43	1,410	775	119
Avg.	10.99	11.23	10.81	11.11	11.23	10.85	11.3	12.12	12.2	10.79	11.36	11.73	11.48
FY87	6,391	6,363	4,992	5,142	586	147	45	495	177	30	1,101	625	64

	Inter.	Justice	Labor	NASA	Nuc. Reg.	SBA	State	DOT	Treas.	VA	All Other	Total
5	5	22	1	1			2	9	3	14	2	420
7	25	58		35		1	3	39	12	86	12	1,612
9	102	137	7	79	5	5	3	99	34	234	45	5,480
11	163	93	12	126	4	10	14	135	59	190	33	7,189
12	155	61	17	272	2	55	10	182	110	66	64	9,086
13	109	51	18	201	16	76	25	163	111	27	64	4,523
14	50	29	6	110	6	24	13	108	68	13	41	1,973
15	8	11	4	56	9	1	4	35	19	4	30	711
OT.	19	15	0	0	0	0	1	0	2	24	50	355
NS	0	1	0	9	2	0	1	4	2	1	5	87
All	636	478	65	889	44	172	76	774	420	659	346	31,436
Avg.	11.19	10.25	12.03	12.05	12.86	12.56	12.01	11.73	12.18	9.85	10.61	11.14
FY87	583	239	70	749	40	148	63	562	232	553	271	29,668

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

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

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

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

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

<i>Grade</i>	<i>Population</i>	<i>Female</i>	<i>Supervisory</i>	<i>Managerial</i>	<i>College Graduates</i>
5	420	78%	0%	0%	35%
7	1,612	70%	1%	0%	46%
9	5,480	69%	2%	0%	42%
11	7,189	63%	8%	0%	44%
12	9,086	53%	13%	0%	56%
13	4,523	43%	41%	4%	66%
14	1,973	34%	52%	12%	74%
15	711	19%	51%	21%	84%
Other	355	58%	17%	1%	*
NS	87	7%	8%	87%	*
Total	31,436	56%	17%	2%	53%

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

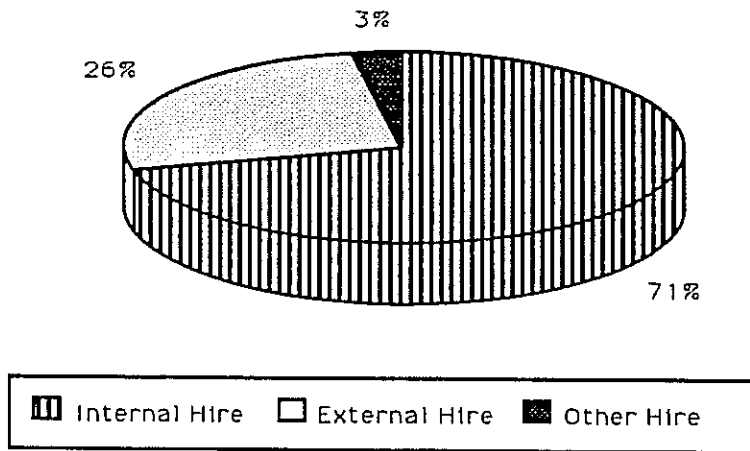
NS: Grade level was not specified. Includes SES positions.

*Not calculated.

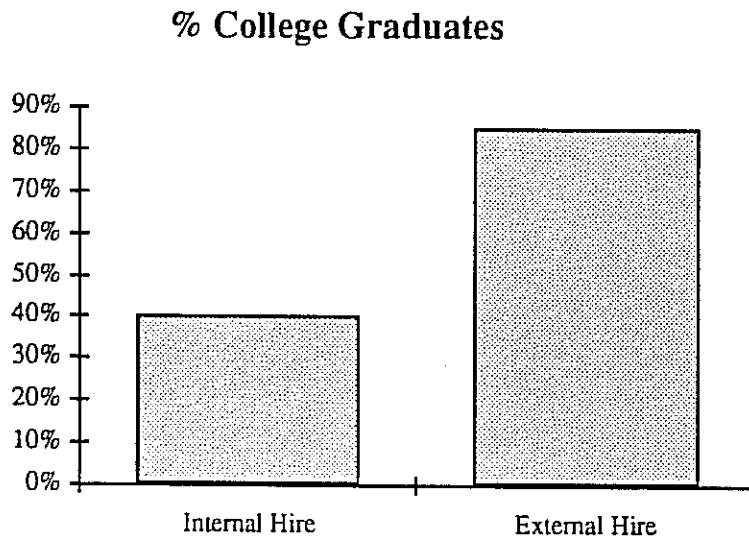
Contract Specialists

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

During Fiscal Year 1991, a total of 2,435 individuals joined the Contract Specialist (GS-1102) series. Only 644 (26%) of those individuals were recruited from outside the Government. Another 1,728 (71%) came from various clerical, technical, and administrative fields within the Government. The hiring source was not indicated for the other 63 (3%) hires.



85% of the Fiscal Year 1991 external hires were college graduates. 40% of the inservice hires have also graduated from a college or university. More than half of the graduates had majored in business, law, or public administration.



CONTRACT SPECIALISTS HIRED DURING FY 1991

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Changed Agencies</i>	<i>No Change</i>	<i>Total</i>
Total	1,728	644	63	722	28,279	31,436
% FY 1991 Work Force	5.5%	2.0%	0.2%	2.3%	90.0%	100.0%
College Graduates	40%	85%	44%	61%	53%	53%
Business, Law, or Pub. Admin. majors ¹	52%	61%	64%	58%	61%	60%
Average Age	40.14	30.61	42.11	39.50	43.13	42.62
Eligible To Retire FY 1991	2%	0%	10%	1%	5%	5%
Eligible To Retire FY 1996	7%	2%	14%	5%	13%	12%
Eligible To Retire FY 2001	16%	4%	19%	15%	27%	26%

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

CONTRACT SPECIALISTS HIRED DURING FY 1991, BY GRADE LEVEL

<i>GS Grade</i>	<i>Population As Of 9/30/91</i>	<i>Internal Hires During FY 91</i>	<i>External Hires During FY 91</i>	<i>Other Hires During FY 91</i>	<i>Total Hires During FY 91</i>	<i>Changed Agencies</i>
5	420	284	82	6	372	1
7	1,612	378	367	9	754	11
9	5,480	353	100	12	465	76
11	7,189	256	34	8	298	179
12	9,086	236	39	9	284	232
13	4,523	127	12	4	143	143
14	1,973	52	4	3	59	58
15	711	15	1	5	21	20
Other	442	27	5	7	39	2
Total	31,436	1,728	644	63	2,435	722

Contract Specialists

HIRES OF CONTRACT SPECIALISTS BY AGENCY DURING FY 1991

	<i>Internal Hires</i>	<i>External Hires</i>	<i>Other Hires</i>	<i>Recruited From Other Agencies</i>	<i>Total Hires¹</i>	<i>% FY 1991 Workforce¹</i>
Air Force	194	46	17	42	299	5.4%
Army	381	77	12	82	552	8.9%
Navy	360	144	3	79	586	11.2%
Other Defense	218	75	3	85	381	6.5%
Agriculture	48	8	1	14	71	10.4%
Commerce	14	5	1	8	28	14.7%
Education	2	7	0	1	10	18.9%
Energy	29	17	1	36	83	14.5%
EPA	10	8	0	19	37	14.1%
FEMA	0	4	2		6	14.0%
GSA	83	65	0	74	222	15.7%
HHS	59	22	1	34	116	15.0%
HUD	17	5	0	13	35	29.4%
Interior	33	7	3	32	75	11.8%
Justice	57	30	1	16	104	21.8%
Labor	5	1	2	0	8	12.3%
NASA	25	39	1	31	96	10.8%
Natl Science	0	0	0	0	0	0.0%
Nuclear Reg	5	0	0	3	8	18.2%
SBA	13	2	1	9	25	14.5%
State	4	4	1	3	12	15.8%
Transportation	48	31	2	62	143	18.5%
Treasury	40	21	2	50	113	26.9%
VA	66	13	2	11	92	14.0%
All Other	17	13	7	18	55	16.1%
All Agencies¹	1,728	644	63	N/A	2,435	7.7%

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

**LOSSES OF CONTRACT SPECIALISTS BY AGENCY
DURING FY 1991**

	<i>FY91 Beginn- ing Strength</i>	<i>Quit The Series</i>	<i>Changed Agencies</i>	<i>Stayed</i>	<i>Loss Rate*</i>
Air Force	5,800	402	124	5,274	9.1%
Army	6,283	469	197	5,617	10.6%
Navy	5,090	323	141	4,626	9.1%
Other Defense	5,852	326	89	5,437	7.1%
Agriculture	664	41	13	610	8.1%
Commerce	181	9	9	163	9.9%
Education	48	2	3	43	10.4%
Energy	539	43	8	488	9.5%
EPA	264	32	7	225	14.8%
FEMA	44	3	4	37	15.9%
GSA	1,309	99	22	1,188	9.2%
HHS	714	48	7	659	7.7%
HUD	96	10	2	84	12.5%
Interior	622	42	19	561	9.8%
Justice	413	35	4	374	9.4%
Labor	67	9	1	57	14.9%
NASA	856	55	8	793	7.4%
Natl Science	4	0	0	4	0.0%
Nuclear Reg	37	0	1	36	2.7%
SBA	166	19	0	147	11.4%
State	70	3	3	64	8.6%
Transportation	699	47	21	631	9.7%
Treasury	377	48	22	307	18.6%
VA	636	61	8	567	10.8%
All Other	315	19	9	287	8.9%
All Agencies*	31,146	2,145	722	28,279	6.9%

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

Contract Specialists

FY 1991 GRADE OF CONTRACT SPECIALISTS WHO OCCUPIED GS-1102 POSITIONS ON 9/30/85

<i>GS Grade</i>	<i>FY 1985 Contract Specialists</i>
5	2
7	70
9	1,252
11	3,376
12	6,566
13	3,802
14	1,726
15	646
Not Specified	164
Other	68
Total Still Employed in GS-1102 Positions	17,672
No Longer Employed	9,814
Total Employed on 9/30/85	27,486
Loss Rate	35.71%

Of the 31,436 Contract Specialists employed on Sept. 30, 1991, 56% had more than 6 years of experience in the GS-1102 series. 26% have been in the GS-1102 series since September 30, 1980.

LOSSES DURING FY91, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY90 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	520	11.35%	0.58%
7	2,044	8.90%	1.66%
9	5,713	7.51%	2.22%
11	6,884	6.36%	2.73%
12	8,752	6.25%	2.37%
13	4,279	6.15%	2.52%
14	1,857	7.70%	1.88%
15	668	7.88%	2.10%

*Note: Some grades not shown.

RETIREMENT ELIGIBILITY BY AGENCY

	<i>FY 1991 Population</i>	<i>Eligible In FY1991</i>	<i>Eligible In FY 1996</i>	<i>Eligible In FY 2001</i>
Air Force	5,573	6%	16%	32%
Army	6,169	5%	16%	33%
Navy	5,212	4%	11%	23%
Other Defense	5,818	5%	11%	22%
Agriculture	681	1%	3%	11%
Commerce	191	1%	2%	9%
Education	53	0%	2%	6%
Energy	571	5%	16%	36%
EPA	262	2%	10%	23%
FEMA	43	2%	5%	9%
GSA	1,410	6%	15%	30%
HHS	775	4%	9%	18%
HUD	119	1%	6%	17%
Interior	636	1%	4%	12%
Justice	478	1%	3%	6%
Labor	65	2%	26%	55%
NASA	889	3%	8%	20%
Natl Science	4	0%	0%	0%
Nuclear Reg.	44	0%	0%	7%
SBA	172	8%	17%	26%
State	76	7%	12%	22%
Transportation	774	2%	8%	19%
Treasury	420	1%	6%	19%
VA	659	1%	5%	15%
ALL OTHER	342	2%	7%	16%
TOTAL	31,436	5%	12%	26%

Contract Specialists

COLLEGE GRADUATES BY AGENCY AND GRADE FY 1991

	<i>GS 5 & 7</i>	<i>GS 9 & 11</i>	<i>GS 12-15</i>	<i>All Grades</i>
Air Force	40%	54%	74%	63%
Army	35%	38%	56%	47%
Navy	48%	40%	59%	50%
Other Defense	45%	49%	66%	57%
Agriculture	31%	33%	51%	42%
Commerce	67%	32%	64%	58%
Education	89%	67%	34%	49%
Energy	55%	42%	74%	67%
EPA	64%	58%	72%	69%
FEMA	29%	56%	60%	53%
GSA	59%	39%	44%	44%
HHS	44%	28%	58%	50%
HUD	38%	41%	68%	55%
Interior	33%	23%	57%	41%
Justice	43%	36%	53%	42%
Labor	0%	37%	62%	54%
NASA	83%	76%	78%	78%
Natl Science	0%	100%	100%	75%
Nuclear Reg	0%	33%	70%	62%
SBA	0%	33%	58%	56%
State	20%	6%	58%	43%
Transportation	40%	33%	55%	47%
Treasury	47%	39%	55%	51%
VA	33%	23%	39%	27%
ALL OTHER	54%	22%	58%	48%

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991

Washington, DC-Md-Va	6,086	Houston, Tx	154
Philadelphia, Pa-NJ	1,569	Indianapolis, In	150
Dayton, Oh	1,150	Orlando, Fl	150
Huntsville, Al	918	Phoenix, Az	150
St Louis, Mo-Ill	781	Colorado Springs, Co	148
Los Angeles-Long Beach, Ca	746	Portland, Or-Wa	143
San Antonio, Tx	736	Anaheim-Santa Ana-Gar. Grove, Ca	132
Norfolk-Va Beach-Portsmouth, Va-NC	673	Minneapolis-St Paul, Mn-Wi	120
Detroit, Mi	618	Anchorage, Ak	103
Boston, Ma	606	Jacksonville, Fl	101
Oklahoma City, Ok	558	Bremerton, Wa	99
Columbus, Oh	546	New Orleans, La	96
Monmouth, NJ	538	Pittsburgh, Pa	93
Baltimore, Md	525	Hartford, Ct	82
Dallas-Fort Worth, Tx	474	Utica-Rome, NY	80
Salt Lake City-Ogden, Ut	430	Montgomery, Al	79
Davenport-Rock Isl.-Moline, Ia-Ill	415	Raleigh-Durham, NC	79
Macon, Ga	411	Cincinnati, Oh-Ky-In	78
San Diego, Ca	408	New London-Norwich, Ct-Ri	75
Richmond, Va	399	Memphis, Tn-Ar-Ms	72
Sacramento, Ca	386	Omaha, Ne-Ia	68
New York, NY-NJ	353	Santa Barb.-Santa Maria-Lompoc, Ca	64
Atlanta, Ga	337	Biloxi-Gulfport, Ms	62
Denver-Boulder, Co	316	Tacoma, Wa	60
Chicago, Ill	312	Bridgeport, Ct	59
Harrisburg, Pa	305	Fayetteville, Nc	58
San Francisco-Oakland, Ca	266	Vallejo-Fairfield-Napa, Ca	57
Seattle-Everett, Wa	230	Wichita, Ks	56
Albuquerque, NM	228	Las Cruces, NM	54
Bakersfield, Ca	223	Tampa-St Petersburg, Fl	54
Honolulu, Hi	223	Subtotal	26,546
Newark, NJ	217	Other MSAs	2,561
Riverside-San Bernard.-Ontario, Ca	215	Outside MSAs	2,329
Oakland, Ca	191	Total	31,436
Oxnard-Simi Valley-Ventura, Ca	190		
Charleston-N. Charleston, SC	188		
Kansas City, Mo-Ks	179		
Nassau-Suffolk, NY	173		
Cleveland, Oh	171		
Ft Walton, Fl	163		
San Jose, Ca	160		
Melbourne-Titusville-Cocoa, Fl	157		

PURCHASING

AGENTS

Purchasing Agents

AGENCY BY GRADE (AS OF FY91)

	Air Force	Army	Navv	Other DoD	Agric-ulture	Com-merce	Educ.	Energy	EPA	FEMA	GSA	HHS	HUD
4	5	46	100	2	36	3	0	1	0	1	8	6	0
5	187	468	426	21	236	9	0	6	1	0	63	35	2
6	154	296	542	21	148	14	0	10	8	1	54	85	0
7	110	333	484	33	118	26	2	17	18	2	40	118	6
8	0	20	67	3	25	4	1	0	5	0	0	36	0
9	4	24	77	0	14	1	0	2	4	0	0	3	0
10	0	6	10	0	0	0	0	0	0	0	0	0	0
11	0	2	11	1	0	1	0	0	0	0	0	0	0
OT.	0	1	34	0	2	7	0	0	0	0	0	1	0
NS	0	0	0	2	0	0	0	0	0	0	0	0	0
ALL	460	1,196	1,751	83	579	65	3	36	36	4	165	284	8
Avg.	5.84	5.93	6.12	6.23	5.82	6.08	7.33	6.42	7.08	6.00	5.76	6.52	6.50
FY87	496	1,281	1,704	97	458	66	3	35	42	4	158	157	7

	Inter.	Justice	Labor	NASA	Nuc. Reg.	SBA	DOT	Treas.	VA	All Other	Total
4	16	0	1	3	0	0	0	1	55	2	286
5	114	4	10	4	0	1	34	37	530	15	2,203
6	133	7	6	16	0	1	44	49	366	12	1,967
7	130	15	5	19	1	4	33	108	125	32	1,779
8	12	3	0	9	1	0	4	13	3	4	210
9	8	0	0	4	2	0	6	6	2	1	158
10	0	0	0	4	0	0	0	0	0	0	20
11	0	0	0	0	0	0	0	0	1	0	16
Ot.	68	0	0	0	0	0	0	0	0	0	113
NS	0	0	0	0	0	0	0	0	0	0	2
All	481	29	22	59	4	6	121	214	1,082	66	6,754
Avg.	5.52	6.59	5.68	6.93	8.25	6.50	6.21	6.53	5.54	6.36	5.95
FY87	335	19	27	49	3	2	125	173	1,047	66	6,354

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

NS: Grade level was not specified.

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

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

LOSSES DURING FY91, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY91 Beginn- ing Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
4	303	23.1%	1.7%
5	2,251	21.7%	0.8%
6	1,896	16.7%	1.0%
7	1,679	20.9%	0.9%
8	180	16.7%	1.1%
9	133	18.8%	0.0%

*Note: Some grades not shown.

Purchasing Agents

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991

Washington, DC-Md-Va	731	Salt Lake City-Ogden, Ut	33
Norfolk-Va Beach-Portsmouth, Va-NC	288	Killeen-Temple, Tx	32
San Diego, Ca	192	San Juan PR	32
Philadelphia, Pa-NJ	180	Tacoma, Wa	32
Oakland, Ca	114	Anaheim-Santa Ana-Gar. Grove, Ca	31
Honolulu, Hi	96	Lake County, Il	31
Baltimore, Md	95	Oklahoma City, Ok	31
St Louis, Mo-II	91	Richmond, Va	31
Los Angeles-Long Beach, Ca	83	Colorado Springs, Co	30
Bremerton, Wa	78	Little Rock-North Little Rock, Ar	30
Charleston-N. Charleston, SC	77	Nashville-Davidson, Tn	30
San Antonio, Tx	77	Tampa-St Petersburg, Fl	30
New York, NY-NJ	76	Vallejo-Fairfield-Napa, Ca	30
Denver-Boulder, Co	74	Northeast Pennsylvania	29
Harrisburg, Pa	70	Monmouth, NJ	28
Boston, Ma	68	Newark, NJ	28
Chicago, Il	64	Jacksonville, Fl	27
Dallas-Fort Worth, Tx	61	Jacksonville, NC	27
Kansas City, Mo-Ks	60	San Jose, Ca	27
San Francisco-Oakland, Ca	60	Orlando, Fl	26
Indianapolis, In	54	Raleigh-Durham, NC	26
Sacramento, Ca	54	Bakersfield, Ca	25
Riverside-San Bernard.-Ont., Ca	52	Columbia, SC	25
Atlanta, Ga	50	Davenport-Rock Isl.-Moline, Ia-II	24
New Orleans, La	50	Louisville, Ky-In	24
Minneapolis-St Paul, Mn-Wi	49	Detroit, Mi	23
Albuquerque, NM	45	Houston, Tx	23
Cleveland, Oh	44	Melbourne-Titusville-Cocoa, Fl	23
Anchorage, Ak	43	New London-Norwich, Ct-Ri	23
Pensacola, Fl	42	Boise City, Id	22
Seattle-Everett, Wa	42	Nassau-Suffolk, NY	22
Portland, Or-Wa	41	El Paso, Tx	21
Dayton, Oh	40	Montgomery, Al	21
Miami, Fl	40	Subtotal	4,429
Oxnard-Simi Valley-Ventura, Ca	39	Other MSAs	1,199
Pittsburgh, Pa	37	Outside MSAs	1,126
Biloxi-Gulfport, Ms	36	Total	6,754
Phoenix, Az	36		
Fayetteville, NC	35		
Augusta, Ga-SC	34		
Memphis, Tn-Ar-Ms	34		

PROCUREMENT CLERICAL

AND ASSISTANCE

Procurement Clerical and Assistance

AGENCY BY GRADE (AS OF FY 91)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Educ.</i>	<i>Energy</i>	<i>EPA</i>	<i>FEMA</i>	<i>GSA</i>	<i>HHS</i>	<i>HUD</i>
4	349	618	536	459	63	7	0	4	3	0	39	17	0
5	890	617	563	1,124	97	17	0	27	13	0	131	37	7
6	228	225	282	347	81	7	3	9	3	1	61	53	3
7	181	214	262	159	47	3	0	6	9	4	35	34	6
8	5	12	10	23	0	0	0	1	0	0	1	1	0
9	5	1	8	4	0	0	0	0	0	0	0	0	0
10	0	0	0	1	0	0	0	0	0	0	0	0	0
11	0	0	0	1	0	0	0	0	0	0	0	0	0
OT.	14	37	113	72	6	1	0	0	0	0	0	0	1
NS	2	0	1	0	0	0	0	0	0	0	0	0	0
ALL	1,674	1,724	1,775	2,190	294	35	3	47	28	5	267	142	17
Avg.	5.15	5.00	5.02	5.07	5.34	5.11	6.00	5.43	5.64	6.80	5.36	5.75	5.76
FY87	2,211	2,035	1,945	2,361	247	20	4	57	24	6	226	132	9

	<i>Inter.</i>	<i>Justice</i>	<i>Labor</i>	<i>NASA</i>	<i>Nuc. Reg.</i>	<i>SBA</i>	<i>DOT</i>	<i>Treas.</i>	<i>VA</i>	<i>All Other</i>	<i>Total</i>
4	48	0	2	9	0	2	29	20	45	4	2,254
5	95	6	4	50	0	8	48	44	45	16	3,839
6	52	5	7	12	2	21	25	9	14	4	1,454
7	21	2	4	12	3	15	11	6	4	14	1,052
8	0	1	1	0	4	0	0	3	1	3	66
9	0	1	1	0	4	0	0	0	0	7	31
10	0	0	0	0	0	0	0	0	0	1	2
11	0	0	0	0	0	0	0	0	0	0	1
OT.	5	0	0	1	0	0	2	1	0	1	254
NS	0	0	0	0	0	0	0	0	0	0	3
All	221	15	19	84	13	46	115	83	109	50	8,956
Avg.	5.16	6.07	6.05	5.30	7.77	6.07	5.12	5.10	4.82	6.40	5.12
FY87	189	4	15	91	10	50	105	55	134	41	9,971

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

NS: Grade level was not specified.

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

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

Procurement Clerical and Assistance

LOSSES DURING FY91, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY91 Beginn- ing Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
3	242	31.0%	0.0%
4	2,597	28.3%	0.4%
5	3,941	21.9%	0.6%
6	1,448	20.6%	0.4%
7	967	22.1%	0.4%
8	62	17.7%	0.0%
9	31	22.6%	0.0%

*Note: Some grades not shown.

Procurement Clerical and Assistance

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991

Washington, DC-Md-Va	872	Harrisburg, Pa	87
Philadelphia, Pa-NJ	561	New York, NY-NJ	87
Dayton, Oh	322	Oakland, Ca	85
San Antonio, Tx	272	Denver-Boulder, Co	83
Los Angeles-Long Beach, Ca	269	Chicago, Il	72
Columbus, Oh	233	Newark, NJ	70
San Diego, Ca	211	San Francisco-Oakland, Ca	69
Oklahoma City, Ok	203	Seattle-Everett, Wa	69
Richmond, Va	201	Orlando, Fl	68
Norfolk-Va Beach-Portsmouth, Va-NC	193	Albuquerque, NM	63
Huntsville, Al	188	Oxnard-Simi Valley-Ventura, Ca	58
Boston, Ma	177	Anaheim-Santa Ana-Gar. Grove, Ca	57
Macon, Ga	175	Nassau-Suffolk, NY	57
Baltimore, Md	164	Jacksonville, Fl	53
Detroit, Mi	158	Phoenix, Az	51
Salt Lake City-Ogden, Ut	149	Bakersfield, Ca	50
Sacramento, Ca	144	Bremerton, Wa	50
Monmouth, NJ	138	Subtotal	6,456
St Louis, Mo-Il	130	Other MSAs	718
Atlanta, Ga	128	Outside MSAs	1,782
Dallas-Fort Worth, Tx	125	Total	8,956
Davenport-Rock Isl.-Moline, Ia-Il	114		
Honolulu, Hi	109		
Riverside-San Bernard.-Ontario, Ca	91		

INDUSTRIAL

SPECIALISTS

Industrial Specialists

Agency By Grade (As Of FY 1991)

	<i>Air Force</i>	<i>Army</i>	<i>Navy</i>	<i>Other DoD</i>	<i>Agriculture</i>	<i>Commerce</i>	<i>Energy</i>	<i>FEMA</i>	<i>Inter.</i>	<i>Justice</i>	<i>NASA</i>	<i>SBA</i>	<i>DOT</i>
5	0	6	1	1	0	0	1	0	0	0	0	0	0
7	4	0	3	14	0	0	0	0	0	0	1	0	0
9	10	50	20	134	0	0	0	0	0	2	2	1	0
11	33	148	149	712	11		0	0	0	12	2	1	1
12	70	172	312	272	9	2	8	0	1	21	1	7	1
13	23	54	107	55	10	2	33	1	3	8	2	40	7
14	16	19	32	13	4	4	10	2	0	2	1	8	14
15	8	3	10	15	1	2	4	0	2	0	0	2	5
OT.	0	0	4	0	0	0	0	0	0	0	0	0	0
NS	0	0	0	2	0	0	0	0	0	0	0	0	0
ALL	164	452	638	1,218	35	10	56	3	6	45	9	59	28
Avg.	11.98	11.47	11.90	11.12	12.29	13.60	13.04	13.67	13.50	11.87	11.00	12.98	13.75
FY87	287	572	766	1,229	43	11	40	5	4	20	5	63	30

	<i>Treas.</i>	<i>All Other</i>	<i>Total</i>
5	0	0	9
7	0	0	22
9	0	0	219
11	0	0	1,069
12	4	0	880
13	1	0	346
14	0	0	125
15	0	0	52
Ot.	0	0	4
NS	0	0	2
All	5	0	2,728
Avg.	12.20	0	12.00
FY87	4	1	3,080

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

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

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

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

LOSSES DURING FY91, BY GRADE LEVEL

<i>GS Grade</i>	<i>FY91 Beginn- ing Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
5	23	30.4%	0.0%
7	42	21.4%	0.0%
9	249	16.9%	0.4%
11	1,135	13.0%	0.4%
12	924	13.6%	0.4%
13	345	20.3%	0.9%
14	135	15.6%	0.0%
15	46	6.5%	0.0%

*Note: Some grades not shown

Industrial Specialists

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991

Washington, DC-Md-Va	400	Anaheim-Santa Ana-Gar. Grove, Ca	32
Philadelphia, Pa-NJ	158	Atlanta, Ga	32
Davenport-Rock Isl.-Moline, Ia-Il	156	Cleveland, Oh	30
Detroit, Mi	102	Hartford, Ct	29
Dayton, Oh	101	New Orleans, La	29
Los Angeles-Long Beach, Ca	92	Bridgeport, Ct	27
Boston, Ma	88	Baltimore, Md	26
Dallas-Fort Worth, Tx	77	Minneapolis-St Paul, Mn-Wi	26
St Louis, Mo-Il	70	Chicago, Il	25
Norfolk-Va Beach-Portsmouth, Va-NC	61	Columbus, Oh	24
Nassau-Suffolk, NY	55	San Diego, Ca	23
Newark, NJ	52	Richmond, Va	22
Oxnard-Simi Valley-Ventura, Ca	48	San Antonio, Tx	21
Louisville, Ky-In	47	Subtotal	2,072
Bremerton, Wa	40	Other MSAs	105
Monmouth, NJ	39	Outside MSAs	551
New York, NY-NJ	37	Total	2,728
Albany-Schenectady-Troy, NY	35		
Oklahoma City, Ok	35		
Huntsville, Al	33		

GENERAL BUSINESS
AND INDUSTRY

General Business and Industry

Agency By Grade (As Of FY 1991)

	Air Force	Army	Navy	Other DoD	Agriculture	Commerce	Educ.	Energy	EPA	GSA	HHS	HUD	Inter.
5	118	140	77	5	2,106	32	4	7	0	12	7	66	87
7	161	229	171	8	544	75	30	33	5	40	32	50	48
9	463	225	364	9	89	84	56	16	7	18	62	35	59
11	566	138	124	57	33	93	64	26	24	27	61	91	99
12	387	173	133	54	25	148	136	41	35	26	166	318	96
13	165	82	87	42	22	130	47	52	18	33	88	258	76
14	52	99	46	106	11	49	16	77	11	17	54	155	29
15	30	40	12	37	5	43	4	54	8	8	21	67	9
OT.	369	208	119	5	1,530	235	5	22	0	24	11	99	83
NS	12	8	3	7	4	35	1	10	0		2	4	0
ALL	2,323	1,342	1,136	330	4,369	924	363	338	108	205	504	1,143	586
Avg.	9.56	9.13	9.2	12.57	5.80	8.90	11.04	11.84	11.94	9.95	11.49	11.26	9.33
FY87	2,662	1,213	750	275	3,816	859	265	273	92	268	393	860	519

	Justice	Labor	NASA	Nat'l Sci. Fd.	Nuc. Reg.	SBA	State	DOT	Treas.	VA	All Other	Total
5	0	0	1	2	0	48	0	0	2	0	7	2,721
7	5	1	1	9	0	196	0	1	3	0	28	1,670
9	6	1	6	2	0	37	0	3	13	8	75	1,638
11	15	14	3	6	0	83	0		10	44	176	1,754
12	46	27	4	3	0	296	0	2	10	55	236	2,417
13	36	43	2	14	0	167	0	11	23	62	317	1,775
14	17	17	5	5	2	28	0	3	13	62	186	1,060
15	7	9	1	4	2	24	2	12	7	32	93	531
OT.	0	0	0	5	0	71	0		31	55	74	2,946
NS	0	5	0	1	0	0	1	2	1	2	15	113
ALL	132	117	23	51	4	950	3	34	113	320	1,207	16,625
Avg.	12.25	12.73	11.22	10.86	14.50	10.26	15.00	13.22	14.16	12.51	11.83	9.14
FY87	92	93	19	55	4	831	0	44	50	331	859	14,623

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

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

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

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

General Business and Industry

LOSSES DURING FY91, BY GRADE LEVEL*

<i>GS Grade</i>	<i>FY91 Beginning Strength</i>	<i>% Quit The Series</i>	<i>% Changed Agencies</i>
4	557	28.2%	0.0%
5	2,639	13.5%	0.0%
6	1,736	10.4%	0.2%
7	1,655	17.6%	0.2%
8	148	15.5%	0.0%
9	1,512	15.0%	0.4%
10	67	19.4%	1.5%
11	1,745	15.7%	0.1%
12	2,330	16.8%	0.0%
13	1,681	14.2%	0.2%
14	1,002	15.8%	0.4%
15	505	12.5%	0.0%
16	29	6.9%	0.0%

*Note: Some grades not shown

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991

Washington, DC-Md-Va	3,208	San Diego, Ca	99
Sacramento, Ca	357	Baltimore, Md	97
Salt Lake City-Ogden, Ut	341	Detroit, Mi	97
Denver-Boulder, Co	324	Jacksonville, Fl	97
San Antonio, Tx	317	Anaheim-Santa Ana-Gar. Grove, Ca	90
Atlanta, Ga	315	Richmond, Va	87
Macon, Ga	307	Ft Walton, Fl	86
Oklahoma City, Ok	277	Honolulu, Hi	85
Dallas-Fort Worth, Tx	259	Portland, Or-Wa	81
Dayton, Oh	247	Indianapolis, In	66
Kansas City, Mo-Ks	235	Houston, Tx	62
Philadelphia, Pa-NJ	216	New Orleans, La	61
Chicago, Il	194	Albuquerque, NM	59
Davenport-Rock Isl.-Moline, Ia-Il	180	Texarkana, Tx-Texarkana, Ar	58
Norfolk-Va Beach-Portsmouth, Va-NC	171	Nashville-Davidson, Tn	54
New York, NY-NJ	166	Columbus, Oh	52
San Francisco-Oakland, Ca	155	Pittsburgh, Pa	49
Boston, Ma	153	Charleston-N. Charleston, SC	48
Seattle-Everett, Wa	137	Oakland, Ca	48
St Louis, Mo-Il	131	Omaha, Ne-Ia	47
Phoenix, Az	109	Anchorage, Ak	45
Anniston, Al	104	Riverside-San Bernard.-Ont., Ca	45
Los Angeles-Long Beach, Ca	99	Jackson, Ms	43
Minneapolis-St Paul, Mn-Wi	99	Little Rock-North Little Rock, Ar	41

General Business and Industry

EMPLOYMENT BY METROPOLITAN STATISTICAL AREAS FY 1991 (CONT.)

Columbia, SC	40	Fayetteville, Nc	28
Louisville, Ky-In	40	Birmingham, Al	26
San Juan PR	39	Memphis, Tn-Ar-Ms	25
Colorado Springs, Co	38	Monmouth, NJ	25
Des Moines, Ia	36	Providence-Warwick-Pawtucket, RI-Ma	25
Vallejo-Fairfield-Napa, Ca	36	Syracuse, NY	25
Biloxi-Gulfport, Ms	35	Tulsa, Ok	25
Boise City, Id	35	Battle Creek, MI	24
Tacoma, Wa	35	Greensboro-Winston-Salem, NC	24
El Paso, Tx	34	Tucson, Az	24
Miami, Fl	34	Charleston, WV	23
Orange County, Fl	34	Jacksonville, NC	23
Raleigh-Durham, NC	34	Knoxville, Tn	23
Hartford, Ct	33	Las Vegas, Nv	22
Huntsville, Al	33	Pensacola, Fl	22
Spokane, Wa	33	Wichita, Ks	22
Tampa-St Petersburg, Fl	33	Lubbock, Tx	21
Cleveland, Oh	32	New London-Norwich, Ct-Ri	21
Fresno, Ca	32	Austin, Tx	20
Newark, NJ	32	Charlotte-Gastonia, NC	20
Orlando, Fl	31	Corpus Christi, Tx	20
Alexandria, La	30	Subtotal	11,120
Bremerton, Wa	30	Other MSAs	4,227
Lexington-Fayette, Ky	30	Outside MSAs	1,278
Montgomery, Al	30	Total	16,625
Bakersfield, Ca	29		
Albany-Schenectady-Troy, NY	28		
Columbus, Ga-Al	28		

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