



# FAI

## FY2009 Annual Report on the Federal Acquisition Workforce

Preparing Today's Workforce for Tomorrow's Challenges.

**Federal Acquisition Institute**

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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) 2009. FAI has published this report since 1977, and 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/fapis.asp>.

FAI continuously evaluates whether this report best serves the needs of the acquisition community. FAI welcomes your feedback on how this report might be modified to be more useful is appreciated. Please call or send any feedback to the address below:

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# Executive Summary

The Annual Report on the Federal Acquisition Workforce summarizes workforce statistics and information about Federal acquisition employees, including the General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105); and Procurement, Clerical and Assistance (GS-1106) series; Program and Project Managers (P/PMs), as well as Contracting Officer Technical Representatives (COTRs).

The following table provides an overview of the acquisition workforce for FY2009:

**Table 9-1 Acquisition Workforce at a Glance FY2009**

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	P/PM	COTR	TOTAL
<b>Population</b>	32,515	32,925	3,492	1,699	12,526	23,349	106,506
<b>Total, DoD</b>	15,268	21,975	1,200	1,156	8,789	NA	48,388
<b>Total, Civilian Agencies</b>	17,247	10,950	2,292	543	3,737	23,349	58,118
<b>Average Grade<sup>1</sup></b>	8.98	11.5	7.14	6.24	12.37	12.61	
<b>Average Age</b>	46.4	45.54	48.96	49.92	47.61	51.02	
<b>Percent Female</b>	57%	59%	69%	80%	30%	40%	
<b>Percent Eligible to Retire in FY2009</b>	12%	12%	16%	24%	16%	25%	
<b>Percent College Graduates</b>	37%	78%	16%	12%	80%	69%	
<b>Members, Senior Executive Service</b>	98	99	0	0	124	17	338

<sup>1</sup> Average grade includes those positions for which a grade was specified.

## 1. Introduction

For over 30 years, FAI's Annual Report on the Federal Acquisition Workforce has provided workforce statistics and information about Federal acquisition employees. The Fiscal Year (FY) 2009 Annual Report provides a demographic snapshot of Federal acquisition employees within civilian and defense agencies.

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.
- **FY2009 – The Year in Review:** This section includes Notable Legislative Activity and Presidential and OMB Guidance.
- **Summary of Acquisition Data:** This section contains the Federal Acquisition Workforce statistics for FY2009.

## 2. The Federal Acquisition Workforce

To count the Federal acquisition workforce, this report uses the definition set forth by the 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 P/PMs and COTRs; and additional occupations identified by agency Chief Acquisition Officers (CAOs). In FY2009, FAI continued collecting records related to acquisition P/PM and COTR roles from civilian agencies as part of the acquisition workforce, consistent with OMB policy.

The scope of this report is limited to those acquisition occupations and roles that are found across both civilian and Department of Defense (DOD) agencies. This includes the General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106) series. To count and obtain demographic information regarding the workforce, this report draws from two sources: the Office of Personnel Management (OPM) Civilian Personnel Data File (CPDF) and the Acquisition Career Management Information System (ACMIS). The CPDF contains information regarding Federal civilian employees. It includes information from most of the Executive Branch agencies,<sup>1</sup> as well as the Government Printing Office, the U.S. Tax Court, and certain commissions within the Legislative Branch. Data from the CPDF includes demographic, job, agency, and job location information.

ACMIS is the government-wide database containing civilian agency Federal acquisition workforce information and is used to identify training needs and support strategic human capital plans and decisions. Civilian agencies are responsible for identifying employees comprising their agency's acquisition workforce and populating ACMIS with this information.

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

### 3. FY2009 – The Acquisition Year in Review

In FY2009, the Federal acquisition workforce was impacted by a number of changes occurring in the broader Federal community. A new Presidential Administration brought forth a renewed focus on public transparency and accountability, which had a significant impact on Federal acquisition policy and practice. Meanwhile, the American Recovery and Reinvestment Act (ARRA, or the Recovery Act) created a surge in Federal spending designed to stimulate economic growth and update the nation's infrastructure. The accompanying rise in Federal contracting acquisitions further tested the acquisition professionals and highlighted the importance of their role as stewards of taxpayer dollars and in promoting the effectiveness of the government as a whole.

#### 3.1 Notable Legislative Activity

Two major pieces of legislation passed in FY2009 had major implications for the acquisition workforce. The first, the 2009 National Defense Authorization Act (NDAA), was enacted on October 14, 2008, and focused on tightening procurement regulations and increasing contractor competition, monitoring, and tracking. The Recovery Act was passed in February 2009 and greatly impacted the scale of government contracting. The Recovery Act brought about a significant increase in the size of Federal acquisitions. It mandated an unprecedented amount of Federal spending (\$787 billion) within just a few years and established new regulations around agency and contractor reporting, oversight, and competition to improve transparency and accountability of Federal spending. This new legislative context has translated into both challenges and opportunities for the acquisition workforce.

#### 3.2 Presidential and OMB Guidance

In response to the abovementioned legislative climate and changes, the Office of Federal Procurement Policy (OFPP) within the Office of Management and Budget (OMB) issued a number of pieces of guidance in FY2009 regarding the management and development of the Federal acquisition workforce.

In February 2009, OMB released *Implementing Guidance for the American Recovery and Reinvestment Act* that advised agencies to ensure availability of the Federal workforce necessary for supporting inherently governmental acquisition functions and urged them to leverage their authority to reemploy retired Federal employees and annuitants in acquisition roles without a salary offset.

In March 2009, President Obama issued a *Memorandum on Government Contracting* that directed OMB to collaborate with the Secretary of Defense, the Administrator of the National Aeronautics and Space Administration, the Administrator of General Services, the Director of the Office of Personnel Management, and heads of other agencies deemed relevant, to develop Government-wide guidance for 1) identifying and correcting inefficient or ineffective contracts, 2) appropriately using and overseeing all contract types, 3) maximizing competition and value and minimizing risk of procurement processes, 4) assessing the capacity of

its acquisition workforce to manage acquisitions effectively, and 5) clarifying when governmental outsourcing for services is and is not appropriate. The Memorandum also declared the development of the acquisition workforce as critical to improved government performance.

In response, in July, OMB issued a *Memorandum on Managing the Multi-Sector Workforce*, directing agencies to build their capacity to manage a multi-sector workforce and reduce reliance on contracted employees. It also issued a *Memorandum on Improving Government Acquisition*, which ordered agencies to establish and meet acquisition related savings targets. That same month, OFPP issued a *Memorandum on Improved Use of Contractor Performance Information*, describing new Federal Acquisition Regulation (FAR) requirements for strengthening the use of contractor performance information and outlining OFPP's review process for improving performance information.

In October of 2009, OFPP issued its *Strategic Plan for Acquisition Workforce Development for Civilian Agencies*. The plan established the need for a workforce planning process, training and development initiatives, and workforce management infrastructure improvements over the next 5 years. Additionally, the plan required agencies under the purview of the Chief Financial Officers (CFO) Act to develop an annual Acquisition Human Capital Plan (AHCP) for strengthening their AWF.

## 4. Summary Acquisition Workforce Data FY2009

The following tables contain Federal acquisition workforce statistics for FY2009.

TABLE 9-2 HISTORY OF THE ACQUISITION WORKFORCE FY1999 - FY 2009

Fiscal Year:	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>General Business and Industry (GS 1101)</b>											
<b>Total</b>	<b>20,955</b>	<b>21,225</b>	<b>22,132</b>	<b>22,865</b>	<b>23,008</b>	<b>23,514</b>	<b>23,937</b>	<b>24,533</b>	<b>26,846</b>	<b>29,945</b>	<b>32,515</b>
DOD	6,241	6,190	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268
Civilian Agencies	14,714	15,035	15,586	16,116	16,128	16,493	16,447	16,772	16,458	16,970	17,247
Average Grade	10.51	10.6	10.66	10.56	10.6	10.59	10.57	11.01	10.01	9.29	8.98
Average Age	46.97	47.51	47.91	48.11	49.42	48.6	48.73	48.85	48.11	47.11	46.40
Percent Female	55%	55%	55%	56%	56%	56%	56%	56%	57%	57%	57%
Eligible To Retire in Current FY	10%	8%	11%	13%	19%	16%	15%	14%	16%	13%	12%
Eligible To Retire in FY 2019	54%	42%	50%	52%	60%	58%	55%	54%	56%	52%	51%
College Graduates	39%	41%	41%	41%	41%	41%	42%	42%	40%	38%	37%
Members, Senior Executive Service	106	105	95	110	105	102	108	103	103	107	98
<b>Contracting (GS-1102)</b>											
<b>Total</b>	<b>26,775</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>	<b>28,434</b>	<b>29,707</b>	<b>32,925</b>
DOD	18,787	18,756	18,565	18,885	18,393	18,322	18,749	18,928	19,119	19,786	21,975
Civilian Agencies	7,988	7,995	8,043	8,409	8,456	8,614	8,840	9,016	9,315	9,921	10,950
Average Grade	11.17	11.16	11.2	11.17	11.14	11.09	11.09	10.94	11.68	11.65	11.5
Average Age	45.84	46.32	46.64	46.79	47.98	46.9	46.84	46.69	46.46	46.26	45.54
Percent Female	60%	61%	61%	61%	61%	61%	60%	60%	60%	60%	59%
Eligible To Retire in Current FY	8%	8%	10%	12%	18%	15%	13%	12%	14%	13%	12%
Eligible To Retire in FY 2019	50%	45%	52%	54%	61%	58%	54%	50%	54%	52%	49%
College Graduates	59%	59%	61%	63%	65%	67%	69%	71%	75%	76%	78%
Members, Senior Executive Service	66	68	71	71	69	68	74	81	92	92	99
<b>Purchasing (GS-1105)</b>											
<b>Total</b>	<b>3,793</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>	<b>3,114</b>	<b>3,186</b>	<b>3,492</b>
DOD	1,638	1,363	1,220	1,193	1,097	1,069	989	961	995	997	1,200
Civilian Agencies	2,155	2,051	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292
Average Grade	6.55	6.62	6.65	6.71	6.77	6.81	6.86	7.1	7.11	7.11	7.14
Average Age	46.29	46.86	47.26	47.73	49.11	48.61	48.79	49.25	49.10	49.25	48.96
Percent Female	79%	78%	77%	77%	76%	75%	75%	74%	73%	71%	69%
Eligible To Retire in Current FY	7%	6%	10%	13%	20%	18%	18%	16%	20%	18%	16%
Eligible To Retire in FY 2019	47%	39%	51%	54%	63%	61%	62%	59%	64%	60%	59%
College Graduates	12%	11%	10%	11%	11%	12%	12%	12%	15%	15%	16%
<b>Procurement Clerical and Assistance (GS-1106)</b>											
<b>Total</b>	<b>3,966</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>	<b>1,898</b>	<b>1,776</b>	<b>1,699</b>
DOD	3,175	2,863	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156
Civilian Agencies	791	720	694	740	715	661	622	533	547	541	543
Average Grade	5.67	5.73	5.8	5.87	5.92	5.95	5.99	6.17	6.22	6.24	6.24
Average Age	45.64	46.44	47.27	47.66	49.01	48.49	49.21	49.58	49.89	49.92	49.92
Percent Female	87%	87%	87%	86%	86%	86%	85%	84%	83%	81%	80%
Eligible To Retire in Current FY	8%	9%	14%	17%	22%	21%	21%	22%	24%	22%	24%
Eligible To Retire in FY 2019	44%	44%	56%	59%	64%	64%	64%	63%	67%	65%	64%
College Graduates	8%	8%	7%	8%	9%	8%	9%	8%	12%	11%	12%



TABLE 9-3 TURNOVER AND HIRES DURING FY2009

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
<b>Losses</b>	<b>5,027</b>	<b>1,954</b>	<b>549</b>	<b>394</b>	<b>7,924</b>
Percent of Losses <sup>1</sup>	17%	7%	17%	22%	12%
Retirement Eligible Employee Losses	917	645	124	79	1,765
Retirement Eligible Employees	5,024	4,682	692	487	10,885
Percent of Retirement Eligible Employee Losses <sup>2</sup>	18%	14%	18%	16%	16%
<b>Total Hires</b>	<b>7,597</b>	<b>5,172</b>	<b>855</b>	<b>317</b>	<b>13,941</b>
Ratio of Internal to External Hires	0.9	0.4	1.0	1.4	0.7
Percent of Hires with College Degrees	30%	85%	23%	23%	55%
<b>Net Change</b>	<b>2,570</b>	<b>3,218</b>	<b>306</b>	<b>-77</b>	<b>6,017</b>
<b>Population at End of FY2009</b>	<b>32,515</b>	<b>32,925</b>	<b>3,492</b>	<b>1,699</b>	<b>70,631</b>
<b>DOD</b>	<b>15,268</b>	<b>21,975</b>	<b>1,200</b>	<b>1,156</b>	<b>39,599</b>
<b>Civilian Agencies</b>	<b>17,247</b>	<b>10,950</b>	<b>2,292</b>	<b>543</b>	<b>31,032</b>

<sup>1</sup>Percent of losses is based on the total population at the beginning of the fiscal year.

<sup>2</sup>Includes both those who are eligible for retirement at the beginning of the fiscal year and those who became eligible during the fiscal year.

TABLE 9-4 EDUCATIONAL LEVELS BY OCCUPATION FY2009

Educational Level	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
<b>No Degree</b>	<b>19,409</b>	<b>6,955</b>	<b>2,895</b>	<b>1,469</b>
<b>Bachelors Degree</b>	<b>6,597</b>	<b>15,540</b>	<b>468</b>	<b>167</b>
<b>Post Graduate Study</b>	<b>5,567</b>	<b>10,242</b>	<b>91</b>	<b>42</b>
<b>Unknown</b>	<b>942</b>	<b>188</b>	<b>38</b>	<b>21</b>
<b>Total</b>	<b>32,515</b>	<b>32,925</b>	<b>3,492</b>	<b>1,699</b>
<b>Percent of College Graduates in the Total Population</b>	<b>37%</b>	<b>78%</b>	<b>16%</b>	<b>12%</b>

TABLE 9-5 AVERAGE SALARY BY OCCUPATIONALSERIES FY2009

Agency	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
USAF	\$83,413.34	\$76,354.05	\$42,697.66	\$43,439.34
Army	\$67,782.83	\$77,964.14	\$49,664.65	\$44,600.51
Navy	\$75,731.41	\$81,664.40	\$48,827.98	\$43,112.86
Other, DOD	\$45,585.42	\$79,611.67	\$42,001.95	\$46,284.56
<b>Average, DOD</b>	<b>\$59,700.56</b>	<b>\$78,723.88</b>	<b>\$47,228.28</b>	<b>\$44,933.60</b>
USDA	\$55,448.94	\$81,498.73	\$47,818.57	\$42,100.14
USAID	\$90,739.89	\$92,762.17	N/A	\$53,574.00
DOC	\$100,831.53	\$95,840.53	\$47,949.62	\$41,334.67
ED	\$91,925.39	\$104,297.28	N/A	N/A
DOE	\$105,666.95	\$95,076.87	\$58,598.38	\$37,260.35
EPA	\$90,141.59	\$93,165.03	\$62,074.50	\$49,327.80
GSA	\$93,679.36	\$85,899.02	\$48,801.42	\$47,446.38
HHS	\$93,476.06	\$93,132.80	\$51,505.10	\$45,475.03
DHS	\$96,673.86	\$91,921.36	\$51,694.54	\$44,824.36
HUD	\$97,206.22	\$102,001.57	N/A	\$53,000.00
DOI	\$70,972.75	\$77,176.78	\$46,556.88	\$43,430.44
DOJ	\$86,781.53	\$84,563.66	\$53,511.17	\$46,301.00
DOL	\$93,920.86	\$99,745.64	\$50,310.50	\$45,325.22
NASA	\$110,394.92	\$96,676.89	\$57,993.58	\$50,955.00
NSF	\$110,485.75	\$111,760.35	N/A	N/A
NRC	\$117,239.33	\$106,622.42	\$59,324.63	N/A
OPM	\$69,776.50	\$91,804.03	\$45,787.86	\$34,903.00
SEC	\$157,424.00	\$125,772.41	N/A	N/A
SBA	\$75,835.48	\$105,857.48	N/A	\$48,006.00
SSA	\$98,174.00	\$88,666.71	\$63,160.50	N/A
DOS	\$99,313.99	\$102,781.49	\$47,303.50	\$53,574.00
DOT	\$94,208.90	\$91,702.78	\$55,155.23	\$48,841.00
Treasury	\$72,646.33	\$97,411.34	\$61,659.56	\$51,187.13
VA	\$66,605.14	\$75,485.68	\$43,628.78	\$42,265.14
<b>All Other Civilian Agencies</b>	<b>\$105,763.21</b>	<b>\$106,404.10</b>	<b>\$52,703.04</b>	<b>\$47,230.55</b>
<b>Average, Civilian Agencies</b>	<b>\$82,549.35</b>	<b>\$88,783.67</b>	<b>\$46,919.39</b>	<b>\$43,893.76</b>
<b>Average, All Agencies</b>	<b>\$71,820.30</b>	<b>\$82,069.51</b>	<b>\$47,025.54</b>	<b>\$44,601.27</b>

TABLE 9-6 ACADEMIC MAJORS OF COLLEGE GRADUATES FY2009

Academic Major	General Business and Industry (GS-1101)		Contract Specialist (GS-1102)		Purchasing (GS-1105)		Procurement Clerical and Assistance (GS-1106)	
	Total Number	Percent of Graduates	Total Number	Percent of Graduates	Total Number	Percent of Graduates	Total Number	Percent of Graduates
Business	5,397	44%	17,647	68%	242	43%	83	40%
Information Management	253	2%	363	1%	19	3%	6	3%
Engineering	791	7%	163	1%	6	1%	1	0%
Law	241	2%	435	2%	1	0%	0	0%
Mathematics	71	1%	108	0%	3	1%	0	0%
Physical Sciences	109	1%	63	0%	5	1%	1	0%
Public Administration	527	4%	897	3%	16	3%	2	1%
Other	4,533	37%	5,873	23%	261	47%	110	53%
Degree Unknown	242	2%	233	1%	6	1%	6	3%
<b>Total with Degree</b>	<b>12,164</b>	<b>100%</b>	<b>25,782</b>	<b>100%</b>	<b>559</b>	<b>100%</b>	<b>209</b>	<b>100%</b>

Note: Percentages include only employees with a bachelors degree or higher.

TABLE 9-7 SUPERVISORY AND MANAGERIAL POSITIONS BY OCCUPATION FY2009

Occupation	Supervisory/ Managerial	Other	Total
General Business and Industry (GS-1101)	5,431	27,084	32,515
Contract Specialist (GS-1102)	4,856	28,069	32,925
Purchasing (GS-1105)	42	3,450	3,492
Procurement Clerical and Assistance (GS-1106)	3	1,696	1,699
<b>Total</b>	<b>10,332</b>	<b>60,299</b>	<b>70,631</b>

## Contracting Series GS-1102 FY2009

TABLE 9-8 TURNOVER AND HIRES IN THE CONTRACTING SERIES (GS-1102) FY 2000 - FY 2009

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Population at End of the Fiscal Year</b>	<b>26,751</b>	<b>26,608</b>	<b>27,294</b>	<b>26,849</b>	<b>26,936</b>	<b>27,589</b>	<b>27,944</b>	<b>28,434</b>	<b>29,707</b>	<b>32,925</b>
<b>Total, DOD</b>	18,756	18,565	18,885	18,393	18,322	18,789	18,928	19,119	19,786	21,975
<b>Total, Civilian Agencies</b>	7,995	8,043	8,043	8,456	8,614	8,840	9,016	9,315	9,921	10,950
<b>Total Losses</b>	<b>1,843</b>	<b>1,947</b>	<b>1,761</b>	<b>2,197</b>	<b>2,443</b>	<b>2,108</b>	<b>2,255</b>	<b>2,247</b>	<b>2,106</b>	<b>1,954</b>
<b>Percent of Losses</b>	7%	7%	7%	8%	9%	8%	8%	8%	7%	7%
<b>Retirement Eligible Employee Losses</b>	440	613	586	834	884	860	779	771	768	645
<b>Percent of Retirement Eligible Employee Losses</b>	17%	19%	16%	16%	19%	17%	17%	19%	16%	14%
<b>Total Hires</b>	<b>1,819</b>	<b>1,804</b>	<b>2,447</b>	<b>1,752</b>	<b>2,530</b>	<b>2,761</b>	<b>2,610</b>	<b>2,737</b>	<b>3,379</b>	<b>5,172</b>
<b>Percent of Hires with College Degrees</b>	57%	73%	75%	78%	79%	80%	76%	81%	83%	85%
<b>Net Change</b>	-24	-143	686	-445	87	653	355	490	1,273	3,218

TABLE 9-9 CONTRACTING SERIES (GS-1102) BY AGENCY BY GRADE

Agency	Grade											Average Grade <sup>3</sup>
	5	7	9	11	12	13	14	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
USAF	21	294	582	794	1,417	407	53	5	0	1,741	5,314	10.98
Army	50	653	536	807	1,232	705	71	3	0	2,560	6,617	10.72
Navy	18	104	155	216	952	463	26	11	0	2,295	4,240	11.6
Other, DOD	29	404	305	1,561	1,710	549	63	8	0	1,175	5,804	11.14
<b>Total, DOD</b>	<b>118</b>	<b>1,455</b>	<b>1,578</b>	<b>3,378</b>	<b>5,311</b>	<b>2,124</b>	<b>213</b>	<b>27</b>	<b>0</b>	<b>7,771</b>	<b>21,975</b>	<b>11.04</b>
USDA	2	13	49	88	254	116	48	12	0	15	597	11.89
USAID	0	0	14	11	12	36	26	8	0	100	207	12.55
DOC	0	4	7	12	33	33	30	15	0	63	197	12.63
ED	0	0	5	7	5	18	14	8	0	12	69	12.84
DOE	0	15	37	50	121	120	98	71	0	126	638	12.57
EPA	0	1	32	28	64	105	50	21	0	3	304	12.46
GSA	15	83	115	64	610	398	164	44	0	3	1,496	11.95
HHS	3	20	68	88	216	248	145	76	0	15	879	12.41
DHS	1	86	104	109	224	260	223	195	0	112	1,314	12.36
HUD	0	0	0	5	18	36	16	13	0	1	89	13.16
DOI	7	82	101	137	282	156	77	15	0	5	862	11.37
DOJ	0	8	24	92	61	102	96	22	0	124	529	12.39
DOL	0	0	4	4	12	30	19	8	0	0	77	12.99
NASA	0	18	18	47	192	220	132	86	0	12	725	12.77
NSF	0	0	0	0	3	6	6	5	0	0	20	13.65
NRC	0	0	0	0	0	0	0	0	0	40	40	NA
OPM	0	0	6	5	2	6	11	2	0	0	32	12.34
SEC	0	0	0	0	0	0	0	0	0	22	22	NA
SBA	0	0	0	1	3	53	9	4	0	1	71	13.17
SSA	0	3	8	18	14	37	10	3	0	2	95	12.1
DOS	0	4	8	7	16	34	62	10	0	3	144	12.97
DOT	0	5	11	13	23	41	41	14	0	269	417	12.64
Treasury	0	12	32	40	103	81	119	21	0	56	464	12.46
VA	13	107	124	194	598	242	100	14	1	5	1,398	11.49
All Other Civilian Agencies	0	4	7	11	32	32	41	28	0	109	264	12.94
<b>Total, Civilian Agencies</b>	<b>41</b>	<b>465</b>	<b>774</b>	<b>1,031</b>	<b>2,898</b>	<b>2,410</b>	<b>1,537</b>	<b>695</b>	<b>1</b>	<b>1,098</b>	<b>10,950</b>	<b>12.16</b>
<b>Total, All Agencies</b>	<b>159</b>	<b>1,920</b>	<b>2,352</b>	<b>4,409</b>	<b>8,209</b>	<b>4,534</b>	<b>1,750</b>	<b>722</b>	<b>1</b>	<b>8,869</b>	<b>32,925</b>	<b>11.50</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).<sup>2</sup>NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.<sup>3</sup>Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE 9-10 CONTRACTING SERIES (GS-1102) BY AGENCY BY SALARY LEVEL FY2009

Agency	Salary in Thousands of Dollars <sup>1</sup>															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 <sup>2</sup>	
USAF	0	210	558	614	851	897	919	507	344	181	93	64	42	33	1	5,314
Army	1	301	790	749	905	941	927	694	529	343	147	123	73	88	6	6,617
Navy	0	159	424	386	480	640	622	547	374	256	123	99	56	73	1	4,240
Other, DOD	0	195	416	386	1,118	1,182	832	719	330	240	150	107	57	71	1	5,804
<b>Total, DOD</b>	<b>1</b>	<b>865</b>	<b>2,188</b>	<b>2,135</b>	<b>3,354</b>	<b>3,660</b>	<b>3,300</b>	<b>2,467</b>	<b>1,577</b>	<b>1,020</b>	<b>513</b>	<b>393</b>	<b>228</b>	<b>265</b>	<b>9</b>	<b>21,975</b>
USDA	0	6	29	59	82	102	156	61	36	35	16	11	1	3	0	597
USAID	0	0	3	14	23	21	43	30	20	22	12	9	8	1	1	207
DOC	0	2	7	14	16	22	27	25	21	20	12	18	10	3	0	197
ED	0	0	0	4	8	5	6	4	14	8	4	10	2	4	0	69
DOE	0	7	32	40	45	64	91	83	81	70	45	40	27	13	0	638
EPA	0	0	7	32	21	30	48	37	46	38	20	15	4	6	0	304
GSA	0	32	107	89	63	231	317	287	176	100	42	30	18	4	0	1,496
HHS	0	9	20	62	86	126	134	111	96	89	39	47	30	29	1	879
DHS	0	5	116	95	139	113	206	125	144	94	99	84	53	41	0	1,314
HUD	0	0	0	0	5	4	20	20	13	8	7	7	4	1	0	89
DOI	2	21	96	101	127	145	136	78	63	49	19	17	7	1	0	862
DOJ	0	1	23	80	104	65	54	44	39	53	27	19	13	6	1	529
DOL	0	0	1	4	3	6	13	10	15	12	6	2	2	3	0	77
NASA	0	9	17	29	35	96	133	108	93	72	46	35	28	24	0	725
NSF	0	0	0	0	0	2	2	3	1	5	3	1	2	1	0	20
NRC	0	0	1	2	3	2	3	1	8	6	6	4	3	1	0	40
OPM	0	0	1	5	3	3	3	1	7	3	4	2	0	0	0	32
SEC	0	0	0	0	0	0	1	4	2	3	0	4	2	6	0	22
SBA	0	0	0	0	1	2	10	12	17	18	6	3	1	1	0	71
SSA	0	0	3	7	19	6	19	8	13	11	2	4	1	2	0	95
DOS	0	0	4	8	6	10	15	14	27	29	12	8	5	6	0	144
DOT	0	3	29	38	36	41	61	42	42	57	25	21	14	8	0	417
Treasury	0	7	18	28	38	56	53	27	59	77	37	30	14	20	0	464
VA	0	39	148	131	226	322	245	123	76	45	14	14	7	6	2	1,398
All Other Civilian Agencies	1	0	3	10	16	20	33	30	29	30	29	25	18	19	1	264
<b>Total, Civilian Agencies</b>	<b>3</b>	<b>141</b>	<b>665</b>	<b>852</b>	<b>1,105</b>	<b>1,494</b>	<b>1,829</b>	<b>1,288</b>	<b>1,138</b>	<b>954</b>	<b>532</b>	<b>460</b>	<b>274</b>	<b>209</b>	<b>6</b>	<b>10,950</b>
<b>Total, All Agencies</b>	<b>4</b>	<b>1,006</b>	<b>2,853</b>	<b>2,987</b>	<b>4,459</b>	<b>5,154</b>	<b>5,129</b>	<b>3,755</b>	<b>2,715</b>	<b>1,974</b>	<b>1,045</b>	<b>853</b>	<b>502</b>	<b>474</b>	<b>15</b>	<b>32,925</b>

<sup>1</sup>Actual range for each column is \$20,000 - \$29,999, etc.; <sup>2</sup>NS: Salary was not specified.

**TABLE 9-11 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY GRADE FY2009**

Grade	Population	Percent Female	Percent Supervisors	Percent College Graduates
5	159	53%	0%	83%
7	1,920	52%	0%	88%
9	2,352	59%	0%	83%
11	4,409	60%	1%	75%
12	8,209	62%	1%	70%
13	4,534	60%	9%	80%
14	1,750	56%	29%	85%
15	722	50%	68%	90%
Other <sup>1</sup>	1	0%	0%	0%
NS or No Grade <sup>2</sup>	8,869	57%	37%	81%
<b>Total</b>	<b>32,925</b>	<b>59%</b>	<b>15%</b>	<b>78%</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

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

**TABLE 9-12 FEMALES, SUPERVISORS, MANAGERS, & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY SALARY LEVEL FY2009**

Salary	Population	Percent Female	Percent Supervisors	Percent College Graduates
\$20,000-29,999	4	25%	0%	75%
\$30,000-39,999	1,006	52%	0%	89%
\$40,000-49,999	2,853	55%	0%	89%
\$50,000-59,999	2,987	58%	1%	83%
\$60,000-69,999	4,459	61%	2%	77%
\$70,000-79,999	5,154	63%	5%	73%
\$80,000-89,999	5,129	62%	11%	71%
\$90,000-99,999	3,755	60%	19%	75%
\$100,000-109,999	2,715	59%	28%	80%
\$110,000-119,999	1,974	55%	36%	81%
\$120,000-129,999	1,045	52%	53%	86%
\$130,000-139,999	853	52%	56%	86%
\$140,000-149,999	502	51%	66%	89%
\$150,000+	474	39%	77%	89%
NS <sup>1</sup>	15	87%	13%	73%
<b>Total</b>	<b>32,925</b>	<b>59%</b>	<b>15%</b>	<b>78%</b>

<sup>1</sup>NS: Salary was not specified.

**TABLE 9-13 CONTRACTING SERIES (GS-1102) HIRES FY2009**

	Hires from Other Acquisition Series	Hires from non-Acquisition Series	Other Hires	Changed Agencies	Remained with Agency	Population on 09/30/2009
Percent FY2009 Workforce	4%	11%	1%	5%	79%	100%
Percent College Graduates	77%	90%	57%	84%	77%	78%
Percent Business Law or Public Administration Majors <sup>1</sup>	69%	75%	71%	74%	69%	70%
Average Age	44.47	34.46	47.26	45.22	47.11	45.54
Percent Eligible to Retire	10%	1%	28%	12%	15%	13%
Percent Eligible to Retire in FY2014	27%	4%	38%	34%	35%	31%
Percent Eligible to Retire in FY2019	48%	18%	55%	55%	55%	51%

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

**TABLE 9-14 CONTRACTING SERIES (GS-1102) HIRES DURING FY2009 BY GRADE**

Grade	Hires from Other Acquisition Series	Hires from non-Acquisition Series	Other Hires	Changed Agencies	Remained with Agency	Population on 09/30/2009
5	27	124	5	0	3	159
7	191	1,528	22	6	173	1,920
9	201	617	45	28	1,461	2,352
11	165	248	30	183	3,783	4,409
12	204	220	45	443	7,297	8,209
13	105	62	21	290	4,056	4,534
14	47	27	10	137	1,529	1,750
15	34	4	1	49	634	722
Other <sup>1</sup>	0	1	0	0	0	1
NS <sup>2</sup>	350	744	94	445	7,236	8,869
<b>Total</b>	<b>1,324</b>	<b>3,575</b>	<b>273</b>	<b>1,581</b>	<b>26,172</b>	<b>32,925</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

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



**TABLE 9-15 CONTRACTING SERIES (GS-1102) HIRES DURING FY2008 BY SALARY LEVEL**

Salary	Hires from Other Acquisition Series	Hires from non-Acquisition Series	Other Hires	Changed Agencies	Remained with Agency	Population on 09/30/2009
\$20,000-29,999	0	3	1	0	0	4
\$30,000-39,999	70	840	20	4	72	1,006
\$40,000-49,999	276	1,546	54	13	964	2,853
\$50,000-59,999	185	506	31	86	2,179	2,987
\$60,000-69,999	179	261	32	245	3,742	4,459
\$70,000-79,999	142	159	24	316	4,513	5,154
\$80,000-89,999	133	96	35	286	4,579	5,129
\$90,000-99,999	91	59	9	200	3,396	3,755
\$100,000-109,999	68	40	24	161	2,422	2,715
\$110,000-119,999	69	35	8	106	1,756	1,974
\$120,000-129,999	37	9	11	65	923	1,045
\$130,000-139,999	30	11	15	53	744	853
\$140,000-149,999	26	4	4	26	442	502
\$150,000+	15	4	5	19	431	474
NS <sup>1</sup>	3	2	0	1	9	15
<b>Total</b>	<b>1,324</b>	<b>3,575</b>	<b>273</b>	<b>1,581</b>	<b>26,172</b>	<b>32,925</b>

<sup>1</sup>NS: Salary was not specified.

TABLE 9-16 CONTRACTING SERIES (GS-1102) HIRES BY AGENCY FY2009

Agency	Hires from Other Acquisition Series	Hires from non-Acquisition Series	Other Hires	Total Hires	Changed Agencies	Remained with Agency	Population on 09/30/2008	Total Hires as a Percent of the Workforce on 09/30/2008
USAF	169	730	44	943	119	4,252	5,314	18%
Army	266	880	63	1,209	259	5,149	6,617	18%
Navy	137	564	5	706	130	3,404	4,240	17%
Other, DOD	198	495	34	727	346	4,731	5,804	13%
<b>Total, DOD</b>	<b>770</b>	<b>2,669</b>	<b>146</b>	<b>3,585</b>	<b>854</b>	<b>17,536</b>	<b>21,975</b>	<b>16%</b>
USDA	33	28	13	74	30	493	597	12%
USAID	11	23	15	49	10	148	207	24%
DOC	11	16	1	28	23	146	197	14%
ED	2	8	0	10	0	59	69	14%
DOE	34	51	2	87	43	508	638	14%
EPA	9	22	2	33	24	247	304	11%
GSA	58	173	6	237	56	1,203	1,496	16%
HHS	35	60	3	98	39	742	879	11%
DHS	68	147	20	235	126	953	1,314	18%
HUD	4	3	1	8	6	75	89	9%
DOI	58	109	20	187	69	606	862	22%
DOJ	28	29	1	58	15	456	529	11%
DOL	6	5	1	12	8	57	77	16%
NASA	5	22	11	38	23	664	725	5%
NSF	3	0	0	3	2	15	20	15%
NRC	1	0	0	1	4	35	40	3%
OPM	5	2	0	7	2	23	32	22%
SEC	2	1	0	3	5	14	22	14%
SBA	1	0	0	1	5	65	71	1%
SSA	0	10	2	12	9	74	95	13%
DOS	4	9	1	14	4	126	144	10%
DOT	27	38	1	66	23	328	417	16%
Treasury	6	26	0	32	17	415	464	7%
VA	115	119	19	253	158	987	1,398	18%
All Other Civilian Agencies	28	5	8	41	26	197	264	16%
<b>Total, Civilian Agencies</b>	<b>554</b>	<b>906</b>	<b>127</b>	<b>1,587</b>	<b>727</b>	<b>8,636</b>	<b>10,950</b>	<b>14%</b>
<b>Total, All Agencies</b>	<b>1,324</b>	<b>3,575</b>	<b>273</b>	<b>5,172</b>	<b>1,581</b>	<b>26,172</b>	<b>32,925</b>	<b>16%</b>

**TABLE 9-17 LOSSES IN THE CONTRACTING SERIES (GS-1102) BY AGENCY FY2009**

Agency	Population on 09/30/2008	Left the Series	Changed Agencies	Remained with Agency	Percent Left Series and Changed Agency
USAF	4,737	277	208	4,252	10%
Army	5,944	414	381	5,149	13%
Navy	3,856	231	221	3,404	12%
Other, DOD	5,249	305	213	4,731	10%
<b>Total, DOD</b>	<b>19,786</b>	<b>1,227</b>	<b>1,023</b>	<b>17,536</b>	<b>11%</b>
USDA	591	54	44	493	17%
USAID	174	19	7	148	15%
DOC	173	11	16	146	16%
ED	68	4	5	59	13%
DOE	563	35	20	508	10%
EPA	278	15	16	247	11%
GSA	1,362	93	66	1,203	12%
HHS	808	41	25	742	8%
DHS	1,140	98	89	953	16%
HUD	91	5	11	75	18%
DOI	731	61	64	606	17%
DOJ	511	39	16	456	11%
DOL	66	7	2	57	14%
NASA	721	39	18	664	8%
NSF	19	0	4	15	21%
NRC	44	7	2	35	20%
OPM	26	2	1	23	12%
SEC	18	3	1	14	22%
SBA	74	5	4	65	12%
SSA	88	8	6	74	16%
DOS	137	8	3	126	8%
DOT	383	29	26	328	14%
Treasury	477	34	28	415	13%
VA	1,148	94	67	987	14%
All Other Civilian Agencies	230	16	17	197	14%
<b>Total, Civilian Agencies</b>	<b>9,921</b>	<b>727</b>	<b>558</b>	<b>8,636</b>	<b>13%</b>
<b>Total, All Agencies</b>	<b>29,707</b>	<b>1,954</b>	<b>1,581</b>	<b>26,172</b>	<b>12%</b>

**TABLE 9-18 LOSSES IN THE CONTRACTING SERIES (GS-1102) BY GRADE FY2009**

Grade	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
5	111	8	7%	3	3%
7	1,283	75	6%	26	2%
9	1,900	120	6%	102	5%
11	4,183	269	6%	232	6%
12	7,961	478	6%	447	6%
13	4,243	313	7%	207	5%
14	1,619	96	6%	105	6%
15	663	53	8%	35	5%
Other <sup>1</sup>	1	1	100%	0	0%
NS <sup>2</sup>	7,743	541	7%	424	5%
<b>Total</b>	<b>29,707</b>	<b>1,954</b>	<b>7%</b>	<b>1,581</b>	<b>5%</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

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

**TABLE 9-19 LOSSES IN THE CONTRACTING SERIES (GS-1102) BY SALARY LEVEL FY2009**

Salary	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
\$20,000-29,999	29	2	7%	2	7%
\$30,000-39,999	1,169	73	6%	22	2%
\$40,000-49,999	2,082	118	6%	108	5%
\$50,000-59,999	3,115	158	5%	174	6%
\$60,000-69,999	4,271	220	5%	316	7%
\$70,000-79,999	5,115	338	7%	260	5%
\$80,000-89,999	4,722	320	7%	257	5%
\$90,000-99,999	3,415	214	6%	174	5%
\$100,000-109,999	2,472	228	9%	115	5%
\$110,000-119,999	1,349	96	7%	65	5%
\$120,000-129,999	895	64	7%	52	6%
\$130,000-139,999	519	46	9%	20	4%
\$140,000-149,999	370	46	12%	14	4%
\$150,000+	173	30	17%	2	1%
NS <sup>1</sup>	11	1	9%	0	0%
<b>Total</b>	<b>29,707</b>	<b>1,954</b>	<b>7%</b>	<b>1,581</b>	<b>5%</b>

<sup>1</sup>NS: Salary was not specified.

**TABLE 9-20 RETIREMENT ELIGIBILITY IN THE  
CONTRACTING SERIES (GS-1102) BY AGENCY FY2009**

Agency	Population on 09/30/2009	Percent Eligible to Retire in 2009	Percent Eligible to Retire in 2014	Percent Eligible to Retire in 2019
USAF	5,314	5%	16%	35%
Army	6,617	18%	40%	59%
Navy	4,240	4%	14%	33%
Other, DOD	5,804	21%	42%	62%
<b>Total, DOD</b>	<b>21,975</b>	<b>13%</b>	<b>30%</b>	<b>49%</b>
USDA	597	13%	36%	57%
USAID	207	9%	33%	52%
DOC	197	10%	29%	53%
ED	69	9%	26%	43%
DOE	638	18%	43%	63%
EPA	304	16%	38%	54%
GSA	1,496	10%	27%	45%
HHS	879	15%	38%	58%
DHS	1,314	13%	36%	54%
HUD	89	10%	31%	56%
DOI	862	15%	36%	56%
DOJ	529	4%	19%	43%
DOL	77	13%	35%	57%
NASA	725	16%	35%	56%
NSF	20	15%	50%	65%
NRC	40	8%	30%	43%
OPM	32	13%	28%	47%
SEC	22	23%	36%	55%
SBA	71	31%	62%	85%
SSA	95	23%	39%	56%
DOS	144	8%	18%	32%
DOT	417	21%	43%	61%
Treasury	464	12%	32%	55%
VA	1,398	12%	33%	56%
All Other Civilian Agencies	264	19%	42%	62%
<b>Total, Civilian Agencies</b>	<b>10,950</b>	<b>13%</b>	<b>34%</b>	<b>54%</b>
<b>Total, All Agencies</b>	<b>32,925</b>	<b>13%</b>	<b>31%</b>	<b>51%</b>

**TABLE 9-21 COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY AND GRADE FY2009**

Agency	GS 5 & 7	GS 9 -12	GS 13-15	All Grades <sup>1</sup>
<b>USAF</b>	95%	88%	96%	90%
<b>Army</b>	88%	76%	79%	79%
<b>Navy</b>	90%	76%	78%	77%
<b>Other, DOD</b>	89%	74%	78%	76%
<b>Total, DOD</b>	<b>90%</b>	<b>79%</b>	<b>82%</b>	<b>80%</b>
<b>USDA</b>	73%	55%	78%	62%
<b>USAID</b>	0%	92%	87%	89%
<b>DOC</b>	100%	58%	71%	66%
<b>ED</b>	0%	94%	90%	91%
<b>DOE</b>	73%	73%	91%	83%
<b>EPA</b>	100%	71%	92%	83%
<b>GSA</b>	86%	61%	80%	71%
<b>HHS</b>	65%	55%	77%	67%
<b>DHS</b>	90%	52%	83%	72%
<b>HUD</b>	0%	35%	77%	66%
<b>DOI</b>	84%	58%	86%	69%
<b>DOJ</b>	25%	54%	73%	64%
<b>DOL</b>	0%	50%	81%	73%
<b>NASA</b>	94%	76%	95%	88%
<b>NSF</b>	0%	33%	94%	85%
<b>OPM</b>	0%	69%	89%	81%
<b>SBA</b>	0%	50%	70%	69%
<b>SSA</b>	100%	70%	76%	74%
<b>DOS</b>	50%	58%	63%	62%
<b>DOT</b>	100%	64%	83%	78%
<b>Treasury</b>	83%	60%	73%	68%
<b>VA</b>	81%	69%	92%	76%
<b>All Other Civilian Agencies</b>	50%	32%	72%	59%
<b>Total, Civilian Agencies</b>	<b>82%</b>	<b>62%</b>	<b>83%</b>	<b>73%</b>
<b>Total, All Agencies</b>	<b>88%</b>	<b>73%</b>	<b>82%</b>	<b>77%</b>

<sup>1</sup>Includes grades GS 1-4, 6, 8, 10.

Note: Members of the 1102 Contracting Series at the Nuclear Regulatory Commission and Securities and Exchange Commission are not in the GS series pay plan.

**TABLE 9-22 PERCENT OF COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)  
BY AGENCY AND SALARY FY 2009**

Agency	Salary Group			Total
	< \$46,000	\$46,000-79,000	> \$79,000	
<b>USAF</b>	320	2,429	1,986	4,735
<b>Army</b>	666	2,254	2,271	5,191
<b>Navy</b>	397	1,397	1,664	3,458
<b>Other, DOD</b>	364	2,097	2,011	4,472
<b>Total, DOD</b>	<b>1,747</b>	<b>8,177</b>	<b>7,932</b>	<b>17,856</b>
<b>USDA</b>	11	144	218	373
<b>USAID</b>	1	33	107	141
<b>DOC</b>	3	38	97	138
<b>EDU</b>	0	16	48	64
<b>DOE</b>	11	139	385	535
<b>EPA</b>	1	71	182	254
<b>GSA</b>	82	324	649	1,055
<b>HHS</b>	12	168	412	592
<b>DHS</b>	70	219	645	934
<b>HUD</b>	0	3	56	59
<b>DOI</b>	68	243	279	590
<b>DOJ</b>	7	151	175	333
<b>DOL</b>	0	9	47	56
<b>NASA</b>	14	135	492	641
<b>NSF</b>	0	1	16	17
<b>NRC</b>	1	7	30	38
<b>OPM</b>	0	8	18	26
<b>SEC</b>	0	0	20	20
<b>SBA</b>	0	1	48	49
<b>SSA</b>	3	22	45	70
<b>DOS</b>	2	17	70	89
<b>DOT</b>	13	92	205	310
<b>Treasury</b>	10	86	230	326
<b>VA</b>	94	535	428	1,057
<b>All Other Civilian Agencies</b>	2	13	144	159
<b>Total, Civilian Agencies</b>	<b>405</b>	<b>2,475</b>	<b>5,046</b>	<b>7,926</b>
<b>Total, All Agencies</b>	<b>2,152</b>	<b>10,652</b>	<b>12,978</b>	<b>25,782</b>

**TABLE 9-23 CONTRACT SPECIALISTS (GS-1102) EMPLOYMENT  
BY CORE BASED STATISTICAL AREAS FY2009**

Core Based Statistical Area	Civilian Agencies	DOD	Total
Alamogordo, NM	0	20	20
Albany, GA	0	38	38
Albany-Schenectady-Troy, NY	0	27	27
Albuquerque, NM	133	165	298
Anchorage, AK	31	87	118
Anniston-Oxford, AL	0	34	34
Atlanta-Sandy Springs-Marietta, GA	300	152	452
Atlantic City, NJ	36	0	36
Augusta-Richmond County, GA-SC	46	39	85
Austin-Round Rock, TX	46	0	46
Bakersfield, CA	0	140	140
Baltimore-Towson, MD	213	488	701
Battle Creek, MI	0	43	43
Billings, MT	23	0	23
Birmingham-Hoover, AL	0	27	27
Blacksburg-Christiansburg-Radford, VA	0	18	18
Boise City-Nampa, ID	44	0	44
Boston-Cambridge-Quincy, MA-NH	137	432	569
Bremerton-Silverdale, WA	0	103	103
Bridgeport-Stamford-Norwalk, CT	0	34	34
Brunswick, GA	30	0	30
Buffalo-Niagara Falls, NY	0	27	27
Burlington-South Burlington, VT	33	0	33
Chambersburg, PA	0	18	18
Charleston-North Charleston, SC	0	121	121
Cheyenne, WY	0	25	25
Chicago-Naperville-Joliet, IL-IN-WI	278	81	359
Cincinnati-Middletown, OH-KY-IN	90	25	115
Clarksville, TN-KY	0	30	30
Cleveland-Elyria-Mentor, OH	112	17	129
Clovis, NM	0	20	20
Colorado Springs, CO	0	289	289
Columbia, SC	0	29	29
Columbus, GA-AL	0	27	27
Columbus, MS	0	17	17
Columbus, OH	0	650	650
Corpus Christi, TX	0	20	20
Dallas-Fort Worth-Arlington, TX	321	210	531
Davenport-Moline-Rock Island, IA-IL	0	495	495
Dayton, OH	17	929	946
Del Rio, TX	0	17	17
Denver-Aurora, CO	314	92	406
Detroit-Warren-Livonia, MI	0	628	628
Dover, DE	0	20	20

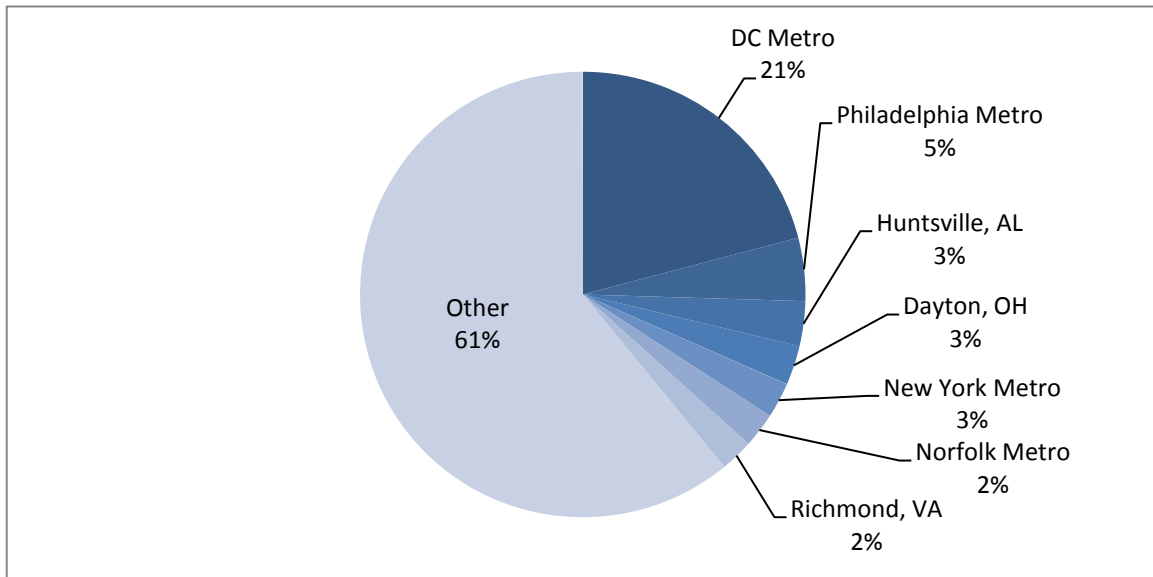


Core Based Statistical Area	Civilian Agencies	DOD	Total
Durham, NC	63	27	90
East Stroudsburg, PA	0	22	22
El Paso, TX	18	43	61
Elizabeth City, NC	39	0	39
Elizabethtown, KY	0	63	63
Enterprise-Ozark, AL	0	21	21
Fairbanks, AK	0	19	19
Fayetteville, NC	0	90	90
Fort Collins-Loveland, CO	29	0	29
Fort Leonard Wood, MO	0	26	26
Fort Polk South, LA	0	19	19
Fort Walton Beach-Crestview-Destin, FL	0	211	211
Great Falls, MT	0	18	18
Gulfport-Biloxi, MS	76	40	116
Harrisburg-Carlisle, PA	0	239	239
Hartford-West Hartford-East Hartford, CT	0	56	56
Hinesville-Fort Stewart, GA	0	33	33
Honolulu, HI	0	299	299
Houston-Sugar Land-Baytown, TX	145	64	209
Huntington-Ashland, WV-KY-OH	0	16	16
Huntsville, AL	101	967	1,068
Idaho Falls, ID	20	0	20
Indianapolis, IN	57	38	95
Jackson, MS	18	0	18
Jacksonville, FL	0	190	190
Jacksonville, NC	0	47	47
Kansas City, MO-KS	226	71	297
Kennewick-Richland-Pasco, WA	33	0	33
Killeen-Temple-Fort Hood, TX	17	66	83
Knoxville, TN	36	0	36
Las Cruces, NM	0	41	41
Las Vegas-Paradise, NV	36	22	58
Lawton, OK	0	27	27
Lexington Park, MD	0	429	429
Lexington-Fayette, KY	15	0	15
Little Rock-North Little Rock, AR	0	43	43
Los Angeles-Long Beach-Santa Ana, CA	82	406	488
Louisville, KY-IN	0	37	37
Manchester-Nashua, NH	0	18	18
Manhattan, KS	0	26	26
Memphis, TN-MS-AR	0	19	19
Miami-Fort Lauderdale-Miami Beach, FL	40	24	64
Milwaukee-Waukesha-West Allis, WI	34	0	34
Minneapolis-St. Paul-Bloomington, MN-WI	42	45	87
Missoula, MT	17	0	17
Mobile, AL	0	35	35

Core Based Statistical Area	Civilian Agencies	DOD	Total
Montgomery, AL	0	91	91
Morgantown, WV	34	0	34
Mountain Home, ID	0	16	16
Nashville-Davidson--Murfreesboro, TN	34	20	54
New Bern, NC	0	20	20
New Orleans-Metairie-Kenner, LA	41	68	109
New York-Northern New Jersey-Long Island, NY-NJ-PA	272	568	840
Norwich-New London, CT	0	36	36
Ogden-Clearfield, UT	0	361	361
Oklahoma City, OK	89	459	548
Omaha-Council Bluffs, NE-IA	15	92	107
Orlando-Kissimmee, FL	0	280	280
Oxnard-Thousand Oaks-Ventura, CA	0	89	89
Palm Bay-Melbourne-Titusville, FL	94	111	205
Panama City-Lynn Haven, FL	0	79	79
Parkersburg-Marietta-Vienna, WV-OH	63	0	63
Pascagoula, MS	0	33	33
Pensacola-Ferry Pass-Brent, FL	0	20	20
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	223	1,280	1,503
Phoenix-Mesa-Scottsdale, AZ	63	74	137
Pine Bluff, AR	0	17	17
Pittsburgh, PA	83	28	111
Portland-South Portland-Biddeford, ME	0	39	39
Portland-Vancouver-Beaverton, OR-WA	137	21	158
Poughkeepsie-Newburgh-Middletown, NY	0	33	33
Providence-New Bedford-Fall River, RI-MA	15	80	95
Rapid City, SD	0	16	16
Richmond, VA	19	765	784
Riverside-San Bernardino-Ontario, CA	0	84	84
Sacramento--Arden-Arcade--Roseville, CA	76	47	123
Salinas, CA	0	25	25
Salt Lake City, UT	37	38	75
San Antonio, TX	17	668	685
San Diego-Carlsbad-San Marcos, CA	15	542	557
San Francisco-Oakland-Fremont, CA	177	0	177
San Jose-Sunnyvale-Santa Clara, CA	48	18	66
San Juan-Caguas-Guaynabo, PR	22	0	22
Santa Barbara-Santa Maria, CA	0	53	53
Savannah, GA	0	47	47
Seattle-Tacoma-Bellevue, WA	157	133	290
Sierra Vista-Douglas, AZ	27	80	107
Spokane, WA	0	17	17
Springfield, MA	0	15	15
St. Louis, MO-IL	16	495	511
Stockton, CA	0	28	28
Sumter, SC	0	18	18

Core Based Statistical Area	Civilian Agencies	DOD	Total
Syracuse, NY	15	17	32
Tampa-St. Petersburg-Clearwater, FL	43	125	168
Tucson, AZ	28	68	96
Tullahoma, TN	0	16	16
Tulsa, OK	0	18	18
Utica-Rome, NY	0	55	55
Valdosta, GA	0	15	15
Vallejo-Fairfield, CA	0	29	29
Vicksburg, MS	0	70	70
Virginia Beach-Norfolk-Newport News, VA-NC	162	672	834
Walla Walla, WA	0	28	28
Warner Robins, GA	0	389	389
Washington-Arlington-Alexandria, DC-VA-MD-WV	4,465	2,421	6,886
Watertown-Fort Drum, NY	0	27	27
Wichita Falls, TX	0	27	27
Wichita, KS	0	32	32
Winchester, VA-WV	0	37	37
York-Hanover, PA	0	46	46
Yuba City, CA	0	16	16
Yuma, AZ	0	31	31
<b>Subtotal</b>	<b>9,835</b>	<b>20,634</b>	<b>30,469</b>
Other CBSAs	921	565	1,486
Outside CBSAs	194	776	970
<b>Total</b>	<b>10,950</b>	<b>21,975</b>	<b>32,925</b>

**FIGURE 9-24 CONTRACT SPECIALISTS (GS-1102) EMPLOYMENT  
BY TOP CORE BASED STATISTICAL AREAS FY2009**



- **DC Metro**—Washington-Arlington-Alexandria, DC-VA-MD-WV
- **Philadelphia Metro**—Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
- **New York Metro**—New York-Northern New Jersey-Long Island, NY-NJ-PA
- **Norfolk Metro**—Virginia Beach-Norfolk-Newport News, VA-NC

TABLE 9-25 MIGRATIONS FROM THE CONTRACTING SERIES (GS-1102) TO OTHER OCCUPATIONS IN THE GOVERNMENT FY2009

Occupational Series	Agency																														Total		
	USAF	Army	Navy	Other, DOD	Total, DOD	USDA	USAID	DOC	ED	DOE	EPA	GSA	HHS	DHS	HUD	DOI	DOJ	DOL	NASA	NSF	NRC	OPM	SEC	SBA	SSA	DOS	DOT	Treasury	VA	All Other		Total, Civilian	
0201	1	2	1	0	4	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	4	8
0301	16	31	8	12	67	2	1	0	0	1	0	9	2	11	0	2	3	0	4	0	0	0	0	0	0	0	2	1	4	1	43	110	
0340	0	3	7	2	12	1	1	0	0	1	1	3	0	4	0	0	1	0	0	0	0	0	0	1	0	0	1	1	1	0	16	28	
0341	0	0	0	1	1	3	0	0	0	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	1	0	1	2	11	12	
0343	2	11	11	14	38	0	3	3	2	1	2	13	6	15	0	3	7	0	0	0	3	1	0	0	0	1	5	5	14	0	84	122	
0346	6	1	4	1	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	13	
0501	1	0	4	3	8	0	1	0	0	0	0	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	1	0	0	6	14	
0560	0	2	1	0	3	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	4	7	
0671	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	5	
0905	1	3	0	1	5	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	4	9	
1101	7	40	8	62	117	5	0	1	0	8	1	10	15	3	3	7	1	2	1	1	2	0	0	1	1	2	1	2	5	4	76	193	
1105	1	2	3	0	6	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	3	9	
1150	0	3	2	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	
1170	1	1	0	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	0	6	8	
2210	0	2	1	2	5	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	4	9	
Other*	6	18	8	15	47	2	0	1	0	2	1	3	0	5	0	2	3	1	0	0	1	0	1	0	2	0	1	1	8	1	35	82	
<b>Total</b>	<b>43</b>	<b>119</b>	<b>58</b>	<b>116</b>	<b>336</b>	<b>17</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>13</b>	<b>5</b>	<b>39</b>	<b>23</b>	<b>41</b>	<b>4</b>	<b>16</b>	<b>20</b>	<b>4</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>13</b>	<b>13</b>	<b>45</b>	<b>8</b>	<b>300</b>	<b>636</b>	

\*Includes other occupational series having less than five migrations from the 1102 series. These include: 0020, 0105, 0110, 0131, 0203, 0303, 0342, 0401, 0505, 0510, 0511, 0512, 0525, 0570, 0640, 0801, 0810, 0819, 0996, 1103, 1106, 1140, 1152, 1173, 1176, 1199, 1301, 1515, 1601, 1603, 1604, 1701, 1702, 1712, 1750, 1801, 1811, 1896, 1910, 2001, 2003, 2005, 2010, and 6907 series.

## Purchasing Series GS-1105 FY2009

**TABLE 9-26 TURNOVER AND HIRES IN THE PURCHASING SERIES (GS-1105) FY2000-FY2009**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Population at End of the Fiscal Year</b>	<b>3,414</b>	<b>3,252</b>	<b>3,321</b>	<b>3,210</b>	<b>3,186</b>	<b>3,098</b>	<b>3,038</b>	<b>3,114</b>	<b>3,186</b>	<b>3,492</b>
<b>Total, DOD</b>	1,363	1,220	1,193	1,097	1,069	989	961	995	997	1,200
<b>Total, Civilian Agencies</b>	2,051	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292
<b>Total Losses</b>	<b>810</b>	<b>686</b>	<b>483</b>	<b>556</b>	<b>491</b>	<b>508</b>	<b>545</b>	<b>514</b>	<b>553</b>	<b>549</b>
<b>Percent of Losses</b>	21%	20%	15%	17%	15%	16%	18%	17%	18%	17%
<b>Retirement Eligible Employee Losses</b>	66	94	68	129	107	132	111	98	115	124
<b>Percent of Retirement Eligible Employee Losses</b>	25%	25%	15%	19%	17%	20%	17%	17%	16%	18%
<b>Total Hires</b>	<b>431</b>	<b>524</b>	<b>552</b>	<b>445</b>	<b>467</b>	<b>420</b>	<b>485</b>	<b>590</b>	<b>625</b>	<b>855</b>
<b>Percent of Hires with College Degrees</b>	10%	10%	14%	17%	21%	17%	17%	22%	20%	23%
<b>Net Change</b>	-379	-162	69	-111	-24	-88	-60	76	72	306

TABLE 9-27 PURCHASING SERIES (GS-1105) BY AGENCY BY GRADE FY2009

Agency	Grade									Average Grade <sup>3</sup>
	5	7	9	11	12	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
USAF	21	43	3	0	0	0	50	17	134	6.37
Army	17	79	57	1	0	0	85	72	311	7.49
Navy	37	134	63	7	0	0	144	171	556	7.21
Other, DOD	22	125	5	0	0	0	35	12	199	6.66
<b>Total, DOD</b>	<b>97</b>	<b>381</b>	<b>128</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>314</b>	<b>272</b>	<b>1,200</b>	<b>7.07</b>
USDA	18	151	74	0	0	0	117	0	360	7.33
DOC	0	3	2	1	0	0	16	41	63	8.91
DOE	0	1	2	0	0	0	4	1	8	9.00
EPA	0	0	4	0	0	0	2	0	6	9.33
GSA	2	28	0	0	0	0	23	0	53	6.91
HHS	8	67	45	4	0	0	120	0	244	7.77
DHS	2	31	36	1	0	0	22	0	92	7.87
HUD	0	0	0	0	0	0	0	0	0	N/A
DOI	29	88	33	0	0	0	56	10	216	7.11
DOJ	1	11	20	0	0	0	24	3	59	8.11
DOL	0	11	2	0	0	0	9	0	22	7.59
NASA	0	4	9	1	0	0	5	0	19	8.63
NRC	0	0	0	0	0	0	0	8	8	0.00
OPM	1	1	1	0	0	0	4	0	7	7.57
SSA	0	1	1	0	0	0	4	0	6	8.33
DOS	1	1	0	0	0	0	0	0	2	6.00
DOT	0	2	6	0	0	0	5	0	13	8.46
Treasury	0	4	1	0	0	0	8	3	16	7.92
VA	57	614	42	1	0	0	356	0	1,070	6.75
All Other Civilian Agencies	1	5	4	3	0	0	3	12	28	8.44
<b>Total, Civilian Agencies</b>	<b>120</b>	<b>1,023</b>	<b>282</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>778</b>	<b>78</b>	<b>2,292</b>	<b>7.17</b>
<b>Total, All Agencies</b>	<b>217</b>	<b>1,404</b>	<b>410</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>1,092</b>	<b>350</b>	<b>3,492</b>	<b>7.14</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

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

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

TABLE 9-28 PURCHASING SERIES (GS-1105) BY AGENCY BY SALARY LEVEL FY2009

Agency	Salary in Thousands of Dollars <sup>1</sup>										Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	130-140	NS <sup>2</sup>	
USAF	6	44	59	23	2	0	0	0	0	0	134
Army	2	55	118	83	47	5	1	0	0	0	311
Navy	7	90	218	188	46	6	1	0	0	0	556
Other, DOD	1	109	70	12	5	2	0	0	0	0	199
<b>Total, DOD</b>	<b>16</b>	<b>298</b>	<b>465</b>	<b>306</b>	<b>100</b>	<b>13</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,200</b>
USDA	2	43	192	101	20	1	0	0	0	1	360
DOC	0	26	12	15	8	2	0	0	0	0	63
DOE	0	0	0	4	4	0	0	0	0	0	8
EPA	0	0	0	3	3	0	0	0	0	0	6
GSA	0	3	23	26	1	0	0	0	0	0	53
HHS	1	24	84	94	31	10	0	0	0	0	244
DHS	0	12	28	34	15	3	0	0	0	0	92
HUD	0	0	0	0	0	0	0	0	0	0	0
DOI	0	50	97	55	13	1	0	0	0	0	216
DOJ	0	2	20	21	15	1	0	0	0	0	59
DOL	0	0	12	8	2	0	0	0	0	0	22
NASA	0	0	4	7	7	1	0	0	0	0	19
NRC	0	0	1	3	3	1	0	0	0	0	8
OPM	0	2	2	3	0	0	0	0	0	0	7
SSA	0	0	0	2	3	1	0	0	0	0	6
DOS	0	0	1	1	0	0	0	0	0	0	2
DOT	0	0	2	6	5	0	0	0	0	0	13
Treasury	0	0	2	6	5	2	0	1	0	0	16
VA	4	277	644	129	13	0	0	0	0	3	1,070
All Other Civilian Agencies	0	2	9	12	3	2	0	0	0	0	28
<b>Total, Civilian Agencies</b>	<b>7</b>	<b>441</b>	<b>1,133</b>	<b>530</b>	<b>151</b>	<b>25</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2,292</b>
<b>Total, All Agencies</b>	<b>39</b>	<b>739</b>	<b>1,598</b>	<b>836</b>	<b>251</b>	<b>38</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>3,492</b>

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

<sup>2</sup>NS: Salary was not specified.



TABLE 9-29 LOSSES IN THE PURCHASING SERIES (GS-1105) BY GRADE FY2009

Grade	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
4	10	3	30%	0	0%
5	217	42	19%	1	0%
6	607	97	16%	4	1%
7	1,209	211	17%	11	1%
8	341	59	17%	1	0%
9	396	61	15%	2	1%
10	70	11	16%	0	0%
11	7	1	14%	0	0%
12	1	1	100%	0	0%
15	1	1	100%	0	0%
Other <sup>1</sup>	327	62	19%	4	1%
<b>Total</b>	<b>3,186</b>	<b>549</b>	<b>17%</b>	<b>23</b>	<b>1%</b>

<sup>1</sup>Other grades (1-3,13,14).

TABLE 9-30 LOSSES IN THE PURCHASING SERIES (GS-1105) BY SALARY LEVEL FY2009

Salary	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
\$20,000-29,999	56	14	25%	0	0%
\$30,000-39,999	720	140	19%	7	1%
\$40,000-49,999	1,502	249	17%	12	1%
\$50,000-59,999	707	112	16%	3	0%
\$60,000-69,999	181	29	16%	1	1%
\$70,000-79,999	8	1	13%	0	0%
\$80,000-89,999	2	1	50%	0	0%
\$90,000-99,999	1	0	0%	0	0%
\$130,000-139,999	1	1	100%	0	0%
NS <sup>1</sup>	8	2	25%	0	0%
<b>Total</b>	<b>3,186</b>	<b>549</b>	<b>17%</b>	<b>23</b>	<b>1%</b>

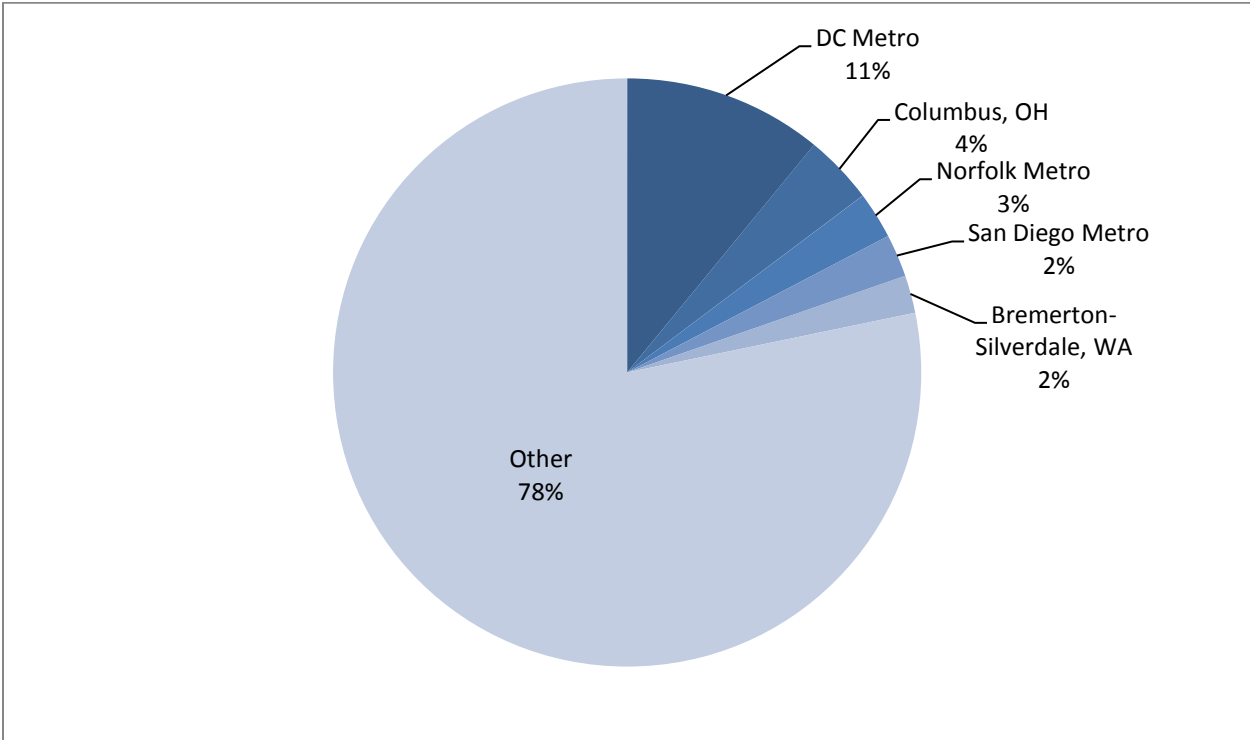
<sup>1</sup>NS: Salary was not specified.

TABLE 9-31 PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY2009

Albuquerque, NM	35
Anchorage, AK	16
Atlanta-Sandy Springs-Marietta, GA	31
Augusta-Richmond County, GA-SC	24
Baltimore-Towson, MD	69
Boston-Cambridge-Quincy, MA-NH	29
Bremerton-Silverdale, WA	72
Charleston-North Charleston, SC	22
Chicago-Naperville-Joliet, IL-IN-WI	26
Cleveland-Elyria-Mentor, OH	22
Columbus, OH	133
Columbia, SC	19
Dallas-Fort Worth-Arlington, TX	31
Denver-Aurora, CO	33
Detroit-Warren-Livonia, MI	17
East Stroudsburg, PA	17
El Paso, TX	15
Fayetteville, NC	24
Gainesville, FL	17
Honolulu, HI	38
Houston, TX	17
Jacksonville, FL	35
Kansas City, MO-KS	26
Killeen-Temple-Fort Hood, TX	23
Los Angeles-Long Beach-Santa Ana, CA	33
Louisville, KY-IN	38
Miami-Fort Lauderdale-Miami Beach, FL	32
Milwaukee-Waukesha-West Allis, WI	16
Minneapolis-St. Paul-Bloomington, MN-WI	26

Montgomery, AL	16
Nashville-Davidson--Murfreesboro, TN	18
New York-Northern New Jersey-Long Island, NY-NJ-PA	46
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	59
Phoenix-Mesa-Scottsdale, AZ	29
Pittsburgh, PA	38
Portland-Vancouver-Beaverton, OR-WA	39
Providence-New Bedford-Fall River, RI-MA	18
Richmond, VA	35
Riverside-San Bernardino-Ontario, CA	30
Sacramento--Arden-Arcade--Roseville, CA	24
Salinas, CA	18
Salt Lake City, UT	26
San Antonio, TX	45
San Diego-Carlsbad-San Marcos, CA	82
San Francisco-Oakland-Fremont, CA	43
San Juan-Caguas-Guaynabo, PR	19
Seattle-Tacoma-Bellevue, WA	42
Sierra Vista-Douglas, AZ	15
St. Louis, MO-IL	32
Tampa-St. Petersburg-Clearwater, FL	39
Tucson, AZ	17
Virginia Beach-Norfolk-Newport News, VA-NC	90
Washington-Arlington-Alexandria, DC-VA-MD-WV	382
<b>Subtotal</b>	<b>2,138</b>
Outside CBSAs	197
Other CBSAs	1,157
<b>Total</b>	<b>3,492</b>

**FIGURE 9-32 PURCHASING SERIES (GS-1105) EMPLOYMENT BY TOP CORE BASED STATISTICAL AREAS FY2009**



- **DC Metro** - Washington-Arlington-Alexandria, DC-VA-MD-WV
- **Norfolk Metro** – Virginia Beach, Norfolk-Newport News, VA-NC
- **San Diego** – San Diego, Carlsbad-San Marcos, CA

# Procurement Clerical and Assistance Series GS-1106 FY2009

**TABLE 9-33 TURNOVER AND HIRES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES  
(GS-1106) FY2000-FY2009**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Population at End of the Fiscal Year</b>	<b>3,583</b>	<b>3,276</b>	<b>3,120</b>	<b>2,831</b>	<b>2,565</b>	<b>2,370</b>	<b>2,073</b>	<b>1,898</b>	<b>1,776</b>	<b>1,699</b>
<b>Total, DOD</b>	2,863	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156
<b>Total, Civilian Agencies</b>	720	694	740	715	661	622	533	547	541	543
<b>Total Losses</b>	<b>871</b>	<b>735</b>	<b>632</b>	<b>590</b>	<b>586</b>	<b>442</b>	<b>530</b>	<b>430</b>	<b>417</b>	<b>394</b>
<b>Percent of Losses</b>	22%	21%	19%	19%	21%	17%	22%	21%	22%	22%
<b>Retirement Eligible Employee Losses</b>	70	113	111	158	132	91	129	110	107	79
<b>Percent of Retirement Eligible Employee Losses</b>	19%	21%	19%	21%	21%	15%	22%	21%	20%	16%
<b>Total Hires</b>	<b>488</b>	<b>428</b>	<b>476</b>	<b>301</b>	<b>320</b>	<b>247</b>	<b>233</b>	<b>255</b>	<b>295</b>	<b>317</b>
<b>Percent of Hires with College Degrees</b>	13%	11%	11%	16%	14%	17%	18%	19%	19%	23%
<b>Net Change</b>	<b>-383</b>	<b>-307</b>	<b>-156</b>	<b>-289</b>	<b>-266</b>	<b>-195</b>	<b>-297</b>	<b>-175</b>	<b>-122</b>	<b>-77</b>

**TABLE 9-34 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY AGENCY BY GRADE FY2009**

Agency	Grade						Average Grade <sup>3</sup>
	5	7	9	Other <sup>1</sup>	NS <sup>2</sup>	All	
USAF	38	93	0	62	22	215	6.25
Army	44	111	0	57	47	259	6.17
Navy	27	37	0	42	56	162	6.02
Other, DOD	54	169	0	274	23	520	6.21
<b>Total, DOD</b>	<b>163</b>	<b>410</b>	<b>0</b>	<b>435</b>	<b>148</b>	<b>1,156</b>	<b>6.19</b>
USDA	16	72	3	40	1	132	6.32
USAID	0	2	0	0	0	2	7.00
DOC	1	1	0	0	1	3	6.00
DOE	3	1	0	12	1	17	5.13
EPA	0	2	0	3	0	5	6.80
GSA	1	3	1	2	40	47	7.00
HHS	4	18	0	11	0	33	6.61
DHS	1	11	1	8	1	22	6.57
HUD	0	3	0	0	0	3	7.00
DOI	12	36	0	31	0	79	6.22
DOJ	1	0	0	1	0	2	6.50
DOL	0	5	0	4	0	9	6.78
NASA	1	0	0	1	0	2	6.50
OPM	0	0	0	1	0	1	6.00
SBA	0	1	0	1	0	2	6.50
DOS	0	1	0	0	0	1	7.00
DOT	1	0	0	2	2	5	5.67
Treasury	2	2	0	2	2	8	6.33
VA	15	59	1	48	0	123	6.25
<b>All Other Civilian Agencies</b>	<b>6</b>	<b>31</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>47</b>	<b>6.66</b>
<b>Total, Civilian Agencies</b>	<b>64</b>	<b>248</b>	<b>6</b>	<b>177</b>	<b>48</b>	<b>543</b>	<b>6.34</b>
<b>Total, All Agencies</b>	<b>227</b>	<b>658</b>	<b>6</b>	<b>612</b>	<b>196</b>	<b>1,699</b>	<b>6.24</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).

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

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

**TABLE 9-35 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY AGENCY BY SALARY LEVEL FY2009**

Agency	Salary in Thousands of Dollars <sup>1</sup>							Total
	<20	20-30	30-40	40-50	50-60	60-70	NS <sup>2</sup>	
USAF	1	46	146	22	0	0	1	215
Army	6	52	146	54	1	0	6	259
Navy	4	49	81	26	2	0	4	162
Other, DOD	0	43	371	105	0	1	0	520
<b>Total, DOD</b>	<b>11</b>	<b>190</b>	<b>744</b>	<b>207</b>	<b>3</b>	<b>1</b>	<b>11</b>	<b>1,156</b>
USDA	10	30	72	17	0	0	13	132
USAID	0	0	0	2	0	0	0	2
DOC	0	1	1	1	0	0	0	3
DOE	6	4	6	1	0	0	6	17
EPA	0	1	1	3	0	0	0	5
GSA	0	5	24	16	1	0	1	47
HHS	1	8	15	9	0	0	1	33
DHS	1	5	11	3	1	1	1	22
HUD	0	0	0	3	0	0	0	3
DOI	5	17	40	17	0	0	5	79
DOJ	0	1	0	1	0	0	0	2
DOL	0	2	4	3	0	0	0	9
NASA	0	0	1	1	0	0	0	2
OPM	0	1	0	0	0	0	0	1
SBA	0	0	2	0	0	0	0	2
DOS	0	0	0	1	0	0	0	1
DOT	0	0	4	0	1	0	0	5
Treasury	0	0	3	4	1	0	0	8
VA	5	39	60	18	0	0	6	123
All Other Civilian Agencies	0	5	24	18	0	0	0	47
<b>Total, Civilian Agencies</b>	<b>28</b>	<b>119</b>	<b>268</b>	<b>118</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>543</b>
<b>Total, All Agencies</b>	<b>39</b>	<b>309</b>	<b>1,012</b>	<b>325</b>	<b>7</b>	<b>2</b>	<b>44</b>	<b>1,699</b>

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

<sup>2</sup>NS: Salary was not specified.

**TABLE 9-36 LOSSES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY GRADE FY2009**

Grade	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
3	9	2	22%	0	0%
4	53	8	15%	2	4%
5	241	43	18%	2	1%
6	566	103	18%	0	0%
7	663	179	27%	2	0%
8	31	7	23%	0	0%
9	8	3	38%	0	0%
Other	205	49	24%	2	1%
<b>Total</b>	<b>1,776</b>	<b>394</b>	<b>22%</b>	<b>8</b>	<b>0%</b>

**TABLE 9-37 LOSSES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)  
BY SALARY LEVEL FY2009**

Salary	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
< \$20,000	1	1	100%	0	0%
\$20,000-29,999	50	17	34%	0	0%
\$30,000-39,999	443	122	28%	4	1%
\$40,000-49,999	1,077	214	20%	4	0%
\$50,000-59,999	197	37	19%	0	0%
\$60,000-69,999	7	2	29%	0	0%
NS <sup>1</sup>	1	1	100%	0	0%
<b>Total</b>	<b>1776</b>	<b>394</b>	<b>22%</b>	<b>8</b>	<b>0%</b>

<sup>1</sup>NS: Salary was not specified.

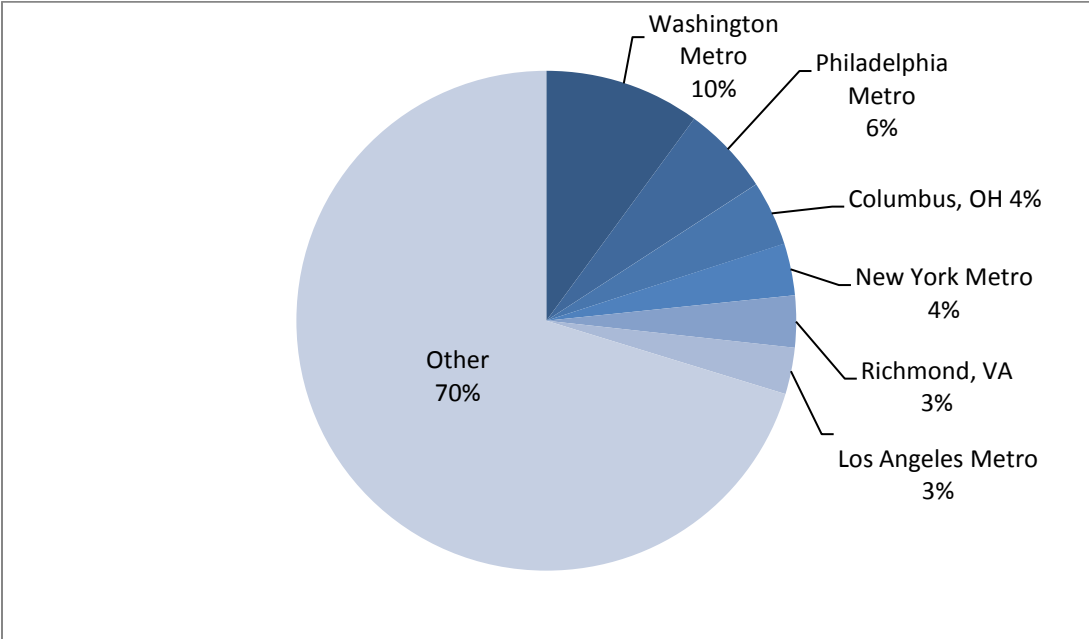
**TABLE 9-38 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) BY CORE BASED STATISTICAL AREAS FY2009**

Albuquerque, NM	18
Atlanta-Sandy Springs-Marietta, GA	26
Bakersfield, CA	17
Baltimore-Towson, MD	30
Boston-Cambridge-Quincy, MA-NH	43
Chicago-Naperville-Joliet, IL-IN-WI	27
Columbus, OH	71
Dallas-Fort Worth-Arlington, TX	20
Davenport-Moline-Rock Island, IA-IL	17
Dayton, OH	28
Denver-Aurora, CO	23
Detroit-Warren-Livonia, MI	16
Fort Walton Beach-Crestview-Destin, FL	17
Honolulu, HI	18
Huntsville, AL	0
Jacksonville, FL	15
Los Angeles-Long Beach-Santa Ana, CA	51
New York-Northern New Jersey-Long Island, NY-NJ-PA	57

Ogden-Clearfield, UT	18
Oklahoma City, OK	30
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	98
Phoenix-Mesa-Scottsdale, AZ	15
Portland-Vancouver-Beaverton, OR-WA	15
Richmond, VA	57
Sacramento--Arden-Arcade--Roseville, CA	20
San Antonio, TX	40
San Diego-Carlsbad-San Marcos, CA	33
San Francisco-Oakland-Fremont, CA	15
Seattle-Tacoma-Bellevue, WA	33
Virginia Beach-Norfolk-Newport News, VA-NC	15
Warner Robins, GA	22
Washington-Arlington-Alexandria, DC-VA-MD-WV	171
<b>Subtotal</b>	<b>1,076</b>
Outside CBSAs	35
Other CBSAs	588
<b>Total</b>	<b>1,699</b>



**FIGURE 9-39 PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) EMPLOYMENT BY TOP CORE BASED STATISTICAL AREAS FY2009**



- **Washington Metro** – Washington-Arlington-Alexandria, DC-VA-MD-WV
- **Philadelphia Metro** – Philadelphia, Camden-Wilmington, PA-NJ-DE-MD
- **New York Metro** – New York-Northern New Jersey-Long Island, NY-NJ-PA
- **Los Angeles Metro** – Los Angeles-Long Beach-Santa Ana, CA

# General Business and Industry Series GS-1101 FY2009

**TABLE 9-40 TURNOVER AND HIRES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
FY2000-FY2009**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Population at End of the Fiscal Year</b>	<b>21,225</b>	<b>22,132</b>	<b>22,895</b>	<b>23,008</b>	<b>23,514</b>	<b>23,937</b>	<b>24,533</b>	<b>26,846</b>	<b>29,945</b>	<b>32,515</b>
<b>Total, DOD</b>	6,190	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268
<b>Total, Civilian Agencies</b>	15,035	15,586	16,146	16,128	16,493	16,447	16,772	16,458	16,970	17,247
<b>Total Losses</b>	<b>2,962</b>	<b>2,666</b>	<b>3,040</b>	<b>2,942</b>	<b>3,112</b>	<b>3,517</b>	<b>3,377</b>	<b>3,687</b>	<b>4,230</b>	<b>5,027</b>
<b>Percent of Losses</b>	14%	13%	14%	13%	14%	15%	14%	15%	16%	17%
<b>Retirement Eligible Employee Losses</b>	426	487	609	781	823	982	837	856	911	917
<b>Percent of Retirement Eligible Employee Losses</b>	22%	18%	19%	17%	19%	21%	19%	20%	18%	18%
<b>Total Hires</b>	<b>3,232</b>	<b>3,573</b>	<b>3,773</b>	<b>3,085</b>	<b>3,618</b>	<b>3,940</b>	<b>3,973</b>	<b>6,000</b>	<b>7,329</b>	<b>7,597</b>
<b>Percent of Hires with College Degrees</b>	44%	40%	38%	39%	42%	41%	37%	30%	28%	30%
<b>Net Change</b>	<b>270</b>	<b>907</b>	<b>733</b>	<b>143</b>	<b>506</b>	<b>423</b>	<b>596</b>	<b>2,313</b>	<b>3,099</b>	<b>2,570</b>

TABLE 9-41 GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY GRADE FY2009

Agency	Grade											Average Grade <sup>3</sup>
	5	7	9	11	12	13	14	15	Other <sup>1</sup>	NS <sup>2</sup>	All	
USAF	11	226	170	448	569	515	18	2	36	1,380	3,375	11.1
Army	42	186	309	189	132	46	3	0	30	391	1,328	9.37
Navy	7	67	318	327	292	82	3	1	27	812	1,936	10.52
Other, DOD	269	17	33	27	487	252	67	0	6,096	1,381	8,629	3.78
<b>Total, DOD</b>	<b>329</b>	<b>496</b>	<b>830</b>	<b>991</b>	<b>1,480</b>	<b>895</b>	<b>91</b>	<b>3</b>	<b>6,189</b>	<b>3,964</b>	<b>15,268</b>	<b>6.21</b>
USDA	277	2,024	201	178	229	470	57	25	539	30	4,030	8.16
USAID	0	0	0	0	4	10	6	7	0	74	101	13.59
DOC	3	18	33	28	81	103	61	49	11	392	779	12.22
ED	0	1	3	59	97	62	28	4	0	0	254	12.22
DOE	3	8	42	58	65	160	163	151	3	37	690	13.04
EPA	1	1	17	15	63	49	22	6	0	0	174	12.19
GSA	15	50	110	87	246	420	295	115	9	8	1,355	12.39
HHS	3	9	42	77	190	296	129	69	0	11	826	12.60
DHS	0	2	12	51	58	117	77	51	0	21	389	12.89
HUD	3	23	57	98	1,087	1,041	439	221	0	12	2,981	12.73
DOI	65	75	134	178	231	127	97	5	71	5	988	10.43
DOJ	0	0	45	72	139	136	41	14	0	7	454	12.12
DOL	0	0	5	4	13	17	10	2	0	0	51	12.47
NASA	0	0	0	2	12	18	14	6	0	1	53	13.19
NSF	0	0	1	3	4	26	15	9	0	6	64	13.33
NRC	0	0	0	0	0	0	0	0	0	9	9	NA
OPM	0	0	1	5	3	1	0	0	0	0	10	11.3
SEC	0	0	0	0	0	0	0	0	0	3	3	NA
SBA	10	172	59	122	437	168	34	2	20	6	1,030	10.92
SSA	0	0	0	0	2	2	1	0	0	0	5	12.80
DOS	0	0	2	7	18	29	22	11	0	1	90	13.04
DOT	0	0	3	2	3	5	6	3	1	54	77	12.57
Treasury	0	48	505	250	84	72	76	7	0	106	1,148	10.31
VA	0	0	2	5	20	35	23	12	0	334	431	13.09
All Other Civilian Agencies	5	5	21	52	71	99	67	45	2	888	1,255	12.50
<b>Total, Civilian Agencies</b>	<b>385</b>	<b>2,436</b>	<b>1,295</b>	<b>1,353</b>	<b>3,157</b>	<b>3,463</b>	<b>1,683</b>	<b>814</b>	<b>656</b>	<b>2,005</b>	<b>17,247</b>	<b>11.03</b>
<b>Total, All Agencies</b>	<b>714</b>	<b>2,932</b>	<b>2,125</b>	<b>2,344</b>	<b>4,637</b>	<b>4,358</b>	<b>1,774</b>	<b>817</b>	<b>6,845</b>	<b>5,969</b>	<b>32,515</b>	<b>8.98</b>

<sup>1</sup>Other grades (1-4, 6, 8, 10).<sup>2</sup>NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.<sup>3</sup>Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE 9-42 GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY SALARY LEVEL FY2009

Agency	Salary in Thousands of Dollars <sup>1</sup>																Total
	<20	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 <sup>2</sup>	
USAF	0	2	141	272	252	480	456	471	439	343	179	104	90	76	66	4	3,375
Army	0	5	82	262	275	234	130	109	75	41	38	24	13	11	24	5	1,328
Navy	0	20	46	146	292	369	348	251	184	104	91	32	31	8	13	1	1,936
Other, DOD	1,314	3,009	1,713	489	75	97	200	348	374	291	240	160	112	95	104	8	8,629
<b>Total, DOD</b>	<b>1,314</b>	<b>3,036</b>	<b>1,982</b>	<b>1,169</b>	<b>894</b>	<b>1,180</b>	<b>1,134</b>	<b>1,179</b>	<b>1,072</b>	<b>779</b>	<b>548</b>	<b>320</b>	<b>246</b>	<b>190</b>	<b>207</b>	<b>18</b>	<b>15,268</b>
USDA	0	48	660	2,011	316	172	138	168	216	172	67	19	12	11	10	10	4,030
USAID	0	0	0	8	10	23	8	8	13	4	2	6	7	2	10	0	101
DOC	0	1	2	17	51	55	75	120	116	72	45	50	73	30	72	0	779
ED	0	0	0	0	2	22	60	43	47	33	25	8	13	1	0	0	254
DOE	0	1	5	16	36	45	53	60	60	102	78	61	60	59	54	0	690
EPA	0	0	0	3	9	22	29	31	27	17	18	6	6	3	3	0	174
GSA	0	3	26	77	83	84	133	170	181	199	168	106	66	41	17	1	1,355
HHS	0	0	1	10	43	76	131	129	140	99	89	33	37	20	18	0	826
DHS	0	0	1	5	16	45	38	58	48	53	53	35	18	12	7	0	389
HUD	0	0	11	37	66	120	389	527	633	475	276	168	119	76	82	2	2,981
DOI	0	18	104	121	104	151	147	103	91	77	44	19	8	1	0	0	988
DOJ	0	0	0	4	43	57	73	92	67	50	24	14	15	6	6	3	454
DOL	0	0	0	0	4	5	3	12	4	8	9	3	2	0	1	0	51
NASA	0	0	0	0	0	0	3	8	10	7	7	6	5	6	1	0	53
NSF	0	0	0	0	1	1	5	8	11	9	11	2	7	3	6	0	64
NRC	0	0	0	0	0	0	1	0	1	1	3	0	2	0	1	0	9
OPM	0	0	0	1	3	3	0	1	2	0	0	0	0	0	0	0	10
SEC	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3
SBA	0	1	50	138	103	106	128	218	139	73	45	13	11	1	1	3	1,030
SSA	0	0	0	0	0	0	0	3	0	0	1	0	1	0	0	0	5
DOS	0	0	0	0	2	5	13	17	13	13	9	6	8	3	1	0	90
DOT	0	0	0	0	9	10	9	10	8	9	5	8	4	3	2	0	77
Treasury	0	0	7	85	305	316	154	70	56	40	43	31	21	8	12	0	1,148
VA	0	11	77	67	50	57	41	30	32	31	14	11	7	1	2	0	431
All Other Civilian Agencies	0	1	5	22	47	81	161	84	150	163	141	94	105	62	132	7	1,255
<b>Total, Civilian Agencies</b>	<b>0</b>	<b>84</b>	<b>949</b>	<b>2,622</b>	<b>1,303</b>	<b>1,456</b>	<b>1,792</b>	<b>1,970</b>	<b>2,065</b>	<b>1,707</b>	<b>1,177</b>	<b>700</b>	<b>607</b>	<b>349</b>	<b>440</b>	<b>26</b>	<b>17,247</b>
<b>Total, All Agencies</b>	<b>1,314</b>	<b>3,120</b>	<b>2,931</b>	<b>3,791</b>	<b>2,197</b>	<b>2,636</b>	<b>2,926</b>	<b>3,149</b>	<b>3,137</b>	<b>2,486</b>	<b>1,725</b>	<b>1,020</b>	<b>853</b>	<b>539</b>	<b>647</b>	<b>44</b>	<b>32,515</b>

<sup>1</sup>Actual range for each column is \$20,000 - \$29,999, etc.<sup>2</sup>NS: Salary was not specified.

**TABLE 9-43 LOSSES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
BY GRADE FY2009**

Grade	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
1	1,550	665	43%	1	0%
2	565	168	30%	0	0%
3	1,013	162	16%	0	0%
4	1,370	247	18%	0	0%
5	750	186	25%	0	0%
6	786	127	16%	0	0%
7	2,998	416	14%	2	0%
8	167	24	14%	1	1%
9	2,236	498	22%	1	0%
10	11	3	27%	0	0%
11	2,590	527	20%	2	0%
12	4,346	493	11%	16	0%
13	4,146	417	10%	15	0%
14	1,683	177	11%	9	1%
15	786	91	12%	2	0%
Other	4,948	826	17%	19	0%
<b>Total</b>	<b>29,945</b>	<b>5,027</b>	<b>17%</b>	<b>68</b>	<b>0%</b>

**TABLE 9-44 LOSSES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101)  
BY SALARY LEVEL FY2009**

Salary	FY2008 End Strength	Number Left the Series	Percent Left the Series	Number Changed Agencies	Percent Changed Agencies
< \$20,000	1,087	466	43%	0	0%
\$20,000-29,999	2,385	679	28%	1	0%
\$30,000-39,999	2,944	578	20%	0	0%
\$40,000-49,999	3,955	625	16%	3	0%
\$50,000-59,999	2,671	498	19%	4	0%
\$60,000-69,999	2,512	408	16%	11	0%
\$70,000-79,999	2,584	343	13%	10	0%
\$80,000-89,999	3,211	396	12%	10	0%
\$90,000-99,999	2,968	299	10%	16	1%
\$100,000-109,999	2,187	276	13%	4	0%
\$110,000-119,999	1,236	154	12%	2	0%
\$120,000-129,999	897	107	12%	3	0%
\$130,000-139,999	547	73	13%	3	1%
\$140,000-149,999	497	82	16%	1	0%
\$150,000+	237	35	15%	0	0%
NS <sup>1</sup>	27	8	30%	0	0%
<b>Total</b>	<b>29,945</b>	<b>5,027</b>	<b>17%</b>	<b>68</b>	<b>0%</b>

<sup>1</sup>NS: Salary was not specified.

**TABLE 9-45 GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) EMPLOYMENT  
BY CORE BASED STATISTICAL AREAS FY2009**

Aberdeen, SD	15	Las Cruces, NM	26
Abilene, TX	37	Las Vegas-Paradise, NV	94
Alamogordo, NM	42	Lawton, OK	63
Albany, GA	41	Lexington Park, MD	145
Albany-Schenectady-Troy, NY	86	Lexington-Fayette, KY	23
Albuquerque, NM	181	Little Rock-North Little Rock, AR	96
Alexandria, LA	26	Los Angeles-Long Beach-Santa Ana, CA	762
Altus, OK	26	Louisville, KY-IN	64
Anchorage, AK	132	Lubbock, TX	20
Anniston-Oxford, AL	140	Madison, WI	21
Athens-Clarke County, GA	22	Manchester-Nashua, NH	21
Atlanta-Sandy Springs-Marietta, GA	706	Manhattan, KS	44
Augusta-Richmond County, GA-SC	52	Medford, OR	15
Austin-Round Rock, TX	44	Memphis, TN-MS-AR	177
Bakersfield, CA	181	Meridian, MS	33
Baltimore-Towson, MD	263	Miami-Fort Lauderdale-Miami Beach, FL	108
Bangor, ME	36	Milwaukee-Waukesha-West Allis, WI	58
Battle Creek, MI	21	Minneapolis-St. Paul-Bloomington, MN-WI	162
Billings, MT	32	Minot, ND	35
Birmingham-Hoover, AL	79	Missoula, MT	16
Bismarck, ND	18	Mobile, AL	15
Boise City-Nampa, ID	51	Montgomery, AL	175
Boston-Cambridge-Quincy, MA-NH	585	Morgantown, WV	17
Bremerton-Silverdale, WA	218	Mountain Home, ID	41
Bridgeport-Stamford-Norwalk, CT	16	Nashville-Davidson--Murfreesboro, TN	100
Brigham City, UT	18	New Bern, NC	68
Brunswick, GA	17	New Orleans-Metairie-Kenner, LA	129
Buffalo-Niagara Falls, NY	116	New York-Northern New Jersey-Long Island, NY-NJ-PA	700
Burlington-South Burlington, VT	16	Norwich-New London, CT	60
Chambersburg, PA	24	Oak Harbor, WA	53
Charleston, WV	21	Ogden-Clearfield, UT	277
Charleston-North Charleston, SC	78	Oklahoma City, OK	403
Charlotte-Gastonia-Concord, NC-SC	23	Omaha-Council Bluffs, NE-IA	75
Cheyenne, WY	26	Orlando-Kissimmee, FL	45
Chicago-Naperville-Joliet, IL-IN-WI	461	Oxnard-Thousand Oaks-Ventura, CA	97
Cincinnati-Middletown, OH-KY-IN	41	Palm Bay-Melbourne-Titusville, FL	65
Clarksville, TN-KY	56	Panama City-Lynn Haven, FL	31
Cleveland-Elyria-Mentor, OH	111	Parkersburg-Marietta-Vienna, WV-OH	20

Clovis, NM	29
College Station-Bryan, TX	24
Colorado Springs, CO	212
Columbia, MO	15
Columbia, SC	109
Columbus, GA-AL	67
Columbus, MS	24
Columbus, OH	102
Concord, NH	17
Corpus Christi, TX	132
Dallas-Fort Worth-Arlington, TX	825
Davenport-Moline-Rock Island, IA-IL	67
Dayton, OH	794
Del Rio, TX	22
Denver-Aurora, CO	650
Des Moines, IA	44
Detroit-Warren-Livonia, MI	196
Dover, DE	38
Durham, NC	23
East Stroudsburg, PA	48
El Paso, TX	130
Elizabethtown, KY	41
Enid, OK	26
Enterprise-Ozark, AL	55
Fairbanks, AK	66
Fallon, NV	24
Fargo, ND-MN	20
Fayetteville, NC	193
Flagstaff, AZ	21
Fort Collins-Loveland, CO	22
Fort Leonard Wood, MO	86
Fort Polk South, LA	55
Fort Walton Beach-Crestview-Destin, FL	167
Fresno, CA	63
Gettysburg, PA	24
Goldsboro, NC	49
Grand Forks, ND-MN	30
Grand Rapids-Wyoming, MI	25
Great Falls, MT	34
Greensboro-High Point, NC	71
Gulfport-Biloxi, MS	86

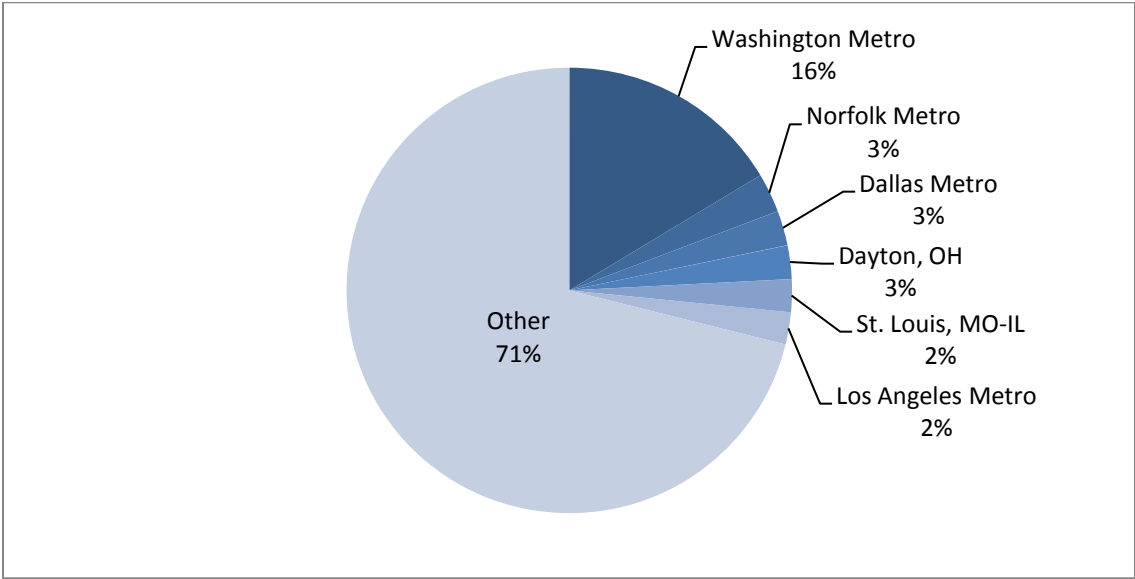
Pascagoula, MS	29
Pensacola-Ferry Pass-Brent, FL	81
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	696
Phoenix-Mesa-Scottsdale, AZ	203
Pittsburgh, PA	126
Portland-South Portland-Biddeford, ME	78
Portland-Vancouver-Beaverton, OR-WA	240
Poughkeepsie-Newburgh-Middletown, NY	52
Providence-New Bedford-Fall River, RI-MA	89
Raleigh-Cary, NC	34
Rapid City, SD	26
Richmond, VA	308
Riverside-San Bernardino-Ontario, CA	222
Sacramento--Arden-Arcade--Roseville, CA	205
Salinas, CA	61
Salt Lake City, UT	74
San Angelo, TX	29
San Antonio, TX	531
San Diego-Carlsbad-San Marcos, CA	565
San Francisco-Oakland-Fremont, CA	258
San Jose-Sunnyvale-Santa Clara, CA	105
San Juan-Caguas-Guaynabo, PR	128
Santa Barbara-Santa Maria, CA	81
Savannah, GA	56
Seattle-Tacoma-Bellevue, WA	408
Shreveport-Bossier City, LA	74
Sierra Vista-Douglas, AZ	34
Spokane, WA	78
Springfield, IL	30
Springfield, MA	16
St. Louis, MO-IL	770
St. Marys, GA	35
Sumter, SC	28
Susanville, CA	18
Syracuse, NY	36
Tampa-St. Petersburg-Clearwater, FL	157
Texarkana, TX-Texarkana, AR	48
Topeka, KS	25
Tucson, AZ	106
Tullahoma, TN	29
Tulsa, OK	45

Hanford-Corcoran, CA	39
Harrisburg-Carlisle, PA	55
Hartford-West Hartford-East Hartford, CT	62
Helena, MT	19
Hilton Head Island-Beaufort, SC	67
Hinesville-Fort Stewart, GA	58
Honolulu, HI	589
Houston-Sugar Land-Baytown, TX	134
Huntsville, AL	127
Indianapolis, IN	102
Jackson, MS	70
Jacksonville, FL	467
Jacksonville, NC	99
Kansas City, MO-KS	395
Key West-Marathon, FL	19
Killeen-Temple-Fort Hood, TX	65
Knoxville, TN	34

Valdosta, GA	34
Vallejo-Fairfield, CA	79
Virginia Beach-Norfolk-Newport News, VA-NC	925
Walla Walla, WA	26
Warner Robins, GA	481
Warrensburg, MO	31
Washington-Arlington-Alexandria, DC-VA-MD-WV	5,323
Watertown-Fort Drum, NY	68
Wichita Falls, TX	40
Wichita, KS	69
Yuba City, CA	24
Yuma, AZ	47
<b>Subtotal</b>	<b>28,900</b>
Outside CBSAs	1,650
Other CBSAs	1,965
<b>Total</b>	<b>32,515</b>



Figure 9-46 GENERAL BUSINESS AND INDUSTRY SERIES (GS-1105) EMPLOYMENT BY TOP CORE BASED STATISTICAL AREAS FY2009



- **Washington Metro** – Washington-Arlington-Alexandria, DC-VA-MD-WV
- **Norfolk Metro** – Virginia Beach-Norfolk-Newport News, VA-NC
- **Dallas Metro** – Dallas-Fort Worth-Arlington, TX
- **Los Angeles Metro** – Los Angeles-Long Beach-Santa Ana, CA

# Management Oversight: Program/Project Managers (P/PMs), Contracting Officer's Technical Representatives (COTRs), and Contracting FY2009

**TABLE 9-47 DEMOGRAPHICS OF PROGRAM/PROJECT MANAGERS (P/PMs) FY2009**

	DOD <sup>1</sup>	Civilian
<b>Population</b>	8,789	3,737
<b>Average Grade<sup>1</sup></b>	12.22	12.71
<b>Average Age</b>	46	51.38
<b>Percent Female<sup>2</sup></b>	23%	48%
<b>Percent Eligible to Retire FY2009</b>	11%	27%
<b>Percent Eligible to Retire FY2019</b>	48%	57%
<b>Percent College Graduates</b>	85%	69%
<b>Members, Senior Executive Service</b>	118	6

<sup>1</sup> Data was obtained from the Defense Acquisition University. Calculation is based only on employees in a specific grade and excludes those in paybands or special pay grades.

<sup>2</sup> Note that 5% could not be identified by gender.

<sup>3</sup> DOD agencies do not use FAC-P/PM certifications.

**TABLE 9-48 DEMOGRAPHICS OF CONTRACTING OFFICERS TECHNICAL REPRESENTATIVES (COTRS)  
FY2009**

	Civilian <sup>1</sup>
<b>Population</b>	23,349
<b>Average Grade<sup>2</sup></b>	12.61
<b>Average Age</b>	51.02
<b>Percent Female<sup>3</sup></b>	40%
<b>Percent Eligible to Retire FY2009</b>	25%
<b>Percent Eligible to Retire FY2019</b>	56%
<b>Percent College Graduates</b>	69%
<b>Members, Senior Executive Service</b>	17

<sup>1</sup> The DOD does not track COTR personnel.

<sup>2</sup> Calculation is based only on employees in a specific grade and excludes those in paybands or special pay grades.

<sup>3</sup> Note that 6% could not be identified by gender.

**TABLE 9-49 PROGRAM/PROJECT MANAGERS (P/PMs) AND CONTRACTING OFFICERS TECHNICAL REPRESENTATIVES (COTRs) FY2008-FY2009**

Department/Agency Name	P/PMs on 12/31/08 <sup>1</sup>	P/PMs on 12/31/09 <sup>2</sup>	Percent Increase	COTRs on 12/31/08	COTRs on 12/31/09	Percent Increase
<b>USAF</b>	1,627	2,014	24%			
<b>Army</b>	2,754	2,529	-8%			
<b>Navy</b>	2,842	3,335	17%			
<b>Other DOD</b>	847	911	8%			
<b>Total, DOD</b>	<b>8,070</b>	<b>8,789</b>	<b>9%</b>			
<b>USDA</b>	8	8	0%	48	37	-23%
<b>USAID</b>	15	15	0%	34	50	47%
<b>DOC</b>	0	2	NA	4	4	0%
<b>ED</b>	6	5	-17%	11	10	-9%
<b>DOE</b>	21	22	5%	578	586	1%
<b>EPA</b>	279	282	1%	4,081	4,151	2%
<b>GSA</b>	183	187	2%	732	745	2%
<b>HHS</b>	240	241	0%	501	505	1%
<b>DHS</b>	437	869 <sup>2</sup>	99%	6,283	7,047	12%
<b>HUD</b>	1	1	0%	1	1	0%
<b>DOI</b>	76	77	1%	2,273	2,297	1%
<b>DOJ</b>	5	5	0%	34	40	18%
<b>DOL</b>	0	0	0%	3	4	33%
<b>NASA</b>	67	129	93%	4,197	4,418	5%
<b>NSF</b>	0	0	0%	0	0	0%
<b>NRC</b>	1	2	100%	0	0	0%
<b>OPM</b>	0	0	0%	6	7	17%
<b>SEC</b>	0	0	0%	1	1	0%
<b>SBA</b>	0	0	0%	1	1	0%
<b>SSA</b>	2	2	0%	1	1	0%
<b>DOS</b>	0	0	0%	3	3	0%
<b>DOT</b>	18	17	-6%	305	311	2%
<b>Treasury</b>	68	68	0%	1,291	1,442	12%
<b>VA</b>	1,500 <sup>3</sup>	1,771 <sup>3</sup>	18%	1,310	1,633	25%
<b>Consumer Product Safety Commission</b>	2	2	0%	39	39	0%
<b>Export-Import Bank of the US</b>	1	1	0%	0	0	0%
<b>Federal Communications Commission</b>	0	0	0%	1	1	0%
<b>Federal Emergency Management Agency</b>	0	0	0%	0	1	NA
<b>Millennium Challenge Corporation</b>	0	0	0%	1	1	0%
<b>Office of Administration</b>	0	8	0%	0	0	0%
<b>Smithsonian Institution</b>	0	15	NA	1	0	-100%
<b>Other Agency Subtotal</b>	6	8	33%	12	13	8%
<b>Total, Civilian Agencies</b>	<b>2,936</b>	<b>3,737</b>	<b>27%</b>	<b>21,752</b>	<b>23,349</b>	<b>7%</b>
<b>Total, All Agencies</b>	<b>9,826</b>	<b>12,526</b>	<b>27%</b>			

<sup>1</sup> Data provided by DOD

<sup>2</sup> Number of certified P/PMs. Total number may be higher.

<sup>3</sup> Estimated by VA. Note that the prior year's numbers were revised by VA.

## TECHNICAL NOTES

### Source of Data

The report relies on two primary data sources: the OPM Central Personnel Data File (CPDF) and the Acquisition Career Management Information System (ACMIS). The CPDF is maintained by the Office of Personnel Management (OPM). The Acquisition Career Management Information System (ACMIS) is a government-wide system developed and maintained under the oversight of FAI to collect and analyze workforce data. CPDF based data in this report, unless otherwise noted, are current as of September 30, 2009. In certain areas, data from additional sources is provided. In these cases, data sources are identified in the text or in footnotes.

In an effort to provide the most accurate data possible, the FY2009 CPDF and ACMIS data was reviewed for accuracy prior to conducting the analyses reported in this document. Data from each of our primary data sets may have inaccuracies for a variety of reasons. The primary source of inaccuracies involves multiple records for a single individual. A priori business rules enabled the identification and deletion of duplicate entries within the acquisition occupational series data. Given that a number of multiple records were identified in the raw CPDF dataset, the results reported here may vary somewhat from data reported by OPM's FedScope, which is based upon the CPDF.

Note also that ACMIS data is provided from agencies on a voluntary basis. Additionally, certain types of data from DOD agencies, the Department of Homeland Security, the Department of Treasury, and Department of Veterans Affairs are not included in the ACMIS database. For these agencies, data was obtained directly from them. For this reason, some of the aggregate information regarding the acquisition roles presented here such as the age, retirement eligibility, percent female, percent of college graduates, and members of the Senior Executive Service did not include data from these agencies.

### 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 who are eligible for regular 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). Some CSRS employees also opted to transfer to the FERS system. Under FERS, the minimum age for retirement increases gradually from 55 for those born before 1948 until it reaches 57 years for those born after 1969. 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 eligibilities were calculated accordingly.

In prior years, reports have included retirement eligibility calculations based entirely on the CSRS system. Given that the 2009 data reported here uses the FERS system in addition to CSRS where applicable, care should be taken when interpreting the results between 2009 and prior years. Note also that all data for years prior to 2007 are extracted from prior reports, which utilized the CSRS calculations alone.

### Turnover

Turnover data in this report was derived by tracking data on each individual in the workforce across fiscal years. Social Security Numbers were used to locate and merge files from different fiscal years on the same individual. Individuals were categorized as a loss, a new hire, or an internal hire depending on whether their data was missing at year's end, their data appeared for the first time, or their series changed. Note that this technique produces different results from other Federal data sources such as FedScope, which uses personnel action data as reported by government agencies. The technique described here is used because it appears to more accurately conform to the actual differences observed between yearly occupational series data than the data based on agency personnel action reports.

### Losses/Attrition

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

### Hires

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

- Movement from one to another of the four principle series (i.e., GS-1101, 1102, 1105, and 1106) tracked in this report. For example, if an employee began the fiscal year in a Purchasing Agent (GS-1105) position and ended the year in a Contracting Series (GS-1102) position, that employee has been counted as a GS-1102 internal hire.
- Hires of Tenure Group I employees. Tenure Group I, for the most part, includes "career" employees—that is, employees who are not under probation or required to serve a probationary period and whose appointments are not under any restrictions or time limitations (see the OPM Guide to Personnel Data Standards).

"External" hires, in contrast, include any hire of a Tenure Group II employee who was not employed in any of the four principal series at the beginning of the fiscal year or is a "career-conditional" employee serving a probationary or trial period. Tenure Group III employees are classified as "Other."

Note that this technique produces different results from other Federal data sources such as FedScope, which uses personnel action data as reported by government agencies, which is found in the CPDF Dynamics dataset.

### 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.

**Grade Levels**

With the advent of NSPS, reporting meaningful grade information across the workforce has become more complicated. Employees under NSPS are assigned to pay bands rather than particular grade levels. For these employees appropriate correlates between the two systems are not available or meaningful and are listed in the tables as “not specified.”

**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 payband positions.

**Core Based  
Statistical Area  
(CBSA)**

The OPM *Guide to Personnel Data Standards* 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 15 or more personnel are located.