

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Student Loan Repayment Program

Calendar Year 2020



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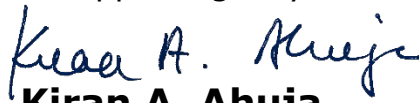
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A Message from the Director of the Office of Personnel Management

I am pleased to transmit the U.S. Office of Personnel Management's (OPM's) annual report to Congress on agencies' use of student loan repayments as a strategic tool for the purposes of recruitment and retention during calendar year (CY) 2020. Section 5379 of title 5, United States Code, authorizes agencies to establish programs under which they may repay certain types of Federal student loans (including certain student loans that are made through Federal programs or are Federally insured or guaranteed) to recruit or retain highly qualified personnel in exchange for a service commitment from the employee. Agencies are required by 5 USC 5379(h)(1) to submit to OPM certain data regarding their student loan repayment programs, and OPM is, in turn, required by section 5379(h)(2) to compile the data and submit it in an annual report to Congress.

During CY 2020, OPM received data responses from fifty-eight (58) Federal agencies. These agencies collectively provided 9,560 employees with a total of \$76.7 million in student loan repayment benefits.

I encourage agencies to consider using the student loan repayment program as one of your tools for recruitment. OPM will continue to work with agencies to assist them in strategically using student loan repayment benefits, as well as other existing recruitment and retention tools, as necessary, to attract and retain employees to support agency mission and program needs.


Kiran A. Ahuja

Director

I. Executive Summary

Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to the OPM on their use of student loan repayments during the previous calendar year (CY). Section 5379(h)(2) of title 5 requires OPM to prepare, and annually submit to Congress, a report containing information provided by agencies that use this human capital authority. On February 5, 2021, OPM issued a memorandum (CPM 2021-10: [Request for CY 2020 Data on Student Loan Repayments](#)) requesting agency reports on the use of student loan repayments during CY 2020. In this memorandum, OPM also invited agencies to provide additional details on their experiences in administering their student loan repayment programs.

Overall, for CY 2020, there were fifty-eight (58) Federal agencies that reported, with thirty-three (33) providing 9,560 employees with student loan repayment benefits totaling \$76.7 million. The average student loan repayment benefit in CY 2020 was \$8,025. During CY 2020, the majority of student loan repayment benefits was provided by just nine (9) agencies (ranked by number of employees approved for participation):

- Department of Defense;
- Department of Justice;
- Department of State;
- Department of Health and Human Services;
- Department of Veterans Affairs;
- Department of Homeland Security;
- Government Accountability Office;
- Federal Energy Regulatory Commission; and
- Department of the Interior.

These agencies also represented 94 percent of all student loan repayment recipients reported for this calendar year Government-wide. Overall, these nine agencies provided 8,986 employees with \$72.2 million in student loan repayment benefits. The combined total of the remaining twenty-four (24) agencies provided 574 employees with \$4.6 million in student loan repayment benefits.

OPM continues to support Federal agencies' use of student loan repayment benefits to recruit and retain the best possible workforce to serve the American people. In addition, we strongly encourage agencies to establish metrics that can demonstrate the value of using student loan repayments

and other discretionary incentives to support recruitment and retention. For example, an agency can track the retention rate of student loan repayment recipients over time and compare it to the retention rate for employees who do not receive student loan repayment benefits. An agency can also survey job candidates and hiring managers before and after implementation of this human capital tool.

OPM will continue to work with agencies to assist them in using student loan repayments, as well as other flexibilities. OPM believes these flexibilities can serve to attract and retain a dynamic Federal workforce that supports agency missions and program needs.

II. Background

Section 5379 of title 5, United States Code, authorizes agencies to establish a program under which they may repay certain types of Federal student loans (including certain student loans that are made through Federal programs or are Federally insured or guaranteed) as an incentive to recruit or retain highly qualified personnel. Under law, agencies may make payments to a loan holder of up to \$10,000 for an employee in a calendar year, up to an aggregate maximum of \$60,000 for any one employee. In return, the employee must sign an agreement to remain in the service of the paying agency for at least 3 years. If the employee separates voluntarily or is separated involuntarily for misconduct, unacceptable performance, or a negative suitability determination under 5 CFR part 731 before fulfilling the service agreement, they must reimburse the paying agency for all student loan repayment benefits received. Section 5379(h)(1) of title 5, United States Code, requires agencies to report annually to OPM on their use of student loan repayments. The law also directs OPM to prepare and submit annually to Congress a report containing the following information:

- a) Number of Federal employees selected to receive student loan repayment benefits,
- b) Job classifications of the recipients, and
- c) The cost to the Federal Government of providing the student loan repayment benefits.

III. Agency Reports

On February 5, 2021, OPM issued a memorandum for Chief Human Capital Officers (CPM 2021-10: [Request for CY 2020 Data on Student Loan](#)

[Repayments](#)) requesting that agencies submit their annual written reports to OPM on their use of student loan repayments by March 31, 2021.

In accordance with 5 CFR 537.110(b), the memorandum required agencies to send to OPM their reports on the use of student loan repayments during CY 2020. OPM received responses from fifty-eight (58) Departments and agencies: positive responses from thirty-three (33) agencies that currently use this authority and negative responses from twenty-five (25) agencies that do not currently use this authority.

See [Attachment 1](#) for a list of the reporting agencies.

In CY 2020, 33 Federal agencies that submitted data provided 9,560 employees with a total of \$76.7 million in student loan repayment benefits. For more detailed information, by agency, see [Attachment 2](#).

IV. Agency Data

As referenced above, in CY 2020, nine (9) agencies made the most extensive use of student loan repayments (ranked by number of approved participants). The following provides information by specific agency.

The **Department of Defense (DOD)** during CY 2020 reported providing 3,154 employees with student loan repayments, at a cost of \$24.9 million. DoD used student loan repayment benefits extensively as an incentive for engineers and provided benefits to a total of 1,080 employees in engineering-series positions. Mechanical engineers were the most prevalent types of engineers to receive student loan repayment benefits. Outside of engineering-series positions, DOD provided student loan repayments to 672 contracting specialists in 1102-series positions.

The **Department of Justice (DOJ)** during CY 2020 reported providing 1,689 employees with \$13.3 million in student loan repayment benefits. The top two DOJ recipient occupations remained Criminal Investigators (360 positions) and Attorneys (264 positions). These two occupations together accounted for over a third (37 percent) of DOJ's total student loan repayment recipients during CY 2020.

The **Department of State (DOS)** during CY 2020 reported providing 1,129 employees with \$10.8 million in student loan repayment benefits. Of the CY 2020 recipients, 700 were in civil service positions and 429 were members of the Foreign Service. DOS offered a lump-sum payment of the lesser of

either \$8,500 or the outstanding loan balance. In addition, program eligibility was premised upon the employee having a loan balance of at least \$5,000. State provided the most student loan repayment benefits to employees in the civil service positions classified in the foreign affairs job series.

The **Department of Health and Human Services (HHS)** provided \$10.4 million in student loan repayment benefits to 1,216 employees during CY 2020. The largest single occupational series provided with benefits were for health scientists, investigators, and regulatory specialists, classified in the 0601 series, with 185 positions total.

The **Department of Veterans Affairs (VA)** provided \$4.7 million in benefits to 548 employees during CY 2020. The two most common job series provided with benefits were human resources specialists (97) and social workers (69).

The **Department of Homeland Security (DHS)** provided \$4.5 million in benefits to 483 employees during CY 2020. The most common occupations provided with benefits were criminal investigators (253) and police officers (75).

The **Government Accountability Office (GAO)** provided \$1.4 million in student loan repayment benefits to 439 employees during CY 2020. This benefit was primarily used to recruit and retain GAO Evaluators in the 0347job series (with 280 total).

The **Federal Energy Regulatory Commission (FERC)** provided \$1.2 million in benefits to 191 employees during CY 2020. The two most common professions supported were lawyers (52) and specialists in industry and business analysis (48).

Lastly, the **Department of the Interior (DOI)** provided \$1.1 million in benefits to 137 employees during CY 2020. The two most common occupations supported were contract specialists (16) and geologists (15).

Additional Departments and Agencies. Besides the above top 9 agencies, seven (7) other agencies spent more than \$250,000 per year to support their student loan repayment programs. (See [Attachment 2](#) for detailed agency reports.)

V. Agency Comments

We invited agencies to provide details on their experiences in administering their student loan repayment programs. We received information regarding program effectiveness, leading and promising practices, and impediments to using student loan repayments as a human resources management tool. In this section, we provide a summary of agencies' comments.

a. Effect on Recruitment and Retention and General Comments

Agencies provided comments about the effect of their student loan repayment programs on recruitment and retention efforts. Representative comments are summarized below.

The **Department of State** expanded efforts to offer the SLRP incentive to more qualified Civil Service candidates. Senior management approved an expansion of the number of qualifying Civil Service occupational series from 29 to 45 for CY 2020. State continued SLRP eligibility for Foreign Service Consular Fellows Program employees on Limited Not-to-exceed Appointments (LNA) to attract specific language-qualified applicants to meet their increasing consular service needs abroad. State also continued SLRP eligibility for career employees in the Office of the Inspector General (OIG) who hold positions critical to OIG's oversight mission. In addition, State increased the use of available communications (SAFE alert messages, Department Notices and cables, and SLRP Listserv messages) to keep employees informed of program requirements and policy and procedural changes during the COVID-19 pandemic. Finally, State continued to develop and enhance the electronic capability of the SLRP system application and data collection.

The **Department of Transportation** stated that use of the student loan repayment program has been a successful factor in recruiting highly qualified candidates and retaining highly skilled and high performing employees and experienced employees. DOT components that do not make use of student loan repayments cited fiscal restraints as the reason for not using the authority.

The **Department of Veterans Affairs** reported that VA facilities value student loan repayments as an incentive to use for the recruitment and retention of talented, highly qualified employees, but cite budget constraints, repayment methods, and service agreement requirements as major

impediments in utilizing this program. VA plans to enhance the SLRP as a recruitment tool by increasing marketing efforts.

The ***Nuclear Regulatory Commission*** uses student loan repayments sparingly, primarily as a tool to retain employees who have served for a year or more in positions critical to NRC's mission. NRC's student loan repayment program includes a review of requests by senior leaders, and NRC continually seeks opportunities to improve its program and guidelines.

The ***Federal Energy Regulatory Commission*** uses the Student Loan Repayment Program primarily as a retention tool and has made substantial investments to the program since its 2001 implementation. Each year the program is adjusted according to available funds and participation. Highly qualified employees in positions such as Attorneys, Engineers, and Energy Industry Analysts are essential to FERC's mission and make up a majority of the SLRP recipients. However, FERC does not limit the program to employees only in those positions. In fact, FERC relies on this flexibility to retain highly qualified employees in hard-to-fill positions such as Fish Biologists and Trial Attorneys, as well as to retain employees with critical knowledge and skills that ensure efficient operations such as IT Specialists.

Within the ***Department of Commerce***, the Office of the General Counsel used the SLRP to recruit and retain Attorneys at various grade levels to work on important policy and legal matters on behalf of the Department. Other bureaus, such as National Institute of Standards and Technology and the National Oceanic and Atmospheric Administration, also utilized this program for individuals in scientific and technical occupations. The International Trade Administration used the program to retain and recruit individuals for occupations vital to its mission of international trade and compliance. The Office of the Secretary used the program to recruit and retain employees who carry out important, often mission-critical, administrative functions for the Department. The National Telecommunications and Information Agency used the SLRP to retain employees for mission-critical positions in both technical and administrative fields, including law and emergency management.

The ***U.S. Commission on Civil Rights*** reported that they did not use the student loan repayment program during calendar year 2020. Typically, recruitment for mission critical positions is not difficult, and the response to their vacancies has usually resulted in a large number of highly qualified applicants. Therefore, the Commission does not feel the need to use student loan repayment as a recruitment or retention incentive.

The **Appraisal Subcommittee** has not established a program or policies to repay student loans and does not intend to establish such a plan at this time. Instituting a student loan repayment program is for the benefit of recruitment and retention, and the ASC is not experiencing difficulties in these areas.

The **Railroad Retirement Board** does not have a student loan repayment program in place. As an alternative, the RRB has adopted other incentives for recruiting applicants, e.g., a retention allowance plan, a relocation bonus plan, and a Tuition Assistance Program. The RRB also widely uses the authority providing for annual leave creditable service for prior non-Federal employment. In addition, the RRB offers such benefits as flexible work schedules, telework, and remote work-options. Even without widespread use of these programs, the RRB generally attracts numerous well-qualified candidates for most of the positions it announces throughout the year. Accordingly, the agency does not currently anticipate adopting the student loan repayment program.

b. Leading and Promising Practices and Lessons Learned

Some agencies shared leading and promising practices that they have developed to strategically implement and administer their student loan repayment programs. Examples of these best practices and lessons learned are noted below.

The **Department of Defense** provided the following:

Leading and Promising Practices and Lessons Learned:

- SLRP has proven to be a significant recruitment tool for highly qualified individuals in critical fields such as technology, cybersecurity, logistics, engineering, intelligence related occupations, nurses, and contract specialists.
- SLRP is most effective in recruiting and retaining critical skills when used in tandem with other incentives, e.g., pairing the SLRP with a recruitment incentive for the entry level workforce at GS 7-9-11.
- Marketing the program amongst students and recent graduates has been a successful recruitment strategy.
- Providing detailed information to applicants regarding the SLRP and resources needed to receive, as well as educating hiring managers on

the use of the program has increased the timeliness and efficiency of the process.

- Establishing standard, automated, online forms for SLRP application, justification, and service agreements has made it easier for applicants and easier to facilitate the management of the program.
- Components have developed supplemental guidance to streamline the SLRP process.
- The SLRP justification reflects the employee's contribution to the agency and the dollar amount being offered.
- Establishing firm deadlines for submission of SLRP requests helps ensure the availability and timely disbursement of funds.
- Monitoring anniversary dates of the SLRP payments helps reduce missing payments to employees.
- Hiring managers and human resources personnel monitor the use of the program and periodically advertise the SLRP by hosting "open seasons" during the fiscal year, as well as information sessions and brown bags.

Establishing a Business Case:

- The SLRP provides the Department with a tool to compete with the private sector when attracting top talent. Furthermore, the use of the SLRP, when used as a retention tool, enhances the Department's ability to retain its top performers when competing with private industry. Particular emphasis should be placed on retaining high-performing employees and recruiting workers in competitive career fields, especially with ongoing budget restrictions.
- Use of the program supports the goals of senior management and retains a well-qualified workforce.

Metrics used to Measure Program Success:

- An annual survey of employees hired into entry level developmental trainee programs is used to provide feedback on the SLRP. The feedback has consistently indicated that the program has been a major contributing factor in employees accepting positions.
- Program reviews with managers/supervisors indicate the agency retains the most highly qualified and skilled employees.

- Reviews also measure the number of employees leaving government service after receiving a SLRP.
- Program usage and effectiveness is measured by maintaining and tracking turnover, vacancy rates, and fill times of employees who received SLRP versus those who did not.

Program Effectiveness:

- The Department has seen gains in recruitment and increased retention rates as a result of the program.
- Activities that use the SLRP state this recruitment/retention tool was critical in recruiting/retaining employees in high turnover career fields.
- The program has been very effective in keeping unique skills in place, providing managers with predictable sustainment of manpower.
- The use of the SLRP allows the Department to remain competitive with private industry and recruit highly qualified employees with the right work experience and skills.
- Employees are very satisfied with the SLRP process.

The ***Defense Nuclear Facilities Safety Board*** has found that:

The DNFSB competes with the private sector and other Federal agencies for top engineering talent at all levels, including recent graduates from colleges and universities. These individuals receive numerous offers of employment from private sector and Federal Government employers along with substantial monetary incentives both before and after they accept employment with the DNFSB. The agency's success in remaining competitive with these entities depends on its ability to use all of the incentives at its disposal, including SLRP benefits, to recruit and retain the services of these employees.

SLRP benefits have proven to be an especially effective retention tool for the DNFSB, especially for positions (e.g., attorney and engineer positions) the agency traditionally has found difficult to fill. Since the inception of the DNFSB's SLRP program almost 20 years ago, only three (3) employees left the agency before completing the required 3-year service commitment. (In each case, the employees repaid or are currently repaying the benefits they received.) Nearly 87 percent of SLRP recipients completed their service commitments, most often staying with the agency longer than the required 3

years. In fact, over the nearly 20 years the DNFSB's SLRP program has been in effect, of the 23 employees who received SLRP benefits, 70 percent are still with the DNFSB or remained with the agency until they retired.

Since the program's inception, the DNFSB has maintained relevant statistics on SLRP benefits, including the number and type of employees who receive benefits, the amount of benefits authorized and paid, the status of service commitments, and the collection of debts associated with broken service commitments. Given the DNFSB's size (currently 97 employees), the metrics derived from the program statistics it currently maintains are sufficient for DNFSB needs at this time.

The **Department of Veterans Affairs** reported that leading and promising practices include:

- Maintaining an electronic database to provide information for SLRP annual reports;
- Using a system's tracking program for SLRP recipients; and
- Creating codes in the HR processing system to track service obligation.

For lessons learned, the use of VA's automated processes allows for monthly SLRP reports to assist managers in the renewal process. Increased coordination with the Financial Services Center will help employees understand the taxation process for lump sum payments of student loans.

Regarding program effectiveness, the SLRP has proven beneficial for retention of employees in hard-to-retain positions and the recruitment of hard-to-fill positions. VA primarily uses SLRP for retention efforts to minimize turnover in positions that provide a unique service or for employees who possess specialized skills.

During this reporting period, VA saw a decrease in SLRP payments. This was due in part to the implementation of several COVID-19 pay-related flexibilities that assisted with recruitment and retention (e.g., dual compensation waivers, recruitment, relocation and retention incentives above the normal limitation, and waivers of the bi-weekly and annual premium pay limitations). Additionally, VA has used the Education Debt Reduction Program (EDRP) authority outlined in 38 U.S.C. 7681 to make payments on behalf of recently appointed employees in certain health-care occupations for which it is having recruitment or retention problems. The EDRP has been instrumental in improving recruitment of mental health

professionals in conjunction with the Veterans Health Administration Mental Health Enhancement Initiative. Funding for this program is centralized, and EDRP payments are non-taxable to recipients.

The **Federal Energy Regulation Commission** requires all managers and employees to provide written justifications regarding their use of the SLRP incentive. A majority of the justifications has brought to light the overwhelming cost-of-living expenses incurred by employees in the D.C. metropolitan area, where the majority of FERC employees report for duty. The SLRP incentive enables FERC to attract and retain highly qualified employees who might otherwise leave for higher salaries in comparable jobs or move to areas with a lower cost-of-living.

The **Department of State** continued to receive senior-level management support, provided consistent program and policy advice to agencies looking to explore available recruitment and retention benefits offered by OPM, and continued to provide transparent eligibility criteria, centralized funding, and administrative oversight. State also noted that:

- Legislation that authorized the Department of Education to purchase and consolidate federally insured loans required their SLRP team to do additional administrative review in order to enable timely processing of SLRP applications and to ensure that payments were applied appropriately.
- Loan servicing companies are more routinely managing federally insured loans and private loans for employees; over time, this change has required State to perform additional administrative review and communication with participating employees to ensure SLRP incentives were not accidentally applied to private loans.
- Ongoing senior management engagement and support is imperative to ensuring the success and growth of the SLRP.

In terms of program effectiveness:

- Current employee feedback has been very positive since State expanded communication efforts through Departmental social media platforms.
- An increased SLRP incentive ceiling beginning in 2019 of \$10,000, as compared to \$8,500 from years prior, created new interest and engagement in the SLRP. The increased SLRP incentive also helped qualifying employees pay down more student loan debt.

- Approximately 18,000 incentives have been awarded since State implemented the program in 2002. Hundreds of employees succeeded in having their student loans paid off by virtue of meeting the service requirements in State’s designated pre-qualifying positions.

The ***National Aeronautics and Space Administration*** provided that their leading and promising practices included:

- Coordination with Servicing Human Resources Offices to ensure proper documentation is provided for proper processing of the student loan repayments;
- Confirmation activities verifying the payout of the funds; and
- Partnership between program offices and Servicing Human Resources Offices to ensure feedback can be shared for continuous improvement of the program.

c. Impediments to Leveraging the Student Loan Repayment Authority

One agency stated that it has not implemented a student loan repayment program but has instead utilized other incentives such as a retention allowance plan, a relocation bonus plan, and a Tuition Assistance Program. Also, that agency is widely using the authority providing for annual leave creditable service for prior non-Federal employment and offering such benefits as flexible work schedules, telework, and remote work-options. Another agency stated it also utilizes other recruitment and retention incentives such as higher-than-minimum starting salaries, recruitment bonuses, and retention allowances.

Other agencies stated that they did not have recruitment or retention problems requiring the use of the student loan repayment program.

The ***Department of State*** found that as a result of the COVID-19 pandemic, it had to establish temporary policy and procedural modifications to allow maximum flexibility for interested employees. In addition, State found that:

- Employees without access to the online SLRP application, due to limited access to the Department’s Open Net, were able to submit manual applications.

- The Department provided Foreign Service employees who were affected by travel delays with an additional 60 days to arrive at their pre-qualifying overseas posts during the pandemic.
- State also provided Civil Service employees whose appointments were delayed with additional time to be appointed into their pre-qualifying occupations.
- To ensure that SLRP participants would not lose their eligibility because of financial hardships brought on by the COVID-19 pandemic, the Department temporarily waived SLRP policy requirements regarding personal payments and loan status for SLRP participants whose loans were placed into non-pay status (forbearance) by the Coronavirus Aid, Relief, and Economic Security (CARES) Act beginning March 2020, and other SLRP participants who were not covered by the CARES Act.
- Government consolidation of Federal Family Education Loans (FFEL) has resulted in ongoing transfers of student loan accounts. Although employees report the name of their loan servicer when applying, it is often a different lender by the time the lump sum payment is processed by the Department of Treasury. This resulted in SLRP incentives being sent to the wrong loan servicer and delays in payment being applied to an employee's account.

The **Department of Defense** noted the following impediments to administering the program:

- Funding continues to be the major impediment to the use of the program.
- The SLRP documentation and payment process is more cumbersome than any of the other recruitment and retention incentives available.
- Strict regulatory requirements for use of SLRP as a retention incentive (i.e., must show employee likely to leave Federal service) potentially makes high-quality employees ineligible.
- The manual tracking and manual processing of paperwork involved with the administration of the program are an additional burden.

Other Relevant Information:

- Recommend OPM review and propose legislation to increase caps on SLRP amounts due to the increasing cost of higher education.

- Change the regulations to allow the SLRP to be used as a retention incentive for current federal employees leaving for other Federal jobs.

The **Department of Agriculture** found that student loan repayments continue to be an effective recruitment and retention aid for placing and retaining employees in critical and hard-to-fill positions. Student loan repayments are an especially effective incentive tool with veterinarians given the large debts many students incur in a school of veterinary medicine. Some bureaus within USDA have, however, expressed concern over employee commitment to the agency once the service agreement expires. Some have found employees leave soon after the service agreement expires, which creates a reoccurring recruitment cycle.

The **U.S. Government Publishing Office** found that it did not use the student loan repayment authority for calendar year 2020. While the GPO maintains the flexibility to utilize its student loan repayment program for recruitment purposes, it was not used in 2020 due to budgetary constraints.

The **Social Security Administration** reported that they do not currently use the student loan repayment authority. SSA has no plans to implement a student loan repayment program due to funding limitations and equity issues inherent in an organization of over 60,000 employees. SSA has not needed the student loan repayment program to recruit or retain staff. SSA stated it is able to meet its hiring targets without extensive use of special incentives for which SSA has limited funds. When necessary, and only sparingly, SSA uses other recruitment and retention incentives such as higher-than-minimum starting salaries, recruitment bonuses, and retention allowances.

The **Office of Navajo and Hopi Indian Relocation** has not established a student loan repayment program during CY 2020, nor does it intend to establish a loan repayment program in the future. The primary reason the agency does not use student loan repayments as a recruitment or retention tool or engage in recruitment or retention activities is due to the sunset status of the agency. The Office of Navajo and Hopi Indian Relocation is currently in a phase out mode with a targeted closure date at the end of September 2021.

The **Department of the Interior** reported that it does not believe that the student loan repayment authority is a useful authority. In fact, they believe the program is not an effective recruitment or retention tool when the need is time sensitive and quick approval is necessary (i.e., when the employee

has an alternate job offer). Typically, the extreme difficulty of the internal approval process is not believed to be worth the final outcome. Lastly, the burden of providing evidence that the recipient will leave the Federal government is also viewed as a significant barrier to using this authority.

VI. Conclusion

Student loan repayment is a valuable human resources tool that can enable agencies to recruit highly-qualified candidates into Federal service and retain talented employees who are making significant contributions to the Federal workforce. The Federal Government continues to compete with its private sector counterparts for a talented workforce.

During CY 2020, OPM received data responses from fifty-eight (58) Federal agencies. These agencies collectively provided 9,560 employees with a total of \$76.7 million in student loan repayment benefits.

OPM will continue to work with agencies to assist them in strategically using student loan repayment benefits, as well as other existing recruitment and retention tools, as necessary, to attract and retain employees to support agency mission and program needs.

VII. Attachment 1: Reporting Agencies for Calendar Year 2020

a. Departments Reporting Using this Authority

- Agriculture
- Commerce
- Defense
- Education
- Energy
- Health and Human Services
- Homeland Security
- Interior
- Justice
- Labor
- State
- Transportation
- Treasury
- Veterans Affairs
- Veterans Affairs – Office of the Inspector General

b. Independent Agencies Reporting Using this Authority

- Agency for International Development (Office of Inspector General)
- Chemical Safety Board
- Farm Credit Administration
- Federal Retirement Thrift Investment Board
- Library of Congress
- National Aeronautics and Space Administration
- Nuclear Regulatory Commission
- Pension Benefit Guarantee Corporation
- Environmental Protection Agency
- Federal Energy Regulatory Commission
- Federal Trade Commission
- Government Accountability Office
- General Services Administration
- Institute for Museum and Library Services
- Commodity Futures Trading Commission
- Defense Nuclear Facilities Safety Board
- Office of Personnel Management
- Uniformed Services University of the Health Sciences

c. Agencies Reporting Not Using this Authority

- American Battle Monument Commission
- Appraisal Subcommittee
- Commission on Civil Rights
- Commission on Fine Arts
- Environmental Protection Agency – Office of Inspector General
- Federal Election Commission
- Federal Maritime Commission
- Federal Mediation and Conciliation Service
- Federal Permitting Steering Committee – Federal Permitting Improvement Steering Council
- Goldwater Foundation
- Government Printing Office
- Inter-American Foundation
- National Capital Planning Commission
- National Archives and Records Administration
- National Credit Union Administration
- National Labor Relations Board
- National Science Foundation
- Occupational Safety and Health Review Commission
- Office of Navajo and Hopi Indian Relocation
- Peace Corps
- Railroad Retirement Board
- Small Business Administration
- Social Security Administration
- Surface Transportation Board
- U.S. Trade and Development Agency

VIII. Attachment 2: Details for Reporting Agencies for Calendar Year 2020

a. Departments

1. Department of State

During calendar year 2020, the U.S. Department of State provided student loan repayment benefits to 1,129 employees. These payments represented a \$10,750,807 expenditure. The following positions received benefits:

- GS-0089, Emergency Management, 3 positions
- GS-0130, Foreign Affairs, 151 positions
- GS-0132, Intelligence, 13 positions
- GS-0170, History, 4 positions
- GS-0201, Human Resources Management, 33 positions
- GS-0301, Misc. Administration and Programs, 52 positions
- GS-0303, Misc. Clerk and Assistant, 3 positions
- GS-0306, Government Information Series, 7 positions
- GS-0308, Records and Information Management, 1 position
- GS-0318, Secretary, 2 positions
- GS-0341, Administrative Officer, 1 position
- GS-0342, Support Services Administration, 1 position
- GS-0343, Management and Program Analysis, 98 positions
- GS-0346, Logistics Management, 4 positions
- GS-0501, Financial Administration and Programs, 13 positions
- GS-0510, Accounting, 4 positions
- GS-0511, Auditing, 2 positions
- GS-0560, Budget Analysis, 23 positions
- GS-0808, Architecture, 5 positions
- GS-0830, Mechanical Engineering, 1 position
- GS-0850, Electrical Engineering, 2 positions
- GS-0905, Attorney, 27 positions
- GS-0950, Paralegal Specialist, 5 positions
- GS-0967, Passport and Visa Examiner, 146 positions
- GS-1001, General Arts and Information, 1 position
- GS-1035, Public Affairs Specialist, 11 positions
- GS-1040, Language Specialist, 1 position
- GS-1082, Writing and Editing, 1 position
- GS-1101, General Business and Industry, 2 positions
- GS-1102, Contracting, 18 positions

- GS-1109, Grants Management, 15 positions
- GS-1176, Building Management, 1 position
- GS-1801, General Inspection, Investigation and Compliance, 7 positions
- GS-1805, Investigative Analysis, 1 position
- GS-1811, Criminal Investigation, 2 positions
- GS-2130, Traffic Management, 1 position
- GS-2210, Information Technology Management, 38 positions
- FS-2010, Management Officer, 43 positions
- FS-2101, Financial Management, 4 positions
- FS-2201, Human Resources Management, 1 position
- FS-2301, General Services, 2 positions
- FS-2501, Special Agent, 36 positions
- FS-2550, Security Engineering, 5 positions
- FS-2601, Program and Management Analysis, 1 position
- FS-2880, Information Management, 22 positions
- FS-2882, Information Management Technician, 3 positions
- FS-3001, Consular Affairs, 52 positions
- FS-3012, Consular Support Officer, 45 positions
- FS-4300, English Language Programs, 1 position
- FS-4400, Public Diplomacy, 58 positions
- FS-5015, Economics, 49 positions
- FS-5505, Political Affairs, 66 positions
- FS-6115, Medical Provider, 6 positions
- FS-6125, Psychiatry, 2 positions
- FS-6145, Laboratory Scientist, 2 positions
- FS-6217, Facility Maintenance, 6 positions
- FS-6218, Construction Engineering, 1 position
- FS-9017, Office Management, 24 positions

2. Department of Commerce.

During calendar year 2020, the U.S. Department of Commerce provided student loan repayment benefits to 43 employees. These payments represented a \$400,908 expenditure. The following positions received benefits:

- ZA-0510, Accountant, 1 position
- ZA-0343, Administrative Officer, 2 positions
- ZP-0808, Architect, 1 position
- GS-0905, Attorney-Advisor, 2 positions
- ZA-0560, Budget Analyst, 2 positions

- ES-0301, Chief of Staff, 1 position
- ZP-1550, Computer Scientist, 2 positions
- ES-0201, Director, Human Capital Client Services, 1 position
- ZP-0855, Electronics Engineer, 1 position
- ZT-0802, Engineering Technician, 1 position
- GS-0905, General Attorney, 1 position
- GS-0905, General Attorney (International), 1 position
- ZA-0201, Human Resources Specialist, 2 positions
- ZA-1008, Interior Designer, 2 positions
- GS-1801, International Trade Compliance Analyst, 3 positions
- GS-1801, International Trade Specialist, 2 position
- ZP-2210, Information Technology Specialist, 1 position
- ZP-0089, Lead Emergency Management Specialist, 1 position
- ZP-0401, Marine Habitat Resource Management Specialist, 3 positions
- ZP-0806, Materials Research Engineer, 1 position
- ZP-0840, Nuclear Engineer, 1 position
- ZT-0802, Nuclear Engineer Technician, 1 position
- ZP-1360, Oceanographer, 2 positions
- ZP-1301, Physical Scientist, 1 position
- ZA-0301, Policy Analyst, 2 positions
- ZP-1301, Research Physical Scientist, 1 position
- GS-0905, Supervisory Attorney Advisor, 1 position
- ZA-0201, Supervisory Human Resources Specialist, 1 position
- ZA-0301, Supervisory Administrative and Program Specialist, 1 position
- GS-1102, Supervisory Contract Specialist, 1 position

3. Department of the Interior.

During calendar year 2020, the U.S. Department of the Interior provided student loan repayment benefits to 137 employees. These payments represented a \$1,067,276 expenditure. The following positions received benefits:

- GS-0020, Community Planner, 1 position
- GS-0023, Outdoor Recreation Planner, 2 positions
- GS-0025, Park Manager, 1 position
- GS-0028, Environmental Protection Specialist, 3 positions
- GS-0089, Emergency Management Specialist, 3 positions
- GS-0090, Park Guide, 1 position
- GS-0101, Social Scientist, 1 position
- GS-0110, Economist, 3 positions

- GS-0185, Social Worker, 3 positions
- GS-0201, Human Resources Specialist, 4 positions
- GS-0203, Human Resources Assistant, 1 position
- GS-0260, Equal Employment Specialist, 1 position
- GS-0301, Supervisory Tribal Operations Specialist, 1 position
- GS-0301, NASIS Specialist, 1 position
- GS-0301, Regional Liaison Officer, 1 position
- GS-0301, Resource Program Manager, 1 position
- GS-0301, Special Advisor to the Program Manager, 1 position
- GS-0301, Program Support Specialist, 1 position
- GS-0301, Regulatory Specialist, 1 position
- GS-0301, Tribal Liaison Coordinator, 1 position
- GS-0301, Program Specialist, 2 positions
- GS-0301, Associate Deputy Director, 1 position
- GS-0301, GIS Specialist, 1 position
- GS-0301, Legislative Affairs Specialist, 1 position
- GS-0301, Chief of Staff, 1 position
- GS-0303, Administrative Support Specialist, 1 position
- GS-0303, Visitor Use Assistant (Fee Collector), 1 position
- GS-0318, Secretary, 1 position
- ES-0340, Regional Director, 1 position
- GS-0341, Administrative Officer, 1 position
- GS-0343, Management/Program Analyst, 7 positions
- GS-0401, Biologist, 9 positions
- GS-0404, Biological Science Technician, 1 position
- GS-0459, Irrigation System Manager, 1 position
- GS-0501, Financial Specialist, 2 positions
- GS-0560, Budget Analyst, 3 positions
- GS-0801, General Engineer, 1 position
- GS-0807, Landscape Architect, 1 position
- GS-0810, Civil Engineer, 13 positions
- GS-0830, Mechanical Engineer, 1 position
- GS-0850, Electrical Engineer, 2 positions
- GS-0881, Petroleum Engineer, 3 positions
- GS-0905, Associate Ethics Counselor, 1 position
- GS-1035, Public Affairs Specialist, 2 positions
- GS-1084, Visual Information Specialist, 1 position
- GS-1102, Contract Specialist, 16 positions
- GS-1170, Realty Specialist, 1 position
- GS-1301, Physical Scientist, 4 positions
- GS-1340, Meteorologist, 1 position
- GS-1350, Geologist, 15 positions
- GS-1370, Cartographer, 1 position

- GS-1373, Land Surveyor, 2 positions
- GS-1603, Facility Services Assistant, 1 position
- GS-1730, Education Research Analyst, 1 position
- GS-2201, Information Technology Specialist, 4 positions

4. Department of Health and Human Services.

During calendar year 2020, the U.S. Department of Health and Human Services provided student loan repayment benefits to 1,216 employees. These payments represented a \$10,351,239 expenditure. The following positions received benefits:

- AD-0060, Chaplain, 1 position
- AD-0301, Data Scientist, 1 position
- AD-0601, Associate Director, 1 position
- AD-0602, Physician, 1 position
- AD-0610, Clinical Research Nurse, 1 position
- AD-0696, Consumer Safety Officer, 5 positions
- AD-1515, Operations Research Analyst, 2 positions
- AD-2210, Chief Information Officer, 1 position
- ES-0301, Director, Office of Policy, 1 position
- ES-0341, Director of Management/Exec. Officer, 2 position
- ES-0343, Director, Division of Health, 1 position
- ES-0560, Associate, DAS Budget, 1 position
- GP-0602, Physician/Medical Officer, 68 positions
- GS-0080, Personnel Security Specialist, 2 positions
- GS-0081, Fire Chief, 1 position
- GS-0089, Emergency Management Specialist, 1 position
- GS-0101, Social Scientist, 4 positions
- GS-0110, Economist, 5 positions
- GS-0132, Intelligence Research Specialist, 1 position
- GS-0170, Historian, 1 position
- GS-0180, Clinical Psychologist, 2 positions
- GS-0185, Social Worker, 4 positions
- GS-0201, Human Resources Specialist, 11 positions
- GS-0260, Equal Employment Opportunity Specialist, 5 positions
- GS-0301, Project Manager, 132 positions
- GS-0303, Administrative Support Assistant, 5 positions
- GS-0306, Government Information Specialist, 1 position
- GS-0318, Secretary, 2 positions
- GS-0340, Program Manager, 2 positions

- GS-0341, Administrative Officer, 37 positions
- GS-0343, Management Analyst, 108 positions
- GS-0344, Management Assistant, 1 position
- GS-0391, Telecommunications Specialist, 1 position
- GS-0399, Student Trainee (Admin. Support), 1 position
- GS-0401, Biologist, 22 positions
- GS-0403, Microbiologist, 13 positions
- GS-0404, Biological Science Laboratory Technician, 1 position
- GS-0405, Pharmacologist, 25 positions
- GS-0415, Toxicologist, 11 positions
- GS-0440, Genetic Counselor, 4 positions
- GS-0501, Financial Management Analyst, 5 positions
- GS-0510, Accountant, 10 positions
- GS-0511, Auditor, 3 positions
- GS-0560, Budget Analyst, 10 positions
- GS-0601, Senior Regulatory Health Project Mgr., 176 positions
- GS-0602, Physician, 1 position
- GS-0603, Physician Assistant, 2 positions
- GS-0610, Nurse (Clinical Research), 42 positions
- GS-0620, Licensed Practical Nurse, 1 position
- GS-0638, Recreation Therapist, 1 position
- GS-0642, Nuclear Medicine Technologist, 1 position
- GS-0647, Diagnostic Radiology Technician (MRI), 1 position
- GS-0660, Pharmacist, 64 positions
- GS-0661, Pharmacy Technician, 2 positions
- GS-0665, Speech Pathologist, 1 position
- GS-0685, Public Health Analyst, 15 positions
- GS-0696, Consumer Safety Officer, 155 positions
- GS-0701, Veterinary Medical Officer, 3 positions
- GS-0801, General Engineer, 3 positions
- GS-0830, Mechanical Engineer, 2 positions
- GS-0854, Computer Engineer, 2 positions
- GS-0858, Biomedical Engineer, 2 positions
- GS-0880, Mining Engineer, 1 position
- GS-0905, General Attorney, 6 positions
- GS-0950, Paralegal Specialist, 1 position
- GS-1001, Health Communications Specialist, 7 positions
- GS-1035, Public Affairs Specialist, 3 positions
- GS-1082, Writer/Editor, 2 positions
- GS-1083, Technical Writer/Editor, 1 position
- GS-1084, Visual Information Specialist, 2 positions

- GS-1101, Acquisition Program Specialist, 3 positions
- GS-1102, Contract Officer, 23 positions
- GS-1105, Purchasing Agent, 3 positions
- GS-1109, Grants Management Specialist, 21 positions
- GS-1301, Physical Scientist, 1 position
- GS-1306, Health Physicist, 3 positions
- GS-1320, Chemist, 35 positions
- GS-1410, Librarian, 2 positions
- GS-1412, Technical Information Specialist, 3 positions
- GS-1515, Operations Research Analyst, 12 positions
- GS-1529, Mathematical Statistician, 9 positions
- GS-1530, Statistician, 3 positions
- GS-1550, Computer Scientist, 1 position
- GS-1640, Facilities Operations Specialist, 1 position
- GS-1701, Regulatory Health Education Specialist, 1 position
- GS-1702, Education Specialist, 1 position
- GS-1712, Training Specialist, 6 positions
- GS-1725, Public Health Educator, 1 position
- GS-1802, Investigative Assistant, 1 position
- GS-1811, Criminal Investigator, 9 positions
- GS-1910, Quality Assurance Specialist, 1 position
- GS-2001, General Supervisory Supply Specialist, 1 position
- GS-2010, Inventory Management Specialist, 1 position
- GS-2210, Information Technology Specialist, 22 positions
- RF-0401, Associate Director for Policy, 1 position
- RF-0405, Senior Investigator, 1 position
- RF-0601, Senior Investigator, 3 positions
- RF-0602, Clinical Director, 2 positions
- RF-1320, Senior Investigator, 1 position
- RG-0101, Senior Staff Fellow, 1 position
- RG-0110, Staff Fellow, 1 position
- RG-0401, Staff Scientist, 4 positions
- RG-0403, Staff Fellow, 2 positions
- RG-0405, Staff Fellow, 2 positions
- RG-0415, Staff Fellow, 1 position
- RG-0601, Senior Staff Fellow, 5 positions
- RG-0602, Staff Clinician, 2 positions
- RG-0696, Staff Fellow, 1 position
- RG-0701, Staff Scientist, 4 positions
- RG-0858, Staff Fellow, 1 position
- RG-1320, Staff Fellow, 2 positions

- RG-1529, Senior Staff Fellow, 1 position
- RG-1530, Staff Fellow, 1 position
- SL-0301, Senior Advisor, 1 position
- WG-4742, Utility System Repairer/Operator, 1 position

5. Department of Agriculture.

During calendar year 2020, the U.S. Department of Agriculture provided student loan repayment benefits to 44 employees. These payments represented a \$405,620 expenditure. The following positions received benefits:

- GS-0401, Biological Science Specialist, 2 positions
- GS-0403, Supervisor Microbiologist, 1 position
- GS-0404, Biological Laboratory Technician, 3 positions
- GS-0435, Plant Physiology, 1 position
- GS-0440, Geneticist – Plants, 1 position
- GS-0470, Soil Scientist, 2 positions
- GS-0696, Consumer Safety Officer, 1 position
- GS-0701, Veterinary Medical Officer, 32 positions
- GS-0899, Engineering and Architecture Student Trainee, 1 position

6. Department of Labor.

During calendar year 2020, the U.S. Department of Labor provided student loan repayment benefits to 1 employee. These payments represented a \$1,641 expenditure. The following positions received benefits:

- GS-0303, Program Assistant, 1 position

7. Department of Defense.

During calendar year 2020, the U.S. Department of Defense provided student loan repayment benefits to 3,154 employees. These payments represented a \$24,940,411 expenditure. The following positions received benefits:

- AD-0203, Human Resources Assistance, 1 position
- AD-0301, Miscellaneous Administration and Programs, 4 positions
- AD-0343, Management and Program Analysis, 5 positions
- AD-0501, Financial Administration and Programs, 1 position
- AD-0511, Auditing, 1 position

- AD-0601, General Health Science, 1 position
- AD-0905, General Attorney, 1 position
- AD-1035, Public Affairs, 1 position
- AD-1701, General Education and Training, 2 positions
- AD-1805, Investigative Analysis, 4 positions
- AD-2210, Information Technology Management, 2 positions
- DB-0062, Clothing Design, 1 position
- DB-0180, Psychology, 3 positions
- DB-0601, General Health Science, 1 position
- DB-0801, General Engineering, 63 positions
- DB-0806, Materials Engineering, 3 positions
- DB-0810, Civil Engineering, 1 position
- DB-0830, Mechanical Engineering, 44 positions
- DB-0850, Electrical Engineering, 17 positions
- DB-0854, Computer Engineering, 11 positions
- DB-0855, Electronics Engineering, 31 positions
- DB-0861, Aerospace Engineering, 19 positions
- DB-0893, Chemical Engineering, 1 position
- DB-0896, Industrial Engineering, 3 positions
- DB-1301, General Physical Science, 1 position
- DB-1310, Physics, 5 positions
- DB-1320, Chemistry, 2 positions
- DB-1550, Computer Science, 20 positions
- DE-0080, Security Administration, 1 position
- DE-0181, Psychology Aid and Technician, 2 positions
- DE-0301, Miscellaneous Administration and Programs, 2 positions
- DE-0340, Program Management, 1 position
- DE-0343, Management and Program Analysis, 5 positions
- DE-0501, Financial Administration and Programs, 1 position
- DE-0510, Accounting, 1 position
- DE-0560, Budget Analysis, 1 position
- DE-0802, Engineering – Technical, 1 position
- DE-0905, General Attorney, 1 position
- DE-1101, General Business and Industry, 2 positions
- DE-1910, Quality Assurance, 2 positions
- DE-2210, Information Technology Management, 16 positions
- DJ-0343, Management and Program Analysis, 1 position
- DJ-0905, General Attorney, 1 position
- DJ-1102, Contracting, 7 positions
- DO-0343, Management and Program Analysis, 1 position
- DO-0501, Financial Administration and Programs, 1 position

- DO-0510, Accounting, 2 positions
- DO-2210, Information Technology Management, 1 position
- DP-0861, Aerospace Engineering, 1 position
- DR-0401, General Natural Resource Management and Biological Sciences, 2 positions
- DR-0801, General Engineering, 2 positions
- DR-0806, Materials Engineering, 7 positions
- DR-0854, Computer Engineering, 1 position
- DR-0855, Electronics Engineering, 4 positions
- DR-0861, Aerospace Engineering, 2 positions
- DR-0896, Industrial Engineering, 1 position
- DR-1310, Physics, 5 positions
- DR-1550, Computer Science, 1 position
- ES-0301, Miscellaneous Administration and Programs, 1 position
- GG-0132, Intelligence, 12 positions
- GG-0301, Miscellaneous Administration and Programs, 4 positions
- GG-0341, Administrative Officer, 1 position
- GG-0343, Management and Program Analysis, 1 position
- GG-0801, General Engineering, 8 positions
- GG-0806, Materials Engineering, 1 position
- GG-0855, Electronics Engineering, 6 positions
- GG-0905, General Attorney, 1 position
- GG-1310, Physics, 4 positions
- GG-1320, Chemistry, 1 position
- GG-1520, Mathematics, 4 positions
- GG-1550, Computer Science, 2 positions
- GG-2210, Information Technology Management, 3 positions
- GL-1811, Criminal Investigating, 8 positions
- GP-0602, Medical Officer, 7 positions
- GS-0018, Safety and Occupational Health Management, 3 positions
- GS-0020, Community Planning, 1 position
- GS-0080, Security Administration, 16 positions
- GS-0089, Emergency Management, 1 position
- GS-0110, Economist, 1 position
- GS-0150, Geography, 1 position
- GS-0170, History, 1 position
- GS-0180, Psychology, 29 positions
- GS-0185, Social Worker, 26 positions
- GS-0193, Archeology, 2 positions
- GS-0201, Human Resources Management, 42 positions
- GS-0203, Human Resources Assistance, 1 position

- GS-0260, Equal Employment Opportunity, 2 positions
- GS-0299, Human Resources Management – Student Trainee, 1 position
- GS-0301, Miscellaneous Administration and Programs, 21 positions
- GS-0303, Miscellaneous Clerk and Assistant, 2 positions
- GS-340, Program Management, 5 positions
- GS-0341, Administrative Officer, 2 positions
- GS-0343, Management and Program Analysis, 28 positions
- GS-0344, Management Clerical and Assistance, 1 position
- GS-0346, Logistics Management, 88 positions
- GS-0391, Telecommunications, 3 positions
- GS-0401, General Natural Resources Management and Biological Sciences, 9 positions
- GS-0501, Financial Administration and Programs, 59 positions
- GS-0510, Accounting, 13 positions
- GS-0511, Auditing, 4 positions
- GS-0560, Budget Analysis, 26 positions
- GS-0601, General Health Science, 5 positions
- GS-0603, Physician Assistant, 1 position
- GS-0610, Nurse, 189 positions
- GS-0620, Practical Nurse, 24 positions
- GS-0631, Occupational Therapist, 2 positions
- GS-0644, Medical Technologist, 1 position
- GS-0645, Medical Technician, 1 position
- GS-0647, Diagnostic Radiology Technician, 1 position
- GS-0660, Pharmacist, 4 positions
- GS-0662, Optometrist, 1 position
- GS-0665, Speech Pathology and Audiology, 1 position
- GS-0671, Health Systems Specialist, 3 positions
- GS-0690, Industrial Hygiene, 7 positions
- GS-0701, Veterinary Medical Science, 1 position
- GS-0801, General Engineering, 110 positions
- GS-0802, Engineering – Technical, 14 positions
- GS-0803, Safety Engineering, 1 position
- GS-0806, Materials Engineering, 4 positions
- GS-0808, Architecture, 6 positions
- GS-0810, Civil Engineering, 51 positions
- GS-0817, Survey – Technical, 1 position
- GS-0819, Environmental Engineering, 1 position
- GS-0830, Mechanical Engineering, 183 positions
- GS-0840, Nuclear Engineering, 195 positions
- GS-0850, Electrical Engineering, 39 positions

- GS-0854, Computer Engineering, 15 positions
- GS-0855, Electronics Engineering, 82 position
- GS-0856, Electronics – Technical, 1 position
- GS-0858, Bioengineering and Biomedical Engineering, 1 position
- GS-0861, Aerospace Engineering, 21 positions
- GS-0871, Naval Architecture, 22 positions
- GS-0893, Chemical Engineering, 8 positions
- GS-0896, Industrial Engineering, 12 positions
- GS-0904, Law Clerk, 1 position
- GS-0905, General Attorney, 32 positions
- GS-0950, Paralegal Specialist, 1 position
- GS-1008, Interior Design, 1 position
- GS-1015, Museum Curator, 3 positions
- GS-1016, Museum Specialist and Technician, 1 position
- GS-1035, Public Affairs, 4 positions
- GS-1101, General Business and Industry, 78 positions
- GS-1102, Contracting, 566 positions
- GS-1103, Industrial Property Management, 1 position
- GS-1105, Purchasing, 2 positions
- GS-1152, Production Control, 3 positions
- GS-1170, Realty, 1 position
- GS-1301, General Physical Science, 5 positions
- GS-1306, Health Physics, 19 positions
- GS-1310, Physics, 3 positions
- GS-1311, Physical Science Technician, 33 positions
- GS-1315, Hydrology, 1 position
- GS-1320, Chemistry, 8 position
- GS-1340, Meteorology, 2 positions
- GS-1350, Geology, 1 position
- GS-1410, Librarian, 1 position
- GS-1515, Operations Research, 30 positions
- GS-1520, Mathematics, 2 positions
- GS-1530, Statistician, 1 position
- GS-1550, Computer Science, 39 positions
- GS-1601, Equipment, Facilities, and Services, 2 positions
- GS-1640, Facility Operations Services, 1 position
- GS-1670, Equipment Services, 3 positions
- GS-1701, General Education and Training, 3 positions
- GS-1725, Public Health Educator, 1 position
- GS-1750, Instructional Systems, 2 positions

- GS-1801, General Inspection, Investigation, Enforcement and Compliance, 1 position
- GS-1910, Quality Assurance, 7 positions
- GS-2001, General Supply, 1 position
- GS-2003, Supply Program Management, 2 positions
- GS-2010, Inventory Management, 16 positions
- GS-2030, Distribution Facilities and Storage Management, 1 position
- GS-2130, Traffic Management, 1 position
- GS-2181, Aircraft Operation, 2 position
- GS-2210, Information Technology Management, 58 positions
- ND-0871, Naval Architecture, 1 position
- ND-1515, Operations Research, 2 positions
- ND-1520, Mathematics, 1 position
- NH-0017, Explosives Safety, 1 position
- NH-0080, Security Administration, 3 positions
- NH-0089, Emergency Management, 1 position
- NH-0180, Psychology, 2 positions
- NH-0201, Human Resources Management, 3 positions
- NH-0301, Miscellaneous Administration and Programs, 16 positions
- NH-0340, Program Management, 19 positions
- NH-0343, Management and Program Analysis, 34 positions
- NH-0346, Logistics Management, 8 positions
- NH-0401, General Natural Resources Management and Biological Sciences, 1 position
- NH-0501, Financial Administration and Programs, 25 positions
- NH-0510, Accounting, 3 positions
- NH-0560, Budget Analysis, 5 positions
- NH-0601, General Health Science, 1 position
- NH-0801, General Engineering, 37 positions
- NH-0810, Civil Engineering, 1 position
- NH-0830, Mechanical Engineering, 9 positions
- NH-0850, Electrical Engineering, 1 position
- NH-0854, Computer Engineering, 8 positions
- NH-0855, Electronics Engineering, 10 positions
- NH-0861, Aerospace Engineering, 12 positions
- NH-0871, Naval Architecture, 2 positions
- NH-0896, Industrial Engineering, 1 position
- NH-0905, General Attorney, 4 positions
- NH-1083, Technical Writing and Editing, 1 position
- NH-1101, General Business and Industry, 10 positions
- NH-1102, Contracting, 76 positions

- NH-1306, Health Physics, 1 position
- NH-1320, Chemistry, 1 position
- NH-1515, Operations Research, 10 position
- NH-1550, Computer Science, 11 positions
- NH-1640, Facility Operations Services, 1 position
- NH-2001, General Supply, 1 position
- NH-2210, Information Technology Management, 49 positions
- NK-0303, Miscellaneous Clerk and Assistant, 1 position
- NO-0343, Management and Program Analysis, 3 positions
- NO-1102, Contracting, 3 positions
- NO-2210, Information Technology Management, 1 position
- NP-0401, General Natural Resources Management and Biological Sciences, 1 position
- NP-0830, Mechanical Engineering, 2 positions
- NP-0861, Aerospace Engineering, 1 position
- NP-1301, General Physical Science, 2 positions
- NP-1306, Health Physics, 2 positions
- NP-1310, Physics, 1 position
- NP-1320, Chemistry, 1 position
- NP-1550, Computer Science, 2 positions
- NR-0802, Engineering – Technical, 1 position
- NT-0343, Management and Program Analysis, 1 position
- NT-0346, Logistics Management, 14 positions
- NT-1102, Contracting, 20 positions
- WG-4749, Maintenance Mechanic, 1 position

8. Department of Justice.

During calendar year 2020, the U.S. Department of Justice provided student loan repayment benefits to 1,689 employees. These payments represented a \$13,279,367 expenditure. The following positions received benefits:

- GS-0006, Warden, 1 position
- GS-0060, Chaplain, 1 position
- GS-0080, Physical Security Specialist, 1 position
- GS-0080, Personnel Security Specialist, 1 position
- GS-0080, Supervisory Security Specialist, 1 position
- GS-0080, Security Officer, 1 position
- GS-0083, Police Officer, 1 position
- GS-0101, Mental Health Specialist, 1 position
- GS-0101, Employee Assistant Counselor, 1 position

- GS-0101, Victim Program Specialist, 1 position
- GS-0101, Victim Services Manager, 1 position
- GS-0101, Victim Specialist, 14 positions
- GS-0101, Victim Witness Program Specialist, 1 position
- GS-0101, Forensic Child Interview Specialist, 1 position
- GS-0132, Supervisory Intelligence Analyst, 13 positions
- GS-0132, Intelligence Analyst, 99 positions
- GS-0132, Intelligence Research Specialist, 1 position
- GS-0180, Sex Offender Program Psychologist, 8 positions
- GS-0180, Advanced Care Level Psychologist, 8 positions
- GS-0180, Care Level 3 Psychologist, 2 positions
- GS-0180, Child Psychologist, 20 positions
- GS-0180, Forensics Unit Psychologist, 14 positions
- GS-0180, Internship Program Coordinator, 1 position
- GS-0180, Staff Psychologist, 31 positions
- GS-0180, Sex Offender Program Coordinator, 1 position
- GS-0180, Special Program Coordinator, 2 positions
- GS-0181, Drug Abuse Program Coordinator, 15 positions
- GS-0185, Social Worker, 7 positions
- GS-0201, Human Resources Officer, 1 position
- GS-0201, Human Resources Specialist, 5 positions
- GS-0203, Human Resources Assistant, 1 position
- GS-0260, Equal Employment Specialist, 1 position
- GS-0301, Supervisory Administrative Specialist, 6 positions
- GS-0301, Administrative Specialist, 13 positions
- GS-0301, Executive Administrative Specialist, 1 position
- GS-0301, Community Outreach Specialist, 4 positions
- GS-0301, Crisis Management Specialist, 1 position
- GS-0301, Cyber Operations Specialist, 1 position
- GS-0301, English Monitor Analyst, 1 position
- GS-0301, Evidence Specialist, 1 position
- GS-0301, Financial Litigation Program Specialist, 2 positions
- GS-0301, Information Management Specialist, 1 position
- GS-0301, Lead Records Conversion Specialist, 1 position
- GS-0301, Liaison Specialist, 1 position
- GS-0301, Mission Support Analyst, 4 positions
- GS-0301, Operations Support and Management Specialist, 1 position
- GS-0301, Program Maintenance and Support Specialist, 2 positions
- GS-0301, Supervisory Research Analyst, 1 position
- GS-0301, Reentry Coordinator, 1 position
- GS-0301, Research Analyst, 5 positions

- GS-0301, Supervisory Foreign Language Specialist, 3 positions
- GS-0301, Training and Civic Liaison Specialist, 1 position
- GS-0301, Training Liaison and Change Management Specialist, 1 position
- GS-0301, Staff Operations Specialist, 77 positions
- GS-0301, Supervisory Victim Witness Services Coordinator, 1 position
- GS-0301, Supervisory Communication Outreach and Public Affairs Manager, 1 position
- GS-0301, Victim Assistant Specialist, 1 position
- GS-0301, Victim Witness Specialist, 1 position
- GS-0303, Administrative Support Assistant, 1 position
- GS-0303, Docket Assistant, 1 position
- GS-0303, Evidence Technician, 3 positions
- GS-0303, Operational Support Technician, 42 positions
- GS-0303, Threat Intake Examiner, 1 position
- GS-0303, Victim Witness Assistant, 1 position
- GS-0306, Government Information Specialist, 5 positions
- GS-0306, Supervisory Government Information Specialist, 1 position
- GS-0308, Records and Information Management Specialist, 2 positions
- GS-0313, Office Services Supervisor, 1 position
- GS-0318, Secretary, 1 position
- GS-0318, Secretary Management Assistant, 4 positions
- GS-0340, Program Manager, 1 position
- GS-0341, Administrative Officer, 2 positions
- GS-0343, Supervisory Management and Program Analyst, 1 position
- GS-0343, Management and Program Analyst, 55 positions
- GS-0346, Logistics Management Specialist, 1 position
- GS-0360, Government Information Specialist, 2 positions
- GS-0391, Telecommunications Specialist, 2 positions
- GS-0401, Lead Biologist, 1 position
- GS-0401, Biologist, 8 positions
- GS-0503, Financial Technician, 1 position
- GS-0510, Accountant, 2 positions
- GS-0510, Regional Accountant, 2 positions
- GS-0510, Financial Operations Specialist, 2 positions
- GS-0510, Financial Management Officer, 1 position
- GS-0510, Forensic Accountant, 31 positions
- GS-0510, Supervisory Accounting Analyst, 1 position
- GS-0510, Supervisor of Financial Operations, 1 position
- GS-0511, Auditor, 15 positions
- GS-0525, Accounting Technician, 2 positions
- GS-0560, Supervisory Budget Analyst, 2 positions

- GS-0560, Budget Analyst, 7 positions
- GS-0560, Budget Officer, 3 positions
- GS-0570, Systems Accountant, 1 position
- GS-0602, Clinical Director, 5 positions
- GS-0602, Regional Physician, 1 position
- GS-0602, Medical Officer, 10 positions
- GS-0602, Regional Medical Director, 1 position
- GS-0603, Regional Mid-Level Practitioner, 1 position
- GS-0610, Infection Prevention Nurse, 1 position
- GS-0610, Mid-Level Practitioner, 44 positions
- GS-0610, Nurse, 1 position
- GS-0610, Registered Nurse, 86 positions
- GS-0610, Utilization Nurse, 4 positions
- GS-0610, Quality Improvement and Infection Nurse, 1 position
- GS-0610, Supervisory Clinical Nurse, 1 position
- GS-0620, Licensed Practical Nurse, 2 positions
- GS-0644, Medical Technologist, 1 position
- GS-0660, Pharmacist, 1 position
- GS-0660, Staff Pharmacist, 2 positions
- GS-0670, Regional Health Services Administrator, 1 position
- GS-0680, Dental Officer, 7 positions
- GS-0682, Dental Hygienist, 3 positions
- GS-0808, Architect, 3 positions
- GS-0855, Electronics Engineer, 3 positions
- GS-0856, Lead Electronics Technician, 2 positions
- GS-0856, Electronics Technician, 56 positions
- GS-0901, Legal Administrator, 1 position
- GS-0901, Legal Administrative Specialist, 2 positions
- GS-0905, Attorney Advisor, 8 positions
- GS-0905, Assistant U.S. Attorney, 174 positions
- GS-0905, Clinical Attorney, 1 position
- GS-0905, Senior Clinical Attorney, 1 position
- GS-0905, First Assistant U.S. Attorney, 1 position
- GS-0905, General Attorney, 9 positions
- GS-0905, General Counsel, 1 position
- AD-0905, Executive Assistant U.S. Attorney, 1 position
- AD-0905, Trial Attorney, 1 position
- GS-0905, Trial Attorney, 41 positions
- GS-0905, Senior Litigation Counsel, 3 positions
- GS-0905, Supervisory Assistant U.S. Attorney, 19 positions
- GS-0905, Supervisory Attorney Advisor, 3 positions

- GS-0905, Senior Trial Counsel, 1 position
- GS-0950, Lead Paralegal Specialist, 1 position
- GS-0950, Supervisory Paralegal Specialist, 2 positions
- GS-0950, Paralegal Specialist, 29 positions
- GS-0986, Legal Assistant, 25 positions
- GS-1040, Language Specialist, 7 positions
- GS-1102, Supervisory Contract Specialist, 1 position
- GS-1102, Contracting Officer, 1 position
- GS-1102, Contract Specialist, 2 positions
- GS-1550, Computer Scientist, 17 positions
- GS-1701, Associate Director for Curriculum Design and Development, 1 position
- GS-1701, Education Specialist, 5 positions
- GS-1710, Special Education Teacher, 5 positions
- GS-1710, Teacher, 4 positions
- GS-1750, Instrument Systems Specialist, 1 position
- GS-1801, Supervisory Investigative Specialist, 3 positions
- GS-1801, Investigative Specialist, 15 positions
- GS-1801, Weapons of Mass Destruction Officer, 1 position
- GS-1802, ELSUR Operations Technician, 1 position
- GS-1811, Criminal Investigator, 1 position
- GS-1811, Supervisory Special Agent, 54 positions
- GS-1811, Special Agent, 305 positions
- GS-2210, Computer Scientist, 3 positions
- GS-2210, Supervisory Information Technology Specialist, 6 positions
- GS-2210, Information Technology Specialist, 98 positions

9. Department of Veterans Affairs.

During calendar year 2020, the U.S. Department of Veterans Affairs provided student loan repayment benefits to 548 employees. These payments represented a \$4,659,071 expenditure. The following positions received benefits:

- GS-0080, Physical Security Specialist, 1 position
- GS-0083, Police Officer, 2 positions
- GS-0089, Emergency Management Specialist, 1 position
- GS-0101, Therapist/Counselor, 19 positions
- GS-0180, Psychologist, 52 positions
- GS-0185, Social Worker, 69 positions
- GS-0201, Human Resources Specialist, 97 positions

- GS-0203, Human Resources Assistant, 1 position
- GS-0301, Administrative Specialist, 25 positions
- GS-0303, Administrative/Program Support Specialist, 4 positions
- GS-0306, Government Information Specialist, 1 position
- GS-0318, Secretary, 1 position
- GS-0340, Program Manager, 1 position
- GS-0341, Administrative Officer, 4 positions
- GS-0343, Management/Program Analyst, 15 positions
- GS-0344, Program Assistant, 2 positions
- GS-0346, Logistics Management Specialist, 1 position
- GS-0501, Financial Management Specialist, 1 position
- GS-0505, Financial Management Officer, 2 positions
- GS-0510, Accountant, 4 positions
- GS-0544, Civilian Pay Technician, 1 position
- GS-0560, Budget Analyst, 3 positions
- GS-0601, Health Science Specialist, 20 positions
- GS-0610, Nurse, 1 position
- GS-0620, Practical Nurse, 26 positions
- GS-0621, Nursing Assistant, 2 positions
- GS-0622, Medical Supply Technician, 3 positions
- GS-0630, Dietician, 3 positions
- GS-0631, Occupational Therapist, 10 positions
- GS-0633, Physical Therapist, 9 positions
- GS-0638, Creative Arts Therapist, 1 position
- GS-0640, Health Technician, 7 positions
- GS-0644, Medical Technologist, 17 positions
- GS-0647, Diagnostic Radiologic Technician, 10 positions
- GS-0648, Therapeutic Radiologic Technician, 1 position
- GS-0660, Pharmacist, 51 positions
- GS-0661, Pharmacy Technician, 3 positions
- GS-0665, Audiologist, 5 positions
- GS-0667, Orthotist – Prosthetist, 1 position
- GS-0669, Medical Records Administrator, 1 position
- GS-0670, Health Systems Administrator/Director, 11 positions
- GS-0671, Health Systems Specialist, 15 positions
- GS-0675, Medical Records Technician (Medical Coder), 2 positions
- GS-0679, Medical Support Assistant, 13 positions
- GS-0682, Dental Hygienist, 1 position
- GS-0801, General Engineer, 13 positions
- GS-0808, Architect, 1 position
- GS-0858, Biomedical Engineer, 3 positions

- GS-0905, General Attorney, 2 positions
- GS-1001, Communications Specialist, 1 position
- GS-1008, Interior Designer, 1 position
- GS-1035, Public Affairs Specialist, 1 position
- GS-1101, Acquisition and Materials Management Officer, 2 positions
- GS-1105, Purchasing Agent, 2 positions
- GS-1530, Statistician (Medicine), 1 position
- GS-2005, Supply Technician, 1 position

10. Department of Education.

During calendar year 2020, the U.S. Department of Education provided student loan repayment benefits to 3 employees. These payments represented a \$26,000 expenditure. The following positions received benefits:

- AD-0343, Management and Program Analyst, 1 position
- GS-1102, Contract Specialist, 1 position
- GS-1720, Supervisory Education Program Analyst, 1 position

11. Department of Veterans Affairs – Office of Inspector General

During calendar year 2020, the U.S. Department of Veterans Affairs provided student loan repayment benefits to 62 employees. These payments represented a \$402,407 expenditure. The following positions received benefits:

- GS-0301, Program Specialist, 1 position
- GS-0303, Investigative and Administrative Coordinator, 1 position
- GS-0343, Management and Program Analyst, 6 positions
- GS-0511, Auditor, 20 positions
- GS-0610, Nurse Consultant, 3 positions
- GS-0671, Health Systems Specialist, 9 positions
- GS-0905, Attorney, 1 position
- GS-0996, Veterans Claims Examiner, 7 positions
- GS-1082, Writer-Editor, 1 position
- GS-1802, Investigative Analyst, 1 position
- GS-1811, Criminal Investigator, 8 positions
- GS-2210, Information Security Specialist, 4 positions

12. Department of Treasury.

During calendar year 2020, the U.S. Department of Treasury provided student loan repayment benefits to 53 employees. These payments represented a \$468,516 expenditure. The following positions received benefits:

- GS-1320, Chemist, 1 position
- GS-0801, General Engineer, 2 positions
- GS-0501, Supervisory Budget Analyst, 1 position
- GS-0301, Policy Advisor, 5 positions
- ES-0301, DAS, 2 positions
- GS-0343, Management and Program Analyst, 7 positions
- GS-0501, Risk Analyst, 1 position
- GS-0501, Compliance Analyst, 1 position
- GS-1160, Portfolio Manager, 1 position
- GS-1160, Financial Specialist, 1 position
- GS-1160, Financial Analyst, 1 position
- GS-0080, Security Officer, 1 position
- GS-0132, Intelligence Research Specialist, 3 positions
- GS-0510, Accountant, 1 position
- GS-0301, Administrative Support Specialist, 1 position
- GS-0301, Operations Specialist, 1 position
- GS-1801, Sanctions Investigator, 4 positions
- GS-0110, Economist, 1 position
- GS-0301, Sanctions Officer, 1 position
- GS-0301, Licensing Officer, 1 position
- GS-0303, Lead Security Specialist, 1 position
- GS-0901, Legal Administrative Specialist, 1 position
- GS-1801, Senior Fraud Program Manager, 1 position
- GS-2210, IT Specialist (Information Security), 1 position
- GS-0905, Attorney Advisor, 2 positions
- GS-0132, Supervisory Intelligence Research Specialist, 1 position
- GS-1801, Public-Private Enforcement Support Section Chief, 1 position
- GS-0301, Program Administrative Specialist, 1 position
- GS-0132, Intelligence Research Specialist, 1 position
- GS-0905, Attorney, 1 position
- GS-2210, Information Technology Specialist, 1 position
- GS-0301, Program Administrative Specialist, 1 position
- GS-2210, IT Program Manager, 1 position
- GS-0511, Auditor, 1 position

- GS-0511, Supervisory Auditor, 1 position

13. Department of Energy.

During calendar year 2020, the U.S. Department of Energy provided student loan repayment benefits to 87 employees. These payments represented a \$761,702 expenditure. The following positions received benefits:

- AD-0850, Electrical Engineer, 1 position
- EJ-0340, Deputy Director, Office of Administration, 1 position
- EN-0801, General Engineer, 1 position
- ES-0301, Chief Information Officer, 1 position
- GS-0080, Security Specialist, 1 position
- GS-0080, Supervisory Security Specialist, 1 position
- GS-0110, Industry Economist, 3 positions
- GS-0131, International Relations Specialist, 1 position
- GS-0132, Intelligence Operations Specialist, 1 position
- GS-0132, Intelligence Research Specialist, 5 positions
- GS-0201, Supervisory Human Resources Specialist, 1 position
- GS-0260, Equal Employment Manager, 1 position
- GS-0301, Legislative Affairs Specialist, 1 position
- GS-0308, Supervisory Records and Information Management Specialist, 1 position
- GS-0340, Program Manager, 1 position
- GS-0343, Management and Program Analyst, 3 positions
- GS-0343, Program Analyst, 3 positions
- GS-0343, Supervisory Program and Management Analyst, 1 position
- GS-0401, General Biologist, 1 position
- GS-0401, Natural Resource Specialist, 1 position
- GS-0501, Project Controls Analyst, 1 position
- GS-0501, Supervisory Financial Analyst, 1 position
- GS-0510, Accountant, 1 position
- GS-0560, Budget Analyst, 2 positions
- GS-0801, General Engineer, 3 positions
- GS-0810, Civil Engineer, 2 positions
- GS-0840, Nuclear Engineer, 2 positions
- GS-0840, Supervisory Nuclear Engineer, 1 position
- GS-0850, Electrical Engineer, 14 positions
- GS-1035, Public Affairs Specialist, 1 position
- GS-1035, Supervisory Public Affairs Specialist, 1 position
- GS-1083, Technical Writer-Editor, 1 position

- GS-1102, Contract Specialist, 1 position
- GS-1109, Grant Management Specialist, 2 positions
- GS-1109, Supervisory Grants Management Specialist, 1 position
- GS-1301, Physical Scientist, 4 positions
- GS-1515, Lead Operations Specialist, 1 position
- GS-1515, Operations Research Analyst, 2 positions
- GS-1529, Mathematical Statistician, 1 position
- GS-1530, Survey Statistician, 1 position
- GS-1712, Training Specialist, 1 position
- GS-2010, Inventory Management Specialist, 1 position
- GS-2210, Information Technology Specialist, 3 positions
- GS-2210, Program Manager, Information Security, 1 position
- GS-2210, Supervisory IT Specialist, Information Security, 1 position
- NN-0801, General Engineer, 1 position
- NQ-0018, Safety and Occupational Health Manager, 1 position
- NQ-0080, Personnel Security Specialist, 1 position
- NQ-0080, Security Specialist, 1 position
- NQ-0201, Supervisory Human Resources Specialist, 1 position
- NQ-1101, Contract Industrial Relations Specialist, 1 position
- GS-0201, Supervisory Human Resources Specialist, 1 position

14. Department of Homeland Security.

During calendar year 2020, the U.S. Department of Homeland Security provided student loan repayment benefits to 483 employees. These payments represented a \$4,468,285 expenditure. The following positions received benefits:

- GS-0028, Environmental Protection Specialist, 1 position
- GS-0080, Personnel Security Specialist, 1 position
- GS-0080, Physical Security Specialist, 1 position
- GS-0080, Supervisory Personnel Security Specialist, 1 position
- LE-0083, Officer - Technician, 17 positions
- LE-0083, Officer, 51 positions
- LE-0083, Sergeant, 6 positions
- LE-0083, Sergeant-Technician, 1 position
- GS-0101, Employee Assistance Program Specialist, 1 position
- GS-0132, Intelligence Operations Specialist, 19 positions
- GS-0132, Intelligence Research Specialist, 8 positions
- GS-0132, Supervisory Intelligence Operations Specialist, 1 position
- GS-0180, Psychologist, 1 position

- GS-0201, Human Resources Officer, 1 position
- GS-0201, Human Resources Specialist, 6 positions
- GS-0201, Supervisory HR Specialist, 2 positions
- ES-0301, Deputy Chief Strategy Officer, 1 position
- ES-0301, Evidence & Property Controls Specialist, 1 position
- GS-0301, Administrative Specialist, 1 position
- GS-0301, Communications Specialist, 1 position
- GS-0301, Component Privacy Officer, 1 position
- GS-0301, Partnership and Engagement Specialist, 1 position
- GS-0301, Passport Program Specialist, 1 position
- GS-0301, Protective Support Coordinator, 1 position
- GS-0301, Recruitment Program Managerialist, 1 position
- GS-0301, Recruitment Support Specialist, 1 position
- GS-0301, Supervisory Policy Advisor, 1 position
- GS-0301, Administrative Operations Specialist, 11 positions
- GS-0301, Program Support Specialist, 1 position
- GS-0301, Special Assistant, 1 position
- GS-0303, Protective Support Assistant, 1 position
- GS-0306, Government Information Specialist, 1 position
- GS-0341, Administrative Officer, 4 positions
- GS-0343, Lead Management and Program Analyst, 1 position
- GS-0343, Management and Program Analysts, 11 positions
- GS-0343, Program Analyst (Strategic Planner), 1 position
- GS-0343, Supervisory Management and Program Analyst, 1 position
- GS-0391, Telecommunications Specialist, 1 position
- GS-0401, General Biological Scientist, 1 position
- GS-0501, Financial Management Analyst, 1 position
- GS-0501, Financial Analyst (Forensics), 2 positions
- GS-0510, Accountant, 1 position
- GS-0510, Supervisory Accountant, 1 position
- GS-0560, Budget Analyst, 3 positions
- GS-0855, Electronics Engineer, 1 position
- GS-0905, Attorney - Advisor, 2 positions
- GS-1035, Public Affairs Specialist, 2 positions
- GS-1060, Photographer (Forensics), 1 position
- GS-1101, Lead Property Management Specialist, 1 position
- GS-1101, Senior Business Acquisition Analyst, 1 position
- GS-1320, Chemist, 2 positions
- GS-1550, Computer Scientist, 1 position
- GS-1550, Supervisory Computer Scientist, 1 position
- GS-1801, Counterfeit Management Specialist, 1 position

- GS-1801, Investigative Protection Officer, 8 positions
- GS-1801, Network Intrusion Forensics Analyst, 4 positions
- GS-1801, Technical Security Investigator, 2 positions
- GS-1802, Law Enforcement Technician, 1 position
- GS-1805, Investigative Analyst, 4 positions
- ES-1811, Deputy Assistant Director, 1 position
- GS-1811, Criminal Investigator, 236 positions
- GS-1811, Supervisory Criminal Investigator, 16 positions
- GS-2010, Inventory Management Specialist, 1 position
- GS-2210, IT Specialist (Data Mgmt.), 1 position
- GS-2210, IT Specialist (Infosec), 14 positions
- GS-2210, IT Specialist, 7 positions
- GS-2210, Supervisory IT Specialist, 3 positions

15. Department of Transportation.

During calendar year 2020, the U.S. Department of Transportation provided student loan repayment benefits to 53 employees. These payments represented a \$357,657 expenditure. The following positions received benefits:

- GS-0110, Economist, 2 positions
- GS-0201, Human Resources Specialist, 2 positions
- GS-0301, U.S. Transcom Liaison, 1 position
- GS-0301, Safety Defect Specialist, 1 position
- GS-0301, Program Specialist, 1 position
- GS-0301, Congressional/Public Affairs Officer, 1 position
- GS-0303, Supervisory Executive Assistant, 1 position
- GS-0340, Director, Organizational Development, 1 position
- GS-0343, Management and Program Analyst, 11 positions
- GS-0343, Program Analyst, 2 positions
- GS-0511, Auditor, 5 positions
- GS-0511, Supervisory Auditor, 2 positions
- GS-0801, General Engineer, 1 position
- GS-0905, Attorney, 4 positions
- GS-0905, Trial Attorney, 1 position
- GS-1102, Contract Specialist, 1 position
- GS-1160, Financial Analyst, 1 position
- GS-1801, Safety Defects Investigator, 1 position
- GS-1811, Criminal Investigator, 3 positions
- GS-1811, Supervisory Criminal Investigator, 1 position

- GS-2110, Traffic Safety Data Analyst, 1 position
- GS-2110, Transportation Industry Analyst, 1 position
- GS-2121, Railroad Safety Inspector, 2 positions
- GS-2121, Supervisory Railroad Safety Specialist, 1 position
- GS-2125, Highway Safety Specialist, 2 positions
- GS-2210, Information Technology Specialist, 1 position
- GS-2210, Supervisory IT Specialist (Info Security), 2 positions

b. Independent Agencies

1. Nuclear Regulatory Commission.

During calendar year 2020, the Nuclear Regulatory Commission provided student loan repayment benefits to 3 employees. These payments represented a \$26,494 expenditure. The following positions received benefits:

- GG-0108, Human Performance Analyst, 1 position
- GG-0801, Reliability and Risk Analyst, 1 position
- GG-0905, Attorney, 1 position

2. Uniformed Services University of the Health Sciences.

During calendar year 2020, the Uniformed Services University of the Health Sciences provided student loan repayment benefits to 6 employees. This payment represented a \$60,000 expenditure. The following positions received those benefits:

- GS-1750, Supervisory Instructional Design Specialist, 1 position
- GS-2210, Information Technology Specialist, 1 position
- GS-0201, Lead HR Specialist (Classification and Staffing), 1 position
- GS-0201, Supervisory HR Specialist (Employee Relations), 1 position
- GS-0201, Supervisory HR Specialist (Classification/R&P), 1 position
- AD-0601, Associate Professor, 1 position

3. Library of Congress.

During calendar year 2020, the Library of Congress provided student loan repayment benefits to 2 employees. This payment represented a \$7,864 expenditure. The following positions received those benefits:

- GS-0343, Program Analyst, 1 position

- GS-1101, Supervisory Production Analyst, 1 position

4. Institute for Museum and Library Services.

During calendar year 2020, the Institute of Museum and Library Services provided student loan repayment benefits to 2 employees. This payment represented a \$6,000 expenditure. The following positions received those benefits:

- GS-0343, Program Specialist, 1 position
- AD-0510, Accountant, 1 position

5. National Aeronautics and Space Administration.

During calendar year 2020, the National Aeronautical and Space Administration provided student loan repayment benefits to 1 employee. The payment represented a \$10,000 expenditure. The following position received benefits:

- GS-0801, General Engineer, 1 position

6. Federal Retirement Thrift Investment Board.

During calendar year 2020, the Federal Retirement Thrift Investment Board provided student loan repayment benefits to 4 employees. These payments represented a \$40,000 expenditure. The following positions received benefits:

- GS-1102, Contract Specialist 2 positions
- GS-0340, Program Manager, 1 position
- GS-1160, Business and Financial Analyst, 1 position

7. Agency for International Development (Office of the Inspector General).

During calendar year 2020, the Agency for International Development, Office of the Inspector General, provided student loan repayment benefits to 22 employees. These payments represented a \$219,800 expenditure. The following positions received benefits:

- AD-1805, Investigative Analyst, 1 position
- FO-0343, Program Analyst, 1 position
- FO-0511, Auditor, 1 position

- FP-0511, Auditor, 2 positions
- FP-1811, Criminal Investigator, 2 positions
- GS-0201, Human Resources Specialist, 1 position
- GS-0343, Management Analyst, 1 position
- GS-0511, Auditor, 3 positions
- GS-1805, Investigative Analyst, 1 position
- GS-1810, Investigator, 2 positions
- GS-1811, Criminal Investigator, 5 positions
- GS-2210, Information Technology Specialist, 2 positions

8. Farm Credit Administration.

During calendar year 2020, the Farm Credit Administration provided student loan repayment benefits to 25 employees. These payments represented a \$72,945 expenditure. The following positions received benefits:

- VH-0301, Data Analyst, 1 position
- VH-0570, FCA Examiner, 18 positions
- VH-0905, Attorney, 1 position
- VH-1101, Policy Analyst, 1 position
- VH-1160, Financial Analyst, 2 positions
- VH-0510, Accountant, 1 position
- VH-1810, Investigator, 1 position

9. Federal Trade Commission.

During calendar year 2020, the Federal Trade Commission provided student loan repayment benefits to 32 employees. These payments represented a \$160,616 expenditure. The following positions received benefits:

- GS-0905, General Attorney, 30 positions
- GS-0904, Law Clerk, 2 positions

10. General Services Administration.

During calendar year 2020, the General Services Administration provided student loan repayment benefits to 10 employees. These payments represented a \$100,000 expenditure. The following positions received benefits:

- GS-0301, Policy Analyst, 1 position
- GS-0301, Senior Advisor to the Deputy Administrator, 1 position

- GS-1102, Contract Specialist, 7 positions
- GS-1515, Operations Research Analyst, 1 position

11. Office of Personnel Management.

During calendar year 2020, the Office of Personnel Management provided student loan repayment benefits to 3 employees. These payments represented a \$26,185 expenditure. The following positions received benefits:

- GS-1530, Statistician, 1 position
- GS-0301, Project Management Specialist, 1 position
- GS-0343, Program Analyst, 1 position

12. Environmental Protection Agency.

During calendar year 2020, the Environmental Protection Agency provided student loan repayment benefits to 1 employee. This payment represented a \$10,000 expenditure. The following position received benefits:

- RG-0401, Computational Biologist, 1 position

13. Government Accountability Office.

During calendar year 2020, the Government Accountability Office provided student loan repayment benefits to 439 employees. These payments represented a \$1,411,121 expenditure. The following positions received benefits:

- AC-0301, Administrative & Mission Support Associate, 3 positions
- AC-0301, Executive Assistant, 1 position
- GS-0303, Administrative Office Assistant, 1 position
- AC-0303, Executive Assistant, 1 position
- CS-1001, Communications Analyst (Visual), 3 positions
- CS-1001, Communications Analyst (Written), 5 positions
- ES-0201, Chief Learning Officer, 1 position
- MS-0180, Supervisory Counseling Psychologist, 1 position
- MS-0343, Management and Program Analyst, 1 position
- MS-1001, Management and Program Analyst, 1 position
- MS-1640, Supervisory Facilities Operations Specialist, 1 position
- MS-1712, Supervisory Training Administrator, 1 position
- PA-0905, Assistant General Counsel, 4 positions

- PA-0905, Attorney Advisor, 1 position
- PA-0905, Senior Attorney, 16 positions
- PA-0905, Senior Staff Attorney, 5 positions
- PA-0905, Staff Attorney, 1 position
- PE-0101, Assistant Director, Social Science, 1 position
- PE-0101, Senior Social Science Analyst, 8 positions
- PE-0101, Supervisory Social Science Analyst, 1 position
- PE-0110, Senior Economist, 1 position
- PE-0347, Analyst, 93 positions
- PE-0347, Assistant Director, 18 positions
- PE-0347, Senior Analyst, 169 positions
- PE-0510, Accountant, 1 position
- PE-0511, Assistant Director, Auditing, 1 position
- PE-0511, Auditor, 16 positions
- PE-0511, Senior Auditor, 26 positions
- PE-0610, Nurse Consultant, 1 position
- PE-1301, Assistant Director, Physical Science, 1 position
- PE-1301, Physical Scientist, 2 positions
- PE-1550, Assistant Director, Computer Scientist, 1 position
- PE-1550, Assistant Director, Information Systems, 2 positions
- PE-1550, Information Systems Analysis, 1 position
- PE-1550, Information Technology Analyst, 1 position
- PE-1550, Senior Information Technology Analyst, 9 positions
- PE-1550, Senior Information Technology Specialist, 3 positions
- PE-2210, Information Technology Auditor, 3 positions
- PE-2210, IT Specialist, Security, 2 positions
- PE-2210, Senior Information Technology Specialist, 5 positions
- PT-0180, Counseling Psychologist, 3 positions
- PT-0301, Disability Program Manager, 1 position
- PT-0308, Records and Information Management Specialist, 1 position
- PT-0341, Administrative Officer, 1 position
- PT-0343, Management Analyst, 1 position
- PT-0343, Management and Program Analyst, 4 positions
- PT-0343, Management Analyst, 1 position
- PT-0343, Program Analyst, 1 position
- PT-0950, Paralegal Specialist, 1 position
- PT-1035, Public Affairs Specialist, 1 position
- PT-1035, Public Affairs Specialist, 1 position
- PT-1410, Librarian, Research, 1 position
- PT-1410, Librarian, 1 position
- PT-1712, Training Administrator, 2 positions

- PT-2210, IT Specialist, Networks, 1 position
- PT-2210, IT Specialist, System Analysis, 2 positions
- PT-2210, IT Specialist, System Architecture, 1 position
- PT-2210, IT Specialist, Information Security, 1 position
- PT-2210, Project Management, Policy and Planning, 1 position

14. Pension Benefit Guarantee Corporation.

During calendar year 2020, the Pension Benefit Guarantee Corporation provided student loan repayment benefits to 18 employees. These payments represented a \$154,619 expenditure. The following positions received benefits:

- GS-0510, Accountant, 1 position
- GS-1510, Actuary, 2 positions
- GS-0511, Auditor, 3 positions
- GS-1160, Financial Analyst, 3 positions
- GS-0905, Attorney, 2 positions
- GS-2210, Information Technology Specialist, 2 positions
- GS-0303, Administrative Support Specialist, 1 position
- GS-0343, Management and Program Analyst, 1 position
- GS-1035, Public Affairs Specialist, 1 position
- GS-0958, Employee Benefits Law Specialist, 1 position
- GS-0560, Budget Analyst, 1 position

15. Federal Energy Regulatory Commission.

During calendar year 2020, the Federal Energy Regulatory Commission provided student loan repayment benefits to 191 employees. These payments represented a \$1,223,660 expenditure. The following positions received benefits:

- GS-0023, Outdoor Recreation Planner, 1 position
- GS-0110, Economist, 15 positions
- GS-0110, Economist (Litigation), 2 positions
- GS-0201, Human Resources Specialist, 1 position
- GS-0201, Human Resources Specialist (LER), 4 positions
- GS-0201, Human Resources Specialist (Recruitment), 1 position
- GS-0201, Human Resources Specialist (Recruitment and Placement), 1 position
- GS-0260, Equal Employment Specialist, 2 positions
- GS-0301, Graphic Artist and Web Designer, 1 position

- GS-0301, Management and Information Specialist, 1 position
- GS-0301, Travel Management Specialist, 1 position
- GS-0301, Supervisory Congressional Liaison, 1 position
- GS-0301, Project Specialist (Human Resources), 1 position
- GS-0301, Hydropower Resource Analyst, 1 position
- GS-0343, Management Analyst, 5 positions
- GS-0343, Program Analyst, 1 position
- GS-0343, Management and Program Analyst, 1 position
- GS-0482, Fish Biologist, 2 positions
- GS-0510, Accountant, 1 position
- GS-0510, Accountant (Litigation), 1 position
- GS-0510, Supervisory Accountant, 1 position
- GS-0511, Auditor, 3 positions
- GS-0511, Supervisory Auditor, 1 position
- GS-0810, Civil Engineer, 5 positions
- GS-0810, Civil Engineer (Litigation), 1 position
- GS-0819, Environmental Engineer, 3 positions
- GS-0850, Electrical Engineer, 4 positions
- GS-0905, Trial Attorney, 4 positions
- GS-0905, Attorney-Advisory (Public Utilities), 40 positions
- GS-0905, Supervisory Attorney-Advisor, 3 positions
- GS-0905, Attorney-Advisor, 5 positions
- GS-1101, Energy Industry Analyst, 18 positions
- GS-1101, Energy Industry Analyst (Reliability), 1 position
- GS-1101, Energy Industry Analyst (IT), 1 position
- GS-1101, Energy Industry Analyst (Electric), 17 positions
- GS-1101, Energy Industry Analyst (Pipeline), 5 positions
- GS-1101, Energy Industry Analyst (Litigation), 4 positions
- GS-1101, Supervisory Energy Industry Analyst, 1 position
- GS-1101, Energy Industry Analyst (Policy), 1 position
- GS-2210, Information Technology Specialist, 3 positions
- GS-2210, Information Technology Specialist (Info Security), 3 positions
- GS-2210, Information Technology Cybersecurity Specialist, 1 position
- GS-0028, Environmental Protection Specialist, 2 positions
- GS-0950, Paralegal Specialist, 5 positions
- GS-0080, Security Specialist (Executive Protection), 1 position
- GS-0080, Personal Security Specialist, 1 position
- GS-0401, Environmental Biologist, 2 positions
- GS-0904, Law Clerk, 2 positions
- GS-0341, Administrative Officer, 1 position
- GS-0193, Archeologist, 2 positions

- GS-0486, Wildlife Biologist, 1 position
- GS-1160, Financial Analyst (Litigation), 1 position
- GS-1501, Data Scientist, 1 position
- GS-0342, Support Services Supervisor, 1 position
- GS-0203, Human Resources Assistant (Info Systems), 1 position
- GS-0801, General Engineer, 1 position

16. Commodity Futures Trading Commission.

During calendar year 2020, the Commodity Futures Trading Commission provided student loan repayment benefits to 91 employees. These payments represented a \$769,470 expenditure. The following positions received benefits:

- CT-0110, Economist, 6 positions
- CT-0201, Human Resources Management, 5 positions
- CT-0301, Misc. Admin. and Programs, 1 position
- CT-0303, Misc. Clerk and Assistant, 1 position
- CT-0342, Support Services Administration, 1 position
- CT-0391, Telecommunications, 1 position
- CT-0511, Auditing, 12 positions
- CT-0560, Budget Analysis, 1 position
- CT-0905, Attorney, 42 positions
- CT-1101, General Business and Industry, 17 positions
- CT-1801, Futures Trading Investigator, 2 positions
- CT-2210, Information Technology Management, 2 positions

17. Chemical Safety Board.

During calendar year 2020, the Chemical Safety Board provided student loan repayment benefits to 4 employees. These payments represented a \$38,265 expenditure. The following positions received benefits:

- GS-0201, Director of Human Resources, 1 position
- GS-0905, Attorney, 1 position
- GS-0301, Public Affairs Specialist, 1 position
- GS-1102, Contract Specialist, 1 position

18. Defense Nuclear Facilities Safety Board.

During calendar year 2020, the Defense Nuclear Facilities Safety Board provided student loan repayment benefits to 4 employees. These payments

represented a \$40,000 expenditure. The following positions received benefits:

- DN-0801, Engineer, 3 positions
- GS-0905, Attorney Advisor, 1 position

Total Number of Benefit Recipients (all Agencies): 9,560

Total Financial Cost (all Agencies): \$76,717,946



U.S. Office of Personnel Management

Employee Services

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