

Agency Top Opportunities identify the largest groups in each agency with the employees with the highest average service. A greater number of employees in these agencies and occupations are approaching retirement eligibility.	Occupation	Total Employees*	% of Workforce	Average Salary*	Average Length of Service*
All Federal Agencies - Occupations with 5,000 or more employees and employee most employees approaching retirement	0343-MANAGEMENT AND PROGRAM ANALYSIS	47,216	2.80%	\$78,727	20.3
	0201-HUMAN RESOURCES MANAGEMENT	22,305	1.32%	\$72,736	20.5
	0802-ENGINEERING TECHNICIAN	15,896	0.94%	\$62,788	22.3
	0560-BUDGET ANALYSIS	14,549	0.86%	\$69,027	20.0
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	13,856	0.82%	\$71,348	20.3
	0340-PROGRAM MANAGEMENT	10,194	0.60%	\$111,965	22.9
	1910-QUALITY ASSURANCE	8,049	0.48%	\$64,268	21.8
	0341-ADMINISTRATIVE OFFICER	7,703	0.46%	\$70,679	21.4
	0950-PARALEGAL SPECIALIST	5,949	0.35%	\$65,519	20.4
	1169-INTERNAL REVENUE OFFICER	5,654	0.34%	\$70,534	21.3
	All Federal Agencies - Occupations with 5,000 or more employees and with the most employees eligible or approaching retirement	1,687,688	100%	\$63,758	16.3
Department of Agriculture	1165-LOAN SPECIALIST	4,168	4.70%	\$65,228	20.1
	2210-INFORMATION TECHNOLOGY MANAGEMENT	3,552	4.00%	\$76,016	19.8
	0401-GEN NATURAL RESOURCES MGT AND BIO SCI	3,540	3.99%	\$76,859	19.6
	1862-CONSUMER SAFETY INSPECTION	3,043	3.43%	\$50,412	19.6
	0460-FORESTRY	2,397	2.70%	\$64,423	21.8

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	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,327	2.62%	\$75,692	20.9
	0343-MANAGEMENT AND PROGRAM ANALYSIS	1,598	1.80%	\$77,060	21.1
	0810-CIVIL ENGINEERING	1,322	1.49%	\$71,041	19.0
	0802-ENGINEERING TECHNICIAN	1,261	1.42%	\$49,891	22.8
	0201-HUMAN RESOURCES MANAGEMENT	1,142	1.29%	\$73,414	21.8
	DEPARTMENT OF AGRICULTURE (USDA)	88,697	100%	\$58,597	17.3
Department of Commerce	2210-INFORMATION TECHNOLOGY MANAGEMENT	2,813	7.71%	\$85,371	17.9
	1340-METEOROLOGY	2,580	7.07%	\$82,568	17.0
	0343-MANAGEMENT AND PROGRAM ANALYSIS	978	2.68%	\$80,773	18.5
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	959	2.63%	\$87,635	18.7
	0318-SECRETARY	889	2.44%	\$43,426	17.2
	1101-GENERAL BUSINESS AND INDUSTRY	785	2.15%	\$86,791	18.9
	1301-GENERAL PHYSICAL SCIENCE	703	1.93%	\$101,186	16.8
	0963-LEGAL INSTRUMENTS EXAMINING	584	1.60%	\$45,493	18.9
	1341-METEOROLOGICAL TECHNICIAN	518	1.42%	\$62,174	24.3
	0856-ELECTRONICS TECHNICIAN	518	1.42%	\$63,328	19.8
	DEPARTMENT OF COMMERCE	36,505	100.00%	\$70,737	14.5
Department of Defense	0802-ENGINEERING TECHNICIAN	10,742	1.74%	\$64,663	22.9

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	1910-QUALITY ASSURANCE	7,457	1.21%	\$63,607	21.9
	1101-GENERAL BUSINESS AND INDUSTRY	7,296	1.18%	\$71,059	21.4
	0801-GENERAL ENGINEERING	10,744	1.74%	\$96,788	20.4
	0343-MANAGEMENT AND PROGRAM ANALYSIS	18,963	3.07%	\$72,935	20.3
	0856-ELECTRONICS TECHNICIAN	5,859	0.95%	\$67,352	20.3
	0560-BUDGET ANALYSIS	9,389	1.52%	\$65,478	20.2
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	6,110	0.99%	\$68,129	20.2
	0510-ACCOUNTING	5,511	0.89%	\$70,769	19.8
	0346-LOGISTICS MANAGEMENT	12,568	2.04%	\$75,414	19.6
	DEPARTMENT OF DEFENSE (DOD)	617,125	100%	\$59,871	17.4
Department of Education	0343-MANAGEMENT AND PROGRAM ANALYSIS	978	24.25%	\$87,818	18.5
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	385	9.55%	\$91,667	18.2
	1720-EDUCATION PROGRAM	336	8.33%	\$99,372	18.1
	0360-EQUAL OPPORTUNITY COMPLIANCE	276	6.84%	\$85,865	24.4
	1101-GENERAL BUSINESS AND INDUSTRY	270	6.69%	\$80,689	19.0
	0303-MISCELLANEOUS CLERK AND ASSISTANT	231	5.73%	\$44,424	17.2
	0510-ACCOUNTING	143	3.55%	\$100,831	18.6
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	67	1.66%	\$93,094	21.8

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	1530-STATISTICS	63	1.56%	\$106,026	18.3
	0560-BUDGET ANALYSIS	52	1.29%	\$100,505	21.6
	DEPARTMENT OF EDUCATION	4,033	100%	\$87,481	18.3
Department of Health and Human Services	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,735	5.20%	\$77,705	18.4
	2210-INFORMATION TECHNOLOGY MANAGEMENT	2,415	4.59%	\$86,115	17.2
	0343-MANAGEMENT AND PROGRAM ANALYSIS	2,299	4.37%	\$79,735	18.9
	1320-CHEMISTRY	1,407	2.68%	\$90,919	17.9
	1102-CONTRACTING	729	1.39%	\$79,664	20.3
	0201-HUMAN RESOURCES MANAGEMENT	680	1.29%	\$76,452	19.5
	1101-GENERAL BUSINESS AND INDUSTRY	664	1.26%	\$77,258	17.4
	0341-ADMINISTRATIVE OFFICER	645	1.23%	\$78,514	19.6
	0510-ACCOUNTING	599	1.14%	\$83,449	17.4
	0560-BUDGET ANALYSIS	511	0.97%	\$77,975	18.2
	DEPARTMENT OF HEALTH AND HUMAN SERVICES	52,589	100%	\$73,823	15.4
Department of Energy	0801-GENERAL ENGINEERING	1,552	10.59%	\$105,907	19.5
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	1,138	7.77%	\$86,313	20.8
	0343-MANAGEMENT AND PROGRAM ANALYSIS	773	5.27%	\$91,855	22.5
	1102-CONTRACTING	485	3.31%	\$85,935	21.1

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	0340-PROGRAM MANAGEMENT	368	2.51%	\$132,903	23.4
	0080-SECURITY ADMINISTRATION	303	2.07%	\$90,771	21.0
	0201-HUMAN RESOURCES MANAGEMENT	264	1.80%	\$81,027	22.3
	0560-BUDGET ANALYSIS	237	1.62%	\$88,598	21.0
	0840-NUCLEAR ENGINEERING	235	1.60%	\$116,516	19.6
	0028-ENVIRONMENTAL PROTECTION SPECIALIST	136	0.93%	\$97,232	20.1
	DEPARTMENT OF ENERGY	14,655	100%	\$88,323	18.9
Department of Homeland Security	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	4,120	3.05%	\$78,247	16.4
	0343-MANAGEMENT AND PROGRAM ANALYSIS	2,429	1.80%	\$83,031	16.1
	2210-INFORMATION TECHNOLOGY MANAGEMENT	1,605	1.19%	\$86,447	16.2
	1889-IMPORT SPECIALIST	1,009	0.75%	\$71,470	19.8
	0201-HUMAN RESOURCES MANAGEMENT	861	0.64%	\$81,490	18.5
	1897-CUSTOMS AID	770	0.57%	\$42,201	17.1
	0340-PROGRAM MANAGEMENT	732	0.54%	\$108,877	19.2
	1102-CONTRACTING	700	0.52%	\$81,062	18.7
	2181-AIRCRAFT OPERATION	559	0.41%	\$84,651	17.6
	0511-AUDITING	524	0.39%	\$83,462	16.2
	DEPARTMENT OF HOMELAND SECURITY	135,267	100%	\$53,624	9.9

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Department of Housing and Urban Development	1101-GENERAL BUSINESS AND INDUSTRY	3,026	31.28%	\$85,192	21.4
	0343-MANAGEMENT AND PROGRAM ANALYSIS	540	5.58%	\$87,586	21.1
	0360-EQUAL OPPORTUNITY COMPLIANCE	417	4.31%	\$83,435	20.2
	1160-FINANCIAL ANALYSIS	261	2.70%	\$82,313	22.0
	2210-INFORMATION TECHNOLOGY MANAGEMENT	261	2.70%	\$91,586	21.3
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	196	2.03%	\$93,706	21.2
	0201-HUMAN RESOURCES MANAGEMENT	148	1.53%	\$86,741	23.6
	0510-ACCOUNTING	134	1.39%	\$93,397	22.9
	0318-SECRETARY	134	1.39%	\$45,564	21.0
	0828-CONSTRUCTION ANALYST	129	1.33%	\$78,939	21.3
	DEPARTMENT OF HOUSING AND URBAN DEVELOPM	9,674	100%	\$82,774	20.2
Department of Interior	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,204	3.69%	\$75,120	20.2
	1350-GEOLOGY	980	1.64%	\$89,513	22.0
	0343-MANAGEMENT AND PROGRAM ANALYSIS	940	1.57%	\$79,040	20.4
	1170-REALTY	862	1.44%	\$61,687	20.6
	0802-ENGINEERING TECHNICIAN	816	1.37%	\$51,679	20.6
	0340-PROGRAM MANAGEMENT	805	1.35%	\$105,189	24.9
	0201-HUMAN RESOURCES MANAGEMENT	801	1.34%	\$71,359	21.5

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	0341-ADMINISTRATIVE OFFICER	711	1.19%	\$64,443	22.5
	1102-CONTRACTING	666	1.12%	\$70,413	19.6
	0560-BUDGET ANALYSIS	620	1.04%	\$64,390	20.1
	DEPARTMENT OF INTERIOR	59,721	100%	\$61,207	17.4
Department of Justice	0905-GENERAL ATTORNEY	8,454	8.34%	\$124,673	14.1
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	3,887	3.83%	\$72,552	18.0
	0303-MISCELLANEOUS CLERK AND ASSISTANT	3,763	3.71%	\$42,889	14.2
	0986-LEGAL ASSISTANCE	2,692	2.65%	\$44,610	14.0
	2210-INFORMATION TECHNOLOGY MANAGEMENT	2,637	2.60%	\$84,569	16.2
	0343-MANAGEMENT AND PROGRAM ANALYSIS	2,109	2.08%	\$78,324	17.7
	0950-PARALEGAL SPECIALIST	1,879	1.85%	\$60,964	16.7
	0006-CORRECTIONAL INSTITUTION ADMINISTRATION	1,613	1.59%	\$86,442	19.7
	0201-HUMAN RESOURCES MANAGEMENT	1,130	1.11%	\$74,493	19.8
	1802-COMPLIANCE INSPECTION AND SUPPORT	1,097	1.08%	\$44,890	14.6
	DEPARTMENT OF JUSTICE (DOJ)	101,413	100%	\$70,004	14.0
Department of Labor	1822-MINE SAFETY AND HEALTH	1,225	8.15%	\$72,014	15.3
	0991-WORKER'S COMPENSATION CLAIMS EXAMINING	1,094	7.28%	\$71,543	17.1
	0249-WAGE AND HOUR COMPLIANCE	959	6.38%	\$76,390	19.6

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	0018-SAFETY AND OCCUPATIONAL HEALTH MANAGEMEN	836	5.56%	\$84,078	19.8
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	812	5.40%	\$80,399	16.7
	2210-INFORMATION TECHNOLOGY MANAGEMENT	662	4.41%	\$86,432	18.4
	0343-MANAGEMENT AND PROGRAM ANALYSIS	560	3.73%	\$82,040	20.1
	0905-GENERAL ATTORNEY	538	3.58%	\$112,840	17.8
	0360-EQUAL OPPORTUNITY COMPLIANCE	479	3.19%	\$76,529	19.3
	0690-INDUSTRIAL HYGIENE	475	3.16%	\$79,471	16.6
	DEPARTMENT OF LABOR (DOL)	15,025	100%	\$74,512	17.5
Department of State	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	1,827	9.79%	\$89,463	17.7
	0343-MANAGEMENT AND PROGRAM ANALYSIS	514	2.76%	\$82,524	17.4
	0201-HUMAN RESOURCES MANAGEMENT	417	2.24%	\$81,355	19.1
	0341-ADMINISTRATIVE OFFICER	405	2.17%	\$99,557	19.9
	0560-BUDGET ANALYSIS	205	1.10%	\$85,619	18.9
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	164	0.88%	\$77,876	19.8
	0905-GENERAL ATTORNEY	139	0.75%	\$127,291	18.0
	1102-CONTRACTING	137	0.73%	\$85,923	18.0
	0132-INTELLIGENCE	128	0.69%	\$92,046	17.4
	0340-PROGRAM MANAGEMENT	118	0.63%	\$113,861	21.6

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	DEPARTMENT OF STATE	18,655	100%	\$78,345	14.6
Department of Transportation	2152-AIR TRAFFIC CONTROL	19,110	36.19%	\$118,674	20.2
	2101-TRANSPORTATION SPECIALIST	7,102	13.45%	\$86,711	20.8
	1825-AVIATION SAFETY	3,695	7.00%	\$95,709	16.5
	0343-MANAGEMENT AND PROGRAM ANALYSIS	1,986	3.76%	\$86,603	20.3
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	1,764	3.34%	\$87,536	21.1
	0801-GENERAL ENGINEERING	1,077	2.04%	\$110,530	19.5
	0855-ELECTRONICS ENGINEERING	933	1.77%	\$98,959	18.5
	0856-ELECTRONICS TECHNICIAN	575	1.09%	\$75,577	19.6
	0340-PROGRAM MANAGEMENT	541	1.02%	\$128,499	23.9
	0201-HUMAN RESOURCES MANAGEMENT	529	1.00%	\$85,477	22.8
	DEPARTMENT OF TRANSPORTATION	52,801	100%	\$96,640	19.0
Department of Treasury	0512-INTERNAL REVENUE AGENT	12,743	12.13%	\$81,738	19.7
	2210-INFORMATION TECHNOLOGY MANAGEMENT	6,056	5.77%	\$82,884	20.6
	1169-INTERNAL REVENUE OFFICER	5,654	5.38%	\$70,534	21.3
	0343-MANAGEMENT AND PROGRAM ANALYSIS	3,801	3.62%	\$85,432	23.4
	0526-TAX SPECIALIST	3,746	3.57%	\$56,264	18.8
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	3,053	2.91%	\$69,854	21.9

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	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,324	2.21%	\$82,356	20.5
	0201-HUMAN RESOURCES MANAGEMENT	1,458	1.39%	\$77,592	22.2
	0340-PROGRAM MANAGEMENT	1,455	1.39%	\$110,894	26.4
	1101-GENERAL BUSINESS AND INDUSTRY	1,292	1.23%	\$59,825	21.3
	DEPARTMENT OF TREASURY	105,046	100%	\$62,535	17.6
Department of Veterans Affairs	2210-INFORMATION TECHNOLOGY MANAGEMENT	5,343	2.51%	\$72,598	17.7
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	4,211	1.98%	\$61,533	20.6
	0318-SECRETARY	2,515	1.18%	\$38,098	17.3
	0343-MANAGEMENT AND PROGRAM ANALYSIS	2,357	1.11%	\$70,775	19.7
	0180-PSYCHOLOGY	1,556	0.73%	\$89,602	17.0
	0201-HUMAN RESOURCES MANAGEMENT	1,530	0.72%	\$69,245	21.4
	2005-SUPPLY CLERICAL AND TECHNICIAN	1,417	0.67%	\$34,893	16.9
	7404-COOK	1,284	0.60%	\$37,405	18.9
	0671-HEALTH SYSTEM SPECIALIST	1,147	0.54%	\$82,793	20.1
	5703-MOTOR VEHICLE OPERATOR	1,128	0.53%	\$39,361	19.9
	DEPARTMENT OF VETERANS AFFAIRS	212,906	100%	\$56,100	14.8
U.S. Agency for International Development (USAID)	0343-MANAGEMENT AND PROGRAM ANALYSIS	295	16.46%	\$100,444	21.0
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	229	12.78%	\$92,482	17.3

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	0340-PROGRAM MANAGEMENT	149	8.31%	\$134,048	23.2
	1102-CONTRACTING	139	7.76%	\$83,622	16.8
	0511-AUDITING	84	4.69%	\$96,180	17.2
	AGENCY FOR INTERNATIONAL DEVELOPMENT	1,792	100%	\$95,812	19.1
Environmental Protection Agency (EPA)	0028-ENVIRONMENTAL PROTECTION SPECIALIST	2,821	16.26%	\$89,402	17.9
	1301-GENERAL PHYSICAL SCIENCE	2,206	12.72%	\$90,486	15.8
	0819-ENVIRONMENTAL ENGINEERING	1,891	10.90%	\$91,941	17.7
	0343-MANAGEMENT AND PROGRAM ANALYSIS	1,545	8.91%	\$91,990	20.7
	0905-GENERAL ATTORNEY	1,039	5.99%	\$113,098	15.3
	0401-GEN NATURAL RESOURCES MGT AND BIO SCI	843	4.86%	\$84,895	14.6
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	833	4.80%	\$88,245	21.6
	2210-INFORMATION TECHNOLOGY MANAGEMENT	594	3.42%	\$90,041	17.0
	1320-CHEMISTRY	572	3.30%	\$89,661	17.5
	0318-SECRETARY	521	3.00%	\$45,563	17.0
	ENVIRONMENTAL PROTECTION AGENCY	17,349	100%	\$88,800	17.8
General Services Administration (GSA)	1102-CONTRACTING	1,435	11.50%	\$75,392	18.6
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	1,220	9.77%	\$84,763	18.4
	1101-GENERAL BUSINESS AND INDUSTRY	1,151	9.22%	\$80,257	17.4

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	1176-BUILDING MANAGEMENT	977	7.83%	\$71,500	20.8
	2210-INFORMATION TECHNOLOGY MANAGEMENT	854	6.84%	\$87,395	18.0
	0343-MANAGEMENT AND PROGRAM ANALYSIS	798	6.39%	\$79,002	19.9
	2150-TRANSPORTATION OPERATIONS	508	4.07%	\$65,074	20.0
	1170-REALTY	506	4.05%	\$78,287	16.4
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	334	2.68%	\$72,077	16.1
	0560-BUDGET ANALYSIS	259	2.08%	\$74,522	18.2
	GENERAL SERVICES ADMINISTRATION (GSA)	12,481	100%	\$75,035	19.1
National Aeronautics and Space Administration (NASA)	0801-GENERAL ENGINEERING	2,666	15.06%	\$109,430	20.0
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	988	5.58%	\$92,494	22.0
	0802-ENGINEERING TECHNICIAN	748	4.23%	\$70,930	24.2
	1330-ASTRONOMY AND SPACE SCIENCE	271	1.53%	\$118,744	21.0
	0201-HUMAN RESOURCES MANAGEMENT	257	1.45%	\$86,678	20.3
	0303-MISCELLANEOUS CLERK AND ASSISTANT	242	1.37%	\$43,981	20.8
	0856-ELECTRONICS TECHNICIAN	239	1.35%	\$71,445	23.6
	1910-QUALITY ASSURANCE	198	1.12%	\$76,167	24.2
	0341-ADMINISTRATIVE OFFICER	111	0.63%	\$67,386	23.8
	1035-PUBLIC AFFAIRS	104	0.59%	\$86,684	19.9

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	NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA)	17,704	100%	\$93,294	19.2
National Science Foundation	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	121	10.91%	\$83,547	19.0
	0343-MANAGEMENT AND PROGRAM ANALYSIS	88	7.94%	\$80,607	19.6
	1101-GENERAL BUSINESS AND INDUSTRY	50	4.51%	\$86,607	20.9
	0340-PROGRAM MANAGEMENT	46	4.15%	\$125,380	21.0
	0201-HUMAN RESOURCES MANAGEMENT	29	2.61%	\$95,805	19.6
	NATIONAL SCIENCE FOUNDATION (NSF)	1,109	100%	\$94,967	17.2
Office of Management and Budget	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	309	71.03%	\$100,649	11.8
	0303-MISCELLANEOUS CLERK AND ASSISTANT	38	8.74%	\$56,968	28.3
	0110-ECONOMIST	23	5.29%	\$129,527	22.1
	0560-BUDGET ANALYSIS	23	5.29%	\$104,073	15.3
	0905-GENERAL ATTORNEY	14	3.22%	\$129,039	18.8
	OFFICE OF MANAGEMENT AND BUDGET (OMB)	435	100%	\$100,238	14.9
Office of Personnel Management (OPM)	1810-GENERAL INVESTIGATING	1,308	26.05%	\$68,994	19.6
	0201-HUMAN RESOURCES MANAGEMENT	385	7.67%	\$86,881	20.7
	0901-GENERAL LEGAL AND KINDRED ADMINISTRATION	354	7.05%	\$59,790	21.5
	0343-MANAGEMENT AND PROGRAM ANALYSIS	257	5.12%	\$79,542	19.8
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	203	4.04%	\$77,018	16.7

Agency Top Opportunities identify the largest groups in each agency with the employees with the highest average service. A greater number of employees in these agencies and occupations are approaching retirement eligibility.	Occupation	Total Employees*	% of Workforce	Average Salary*	Average Length of Service*
	0080-SECURITY ADMINISTRATION	176	3.51%	\$67,627	21.4
	2210-INFORMATION TECHNOLOGY MANAGEMENT	166	3.31%	\$84,968	19.9
	0340-PROGRAM MANAGEMENT	88	1.75%	\$116,516	22.2
	0203-HUMAN RESOURCES ASSISTANCE	58	1.16%	\$37,637	20.2
	0510-ACCOUNTING	56	1.12%	\$83,244	20.1
	OFFICE OF PERSONNEL MANAGEMENT (OPM)	5,021	100%	\$60,800	16.8
SECURITIES AND EXCHANGE COMMISSION (SEC)	0905-GENERAL ATTORNEY	1,518	40.74%	\$141,856	9.2
	0510-ACCOUNTING	947	25.42%	\$128,597	10.1
	2210-INFORMATION TECHNOLOGY MANAGEMENT	213	5.72%	\$103,624	14.3
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	122	3.27%	\$85,843	19.9
	0318-SECRETARY	105	2.82%	\$50,516	16.8
	0950-PARALEGAL SPECIALIST	89	2.39%	\$69,887	16.5
	0303-MISCELLANEOUS CLERK AND ASSISTANT	88	2.36%	\$49,803	18.1
	0986-LEGAL ASSISTANCE	42	1.13%	\$49,419	14.9
	0201-HUMAN RESOURCES MANAGEMENT	40	1.07%	\$103,486	19.1
	0343-MANAGEMENT AND PROGRAM ANALYSIS	39	1.05%	\$90,633	15.0
	SECURITIES AND EXCHANGE COMMISSION (SEC)	3,726	100%	\$117,966	11.3
Small Business Administration (SBA)	1101-GENERAL BUSINESS AND INDUSTRY	848	32.94%	\$70,963	21.2

Agency Top Opportunities identify the largest groups in each agency with the employees with the highest average service. A greater number of employees in these agencies and occupations are approaching retirement eligibility.	Occupation	Total Employees*	% of Workforce	Average Salary*	Average Length of Service*
	0905-GENERAL ATTORNEY	177	6.88%	\$104,342	17.8
	0340-PROGRAM MANAGEMENT	164	6.37%	\$124,424	22.2
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	140	5.44%	\$74,784	20.4
	2210-INFORMATION TECHNOLOGY MANAGEMENT	113	4.39%	\$83,157	18.5
	0303-MISCELLANEOUS CLERK AND ASSISTANT	106	4.12%	\$38,896	16.1
	0343-MANAGEMENT AND PROGRAM ANALYSIS	87	3.38%	\$87,700	19.5
	1160-FINANCIAL ANALYSIS	81	3.15%	\$95,193	17.1
	1102-CONTRACTING	62	2.41%	\$92,963	26.8
	0501-FINANCIAL ADMINISTRATION AND PROGRAM	62	2.41%	\$83,638	18.8
	SMALL BUSINESS ADMINISTRATION (SBA)	2,574	100%	\$78,619	19.5
Smithsonian Institution	1016-MUSEUM SPECIALIST AND TECHNICIAN	375	8.06%	\$63,735	17.6
	1001-GENERAL ARTS AND INFORMATION	319	6.85%	\$69,540	13.9
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	212	4.55%	\$76,029	19.3
	1015-MUSEUM CURATOR	154	3.31%	\$95,679	20.8
	2210-INFORMATION TECHNOLOGY MANAGEMENT	139	2.99%	\$81,909	15.1
	1010-EXHIBITS SPECIALIST	117	2.51%	\$63,632	17.1
	5301-MISC INDUSTRIAL EQUIPMENT MAINTENANCE	79	1.70%	\$53,654	19.2
	1410-LIBRARIAN	54	1.16%	\$76,269	19.0

Agency Top Opportunities identify the largest groups in each agency with the employees with the highest average service. A greater number of employees in these agencies and occupations are approaching retirement eligibility.	Occupation	Total Employees*	% of Workforce	Average Salary*	Average Length of Service*
	1084-VISUAL INFORMATION	53	1.14%	\$81,022	15.4
	0080-SECURITY ADMINISTRATION	51	1.10%	\$76,071	20.3
	SMITHSONIAN INSTITUTION	4,655	100%	\$60,702	15.6
Social Security Administration (SSA)	0105-SOCIAL INSURANCE ADMINISTRATION	28,671	44.49%	\$64,772	19.6
	2210-INFORMATION TECHNOLOGY MANAGEMENT	3,710	5.76%	\$81,062	18.2
	0901-GENERAL LEGAL AND KINDRED ADMINISTRATION	3,260	5.06%	\$48,832	17.1
	0998-CLAIMS ASSISTANCE AND EXAMINING	2,372	3.68%	\$38,705	22.4
	0343-MANAGEMENT AND PROGRAM ANALYSIS	1,669	2.59%	\$80,574	25.3
	0950-PARALEGAL SPECIALIST	1,554	2.41%	\$78,016	25.7
	0303-MISCELLANEOUS CLERK AND ASSISTANT	1,302	2.02%	\$36,583	18.0
	0935-ADMINISTRATIVE LAW JUDGE	1,143	1.77%	\$140,308	19.7
	0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	845	1.31%	\$68,132	21.4
	0201-HUMAN RESOURCES MANAGEMENT	635	0.99%	\$80,260	25.0
	SOCIAL SECURITY ADMINISTRATION (SSA)	64,439	100%	\$61,210	18.5

* Data is as of September 2005, based on files obtained from the Central Personnel Data Files (CPDF) of the U.S. Office of Personnel Management. Opportunities are based on the size of the workforce and the number and percent of employees eligible or near eligible for retirement.

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