

Federal Student Loan Repayment Program

Calendar Year 2021



Section 5379(h)(1) of title 5, United States Code, requires Federal agencies to report annually to 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.

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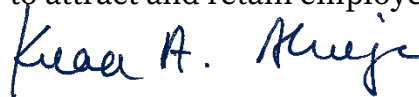
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A Message from the Director of the Office of Personnel Management

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 repayments¹ as a strategic tool for the purposes of recruitment and retention during calendar year (CY) 2021. 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 2021, OPM received responses from sixty-five (65) Federal agencies. Twenty-nine (29) of these agencies collectively provided 9,143 employees with a total of \$75.37 million in student loan repayment benefits.

I encourage agencies to consider using the student loan repayment program as a tool for recruitment and retention. 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

¹ OPM regulates the [Federal Student Loan Repayment](#) (SLR) discretionary authority for agencies at [part 537, title 5, Code of Federal Regulations](#). SLR is often confused with the U.S. Department of Education's [Public Service Loan Forgiveness](#) (PSLF) program, which is available to Federal, state, local, and tribal government employees and the non-profit sectors. Both programs aid the Federal government with recruitment and retention efforts of Federal employees; however, they are distinct programs from one another; utilize different criteria for employee eligibility; offer separate advantages to employees; have separate statutory authorities; and are administered very differently. In addition, not all Federal employees are eligible for SLR, but may be entitled to PSLF if eligibility requirements are met. OPM has no role in PSLF.

I. Executive Summary

[Section 5379\(h\)\(1\) of title 5, United States Code](#), requires Federal agencies to report annually to 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 March 9, 2022, OPM issued a memorandum (CPM 2022-03: [Request for CY 2021 Data on Student Loan Repayments](#)) requesting agency reports on the use of student loan repayment during CY 2021. In this memorandum, OPM also invited agencies to provide additional details on their experiences in administering their [student loan repayment programs](#).

Overall, for CY 2021, there were sixty-five (65) Federal agencies that reported, with twenty-nine (29) providing 9,143 employees with student loan repayment benefits totaling \$75.37 million. The average student loan repayment benefit in CY 2021 was \$8,244.

During CY 2021, 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 Health and Human Services
- Department of State
- Department of Veterans Affairs
- Department of Homeland Security
- Agency for International Development
- Federal Energy Regulatory Commission
- Department of the Interior

These agencies also represented 94 percent of all student loan repayment recipients reported for the calendar year Government-wide. Overall, these 9 agencies provided 8,636 employees with \$71.4 million in student loan repayment benefits. The combined total of the remaining twenty (20) agencies provided 507 employees with \$3.97 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 repayment 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 [part 731 of title 5, Code of Federal Regulations](#) (CFR) 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 March 9, 2022, OPM issued a memorandum for Chief Human Capital Officers (CPM 2022-03: [Request for CY 2021 Data on Student Loan Repayments](#)) requesting that agencies submit their annual written reports to OPM on their use of student loan repayment by March 31, 2022.

In accordance with [5 CFR 537.110\(b\)](#), the memorandum required agencies to send to OPM their reports on the use of student loan repayment during CY 2021. OPM received responses from sixty-five (65) Departments and agencies: positive responses from twenty-nine (29) agencies that used this authority and negative responses from thirty-six (36) agencies that do not currently use this authority. See [Attachment 1](#) for a list of the reporting agencies.

In CY 2021, 29 Federal agencies that submitted data provided 9,143 employees with a total of \$75.37 million in student loan repayment benefits. For more detailed information by agency, see [Attachment 2](#): Details for Reporting Agencies for Calendar Year 2021.

IV. Agency Data

As referenced above, in CY 2021, 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 2021 reported providing 2,834 employees with student loan repayments, at a cost of \$23.8 million. Contracting professionals in the 1102 occupational series had the greatest number of employees receiving student loan repayment at 390. They were followed by nuclear engineers in the 0840 series at 180, and 154 nurses in the 0610 series.

The ***Department of Justice (DOJ)*** during CY 2021 reported providing 1,622 employees with \$13.2 million in student loan repayment benefits. The largest single profession provided with benefits at DOJ were attorneys. 273 employees in the 0905 occupational series received student loan repayment incentives. Next were special agents in the 1811 job series at 258 and 128 nurses in the 0610 series.

The ***Department of Health and Human Services (HHS)*** during CY 2021 reported providing 1,403 employees with \$11.5 million in student loan repayment benefits. The largest single occupational series provided with benefits were consumer safety officers, series 0696 with 218 employees, followed by 212 professionals in the health sciences, series 0601. They were followed by 140 program & management analysts in the 0343 series and 140 employees in the miscellaneous administration and program series, 0301 for a total of 280 employees.

The ***Department of State (DOS)*** during CY 2021 reported providing 1,073 employees with \$10.4 million in student loan repayment benefits. 165 employees in the 0130 foreign affairs job series was the highest count of employees in a single job series at DOS who benefited with the SLRP. The next highest total were in the Passport and Visa Examining, 0967 series with 160 employees receiving student loan repayment payments.

The ***Department of Veterans Affairs (VA)*** provided \$4.8 million in student loan repayment benefits to 797 employees during CY 2021. The largest single occupational series provided with benefits were for 114 human resources professionals, occupational series 0201, and followed by 105 social workers in the 0185 series.

The ***Department of Homeland Security (DHS)*** provided \$3.2 million in student loan repayment benefits to 348 employees during CY 2021. The largest single occupational series provided with benefits were 156 criminal investigators in occupational series 1811. They were followed by 42 in the 0132, intelligence research and operations specialties series.

The ***Agency for International Development (AID)*** provided \$1.9 million in student loan repayment benefits to 214 employees during CY 2021. USAID provided the greatest number of student loan repayment payments to 51 program/management analysis and program/project development professionals. They were followed by 41 employees classified within the contracting profession.

The ***Federal Energy Regulatory Commission (FERC)*** provided \$1.3 million in student loan repayment benefits to 188 employees during CY 2021. The largest group of employees provided with student loan repayment benefits were for 53 employees in the 0905 attorney job series. Attorneys were followed by 41 in the 1101 energy analysis series—of which electric energy were the highest energy type occupation with 13 employees.

The ***Department of the Interior (DOI)*** provided \$1.08 million in student loan repayment benefits to 133 employees during CY 2021. The largest single occupational series provided with benefits were for both the civil engineering series 0810 and geologists, 1350 series. 13 employees from each occupation benefitted from the student loan repayment. The 26 were followed by 11 in the miscellaneous administration and program series, 0301.

Additional Departments and Agencies. Besides the above top nine (9) agencies, six (6) other agencies spent more than \$375,000 per year to support their student loan repayment programs. (See [Attachment 2](#): Details for Reporting Agencies for Calendar Year 2021 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 Homeland Security found the administration of the student loan repayment program to be very advantageous in reaching and securing top tier candidates who are highly skilled in various areas. The Department highlighted the program effectiveness at Immigration and Customs Enforcement (ICE). ICE increased usage and promotion of the student loan repayment program in CY 2021. Highly qualified employees in security, legal, investigative, and other operational positions are essential to the ICE mission, and the complex skills associated with these positions are so specific that the loss of employees in those positions would adversely impact operations. SLRP funds helped boost morale and retain highly qualified employees. ICE marketed the SLRP to job series displaying adverse trends in attrition.

SLRP was also an effective recruitment tool and resource used in conjunction with ICE's other incentives to attract highly qualified candidates for hard-to-fill positions.

In terms of ICE's program effectiveness in CY 2021, it found that the SLRP was an effective and valuable benefit to utilize for recruitment and retention purposes of employees; improved employee financial wellness and increased productivity; and employees benefited from process improvements of the ICE/Office of Human Capital and Treasury payments to loan servicers.

The ***Department of Defense*** provided the following regarding its SLRP effectiveness during CY 2021:

- Components reported that the number of applicants increased after offering the incentive as a recruitment tool.
- Recipients of SLRP incentives generally stayed with the Department longer than the required 3-year service obligation. Specifically, components reported an increased retention rate for employees in acquisition positions.
- Components reported that with the use of the SLRP incentive, they had better access to attract a diverse pool of job candidates, who are not limited to specialty or occupational series. Additionally, assisting employees with the reduction of significant/high amounts of debt (e.g., graduate school, law school) added to the effectiveness of the program.
- Continuing payments during the COVID-19 emergency relief deferral period and program availability immediately upon approval was a benefit to SLRP recipients, as opposed to requiring minimum months of payments in other programs, such as the Public Service Loan Forgiveness program.
- SLRP has proven to be an extremely viable recruiting tool with assisting in recruitment of highly qualified employees with the right work experience and superior academic achievement (undergraduate level education with GPAs above 3.0). Moreover, most of the payments were awarded to employees hired into

Science, Technology, Engineer, and Mathematics (STEM), Acquisition, and Cyber positions fulfilling the critical needs of the Department.

The **Department of Agriculture** continued to find the SLRP 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 attending schools of veterinary medicine.

The **Department of State** expanded efforts to offer the SLRP incentive to a greater number of qualified civil service candidates. Senior management approved an expansion of the number of qualifying civil service occupational series from 45 to 50 for CY 2021. State continued student loan repayment 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 (Department notices and cables and SLRP listserv messages) to keep employees informed of program requirements and policy and procedural changes. Finally, State continued to develop and enhance its SLRP system application and data collection.

The **Department of Interior** found SLRP to be more effective this year than last and best used for retention purposes, versus recruitment.

The **Department of Transportation** stated that the use of the student loan repayment authority has been a successful factor in recruiting highly qualified candidates and retaining highly skilled, high performing, and/or experienced employees.

The **Department of Veterans Affairs (VA)** reported that VA facilities value the student loan repayment authority as an incentive to use for the recruitment and retention of talented, highly qualified employees. VA plans to enhance the SLRP as a recruitment tool by increasing marketing efforts.

In terms of program effectiveness, the VA expressed, SLRP has proven beneficial for the recruitment and retention of employees in hard-to-fill/-retain 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 an increase in student loan repayments made. This was due in part to the implementation of several COVID-19 pay-related flexibilities which 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 used its Education Debt Reduction Program (EDRP) authority outlined in section 7681 of title 38, United States Code, to make payments on behalf of recently appointed employees in certain health-care occupations for which it is having recruitment or retention problems. EDRP was 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.

Within the **Department of Commerce (DOC)**, the Office of the General Counsel used the student loan repayment authority to recruit and retain attorneys at various grade levels to work on important policy and legal matters on behalf of DOC. Other bureaus, such as the National Institute of Standards and Technology and the National Oceanic and Atmospheric Administration also utilized SLRP 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 DOC. 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 SLRP has proven to be a successful flexibility in recruiting and retaining highly qualified individuals at DOC. Decisions to repay student loans are made judiciously, balancing taxpayer money with the needs of Commerce. DOC will continue to use the SLRP only to attract and retain highly talented employees for important responsibilities.

The **Department of Education** continues to use the student loan repayment authority as a resource to attract and retain highly skilled employees who carry out important mission-critical functions for the Department.

The **Nuclear Regulatory Commission (NRC)** reported using the student loan repayment authority 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 (FERC)** reported using the student loan repayment authority primarily as a retention tool and has made substantial investments to the program since its 2001 implementation. Each year the program is improved and 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. FERC stated it 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.

The ***Commodity Futures Trading Commission*** reported using the student loan repayment authority to retain a highly qualified group of employees in professional, administrative, and support positions. It found the incentive to be very successful in retaining its highly qualified employees.

The ***Chemical Safety and Hazard Investigation Board*** reported using the student loan repayment authority as a recruitment tool to provide a more competitive job offer; to retain employees for at least a minimum of three (3) years, but up to six (6) with the \$60,000 maximum; encourage consistent performance; and assist employees meeting their monthly loan payments while lowering the principal amounts through the use of the SLRP.

The ***National Science Foundation*** was in the process of establishing a student loan repayment program in CY 2021

The ***Appraisal Subcommittee (ASC)*** 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 (RRB)*** 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 provided under [5 U.S.C. 6303\(e\)](#) and [5 CFR 630.205](#). In addition, the RRB offers such benefits as flexible start times, telework, and remote work-options. The RRB reported it 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 the Interior*** discovered that longer service agreements for larger student loan repayment incentives seem to be an effective tool for longer-term retention.

The ***Department of Commerce*** has incorporated the student loan repayment authority as part of its strategic human capital plans in some bureaus. In addition, the Department's Office of Human Resources Management is developing a plan to make the use of the SLRP more prevalent across the Department, by engaging bureau human resources directors and supervisors.

While the SLRP has proven to be a successful flexibility in recruiting and retaining highly qualified individuals, decisions to repay student loans are made judiciously, balancing taxpayer money with the needs of the Department. The Department will continue to use the SLRP to attract and retain highly talented employees for important Department responsibilities.

The ***Department of Homeland Security (DHS)*** reported it is working on ways to streamline its internal SLRP process. Updates will include user friendly forms as well as an electronic system for processing to ensure adequate tracking. The Department also developed and presented training sessions to HR specialist staff members, hiring managers, and administrative points of contact. DHS reported that these adjustments to the process will reduce approval times and errors prior to the submission of documentation.

ICE promoted the student loan repayment program during electronic broadcasts to increase awareness of the program. The only concern to date has been from potential participants regarding the length of service commitment. However, those reservations were addressed through one-on-one conversations that cover the program requirements and a request to conduct a personal risk analysis. Other leading and promising practices at ICE have included:

- Directing employees to a dedicated SLRP site for nomination forms and redacted examples, reducing employee packet errors by 60%.
- Creation of a central repository (i.e., SharePoint site) where forms were submitted making the processing SLRP nominations more manageable and efficient.
- Efforts continue to streamline and improve SLRP-related processes to enhance the program for all stakeholders.

ICE lessons learned include:

- After Treasury sends the loan payment to a loan servicer, the employee does not receive a confirmation from our agency of this action.
- The employee's individual situation impacts the SLRP tax implications.

The Coast Guard reported implementing a strategy to using SLRP by identifying internal occupational series that had higher vacancy levels than the government average of 10%. For these occupations, Coast Guard authorized blanket student loan repayment for

recruiting and retention purposes. It continues to monitor the identified series to determine the impact of the incentives. The Coast Guard also provided student loan repayments to other series under individual approval processes. In several series it saw a positive impact on both recruitment and retention by using the student loan repayment incentive and others.

The Secret Service continued to conduct program check-ins using survey tools to gauge SLRP satisfaction and return on investment. Secret Service reported that a recent retention initiative program survey was conducted to engage employee use, satisfaction, and effectiveness of current retention programs. 31% of respondents indicated they were “Very Satisfied” with the student loan repayment program; 13% were “Somewhat Satisfied;” 21% offered no definitive opinion; 23% indicated “Somewhat Dissatisfied;” and 12% were “Very Dissatisfied.” Secret Service contributes the results relating to any dissatisfaction was most likely do to funding availability and processing delays experienced both within the Secret Service and with payroll partners during the pandemic.

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

Leading and Promising Practices:

- SLRP, as a viable Federal employment tool, played a significant role in recruiting and retaining highly qualified individuals in highly specialized positions such as engineers, pharmacists, and contract specialists.
- SLRP provided applicants an additional financial benefit when comparing the government workforce to competitors in private industry.
- Components increased consistency and timeliness within the SLRP process with the use of standardized documents; leveraging technology to manage and process SLRP requests; and encouraging engagement and awareness among program applicants and leadership with increased communication throughout the process.
- Maintaining and updating relevant communication platforms with the most recent information related to SLRP, provided easy accessibility for HR staff, supervisors, and components.
- The Department established SLRP reviews and quality control (QC) procedures including a thorough review of SLRP justifications, approvals, and service agreements to mitigate errors. The practice proved to be beneficial.
- Using the SLRP, and the associated Continued Service Agreement, reflected an investment in employees’ professional advancement and development, which prompted employees to continue their federal service.
- SLRP was an effective recruitment tool to attract job candidates who were not qualified for other types of incentives, such as adjustments to pay or leave accrual rates.

- For positions that require education, such as attorneys, this incentive was effective for both recruitment and retention.
- Establishing incentive plans to identify hard to fill/critical need positions provided efficient, direct support for recruiting efforts to attract a high caliber workforce and aided in timely placement of selectees.

Lessons Learned:

- Components collectively reported the benefit of establishing internal documentation and audit processes, using automation, and budgeting funds upfront.
- Components acknowledged that documenting the process and approval criteria increases transparency, uniformity, and quality of nomination packages.
- A review board was proven to serve a critical step in ensuring prioritization of processing requests/packages for recruiting and retaining high performing talent in key positions.
- Providing detailed information to applicants upfront regarding the program and resources needed to apply increased the timeliness and efficiency of the process.
- Establishing firm deadlines for submission of SLRP requests ensures availability and timely disbursement of funds.
- Budgeting or obtaining funding to pay for SLRP upfront has been crucial.
- Ensuring that individuals approved for SLRP are informed that taxes are calculated and withheld based on the total salary and that it could result in a reduction in the total amount being paid to the lender.

Establishing a Business Case:

- Use of the SLRP program supports the goals of senior management and retains a well-qualified workforce.
- Components analyze data from the competitive job market, including private industry, to determine salaries and benefits, and to justify each business case in the local area(s).

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.

The ***Department of Veterans Affairs (VA)*** reported for leading and promising practices that the Department maintains regular contact with the budget office to manage budgets and ensure multiyear service agreements are reviewed annually; maintains an electronic database to provide information for SLRP annual reports; uses tracking system software/applications for SLRP recipients; creates codes in the HR processing system to track service obligations; and designates hard-to-fill positions during the year. VA also includes SLRP information within job announcements to maximize marketing and recruitment efforts.

For lessons learned, the VA reported using automated processes that allows for monthly SLRP reports to assist managers in the renewal process; and increasing coordination with the VA Financial Services Center to assist employees understand the taxation process for lump sum payments of student loans.

The ***Federal Energy Regulatory Commission (FERC)*** 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.

FERC started using SLRP over twenty years ago and has since seen a very small number of employees separate while under a SLRP service agreement.

The ***Department of State*** continued to receive senior-level management support and provided centralized funding for its SLRP. HR staff gave consistent program and policy advice to components looking to explore available recruitment and retention programs authorized by OPM, and provided transparent eligibility criteria and administrative oversight.

State also noted that:

- Legislation authorizing the Department of Education to purchase and consolidate federally insured loans required their SLRP team to do additional administrative

review to enable timely processing of SLRP applications and 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, creating new interest and engagement in the SLRP. The increased SLRP incentive also helped qualifying employees pay down more student loan debt.
- Approximately 19,000 employees have utilized the student loan repayments 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.

In 2021, State conducted an internal SLRP Evaluation that resulted in several lessons learned and recommendations that are in the process of being implemented. Some recommendations that have been implemented include:

- Adding Parent PLUS loans as a qualifying loan to increase participation for employees with student loan debt for dependents.
- Providing detailed information for eligible civil service (GS and GG) employees on limited non-career appointments (LNAs) on how they can qualify for SLRP.
- Communicating the temporary Federal income tax savings on annual student loan repayments (up to \$5,250) under the American Rescue Plan Act of 2021.
- Marketing the SLRP at career fairs and outreach events.
- Updating the Department's [Foreign Service Officer Benefits – Careers](#) and [Civil Service Benefits - Careers](#) webpages to include information on the student loan repayment authority.

c. Impediments to Leveraging the Student Loan Repayment Authority

As stated in previous reports to Congress, the primary barrier identified by agencies to their full use of the student loan repayment authority continues to be a lack of dedicated budgetary funding. This finding was most commonly expressed by smaller, independent agencies. Several larger agencies, even those that are able to use the program heavily, specifically commented that budgetary issues also represent a major impediment to using (or maximizing the use of) the student loan repayment authority as a recruitment or retention human capital tool.

The ***Inter-American Foundation*** reported that they currently are not able to use the student loan repayment authority because of lack of funds dedicated to using it as a recruitment and retention benefit.

The ***Federal Election Commission (FEC)*** has not established a student loan repayment program and does not have an intent to establish a program. The primary reason that the FEC did not provide student loan repayment benefits is due to budgetary constraints.

The ***Federal Mediation and Conciliation Service*** reported that they are not able to use the student loan repayment authority due to a lack of available dedicated funding.

The ***Court Services and Offender Supervision Agency for the District of Columbia*** reported that it is not able to use the student loan repayment authority due to budgetary constraints.

The ***Occupational Safety and Health Review Commission*** did not repay students loans during calendar year 2021. For budgetary reasons, it does not intend to establish a student loan repayment program.

The ***Office of Navajo and Hopi Indian Relocation*** did not establish a student loan repayment program during CY 2021, nor does it intend to establish a loan repayment program in the future. The agency does not use student loan repayment as a recruitment or retention tool due to its pending sunset status.

The ***Social Security Administration*** reported that it has not implemented a student loan repayment program. It cites funding limitations and equity issues inherent in an organization of over 61,000 employees. It has been able to meet its hiring goals without extensive use of special incentives. When necessary, and only sparingly, it uses other recruitment and retention incentives such as higher-than-minimum starting salaries, and recruitment and retention incentives.

Some bureaus within the ***Department of Agriculture*** have expressed concern over their employees' commitment to the agency once continued service agreements expire. Some

have found that employees leave soon after the service agreement expires, thus creating a reoccurring recruitment cycle.

The ***Department of Transportation*** components that do not make use of student loan repayment cited fiscal restraints as the reason for not using the authority.

The ***Department of Veterans Affairs*** components cite budget constraints, repayment methods, and service agreement requirements as major impediments in utilizing the SLRP. Furthermore, VA's EDRP has contributed to the flat growth rate in SLRP dollars spent in CY 2021.

The ***Department of Interior*** provided feedback that when SLRP is used for retention purposes, it can be a burden and a barrier for employees to provide documentation that they will leave federal service without the incentive.

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. Other challenges that were brought about by COVID include:

- Employees without access to the online SLRP application, due to limited access to the Department's OpenNet, had to submit manual applications.
- To ensure 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.

State has also found that other Federal programs and limitations have caused unintended consequences affecting the administration of its SLRP and recruitment and retention efforts:

- As provided in the CY 2020 student loan repayment report, 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 results in SLRP incentives being sent to the wrong loan servicer and delays the payment being applied to an employee's account.
- As a result of the Public Service Loan Forgiveness (PSLF), Temporary Expanded Public Service Loan Forgiveness (TEPSLF), and limited PSLF waiver programs,

employees are beginning to have their loan debt discharged which likely means fewer SLRP applicants in the future.

- Because of the current \$60,000 legislative limit on SLRP incentives received per employee per agency, employees are looking to receive more incentives to continue to help with lowering debt by transferring to other agencies. If this legislative limit could be increased, agencies could entice employees to stay longer at their respective agencies.

State provided recommendations for OPM to consider in assisting agencies in implementing and managing the program:

- Provide a forum for discussion for all agency representatives on a quarterly basis or establish a process for agencies to share leading and promising practices and lessons learned.
- The SLRP is a complex program to manage and one that requires extensive personnel support. All agencies would benefit if OPM played a greater coordinating and/or advisory role.
- On an annual basis, organize a meeting with Department of Education so its staff can brief agencies on new lending requirements and industry trends that might potentially affect the SLRP.

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

- The lack of a consistent, centralized tool to apply and process SLRP requests, which could help incentivize employees to apply for the program, and in turn would assist in making SLRP a more effective recruiting and retention tool.
- Funding continues to be the major impediment to the use of this program.

DOD provided the following recommendations:

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

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 2021, OPM received data responses from sixty-five (65) Federal agencies. Of those responses, twenty-nine of these agencies collectively provided 9,143 employees with a total of \$75.37 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 2021

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
- Chemical Safety and Hazard Investigation Board
- Commodity Futures Trading Commission
- Environmental Protection Agency
- Farm Credit Administration
- Farm Credit System Insurance Corporation
- Federal Energy Regulatory Commission
- Federal Retirement Thrift Investment Board
- General Services Administration
- Institute of Museum and Library Services
- Millennium Challenge Corporation
- National Aeronautics and Space Administration
- Nuclear Regulatory Commission
- Office of Personnel Management
- Pension Benefit Guaranty Corporation

c. Agencies Reporting Not Using this Authority

- Access Board
- Agency for International Development – Office of Inspector General
- American Battle Monuments Commission
- Appraisal Subcommittee of the Federal Financial Institutions Examination Council
- Barry Goldwater Scholarship and Excellence in Education Foundation
- Consumer Product Safety Commission
- Court Services and Offender Supervision Agency for the District of Columbia
- Defense Intelligence Agency
- Defense Nuclear Facilities Safety Board
- Department of Housing and Urban Development
- Energy – Office of Inspector General
- Environmental Protection Agency – Office of Inspector General
- Equal Employment Opportunity Commission
- Federal Election Commission
- Federal Labor Relations Authority
- Federal Maritime Commission
- Federal Mediation and Conciliation Service
- Federal Permitting Improvement Steering Council
- Government Printing Office
- Inter-American Foundation
- Labor – Office of Inspector General
- National Archives and Records Administration
- National Capital Planning Commission
- National Credit Union Administration
- National Endowment for the Humanities
- National Science Foundation
- National Security Agency
- Nuclear Waste Technical Review Board
- Occupational Safety and Health Review Commission
- Office of Navajo and Hopi Indian Relocation
- Peace Corps
- Pension Benefit Guaranty Corporation
- Pretrial Services Agency for the District of Columbia
- Railroad Retirement Board
- Selective Service System
- Small Business Administration
- Social Security Administration

VIII. Attachment 2: Details for Reporting Agencies for Calendar Year 2021

a. Departments

1. Department of Agriculture

During calendar year 2021, the Department of Agriculture provided student loan repayment benefits to 64 employees. These payments represented a \$497,416 expenditure. The following positions received benefits:

- GS-0101, Soil Science Specialist, 3 positions
- GS-0201, Human Resources Specialist, 1 position
- GS-0301, Supervisory Resources Management, 1 position
- GS-0401, Biological Science Specialist, 7 positions
- GS-0403, Microbiologist, 2 positions
- GS-0404, Biological Science Lab Technician, 3 positions
- GS-0440, Geneticist (Plants), 1 position
- GS-0454, Rangeland Management Specialist, 1 position
- GS-0460, Forester, 1 position
- GS-0470, Soil Scientist, 2 positions
- GS-0471, Research Agronomist, 1 position
- GS-0510, Accountant, 7 positions
- GS-0701, Supervisory Veterinary Medical Officer, 28 positions
- GS-0810, Civil Engineer, 1 position
- GS-1102, Contract Specialist, 1 position
- GS-1316, Hydraulic Technician, 1 position
- GS-1373, Land Surveyor, 1 position
- GS-1980, Agricultural Commodity Grader, 2 positions

2. Department of Commerce

During calendar year 2021, the Department of Commerce provided student loan repayment benefits to 82 employees. These payments represented a \$651,205 expenditure. The following positions received benefits:

- GS-0301, Broadband Program Specialist, 3 positions
- GS-0301, Management and Program Analyst, 1 position
- GS-0403, Microbiologist, 1 position

- GS-0801, General Engineer, 3 positions
- GS-0905, Attorney-Advisor, 4 positions
- GS-0905, General Attorney, 7 positions
- GS-1101, Export Administration Specialist, 4 positions
- GS-1101, Export Policy Analyst, 5 positions
- GS-1102, Supervisory Contract Specialist, 1 position
- GS-1320, Chemist, 1 position
- GS-1801, Export Compliance Specialist, 6 positions
- GS-1801, Export Enforcement Specialist, 1 position
- GS-1801, International Trade Compliance Analyst, 6 positions
- GS-1801, International Trade Specialist, 2 positions
- GS-1801, Supervisory Trade Compliance Analyst, 1 position
- GS-1811, Criminal Investigator, 11 positions
- ZA-0201, Human Resources Specialist, 1 position
- ZA-0301, Management and Program Analyst, 1 position
- ZA-0301, Policy Analyst, 1 position
- ZA-0301, Supervisory Admin and Program Specialist, 1 position
- ZA-0510, Accountant, 1 position
- ZA-0560, Budget Analyst, 3 positions
- ZA-1008, Interior Designer, 2 positions
- ZP-0089, Emergency Management Specialist, 1 position
- ZP-0401, Marine Habitat Resource Specialist Management, 2 positions
- ZP-0806, Materials Research Engineer, 1 position
- ZP-0855, Electronics Engineer, 2 positions
- ZP-1301, Research Physical Scientist, 2 positions
- ZP-1550, Computer Scientist, 1 position
- ZP-2210, Information Technology Specialist, 2 positions
- ZT-0802, Engineering Technician, 1 position
- ZT-0802, Nuclear Engineering Technician, 3 positions

3. Department of Defense

During calendar year 2021, the Department of Defense provided student loan repayment benefits to 2,834 employees. These payments represented a \$ 23,789,607 expenditure. The following positions received benefits:

- AD-0201, Human Resources Management, 1 position
- AD-0301, Miscellaneous Administration and Program, 3 positions
- AD-0340, Program Management, 1 position

- AD-0343, Management and Program Analysis, 8 positions
- AD-0501, Financial Administration and Program, 1 position
- AD-0511, Auditing, 3 positions
- AD-0601, General Health Science, 1 position
- AD-0905, General Attorney, 2 positions
- AD-0950, Paralegal Specialist, 1 position
- AD-1035, Public Affairs, 1 position
- AD-1805, Investigative Analysis, 4 positions
- AD-2210, Information Technology Management, 1 position
- DA-1102, Contracting, 1 position
- DB-0401, Gen Natural Resources Mgmt and Bio Sciences, 1 position
- DB-0403, Microbiology, 1 position
- DB-0413, Physiology, 1 position
- DB-0801, General Engineering, 4 positions
- DB-0830, Mechanical Engineering, 6 positions
- DB-0850, Electrical Engineering, 2 positions
- DB-0854, Computer Engineering, 1 position
- DB-0855, Electronics Engineering, 3 positions
- DB-0861, Aerospace Engineering, 1 position
- DB-0893, Chemical Engineering, 1 position
- DB-1301, General Physical Science, 1 position
- DB-1320, Chemistry, 1 position
- DB-1382, Food Technology, 2 positions
- DB-1384, Textile Technology, 1 position
- DB-1515, Operations Research, 1 position
- DB-1550, Computer Science, 4 positions
- DE-0080, Security Administration, 1 position
- DE-0343, Management and Program Analysis, 1 position
- DE-0501, Financial Administration and Program, 1 position
- DE-2210, Information Technology Management, 2 positions
- DJ-0080, Security Administration, 1 position
- DJ-0301, Miscellaneous Administration and Program, 1 position
- DO-0301, Miscellaneous Administration and Program, 1 position
- DO-0343, Management and Program Analysis, 1 position
- DO-0501, Financial Administration and Program, 1 position
- DO-0510, Accounting, 1 position
- DO-2210, Information Technology Management, 2 positions
- DP-1520, Mathematics, 1 position

- DR-0401, Gen Natural Resources Mgmt and Bio Sciences, 1 position
- DR-0801, General Engineering, 4 positions
- DR-0806, Materials Engineering, 6 positions
- DR-0854, Computer Engineering, 3 positions
- DR-0855, Electronics Engineering, 2 positions
- DR-0861, Aerospace Engineering, 1 position
- DR-0896, Industrial Engineering, 2 positions
- DR-1301, General Physical Science, 3 positions
- DR-1310, Physics, 3 positions
- DR-1320, Chemistry, 3 positions
- DR-1550, Computer Science, 1 position
- DS-2210, Information Technology Management, 4 positions
- ES-1515, Operations Research, 1 position
- GG-0132, Intelligence, 23 positions
- GG-0341, Administrative Officer, 2 positions
- GG-0343, Management and Program Analysis, 3 positions
- GG-0801, General Engineering, 14 positions
- GG-0806, Materials Engineering, 1 position
- GG-0855, Electronics Engineering, 4 positions
- GG-1310, Physics, 6 positions
- GG-1320, Chemistry, 1 position
- GG-1520, Mathematics, 3 positions
- GG-1550, Computer Science, 3 positions
- GG-2210, Information Technology Management, 4 positions
- GL-1811, Criminal Investigating, 15 positions
- GP-0602, Medical Officer, 4 positions
- GS-0018, Safety and Occupational Health Management, 1 position
- GS-0020, Community Planning, 2 positions
- GS-0025, Park Ranger, 1 position
- GS-0080, Security Administration, 21 positions
- GS-0089, Emergency Management, 1 position
- GS-0101, Social Science, 1 position
- GS-0110, Economist, 1 position
- GS-0130, Foreign Affairs, 3 positions
- GS-0150, Geography, 1 position
- GS-0170, History, 1 position
- GS-0180, Psychology, 75 positions
- GS-0185, Social Work, 74 positions

- GS-0186, Social Services Aid and Assistant, 1 position
- GS-0193, Archeology, 2 positions
- GS-0201, Human Resources Management, 34 positions
- GS-0203, Human Resources Assistance, 1 position
- GS-0260, Equal Employment Opportunity, 3 positions
- GS-0301, Miscellaneous Administration and Program, 19 positions
- GS-0303, Miscellaneous Clerk and Assistant, 2 positions
- GS-0306, Government Information, 1 position
- GS-0308, Records and Information Management, 1 position
- GS-0340, Program Management, 1 position
- GS-0341, Administrative Officer, 1 position
- GS-0343, Management and Program Analysis, 44 positions
- GS-0346, Logistics Management, 115 positions
- GS-0391, Telecommunications, 2 positions
- GS-0401, Gen Natural Resources Mgmt and Bio Sciences, 9 positions
- GS-0501, Financial Administration and Program, 77 positions
- GS-0510, Accounting, 17 positions
- GS-0511, Auditing, 5 positions
- GS-0560, Budget Analysis, 33 positions
- GS-0601, General Health Science, 3 positions
- GS-0603, Physician Assistant, 1 position
- GS-0610, Nurse, 154 positions
- GS-0620, Practical Nurse, 10 positions
- GS-0621, Nursing Assistant, 1 position
- GS-0631, Occupational Therapist, 2 positions
- GS-0633, Physical Therapist, 3 positions
- GS-0636, Rehabilitation Therapy Assistant, 1 position
- GS-0644, Medical Technologist, 1 position
- GS-0649, Medical Instrument Technician, 3 positions
- GS-0660, Pharmacist, 7 positions
- GS-0662, Optometrist, 1 position
- GS-0665, Speech Pathology and Audiology, 3 positions
- GS-0669, Medical Records Administration, 1 position
- GS-0671, Health System Specialist, 3 positions
- GS-0675, Medical Records Technician, 1 position
- GS-0679, Medical Support Assistance, 2 positions
- GS-0690, Industrial Hygiene, 4 positions
- GS-0701, Veterinary Medical Science, 1 position

- GS-0801, General Engineering, 99 positions
- GS-0802, Engineering Technical, 17 positions
- GS-0803, Safety Engineering, 1 position
- GS-0806, Materials Engineering, 3 positions
- GS-0808, Architecture, 3 positions
- GS-0810, Civil Engineering, 43 positions
- GS-0817, Survey Technical, 1 position
- GS-0819, Environmental Engineering, 5 positions
- GS-0830, Mechanical Engineering, 138 positions
- GS-0840, Nuclear Engineering, 180 positions
- GS-0850, Electrical Engineering, 35 positions
- GS-0854, Computer Engineering, 18 positions
- GS-0855, Electronics Engineering, 105 positions
- GS-0856, Electronics Technical, 1 position
- GS-0861, Aerospace Engineering, 30 positions
- GS-0871, Naval Architecture, 23 positions
- GS-0893, Chemical Engineering, 4 positions
- GS-0896, Industrial Engineering, 11 positions
- GS-0899, Engineering and Architecture Student Trainee, 1 position
- GS-0904, Law Clerk, 1 position
- GS-0905, General Attorney, 27 positions
- GS-0950, Paralegal Specialist, 1 position
- GS-1001, General Arts and Information, 2 positions
- GS-1015, Museum Curator, 1 position
- GS-1016, Museum Specialist and Technician, 2 positions
- GS-1035, Public Affairs, 2 positions
- GS-1084, Visual Information, 1 position
- GS-1101, General Business and Industry, 90 positions
- GS-1102, Contracting, 390 positions
- GS-1152, Production Control, 1 position
- GS-1170, Realty, 1 position
- GS-1301, General Physical Science, 6 positions
- GS-1306, Health Physics, 18 positions
- GS-1310, Physics, 2 positions
- GS-1311, Physical Science Technician, 41 position
- GS-1315, Hydrology, 1 position
- GS-1320, Chemistry, 10 positions
- GS-1340, Meteorology, 4 positions

- GS-1350, Geology, 1 position
- GS-1410, Librarian, 1 position
- GS-1515, Operations Research, 38 positions
- GS-1520, Mathematics, 1 position
- GS-1550, Computer Science, 59 positions
- GS-1601, Equipment Facilities and Services, 1 position
- GS-1670, Equipment Services, 3 positions
- GS-1801, Gen Inspec Invest Enforcement and Compliance, 1 position
- GS-1910, Quality Assurance, 3 positions
- GS-2001, General Supply, 3 positions
- GS-2003, Supply Program Management, 2 positions
- GS-2010, Inventory Management, 24 positions
- GS-2030, Distribution Facilities and Storage Mgt, 1 position
- GS-2130, Traffic Management, 1 position
- GS-2181, Aircraft Operation, 4 positions
- GS-2210, Information Technology Management, 78 positions
- ND-0801, General Engineering, 3 positions
- ND-0850, Electrical Engineering, 1 position
- ND-0854, Computer Engineering, 2 positions
- ND-0855, Electronics Engineering, 5 positions
- ND-1515, Operations Research, 2 positions
- ND-1520, Mathematics, 2 positions
- ND-1530, Statistics, 2 positions
- ND-1550, Computer Science, 8 positions
- NH-0017, Explosives Safety, 1 position
- NH-0018, Safety and Occupational Health Management, 1 position
- NH-0080, Security Administration, 3 positions
- NH-0089, Emergency Management, 1 position
- NH-0201, Human Resources Management, 6 positions
- NH-0260, Equal Employment Opportunity, 1 position
- NH-0301, Miscellaneous Administration and Program, 4 positions
- NH-0340, Program Management, 10 positions
- NH-0341, Administrative Officer, 1 position
- NH-0343, Management and Program Analysis, 24 positions
- NH-0346, Logistics Management, 11 positions
- NH-0501, Financial Administration and Program, 11 positions
- NH-0505, Financial Management, 1 position
- NH-0510, Accounting, 2 positions

- NH-0560, Budget Analysis, 5 positions
- NH-0801, General Engineering, 30 positions
- NH-0810, Civil Engineering, 2 positions
- NH-0830, Mechanical Engineering, 7 positions
- NH-0850, Electrical Engineering, 1 position
- NH-0854, Computer Engineering, 2 positions
- NH-0855, Electronics Engineering, 23 positions
- NH-0861, Aerospace Engineering, 9 positions
- NH-0893, Chemical Engineering, 1 position
- NH-0896, Industrial Engineering, 1 position
- NH-0905, General Attorney, 5 positions
- NH-1101, General Business and Industry, 6 positions
- NH-1102, Contracting, 58 positions
- NH-1150, Industrial Specialist, 1 position
- NH-1301, General Physical Science, 2 positions
- NH-1306, Health Physics, 1 position
- NH-1515, Operations Research, 6 positions
- NH-1529, Mathematical Statistics, 1 position
- NH-1550, Computer Science, 6 positions
- NH-2130, Traffic Management, 1 position
- NH-2210, Information Technology Management, 30 positions
- NM-0343, Management and Program Analysis, 1 position
- NM-1102, Contracting, 2 positions
- NO-0340, Program Management, 5 positions
- NO-0343, Management and Program Analysis, 2 positions
- NO-0346, Logistics Management, 3 positions
- NO-0510, Accounting, 2 positions
- NO-0905, General Attorney, 1 position
- NO-1102, Contracting, 17 positions
- NO-1801, Gen Inspec Invest Enforcement and Compliance, 1 position
- NO-2210, Information Technology Management, 11 positions
- NP-0830, Mechanical Engineering, 2 positions
- NP-0850, Electrical Engineering, 1 position
- NP-0855, Electronics Engineering, 2 positions
- NP-0861, Aerospace Engineering, 1 position
- NP-1301, General Physical Science, 1 position

4. Department of Education

During calendar year 2021, the Department of Education provided student loan repayment benefits to 10 employees. These payments represented a \$100,000 expenditure. The following positions received benefits:

- AD-0301, Senior Program Control Specialist, 1 position
- AD-0343, Management and Program Analyst, 1 position
- AD-0501, Senior Manager, 1 position
- AD-2210, IT Specialist, 2 positions
- GS-0301, Program Specialist, 1 position
- GS-0501, Financial Management Analyst, 3 positions
- GS-1720, Supervisory Education Program Specialist, 1 position

5. Department of Energy

During calendar year 2021, the Department of Energy provided student loan repayment benefits to 90 employees. These payments represented a \$836,248 expenditure. The following positions received benefits:

- EJ-0340, Deputy Director Office of Administration, 1 position
- EJ-2210, Assoc Dep Chief Info Officer for Cybersecurity, 1 position
- ES-0301, Chief Information Officer, 1 position
- GS-0028, Supervisory Environmental Protection Specialist, 1 position
- GS-0080, Security Specialist, 1 position
- GS-0110, Industry Economist, 1 position
- GS-0132, Intelligence Research Specialist, 5 positions
- GS-0201, Assistant Director of Human Resources, 1 position
- GS-0201, HR Spec (Employee/Labor Relations), 2 positions
- GS-0201, Supv HR Spec (Classification/Compensation), 2 positions
- GS-0201, Supervisory HR Spec (Recruitment/ Placement), 1 position
- GS-0301, Business Operations Coordinator, 1 position
- GS-0301, Chief of Staff, 1 position
- GS-0301, Energy Technology Program Specialist, 3 positions
- GS-0301, Senior Power Operations Specialist, 1 position
- GS-0301, Supervisory Energy Technology Program Spec, 1 position
- GS-0308, Supv Records and Info Management Specialist, 1 position
- GS-0343, Management Analyst, 1 position
- GS-0343, Management and Program Analyst, 1 position

- GS-0343, Program Analyst, 2 positions
- GS-0343, Supervisory Management and Program Analyst, 2 positions
- GS-0501, Project Controls Analyst, 1 position
- GS-0501, Supervisory Financial Analyst, 1 position
- GS-0510, Accountant, 1 position
- GS-0560, Budget Analyst, 3 positions
- GS-0801, General Engineer, 4 positions
- GS-0810, Civil Engineer, 2 positions
- GS-0840, Nuclear Engineer, 1 position
- GS-0850, Electrical Engineer, 19 positions
- GS-1035, Public Affairs Specialist (Digital Media Expert), 1 position
- GS-1101, Audit Liaison, 1 position
- GS-1102, Contract Specialist, 2 positions
- GS-1109, Supervisory Grants Management Specialist, 1 position
- GS-1301, Physical Scientist, 8 positions
- GS-1515, Operations Research Analyst, 4 positions
- GS-1529, Mathematical Statistician, 1 position
- GS-1530, Survey Statistician, 1 position
- GS-1712, Training Specialist, 1 position
- GS-2210, Information Technology Specialist, 1 position
- GS-2210, Information Technology Spec (Appsw/Sysadmin), 1 position
- GS-2210, IT Cybersecurity Specialist (Infosec), 1 position
- NQ-0080, Personnel Security Specialist, 2 positions
- NQ-0201, Human Resources Officer, 1 position
- NQ-1101, Contract Industrial Relations Specialist, 1 position

6. Department of Health and Human Services

During calendar year 2021, the Department of Health and Human Services provided student loan repayment benefits to 1,403 employees. These payments represented a \$11,538,202 expenditure. The following positions received benefits:

- AD-0060, Chaplain (CPE Supervisor), 1 position
- AD-0301, Associate Director of Pharmacology, 1 position
- AD-0301, Data Scientist, 1 position
- AD-0301, Regulatory Counsel, 4 positions
- AD-0301, Senior Regulatory Counsel, 3 positions
- AD-0301, Supervisory Regulatory Counsel, 1 position
- AD-0401, Biologist, 1 position

- AD-0401, Interdisciplinary Scientist, 1 position
- AD-0403, Senior Pharmaceutical Quality, 1 position
- AD-0601, Associate Director, 1 position
- AD-0601, Clinical Analyst, 1 position
- AD-0601, Project Coordinator, 2 positions
- AD-0601, Regulatory Health Project Management, 1 position
- AD-0601, Supervisory Health Scientist, 1 position
- AD-0601, Supervisory Associate Director, 1 position
- AD-0602, Physician, 2 positions
- AD-0602, Supervisory Physician, 4 positions
- AD-0610, Clinical Research Nurse, 1 position
- AD-0660, Pharmacist, 5 positions
- AD-0696, Consumer Safety Officer, 15 positions
- AD-0696, Supervisory Consumer Safety Officer, 1 position
- AD-1320, Supervisory Chemist, 1 position
- 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, 1 position
- ES-0341, Executive Officer NHLBI, 1 position
- ES-0343, Director Division of Health B, 1 position
- ES-0560, Division Director, 1 position
- GP-0602, Associate Director for Oncology, 1 position
- GP-0602, Lead Physician, 6 positions
- GP-0602, Lead Physician (Team Leader), 2 positions
- GP-0602, Medical Officer, 10 positions
- GP-0602, Physician, 39 positions
- GP-0602, Physician (Clinical), 2 positions
- GP-0602, Physician (Team Leader/Exp Rev), 1 position
- GP-0602, Supervisory Physician (Deputy), 2 positions
- GS-0080, Personnel Security Specialist (Adjudicator), 1 position
- GS-0080, Supervisory Personnel Security Spec, 1 position
- GS-0081, Fire Chief, 1 position
- GS-0083, Police Officer, 1 position
- GS-0101, Social and Behavioral Scientist Admin, 2 positions
- GS-0101, Social Science Analyst, 1 position
- GS-0101, Social Scientist, 3 positions
- GS-0101, Social/Behavior Sci Admin (PO), 1 position

- GS-0110, Economist, 6 positions
- GS-0110, Supervisory Economist, 1 position
- GS-0131, International Relations Spec, 1 position
- GS-0132, Intelligence Research Spec, 2 positions
- GS-0180, Clinical Psychologist, 1 position
- GS-0180, Personnel Psychologist, 1 position
- GS-0180, Psychologist, 1 position
- GS-0185, Social Worker, 2 positions
- GS-0201, HR Specialist (Emp Ben), 1 position
- GS-0201, HR Specialist (ER/LR), 1 position
- GS-0201, HR Specialist (Info Sys), 1 position
- GS-0201, Human Resources Specialist, 4 positions
- GS-0201, Lead Human Resources Spec, 2 positions
- GS-0201, Supervisory HR Specialist (Info Sys), 1 position
- GS-0201, Supervisory Human Resources Spec, 2 positions
- GS-0260, Equal Employment Opportunity Spec, 4 positions
- GS-0301, Admin Mgmt Spec, 2 positions
- GS-0301, Administrative Support Specialist, 1 position
- GS-0301, Assistant Director DEAS, 1 position
- GS-0301, Branch Chief, 1 position
- GS-0301, Business Informatics Spec, 1 position
- GS-0301, Chief of Staff, 2 positions
- GS-0301, Committee Management Officer, 1 position
- GS-0301, Congressional Affairs Spec, 5 positions
- GS-0301, Director, 1 position
- GS-0301, Director Operations and Management, 1 position
- GS-0301, Ethics and Integrity Management, 1 position
- GS-0301, Ethics Program Specialist, 2 positions
- GS-0301, Ethics Specialist, 3 positions
- GS-0301, Immigration Specialist, 4 positions
- GS-0301, Lead Associate Ombudsman, 1 position
- GS-0301, Lead Regulatory Counsel, 3 positions
- GS-0301, Legislative Analyst, 4 positions
- GS-0301, Legislative Liaison, 1 position
- GS-0301, Management and Operations Spec, 1 position
- GS-0301, Management Officer, 3 positions
- GS-0301, Management Services Officer, 1 position
- GS-0301, Management Support Specialist, 2 positions

- GS-0301, Miscellaneous Administration, 1 position
- GS-0301, NIH Recent Graduate (Prgm Spec), 1 position
- GS-0301, Presidential Mgmt Fellow (Prgm), 2 positions
- GS-0301, Policy Analyst, 8 positions
- GS-0301, Policy Counsel, 1 position
- GS-0301, Program Specialist, 11 positions
- GS-0301, Program Support Specialist, 5 positions
- GS-0301, Project Management Officer, 1 position
- GS-0301, Project Manager, 7 positions
- GS-0301, Project Specialist, 10 positions
- GS-0301, Public Information Specialist, 1 position
- GS-0301, Records and Info Management Spec, 1 position
- GS-0301, Regulatory Counsel, 16 positions
- GS-0301, Regulatory Information Specialist, 1 position
- GS-0301, Regulatory Policy Analyst, 1 position
- GS-0301, Senior Advisor, 1 position
- GS-0301, Senior Intergovernmental Affairs, 1 position
- GS-0301, Senior Regulatory Counsel, 1 position
- GS-0301, Special Assistant, 1 position
- GS-0301, Staff Assistant, 1 position
- GS-0301, Supervisory Business Information, 1 position
- GS-0301, Supervisory Program Specialist, 1 position
- GS-0301, Supervisory Protocol Navigator, 1 position
- GS-0301, Supervisory Regulatory Counsel, 1 position
- GS-0301, Supervisory Regulatory Information, 1 position
- GS-0301, Supervisory Travel Management, 1 position
- GS-0301, Supervisory Admin Mgmt Spec, 2 positions
- GS-0301, Supervisory Patient Coordinator, 1 position
- GS-0301, Supervisory Program Mgmt Spec, 1 position
- GS-0301, Supervisory Workforce Development Spec, 1 position
- GS-0301, Technology Development Program, 1 position
- GS-0301, Workforce Eff and Resources Manager, 1 position
- GS-0303, Admin Support Assistant, 3 positions
- GS-0303, Consumer Safety Technician, 4 positions
- GS-0303, Customer Safety Technician, 1 position
- GS-0303, Emergency Services Dispatcher (OA), 1 position
- GS-0303, Patient Care Coordinator, 1 position
- GS-0306, Government Information Specialist, 2 positions

- GS-0318, Secretary (OA), 1 position
- GS-0340, Program Manager, 1 position
- GS-0341, Administrative Assistant, 1 position
- GS-0341, Administrative Officer, 37 positions
- GS-0341, Lead Administrative Officer, 3 positions
- GS-0341, Supervisory Administrative Officer, 1 position
- GS-0343, Lead Management Analyst, 3 positions
- GS-0343, Lead Management and Program Analyst, 1 position
- GS-0343, Lead Program Analyst, 4 positions
- GS-0343, Management Analyst, 1 position
- GS-0343, Management Analyst (Contracts), 52 positions
- GS-0343, Prgm Analyst (Investigations), 1 position
- GS-0343, Program Analyst, 52 positions
- GS-0343, Program Analyst (International), 1 position
- GS-0343, Supervisory Management Analyst, 6 positions
- GS-0343, Management and Program Analyst, 11 position
- GS-0343, Supervisory Microbiologist, 2 positions
- GS-0343, Supervisory Program Analyst, 3 positions
- GS-0343, Supervisory Mgmt and Prog Analyst, 2 positions
- GS-0391, Telecommunications Specialist, 1 position
- GS-0399, Student Trainee (Admin Support), 1 position
- GS-0401, Biologist, 27 positions
- GS-0401, Biologist (Immunology), 1 position
- GS-0401, Biologist (QSS), 1 position
- GS-0401, Lead Biologist, 1 position
- GS-0401, Research Biologist, 1 position
- GS-0401, Supervisory Biologist, 2 positions
- GS-0403, Microbiologist (Food-Animal Drug Feed), 1 position
- GS-0403, Microbiologist, 11 positions
- GS-0403, Research Microbiologist, 1 position
- GS-0403, Supervisory Microbiologist, 1 position
- GS-0404, Biological Laboratory Technician, 1 position
- GS-0404, Biological Science Lab Technician, 1 position
- GS-0405, Lead Pharmacologist, 2 positions
- GS-0405, Pharmacologist, 13 positions
- GS-0405, Supervisory Pharmacologist, 4 positions
- GS-0415, Lead Toxicologist, 1 position
- GS-0415, Supervisory Toxicologist, 3 positions

- GS-0415, Toxicologist, 6 positions
- GS-0440, Geneticist (Counselor), 2 positions
- GS-0487, Animal Scientist, 3 positions
- GS-0501, Financial Management Analyst, 5 positions
- GS-0501, Financial Management Spec, 1 position
- GS-0501, Supervisory Financial Analyst, 2 positions
- GS-0501, Supervisory Financial Management, 1 position
- GS-0505, Financial Manager, 1 position
- GS-0510, Accountant, 2 positions
- GS-0510, Supervisory Accountant, 1 position
- GS-0511, Auditor, 2 positions
- GS-0560, Budget Analyst, 8 positions
- GS-0560, Budget Officer, 1 position
- GS-0601, Clinical Informatics Specialist, 1 position
- GS-0601, Clinical Research Specialist, 1 position
- GS-0601, Clinical Science Analyst, 1 position
- GS-0601, Data Science Officer, 1 position
- GS-0601, Data Scientist, 1 position
- GS-0601, Director OPPE, 1 position
- GS-0601, Epidemiologist, 4 positions
- GS-0601, Gen Health Scientist, 1 position
- GS-0601, General Health Scientist, 7 positions
- GS-0601, Health Program Specialist, 1 position
- GS-0601, Health Sci Admin (PO), 6 positions
- GS-0601, Health Sci Admin (Prog Officer), 1 position
- GS-0601, Health Sci Policy Analyst, 4 positions
- GS-0601, Health Science Administrator, 1 position
- GS-0601, Health Science Policy Analyst, 7 positions
- GS-0601, Health Science Project Manager, 5 positions
- GS-0601, Health Scientist, 6 positions
- GS-0601, Health Scientist Admin (PO), 16 positions
- GS-0601, Health Scientist Admin (SRO), 6 positions
- GS-0601, Health Scientist Administrator, 11 positions
- GS-0601, Health Specialist, 10 positions
- GS-0601, Health Sci Admin (Prgm Officer), 6 positions
- GS-0601, HSA (Program Officer), 4 positions
- GS-0601, Infection Control Consultant, 1 position
- GS-0601, Investigational New Drug Spec, 1 position

- GS-0601, Lead General Health Scientist, 3 positions
- GS-0601, Lead Health Scientist, 1 position
- GS-0601, Pediatric Health Analyst (Ethics), 1 position
- GS-0601, Presidential Mgmt Fellow (Health Specialist), 1 position
- GS-0601, Product Development Project Manager, 1 position
- GS-0601, Regulatory Affairs Specialist (Research Fac), 1 position
- GS-0601, Regulatory Affairs Specialist, 3 positions
- GS-0601, Regulatory Health Info Specialist, 3 positions
- GS-0601, Regulatory Health Program Coordinator, 3 positions
- GS-0601, Regulatory Health Project Manager, 14 positions
- GS-0601, Regulatory Information Specialist, 7 positions
- GS-0601, Regulatory Policy Advisor, 1 position
- GS-0601, Regulatory Policy Analyst, 3 positions
- GS-0601, Regulatory Health Project Manager, 1 position
- GS-0601, Science Policy Analyst, 3 positions
- GS-0601, Scientific Program Analyst, 1 position
- GS-0601, Scientific Program Specialist, 1 position
- GS-0601, Senior Clinical Analyst, 1 position
- GS-0601, Senior Health Informatic Officer, 1 position
- GS-0601, Senior Health Science Policy Analyst, 1 position
- GS-0601, Senior Regulatory Health Project, 12 positions
- GS-0601, Sr Inventory Dvpmt and Mktg Spec, 1 position
- GS-0601, Senior Regulatory Health Project Manager, 13 positions
- GS-0601, Sup Health Scientist Admin, 1 position
- GS-0601, Supervisory General Health Sci, 1 position
- GS-0601, Supervisory Health Scientist, 1 position
- GS-0601, Supervisory HSA, 1 position
- GS-0601, Supervisory Science Disclosure, 1 position
- GS-0601, Supervisory Health Sci Admin (PO), 1 position
- GS-0601, Supervisory Health Scientist Admin, 1 position
- GS-0601, Supervisory Health Sci Admin (Prgm Officer), 1 position
- GS-0601, Supervisory Health Sci Policy Analyst, 1 position
- GS-0601, Supervisory Health Scientist Admin (PO), 2 positions
- GS-0601, Supervisory Health Sci Administrator (PO), 1 position
- GS-0601, Supervisory Health Sci Admin, 2 positions
- GS-0601, Supervisory Scientific Prog Analyst, 1 position
- GS-0601, Tech Pat and Lics Spec, 1 position
- GS-0601, Tech Transfer and Patent Spec, 1 position

- GS-0601, Technical Laboratory Manager, 1 position
- GS-0601, Technology Transfer and Patent Spec, 1 position
- GS-0603, Physician Assistant, 1 position
- GS-0610, Adv Pract Nrse (Nrse Pract), 5 positions
- GS-0610, Lead Adv Pract Nrs (Nrs Pract), 1 position
- GS-0610, Lead Nurse (Clin Research), 2 positions
- GS-0610, Nurse (Clinical Research), 21 positions
- GS-0610, Nurse (Clncl Res/Clncl Eductr), 3 positions
- GS-0610, Nurse (Cons - Informatics), 1 position
- GS-0610, Nurse (Consultant), 2 positions
- GS-0610, Nurse (Research Specialist), 6 positions
- GS-0610, Nurse (Sr Clin Resch Nurse), 1 position
- GS-0610, Nurse Consultant, 1 position
- GS-0610, Senior Clinical Nurse Manager, 1 position
- GS-0610, Supervisory Nurse, 1 position
- GS-0610, Supervisory Nurse (Research Spec), 1 position
- GS-0620, Licensed Practical Nurse, 1 position
- GS-0638, Recreation Therapist, 1 position
- GS-0640, Lead Health Technician, 1 position
- GS-0644, Clinical Laboratory Scientist, 4 positions
- GS-0644, Lead Clncl Lab Sci (Hematology), 1 position
- GS-0647, Lead Dia Radiol Tech (MRI), 1 position
- GS-0660, Lead Pharmacist, 6 positions
- GS-0660, Pharmacist, 49 positions
- GS-0660, Pharmacist (Clinical), 1 position
- GS-0660, Supervisory Pharmacist, 2 positions
- GS-0661, Pharmacy Technician, 1 position
- GS-0685, Public Health Advisor, 4 positions
- GS-0685, Public Health Analyst, 8 positions
- GS-0685, Public Health Program Spec, 1 position
- GS-0685, Public Health Analyst (Policy), 1 position
- GS-0685, Supervisory Public Health Advi, 2 positions
- GS-0685, Supervisory Public Health Analyst, 1 position
- GS-0690, Industrial Hygienist (COVID-19), 1 position
- GS-0696, Consumer Safety Officer, 170 positions
- GS-0696, Consumer Safety Officer (Forei), 1 position
- GS-0696, Consumer Safety Officer (Inter), 1 position
- GS-0696, Consumer Safety Officer (Overs), 3 positions

- GS-0696, Consumer Safety Officer (Produ), 1 position
- GS-0696, Consumer Safety Officer (Retai), 3 positions
- GS-0696, Consumer Safety Officer (Biotechnology), 1 position
- GS-0696, Lead Consumer Safety Officer, 4 positions
- GS-0696, Supervisory Consumer Safety Officer, 18 positions
- GS-0701, Research Veterinary Medical Officer, 1 position
- GS-0701, Supervisory Veterinary Medical, 1 position
- GS-0701, Veterinary Medical Officer (Lab Animal Med), 1 position
- GS-0701, Veterinary Medical Officer, 9 positions
- GS-0801, General Engineer, 1 position
- GS-0801, General Engineer (Quality Mana), 1 position
- GS-0801, Supervisory General Engineer, 1 position
- GS-0801, Supervisory General Engineer, 1 position
- GS-0806, Materials Engineer, 1 position
- GS-0808, Architect, 1 position
- GS-0830, Mechanical Engineer, 1 position
- GS-0854, Computer Engineer, 1 position
- GS-0854, Lead Computer Engineer, 1 position
- GS-0880, Mining Engineer, 2 positions
- GS-0905, General Attorney, 8 positions
- GS-0950, Paralegal Specialist, 1 position
- GS-1001, Health Communications Specialist, 6 positions
- GS-1001, Information Development Spec, 1 position
- GS-1001, Supervisory Health Communications, 1 position
- GS-1035, Public Affairs Specialist, 5 positions
- GS-1035, Supervisory Public Affairs Spec, 1 position
- GS-1082, Writer Editor, 1 position
- GS-1083, Technical Writer Editor, 2 positions
- GS-1084, Visual Information Specialist, 2 positions
- GS-1101, Acquisition Program Specialist, 1 position
- GS-1101, Contract Specialist, 1 position
- GS-1102, Contract Specialist, 24 positions
- GS-1102, Lead Contract Specialist, 2 positions
- GS-1102, Procurement Analyst, 2 positions
- GS-1102, Supervisory Contract Specialist, 7 positions
- GS-1105, Purchasing Agent, 2 positions
- GS-1105, Purchasing Agent (OA), 1 position
- GS-1109, Grants Management Specialist, 19 positions

- GS-1109, Lead Grants Mgmt Specialist, 3 positions
- GS-1109, Supervisory Grants Mgmt Specialist, 5 positions
- GS-1301, Physical Scientist, 1 position
- GS-1306, Health Physicist, 4 positions
- GS-1320, Chemist, 34 positions
- GS-1320, Chemist (Technology), 1 position
- GS-1320, Research Chemist, 1 position
- GS-1320, Supervisory Chemist, 4 positions
- GS-1410, Librarian, 1 position
- GS-1410, Librarian (Biomedical), 1 position
- GS-1412, Technical Information Spec, 5 positions
- GS-1515, Operations Research Analyst, 11 positions
- GS-1529, Mathematical Statistician, 5 positions
- GS-1530, Statistician, 3 positions
- GS-1550, Computer Scientist, 1 position
- GS-1702, Education Specialist, 1 position
- GS-1712, Supervisory Training Spec, 1 position
- GS-1712, Training Specialist, 4 positions
- GS-1712, Training Specialist (Elearning), 1 position
- GS-1725, Public Health Educator, 2 positions
- GS-1811, Criminal Investigator, 6 positions
- GS-1811, Supervisory Criminal Investigator, 2 positions
- GS-2010, Inventory Management Spec, 1 position
- GS-2210, IT Project Manager, 1 position
- GS-2210, IT Specialist, 7 positions
- GS-2210, IT Specialist (Data Mgmt), 1 position
- GS-2210, IT Specialist (INET), 1 position
- GS-2210, IT Specialist (Info Sec), 2 positions
- GS-2210, IT Specialist (Infosec), 5 positions
- GS-2210, IT Specialist (Sys Analysis), 2 positions
- GS-2210, IT Specialist (Sys Analysis), 1 position
- GS-2210, IT Specialist Security, 1 position
- GS-2210, Supervisory IT Specialist, 3 positions
- GS-2210, Supervisory IT Specialist (EDI), 1 position
- GS-2210, Supervisory IT Specialist (Security), 1 position
- RF-0401, Associate Dir for Policy and C, 1 position
- RF-0401, Center Director, 1 position
- RF-0405, Senior Investigator, 1 position

- RF-0601, Science Program Leader Tier 2, 1 position
- RF-0601, Senior Investigator, 2 positions
- RF-0602, Clinical Director, 1 position
- RF-0602, Science Program Leader Tier 2, 1 position
- RF-1320, Senior Investigator, 1 position
- RF-1529, Senior Scientific Officer, 1 position
- RG-0101, Senior Staff Fellow, 1 position
- RG-0101, Staff Fellow, 2 positions
- RG-0401, Investigator 1, 1 position
- RG-0401, Staff Fellow, 2 positions
- RG-0403, Investigator 1, 1 position
- RG-0403, Staff Fellow, 2 positions
- RG-0405, Staff Fellow, 2 positions
- RG-0415, Staff Fellow, 4 positions
- RG-0601, Research Fellow, 1 position
- RG-0601, Senior Staff Fellow, 1 position
- RG-0602, Staff Clinician1, 1 position
- RG-0660, Staff Fellow, 1 position
- RG-0701, Staff Scientist 1, 1 position
- RG-1320, Staff Fellow, 1 position
- RG-1320, Staff Scientist 1, 6 positions
- RG-1529, Senior Staff Fellow, 1 position
- SL-0301, NIH Ombudsman, 1 position
- SL-0301, Senior Advisor for Presidential, 1 position

7. Department of Homeland Security

During calendar year 2021, the Department of Homeland Security provided student loan repayment benefits to 348 employees. These payments represented a \$3,230,736 expenditure. The following positions received benefits:

- GL-1811, Criminal Investigator, 8 positions
- GS-0072, Fingerprint Specialist, 2 positions
- GS-0080, Personnel Security Specialist, 4 positions
- GS-0080, Supervisory Security Specialist, 1 position
- GS-0101, Employee Assistance Program Specialist, 1 position
- GS-0132, Intelligence Research Specialist, 8 positions
- GS-0132, Intelligence Operations Specialist, 25 positions
- GS-0132, Intelligence Research Specialist (PROT), 4 positions

- GS-0132, Supervisory Intel Research Specialist, 1 position
- GS-0132, Supervisory Intelligence Operations Specialist, 3 positions
- GS-0132, Supervisory Intelligence Research Specialist, 1 position
- GS-0180, Psychologist, 1 position
- GS-0199, Student Trainee (Intelligence), 2 positions
- GS-0201, Human Resources Spec (Emp/Labor Relations), 4 positions
- GS-0201, Human Resources Specialist, 3 positions
- GS-0201, Human Resources Specialist (Classification), 2 positions
- GS-0201, Supervisory Human Resources Specialist, 4 positions
- GS-0260, Equal Employment Specialist, 1 position
- GS-0301, Administrative Operations Specialist, 4 positions
- GS-0301, Executive Assistant, 1 position
- GS-0301, Executive Officer, 1 position
- GS-0301, Msn Supt Specialist, 3 positions
- GS-0301, Outreach and Recruitment Officer, 1 position
- GS-0301, Prog Specialist, 1 position
- GS-0303, Protective Support Assistant, 1 position
- GS-0341, Administrative Officer, 2 positions
- GS-0341, Supervisory Admin Officer, 1 position
- GS-0343, Management and Program Analyst, 14 positions
- GS-0343, Program Analyst (Strategic Planner), 1 position
- GS-0343, Supervisory Mgmt and Prog Analyst, 4 positions
- GS-0391, Telecommunications Specialist, 1 position
- GS-0401, General Biological Scientist, 1 position
- GS-0501, Financial Analyst (Forensics), 1 position
- GS-0510, Accountant, 1 position
- GS-0511, Auditor, 1 position
- GS-0560, Supervisory Budget Analyst, 1 position
- GS-0701, Supervisory Veterinary Medical Officer, 1 position
- GS-0701, Supervisory Veterinary Medical Officer, 3 positions
- GS-0801, General Engineer, 1 position
- GS-0905, Attorney-Advisor, 1 position
- GS-0905, Gen Attorney, 6 positions
- GS-0905, Supervisory Gen Attorney, 5 positions
- GS-0986, Legal Assistant OA, 2 positions
- GS-1035, Public Affairs Specialist, 1 position
- GS-1101, Lead Property Management Specialist, 1 position
- GS-1101, Supervisory Business Acquisition Analyst, 1 position

- GS-1102, Contract Specialist, 6 positions
- GS-1102, Supervisory Contract Specialist, 1 position
- GS-1801, Cyber Operations Officer, 1 position
- GS-1801, Investigative Protection Officer, 3 positions
- GS-1801, Supervisory Detntn and Deportatn Offcr, 1 position
- GS-1801, Technical Security Investigator, 2 positions
- GS-1802, Law Enforcement Technician, 1 position
- GS-1805, Investigative Analyst, 2 positions
- GS-1811, Criminal Investigator, 132 positions
- GS-1811, Supervisory Criminal Investigator, 16 positions
- GS-2210, Information Technology Specialist, 2 positions
- GS-2210, Information Technology Specialist (App), 2 positions
- GS-2210, Information Technology Specialist (Inf), 2 positions
- GS-2210, IT Cyber Specialist (Infosec), 3 positions
- GS-2210, IT Cybersecurity Specialist (Infosec), 1 position
- GS-2210, IT Project Manager, 1 position
- GS-2210, IT Specialist (Infosec), 3 positions
- GS-2210, Supervisory IT Specialist (Infosec), 1 position
- LE-0083, Officer, 19 positions
- LE-0083, Officer - Technician, 5 positions
- LE-0083, Sergeant, 6 positions
- WG-2805, Electrician, 1 position

8. Department of the Interior

During calendar year 2021, the Department of the Interior provided student loan repayment benefits to 133 employees. These payments represented a \$1,080,850 expenditure. The following positions received benefits:

- ES-0340, Regional Director, 1 position
- GS-0018, Safety and Occ Health Manager, 1 position
- GS-0020, Community Planner, 2 positions
- GS-0023, Outdoor Recreation Planner, 2 positions
- GS-0025, Park Manager, 1 position
- GS-0025, Park Ranger (Interpretation), 1 position
- GS-0028, Environmental Protection Specialist, 3 positions
- GS-0089, Emergency Management Specialist, 2 positions
- GS-0089, Emergency Management Specialist (GIS), 1 position
- GS-0090, Park Guide, 1 position

- GS-0101, Social Scientist, 1 position
- GS-0101, Supervisory Social Scientist, 1 position
- GS-0150, Geographer, 1 position
- GS-0170, Historian, 1 position
- GS-0193, Archeologist, 2 positions
- GS-0201, HR Spec, 4 positions
- GS-0201, HR Spec (Classification), 1 position
- GS-0201, HR Spec (Employee Relations), 1 position
- GS-0201, HR Spec (Rec & Pl), 1 position
- GS-0201, HR Spec (Employee/Labor Relations), 2 positions
- GS-0260, Equal Employment Specialist, 1 position
- GS-0301, Ethics Specialist, 1 position
- GS-0301, Executive Director-White H, 1 position
- GS-0301, GIS Specialist, 1 position
- GS-0301, Legislative Affairs Specialist, 1 position
- GS-0301, Program Coordinator, 1 position
- GS-0301, Program Specialist, 1 position
- GS-0301, Program Specialist (GIS), 1 position
- GS-0301, Regulatory Specialist, 1 position
- GS-0301, Special Advisor to the Program Manager, 1 position
- GS-0301, Staff Assistant, 1 position
- GS-0301, Tribal Liaison Coordinator, 1 position
- GS-0303, Administrative Support Assistant (OA), 1 position
- GS-0306, Supervisory Government Information, 1 position
- GS-0340, Program Manager, 1 position
- GS-0343, Management & Prog Analyst, 1 position
- GS-0343, Management Analyst, 3 positions
- GS-0343, Management and Program Analyst, 1 position
- GS-0343, Program Analyst, 2 positions
- GS-0401, Biologist, 4 positions
- GS-0401, Environmental Risk Assessment Spec, 1 position
- GS-0401, General Biologist, 1 position
- GS-0401, Natural Resources Specialist (Rec), 1 position
- GS-0401, Wild Horse and Burro Specialist, 1 position
- GS-0460, Forester, 2 positions
- GS-0460, Supvy. Forester, 1 position
- GS-0501, Financial Assurance, 1 position
- GS-0560, Budget Analyst, 2 positions

- GS-0560, Budget Analyst (Appropriations), 1 position
- GS-0801, General Engineer, 1 position
- GS-0808, Architect, 1 position
- GS-0810, Civil Engineer, 7 positions
- GS-0810, Civil Engineer (Geotechnical), 1 position
- GS-0810, Civil Engineer (Hydraulics), 3 positions
- GS-0810, Civil Engineer (Hydrologic), 2 positions
- GS-0830, Mechanical Engineer (Hydropower), 1 position
- GS-0850, Supvy Electrical Engineer, 1 position
- GS-0881, Petroleum Engineer, 5 positions
- GS-1035, Public Affairs Specialist, 1 position
- GS-1101, Concessions Management Specialist, 1 position
- GS-1101, Real Property Management Specialist, 1 position
- GS-1102, Contract Specialist, 7 positions
- GS-1102, Supervisory Contract Specialist, 2 positions
- GS-1106, Procurement Technician, 1 position
- GS-1170, Realty Specialist Contracts Mgt, 1 position
- GS-1301, Physical Scientist, 3 positions
- GS-1313, Geophysicist, 2 positions
- GS-1350, Geologist, 13 positions
- GS-1360, Oceanographer, 1 position
- GS-1370, Cartographer, 1 position
- GS-1373, Land Surveyor, 2 positions
- GS-1412, Technical Information Specialist, 1 position
- GS-1601, Facility Services Specialist, 1 position
- GS-1730, Education Research Analyst, 1 position
- GS-2210, IT Cybersecurity Specialist, 1 position
- GS-2210, Supervisory IT Specialist, 1 position
- GS-2210, Supv IT Spec (Custspt), 1 position
- GS-2210, Supv IT Specialist (Appsw/Datamgmt), 1 position
- WG-4749, Maintenance Mechanic (Preservation), 1 position

9. Department of Justice

During calendar year 2021, the Department of Justice provided student loan repayment benefits to 1,622 employees. These payments represented a \$13,210,151 expenditure. The following positions received benefits:

- AD-0905, Assistant US Attorney, 134 positions

- AD-0905, Assistant US Trustee, 8 positions
- AD-0905, First Asst US Attorney, 1 position
- AD-0905, Senior Litigation Counsel, 3 positions
- AD-0905, Supervisory Assistant US Attorney, 16 positions
- ES-0905, Director Procurement Collusion Strike Force, 1 position
- GL-0303, Operational Support Technician, 1 position
- GL-0620, Licensed Practical Nurse, 1 position
- GL-0638, Recreation Therapist, 2 positions
- GL-0640, Health Technician, 1 position
- GL-1710, Special Education Teacher, 2 positions
- GP-0680, Dental Officer, 1 position
- GP-0680, Dentist, 1 position
- GS-0000, Legal Instruments Examiner, 1 position
- GS-0000, Management and Program Analyst, 14 positions
- GS-0000, Producer-Director, 1 position
- GS-0000, Special Agent, 1 position
- GS-0000, Weapons of Mass Destruction Officer, 1 position
- GS-0000, Government Information Specialist, 1 position
- GS-0060, Chaplain, 13 positions
- GS-0080, Assistant Director, 1 position
- GS-0080, Lead Security Specialist, 3 positions
- GS-0080, Personnel Security Specialist, 3 positions
- GS-0080, Physical Security Specialist, 1 position
- GS-0080, Security Officer, 1 position
- GS-0080, Security Specialist, 24 positions
- GS-0080, Supervisory Security Specialist, 3 positions
- GS-0083, Police Officer, 10 positions
- GS-0083, Supervisory Police Officer, 1 position
- GS-0101, Employee Assistant Counselor, 4 positions
- GS-0101, Forensic Child Interview Specialist, 1 position
- GS-0101, Mental Health Specialist, 1 position
- GS-0101, Supervisory Victim Assistance Program, 1 position
- GS-0101, Victim Services Manager, 1 position
- GS-0101, Victim Specialist, 9 positions
- GS-0101, Victim Witness Program Specialist, 1 position
- GS-0132, Intelligence Analyst, 74 positions
- GS-0132, Intelligence Research Specialist, 1 position
- GS-0132, Supervisory Intelligence Analyst, 10 positions

- GS-0180, Clncl Psych, 71 positions
- GS-0185, Social Worker, 2 positions
- GS-0201, Human Resources Officer, 1 position
- GS-0201, Human Resources Specialist, 7 positions
- GS-0201, Lead Human Resources Specialist, 1 position
- GS-0201, Supervisory Human Resources Specialist, 1 position
- GS-0301, Administrative Services Specialist, 2 positions
- GS-0301, Administrative Specialist, 2 positions
- GS-0301, Administrative Specialist-Fo, 2 positions
- GS-0301, Applicant Recruiter / Coordinator, 1 position
- GS-0301, Community Outreach Specialist, 2 positions
- GS-0301, Congressional Affairs Specialist, 1 position
- GS-0301, Crime Analyst, 1 position
- GS-0301, Emp Assistance Prog Specialist, 1 position
- GS-0301, Evidence Specialist, 1 position
- GS-0301, Executive Administrative Specialist, 1 position
- GS-0301, Financial Litigation Program Specialist, 1 position
- GS-0301, Law Enforcement Coord Specialist, 1 position
- GS-0301, Mission Support Analyst, 2 positions
- GS-0301, Project Manager, 2 positions
- GS-0301, Research Analyst, 1 position
- GS-0301, Staff Operations Specialist, 51 position
- GS-0301, Supervisory Administrative Specialist, 3 positions
- GS-0301, Supervisory Foreign Language Program, 1 position
- GS-0301, Supervisory Research Analyst, 1 position
- GS-0301, Supervisory Victim Witness Services Coordinator, 1 position
- GS-0301, Supervisory Records and Info Mgmt Officer, 1 position
- GS-0301, Victim Witness Specialist, 2 positions
- GS-0303, Data Quality Examiner, 1 position
- GS-0303, Evidence Technician, 4 positions
- GS-0303, Financial Litigation Technician, 1 position
- GS-0303, Grand Jury Coordinator, 1 position
- GS-0303, Operational Support Technician, 43 positions
- GS-0303, Threat Intake Examiner, 13 positions
- GS-0306, Government Information Specialist, 4 positions
- GS-0308, Records and Information Specialist, 5 positions
- GS-0313, Office Services Supervisor, 4 positions
- GS-0318, Secretary -Executive Management Assistant, 4 positions

- GS-0318, Secretary Management Assistant, 1 position
- GS-0318, Secretary OA, 1 position
- GS-0340, Program Manager, 2 positions
- GS-0341, Administrative Officer, 1 position
- GS-0343, Management and Program Analyst, 92 positions
- GS-0343, Program Analyst, 4 positions
- GS-0343, Supervisory Mgmt and Program Analyst, 10 positions
- GS-0344, Equal Opportunity Assistant, 1 position
- GS-0344, Management and Program Assistant, 1 position
- GS-0391, Telecommunications Manager, 2 positions
- GS-0391, Telecommunications Specialist, 4 positions
- GS-0392, Lead Operations Center Technician, 2 positions
- GS-0392, Operations Center Technician, 1 position
- GS-0401, Biologist, 3 positions
- GS-0501, Financial Liaison Specialist, 5 positions
- GS-0501, Financial Management Analyst, 7 positions
- GS-0501, Supervisory Accounting Analyst, 1 position
- GS-0501, Supervisory Financial Management Analyst, 1 position
- GS-0501, Financial Operations Specialist, 1 position
- GS-0510, Accountant, 6 positions
- GS-0510, Forensic Accountant, 21 positions
- GS-0511, Auditor, 5 positions
- GS-0511, Auditor (Bankruptcy), 10 positions
- GS-0511, Supervisory Auditor (Bankruptcy), 6 positions
- GS-0560, Budget Analyst, 8 positions
- GS-0560, Budget Officer, 4 positions
- GS-0560, Supervisory Budget Analyst, 3 positions
- GS-0602, Medical Officer (Gen Prac), 4 positions
- GS-0602, Physician, 10 positions
- GS-0602, Supervisory Physician, 1 position
- GS-0603, Physician Assistant, 12 positions
- GS-0610, Advanced Practice Nurse, 23 positions
- GS-0610, Advanced Practice Nurse (Psychiatric), 2 positions
- GS-0610, Clinical Nurse, 29 positions
- GS-0610, Nurse, 47 positions
- GS-0610, Nurse Practitioner, 20 positions
- GS-0610, Nurse Specialist, 4 positions
- GS-0610, Supervisory Nurse, 2 positions

- GS-0610, Supervisory Clinical Nurse, 1 position
- GS-0644, Clinical Laboratory Scientist, 1 position
- GS-0660, Pharmacist, 3 positions
- GS-0670, Assistant Health System Administrator, 1 position
- GS-0682, Dental Hygienist, 1 position
- GS-0808, Architect, 2 positions
- GS-0855, Electronics Engineer, 3 positions
- GS-0856, Electronics Technician, 11 positions
- GS-0856, Lead Electronics Technician, 2 positions
- GS-0901, Legal Administrative Specialist, 5 positions
- GS-0905, Attorney Advisor, 15 positions
- GS-0905, Attorney Advisor (General), 3 positions
- GS-0905, Attorney Advisor (Honors Attorney), 1 position
- GS-0905, General Attorney, 11 positions
- GS-0905, Senior Attorney Advisor, 1 position
- GS-0905, Senior Level Trial Attorney, 1 position
- GS-0905, Senior Litigation Counsel, 1 position
- GS-0905, Supervisory Attorney Advisor, 3 positions
- GS-0905, Trial Attorney, 74 positions
- GS-0950, Lead Paralegal Specialist, 2 positions
- GS-0950, Paralegal Specialist, 53 positions
- GS-0963, Lead Legal Instruments Examiner, 1 position
- GS-0963, Legal Instruments Examiner, 1 position
- GS-0963, Supervisory Legal Instruments Examiner, 1 position
- GS-0986, Legal Assistant, 2 positions
- GS-0986, Legal Assistant (Bankruptcy/OA), 6 positions
- GS-0986, Legal Assistant OA, 13 positions
- GS-1035, Public Affairs Specialist, 4 positions
- GS-1040, Language Specialist, 5 positions
- GS-1102, Contract Specialist, 12 positions
- GS-1102, Program Manager, 1 position
- GS-1102, Supervisory Contract Specialist, 1 position
- GS-1105, Purchasing Agent, 1 position
- GS-1176, Building Management Specialist, 1 position
- GS-1301, Physical Scientist, 5 positions
- GS-1320, Chemist, 1 position
- GS-1320, Document Analyst, 1 position
- GS-1550, Computer Scientist, 13 positions

- GS-1670, Equipment Specialist, 1 position
- GS-1701, Ad for Curriculum Design and Development, 1 position
- GS-1701, Applied Linguist, 1 position
- GS-1701, Education Specialist, 2 positions
- GS-1710, Special Education Teacher, 3 positions
- GS-1710, Teacher, 21 positions
- GS-1801, Digital Investigative Analyst, 2 positions
- GS-1801, Forensic Operations Specialist, 1 position
- GS-1801, Identity Research Specialist, 1 position
- GS-1801, Supervisory Investigative Specialist, 9 positions
- GS-1801, Surveillance Specialist, 2 positions
- GS-1801, Investigative Specialist, 31 positions
- GS-1802, Lead Elsur Operations Technician, 2 positions
- GS-1811, Special Agent, 196 positions
- GS-1811, Supervisory Special Agent, 53 positions
- GS-1910, Quality Assurance Specialist, 1 position
- GS-2001, Property Management Specialist, 1 position
- GS-2210, IT Specialist-Fe, 28 positions
- GS-2210, Senior IT Specialist, 1 position
- GS-2210, IT Specialist, 30 positions
- GS-2210, IT Specialist (Sysadmn/Custspt), 16 positions

10. Department of Labor

During calendar year 2021, the Department of Labor provided student loan repayment benefits to 1 employee. This payment represented a \$10,000 expenditure. The following position received benefits:

- GS-0131, International Relations Officer, 1 position

11. Department of State

During calendar year 2021, the Department of State provided student loan repayment benefits to 1,073 employees. These payments represented a \$10,352,057 expenditure. The following positions received benefits:

- FS-0201, Human Resources Management, 3 positions
- FS-2010, Management Officer, 37 positions
- FS-2101, Financial Management, 3 positions

- FS-2301, General Services, 1 position
- FS-2501, Special Agent, 36 positions
- FS-2550, Security Engineering, 2 positions
- FS-2560, Security Engineering-Technical, 1 position
- FS-2601, Program and Management Analysis, 1 position
- FS-2880, Information Management, 26 positions
- FS-2884, Information Tech Management, 1 position
- FS-3001, Consular Affairs, 45 positions
- FS-3012, Consular Support Officer, 17 positions
- FS-4300, English Language Programs, 1 position
- FS-4400, Public Diplomacy, 44 positions
- FS-5015, Economics, 46 positions
- FS-5505, Political Affairs, 53 positions
- FS-6115, Medical Provider, 5 positions
- FS-6125, Psychiatry, 1 position
- FS-6145, Reg Med Laboratory Scientist, 1 position
- FS-6217, Facility Maintenance, 4 positions
- FS-6218, Construction Engineering, 2 positions
- FS-9017, Office Management, 29 positions
- GS-0089, Emergency Management, 2 positions
- GS-0130, Foreign Affairs, 165 positions
- GS-0132, Intelligence, 14 positions
- GS-0170, History, 1 position
- GS-0201, Human Resources Management, 39 positions
- GS-0301, Administration and Program, 39 positions
- GS-0303, Clerk and Assistant, 2 positions
- GS-0306, Government Information Series, 7 positions
- GS-0308, Records and Information Management, 2 positions
- GS-0318, Secretary, 3 positions
- GS-0341, Administrative Officer, 5 positions
- GS-0342, Support Services Administration, 2 positions
- GS-0343, Management and Program Analysis, 101 position
- GS-0346, Logistics Management, 4 positions
- GS-0501, Financial Administration and Program, 14 positions
- GS-0510, Accounting, 5 positions
- GS-0511, Auditing, 2 positions
- GS-0560, Budget Analysis, 19 positions
- GS-0690, Industrial Hygiene Series, 2 positions

- GS-0808, Architecture, 2 positions
- GS-0830, Mechanical Engineering, 1 position
- GS-0850, Electrical Engineering, 1 position
- GS-0905, General Attorney, 30 positions
- GS-0950, Paralegal Specialist, 2 positions
- GS-0967, Passport and Visa Examining, 160 positions
- GS-0999, Legal Occupations Student Trainee, 1 position
- GS-1008, Interior Design, 2 positions
- GS-1035, Public Affairs, 14 positions
- GS-1040, Language Specialist, 3 positions
- GS-1082, Writing and Editing, 1 position
- GS-1101, General Business and Industry, 2 positions
- GS-1102, Contracting, 13 positions
- GS-1109, Grants Management, 13 positions
- GS-1801, General Inspect Invest and Compliance, 5 positions
- GS-1805, Investigative Analysis, 2 positions
- GS-1811, Criminal Investigation, 2 positions
- GS-2003, Supply Program Management, 1 position
- GS-2130, Traffic Management, 3 positions
- GS-2210, Information Technology Management, 28 positions

12. Department of Transportation

During calendar year 2021, the Department of Transportation provided student loan repayment benefits to 56 employees. These payments represented a \$376,786 expenditure. The following positions received benefits:

- GS-0110, Economist, 1 position
- GS-0201, Human Resources Specialist, 1 position
- GS-0301, Congressional/Public Affairs Officer, 1 position
- GS-0301, Supervisory Executive Assistant, 1 position
- GS-0340, Director Organizational Development, 1 position
- GS-0343, Management and Program Analyst, 9 positions
- GS-0343, Program Analyst, 2 positions
- GS-0501, Financial Manager, 1 position
- GS-0511, Auditor, 6 positions
- GS-0511, Supervisory Auditor, 1 position
- GS-0801, General Engineer, 3 positions
- GS-0801, Supervisory General Engineer, 1 position

- GS-0905, Trial Attorney, 3 positions
- GS-0905, Attorney-Adviser, 5 positions
- GS-0905, Supervisory Attorney-Adviser, 1 position
- GS-1001, Visual Communication Specialist, 1 position
- GS-1082, Writer-Editor, 2 positions
- GS-1160, Financial Analyst, 1 position
- GS-1529, Supervisory Mathematical Statistician, 1 position
- GS-1801, Investigator, 1 position
- GS-1811, Criminal Investigator, 3 positions
- GS-1910, Quality Assurance Specialist, 1 position
- GS-2125, Highway Safety Specialist, 6 positions
- GS-2125, Supervisory Highway Safety Specialist, 1 position
- GS-2210, Information Technology Specialist, 1 position
- GS-2210, Supervisory IT Specialist (Info Sec), 1 position

13. Department of Treasury

During calendar year 2021, the Department of Treasury provided student loan repayment benefits to 47 employees. These payments represented a \$428,563 expenditure. The following positions received benefits:

- GS-0132, Intelligence Research Specialist, 6 positions
- GS-0301, Asst Director, 1 position
- GS-0301, Attaché, 1 position
- GS-0301, Congressional Liaison, 1 position
- GS-0301, Director, 1 position
- GS-0301, Licensing Officer, 2 positions
- GS-0301, Policy Advisor, 3 positions
- GS-0301, Policy Analyst, 1 position
- GS-0301, Sanction Policy Analyst, 1 position
- GS-0301, Sanctions Licensing Officer, 1 position
- GS-0340, Program Manager, 1 position
- GS-0343, Management and Program Analyst, 5 positions
- GS-0801, General Engineer, 1 position
- GS-0905, Attorney-Advisor, 2 positions
- GS-1001, Web Content Manager/Analyst, 1 position
- GS-1101, Financial Specialist, 1 position
- GS-1101, Program Manager, 1 position
- GS-1160, Financial Analyst, 1 position

- GS-1320, Chemist, 1 position
- GS-1801, Compliance and Enforcement Officer, 1 position
- GS-1801, Enforcement Officer, 1 position
- GS-1801, Investigative Specialist, 2 positions
- GS-1801, Sanction Investigator, 1 position
- GS-1801, Sanctions Investigator, 7 positions
- GS-2210, IT Program Manager, 1 position
- GS-2210, IT Specialist, 1 position
- GS-2210, IT Specialist (Infosec), 1 position

14. Department of Veterans Affairs

During calendar year 2021, the Department of Veterans Affairs provided student loan repayment benefits to 797 employees. These payments represented a \$4,779,052 expenditure. The following positions received benefits:

- GS-0060, Chaplain, 2 positions
- GS-0080, Security Administration, 5 positions
- GS-0083, Police, 2 positions
- GS-0101, Social Science, 15 positions
- GS-0102, Social Science Aid and Technician, 1 position
- GS-0180, Psychology, 50 positions
- GS-0185, Social Work, 105 positions
- GS-0186, Social Services Aid and Assistant, 1 position
- GS-0201, Human Resources Management, 114 positions
- GS-0203, Human Resources Assistance, 4 positions
- GS-0301, Miscellaneous Administration and Program, 24 positions
- GS-0303, Miscellaneous Clerk and Assistant, 3 positions
- GS-0306, Government Information Specialist, 1 position
- GS-0318, Secretary, 3 positions
- GS-0340, Program Management, 4 positions
- GS-0341, Administrative Officer, 9 positions
- GS-0343, Management and Program Analysis, 29 positions
- GS-0344, Management and Program Clerical and Assistance, 1 position
- GS-0346, Logistics Management, 1 position
- GS-0501, Financial Administration and Program, 3 positions
- GS-0505, Financial Management, 3 positions
- GS-0510, Accounting, 3 positions
- GS-0544, Civilian Pay, 1 position

- GS-0560, Budget Analysis, 3 positions
- GS-0601, General Health Science, 22 positions
- GS-0620, Practical Nurse, 44 positions
- GS-0621, Nursing Assistant, 5 positions
- GS-0622, Medical Supply Aide and Technician, 1 position
- GS-0630, Dietitian and Nutritionist, 2 positions
- GS-0631, Occupational Therapist, 18 positions
- GS-0633, Physical Therapist, 17 positions
- GS-0635, Kinesiotherapy, 1 position
- GS-0638, Recreation/Creative Arts Therapist, 1 position
- GS-0640, Health Aid and Technician, 9 positions
- GS-0644, Medical Technologist, 30 positions
- GS-0645, Medical Technician, 1 position
- GS-0647, Diagnostic Radiologic Technologist, 13 positions
- GS-0648, Therapeutic Radiologic Technologist, 1 position
- GS-0649, Medical Instrument Technician, 7 positions
- GS-0660, Pharmacist, 50 positions
- GS-0661, Pharmacy Technician, 9 positions
- GS-0665, Speech Pathology and Audiology, 17 positions
- GS-0667, Orthotist and Prosthetist, 1 position
- GS-0669, Medical Records Administration, 7 positions
- GS-0670, Health System Administration, 11 positions
- GS-0671, Health System Specialist, 35 positions
- GS-0672, Prosthetic Representative, 2 positions
- GS-0675, Medical Records Technician, 1 position
- GS-0679, Medical Support Assistance, 58 positions
- GS-0682, Dental Hygiene, 1 position
- GS-0801, General Engineering, 17 positions
- GS-0808, Architecture, 1 position
- GS-0856, Electronics Technical, 1 position
- GS-0858, Bioengineering and Biomedical Engineering, 7 positions
- GS-1008, Interior Design, 2 positions
- GS-1035, Public Affairs, 4 positions
- GS-1084, Visual Information, 1 position
- GS-1101, General Business and Industry, 1 position
- GS-1105, Purchasing, 2 positions
- GS-1109, Grants Management, 1 position
- GS-1530, Statistics, 1 position

- GS-1601, Equipment Facilities and Services, 2 positions
- GS-1712, Training Instruction, 1 position
- GS-2010, Inventory Management, 2 positions
- VN-0603, Physician Assistant, 1 position
- WG-5306, Air Conditioning Equipment Mechanic, 1 position
- WG-7408, Food Service Worker, 1 position

15. Department of Veterans Affairs – Office of Inspector General

During calendar year 2021, the Department of Veterans Affairs – Office of Inspector General provided student loan repayment benefits to 24 employees. These payments represented a \$160,521 expenditure. The following positions received benefits:

- GS-0301, Program Specialist, 2 positions
- GS-0343, Management and Program Analyst, 2 positions
- GS-0511, Auditor, 8 positions
- GS-0610, Nurse, 4 positions
- GS-0671, Health System Specialist, 4 positions
- GS-1082, Writer-Editor, 1 position
- GS-1811, Criminal Investigator, 3 positions

b. Independent Agencies

1. Agency for International Development

During calendar year 2021, the Agency for International Development provided student loan repayment benefits to 214 employees. These payments represented a \$1,900,000 expenditure. The following positions received benefits:

- FS-0000, Agriculture Officer, 9 positions
- FS-0000, Contracting Officer, 29 positions
- FS-0000, Crisis Stabilization and Governance Officer, 14 positions
- FS-0000, Economist Officer, 2 positions
- FS-0000, Education Officer, 8 positions
- FS-0000, Engineering Officer, 4 positions
- FS-0000, Environmental/Natural Resources Officer, 7 positions
- FS-0000, Executive Officer, 10 positions
- FS-0000, Financial Management, 8 positions
- FS-0000, General Development Officer, 5 positions

- FS-0000, Legal Officer, 7 positions
- FS-0000, Population Health and Nutrition Officer, 16 positions
- FS-0000, Private Enterprise Officer, 6 positions
- FS-0000, Program and Project Development Officer, 23 positions
- GS-0000, Science Technology Engineering and Math Occ, 8 positions
- GS-0110, Economist, 3 positions
- GS-0201, Human Resources Management, 4 positions
- GS-0343, Program and Management Analysis, 28 positions
- GS-0560, Budget Analysis, 4 positions
- GS-1102, Contracting, 12 positions
- GS-2210, Information Technology Management, 7 positions

2. Chemical Safety and Hazard Investigation Board

During calendar year 2021, the Chemical Safety and Hazard Investigation Board provided student loan repayment benefits to 2 employees. These payments represented a \$20,000 expenditure. The following positions received benefits:

- GS-0301, Video Producer and Public Affairs Specialist, 1 position
- GS-0501, Director of Financial Operations, 1 position

3. Commodity Futures Trading Commission

During calendar year 2021, the Commodity Futures Trading Commission provided student loan repayment benefits to 62 employees. These payments represented a \$518,031 expenditure. The following positions received benefits:

- CT-0110, Economist, 4 positions
- CT-0201, HR Management, 6 positions
- CT-0301, Misc Admin and Program, 2 positions
- CT-0391, Telecommunications, 1 position
- CT-0511, Auditing, 8 positions
- CT-0560, Budget Analysis, 1 position
- CT-0905, Attorney, 22 positions
- CT-1101, General Business and Industry, 18 positions

4. Environmental Protection Agency

During calendar year 2021, the Environmental Protection Agency provided student loan repayment benefits to 1 employee. This payment represented a \$8,750 expenditure. The following position received benefits:

- GS-0343, Program Analyst, 1 position

5. Farm Credit Administration

During calendar year 2021, the Farm Credit Administration provided student loan repayment benefits to 25 employees. These payments represented a \$72,416 expenditure. The following positions received benefits:

- VH-0510, Accountant, 1 position
- VH-0570, Associate FCA Examiner, 8 positions
- VH-0570, FCA Examiner, 9 positions
- VH-0570, Supervisory FCA Examiner, 2 positions
- VH-0905, Attorney Advisor, 1 position
- VH-1101, Policy Analyst, 1 position
- VH-1160, Financial Analyst, 1 position
- VH-1160, Senior Financial Analyst, 1 position
- VH-1810, Investigator, 1 position

6. Farm Credit System Insurance Corporation

During calendar year 2021, the Farm Credit System Insurance Corporation provided student loan repayment benefits to 1 employee. These payments represented a \$3,000 expenditure. The following position received benefits:

- VH-0905, General Counsel, 1 position

7. Federal Energy Regulatory Commission

During calendar year 2021, the Federal Energy Regulatory Commission provided student loan repayment benefits to 188 employees. These payments represented a \$1,313,189 expenditure. The following positions received benefits:

- GS-0023, Outdoor Recreation Planner, 1 position
- GS-0028, Environmental Protection Specialist, 1 position

- GS-0080, Personnel Security Specialist, 1 position
- GS-0080, Physical Security Specialist, 1 position
- GS-0110, Economist, 14 positions
- GS-0110, Economist (Litigation), 1 position
- GS-0193, Archeologist, 2 positions
- GS-0201, Human Resource Specialist (Emp Dev), 1 position
- GS-0201, Human Resources Specialist, 1 position
- GS-0201, HR Specialist (Recruitment and Placement), 1 position
- GS-0201, Human Resources Specialist (Recruitment), 1 position
- GS-0201, HR Specialist (Labor/Employee Relations), 4 positions
- GS-0201, Lead HR Specialist, 1 position
- GS-0203, Human Resources Assistant (Info Systems), 1 position
- GS-0260, Administration, 1 position
- GS-0301, Business Data Analyst, 1 position
- GS-0301, Hydropower Resource Analyst, 1 position
- GS-0301, Management Information Specialist, 1 position
- GS-0301, Project Specialist (Human Resources), 1 position
- GS-0301, Project Specialist (Training Systems), 1 position
- GS-0301, Supervisory Congressional Liaison Spec, 1 position
- GS-0301, Travel Management Specialist, 1 position
- GS-0308, Records and Information Management Specialist, 1 position
- GS-0341, Administrative Officer, 2 position
- GS-0342, Support Services Supervisor, 1 position
- GS-0343, Management Analyst, 4 positions
- GS-0343, Program Analyst, 1 position
- GS-0401, Environmental Biologist, 1 position
- GS-0482, Fish Biologist, 1 position
- GS-0486, Wildlife Biologist, 1 position
- GS-0510, Accountant, 2 positions
- GS-0511, Auditor, 5 positions
- GS-0801, General Engineer, 1 position
- GS-0810, Civil Engineer, 4 positions
- GS-0810, Civil Engineer (Litigation), 1 position
- GS-0819, Environmental Engineer, 4 positions
- GS-0850, Electrical Engineer, 3 positions
- GS-0850, Electrical Engineer (Litigation), 1 position
- GS-0904, Law Clerk, 3 positions
- GS-0904, Student Trainee (Legal), 1 position

- GS-0905, Attorney Adviser (Public Utilities), 1 position
- GS-0905, Attorney Adviser, 1 position
- GS-0905, Attorney Adviser (General), 5 positions
- GS-0905, Attorney Adviser (Public Utilities), 35 positions
- GS-0905, Supervisory Attorney Adviser, 1 position
- GS-0905, Supervisory Attorney Adviser (Public Utilities), 3 positions
- GS-0905, Trial Attorney, 6 positions
- GS-0950, Paralegal Specialist, 4 positions
- GS-1035, Public Affairs Specialist, 1 position
- GS-1101, Energy Industry Analyst, 18 positions
- GS-1101, Energy Industry Analyst (Electric), 13 positions
- GS-1101, Energy Industry Analyst (IT), 1 position
- GS-1101, Energy Industry Analyst (Litigation), 5 positions
- GS-1101, Energy Industry Analyst (Pipeline), 3 positions
- GS-1101, Energy Industry Analyst (Reliability), 1 position
- GS-1160, Financial Analyst (Litigation), 1 position
- GS-1350, Geologist, 1 position
- GS-1501, Data Scientist, 1 position
- GS-2210, IT Cybersecurity Specialist, 1 position
- GS-2210, IT Specialist, 4 positions
- GS-2210, IT Specialist (Infosec), 4 positions
- GS-2210, Supervisory IT Specialist (Infosec), 1 position
- SL-0905, Senior Legal Counsel, 1 position

8. Federal Retirement Thrift Investment Board

During calendar year 2021, the Federal Retirement Thrift Investment Board provided student loan repayment benefits to 2 employees. These payments represented a \$20,000 expenditure. The following positions received benefits:

- GS-0340, Program Manager, 1 position
- GS-1160, Business and Financial Analyst, 1 position

9. General Services Administration

During calendar year 2021, the General Services Administration provided student loan repayment benefits to 19 employees. These payments represented a \$153,760 expenditure. The following positions received benefits:

- GS-0343, Program Analyst, 2 positions
- GS-1102, Contract Specialist, 9 positions
- GS-1170, Realty Specialist, 6 positions
- GS-1176, Building Manager, 1 position
- GS-1515, Operations Research Analyst, 1 position

10. Institute of Museum and Library Services

During calendar year 2021, the Institute of Museum and Library Services provided student loan repayment benefits to 1 employee. This payment represented a \$3,000 expenditure. The following position received benefits:

- GS-0301, Program Specialist, 1 position

11. Millennium Challenge Corporation

During calendar year 2021, the Millennium Challenge Corporation provided student loan repayment benefits to 25 employees. These payments represented a \$150,866 expenditure. The following positions received benefits:

- MC-0110, Economist, 1 position
- MC-0201, Lead Human Resources Specialist, 1 position
- MC-0301, Associate Director, 1 position
- MC-0301, Communications Specialist, 1 position
- MC-0301, Director, 1 position
- MC-0301, Program Officer, 1 position
- MC-0301, Resident Country Director, 1 position
- MC-0301, Senior Director, 1 position
- MC-0301, Senior Program Officer, 3 positions
- MC-0301, Staff Assistant, 1 position
- MC-0501, Director, 2 positions
- MC-0503, Financial Management Assistant, 1 position
- MC-0905, Assistant General Attorney, 2 positions
- MC-0905, Senior International Attorney, 2 positions
- MC-1082, Writer Editor, 1 position
- MC-1102, Contract Specialist, 1 position
- MC-1102, Lead Contract Specialist, 2 positions
- MC-1102, Supervisory Contract Specialist, 2 positions

12. National Aeronautics and Space Administration

During calendar year 2021, the National Aeronautics and Space Administration provided student loan repayment benefits to 1 employee. This payment represented a \$10,000 expenditure. The following position received benefits:

- GS-0801, Aerospace Technology Engineer Program Management, 1 position

13. Nuclear Regulatory Commission

During calendar year 2021, the Nuclear Regulatory Commission provided student loan repayment benefits to 2 employees. These payments represented a \$20,000 expenditure. The following positions received benefits:

- GG-0905, Attorney, 2 positions

14. Office of Personnel Management

During calendar year 2021, the Office of Personnel Management provided student loan repayment benefits to 1 employee. This payment represented a \$7,500 expenditure. The following position received benefits:

- GS-0301, Project Management Specialist, 1 position

15. Pension Benefit Guaranty Corporation

During calendar year 2021, the Pension Benefit Guaranty Corporation provided student loan repayment benefits to 15 employees. These payments represented a \$129,994 expenditure. The following positions received benefits:

- GS-0343, Management and Program Analysis, 1 position
- GS-0511, Auditing, 5 positions
- GS-0560, Budget Analysis, 1 position
- GS-0905, General Attorney, 3 positions
- GS-1160, Financial Analyst, 2 positions
- GS-1510, Actuarial Science, 1 position
- GS-2210, IT Specialist, 2 positions

Total Number of Benefit Recipients (all Agencies): 9,143

Total Financial Cost (all Agencies): \$75,371,900.46



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