U.S. Department of Justice

Federal Bureau of Prisons

PROGRAM REVIEW DIVISION

Washington, DC 20534

July 15, 2024

MEMORANDUM FOR [redacted]
ASSISTANT INSPECTOR GENERAL
INVESTIGATIONS DIVISION

FROM: [redacted]
External Auditing Branch

SUBJECT: Status Update to the Office of Inspector General's (OIG) Final Report dated June 26, 2023: Investigation and Review of the Federal Bureau of Prisons' Custody, Care, and Supervision of Jeffrey Epstein at the Metropolitan Correctional Center in New York, New York

The Federal Bureau of Prisons (FBOP) appreciates the opportunity to provide a response to the Office of the Inspector General's above referenced memorandum received on April 22, 2024. The FBOP has completed its review of the analysis and offers the following status update regarding the analysis and its recommendations.

Recommendation One: The BOP should implement a process for assigning a cellmate following suicide watch or psychological observation, with criteria for exceptions based on the particular individual or security considerations.

OIG Analysis: The BOP's update is responsive to the recommendation. In a previous update, the BOP reported that RSD and CPD were collaborating on a memo to provide guidance to the field on a process to ensure psychologists make recommendations regarding housing, including the presence of a cellmate, for individuals in custody following suicide watch or psychological observation. The BOP further reported that this process will include exemptions based on individual or security considerations. The BOP has now indicated that this guidance has been drafted and is under review. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the guidance referenced in its update, and (2) provides the finalized guidance to the OIG for review.

FBOP's Response: The FBOP Reentry Services Division (RSD) and Correctional Programs Division (CPD) have collaborated to draft guidance. This guidance is currently under review. FBOP will provide further updates as the draft guidance is reviewed and approved as needed.

Recommendation Two: The BOP should establish procedures to ensure inmates at high risk for suicide and for whom a cellmate is recommended will continue to have a cellmate until the recommendation is changed or rescinded, including establishing a contingency plan for cellmate re-assignment, with criteria for exceptions based on the particular individual or security considerations.

OIG Analysis: The BOP's update is responsive to the recommendation. In a previous update, the BOP reported that RSD and CPD were collaborating on a memo to provide guidance to the field on procedures to ensure communication regarding the requirement of a cellmate for individuals following suicide watch or psychological observation when recommended by a psychologist. The BOP further reported that this memo will include a procedure for exemptions based on individual or security considerations. The BOP has now indicated that guidance has been drafted and is under review. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the guidance referenced in its update, and (2) provides the finalized guidance to the OIG for review.

FBOP's Response: RSD and CPD have collaborated to draft guidance. This guidance is currently under review. FBOP will provide further updates as the draft guidance is reviewed and approved as needed.

Recommendation Three: The BOP should evaluate its current process for obtaining and documenting approval for social or legal visits while an inmate is on suicide watch or psychological observation, which allows for institution-specific variations in the process, and provide guidance on standard components that each institution should include in its process to mitigate security issues that can arise when an inmate is on suicide watch or psychological observation.

OIG Analysis: The BOP's update is responsive to the recommendation. In a previous update, the BOP reported that it was evaluating its process for obtaining and documenting approval for social and/or legal visits while an inmate is on suicide watch or psychological observation. The BOP has now reported that while it currently does not have guidance on these issues, new guidance has been drafted and is under review. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the guidance referenced in its update, and (2) provides the finalized guidance to the OIG for review.

FBOP's Response: RSD and CPD have collaborated to draft guidance. This guidance is currently under review. FBOP will provide further updates as the draft guidance is reviewed and approved as needed.

Recommendation Four: The BOP should evaluate its methods of accounting for inmate whereabouts and wellbeing and make changes as may be appropriate to improve those methods through policy, training, or other measures.

OIG Analysis: The BOP's update is responsive to the recommendation. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the program statement update referenced in its update; and (2) provides the finalized program statement to the OIG for review.

FBOP's Response: Program Statement 5500.14, Correctional Services Procedures Manual, is being modified to improve FBOP methods for accounting for inmate whereabouts and wellbeing. Because revisions to Programs Statements must follow the normal FBOP development and Union negotiation process, they are subject to change.

Recommendation Five: BOP policy should clarify what is required of a Lieutenant when conducting a round.

OIG Analysis: The BOP's update is responsive to the recommendation. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the program statement update referenced in its update; (2) provides the finalized program statement to the OIG for review; and (3) provides a description of the training referenced in its update, sample training materials for OIG to review, and confirmation that the training is in effect.

FBOP's Response: Program Statement 5500.14, Correctional Services Procedures Manual, is being modified to clarify what is required of a Lieutenant when conducting a round. Because revisions to Programs Statements must follow the normal FBOP development and Union negotiation process, they are subject to change.

However, FBOP intends for the updated policy to include clarification for Lieutenants to conduct trainings sessions, via in-person required rounds and shift briefings daily. These trainings will cover topics such as cell searches, minor emergency mock discussions, and other correctional services training needs as assessed by local correctional services supervisors. This will allow for individual assessment and training to be tailored to the needs of each individual facility while also remaining in conformance with current training requirements. Training topics and formats will be documented on the Daily Lieutenant Logs and reviewed by the Captain to assess and implement specific local correctional training needs. Therefore, although no specific training curriculum will be developed, the training requirement and supervisory review will be in effect with the issuance of the updated program statement.

Recommendation Six: The BOP should continue to develop and implement plans to address staffing shortages at its prisons.

OIG Analysis: The BOP's update is responsive to the recommendation. The OIG will continue to monitor the BOP's progress regarding staffing shortages at its prisons. At the BOP's request, the OIG will not consolidate this recommendation. In addition, per the OIG's communications with the BOP over email, we believe that certain information that the BOP has provided or will provide to Congress and the Government Accountability Office (GAO) will facilitate the resolution and closure of this recommendation. Accordingly, we will consider whether to close this recommendation after the BOP (1) provides the OIG all contractor and BOP work product that has been submitted to the GAO in response to the GAO Staffing Audit recommendations, including the August 2022 assessment by the contractor on staffing incentives and the

information BOP submitted to GAO in March 2023 related to the assessment; (2) provides the OIG an update on the contractor's or BOP's analysis of staffing incentives since March 2023, whether submitted yet to GAO or not; (3) provides the OIG any reports submitted to Congressional appropriation committees related to staffing; (4) implements the staffing tool for all BOP professions; and (5) provides an analysis of whether the new incentives mentioned in its update above have made an impact on the staffing shortage, and what additional proposals, including any legislative proposals to address pay rates in certain localities, are being considered by the BOP to fully address the staffing shortage.

FBOP's Response: FBOP appreciates OIG's determination to not consolidate the analysis of this recommendation with that of Recommendation 5 from the OIG's Limited-Scope Review of the Federal Bureau of Prisons' Strategies to Identify, Communicate, and Remedy Operational Issues, Report Number 23-065 (Limited-Scope Review), at FBOP's request. OIG indicates that it will consider whether to close this recommendation after FBOP does the following:

(1) OIG requests all contractor and FBOP work product that has been submitted to the GAO in response to the GAO Staffing Audit recommendations, including the August 2022 assessment by the contractor on staffing incentives and the information FBOP submitted to GAO in March 2023 related to the assessment.

FBOP now provides the requested information. Please see the following attachments: "Attachment 1 Staffing_GAO 21-123," "Attachment 2 Staffing_GAO 21-123," "BOP Staffing Current State Assessment FINAL," "FINAL Incentives Playbook_All Resources_June 13," "Fully executed contract 2_Redacted," "Interviews and Survey Results," "NTT DATA Response to BOP Staffing Risk Management 04062021 Final," "SOW-BOP Staffing Risk Management_1," and "STATEMENT OF WORK."

(2) OIG requests that FBOP provide an update on the contractor's or FBOP's analysis of staffing incentives since March 2023, whether submitted yet to GAO or not;

The FBOP is currently analyzing the agency's usage and effectiveness of both recruitment and retention incentives. This analysis is ongoing. Therefore, FBOP will provide its analysis to OIG when completed.

(3) OIG requests any reports submitted to Congressional appropriation committees related to staffing. See the following attachments: "FY23 BOP Vacancies at Facilities CRPT Package," "FY 2023 BOP CRPT Vacancies at BOP Facilities – Attachment," and "FY 2023 CRPT BOP FSA Implementation Q2 Hill Letters Package - WF220990."

(4) OIG requests that FBOP implements the staffing tool for all BOP professions.

Currently, the Automated Staffing Tool is a workforce planning tool that remains in development and testing. Position recommendations for the following departments have been completed and remain in ongoing testing and feedback stages: Correctional Services, Correctional Systems, Chaplaincy Services, Education, Food Service, Health Services, ITDD, Recreation, Safety, and Unit Management.

All other disciplines are tentatively scheduled to be completed by October 2024. It is anticipated that the workforce planning tool will be fully utilized beginning in October 2024.

(5) OIG requests FBOP to provide an analysis of whether the new incentives mentioned in its previous status update have made an impact on the staffing shortage, and what additional proposals, including any legislative proposals to address pay rates in certain localities, are being considered by the BOP to fully address the staffing shortage.

Additional time will be required to determine the effect of those incentives implemented during the current fiscal year. However, it should be noted the FBOP was approved for nation-wide direct-hire authority by the Office of Personnel Management (OPM) on May 13, 2024. This will assist the FBOP in filling vacancies in the future. FBOP is working with the Department of Justice on a nationwide special salary rate request for our institution positions.

Recommendation Seven: The BOP should evaluate its cell search procedures and make changes as may be appropriate to improve those procedures through policy, training, or other measures.

OIG Analysis: The BOP's update is partially responsive to the recommendation. The update for Recommendation 5 is related to Lieutenant Rounds and not cell searches. The update does not indicate that the BOP has or will evaluate its cell search procedures and make any necessary changes to improve those procedures through policy, training, or other measures. The update only addresses the logging of cell searches within TRUSCOPE rather than evaluating its cell search procedures. The OIG will consider whether to close this recommendation after the BOP (1) completes the evaluation of using TRUSCOPE to log cell searches; (2) otherwise evaluates its cell search procedures and makes any appropriate changes to improve those procedures; and (3) provides a description of the training referenced in its response, sample training materials for OIG to review, and confirmation that the training is in effect.

FBOP's Response: FBOP's Correctional Programs Division has evaluated current policy and training as related to cell searches. FBOP has concluded that cell search requirements, including appropriate documentation requirements via TRUSCOPE, are clearly outlined in two separate current policies: Program Statement 5500.15, Correctional Services Manual, and Program Statement 5521.06, issued January 2, 2018; and the Searches of Housing Units, Inmates, and Inmate Work Areas, issued on June 4, 2015.

In addition to the general requirements for conducting cell searches contained in the above program statements, an institutional supplement is required for Security Inspections at each institution detailing specific local procedures. Locally, specific post orders are developed which include search requirements and documentation requirements. Current policy and training are adequate to convey the specific requirements for conducting cell searches.

Further review indicates that specific training exists for conducting cell searches and is included in the below training curriculums. Initially, all staff receive specific training on cell searches during Introduction to Correctional Techniques, Phase I. Additionally, in January 2020, Back to Basics training was implemented as mandatory training for all institution employees. Back to Basics is an annual in-person training which includes a set curriculum with practical exercises. The sections listed below specifically include cell searches and practical exercises.

• (Initial) Introduction to Correctional Techniques (ICT) Phase I, Tab 22: Conducting Searches. See attachment "ICTPhaseI-Tab 22-IG."

• (Annual) Back 2 Basics Managing Housing Units Part I - Conduct searches of the housing unit to include cell searches. See attachment "7-B2B-Managing Housing Units Part I-Lesson Plan-FY2024."

• (Annual) Back 2 Basics Managing Housing Units Part 2 - Conduct searches of the housing unit to include cell searches (Practical Exercise). See attachment "8-B2B-Managing Housing Units Part II-Lesson Plan-FY2024."

Therefore, because FBOP has demonstrated completion of its evaluation of using TRUSCOPE to log cell searches and its evaluation of cell search procedures, and has provided a description of training referenced, including confirmation that the training is currently in effect, FBOP now respectfully requests closure of this recommendation.

Recommendation Eight: The BOP should enhance existing policies regarding institutional security camera systems to ensure they specifically state that such systems must have the capacity to record video and that BOP institutions must conduct regular security camera system functionality checks.

OIG Analysis: The BOP's update is responsive to the recommendation. Accordingly, the OIG will consider whether to close this recommendation after the BOP (1) finalizes the policy updates referenced in its update; and (2) provides the finalized policies to the OIG for review.

FBOP's Response: FBOP is currently in the process of making modifications to Program Statement 4200.12, Facilities Operations Manual; and Program Statement 5500.15, Correctional Services Manual, to include protocols and ensure accountability regarding various aspects of the FBOP's camera systems including but not necessarily limited to functionality, documentation, and repair. Because revisions to Programs Statements must follow the normal FBOP development and Union negotiation process, they are subject to change. FBOP will provide further updates pertaining to these revisions as they become available.

To ensure immediate action, a joint memorandum (from FBOP's Administration Division and Correctional Programs Division) was sent to all CEOs addressing the Security Camera Monthly Report. The new report is now in use and became effective June 1, 2024. See attachments "Camera Report Implementation signed" and "Security Camera Report Template."

LESSON: MANAGING HOUSING UNITS, PART I

LENGTH: 1 Hour 30 Minutes (Recommended)

INSTRUCTOR-TO-PARTICIPANT RATIO: 1:10

OBJECTIVES:
Given the specific and general post orders of a housing unit, participants will be able to:

- Discuss the objectives and expectations of post orders
- Perform duties of a correctional post
- Account for inmate work detail
- Account for inmates on a pass system (if applicable)
- Locate an absentee inmate
- Conduct rounds in the housing unit
- Conduct a fire and security check in the housing unit
- Conduct searches of the housing unit to include cell searches
- Identify procedures for confiscating and disposing of contraband
- Conduct a bed book audit

METHOD OF ASSESSMENT:
- Knowledge Checks
- Group Discussion

PREREQUISITES: Back 2 Basics, Overview and Expectations

INSTRUCTOR MATERIALS:
- Lesson Plan
- Copy of General and Specific Post Orders for local housing unit(s)
- A Day in the Life of TRUSCOPE, PDF
- Daily Security Check/Inspection Form, local
- Inmate Accountability, Supplement
- Security Inspections, Supplement
- Inmate Personal Property, Institutional Supplement
- Commissary List, local
- List of authorized items for inmate personal property
- Census Check Report, local example
- Change Sheet, local example
- Detail Roster, local example
- Outcount, local example
- Sample photocopies showing front and reverse of Inmate Picture Card
- Sample photocopies of Bed Book pages

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- Search log
- Toolbox/Carrier with screwdrivers (Phillips and flathead)
- Mirror
- Flashlight
- Keys to area(s) being searched
- Probing devices
- Metal detector
- All other additional tools used to conduct area and cell searches

STUDENT MATERIALS:

Participant Manual, one (1) per participant, to include:

- One (1) copy for each shift of Specific Post Orders, Housing Unit – local institution
- One (1) copy for each shift of Special Post Orders, Housing Unit – local institution
- List of authorized items for inmate personal property
- Commissary list, local
- Daily Fire and Security Inspection Form, local
- Pencil(s)

Group Resource Manual, one (1) per group, to include:

- Inmate Accountability, Institution Supplement
- Inmate Personal Property, Institution Supplement
- Title and Location of Post Orders Form
- Post Order Review Sheet
- A Day in the Life of TRUSCOPE, PDF
- All Program Statements located in the housing unit post orders, local
- All Institution Supplements located in the housing unit post orders, local
- Any other documentation to include local procedures that may be used to support the lesson

Activities, one (1) copy for each group, to include:

- Activity #1 – Locating an Absentee Inmate
- Activity #2 – Conducting Rounds in the Housing Unit
- Activity #3 – Conducting Fire and Security Checks
- Activity #4 – Conducting Searches of the Housing Unit and Inmate Cells

REFERENCES:

- P.S. 3420.11, Standards of Employee Conduct
- P.S. 5270.09, CN-1 Inmate Discipline Program
- P.S. 5270.11, Special Housing Units
- P.S. 5500.14, CN-1, Correctional Services Procedures Manual
- P.S. 5500.15, Correctional Services Manual
- P.S. 5521.06, Searches of Housing Units, Inmates, and Inmate Work Areas

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- P.S. 5566.06, CN-1, Use of Force and Application of Restraints
- P.S. 5580.08, Inmate Personal Property
- P.S. 5580.09, Inmate Property Claims
- Introduction to Correctional Techniques (ICT) Phase I, Tab 17: Counts, Checks, and Accountability Resources
- Introduction to Correctional Techniques (ICT) Phase I, Tab 22: Conducting Searches
- SENTRY General Use Technical Reference Manual
- Inmate Accountability, Institution Supplement, various institutions
- Inmate Personal Property, Institutional Supplement, various institutions

APPENDIX: No

POWERPOINT: No

RECOMMENDED INSTRUCTORS:
Housing Unit Officer and Captain or Lieutenant.

SPECIAL NOTES:
It is critical to review the lesson plan thoroughly prior to delivery. Be prepared with all local information and documentation to present at times indicated throughout the lesson.

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LOGISITCS:

This course, *Managing Housing Units*, is divided into two (2) parts, Part I and Part II. Participants must complete both parts to receive training credit.

Part I of this lesson should be conducted at a common area for employees only. The area should be a confined area for open discussion about sensitive issues and topics. Examples of areas to conduct Part I include a training center, a classroom, or a visiting room.

Part II of this lesson should be conducted inside a housing unit. The purpose of Part II of the lesson will be to conduct or assist with at least one (1) or all of the following practical exercises as indicated by the Warden:

- Area search
- Cell search
- Irregular Round
- Bed Book Audit
- Fire and Security Check

PRIOR TO INSTRUCTION:

1. Read all components of the curriculum (i.e., lesson plan and activities.)
2. Refer to the Warden or other delegated official for the specific location of Part I and Part II of the lesson. Consider the approximate time it will take to move from the location of Part I to the location of Part II (if applicable). Plan accordingly.
3. Print all documents to represent your local facility for the Participant Manual.
4. Print all documents to represent your local facility for the Group Resource Manual.
5. Prepare for instruction. This includes addressing the following:
    - Number of Participants: Determine how many participants will be in attendance.
    - Participant Manual: Using the number of participants in the class, copy the number of student packets you will need (one per participant) to conduct the training. Note: Since participants will not be writing on these manuals, you may use them again for other scheduled classes of *Managing Housing Units*.
    - Group Resource Manual: Determine how many groups of five (5) participants will be in the class. Make copies, one (1) for each group, to conduct the training. Note: Since participants will not be writing on these manuals, you may use them again for other scheduled classes of *Managing Housing Units*.
    - Activities: Copy the number of activities needed; that is, one (1) activity for each group. Participants will write on these activity sheets, therefore, you will need to make additional copies for other scheduled classes of *Managing Housing Units*.
6. Take all printed materials to the training site identified for Part I of this course.

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SPECIAL NOTE: Accountability of Materials: All materials should be collected, accounted for, and removed from the location when training and/or practical exercises are conducted in the presence of inmates. Absolutely NO materials should be in circulation for Part II of this lesson.

AT THE TRAINING SITE:

1. Identify locations for small groups (and group discussion). Place a Group Resource Manual in each group location.
2. Identify the seating of the groups. Place a Participant Manual at each seat.
3. Once all participants have arrived, divide the participants into groups of five (5). It is highly recommended that each small group be a mixture of at least one (1) employee in correctional services (any grade) plus a combination of other disciplines.
4. Allow groups to form and settle in their seats before you begin instruction.

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I. INTRODUCTION

For this module of Back 2 Basics, we will be reviewing policy and procedures for effectively performing duties when managing a housing unit.

Note: Refer to the Participant and Group packets.

Note: Describe the logistics of the training. This should include start time, stop time, breaks, location change (if applicable), etc.

Note: Ask if there are any questions before continuing. Address all questions.

II. POST ORDERS

A. General Post Orders

Note: Instruct participants to look at their individual packets for specific post orders.

Post Orders describe all procedures and any special instructions regarding a specific post. Per Program Statement, Correctional Services Procedures Manual, post orders must be based on Bureau and institution policies, must state each post's duty hours, and must be prepared under the Captain's supervision and direction.

Note: Discuss procedures for reviewing and signing post orders in the Lieutenant's office.

Discussion: What is the procedure if there is no opportunity to review post orders?

In these cases, it is the responsibility of the employee to inform the employer of the fact they have not been able or afforded the opportunity to read such orders. The employer will then advise the employee of the general requirements of the post and answer any questions. Employees assuming posts under these circumstances still have the responsibility of exercising sound correctional judgment based upon their training and experience and will make reasonable efforts to read the post orders as soon as practicable.

Note: Refer to the Group Resource Manual. Ask them to take a look at the *Title and Location of Post Orders* and *Post Order Review Sheet* noting the areas where signatures are needed. Ask if there are any questions before continuing.

Each post order will contain instructions regarding the immediate action an employee should take in an emergency situation. These "first responder" instructions should contain specific action steps including, but not limited to, containment, employee protective considerations, and emergency reporting protocols. Particular requirements regarding assaultive inmates, suicides, fires, evacuation routes, and other "immediate" response emergency situations are addressed and are consistent with the corresponding Emergency Plan.

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B. Specific Post Orders

Note: Refer to the Group Resource Manual as needed for the next section.

All post orders contain five (5) separate sections in the following order:

Section 1: Activities listed chronologically with responsibilities clearly defined.
Section 2: Special instructions relating to the specific post.
Section 3: General Post Orders - applicable to all posts.
Section 4: List of Program Statements and Institution Supplements relevant to the post.
Section 5: Employee Signature sheet.

Post orders and log books are confidential documents and should never be left unattended or in an area accessible to inmates. They must be secured at all times when not in use by employees.

Knowledge Check: Where are the Post Orders located in housing units at this institution?

Knowledge Check: Where should you log pertinent information regarding inmates?

Note: Ask if there are any questions regarding Post Orders. Upon completion of discussion, continue with instruction.

III. ASSUMING DUTIES OF A CORRECTIONAL POST

Discussion: What are some of the first things you must do upon arriving?

A. Begin Logging Documentation

According to the Correctional Services Procedures Manual and our identified post orders, you must begin logging documentation in TRUSCOPE.

Items that must be logged upon assuming the post include:

- Date
- Shift
- Base count of the unit (number of inmates)
- Your name (printed legibly)
- Key ring number
- Number of keys
- Equipment
- Details about the fire alarm panel (indicating if it is operational)

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Knowledge Check: What should you do if the fire alarm panel is not operational?

B. Contact Control

In addition to logging in the details of equipment, you should contact Control and, with their approval,

- conduct a test of your radio/body alarm, and,
- verify the unit count.

C. Dial in with the Operations Lieutenant

Once the base documentation is logged, you may contact the Operations Lieutenant or dial in for a briefing. It is at this time you should address any questions or concerns you may have about the shift.

Note: Discuss local procedures for contacting Operations Lieutenant upon assuming duties.

IV. ACCOUNTABILITY OF INMATES ON DETAIL

Accounting for inmate work detail is a crucial part of inmate accountability as all departments and locations throughout the institution are responsible. If an inmate on your work detail is missing, the inmate is considered 'absent' and you should follow all procedures for locating the absentee inmate.

Each detail supervisor should carry the updated and current electronic printout with them throughout the day.

Note: Refer to your institution's procedures for printing and collecting Detail/Crew Kit Cards.

A. Detail/Crew Kit Cards

The Detail Crew Kit on BOPWARE will automatically be updated to reflect new admissions and any job or quarter's changes via SENTRY. Each crew kit has current detail cards on all inmates assigned to the detail. The printouts are never to be left unattended or in an area accessible to inmates. At a minimum, crew kit cards provide:

- Names of the inmates;
- Register number;
- Current photo (a new photo must be made whenever an inmate's appearance changes);
- Job assignment;
- Quarters assignment;
- Custody level; and
- Any special conditions.

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Inmates will never be allowed to handle detail/crew kits and/or the cards assigned to the kits.

Note: Discuss how to identify an inmate that is on the posted picture file. The inmate is identified with an asterisk.

Note: Discuss local procedures for reporting discrepancies in detail/crew kit cards.

Note: Discuss the shift/responsibility for collecting the detail/crew kits for your local institution.

Note: Discuss the specific location where the detail/crew kits can be found in the housing units (e.g., top drawer in desk of officer's station, etc.).

B. Detail Accountability Checks

Detail accountability checks are conducted to identify inmates in unauthorized areas, and to determine the presence and accuracy of detail cards (crew kit cards).

AM/PM census checks will be documented on Daily Fire and Security Inspection Reports. You must conduct an AM/PM census of all inmates assigned to your area during each work period. Any discrepancies found during the census will be recorded on the inspection report and must be reported to the Operations Lieutenant immediately.

C. Excusing Inmates from Detail

Knowledge Check: Who can authorize excusing an inmate from work?

The Associate Warden overseeing the department maintains the sole authority to "lay in" a Work Detail. Detail Supervisors are not authorized to release inmates from their assigned details prior to the end of normal working hours.

As an additional note, Detail Supervisors will **not** make sick call appointments for inmates.

V. LOCATING AN ABSENTEE INMATE

If you are responsible for managing the housing unit, it is **your** responsibility to locate the inmate on your work detail. With that in mind, make proper notifications and take appropriate action against the inmate right away.

Knowledge Check: What are the steps to take if inmates are missing or absent from their work?

Note: Allow input from employees before continuing.

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Per Program Statement 5500.14, inmates who are missing or absent from their work details should be located in the following manner:

1. Take immediate action to locate the inmate if the inmate does not report to work as scheduled within ten (10) minutes or fails to return from an appointment.
2. Exhaust all avenues of locating the inmate by calling appointments, the inmate's assigned housing unit, visiting room (if applicable), and Health Services. If the absent inmate cannot be located after ten (10) minutes, notify the Lieutenants Office. At this point, the Lieutenants Office will assume responsibility for locating the inmate.
3. The Lieutenant will ensure proper notifications are made and proper action is taken when the inmate is found.

Note: Discuss the following in as much detail as needed for your location.

A. Daily Change/Transfer Sheet

The Daily Change/Transfer Sheet is a SENTRY generated list which denotes changes in an inmate's status. This sheet must be published each regular work day. It includes changes in the following:

- Housing unit;
- Job assignment;
- Medical idle; and/or,
- Convalescence which exceeds one (1) day.

Note: Identify where and how employees can locate the Daily Change/Transfer Sheet in your local housing units.

B. Inmate Callouts

The Call-Out sheet lists appointments inmates have with employees and is produced by SENTRY. As you know, it lists the reporting time and physical area where inmates are scheduled to report. The Call-Out sheet is made available to employees and posted in the inmate housing units. The employee who places the inmate on call-out must ensure the requested inmate arrives at the specified time.

Discussion: Who is responsible for ensuring the inmate arrives to the callout at the specific time?

Note: Identify where and how employees can locate the Inmate Callouts in your local housing units.

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C. Sick Call

Discussion: What are times and days for Sick Call?

For Sick Call, inmates will report to the Health Services Department. When an inmate, for medical reasons, is excused from work, Health Services employees will issue two (2) copies of the Medical Idle Authorization to the inmate. The inmate will retain one copy of the idle and deliver the second copy to the Housing Unit Officer.

Knowledge Check: Who is responsible for notifying the work supervisor of the inmate's idle status?

The Unit Officer will notify the work supervisor of the inmate's idle status.

Once an appointment is made, the inmate will return to their unit until the assigned appointment. Inmates will return to Health Services during the assigned movement and remain there until released by the Health Services employees.

D. SENTRY

Discussion: What are the SENRY functions that may be used for locating an inmate?

Some of the most notable options include PP42/PP44, Current Assignments and PP37, History.

Note: Discuss any additional SENTRY options, as needed or mentioned by employees.

VI. ACTIVITY #1 – LOCATING AN ABSENTEE INMATE

Note: Distribute the worksheet for Activity #1 – Locating an Absentee Inmate, one (1) per group. Facilitate the activity using the instructor notes provided. Upon completion, continue instruction.

VII. CONDUCTING ROUNDS

A. Irregular Rounds

Every employee is responsible for the custody, control, supervision, and accountability of all inmates in their area of responsibility and supervision.

Housing unit posts should make irregular rounds of the units they are assigned. Although there are no scheduled rounds when moves are open, it is imperative to make rounds for the security and orderly operation of the institution once moves are closed and the unit is locked. Upon completion of each round, notification of completion and any additional notes should be logged

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into TRUSCOPE.

Note: Discuss any additional local procedures for conducting rounds.

B. Rounds During Lock Down Status in the Housing Unit

Per policy, when inmates are in lock down status, rounds must be conducted at least once in the first 30 minute period of the hour (example, 12:00 a.m. – 12:30 a.m.) followed by another round in the second 30 minute period of the same hour (example, 12:30 a.m. – 1:00 a.m.). This ensures that an inmate is observed at least twice per hour. These rounds are to be conducted on an irregular schedule and no more than forty (40) minutes apart.

Note: Clearly define lock down status as applicable to housing units during normal operations.

VIII. ACTIVITY #2 – CONDUCTING ROUNDS IN THE HOUSING UNIT

Note: Distribute the worksheet for Activity #2 – Conducting Rounds in the Housing Unit, one per group. Facilitate the activity using the instructor notes provided. Upon completion, continue instruction.

IX. CONDUCTING FIRE AND SECURITY CHECKS

Each detail supervisor or departmental employee will conduct a daily security and fire inspection of their assigned area. The result of these inspections will be submitted on your local Daily or Weekly Security and Fire Inspection Report. Employees will use TRUSCOPE to log in the time conducted and findings, if applicable.

The areas listed on the Daily Security and Fire Inspection Report should be completed at the conclusion of each manned shift.

Knowledge Check: When should the Daily Fire and Security Checks be conducted?

Note: Provide any feedback and/or procedures for your local facility.

A. Fire and Security Inspection Report, Daily

While managing a housing unit, you will be expected to perform the fire and security inspection in accordance with outlined procedures. Upon completion of the inspection, you will document your findings in TRUSCOPE noting any discrepancies found, along with the action taken to address the problem. If the discrepancy is considered significant or major, you will contact the Lieutenant's office immediately.

Note: Refer to the Participant Manual for the Daily Fire and Security Inspection Report.

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Discuss how to document findings once the inspection is completed.

B. Security Work Orders/Requests

If you find a safety or sanitation issue which requires corrective action, you should note the problem on the form and submit a written work request to get the problem fixed.

Note: Identify the location of the work order form and the local procedures for submission.

C. Memoranda

A memorandum is used to document safety issues encountered during your checks.

Discussion: Who should receive a copy of this memorandum?

X. ACTIVITY #3 – CONDUCTING FIRE AND SECURITY CHECKS

Note: Distribute the worksheet for Activity #3 – Conducting Rounds in the Housing Unit, one (1) per group. Facilitate the activity using the instructor notes provided. Upon completion, continue instruction.

XI. CONDUCTING SEARCHES OF THE HOUSING UNIT

A. Searches of the Housing Unit

The inspection of a housing unit is primarily designed to detect contraband, prevent escapes, maintain sanitation standards, and to eliminate fire and safety hazards. Frequent and irregular searches should be conducted of all inmate living areas to include:

- Cells
- Cubicles
- Storage rooms
- Supply rooms
- Common areas
- Plumbing accesses
- Walls
- Plumbing fixtures
- Showers, to include drains
- Additional locations not mentioned above

The employee assigned to the area will be responsible for noting the date, time, results, and name of searching employee according to local procedures. Searches of the inmate living areas will be conducted frequently and properly documented in TRUSCOPE.

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Note: Identify how searches of the housing unit should be documented at your local facility.

Approaches to conduct searches in all areas of the housing unit include:

1. Visual

A visual inspection must be conducted inside the unit for items such as bent or spread bars, broken welds, cracked or cut bars, and any sign of steel filings. Any other evidence of tampering or weakness such as fresh paint or discolored areas is to be thoroughly investigated.

2. Bar Tapping

Accurate bar taps call for the use of a mallet to tap security bars and frames to set up vibrations which, by their deviation from normal sound, would indicate tampering or weakness. All housing unit bars within the institution will be tapped weekly, and this information should be recorded accordingly.

Note: Discuss procedures for recording bar taps at your local institution.

3. Metal Instrument

A thin instrument such a putty knife can be passed along frames or bars to locate cuts or depressions which might indicate tampering. The instrument can also be used as a probe to uncover cuts filled with soap, putty, or other substances.

Knowledge Check: How often are bar taps completed?

Note: Explain the location and/or procedures for obtaining tools used for conducting searches.

4. Mirror

A mirror is an effective instrument for examining areas that would ordinarily be difficult to inspect. A mirror may be used to inspect any area that ordinarily would be difficult to observe during a routine visual inspection.

Knowledge Check: What areas in the housing units are best searched using a mirror?

B. Searches of Inmate Cells

Employees may search an inmate's housing area and any personal items contained within an area, without prior notice, inmate approval, or inmate's presence. An inmate will be removed from the cell and searched prior to the cell search. When conducting the cell search, all items

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in the cell should be carefully searched and, as nearly as possible, returned to their original order upon completion.

When conducting a cell search, particular attention must be paid to the following:

- Plumbing facilities
- Ventilation ducts
- Beds
- Bedding
- Chairs
- Commissary items
- Books
- Additional items/locations not mentioned above

False shoe bottoms, secret compartments and hollow legs are possibilities for concealing contraband.

Discussion: What are some other common areas for concealing contraband that have not been mentioned?

The employee searching the cell will be responsible for noting the date, time, inmate's name, inmate's register number, cell/room number, results, and name of searching employee in TRUSCOPE.

Identify how cell searches should be documented at your local facility.

C. Contraband

Here are only a few items of contraband and locations it may be commonly found in the housing units:

- Cell phones hidden in doors
- Cell phones hidden inside of soda cans
- Cell phones hidden in soap
- Cigarettes hidden in all areas of inmate cells
- Tattoo Kits hidden in soda cans
- Contraband safes made out of Ramen Noodles
- Handcuff Keys made from inhalers
- Homemade intoxicants in all areas of the housing units
- Homemade tobacco pipes
- Officer safety items hidden as contraband
- Secret contraband storage spaces
- Shanks created from printer cartridges

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- Tobacco and other items hidden in Bibles

Note: Discuss additional contraband items and locations.

When conducting searches of inmates, housing units, and cells, it is important to be familiar with items inmates may and may not have. When in doubt, you can refer to the local Commissary List and/or the Inmate Personal Property List. You may also ask the inmate to provide a receipt of purchased items.

Note: Inform participants to refer to the local Commissary Sheet and/or Inmate Personal Property List in the Participant Manual as needed.

Knowledge Check: What would you do if you found an item you suspected was contraband but wasn't completely sure?

1. Areas Approved for Inmate Property Storage

Inmates in the general population housing units will be issued specific locations for the storage of personal property, for example, lockers. Items authorized outside of the areas may include items such as:

- One (1) mesh laundry bag
- Footwear
- Issued clothing

Property storage may not be in offices of the unit team or the correctional supervisor except in temporary, emergency situations.

Note: Discuss specific locations in your location for property storage. Discuss any special instructions (e.g., shoes should be stored under the bunks).

2. Confiscation and Disposal of Contraband

Confiscated contraband will be disposed of in accordance with institution procedures. Exceptions from these procedures can only be made upon written authorization of the Warden or his designee.

Note: Discuss local procedures for recovering contraband. Include procedures for

- **excess property**
- **hard contraband**
- **cash or negotiable instruments**
- **postage stamps**

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Note: Discuss local procedures for identifying and logging contraband recovered during searches.

XII. ACTIVITY #4 – CONDUCTING SEARCHES OF THE HOUSING UNITS AND INMATE CELLS

Note: Distribute the worksheet for Activity #4 – Conducting Searches of the Housing Units and Inmate Cells, one (1) per group. Facilitate the activity using the instructor notes provided. Upon completion, continue instruction.

XIII. CONDUCTING BED BOOK AUDITS

Knowledge Check: When should employees conduct a bed book audit?

Note: Allow participants to provide feedback. Provide feedback for your local facility.

A minimum of one (1) bed book audit will be conducted every 24-hour period to ensure the accuracy of inmate assignments.

Note: Provide information on where/how the Bed Book is retrieved/located at your local facility.

The Bed Book contains the following information for each inmate:

- Inmate's name
- Register number
- Cell location
- Job assignment
- Custody level
- Any additional information (e.g., medical information)

Bed Book Cards are strictly confidential and should never be viewed by inmates.

A. Procedures for Conducting a Bed Book Count

At least two (2) employees will conduct bed book audits. Inmates must be positively identified using printed pictures, by asking the inmates to state both their name and register number. Both employees must agree the inmate matches the picture, name, and register number on the bed book card. Inmates must also be in their assigned cell as documented in the bed book and unit SENTRY roster.

The first employee will carry the SENTRY roster while the second employee will carry the Bed Book picture roster. Upon completing count, both officers verify all inmates are present, compare the numbers with each of the counting employee, and identify any inmates not

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present in the housing unit.

Note: Discuss local procedures for conducting a Bed Book Count.

Employees will then call Control Center and verify this information.

B. Updating an Inmate's Picture Card

Discussion: What issues warrant the update of a picture card?

When conducting a Bed Book count, you may discover that an inmate has changed their physical appearance. If this is the case, the following standard operating procedures should occur:

1. Find correct inmate Picture Card on file.
2. Write and submit a memorandum to the Unit Team requesting a new picture be taken and explain why.
3. Use reverse side of Picture Card to note changes in the inmate's physical appearance.
4. Return Picture Card file to proper secure location.

Knowledge Check: Who can request the update of a picture card?

Any employee can submit the request for an inmate's picture card to be updated. The same procedures mentioned above will apply to any employee submitting the request.

1. Locate inmate's Picture Card.
2. Record information from inmate's Picture Card into assigned bed/cell slot in unit Bed Book.
3. File inmate's Picture Card with your unit cards.

XIV. SUMMARY

In summary, managing a housing unit has many complex duties and responsibilities. The Back to Basics training program has been designed to revisit those fundamental tasks that depend on the overall safety and security of the institution as a whole.

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ACTIVITIES

Part I
Managing Housing Units

EFTA00141319

Group Discussions: Challenges and Solutions

Time Frame: 15 minutes each (Recommended)

Objectives: Given a topic of discussion, participants will be able to:

- Discuss challenges and possible solutions for the given topic for managing housing units.

Instructor Materials:

- Pencils
- Copies of worksheets, one (1) per group, to include:
  - Activity #1 – Locating an Absentee Inmate
  - Activity #2 – Conducting Rounds in the Housing Units
  - Activity #3 – Conducting Fire and Security Checks
  - Activity #4 – Conducting Searches of the Housing Units and Inmate Cells

Instructor Notes:

1. Divide the participants into groups of five (5) participants per group.
2. Pass out the Group Discussion worksheet for the identified activity.
3. Announce the topic to the groups. Instruct all participants to take ten (10) minutes discussing the challenges they face with the given topic and write up to four (4) of them down on the worksheet provided. Once they have identified the challenges, groups can discuss the possible solutions, noting any talking points in the space provided under the solutions heading.
4. Upon completion of the discussion, groups should appoint a lead speaker who will share findings with the class.
5. After the ten (10) minutes of discussion time is complete, allow groups to share their answers with the class.

Debrief:

Take time shortly after conducting this activity to reflect on how it went, how engaged the participants were, and what questions were raised, if any. Make any notes that may need further discussion regarding your institution.

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Activity #1 – Locating an Absentee Inmate

Group Discussion

Directions: Discuss challenges and solutions regarding locating an absentee inmate using Daily Change/Transfer Sheet, Inmate Callouts, Detail Crew Kits, Sick Call, and SENTRY. Write the discussion points for each challenge and the group's solution in the space provided. Be prepared to discuss with the class. You may use past experiences as examples.

	CHALLENGE ***To include past experiences, interferences, or recurring issues***	**SOLUTION** ***To include ideas and past experiences (if applicable)***
1		
2		
3		
4		

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Activity #2 – Conducting Rounds in the Housing Unit

Group Discussion

Directions: Discuss challenges and solutions regarding conducting rounds on any given shift. Write the discussion points for each challenge and the group's solution in the space provided. Be prepared to discuss with the class. You may use past experiences as examples.

	CHALLENGE ***To include past experiences, interferences, or recurring issues***	**SOLUTION** ***To include ideas and past experiences (if applicable)***
1		
2		
3		
4		

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Activity #3 – Conducting Fire and Security Checks

Group Discussion

Directions: Discuss challenges and solutions regarding conducting daily fire and security checks at your local facility. Write the discussion points for each challenge and the group's solution in the space provided. Be prepared to discuss with the class. Refer to the Daily Fire and Security Inspection Report in your Participant Manual as needed. You may use past experiences as examples.

	CHALLENGE ***To include past experiences, interferences, or recurring issues***	**SOLUTION** ***To include ideas and past experiences (if applicable)***
1		
2		
3		
4		

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Activity #4 – Conducting Searches of the Housing Unit and Inmate Cells

Group Discussion

Directions: Discuss challenges and solutions regarding official counts and census and accountability checks. Write the discussion points for each challenge and the group's solution in the space provided. Be prepared to discuss with the class. You may use past experiences as examples.

	CHALLENGE ***To include past experiences, interferences, or recurring issues***	**SOLUTION** ***To include ideas and past experiences (if applicable)***
1		
2		
3		
4		

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LESSON: MANAGING HOUSING UNITS, PART II

LENGTH: As Identified per activity

INSTRUCTOR-TO-PARTICIPANT RATIO: As indicated for each activity

OBJECTIVES:
Given the content discussed in the lesson titled, "Back 2 Basics, Managing Housing Units, Part I," participants will be able to:

- Conduct an area search of the housing unit
- Conduct a cell search in a housing unit
- Conduct a round in the housing unit
- Conduct a bed book audit
- Conduct a Fire and Security Check

METHOD OF ASSESSMENT:
- Performance-Based Evaluation

PREREQUISITES:
- Back to Basics, Overview and Expectations
- Back to Basics, Managing Housing Units, Part I

INSTRUCTOR MATERIALS:
As indicated per activity

STUDENT MATERIALS:
As indicated per activity

REFERENCES: Back to Basics, Managing Housing Units, Part I

APPENDIX: No

POWERPOINT: No

RECOMMENDED INSTRUCTORS:
Captain and/or Lieutenant as delegated **plus** one (1) additional supporting employee to assist in the oversight of individual activities.

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SPECIAL NOTES:

The attached activities will take place in an inmate housing unit at the local facilities. Individual activities chosen and the desired number to conduct will vary for each institution. All options are at the discretion of the Warden for each respective facility.

Managing Housing Units, Part I must be completed prior to conducting the activities identified in this portion of the lesson.

PRIOR TO INSTRUCTION:

1. Gather all critical information needed to effectively conduct the activity(ies). This includes:
    - Number of employees participating in the activity(ies).
    - Location of housing unit where activity(ies) will be conducted.
    - Location of inmates while the activity(ies) are being conducted (i.e., whether inmates will be relocated to a different area such as Recreation, inmates will be locked in their cells, etc.).
    - Specific activity(ies) to conduct with the employees.
2. Review all activities in detail, considering the information mentioned above.
3. Gather all student materials as indicated for each activity.
4. Take all materials, if applicable, to the identified housing unit.

SPECIAL NOTE: Accountability of Materials: All materials should be collected, accounted for, and removed from the location when training and/or practical exercises are conducted in the presence of inmates. Absolutely NO materials should be in circulation for Part II of this lesson.

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Activity #1: Conduct an Area Search of the Housing Unit

Time Frame: 30 minutes

Instructor to Participant Ratio: 1:30

Objectives: Given a Daily Fire and Security Inspection Report, a Commissary List, and a list of Inmate Personal Property for the local facility, participants will be able to:

- Successfully complete an area search for a housing unit.

Instructor Materials:
- Pencils
- Copies of Daily Fire and Security Inspection Report, local, one (1) per group of two (2) participants
- Copies of Commissary List, local, one (1) per group of two (2) participants
- Copies of Inmate Personal Property, local, one (1) per group of two (2) participants
- Identified tools needed to conduct the search

Instructor Notes:
1. Divide the participants into groups of two (2) participants per group.
2. Pass out one (1) Daily Fire and Security Inspection Report, one (1) Commissary List, and one (1) Inmate Personal Property List per group.
3. Inform employees to refer to the Fire and Security Inspection Report as needed.
4. Refer to local guidance for details to conduct the search.

Debrief:
Take time shortly after conducting this activity to reflect on items noted, found, and documented. Make any notes that may need further discussion regarding your institution.

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Activity #2: Conduct a Cell Search in a Housing Unit

Time Frame: 15 minutes

Instructor to Participant Ratio: 1:10

Objectives: Given a Commissary List and a list of Inmate Personal Property for the local facility, participants will be able to:

- Successfully complete a cell search for a housing unit.

Instructor Materials:
- Pencils
- Copies of Commissary List, local, one (1) per group of two (2) participants
- Copies of Inmate Personal Property, local, one (1) per group of two (2) participants
- Identified tools needed to conduct the search

Instructor Notes:
1. Divide the participants into groups of two (2) participants per group.
2. Pass out one (1) Commissary List and one (1) Inmate Personal Property List per group.
3. Initiate the evaluation by assigning the participant to search a designated area.
4. Observe the participant. Limit interaction with the participant. Do not coach nor answer questions which would give the participant an advantage.
5. The following sequence of steps should be stressed while evaluating the performance of each participant:
6. Obtain required search tools.
7. Plan a systematic search process:
8. Verbally describe the plan for searching the area.
9. Look over the area to be searched; establish an overall impression; identify suspicious circumstances.
10. Select a starting point.
11. Inspect the area and all contents.
12. Follow described search strategy. Ensure the participants:
    - Search the cell; check all movable or installed items and equipment; use tools as appropriate; take notes of unusual circumstances or needed repairs.
    - Continue search after contraband is found.
    - Leave cell as it was found.
    - Confiscate and remove contraband.

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- Document the search.
- Optional, prepare Work Requests.

Debrief:
Take time shortly after conducting this activity to reflect on items noted, found, and documented. Make any notes that may need further discussion regarding your institution.

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Activity #3: Conduct an Irregular Round in a Housing Unit

Time Frame: 15 Minutes

Objectives: Given local guidance, participants will be able to:

- Conduct a successful round in the housing unit.

Instructor Materials:
- Pencils
- Computer with TRUSCOPE

Instructor Notes:
1. Divide the participants into groups of three (3) participants per group.
2. Provide specific guidance to groups on how to conduct an effective round of the housing unit. Note areas that may need closer inspection.
3. Upon completion, instruct one (1) of the three (3) participants to record their findings in TRUSCOPE.

Debrief:
Take time shortly after conducting this activity to reflect on how it went, how engaged the participants were, and what questions were raised, if any. Make any notes that may need further discussion regarding your institution.

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Activity #4: Conduct a Bed Book Audit

Time Frame: 1 Hour

Objectives: Given specific instruction, participants will be able to:

- Effectively conduct a bed book audit of inmates in the housing unit.

Instructor Materials:

- Pencils
- Picture Card File, Electronic or Paper
- SENTRY Roster
- Memorandum (if applicable)

Instructor Notes:

1. Retrieve the inmate bed book.
2. Print the SENTRY roster of inmates in the housing unit.
3. Provide additional guidance to employees, if needed.
4. Instruct the employees to conduct the bed book audit of the housing unit.

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Activity #5: Conduct a Fire and Security Check of the Housing Unit

Time Frame: 30 minutes

Instructor to Participant Ratio: 1:30

Objectives: Given a Daily Fire and Security Inspection Report local facility, participants will be able to:

- Successfully complete a daily fire and security inspection for a housing unit.

Instructor Materials:
- Pencils
- Copies of Daily Fire and Security Inspection Report, local, one (1) per group of two (2) participants

Instructor Notes:
1. Divide the participants into groups of two (2) participants per group.
2. Pass out one (1) Daily Fire and Security Inspection Report, one (1) Commissary List, and one (1) Inmate Personal Property List per group.
3. Inform employees to refer to the Fire and Security Inspection Report as needed. Inform them to consider the following:
   - Inspect safety items
   - Check light fixtures, wiring, and outlets for damage, tampering, overloading.
   - Check access routes for obstructions.
   - Check waste receptacles for improper/unsafe disposal.
   - Check smoke detectors/alarms/signaling devices for damage or malfunction.
   - Check firefighting equipment and SCBA for damage or malfunction.
   - Check personal safety equipment for wear and damage.
   - Check for the presence of contraband.
   - Inspect sanitation items
   - Check trash receptacles for cleanliness, overflow, and proper disposal.
   - Check structure/fixtures for dirt and damage.
   - Check living areas/furnishings/carpets for dirt, stains, and damage.
   - Check bathrooms/showers/plumbing for dirt, obstructions, and adequate supplies.
   - Check for signs of infestation (insects, rodents).
   - Inspect security items
   - Check gates/doors/windows for damage and tampering.

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- Check manholes/tunnels/access points for damage and tampering.
- Check interior structure/features for tampering.
- Check for the presence of contraband.
- Check fences/perimeter walls for damage and tampering.
- Check building walls/roofs for damage and tampering.
- Check locks for damage, tampering, and proper operation.
- Use the mallet to tap bars and grills.
- Use a putty knife to check space between walls and fixtures.
- Use a flashlight to check dark areas.

4. Refer to local guidance for additional details needed to conduct the search.

Debrief:
Take time shortly after conducting this activity to reflect on items noted, found, and documented. Make any notes that may need further discussion regarding your institution.

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Automated Staffing Tool (AST) – Mid-Atlantic Custody Prototype

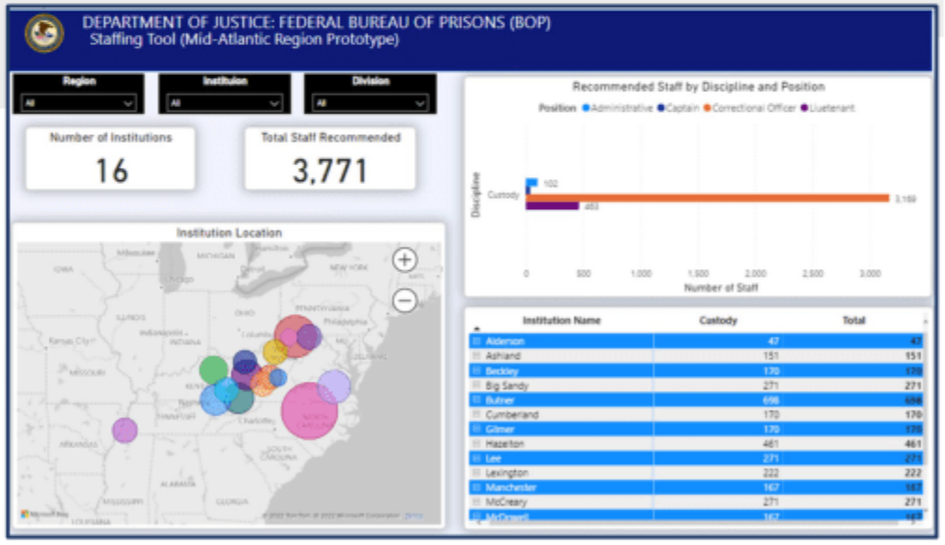
The goal of the Automated Staffing Tool (AST) is to address BOP's staffing challenges by providing an **updated, standardized, and transparent** view of staffing guidelines and an interactive way for BOP leadership to assess staffing levels based on evolving mission needs.

Challenges with Current Staffing Guidelines

- Guidelines are based on a static formula that assumes Correctional Officers work 210 days a year; not inclusive of extended leave (e.g., military leave, training requirements, etc.)
- Development and implementation of guidelines are not standardized across divisions
- Current guidelines do not account for additional, mission critical requirements (i.e., institution specific characteristics, distance to external resources, etc.)

AST Prototype Capabilities

- ✓ Built on **criteria including institution specific characteristics** validated by BOP Central Office and MXRO Region Subject Matter Experts
- ✓ **Replace and standardize** outdated 2016 Staffing Guidelines
- ✓ Provide transparent centralized view of recommended Custody staff by institution
- ✓ **Improve over time** with more features and additions (Iterative prototype)



AST Mid-Atlantic Custody Prototype screenshot

Next steps include incorporating post-level baseline data

FEDERAL BUREAU of PRISONS

Risk Analysis of Overtime, Augmentation, and Incentive Payment

April 2022

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OBJECTIVE

To review and analyze the risks associated with BOP's increased usage of overtime and augmentation and analyze the effectiveness of recruitment, relocation and retention incentives.

Executive Summary

This document highlights the bureau of Prisons' usage of overtime, augmentation and incentives (from 2017-2021) to uncover potential drivers of, and effectiveness of, usage.

Key Takeaways

1. Trends of both Overtime and Augmentation have **both** been increasing over time, disputing the hypothesis that they are used to substitute each other
2. 85% of incentive payments are focused on retention incentives
3. Retention incentives do not appear to reduce staff separations

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Background & Current Processes

In response to staffing issues, the Government Accountability Office (GAO) published a report in Feb. 2021 outlining shortfalls across the bureau. This analysis seeks to satisfy the recommendation of the bureau to conduct a risk assessment of its overtime and augmentation use on its staff, inmates, and institution security, and assess the outcomes of the incentives it utilizes.

CURRENT PROCESS

Overtime	• Overtime reports can be pulled from the Roster Scheduling Software that is viewable at the Central, regional, and local level • The Roster Scheduling Program makes improvements on some current processes associated with assigning overtime (e.g., current training certifications are captured in program, so it is clear who is qualified for a shift, and Overtime Authorization forms are automatically saved in the system) • Correctional Programs Division (CPD) developed a separate Overtime Tool housed in SAS that tracks overtime spending by institution, region, and overall agency • The Overtime Tool is accessible at the regional level. Regional leaders have the authority to share this information at the local level (usually institution Wardens and Captains). The report used for the Overtime tool is updated by local administrators on a monthly basis
Augmentation	• The responsibility of tracking augmentation is at the local level; how accurately the augmentation time code is utilized depends on each institution • Some institutions utilize an augmentation log to track the reason and the frequency of staff augmentation to provide transparency to institutional staff • Posts that are augmented for part of a shift may not get coded as being augmented, potentially resulting in an under-reporting of the practice
Incentives	• Wardens request incentives from their respective regional office who approve incentives at their own discretion • Funding for incentives comes from an institution's operational budget • There does not appear to be a standard policy bureau-wide that articulates reasoning behind retention incentive variances (for the same position at the same institution) or ties current retention incentives to quantifiable metrics defined in terms of an agency's goals (per OPM's guidance) • Incentives are sent to Staffing and Employee Relations (SERS) to be reviewed annually as required by OPM

OBJECTIVES OF ANALYSIS

1. Uncover risks associated with increased use of overtime hours per staff
2. Uncover risks associated with increased use of augmentation hours per staff
3. Analyze the usage of recruitment, relocation, and retention incentives

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Summary of Approach

Our approach centered on testing several hypotheses to best uncover potential risks associated with BOP's increased use of overtime and augmentation and usage of incentives.

	Section 1: Overtime Risk Analysis	Section 2: Augmentation Risk Analysis	Section 3: Incentive Usage Analysis
Data Inputs	• Overtime and Augmentation hours for all BOP staff by institution and region (FY17-FY21) • Inmate related incidents by institution and region (FY17-FY21) • Sick and AWOL leave by institution and region (FY19-FY21) • Vacancies across all institutions (FY21)		• Per-person hiring, relocation and retention incentive spending for FY17-FY21 across all 122 BOP institutions • BOP exit survey data 2016-2020 • Cost to hire*
Hypotheses	• Overtime and Augmentation usage are used to substitute each other (I.e., as one increases, the other decreases) • The institutions with the highest overtime and augmentation usage are the most short-staffed • Institutions with high levels of overtime and augmentation experience more safety incidents • Institutions with increased usage of overtime and augmentation utilize more sick leave and absent without leave (AWOL)		• Retention incentives reduce staff separations • Retention incentives are connected to hard-to-fill locations and positions
Analyses Conducted	1. Review BOP's current overtime and augmentation per staff yearly trend overall and regionally 2. Review BOP's current overtime hours by custody and non-custody staff 3. Test relationship of overtime and augmentation between inmate incidents, sick & AWOL usage, and vacancies with regression analysis (*The strength of relationships is scored using R^2. In statistics, R^2 is the proportion of the variation in the dependent variable that is predictable from the independent variable. For the purposes of these analyses, an R^2 value of .50 or greater is considered a strong relationship)* 4. Review BOP's current Overtime Tool to address gaps and opportunities for improvement		1. Review summation of incentives given to staff 2. Breakdown recruitment, relocation, and retention incentives by percent of staff and the top positions receiving them 3. Analyze retention incentive variance of top BOP positions receiving incentives 4. Calculate average retention incentive spending per staff 5. Test relationship between separation rate and retention incentive spending with regression analysis
Limitations	• Unable to retrieve workplace injuries date to test relationship with overtime and augmentation • Vacancy data was limited to 2021 and could not assess prior years • Unable to retrieve number of programs delayed/cancelled to test relationship with augmentation		• Unable to retrieve cost associated with hiring new staff at BOP to compare to cost of staffing incentives

*Source: Automatic Data Processing (ADP)

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Overtime & Augmentation Analyses Correlation Chart

This chart encompasses the three types of analyses conducted against Overtime and Augmentation data. Analyses that proved a correlation are accompanied with a check mark, while analyses that did not show a correlation are accompanied with an X.

Analyses Conducted Against Overtime and Augmentation Data	Correlation with Overtime?	Correlation with Augmentation?
Inmate Incidents	✗	✗
Sick Leave and Absent Without Leave (AWOL) Usage	✓	✗
Vacancies	✗	✗

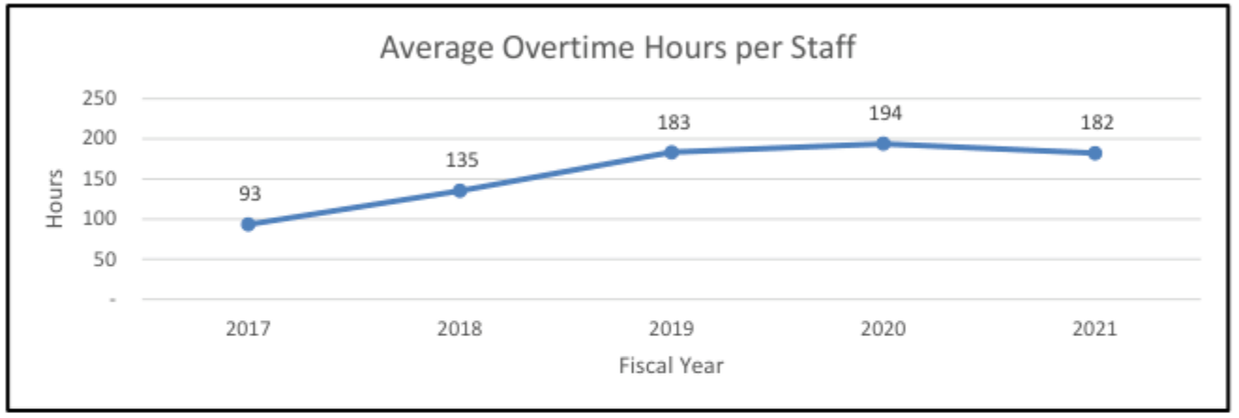
When Overtime and Augmentation were compared against one another, it **did not** appear that overtime and augmentation are used in substitution.

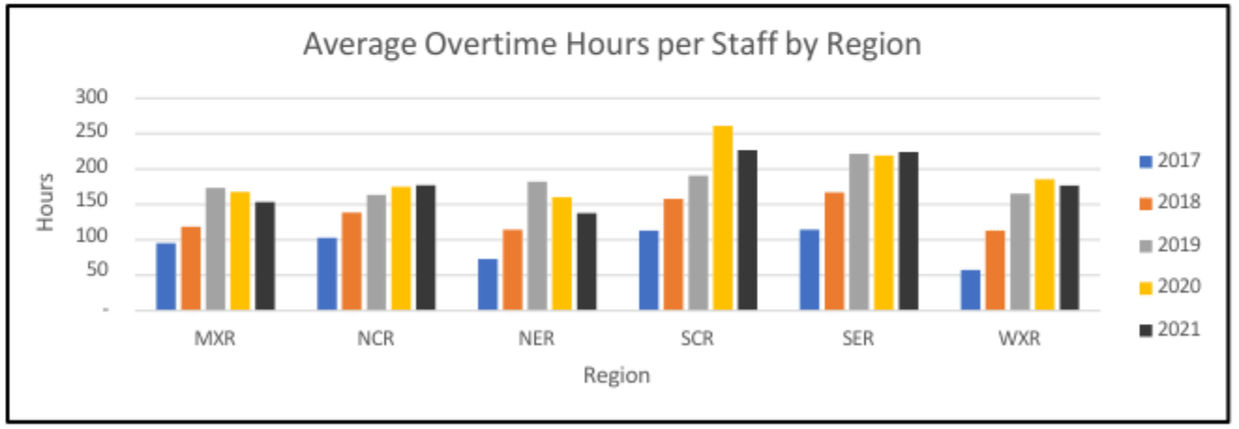
Overtime Risk Analysis

EFTA00141341

Current Usage of Overtime – Overall Snapshot

A review was conducted using overtime usage data from 2017-2021 to assess the usage trend across all institutions. Below are the initial observations of usage overall and by region.





Key Findings

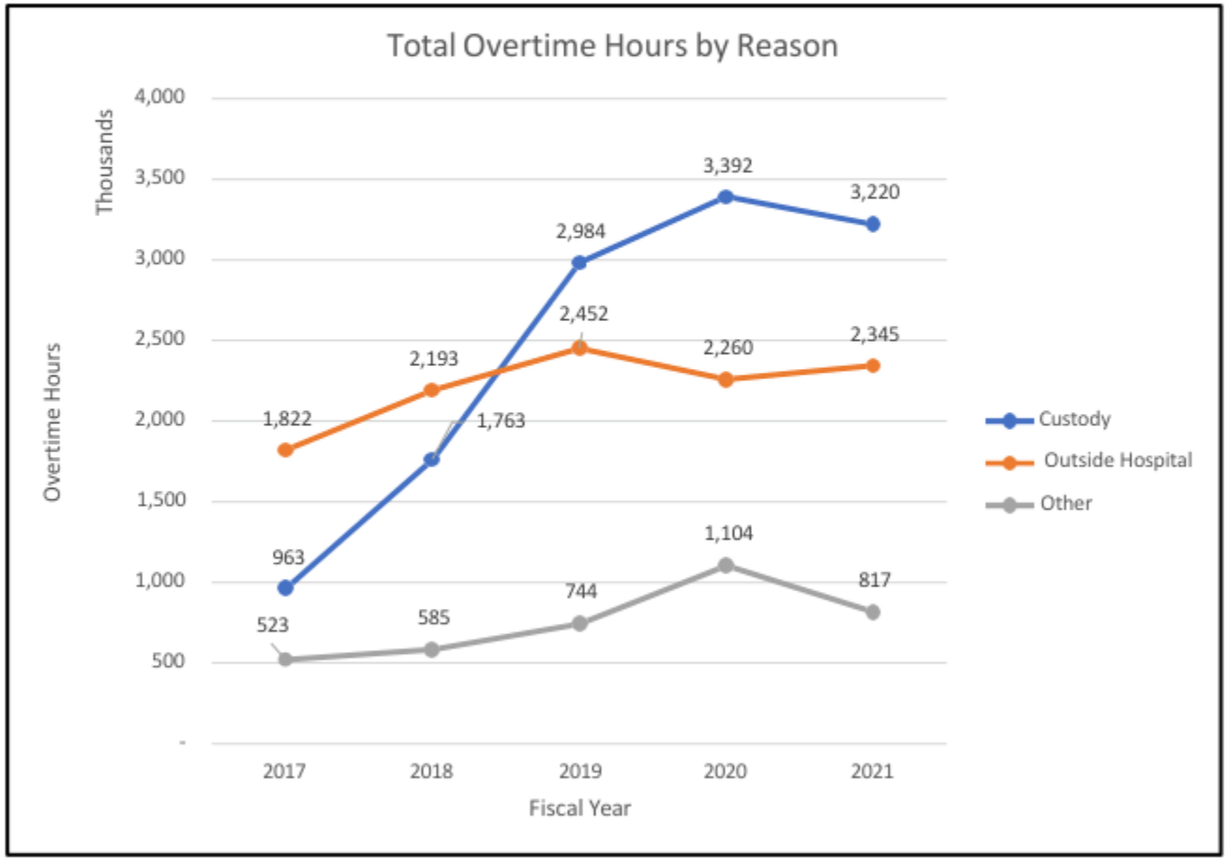
- Overtime usage (hours) has **increased significantly** from **93 hours per staff in 2017** to **182 hours per staff in 2020***
- While the **overtime usage has gone down minimally from 2020,** the **2021 average is** approximately **95% higher from its 2017 average**
- The region with **the highest overtime usage (hours) per staff** in 2020 is **South Central**, but **the Western region** had the **highest percent increase from 2017 to 2020**
- In 2021, the top 5 institutions with the **highest Overtime per staff** were and Big Spring FCI, Brooklyn MDC, Coleman Complex, Forrest Complex, and **Yazoo City Complex** and the **highest vacancies** were Beaumont, Butner Complex, Florence Complex, Thomson USP, and **Yazoo City Complex**

**The increase of overtime from 2019-2020 could have been due to COVID-19*

EFTA00141342

Current Usage of Overtime – Reasons for Overtime

A review was conducted using overtime usage data from 2017-2021 to assess the usage trend across all institutions. Below are the initial observations of overall usage broken out by reasons for overtime (custody, outside hospital, other).



Key Findings

- **Custody** overtime hours **of 963 thousand in 2017 was relatively low** compared to **outside hospital hours of 1,822 thousand***
- However, over the years **the gap between the two has been closing**
- In **2019, custody** overtime hours **surpassed outside hospital by 22%**
- In **2021**, **custody** overtime hours **surpassed outside hospital by 37%**
- **Other reasons** for overtime have remained **relatively low compared** to custody and outside hospital, however it **would be beneficial to understand the full reasons for overtime**

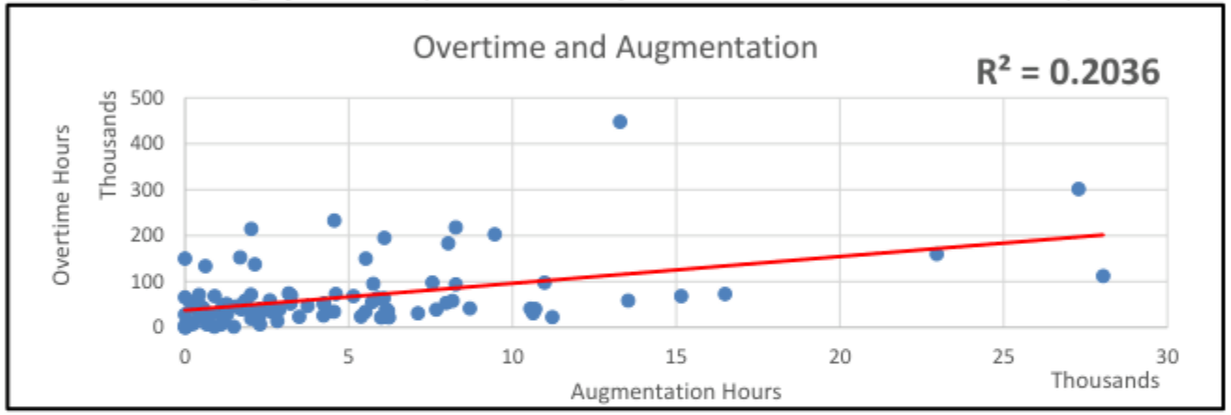
**This data is solely based on reported overtime hours in total and not on the full reasoning behind use of overtime*

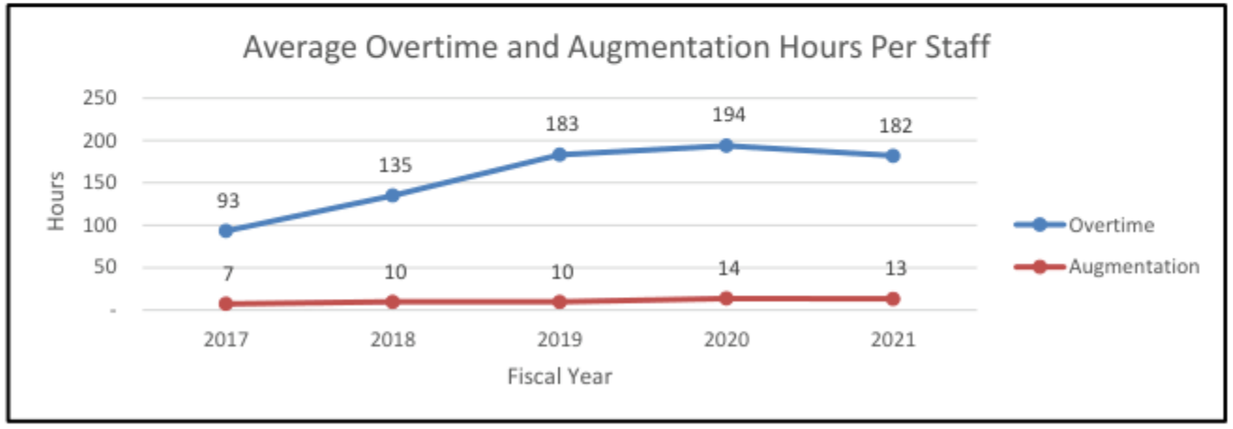
EFTA00141343

Connection: Augmentation Not Associated with Overtime

An analysis of overtime was conducted using overtime hours and augmentation hours for individual institutions for the time period of 2019. The purpose was to test the hypothesis of: **Overtime and Augmentation usage are used to substitute each other (I.e., as one increases, the other decreases).**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*





Key Findings

- Assessing **augmentation and overtime by fiscal year 2019**, the **R^2 value is .20 –** Meaning it is not significant enough to conclude that there is a strong relationship
- Although the relationship is not strong, it is **leaning towards a positive one**. Since institutions have anecdotally relayed that **overtime and augmentation are used to substitute each other**, it would be **anticipated that they would have a negative relationship** (as one increased, the other decreases)
- When assessing **the 5-year usage trend** analysis for overtime and augmentation, they both **follow the same trend—both have increased over time**

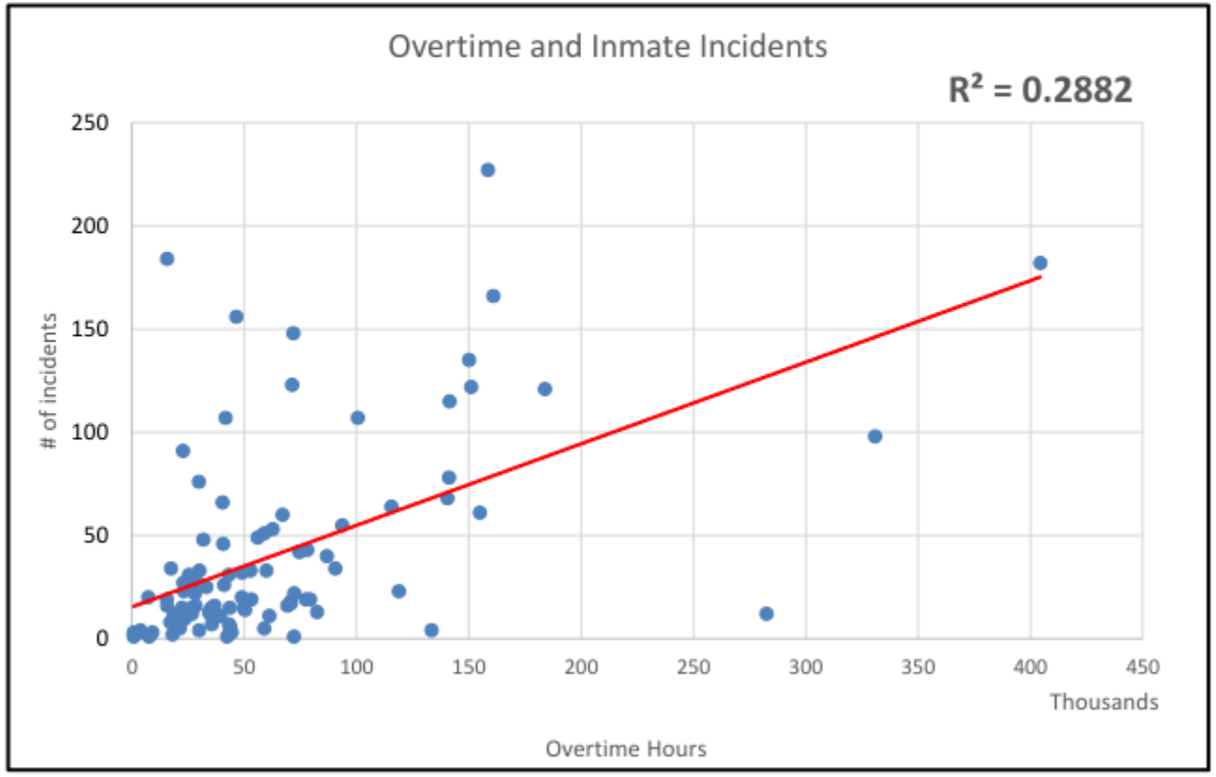
Connection

It does not appear that overtime and augmentation are used in substitution.

Connection: Incidents Not Associated with Overtime

Risk analysis of overtime was conducted using overtime hours and inmate incidents data[1] for individual institutions for the time period of 2019. The purpose was to test the hypothesis of: **Institutions with high levels of overtime experience more incidents.**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing at **the incidents and overtime by fiscal year**, the **R^2 value is .29 –** Meaning it is not significant enough to conclude that there is a strong relationship
- While an increase in overtime use can lead to incidents, it **cannot be concluded that it is a direct affect of overtime** with the data provided
- Additionally, it is acknowledged that incidents represent an extreme outcome of increased institution safety risks—meaning that there might still be increased safety risks with increased overtime usage, even if those do not connect to an increase in incidents

Connection

There does not seem to be a relationship between inmate incident and staff overtime.

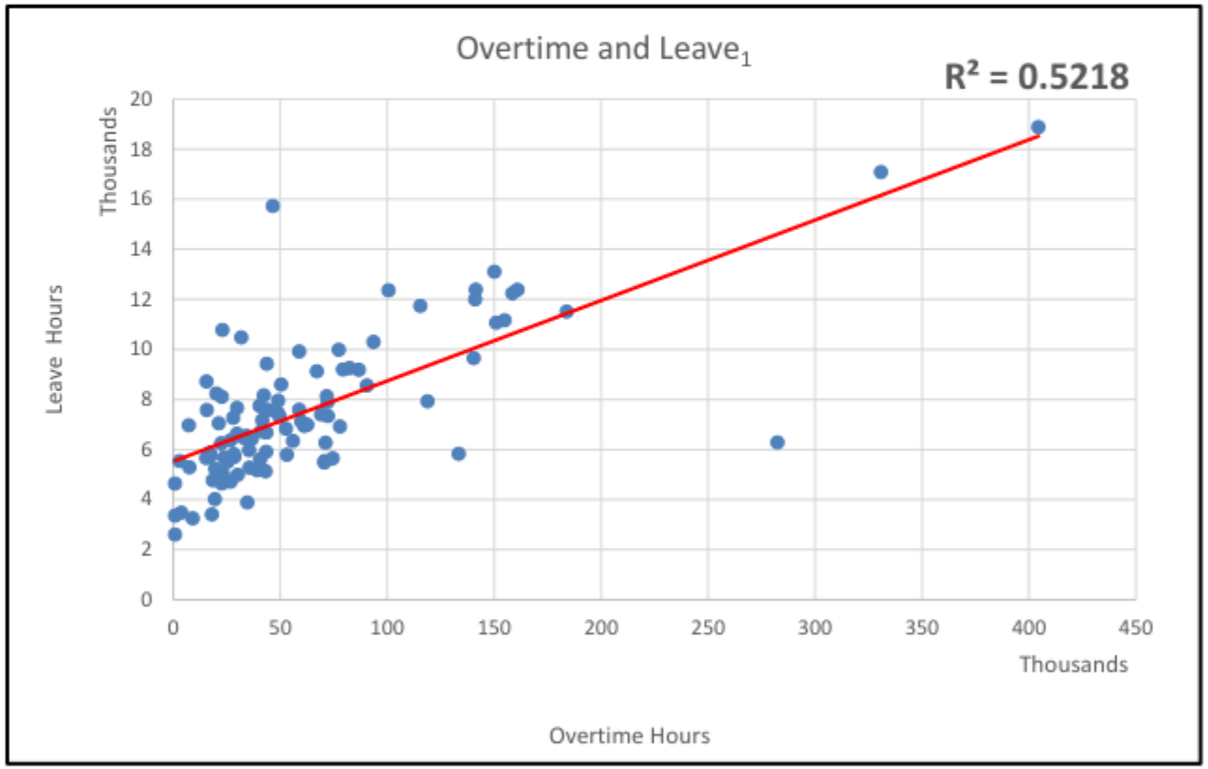
[1]Inmate incident data is a consolidated report of allegations, verified assaults, and minor incidents for inmate-on-inmate and inmate-on-staff incidents. Time period of 2019 was used to factor out COVID-19. The strength of relationships is scored using R2. In statistics, R2 is the proportion of the variation in the dependent variable that is predictable from the independent variable. For the purposes of these analyses, an R2 value of .50 or greater is considered a strong relationship.

EFTA00141345

Connection: Leave (Sick & AWOL) Associated with Overtime

Risk analysis of overtime was conducted using overtime hours of all institutions and leave$_1$ usage during the same time period of 2019. The purpose was to test the hypothesis of: **Institutions with increased usage of overtime utilize more sick leave and absent without leave (AWOL).**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing **the leave and overtime by institutions**, the **R^2 value is .52 –** Meaning **it is significant** enough to conclude that **there is a strong relationship**
- There is a **positive relationship between overtime and leave usage** meaning when overtime is high, a similar pattern can be seen with leave usage *(Although it cannot be said for certain it is a one-for-one relationship of overtime and leave usage as **other factors such as staff tenure need to be considered**)*
- An increase of overtime could mean that more staff call out, which could be a result of burn out or decreased morale

Connection

Instances of institutions with increased usage of overtime could be an indicator of increased sick and AWOL leave usage.

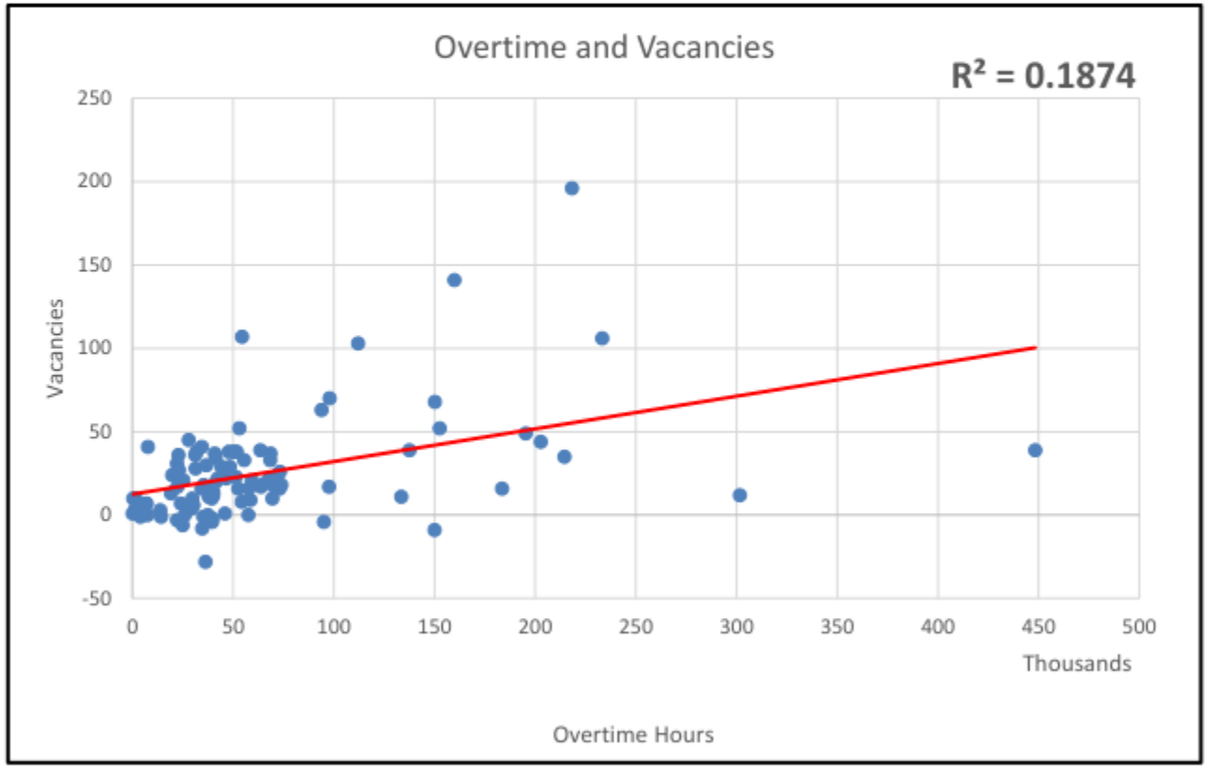
$_1$This analysis includes sick and AWOL leave hours. Time period of 2019 was used to factor out COVID-19.

EFTA00141346

Connection: Vacancies Not Associated with Overtime

Risk analysis of overtime was conducted using overtime hours of all institutions and vacancies during the same time period of 2021. The purpose was to test the hypothesis of: **The institutions with the highest overtime usage are the most short-staffed.**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing the **vacancies and overtime by institutions**, the **R^2 value is .18* –** Meaning it is not significant enough to conclude that there is a strong relationship
- There **does not** seem to be a **relationship between overtime hours and vacancies**
- Since **overtime is used to supplement the shortage of staff**, there might be **other driving factor(s) leading to increase overtime use** (i.e., staff callouts)

The weak relationship between Overtime and Vacancies could be due to a position not being filled as a result of a staff member on extended leave or staffing guidelines not being the most up to date

Connection

Vacancies are not directly associated with overtime hours.

*The regression analysis was based on availability of vacancy data

EFTA00141347

BOP's Overtime Tool

BOP created a tool in SAS to retroactively track overtime spending budget of its facilities going back as far as 2009. Below is an overview of its current capabilities and the opportunities for improvement.

Current Capabilities and Features

- High-level coding of reasons for overtime (Custody, Outside Medical, Other)
- Ability to filter by agency, regionally, and facilities to drill down further
- Track overtime spending regionally and/or by facilities to assess spending against their allocated budget
- Access to Regional Directors for awareness on overtime spending
- Data pulled from local administrators that pull from financial system (UFMS) on a monthly basis

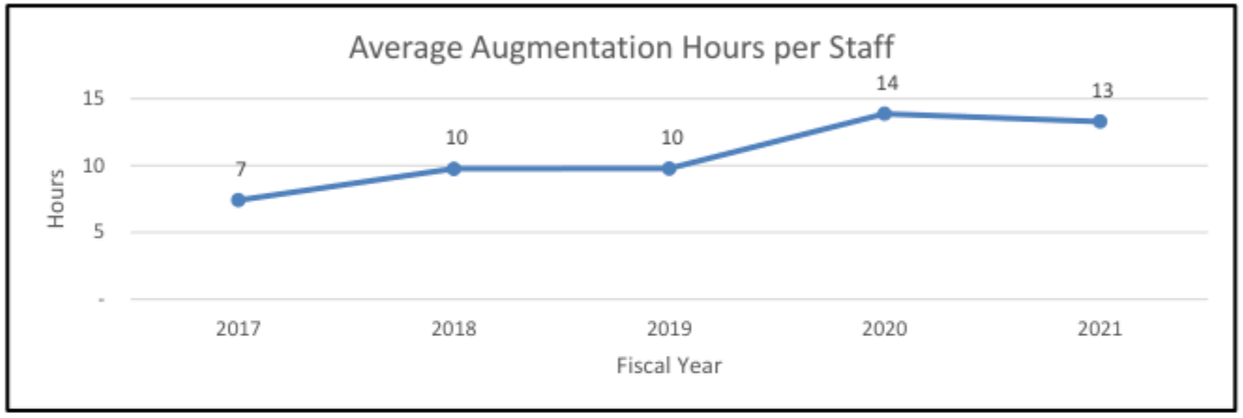
EFTA00141348

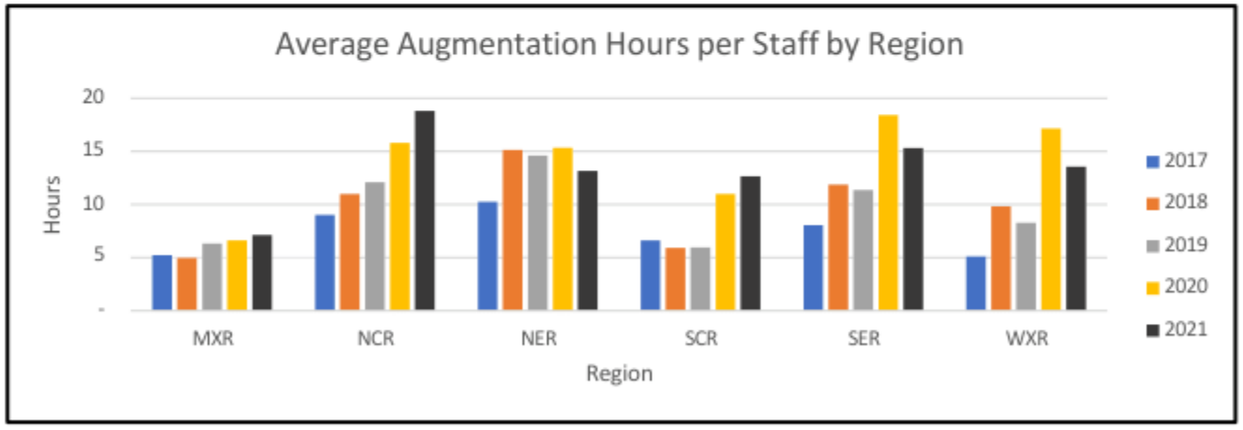
Augmentation Risk Analysis

EFTA00141349

Current Usage of Augmentation – Overall Snapshot

A review was conducted using augmentation usage data[1] from 2017-2021 to assess the usage trend across all institutions. Below are the initial observations of usage overall and by region.





Key Findings

- Following a similar pattern of overtime, augmentation usage (hours) has also **increased significantly** from **7 hours per staff 2017** to **13 hours per staff 2021**
- While the **augmentation usage has gone down minimally from 2020,** the **2021 average is** approximately **86% higher from its 2017 average**
- The region with **the highest augmentation** in 2021 is **North Central**, but **the Western region** had the **highest percent increase from 2017 to 2021**
- In 2021, the top 5 institutions with the **highest Augmentation per staff** were and Berlin FCI, Sheridan FCI, **Thomson USP**, Waseca FCI, and Williamsburg FCI and the **highest vacancies** were Beaumont Complex, Butner Complex, Florence Complex, **Thomson USP**, and Yazoo City Complex

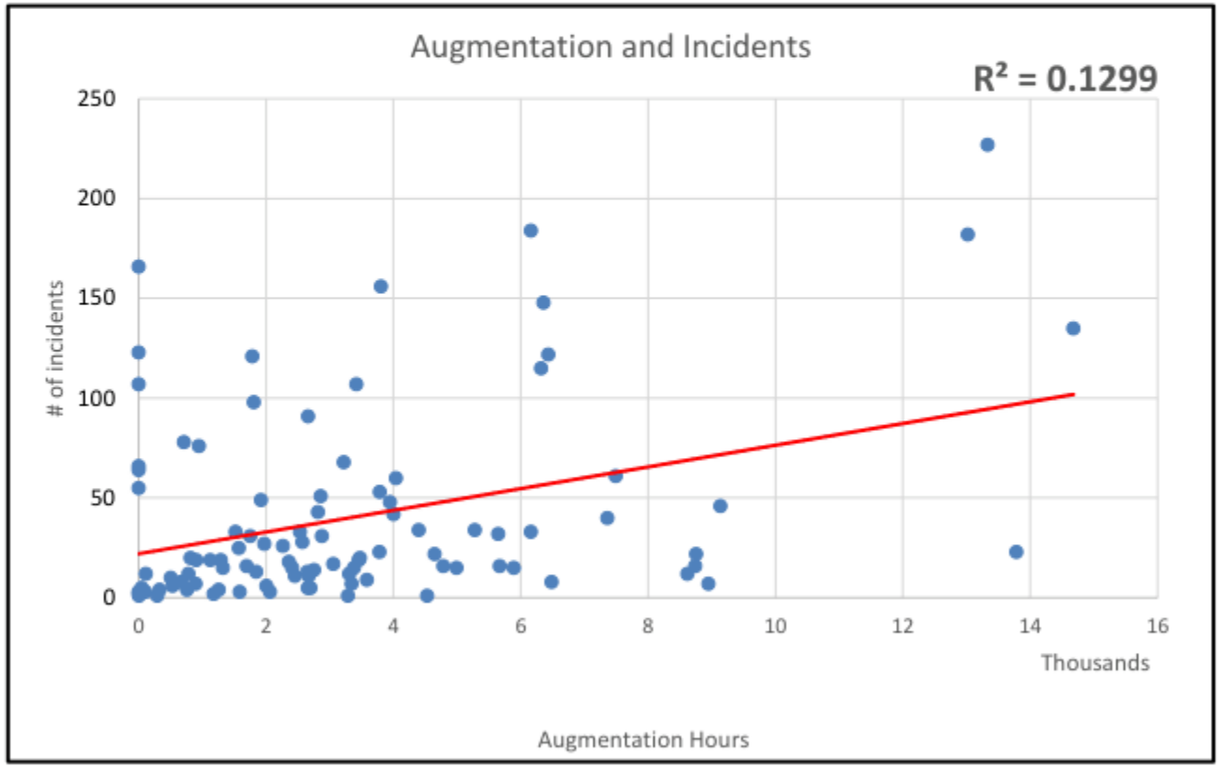
[1]Augmentation data might be underrepresented as its dependent on the augmentation code input

EFTA00141350

Connection: Incidents Not Associated with Augmentation

Risk analysis of augmentation was conducted using augmentation hours and incidents[1] data for individual institutions for the time period of 2019. The purpose was to test the hypothesis of: **Institutions with high levels of augmentation experience more incidents.**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing at **the incidents and augmentation by fiscal year**, the **R^2 value is .13 –** Meaning it is not significant enough to conclude that there is a strong relationship
- There **does not** seem to be a **relationship between augmentation hours and number of incidents** that are inmate driven
- Although, there is no relationship found, there could be a risk to safety of institutions as incidents are only one factor considered.

Connection

There does not seem to be a relationship between inmate incident and staff augmentation.

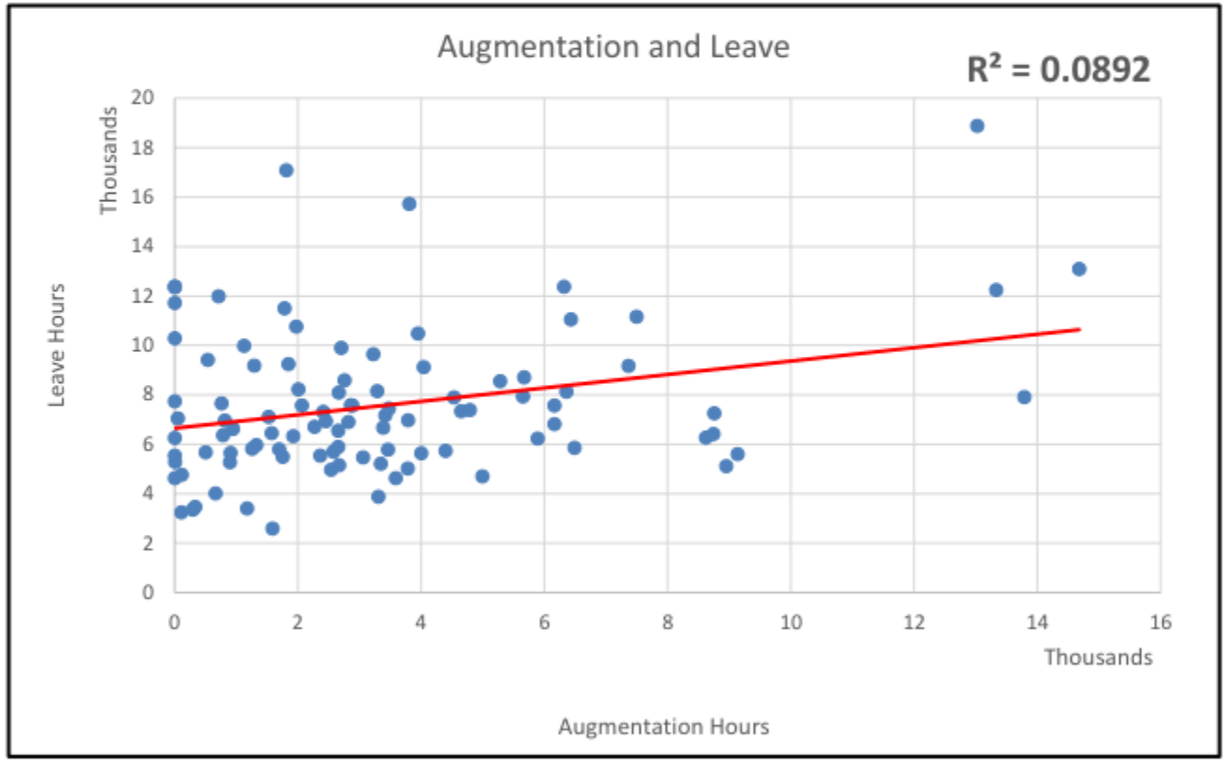
[1]Inmate incident data is a consolidated report on allegations. assaults, and minor incidents for inmate-in-inmate and inmate-on-staff. Time period of 2019 was used to factor out COVID-19.

EFTA00141351

Connection: Leave (Sick and AWOL) Not Associated with Augmentation

Risk analysis of overtime was conducted using augmentation hours of all institutions and leave[1] usage during the same time period of 2019. The purpose was to test the hypothesis of: **Institutions with increased usage of augmentation utilize more sick leave and absent without leave (AWOL).**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing at **leave and augmentation by institutions**, the **R^2 value is .09 –** Meaning it is not significant enough to conclude that there is a strong relationship
- There **does not** seem to be a **relationship between augmentation hours and leave usage**
- Since **augmentation might be underreported (it is unplanned and does not impact operational budget the way that overtime does)**, the leave usage relationship could be understated as it would be anticipated that augmentation would follow a similar trend of overtime and leave

Connection

There does not seem to be a relationship between sick and AWOL leave usage and staff augmentation.

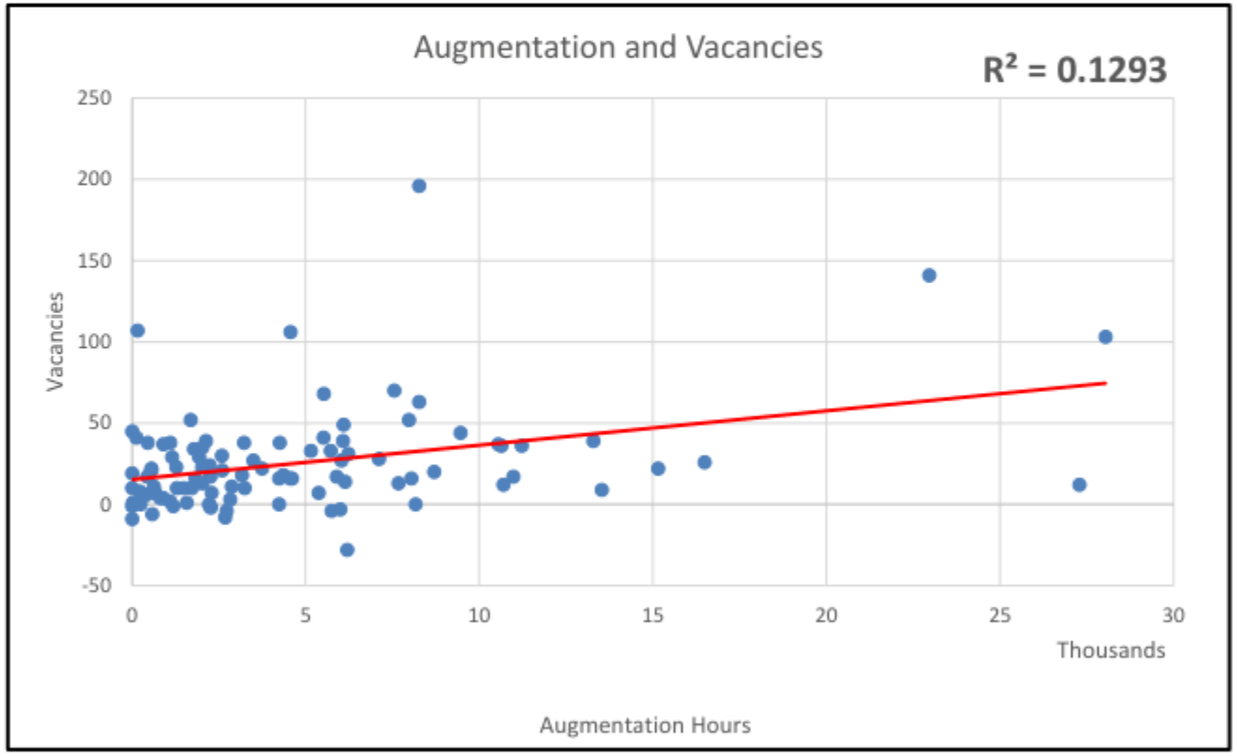
[1]Leave in this analysis includes sick and AWOL leave hours. Time period of 2019 was used to factor out COVID-19.

EFTA00141352

Connection: Vacancies Not Associated with Augmentation

Risk analysis of overtime was conducted using augmentation hours of all institutions and vacancies during the same time period of 2021. The purpose was to test the hypothesis of: **The institutions with the highest augmentation usage are the most short-staffed.**

*Real world data significance requires **R^2 > .50** for consideration. Each blue dot represents an institution.*



Key Findings

- Assessing the **vacancies and augmentation by institutions**, the **R^2 value is .13 –** Meaning it is not significant enough to conclude that there is a strong relationship
- There **does not** seem to be a **relationship between augmentation hours and vacancies**
- Since **augmentation is used to supplement the shortage of staff**, there might be **other driving factor(s) leading to increase augmentation use** (i.e., staff callouts)

Connection

Vacancies are not directly associated with augmentation hours.

The regression analysis was based on availability of vacancy data

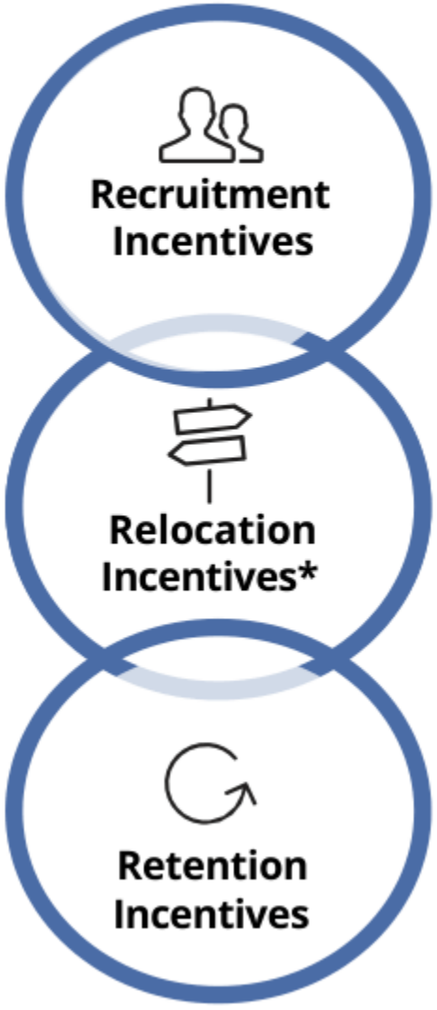
EFTA00141353

Incentive Usage Analysis

EFTA00141354

Summary of BOP Incentives

BOP offers Recruitment, Relocation, and Retention incentives to its staff. Below is a high-level overview of BOP incentive spending from **FY17 – FY21**.



- BOP spent **$19.9M** on a total of 2,612 recruitment incentives
- BOP spent a minimum of **$3.6K** and a maximum of **$42.7K** per employee for recruitment incentives
- The top positions receiving recruitment incentives include GS 5/6 Correctional Officers ($9.5M), GS 7 Senior Officers ($3.4 M), and RNs ($2.1M)

- BOP spent **$7.3M** on a total of 544 relocation incentives
- BOP spent a minimum of **$4.5K** and a maximum of **$43K** per employee for relocation incentives
- The top positions receiving relocation incentives include Lieutenants ($2.6M), Health Services Administrators ($199K), and GS-8 Senior Officer Specialists ($231K)

- BOP spent **$166.6M** on a total of 21,744 retention incentives
- BOP spent a minimum of **$826** and a maximum of **$43K** for retention incentives
- The top positions receiving retention incentives include GS8 Senior Officer Specialists ($17.7M), GS7 Senior Officers ($14.6M), and RNs ($16.8M)

*Relocation incentives are separate from relocation reimbursement. A relocation incentive is compensation offered in addition to relocation reimbursement. This analysis did not examine relocation reimbursements.

EFTA00141355

Overview of Insights

BOP's investment in staff incentives has increased from 2017, but this investment does not appear to have strong correlations to reducing staff separations.

Staff separations are not associated with incentive spending
There is no strong correlation between incentive spending and staff separations (R^2=0.004)

Overall, incentive spending has increased since FY17
Across all types of incentives, payments have increased from $22.5M in FY17 to nearly $62M in FY21

Recruitment spending has increased and has primarily targeted entry level Correctional Officers
Recruitment spending has remained at $6.9M and has focused on bringing in new Correctional Officers

Relocation incentives are seldomly used
Relocation incentives only account for $7.3M and account for only 3.5% of all incentive spending

Most incentive money is spent on retention incentives
Out of the total $193M on all incentives, $166.6M was spent on retention incentive, representing 85% of total spent

Retention incentive compensation can fluctuate for the same position at the same institution
Some positions at the same institution can range as much as 19% in retention incentives

EFTA00141356

Recruitment & Relocation Incentive Usage

BOP has increased spending for recruitment and relocation incentives since FY17. Summary below reflects the years of FY17 – FY21.

Recruitment

600%

increase in total spending for recruitment incentives (from $980K in FY17 to $6.9M in FY21).

700%

increase in recruitment incentive payments to GS 5/6 Correctional Officers since FY17.

2.8%

of staff received recruitment incentives across all regions. The Western Region distributes the greatest number of recruitment incentives (5% of all staff receive a recruitment incentive).

2X

more total incentive spending from FY17 to FY21.
Total spending across all incentives has more than doubled in the last five years, from $21M to $51M.

Relocation

4%

of total incentive spending was spent on relocation incentives.

$2.4M

in relocation incentives for Lieutenants. Lieutenants received more in relocation incentives than any other position in corrections.

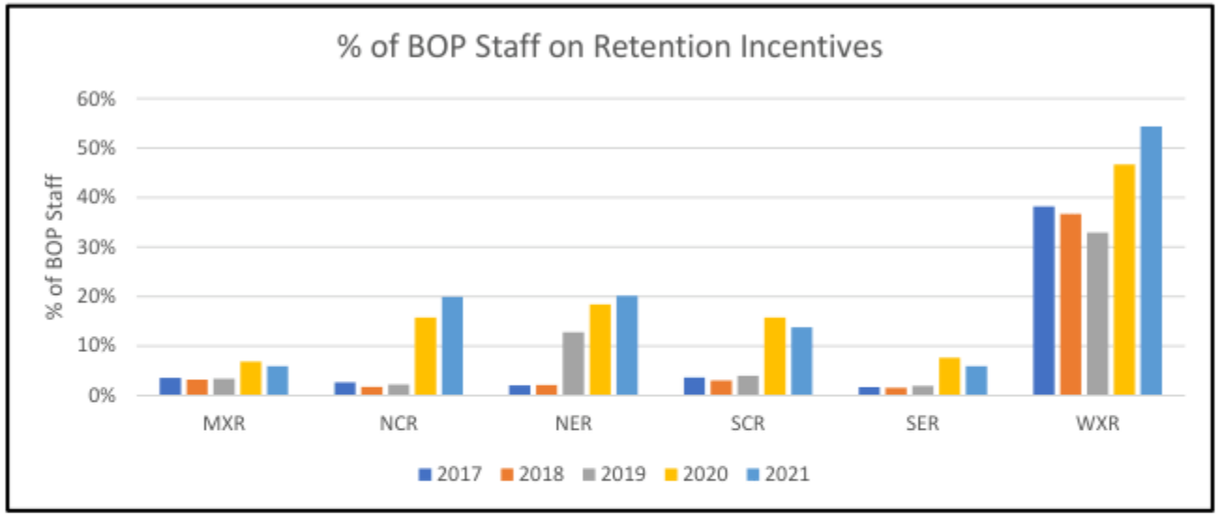
544

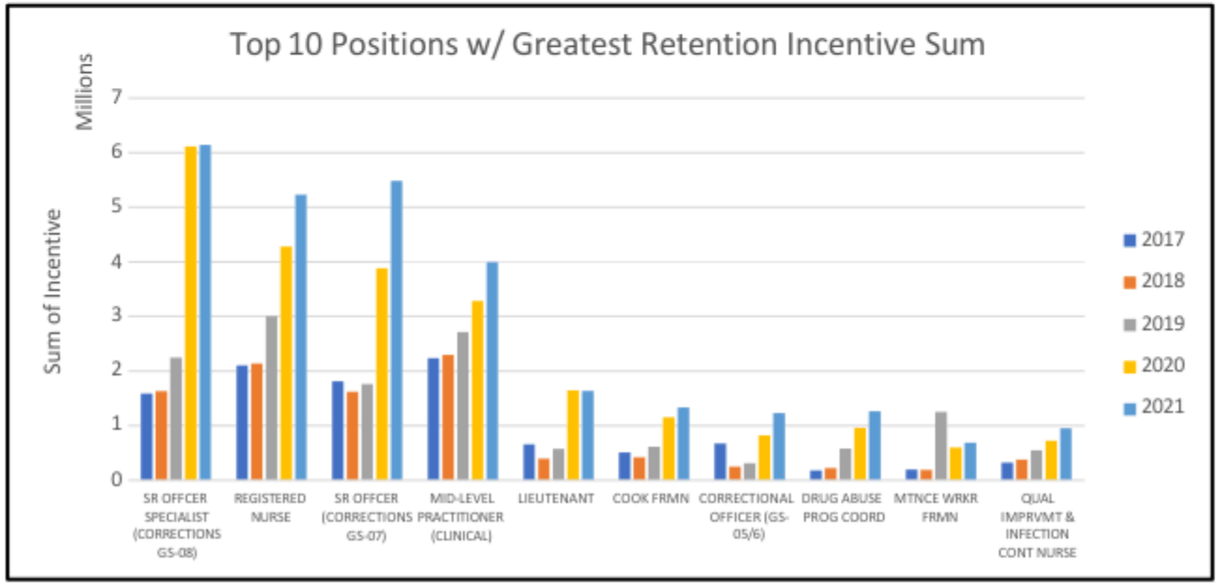
total relocation incentives distributed. USP Thomson distributed the greatest number of relocation incentives (67 total).

EFTA00141357

Retention Incentive Usage – Findings and Insights

Retention incentives offer compensation to entice existing staff to continue employment with BOP and delay separation or retirement.





Key Findings

Retention incentives are used frequently, especially in the Western region and focus on Senior Officer Specialists

- **Retention incentives are used frequently**

Retention incentives were used 21K times from FY17-FY21

- **The Western region uses the most retention incentives**

About half of all retention incentives used in FY17-FY21 focused on the Western region

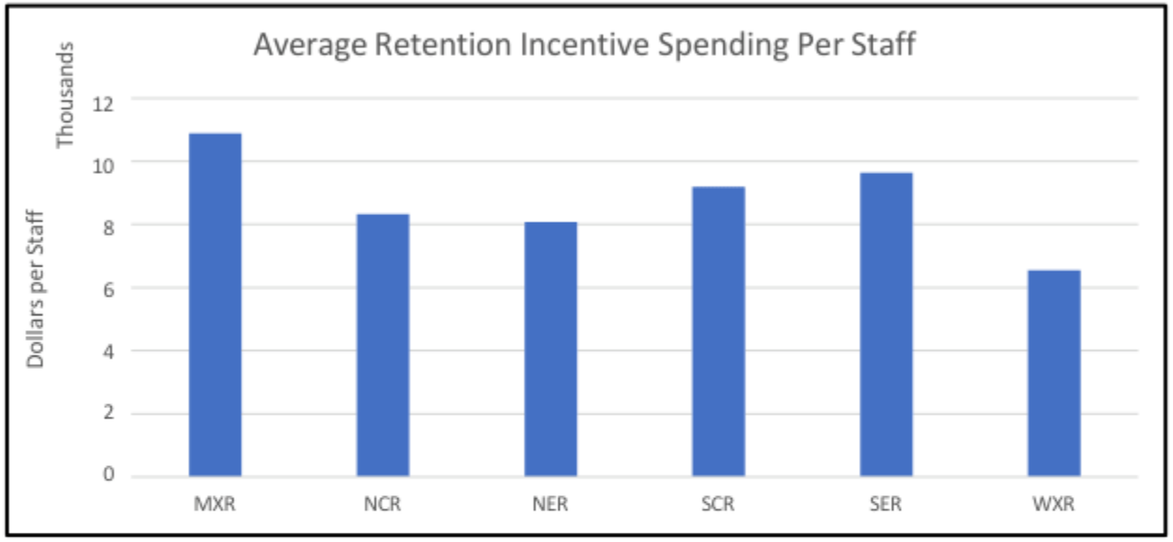
- **The position that receives the largest amount of retention spending is GS-8 Senior Officer Specialists**

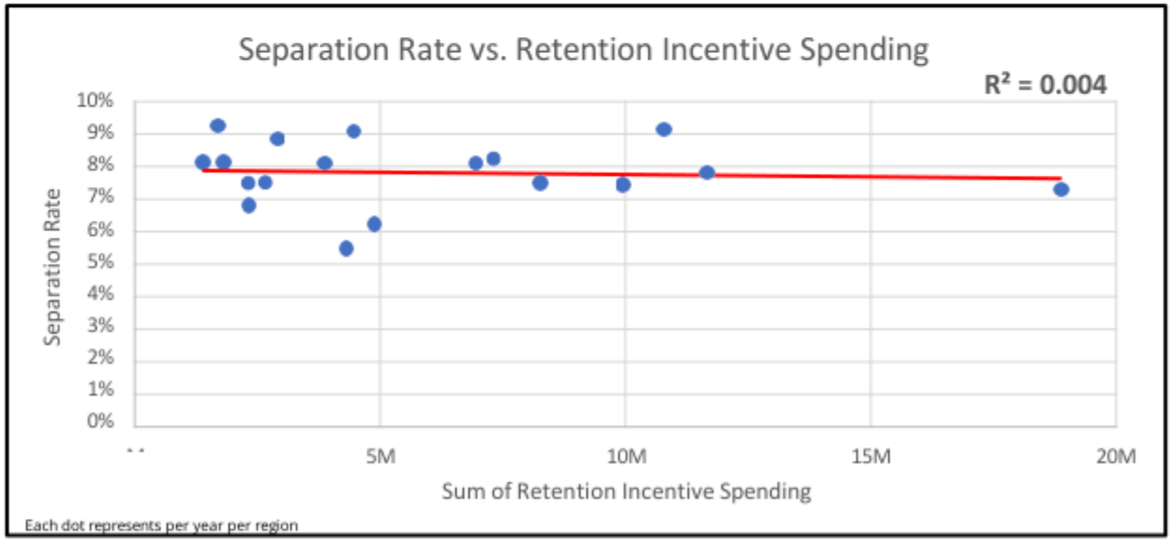
$17.7M was spent for GS-8 Senior Officer Specialists from FY17-FY21

EFTA00141358

Connection: Retention Incentives Not Associated with Staff Separations

Retention incentive spending does not appear to correlate to trends of staff separations.





Key Findings

Retention incentives do not appear to reduce staff separations

- **Average per staff spending is highest in the Mid-Atlantic and lowest in the Western Region**

However, the Western region spends the most in total on retention incentives. The Mid-Atlantic region spends almost double on retention incentives per staff compared to the Western region

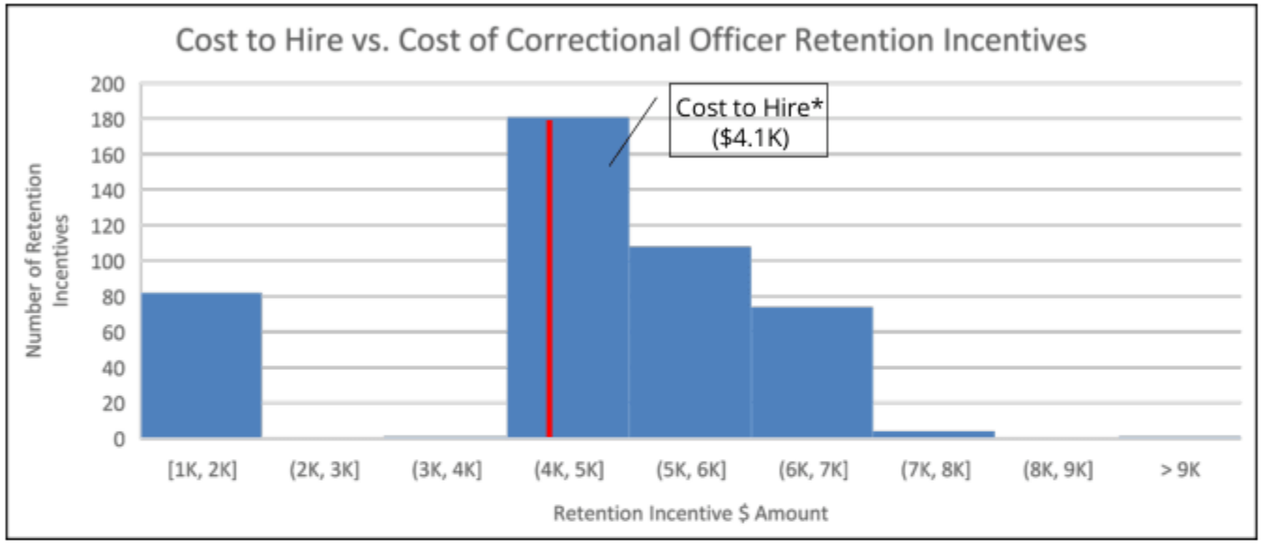
- **Retention incentives do not appear to be effective at reducing staff separations**

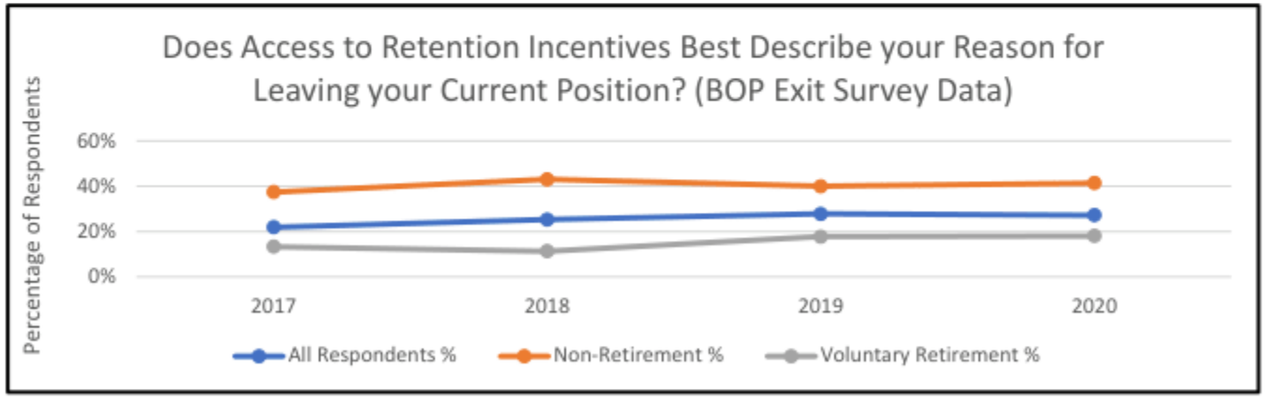
There is no strong correlation between incentive spending and staff separations— the **R^2 value is .004 –** Meaning it is not significant enough to conclude that there is a strong relationship

EFTA00141359

Connection: Unclear if Current Retention Incentives Are Cost Effective

It is unclear what level of retention incentive are cost effective relative to the cost of hiring.





Key Findings

BOP may be using retention incentives when it may be more cost-effective to hire new staff

- **BOP uses retention incentives when it may be cheaper just to hire new staff. However, BOP should further investigate its own per capita cost of hiring**

External research indicated that the cost to hire new employee was $4.1K. However, a deeper analysis of BOP's cost of hiring is required to understand at what cost point incentives make sense to retain staff.

- **Nearly half of non-retirement staff separations exit survey respondents cite their inability to receive a retention incentives as their reason for leaving**

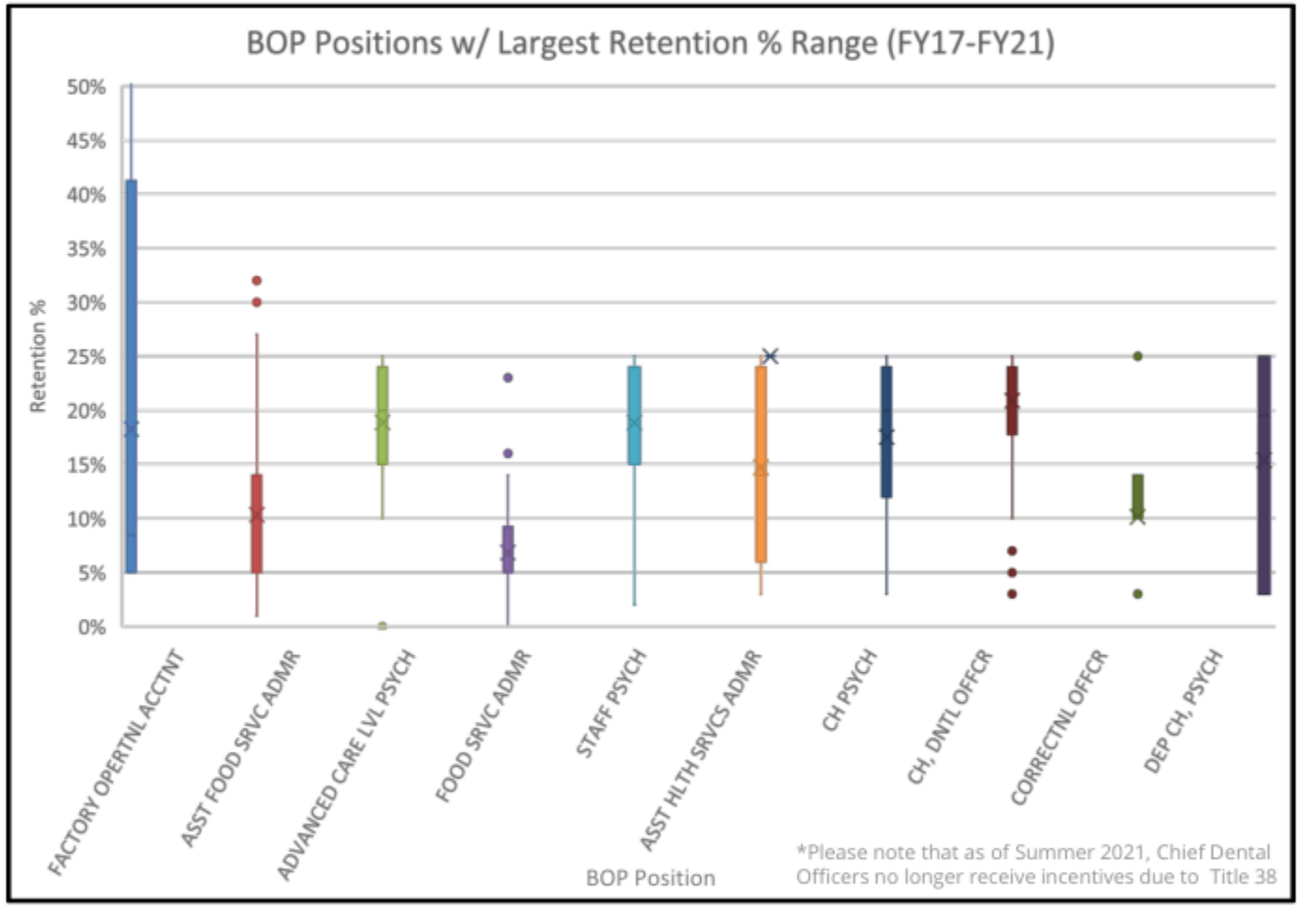
However, survey response rate was limited with only 433 respondents from FY17-FY20

*Source: Automatic Data Processing (ADP)

EFTA00141360

Connection: Retention Incentives Vary Across Institutions

The percentage of retention incentives offered for specialized positions vary, but retention incentives remain relatively consistent for Correctional Officers.



Key Findings

Retention incentives vary within BOP positions

- **Assistant Food Service Administrators retention incentives have the largest retention incentive variance**

124 retention incentives given to Food Service Administrators ranged from 1% to 32%, but most were between 5-15%

- **Most Correctional Officers who receive retention incentives are awarded between 10-15% of their salary**

674 Correctional Officers were awarded retention incentives from FY17-FY21

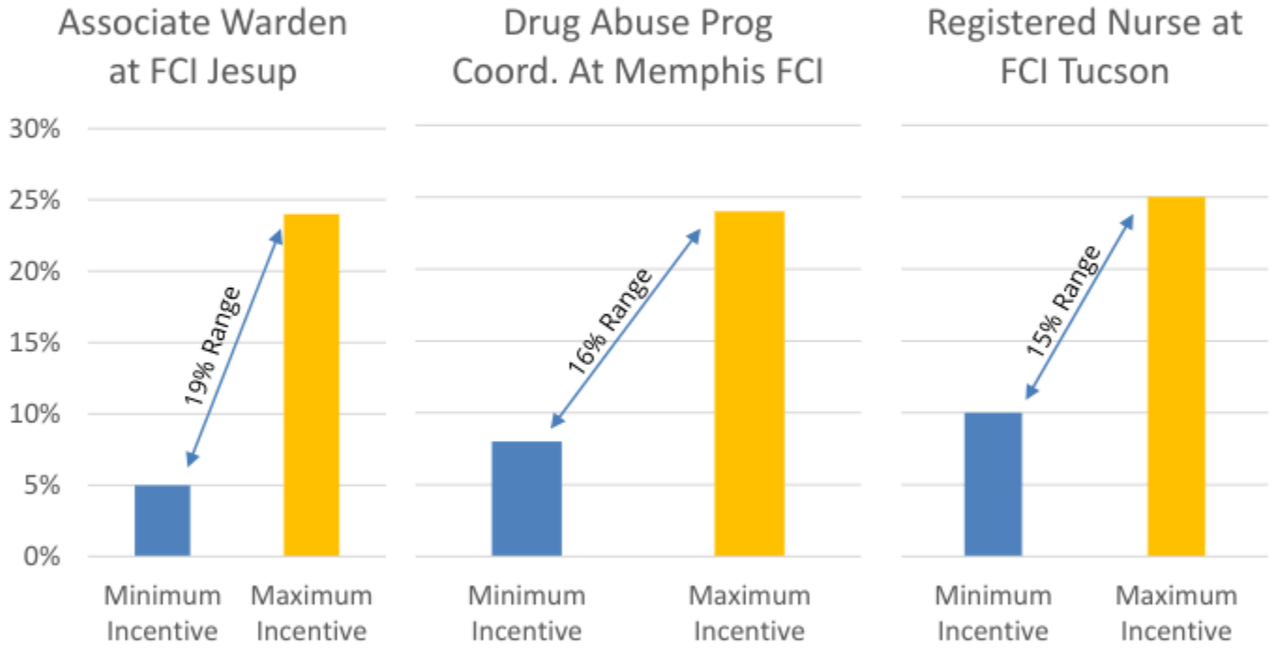
Connection

For your awareness, retention incentives vary for the same position across institutions, but they also vary for the same position at the same institution.

EFTA00141361

Connection: Retention Incentives Vary Within Institutions

Retention incentives can vary for the same position, even within the same institution.



*The Associate Warden at FCI Jesup was only temporarily assigned and was soon thereafter appointed to Chief Psychologist

Key Findings

Retention incentives can vary up to almost 20% for the same position for the same institution

- **Variation in retention incentives indicates that BOP may benefit from incentive policy standardization**

Although most positions at each institution have similar retention incentives, there still exists variation for the same position at the same institution. Without clear guidance on why such variation exists, it is recommended that the bureau further investigate why this is the case.

- **Ranges were observed across all disciplines within various institutions**

There are nearly 60 positions at BOP that have a range of retention incentives for the same position at the same institution

EFTA00141362

Case Study: North Central Region (NCR) Psychology Services

The North Central Region recently evaluated its own incentive structure for positions in its Psychology Services division. NCR created a transparent, standardized retention incentive scheme to better retain staff that may offer a path forward for the rest of BOP.

$168K
Amount of **money saved** applying model to current staff

96
NCR psychologists eligible for incentive award after licensure

$1.13M
Estimated costs for NCR psychology services applied to current staff

Challenge

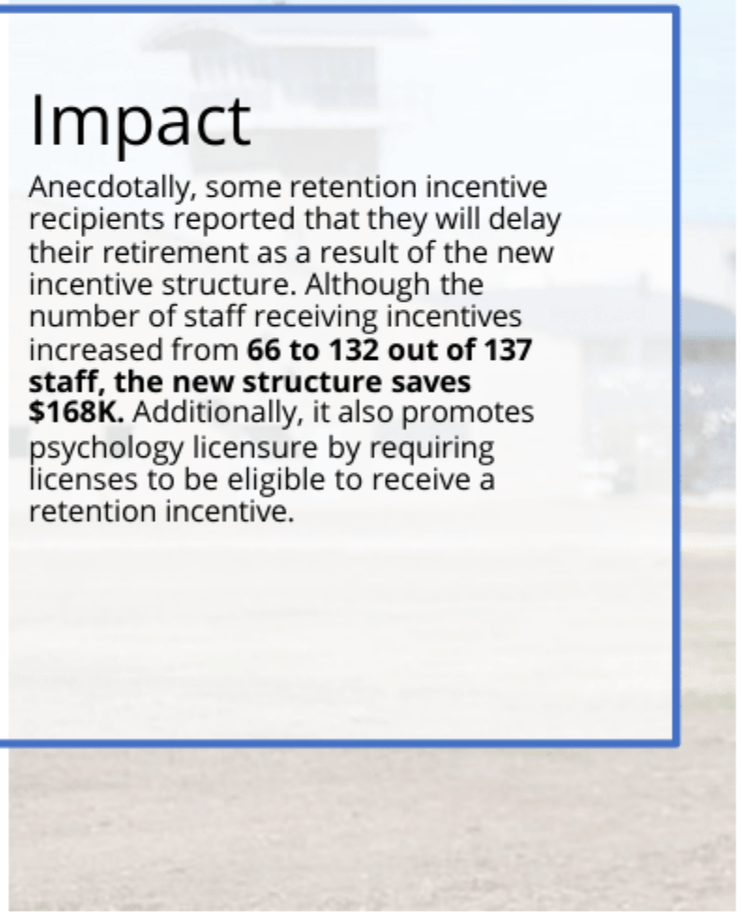
Incentives at BOP have been distributed at the Warden's discretion and as a result, has caused a lack of standardization of retention incentives across BOP. The Psychology Services Administrator for the North Central Region (NCR) was tasked with analyzing the incentive structure for the entire region. The evaluation found that **the current incentives model resulted in a wide range of incentive payments offered for similar positions across the region.**

Solution

The goal of this model is to create a system of retention that retains highly qualified staff and motivates entry level staff to gain the knowledge, skills, and abilities to promote into positions of increasing levels of difficulty and responsibility in the agency. The model applies retention incentives through a **standardized and transparent incentive scheme for all staff**. The model relies on both specific **"institutional factors" and specific individual factors** (location, difficulty filling positions, security level, level of specialization, department head) **to determine incentive amount.** It also requires that staff be licensed to receive an incentive.

Impact

Anecdotally, some retention incentive recipients reported that they will delay their retirement as a result of the new incentive structure. Although the number of staff receiving incentives increased from **66 to 132 out of 137 staff, the new structure saves $168K.** Additionally, it also promotes psychology licensure by requiring licenses to be eligible to receive a retention incentive.



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Appendix

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Summary of Analysis & Findings

Below is summary of all findings informed by the analysis conducted.

	OVERTIME	AUGMENTATION	INCENTIVES		
			Recruitment	Relocation	Retention
Key Findings	• Overtime usage (hours) has increased significantly from 2017 to 2020 • In 2019, standard custody surpassed outside hospital by 37% for the reasons for working overtime • It cannot be concluded that incidents[1] are a direct affect of overtime • Institutions with increased usage of overtime could be an indicator of increased sick and AWOL leave usage	• The 2021 average augmentation usage is approximately 86% higher from the 2017 average • Incidents are not associated with augmentation hours • Sick and AWOL leave usage is not associated with augmentation hours • Vacancies are not directly associated with augmentation hours	• GS-5/6 Correctional Officers receive the most recruitment incentives	• Lieutenants received $2.4M more in relocation incentives than the next position from FY17-FY21	• 85% of incentive payments are focused on retention incentives

[1]Inmate incident data is a consolidated report of allegations, verified assaults, and minor incidents for inmate-on-inmate and inmate-on-staff incidents.

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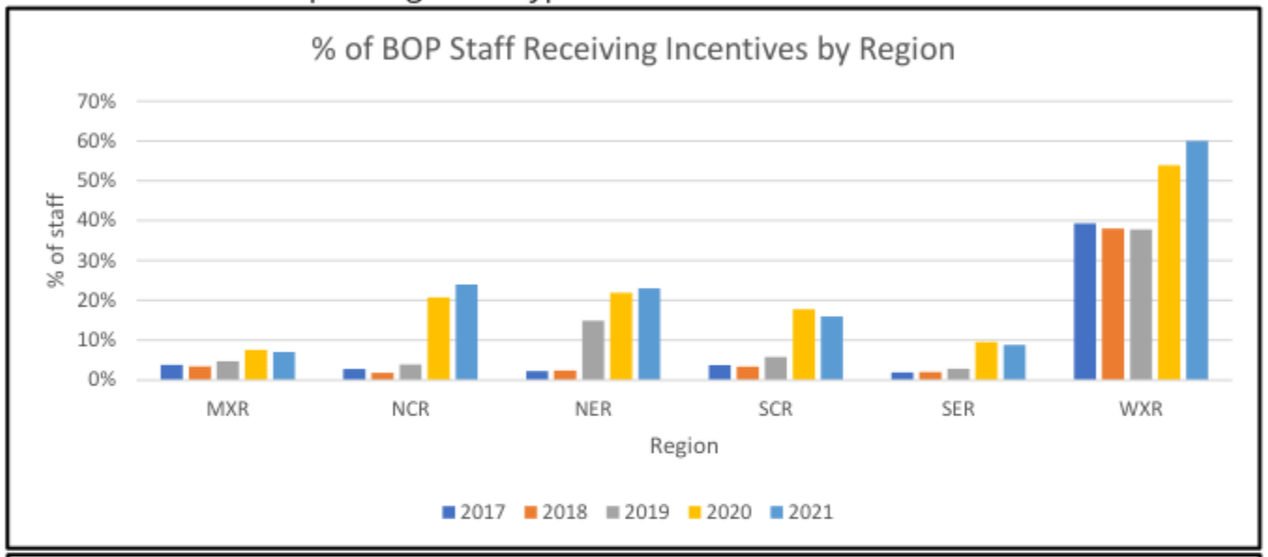
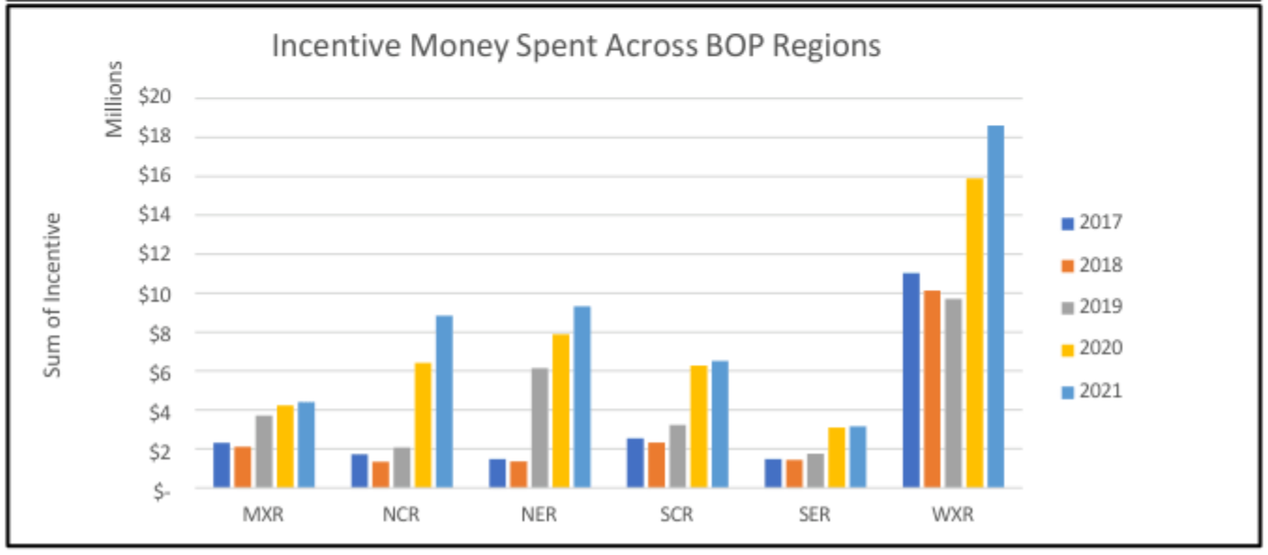
Summary of Incentives

BOP has increased spending for all types of incentives since FY17.





Key Findings

Incentive spending has grown over time since 2017

- **The western region gives out more retention incentives than other regions**

More staff in the Western region receive more incentives, however, the middle Atlantic region spends the most on average ($11.25K) per staff since 2017

- **BOP staff have increasingly been awarded incentives**

From FY17-FY21, more and more BOP staff have been given some form of staffing incentives across all regions

- **BOP has steadily increased incentive payments since FY17**

From FY17-FY21, total spending across all incentives has more than doubled from $21M to $51M

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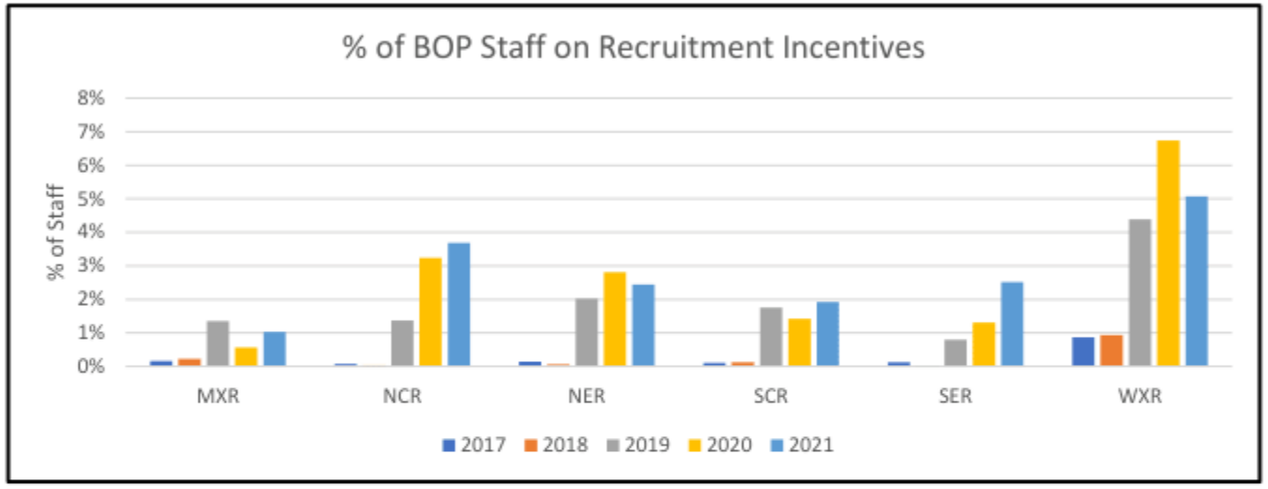
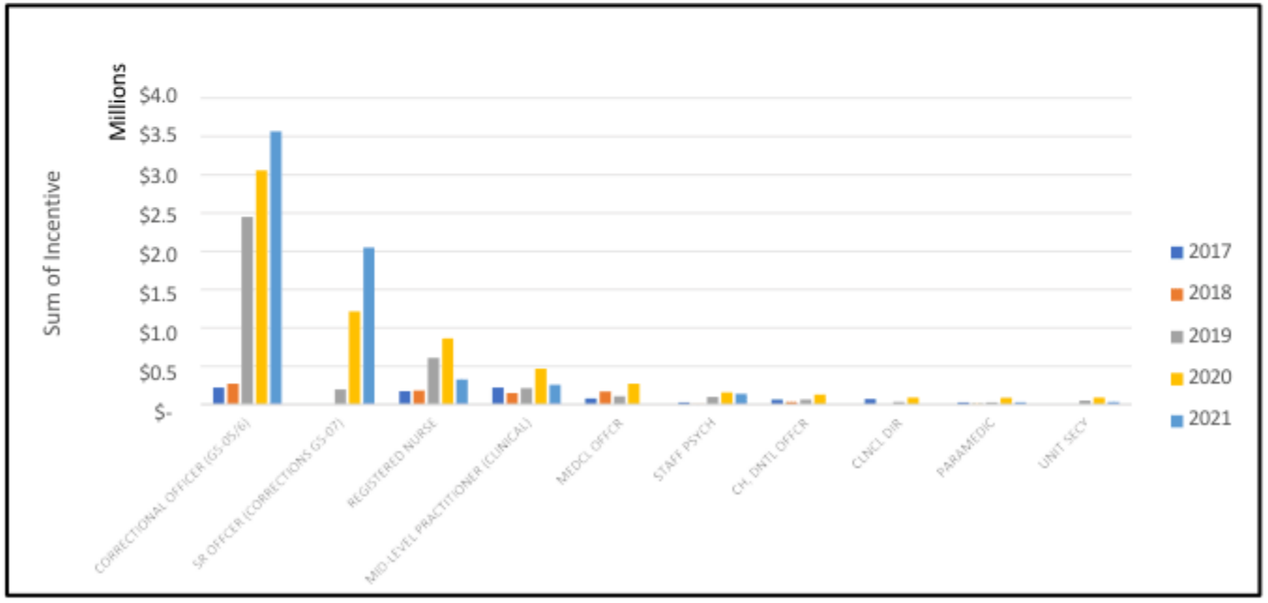
Recruitment Incentive Usage-Findings and Insights

Recruitment incentives are used to attract new staff for employment with BOP.





Key Findings

Recruitment spending has increased and has primarily targeted entry level Correctional Officers

- **BOP has steadily increased recruitment incentive payments since FY17**

More incoming staff have received recruitment incentive payments from FY17-FY21. Total spending for recruitment incentives has increased from $980K in FY17 to $6.9M in FY21

- **BOP staff have increasingly been awarded recruitment incentives**

From FY17-FY21, more and more BOP staff have been given some form of staffing incentives across all regions

- **GS-5/6 Correctional Officers receive the most recruitment incentives**

New Correctional Officers have seen the sharpest increase in recruitment incentives with incentive payments totaling $9M

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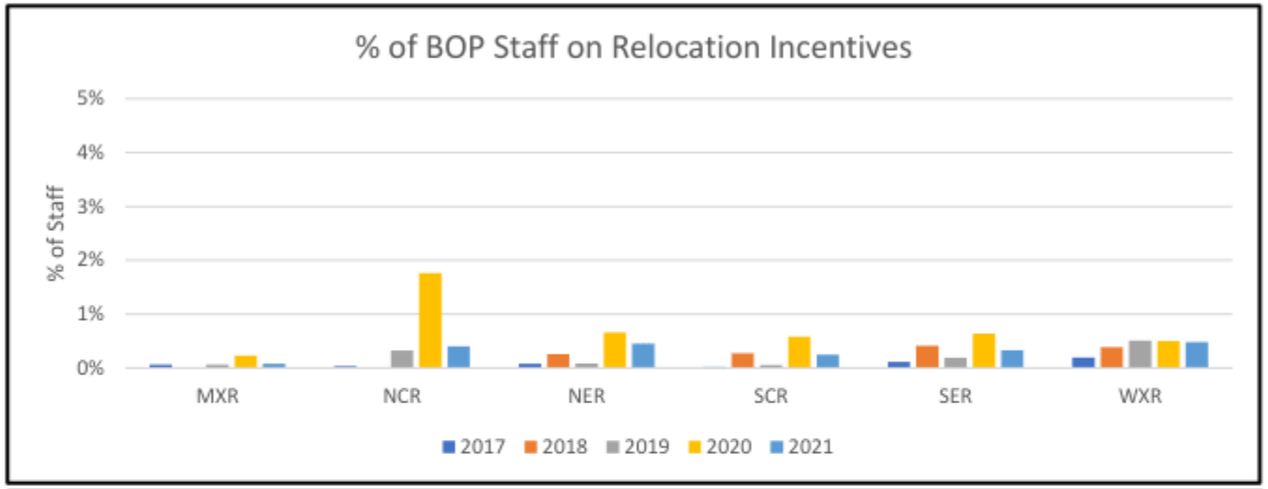
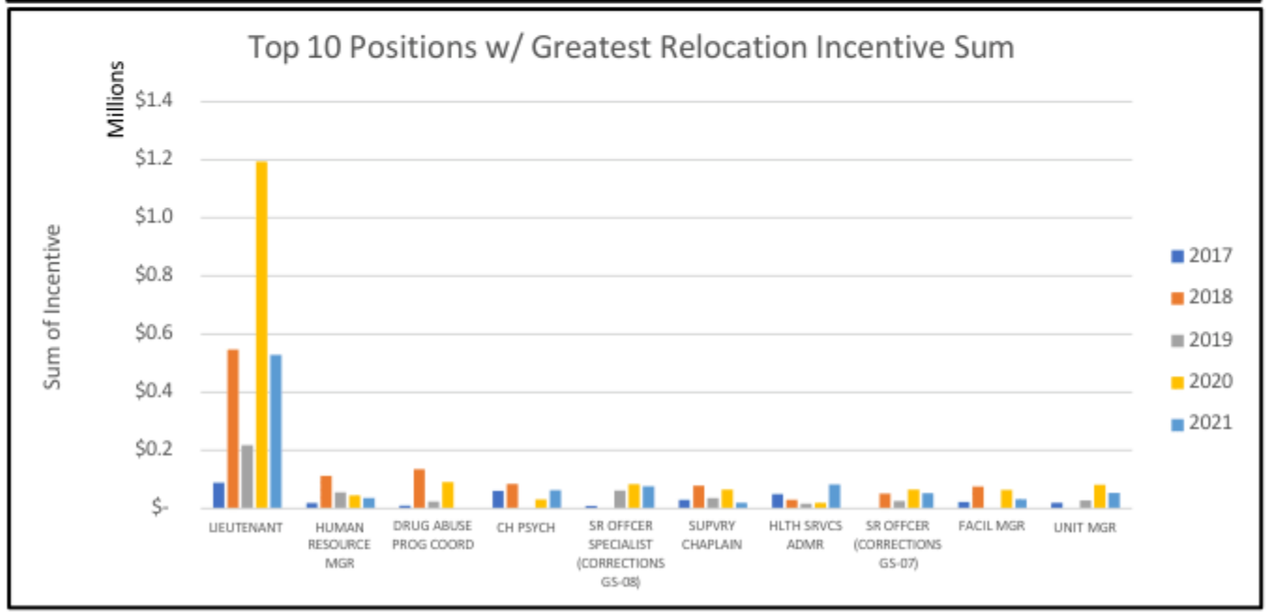
Relocation Incentive Usage-Findings and Insights

Relocation incentives offer compensation to existing staff who are encouraged to relocate to other BOP institutions.





Key Findings

Relocation incentives* are rarely used and focus on Lieutenants

- **The number of BOP staff receiving relocation incentives has remained relatively low**

BOP seldomly uses relocation incentives to attract new Correctional Officers or other non-custody staff

- **Lieutenants receive the lion share of relocation incentives**

Lieutenants received $2.4M more in relocation incentives than the next position from FY17-FY21

*Relocation incentives are separate from relocation reimbursement. A relocation incentive is compensation offered in addition to relocation reimbursement. This analysis did not examine relocation reimbursements.

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Deloitte.

Current State Assessment of Staffing Data, Processes, and Calculations

Bureau of Prisons

Human Resources Management Division
March 2022

EFTA00141369

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Executive Summary

Since July 2021, the Deloitte team has conducted nine focus groups at five institutions (FDC Philadelphia, FCC Allenwood, FCI Edgefield, FCC Butner, and FCI Three Rivers) and 30 interviews with Executive Staff, resulting in over 750 datapoints across five regions (North Central, South Central, Southeast, Mid-Atlantic, and Northeast). Findings from the field research, in conjunction with additional data analysis and stakeholder engagement, helped formulate and solidify recommendations to address the Bureau of Prisons (BOP)'s most pressing staffing challenges.

Tasked with both protecting society by confining inmates in a humane and secure way, and with assisting offenders to become law-abiding citizens, BOP has a vital mission. The ability of the Bureau to achieve its mission is predicated upon attracting and retaining employees with interpersonal skills, empathy, and the ability to operate successfully in a corrections environment. Data was collected and synthesized to be relevant to, and reflective of, BOP's vision for providing the most efficient, safe, and humane correctional services and programs in America.

This report uncovers several key challenges the Bureau faces today:

- Current hiring practices are falling behind projected retirements
- Current recruitment strategies make it difficult to hire clinical and mental health professionals (e.g., MDs, MLPs, psychologists, RNs)[1]
- ICT training needs continued investment and accountability to provide the exposure and practice needed for staff to feel ready their first day on the job
- The supplemental onboarding programs appear to be inconsistently executed
- BOP's staffing formula requires additional scheduling variables (e.g., accrued personal time off, military deployments, or expanded training requirements) to properly estimate staffing needs and maximize its ability to allocate resources across its 122 federal institutions
- Overtime and augmentation has increased over the years, but a deeper quantitative analysis is required to understand associated risks
- Current staffing guidelines are developed for each discipline independently rather than using a standard process across the Bureau
- More shift transitions are required using the standard 8-hour shift schedule, which may result in increased mandatory OT and a reduction of days off for staff
- BOP's compensation and retention incentives require additional analysis to understand effectiveness compared to market standards
- Negative media has affected officers' sense of pride, both internally and externally

Prioritized recommendations below and highlighted throughout this report aim to mitigate these challenges:

- Develop an Automated Staffing Tool to establish a reliable source for determining staffing levels
- Invest in workforce planning capabilities to improve succession planning
- Conduct cost benefit analysis of 8-Hour vs. 12-hour shifts to optimize staff allocation

[1] Hard-to-fill positions can vary by position and location. For example, one BOP institution may strive to fill medical positions while another institution located in a rural area finds it more difficult to hire Correctional Officers.

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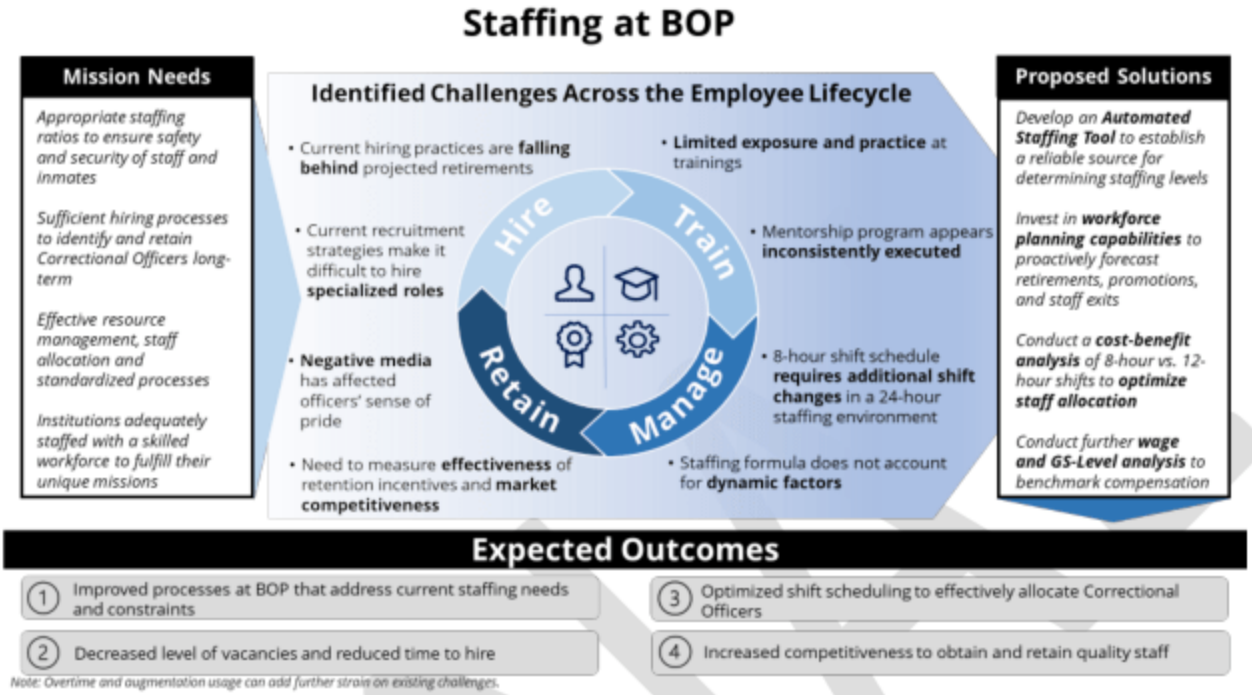
The visual below illustrates an overview of the current state assemement of the staffing lifecyle at BOP.



Background Information

Project Background

The Bureau of Prisons has faced significant challenges related to staffing, recruiting, and retaining employees, which has impacted the employee experience. The COVID-19 pandemic further exacerbated these challenges as facilities became a focal point of the public health crisis. In response to staffing issues and a declining employee experience, the Government Accountability Office (GAO) published a report in February 2021 outlining shortfalls across the 122 federal correctional institutions titled, *Opportunities Exist to Better Analyze Staffing Data and Improve Employee Wellness Programs*. Following the release of the report and to respond to its findings, BOP hired Deloitte/NTT Data team, which will be referred to as the 'Deloitte team', as an objective third-party to examine and recommend solutions to the Bureau's challenges.

Since July 2021, the Deloitte team has evaluated BOP's staffing challenges, employee experience, and staff safety and support offerings to develop this Current State Assessment, with the goal of improving staffing processes, job satisfaction and retention. The team addressed six of the seven GAO recommendations, utilizing the following three to specifically shape our focus group design:[2]

- (GAO Recommendation 1) The Director of BOP should develop and implement a reliable method, or

[2] United States Government Accountability Report No. GAO-21-123. 2021.

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amend existing methods, for calculating staffing levels at BOP institutions.

- (GAO Recommendation 2) The Director of BOP should develop and implement a plan for analyzing data to help identify and address the causes and potential impacts of staffing challenges on staff and inmates.

- (GAO Recommendation 6) The Director of BOP should develop and implement a method to routinely collect and evaluate employee feedback on its Employee Assistance Program such as leveraging existing tools or creating new ones, as applicable.

As of January 2022, the Deloitte team completed an assessment of BOP's current workforce landscape through intensive research including interviews with BOP leadership, institution site visits, and focus groups with BOP staff. Data collected was used to develop recommendations in alignment with BOP's mission and core values.

Corrections Landscape

Almost 2 million individuals in the United States are incarcerated, 153,000 of which fall into the Bureau of Prisons' population.[3] Despite the decline in inmate population from its 2013 peak of 220,000,[4] inadequate staffing levels continue to produce a strain on staff and inmates.

Due to its critical mission and complex operating environment, Correctional Officers require interpersonal skills and ability to be successful in a correctional environment; however, an ongoing challenge for federal institutions has been recruiting and retaining these employees. As of May 2021, nearly one-third of federal Correctional Officer positions were vacant across the United States.[5] Various factors can curb potential hires from entering or remaining in the workforce: work with dangerous individuals leading to risk of injury, both physical and emotional; staff safety and support stressors such as exposure to crisis situations and trauma; a negative public perception of the work; and mandatory overtime and augmentation. The high rates of turnover—whether from burnout, retirement, or local job competition— often leads to a less safe environment for officers and inmates and, in turn, can create a cycle of forcing institutions to implement mandatory overtime and augmentation to ensure critical needs are met.

To address these challenges, the Bureau announced a National Hiring Initiative in February 2021 to search for qualified external candidates with diverse skills and experiences, even after hiring 3,800 staff in 2020. [6,7] In April 2021, Director Carvajal testified before the Senate Judiciary Committee about these efforts, adding that a 5% retention incentive was offered to staff eligible to retire in 2019 in hopes that they would continue working at BOP.[8] The Bureau has also advocated for closing older facilities and reallocating their staff—following best practices from state prisons such as South Carolina which closed six prisons and saved $491 million in averted spending and reduced operating costs – and are considering closings elsewhere. Along with increased public scrutiny and rapidly evolving mission mandates, the operating environment of the Bureau is very complex. [9]

Today's staffing crisis is affecting more than just federal corrections; the strain of understaffing has been felt across state level institutions and other industries as well. The COVID-19 pandemic has triggered a "Great

[3] Federal Bureau of Prisons: Population Statistics. https://www.bop.gov/about/statistics/population_statistics.jsp.
[4] Federal Bureau of Prisons: Past Inmate Population Totals. https://www.bop.gov/about/statistics/population_statistics.jsp#old_pops.
[5] Cooks, Nurses Guard Inmates with US Prisons down 6K Officers. https://appnews.com/article/business-health-coronavirus-pandemic-prisons-government-and-politics-88fff925b1901a36a10581c28d826916.
[6] Federal Bureau of Prisons: National Hiring Initiative. https://www.bop.gov/resources/news/pdfs/20210210_press_release_hiring.pdf.
[7] Federal Bureau of Prisons: BOP Hiring Frenzy. https://www.bop.gov/resources/news/20210210_hiring_frenzy.jsp.
[8] Federal Bureau of Prisons: Statement. https://www.bop.gov/resources/news/pdfs/statement_20210415.pdf.
[9] The Pew Trusts: Data Trends- South Carolina criminal justice reform. https://www.pewtrusts.org/en/research-and-analysis/fact-sheets/2017/09/data-trends-south-carolina-criminal-justice-reform.

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Reassessment" of work in America—people are reassessing what they want to do and how they want to work. [10,11] Particularly in a strong labor market, it is imperative that BOP understands how organizations are competing to recruit and retain employees.

BOP Values

BOP's core values, mission, and vision were used to frame recommendations in this report to support the long-term staff safety and support of the BOP workforce[12]:

Mission: It is the mission of the Federal Bureau of Prisons to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

Vision: The Federal Bureau of Prisons, judged by any standard, is widely and consistently regarded as a model of outstanding public administration, and as the best value provider of efficient, safe, and humane correctional services and programs in America.

Core Values:

- *Courage*, we forge new paths, challenging the status quo, and make difficult decisions to rise above adversity.
- *Respect*, we embrace diversity and recognize the value and dignity of staff, inmates, and the general public.
- *Integrity*, we demonstrate uncompromising ethical conduct in all our actions.
- *Correctional Excellence,* we are correctional workers first, committed to the highest level of performance.

Recommendations outlined in this Current State Assessment focus on tangible actions for BOP staff and reflect BOP's vision for providing the most efficient, safe, and humane correctional services and programs in America.

Methodology

A combination of qualitative and quantitative data was used to support findings. The data analysis conducted for this report was based on the data made available to the Deloitte team.

Field Research Design

The team conducted five site visits comprised of nine focus groups as well as 30 interviews with leaders across BOP. Interviewees were selected based on gender, location, and position to provide a diverse representation of BOP staff.[13] Additionally, with the advice of Central Office and the National Union, questions covered topics most applicable to the GAO recommendations: staffing, leadership, recruiting, retention, employee experience, Employee Assistance Program, Crisis Support Team, mental health, wellness, and staff crisis prevention and response. The interview questions were tailored based on the participant's division and leadership title.[14,15]

[10] The Washington Post: Why America has 8.4 million unemployed when there are 10 million job openings. https://www.washingtonpost.com/business/2021/09/04/ten-million-job-openings-labor-shortage/.
[11] The Washington Post: It's not a 'labor shortage.' It's a great reassessment of work in America. https://www.washingtonpost.com/business/2021/05/07/jobs-report-labor-shortage-analysis/.
[12] Federal Bureau of Prisons: About Our Agency. https://www.bop.gov/about/agency/agency_pillars.jsp
[13] All interviews were with a Leadership member (see Leadership in "Definitions" section for a more accurate description).
[14] The interview topics depended on the interviewee's position. For example, a CST Leader's questions would focus predominantly on CST, but every CST Leader received the same standardized questions.
[15] Each interview lasted roughly 60 minutes. The ten virtual interviews were conducted either over the phone, over Zoom, or through Microsoft Teams.

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The interviews were structured around previously mentioned topics and utilized open-ended questions to allow interviewees to provide sufficient details on each topic and adequately capture perspectives. Interview responses were documented verbatim and grouped according to similar themes (Appendix A). Additionally, responses were anonymously itemized and did not include any identifying information, to protect interviewee data. Key takeaways from the interviews were placed by theme into a quantitative research database (Figure 1) to assess data from interviews and institution visits.[16] The database was organized by the following: Interview Number, Date, Office, Position, Comment, Theme, Sub-theme, and Categorized Responses and were used to add a deeper level of understanding during the analysis of responses. [17] Furthermore, a categorized response was used to label and sort responses. For example, if a comment notes that, "Career advancement relies upon movement between institutions," then the categorized response would be "relocate for career." Using this framework of grouping together alike sentiments created a practical analysis that quantifies categorized responses, themes, and sub-themes, which led to clear and concise insights.

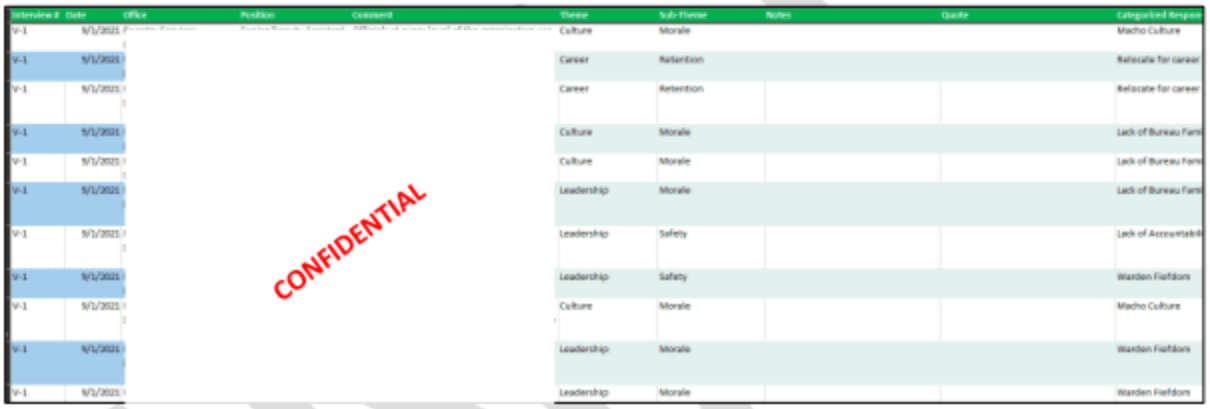

Figure 1: Quantitative research database used by the team to analyze interview responses.

Focus Group Design

Focus group participants were identified based on gender, position, and tenure with the Bureau to gain a diverse group of attendees.[18] All participants volunteered their time to partake in the focus group. Additionally, with the approval of HRMD and the National Union, an agenda of activities and questions was developed (Appendix B) to prompt BOP staff members to speak openly and honestly about their employee experience related to staffing, well-being, leadership, and culture. The same questions were used for every focus group to ensure questions were standardized and insights were clear and accurate.[19]

The team conducting the interviews consisted of two facilitators and two notetakers. Participants were asked to keep focus group conversations confidential and were notified that all responses would remain anonymous. Facilitators worked together to make sure that all responses were recorded correctly.[20] The team analyzed the focus groups using a method similar to the interview data analysis (Focus Group Number, Date, Office, Position, Comment, Theme, Sub-theme, and Categorized Responses). The team standardized the focus group questions across institutions and tagged the question with the response, which allowed for an accurate cross-sectional

[16] The team made the research database through Microsoft Excel. The team analyzed the data by using the pivot table function.
[17] The model is for internal third-party use only, therefore none of the information within the database will be attributed to a specific individual. Additionally, themes and sub-themes are explained within "Definitions."
[18] The focus groups consisted of only Bureau of Prisons' staff members and supervisors. The team did not allow high level institutional leaders (such as the Captain and Lieutenant) to participate in the focus groups.
[19] Each focus group lasted roughly 90 minutes. Some focus group questions changed over time, dependent on additional information learned during prior institutions.
[20] Notetakers cross checked each other's notes before implementation into the research database.

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analysis of data covering all focus groups (Figure 2).[21]

For this report it is important to note that focus group participants did not answer every question and sometimes had more than one response per question. For example, the question, "What do you love about working at the Bureau of Prisons," resulted in 222 total responses from 90 focus group participants. Therefore, the focus group responses are not mutually exclusive. For example, during the question, "What are the bugs of the job," 40 participants mentioned "training" or "training needs improvement" as a "bug." This does not mean that 50 out of the 90 participants believe the opposite is true. Just like the interviews, focus groups were a free-flowing conversation meant to lead to insights and uncover underlying root causes.

The data can be sorted by any focus group question to find trends through the themes, sub-themes, and categorized responses. Additionally, the 'quantity' was labelled within the database, reflecting the number of focus group participants that agreed on a response. The database is a conglomerate of all the different themed responses from every stage of field research. This research database was used to gain collective insights across institutions to inform recommendations to BOP.

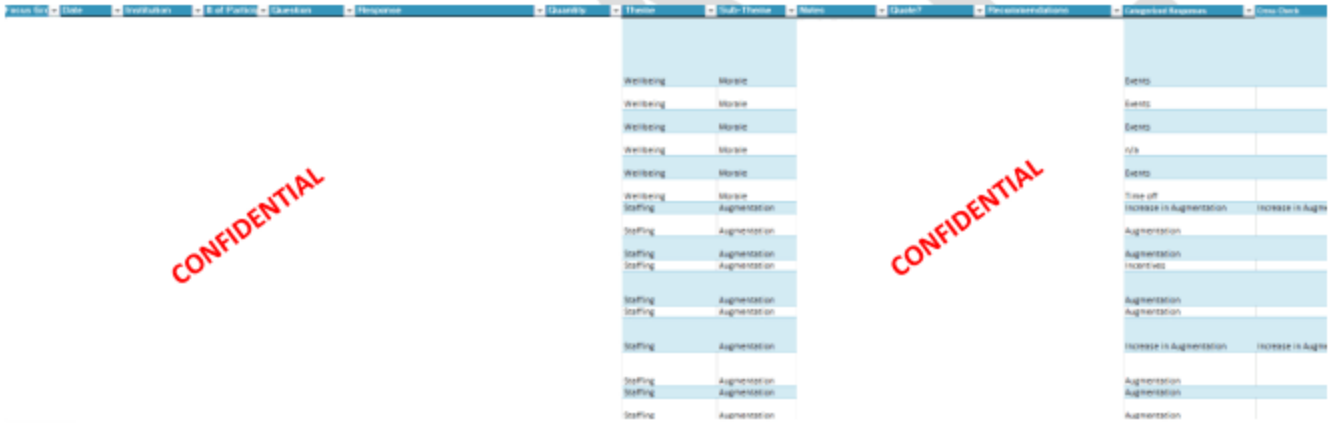

Figure 2: Quantitative research database used by the team to analyze focus group responses.

Field Research Analysis

After inputting the focus group and interview responses into the research database, a cross-sectional analysis was applied that proved to be beneficial during the research process. For example, instead of looking at responses as a whole, the interview data could be used to segment out and compare responses from Wardens to responses from Lieutenants. Moreover, the same logic could be used for focus group data; responses were compared across different institutions and regions nationwide. This comparison technique uncovered the major themes identified within the field research and underlying root causes for BOP to address.

The team used Carl Jung's word association test which is based on the idea that asking for one-word responses from participants can reveal subconscious ideas.[22] One-word associations were used during focus groups and participants were asked, "What is the first word you think of when you hear EAP?" Responses were sorted by labelling each either positive or negative. A positive response exemplifies a sentiment that views EAP as a beneficial program, while a negative response is a sentiment that criticizes EAP. Additionally, "I don't know" responses were categorized as a negative since it represented unawareness of the program. Using this technique to classify responses, in conjunction with additional data points, provided clear insights into the awareness and perception of EAP at BOP.

[21] The team reflected changes made with focus group questions into the research database.
[22] Carl Jung's Word Association Test. https://exploringyourmind.com/carl-jung-word-association-test/.

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Once the themes, sub-themes, and categorized responses were finalized, outside sources were used to aid in problem solving and ensure best practiced were utilized. Subject matter experts in mental health within law enforcement agencies were brought in to discuss both staffing and EAP related issues. In addition, organizations with similar problems were researched to identify what worked and what did not work in these similar circumstances. Connecting both quantitative and qualitative data, recommendations—supported by key insights—were compiled to address BOP's needs.[23]

Field Research Assumptions

Findings of the field research consider several assumptions outlined below:

1. The participants responded to all questions asked with honesty and to the best of their knowledge.
2. The institutions visited were representative of Bureau of Prisons as a whole, even though five out of 122 institutions and five out of six regions were visited.
3. The participants for virtual interviews selected were representative of their discipline or department.
4. The focus group participants selected consisted of a representative sampling amongst the majority of disciplines.
5. COVID-19 had a large impact from the beginning of the pandemic (March 2019) to present day.
6. While the team used a consistent approach across all divisions, disciplines, regions, and locations, categorizing data into themes involves a level of subjectivity.

Data Analysis Methodology

In addition to the field research, the team collected a combination of qualitative and quantitative data to provide a holistic analysis. The data analysis conducted for this report was reliant on the availability of BOP's data. Data that was provided included:

- Retention incentives
- Recruitment incentives
- Relocation incentives
- Overtime and augmentation hours
- Leave hours
- Eligible and mandatory retirements
- Exit survey results
- Current staffing levels

The documents reviewed included Staffing Guidelines for CPD, HSD, and RSD to better understand current staffing at BOP. Additionally, the team reviewed BOP's Human Capital Plan to understand how they plan for critical and future staffing needs.[24] The analyses were primarily focused on institutional staff rather than Central and Regional staff members, given the scope of this report.

The team conducted analyses using both external and internal data. The analysis of external data included using publicly available data from Bureau of Labor Statistics (BLS) and OPM's Fedscope tool to compare entry level

[23] It is important to note, the team did not quantify all themes found within the field research. The team used some of the themes for qualitative purposes, such as using impactful quotes and unpacking specific sentiments.
[24] BOP Human Capital Operating Plan_FY21_Q4 10-2021 – BOP Internal Document. 2021.

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Correctional Officer wages. To depict the high-level overview of the current BOP workforce, the team analyzed staffing level data from 2021, calculating the representation of Correctional Officers in BOP's workforce. To understand overtime and augmentation hours recorded by BOP, the team took the total overtime and augmentation hours and divided this number by the total staff, resulting in the average overtime and augmentation hours per staff member. This process was then replicated, and trends were tracked for the past 5 years—which showed an increase over time. Data for staff incentives were similarly trended for the past 5 years by depicting the number of retention incentives offered to staff, broken out by region. Additionally, the team identified the top 10 positions receiving incentives. The retirement analysis was created based the current workforce's retirement data to project the number of staff that will be eligible to retire and reach a mandatory retirement age in 5 years. To assess leave, usage hours were broken out by type of leave. Many of the analyses used 5-years' worth of data to get a more accurate trend while accounting for external variables such as COVID-19.

Data Limitations

Due to limitations of availability of certain data elements, the team made several assumptions during the data analysis process. Given the limited non-public data available at the time of this report, GS 6 (the GS scale is the predominant pay scale within U.S. civil service) was assumed as the entry level BOP Correctional Officer. OPM's Fedscope tool enables a comparison of publicly available wages, but it does not offer state and federal Correctional Officers salary data below GS 6. Additionally, for the wage analysis, federal Correctional Officers were assumed to be BOP Correctional Officers. For the exit survey data, the team assumed the reasons for staff resignations were representative of BOP staff as a whole. When analyzing the incentives data, positions deemed similar were grouped together and based on the team's understanding of job titles.

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Hire: Acquire BOP Staff

Introduction to the Hiring Process

The first interaction that a new employee has with the Bureau is through the recruitment and hiring process. BOP is working to address the first goal in its HC Operating Plan—to replenish talent pipeline for mission critical occupations—through a new national marketing campaign.[25] The Bureau's current workforce is rapidly approaching retirement—which makes it even more critical to refill the talent pipeline now than ever before.

The Bureau faces the following challenges related to hiring staff:

- **Current hiring practices are falling behind projected retirements**
- **Current recruitment strategies make it difficult to hire clinical and mental health professionals (e.g., MDs, MLPs, psychologists, RNs)[26]**

> **"They are promoting staff, but they do not have the staff to backfill positions." -** Focus Group Participant

Like many other agencies, hiring at BOP follows federal government-wide personnel management laws. External candidates that are hired into the Bureau as Correctional Officers enjoy a steady career progression where they can be hired at any level from GS 5 to GS 7 depending on a candidate's experience. Hiring candidates at GS 5 allows BOP to pull from a broader and more diverse pool of eligible candidates. The typical GS 5 hire has 3 years of managerial or supervisory experience or holds a bachelor's degree. However, over the last two years during the COVID-19 pandemic, BOP has more commonly hired at the GS 7 level. One Warden stated that it is not uncommon to hire a Correctional Officer at the GS 5 level and have them apply for the GS 6 level within the year. Candidates at the GS 6 or 7 level must have specialized experience. For example, specialized experience at the GS 6 level would include working as a police officer, while specialized experience at the GS 7 level would include experience time in the correctional field. Candidates can also substitute years of experience with a master's degree in a related field of study.

BOP is required by law and the federal hiring process known as competitive examining to notify the public about job vacancies; screen applications against minimum qualification standards; apply selection priorities such as veterans' preference; and assess applicants' relative competencies or knowledge, skills, and abilities against job-related criteria to identify the most qualified applicants.[27] BOP uses USAJOBS.gov as its primary site to post jobs, but also utilizes other recruitment platforms such as recruitmilitary.com and indeed.com.

BOP is required by the Office of Personnel Management to hire new employees within 80 days. According to the GAO report in February 2021, *"BOP's time-to-hire has ranged from an average of 82 days (in fiscal year 2016) to an average of 96 days (in fiscal year 2017) from fiscal years 2015 through 2020. In fiscal year 2020, BOP's average time-to-hire was 91 days."*[28] The hiring process involves a variety of stakeholders and many checks and balances (Figure 3). Employees familiar with the hiring process have attributed delays to a number of items including a lengthy background check/e-QIP process, required medical screenings, and credit check complications.

[25] BOP Human Capital Operating Plan_FY21_Q4 10-2021 – BOP Internal Document. 2021.
[26] Hard-to-fill positions can vary by position and location. For example, one BOP institution may strive to fill medical positions while another institution located in a rural area finds it more difficult to hire Correctional Officers.
[27] Office of Personnel Management. https://www.opm.gov/policy-data-oversight/hiring-information/competitive-hiring/#CompetitveExamining.
[28] United States Government Accountability Report No. GAO-21-123. 2021.

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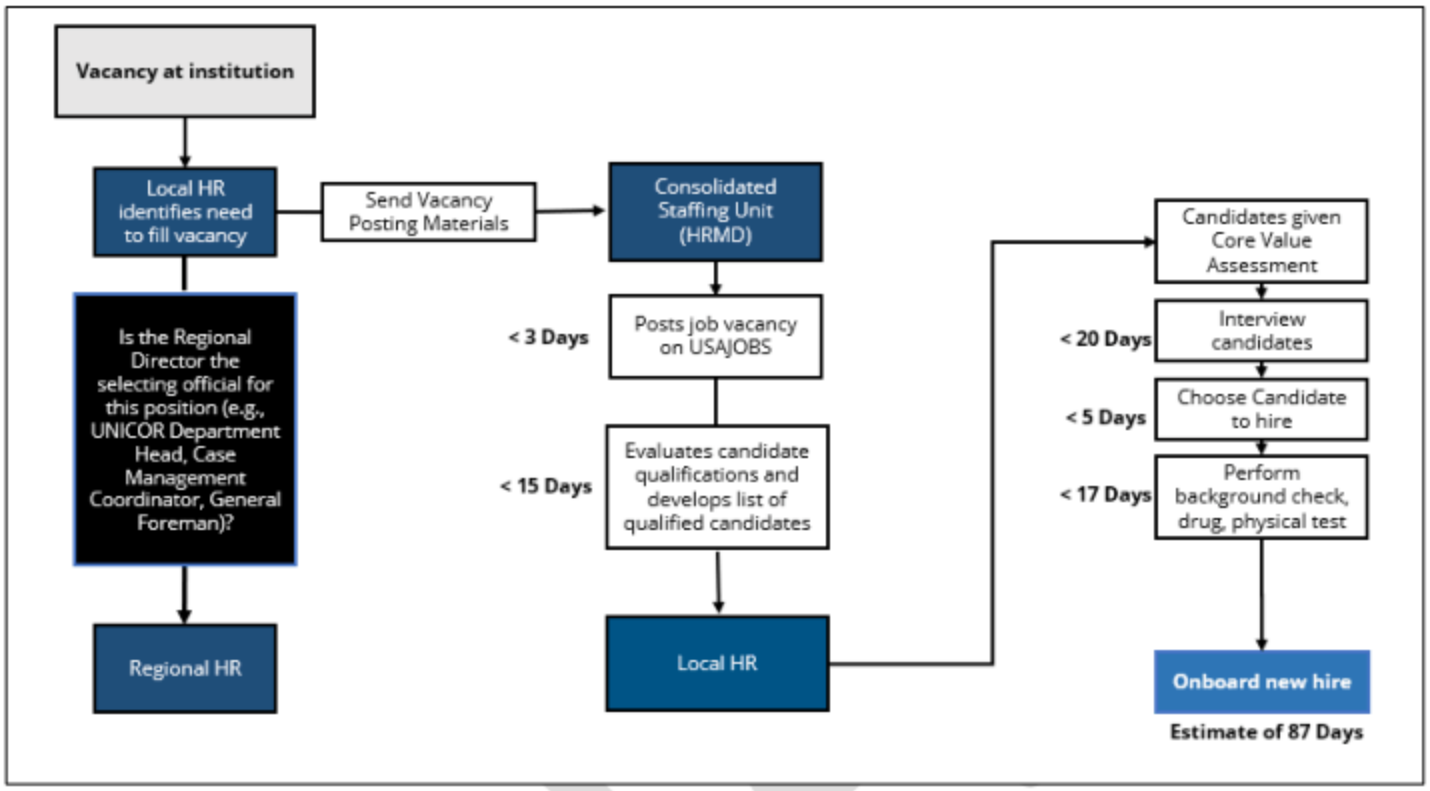

Figure 3: Normal hiring process flow for Institution Staff

Under the normal hiring process, the need to fill a vacancy is first identified by the local institution, who submits vacancy posting materials to the Consolidated Staffing Unit (CSU). If the selection official for the position is the Regional Director (e.g., supervisory and managerial-level positions), however, the Regional Office will submit vacancy posting materials to CSU. The Consolidated Staffing Unit will post the job opening on USAJOBS and eventually present a list of qualified candidates to the local Human Resources (HR) staff, who then administer the Core Value Assessment, conduct interviews, and select candidates.

The overall timeline can be expeditated for positions that qualify for direct hire authority in accordance with OPM policy whereby "OPM is authorized to permit agencies to use direct hire authority for positions where OPM has determined that there is either a severe shortage of candidates or a critical hiring need for such positions."[29] BOP can also submit a written request to OPM for specific positions.

[29] United States Government Accountability Report No. GAO-21-123. 2021.

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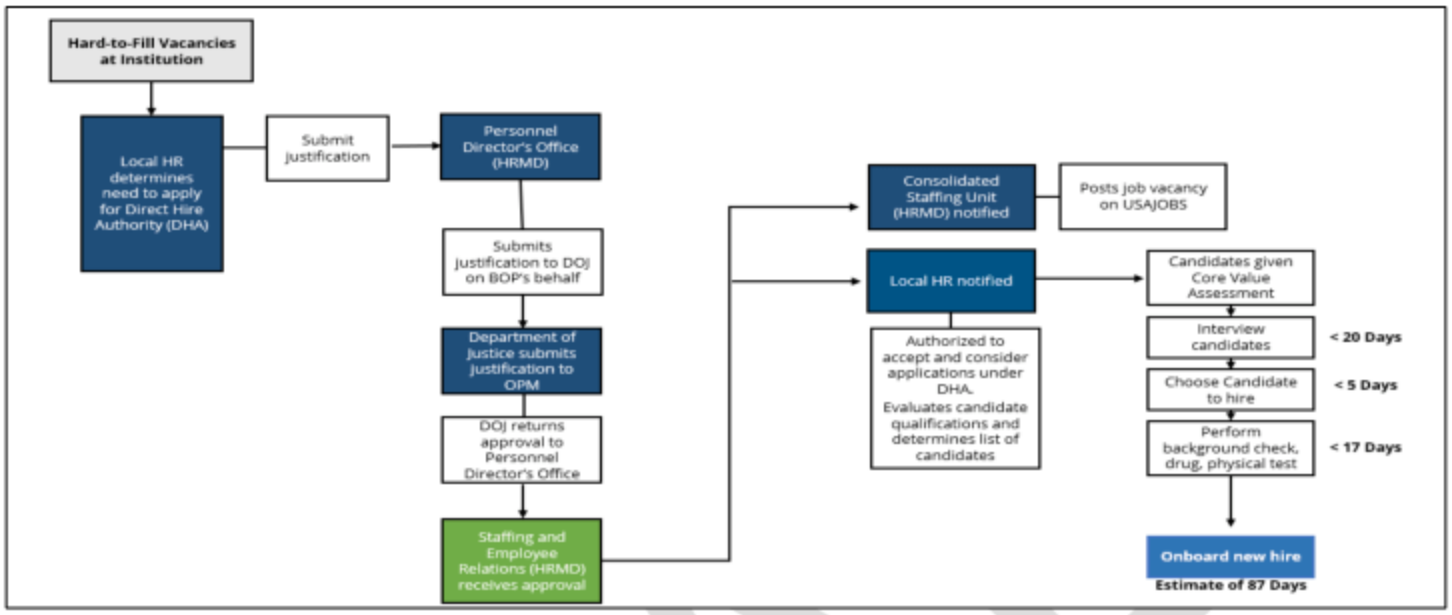

Figure 3.1: Process of obtaining Direct Hire Authority (DHA) approval and hiring

Direct hire authority expedites the typical hiring process associated with the competitive examining hiring process by eliminating competitive rating and ranking procedures and veterans' preference (Figure 3.1). To obtain Direct Hire Authority (DHA) for specific positions, the local institution submits justification for DHA to the Personnel Director's Office within HRMD. The justification is reviewed and submitted to DOJ on behalf of BOP and submitted by DOJ to the Office of Program Management (OPM), who decides on DHA request approvals. If OPM approves the institution's request for DHA, the approval is relayed back to the Personnel Director's Office, who informs the Staffing and Employee Relations (SERS) office within HRMD. Then, SERS notifies CSU and the local HR. As with the normal hiring process, it is at this point that CSU posts the job on USAJOBS. The next step differs from the normal process in that the local institution is now authorized to accept and consider applications, evaluate candidate qualifications, determine a list of candidates to move forward, and complete the pre-employment process. Direct Hire Authority remains for one year from date of approval.

As an agency, BOP has applied for direct hire authority twice (October 2019 and March 2020). If BOP is granted DHA, they can exercise that authority for two years. In one instance, OPM decided that there was a lack of sufficient evidence to show a critical hiring need and severe shortage of candidates.[30] However, requests for direct hire authority have been granted to specific institutions, such as USP Thomson, which received 25% retention bonuses and direct hire authority for staff in September 2021.[31]

Promotions and Succession Planning

The application and selection process for internal candidates follows the same process as external candidates, with a few exceptions. Merit-based promotions are not required to complete interviews or the pre-hiring questionnaire. Since these positions do fall under the competitive hiring process, a candidate must meet thresholds for time-in-grade and necessary experience, and they must apply to be considered for the position. The application packet that candidates submit includes: their resume; performance evaluation from the last 13 months; performance awards they have received over the last 5 years; and responses to an assessment regarding their skillsets.

[30] United States Government Accountability Report No. GAO-21-123. 2021.

[31] Thompson Prison employee named AFGE 2021 Oficer of the Year. https://qctimes.com/news/local/thomson-prison-employee-named-afge-2021-officer-of-the-year/article_4154e34a-e6d1-5f78-9a01-93fc0950f096.html

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BOP provides an opportunity for staff to relocate to develop skills and learn best practices from other institutions. Some focus group participants appreciated that leaders were selected internally. However, others expressed frustration around the perception that promotion was predicated on a willingness to relocate and that the entire hiring process was centralized in Grand Prairie. Forty participants commented on the hiring process, stating it was too slow and that new hires are not prioritized based on quality. According to institution leadership and focus group respondents, relocation is often encouraged to achieve career progression at the supervisory level. Some field research participants noted that the positives of a culture of relocation enabled exposure to different institutions and an ability to share best practices across the Bureau. At institutions that were self-described as "homestead" institutions, participants described transitioning into positions such as teacher or social worker to progress their salary while staying local. In addition, they also cited the Grand Prairie HR specialists' lack of functional knowledge about institutions as prohibiting their ability to qualify for desired positions (i.e., resumes were tossed out if they did not contain specific key words).

Unlike other positions, which are posted when they are vacant, promotion to the Associate Warden and Warden positions follows a cyclical pattern. The announcements are posted twice a year and Executive Staff meet quarterly, and as needed, to review Associate Warden and Warden vacancies across the Bureau. Staff generally must serve as an Associate Warden at least twice to be eligible for promotion to Warden. Regional Directors make recommendations for Warden roles, however the BOP Director makes the ultimate selection.

Succession planning at BOP to backfill positions is mostly focused on mandatory and confirmed eligible retirements. HRMD provides a report on the number of projected mandatory retirements to each new Assistant Director or Regional Director. Each Regional Office has access to see all eligible and mandatory retirements within their region coordinated by the Consolidated Benefits Unit (CBU), however availability to support individual institutions may vary. In addition, every individual institution has a monthly HR workforce utilization committee meeting to discuss budget, succession planning, and upcoming staff transfers with the Warden. This meeting serves as an important step to backfill positions at the local level.

After an employee decides to retire upon becoming eligible for retirement, they are assigned a benefits counselor who walks them through their retirement options. If the staff member makes the decision to retire and submits their completed application for retirement packet, CBU then notifies the local HR office—enabling the institution to begin backfilling the position. When an employee is six months away from their mandatory retirement, CBU sends a notification to both the employee and their institution's HR office. Given that the retirement is mandatory, the HR office can then begin backfilling the position.

Strengths of Current Hiring and Succession Planning

BOP offers a few unique long-term benefits such as student loan repayment, early retirement as a law enforcement agency, and family benefits (e.g., EAP counseling) that entice employees to remain at BOP after a few years of service.[32] Additionally, healthcare for BOP retirees is also transferrable to retirement and covers family members until they reach the age of 26. A few interviewees noted that BOP's 2021 hiring initiative was successful at recruiting some candidates by offering financial waivers to pay off student loans.

The National Recruitment Office has, in conjunction with a marketing partner, launched a new marketing campaign to promote a career in correctional services. The new marketing campaign, which began in October 2019, is focused on the overall BOP brand and features targeted ads for Correctional Officers, nurses, and social workers. According to BOP's National Recruitment Office, this marketing campaign has gathered 1,100 clicks on advertisements and nearly 300 applications using Facebook, LinkedIn, and Google Search advertisements. In

[32] The term "early retirement" refers to the eligible retirement age for law enforcement personnel at age 50 rather than age 62 for other civil service workers.

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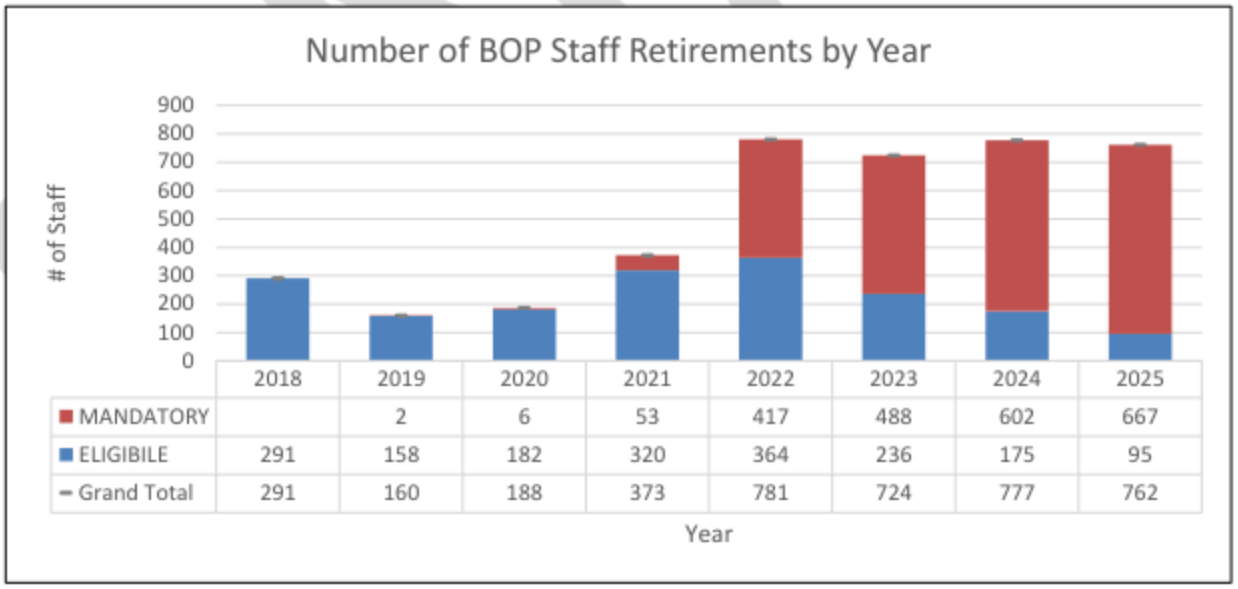
addition to the marketing campaign, the National Recruitment Office has built up its team of recruiters, providing full-time dedicated recruitment support for most positions. BOP has made a concerted effort to focus on recruiting teachers to help fulfill First Step Act requirements around educational programming.

Another strength of the hiring process is the Bureau's proprietary Core Value Assessment (CVA). The CVA presents candidates with simulated, stressful security threats they are likely to encounter as a correctional worker. The objective of the assessment is to analyze their cultural fit with BOP by comparing their responses to hypothetical situations with BOP's core values. The CVA is a good attempt by BOP to attract quality candidates to serve as correctional workers.

Scope of Challenges and Associated Risks of Current Hiring and Succession Planning

Challenge: Current hiring practices are falling behind projected retirements

As BOP is a law enforcement agency, most of its workforce is mandated to retire at the age of 57. The looming deadline to replenish its talent pipeline before it experiences a dramatic uptick in retirement (from 291 retirements in 2018 to 762 retirements in 2025 according to Figure 4) presents a hiring risk to BOP.[33] HRMD reports the number of upcoming eligible and mandatory retirements, however, workforce planning documentation at the enterprise-level does not consistently identify plans of action to backfill these predictable separations.[34] The prioritization of which positions to backfill first are often based on the individual Warden and Regional Directors' discretion. To address this risk, it is recommended that the Bureau invest in more robust workforce planning capabilities to forecast rates of retirement for eligible employees in addition to mandatory retirements. An ability to better predict critical staffing shortages would enable the Bureau to present evidence-based applications for hiring exemptions or special salary rates to mitigate this threat.



	2018	2019	2020	2021	2022	2023	2024	2025
MANDATORY		2	6	53	417	488	602	667
ELIGIBILE	291	158	182	320	364	236	175	95
Grand Total	291	160	188	373	781	724	777	762

Figure 4: Based on average BOP retirements at age of 53 and over

[33] BOP Retirement Data CY 2021-2026.
[34] HRMD Workforce Systems and Evaluation Section: BOP Workforce Planning Information. 2021.

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Challenge: Current recruitment strategies make it difficult to hire clinical and mental health professionals (e.g., MDs, MLPs, psychologists, RNs)[35]

The Bureau's ability to hire specialized positions such as MDs, MLPs, psychologists, and RNs is another critical challenge that presents risk to the organization. Sentiments from field research indicated that Wardens may not have the specialized knowledge needed to best evaluate the technical skills of candidates applying for a specialized position. Furthermore, the National Recruitment Office does not currently have a full-time recruiter specifically dedicated to recruiting for medical positions. Subject Matter experts do provide input around the candidate selection process: they support the creation of position descriptions and the crediting plan-which rates the knowledge, skills, and abilities required for each job posting; and are included in panel interviews. However, HR has the primary responsibility of selecting candidates. Field research participants expressed the sentiment that local HR had selected candidates to interview that were unqualified for specialized positions, and excluded candidates known to contain the proper qualifications without explanation. Further involving SMEs during the selection process could be an area of exploration to improve recruitment efforts.

The COVID-19 pandemic has further exacerbated the challenge of recruiting for highly sought-after HSD positions such as physicians, nurse practitioners, and physician's assistants. In addition to a national shortage of nurses, BOP is competing against local hospitals that often offer higher salaries and incentives. Individuals who graduate from nursing school may not immediately think of BOP as a viable career option, particularly in comparison to nearby hospitals.

"I didn't know BOP was an option when I was in nursing school."
– Focus Group Participant

Current recruitment strategies at RSD would benefit from increased communication and coordination to ensure that BOP is consistently hiring quality candidates. Recruiters in Grand Prairie could benefit from trainings taught by subject matter experts that focus on how to identify necessary skills for psychologists. Although BOP's new national recruitment initiative has dedicated recruiters for medical personnel, RSD does not have a recruiter in the National Recruitment Office (NRO) that is dedicated to hiring psychologists.

RSD psychology internships have also been a successful recruitment tool in the past, with many interns seeking out full time opportunities at BOP post-internship. However, these internships fall short of other similar public sector psychology programs who offer more desirable student loan repayment benefits. Some BOP stakeholders reported that BOP's student loan repayment program is simply not as generous as other similar psychology student loan repayment programs such as the Department of Veterans Affairs debt reduction program. In addition, BOP's program could become more competitive by the offering post-doctoral positions that many candidates are looking for.

It is recommended that BOP re-invest in student loan repayment programs that are market-competitive and ensure consistent technical Subject Matter Expert input throughout the entire hiring process.

[35] Hard-to-fill positions can vary by position and location. For example, one BOP institution may strive to fill medical positions while another institution located in a rural area finds it more difficult to hire Correctional Officers.

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Train: Acclimate BOP Staff

Introduction to Correctional (ICT) Training

After receiving an official offer letter and start date, a new hire's next major milestone is onboarding to BOP. Given the unpredictable, and potentially dangerous environment that institution staff face (regardless of their position), it is imperative that new hires feel ready to work on day one. New Mexico, for example, is one of several states that has proposed starting new training academies to solve their staffing shortages. Between inconsistent training, a struggling staffing rate and low compensation, most new officers leave within three years. [36] BOP Correctional Officer turnover saw an 1% increase from 2019 to 2020, and 17% of new hires across all departments left the Bureau within one year.[37]

The Bureau faces the following challenges related to staff onboarding:

- **ICT training needs continued investment and accountability to provide the exposure and practice needed for staff to feel ready their first day on the job**
- **The supplemental onboarding programs appear to be inconsistently executed**

"Let's get away from 'I figured it out, you can figure it out too.'"
- Focus Group Participant

Introduction to Correctional Techniques (ICT) is a training all new correctional hires are required to complete when joining an institution. ICT is a five-week program for a total of 184 hours of instruction that is taught in two phases. However, day one is often a few months before starting ICT, which could create a challenge for new hires that then feel unprepared. Ideally, all Correctional Officers would complete ICT training before their first shift, but given scheduling constraints, this is not always the case.

Phase I of ICT occurs in-person at an officer's assigned institution and focuses on security issues, contraband, emergency situations, ethics, sexual abuse prevention and intervention, worker's compensation limits and other location-specific issues. It also focuses on communication and de-escalation training to minimize assaults on staff or inmates. After new Correctional Officers learn policies in the classroom, they shadow an active Correctional Officer to go through day-to-day activities. Individual institution leadership also has the authority to determine necessary additional training on an individual basis.

ICT Phase II is a 17-day training for all disciplines to attend at the BOP Staff Training Academy. The first week is comprised of in-class trainings while the second week is on-the-job trainings (OJT), including working side by side with a seasoned staff member depending on their discipline. This phase has four main components: firearms, self-defense, a written academic test on policies and procedures, and the Physical Abilities Test (PAT). The training covers an array of topics, such as correctional supervision principles, national policy guidelines, interpersonal communication, and diversity and inclusion. The PAT measures an employee's ability to perform essential functions of a correctional worker. Completion of the program is required and must be completed within 120 days of entry-on-duty (EOD) under the discretion of the Staff Training Academy (STA) for continued employment of new law enforcement staff.

Supplemental Onboarding Programs

Some institutions have implemented onboarding programs to supplement ICT by pairing new staff with someone to mentor them through their initial year and beyond. The mentorship program is also available at all institutions for all Correctional Officers regardless of their tenure (i.e., it is not limited to new hires). In most cases, the level of

[36] Many States Face Dire Shortage of Prison Guards. https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2016/03/01/many-states-face-dire-shortage-of-prison-guards.

[37] BOP Exit Survey and Turnover Data. CY 2021-2026.

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investment in the program appears to vary depending on the level of involvement from the Warden and training department leaders. Each institution has been provided a curriculum for the mentoring program that includes policies and procedures, but the success of the program depends on how effectively the teaching materials are used.

Annual Training Requirements

After a Correctional Officer's initial training and mentoring, all staff are required to complete 40 hours of training per year, focused on American Correction Association (ACA)-mandated topics and core annual topics determined by a BOP executive. After completing the core annual topics, the remaining training time is determined by the Warden and can be met through a variety of platforms including self-study, meetings, offsite training, experiential training, and/or computer modules. BOP utilizes an online learning management system known as the Bureau Learning University (BLU), to allow staff to complete some training requirements. Annual mandatory staff training includes firearms training, cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) and Information Security. The Bureau offers additional training for custody staff to grow more specific skillsets, such as a Marksman Observer and Witness Security training at the Staff Training Academy (STA), housed at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia.

Strengths of Current Acclimation Programs

BOP's standardized ICT training results in a consistent introduction to the organization and information sharing for new hires, regardless of their geographic region or position. BOP will soon launch a Bureau-wide Correctional Training Officer (CTO) program. The program will be led by officers at each institution who are selected by the Regional Director and receive training on how to best aid future trainees in improving their skills. Participants in the program will include Correctional Officers that are referred by a supervisor and officers that indicate they would like to improve their correctional skills. In addition to the initial ICT training, some institutions have implemented supplemental onboarding programs such as mentoring for new hires as a best practice. The mentorship program presents an opportunity to supplement onboarding in a safe environment.

Scope of Challenges and Associated Risk of Current Acclimation Programs

Challenge: ICT training needs continued investment and accountability to provide the exposure and practice needed for staff to feel ready their first day on the job

"A three-month person is training a three-week person."—Focus Group Participant

Focus group participants indicated that on-the-job, real-time training would position them to be more successful than ICT. Current ICT relies on PowerPoint training, misses opportunities for cross-departmental training, and is often led by less experienced staff. Moreover, COVID-19 restrictions have exacerbated training backlogs, preventing staff from obtaining requisite skills and attending additional training opportunities. The current scheduling process does not account for all training requirements—which creates a risk for instructors being selected based on availability rather than expertise or training capability. Focus group participants recommended adding the role of Field Training Officer, to create a permanent training instructor to facilitate ICT and additional training opportunities across the Bureau.

Shortfalls of ICT can lead to staff turnover—exit surveys from 2016 to 2020 show 30% of staff state lack of training as a contributing factor to their decision to separate from BOP. One focus group commented that they would add crisis management training to the current curriculum, while another felt that BOP should offer incentives and invest in staff that are interested in growing professionally. To mitigate this risk, it is recommended that the Bureau consider incorporating all training hours into its scheduling process and evaluate the effectiveness of

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current training curriculum, considering innovative techniques to improve Correctional Officers' preparation. BOP would also benefit from investing in external leadership training from OPM or external entities for the middle management positions (e.g., Lieutenants) that draw on industry best practices and support consistent learning across the Bureau. However, it is important to note that, much like other federal agencies, trainings are the first to get cut in funding due to budgetary constraints.

Challenge: The supplemental onboarding programs appear to be inconsistently executed

While staff will readily admit that the mentorship program is great in theory to supplement onboarding, they quickly cite challenges with how it is currently executed. Primarily, experienced staff who watch over new hires may not even be in the same discipline—limiting their ability to provide guidance and advice specific to the new hire's role. Additionally, due to staffing constraints, some mentors may not be able to participate in the program to the extent needed.

It is recommended that BOP assess the impact of the current supplemental onboarding programs and explore how standardization of the programs might drive an improved talent experience for new hires.

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Manage: Allocation of BOP Staff

Key Metrics of Current Staff

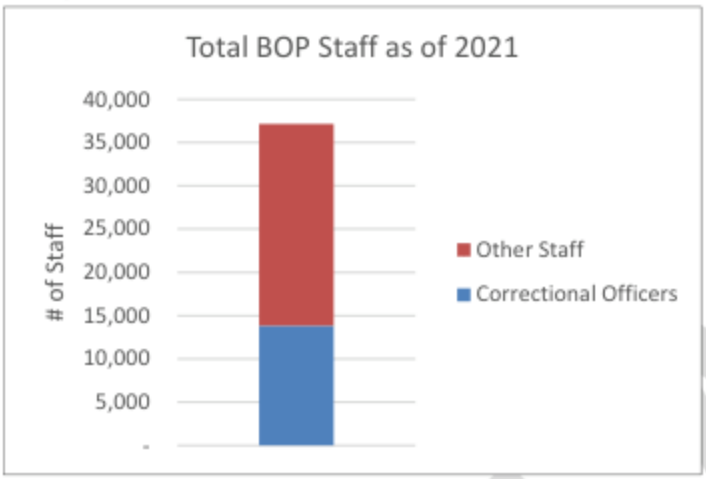

Figure 5 Total number of staff at BOP as of December 2021

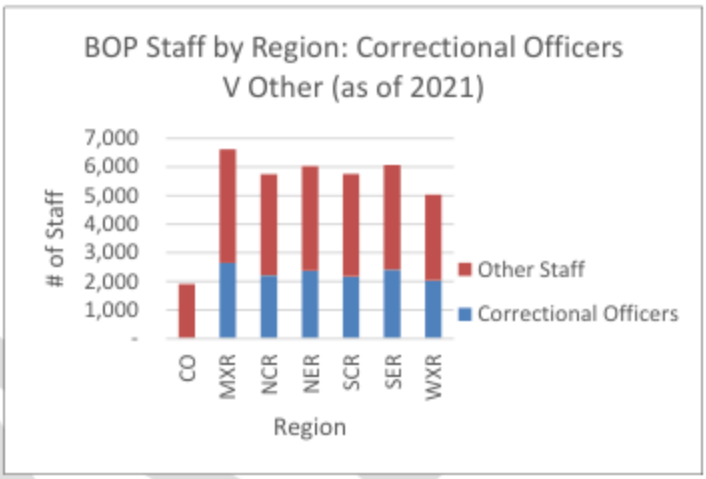

Figure 5.1: As of December 2021- CO represents Central Office (please see Appendix D)

Following a period of acclimation, a new employee joins the Bureau's workforce of approximately 37,000 staff members.[38] Given the large proportion of Correctional Officers to staff in other disciplines (around 15,000 out of 37,000), this section will focus primarily on current staffing processes for Correctional Officers and recommendations to resolve staffing challenges. Additionally, staffing for the Health Services Division (HSD) and Reentry Services Division (RSD) will be examined due to their specialized skillsets and critical mission impact.

The Bureau faces the following challenges related to allocation of staff:

- **BOP's staffing formula requires additional scheduling variables (e.g., accrued personal time off, military deployments, or expanded training requirements) to properly estimate staffing needs and maximize its ability to allocate resources across its 122 federal institutions**
- **Overtime and augmentation has increased over the years, but a deeper quantitative analysis is required to understand associated risks**
- **Current staffing guidelines are developed for each discipline independently rather than using a standard process across the Bureau**
- **More shift transitions are required using the standard 8-hour shift schedule, which may result in increased mandatory OT and a reduction of days off for staff**
- **Manual entry of changes to staff schedules in current roster system increases risk of human error**

History of BOP's Current Staffing Formula

The challenges BOP faces today have developed over a long thirty-year history. Since 1992, BOP has calculated its staffing needs by estimating the number of working days that Correctional Officers should be available to work by subtracting an average number of days for training, sick days, holidays, and annual leave. The formula does not account for Correctional Officers accruing more paid time off over the course of their career or variations in training requirements. In 1992, BOP set the number of available working days for Correctional Officers to be 216

[38] Federal Bureau of Prisons: About Our Agency. https://www.bop.gov/about/agency/.

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days to calculate necessary staffing levels.

In 2011, the Correctional Programs Division (CPD) recommended changing the available working days from 216 days to 210 days to better reflect the reality on the ground. However, this change was not implemented until 2016. In 2013 and again in 2016, the Bureau updated guidance to ensure greater safety in housing units at high security facilities:

- In 2013, guidelines were updated to include an additional Correctional Officer in the housing unit during late shifts at high security facilities.
- In 2016, Congress mandated that a second Correctional Officer is required on all shifts in each housing unit at high security institutions and detention centers.

In 2019, the Warden's Advisory Group (WAG) determined that 210 days did not accurately reflect the average number of days correctional services, human resources, and finance personnel were working, and was not a good foundation for calculating staffing needs. In 2020, the Correctional Services Branch (CSB) developed a new system to determine staffing levels by calculating how often a Correctional Officer is physically at their post, but the new system has not been approved. Today, staffing levels are still based on the assumption that Correctional Officers are available 210 days per year. Using this assumption, BOP calculates the required base number of in four steps as indicated below. Additional staff may be added to the calculation according to BOP's staffing guidelines which are described later.[39]

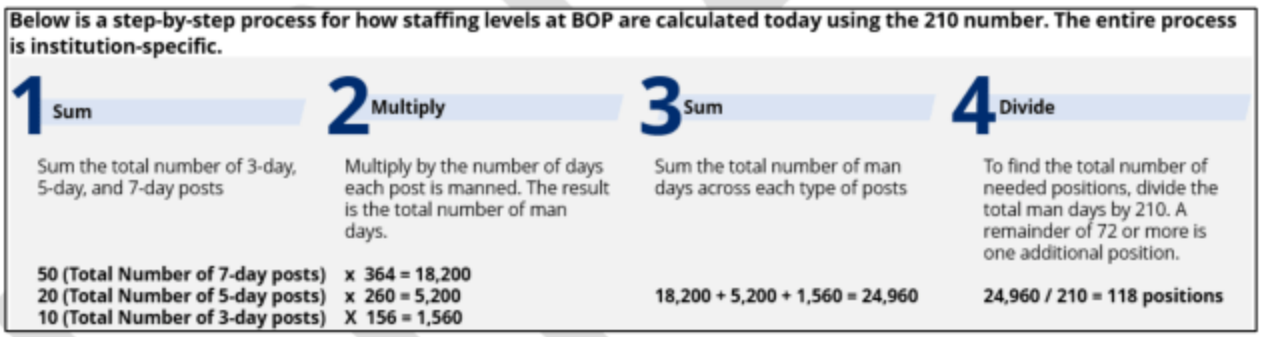

Figure 6

Strengths of Staffing Formula

Calculating the required number of Correctional Officers is straightforward with the simple formula above. The single formula has been standardized across the Bureau of Prisons for all Correctional Officers. The standardization of this approach provides a sense of clarity for all institutions to gauge their vacancy levels by finding the difference between authorized positions and their current staffing numbers.

Risks of Staffing Formula

Challenge: BOP's staffing formula requires additional scheduling variables (e.g., accrued personal time off, military deployments, or expanded training requirements) to properly estimate staffing needs and maximize its ability to allocate resources across its 122 federal institutions

[39] Correctional Services Staffing Solutions PowerPoint – BOP Internal Document.

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The availability of Officers to man their posts fluctuate from year-to-year making it difficult to accurately calculate how many positions an institution will need to remain secure. While the formula does provide an easy, standardized approach to determine staffing levels, it is not agile enough to adjust to an individual institution's needs. For example, the current formula does not account for Correctional Officers accruing more paid time off over their career or variations in training requirements. Field research indicated that institutions could have a low staff vacancy rate, but still struggle to staff while some Correctional Officers are on military deployment. Data analysis illustrates that overtime and augmentation have been increasing over the years and indicate the staffing formula struggles to provide BOP the estimates needed to accurately staff its institutions.

"I feel like trainings are scheduled without thinking about staff scheduling."
- Focus Group Participant

New staffing guidelines were proposed and developed in February 2021. However, implementation of the new guidelines has been postponed until BOP responds and addresses GAO recommendations. The new 2021 staffing guidelines provide a manual formula that Captains can use to calculate maximum number of staff that could be on scheduled leave, but the process is labor intensive and optional. Additionally, the staffing formula cannot respond to emergent staffing requests such as border patrol, riots, or natural disasters and does not account for projected staff turnover or promotions. Therefore, the new formula does not improve estimation of staffing needs or full address BOP's staffing challenges.

Staffing Guidelines for CPD, HSD, and RSD

Building off the available 210 working days formula to determine the required number of staff, each division in BOP Central Office has developed guidelines on how to best allocate that number in each institution. The guidelines are written independently and provide guidance to Wardens when deciding the composition of their institution's workforce. Institutions are permitted to hire additional positions beyond the staffing guidelines if they submit a waiver to their Regional Office and receive approval.

Correctional Programs Division Staffing Guidelines

The CPD staffing guidelines use type of post, security level and shift type to determine composition and volume of Full Time Employee (FTE)'s for Correctional Officers. There is a standard structure for staff posts and a supplemental guide which adjusts for an institution's mission, physical layout, and other unique characteristics. The standard scheme includes a variety of positions and teams which include Captain, Lieutenant, Secretary, Correctional Officers and SIS Technician. Additional Correctional Officers may be afforded if an institution has more 7-day posts relative to 3-day posts. Each institution is also afforded supervisory Correctional Systems Officers (CSO) to help manage other officers. In February 2009, the Executive Staff approved a staff-to-inmate ratio of 1:225 for Correctional Systems Officers (CSOs) for stand-alone facilities, to include high, medium, low, minimum, and administrative security levels, regardless of population numbers. This ratio also applies to Care Level 3 and 4 facilities, complexes, medical centers, and those facilities with Residential Drug Abuse Programs (RDAPs). Institutions over 50 years old also require additional facility staff such as electricians, plumbers, and general maintenance to ensure the facility is functional. Correctional Officers comprise 35% of the workforce at Penitentiaries while low security institutions only require 30% of the workforce be Correctional Officers. The CPD guidelines assume that more dangerous inmates require more Correctional Officer attention.

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Figure 7

Currently, BOP uses the above guidelines that were approved in 2016. However, CPD developed updated staffing guidelines in 2021 that have not been officially approved. The new guidelines define posts that are deemed critical to all institutions' safety and security and should only be left vacant if there is an emergency or inmate programming is modified to alleviate the staffing need. Differing from the current guidelines, the 2021 guidelines incorporate more variables including physical layout of the institution, in addition to security level, care level, and special institution missions. Additionally, it includes guidance on how to calculate annual leave schedules to help Captains develop their rosters and daily schedules. Captains can use the formula as needed on a weekly or quarterly basis, but calculating the formula is a manual, labor-intensive process rather than automatic. While these new guidelines take a step in the right direction, they still do not account for fluctuating factors such as accrued personal time off, military deployments, or even training requirements.

Health Services Division Staffing Guidelines

Aside from keeping institutions safe, BOP HSD provides healthcare to inmates. HSD staffing at BOP consists of clinical, administrative, and allied health personnel that are determined by an institution's security level, care level, and the number of inmates that are served. While higher security institutions always require more Correctional Officers, additional nurses are also required for care level 4 inmates who require a higher level of medical care such as oncology services. The type of institution also affects nurse staffing. For example, staffing is determined by admissions, discharges, and population for detention and transfer centers who operate 16 hours per day. Nurse staffing also depends on the number of inmates and whether the population is male or female. Internal BOP data affords female institutions additional health services staff due to higher service utilization rates and more psychosocial and preventive health needs. The standard composition and volume guidelines of FTEs for an institution's ambulatory care is designed to serve 1,500 care-level 2 inmates. For institutions with alternative medical missions, there are 3 supplemental staffing models which require additional staff above the base staffing model.

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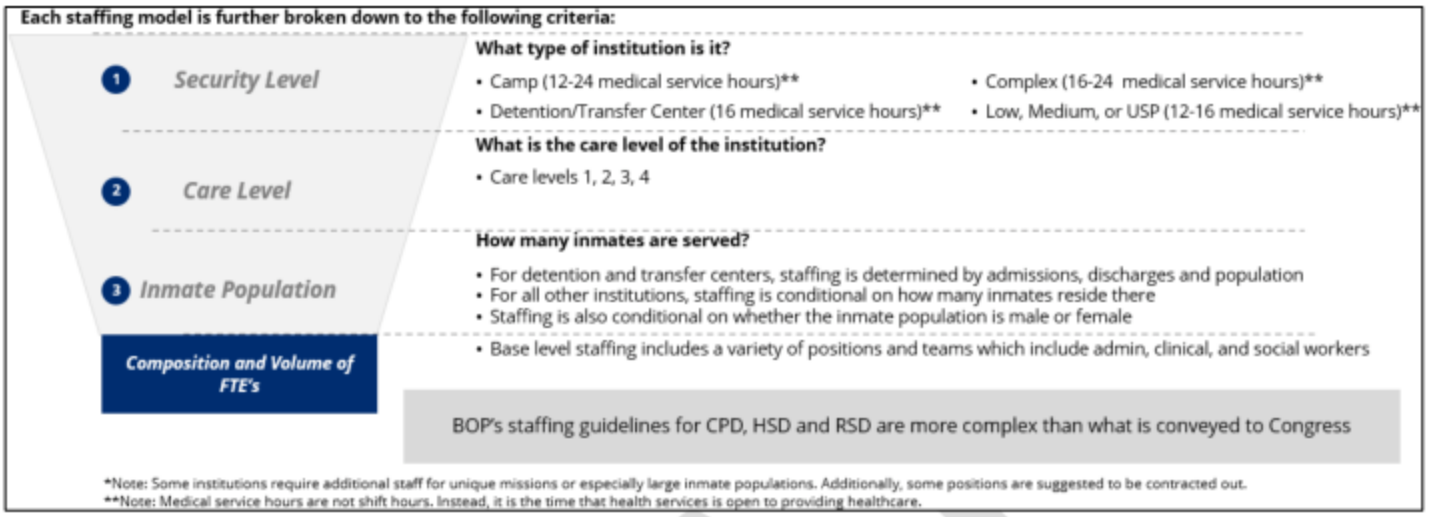

Figure 8

Reentry Services Division Staffing Guidelines

While HSD is required to provide healthcare to inmates, RSD is required to prepare inmates for reentry to society. RSD staffing guidelines include the psychology department and all other reentry services departments such as education, chaplaincy, and recreation. The Psychology department generally follows the same criteria as HSD to determine its staffing requirements. Base level staffing includes a Drug Abuse Program Coordinator, Drug Abuse Treatment Specialist, MAT Psychologist, and at least one Staff Psychologist, Psychology Services Secretary, or Psychology Services Technician. Outside of these positions, additional staff psychologists are determined by inmate-to-staff ratios that are based on an institution's security level. Outside of psychology, all other departments in RSD use inmate population numbers to determine the required number of staff with additional staff for various incremental increases in inmates.

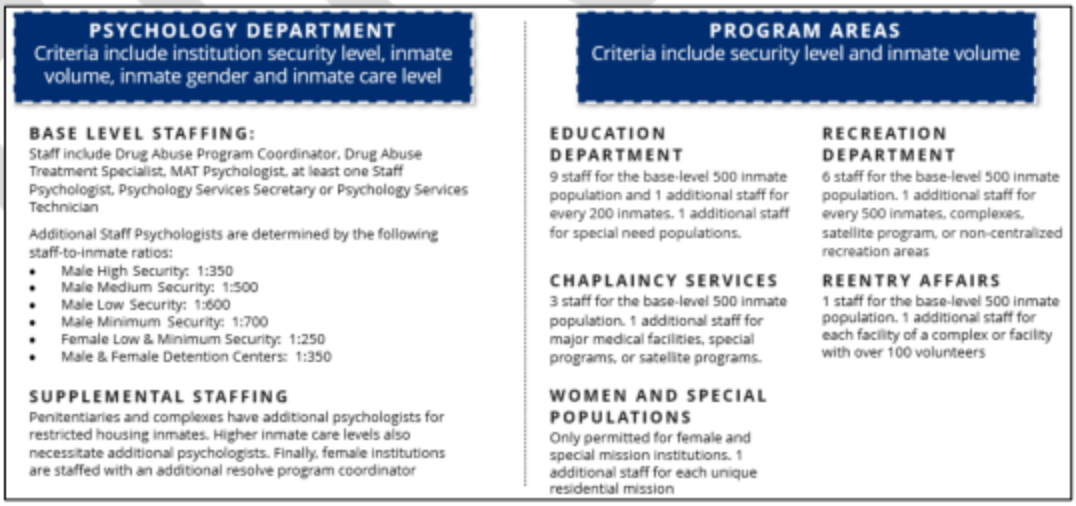

Figure 9

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Risks and Challenges for Staffing Guidelines

Challenge: Current staffing guidelines are developed for each discipline independently rather than using a standard process across the Bureau

The biggest challenge with staffing guidelines for CPD, HSD and RSD is that they are currently created in siloes and do not provide a standard approach to developing staffing requirements across mission critical disciplines. Each institution requires adequate staffing in food services, maintenance, chaplaincy, and other departments to remain operational and in compliance regardless of an institution's inmate population. Initial staffing needs are determined at the Central Office level, but Wardens have the ultimate decision with input from Regional Directors. However, Wardens may have a misunderstanding of how to properly staff for other departments. This may result in an overemphasis of staffing roles in Correctional Services, and underemphasis of staffing roles in other mission critical divisions.

The guidelines are also reliant on a different set of metrics than what is conveyed externally, resulting in disjointed messaging. Congress has a bottom-line inmate to staff ratio of 15:1, however staffing at BOP is a lot more complex and nuanced. To function, institutions need plumbers, chaplains, and teachers outside of Correctional Officers regardless of whether there is a single inmate, or an institution is at full capacity. Congress also does not take into account implications of the 2017 hiring freeze into BOP's current staffing challenges. According to GAO, BOP eliminated any positions that were vacant at the time of the hiring freeze, establishing a new maximum of authorized positions they could employ.[40] In fiscal year 2018, BOP eliminated 5,100 authorized positions per DOJ's budget office recommendation.[41] BOP officials stated that the elimination of these positions in 2018 has had negative long-lasting effects on staffing that is not fully understood by external stakeholders.[42]

Below is a graphic to describe the complexity of how staffing is measured and communicated, internally and externally.

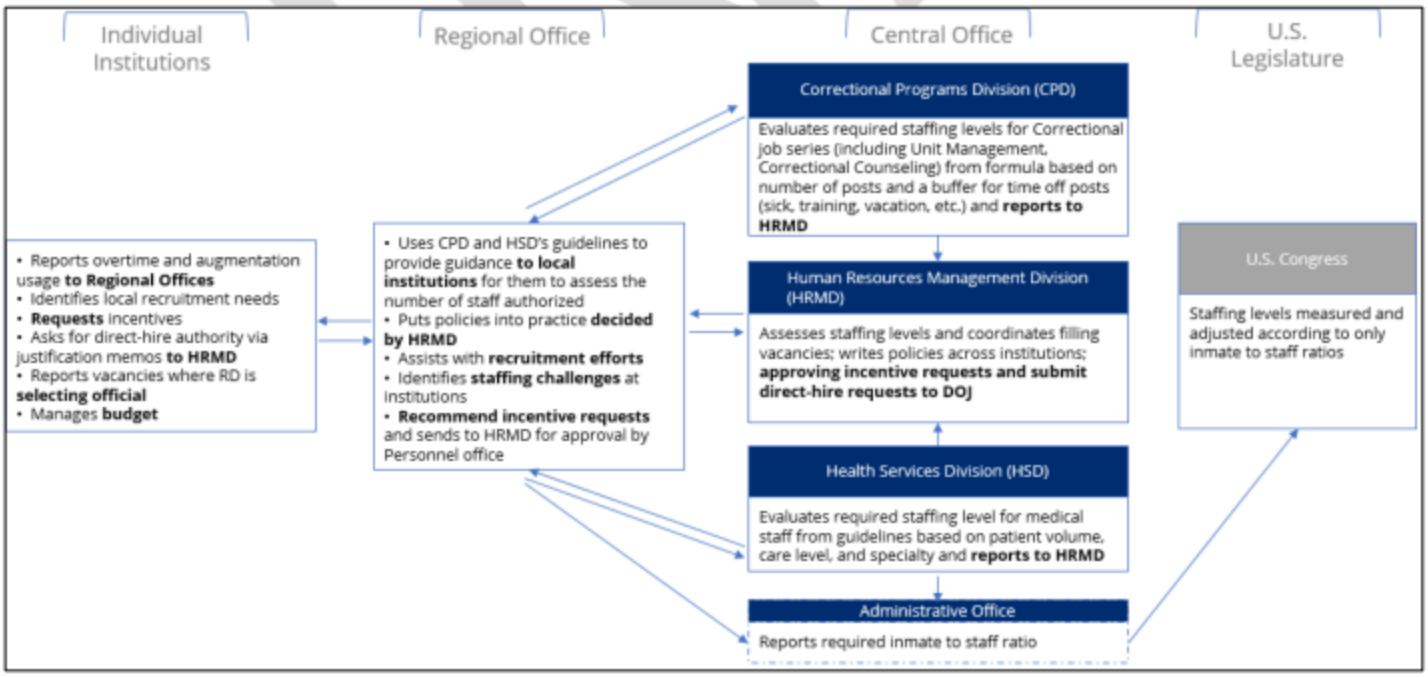

Figure 10

[40] United States Government Accountability Report No. GAO-21-123. 2021.
[41] United States Government Accountability Report No. GAO-21-123. 2021.
[42] United States Government Accountability Report No. GAO-21-123. 2021.

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To mitigate this risk, BOP would benefit from a staffing methodology that better communicates the complexities and nuances of staffing federal institutions to external entities.

Rosters and Scheduling at BOP

After reviewing the staffing guidelines to determine the correct number of Correctional Officers needed, an institution ensures that all posts (spaces that require COs) have coverage through the roster process. Rosters are created once a quarter and must account for posts that require 24-hour coverage, generally within the constraints of 8-hour shift schedules. While BOP has taken steps to standardize and automate this arduous process, it still requires manual updates which can result in human error.

Compressed scheduling is common in other non-stop settings. Hospitals require 24/7 staffing like BOP institutions and successfully use 12-hour shifts to optimize their scheduling.

The development of a roster (with associated timelines) can be seen below.

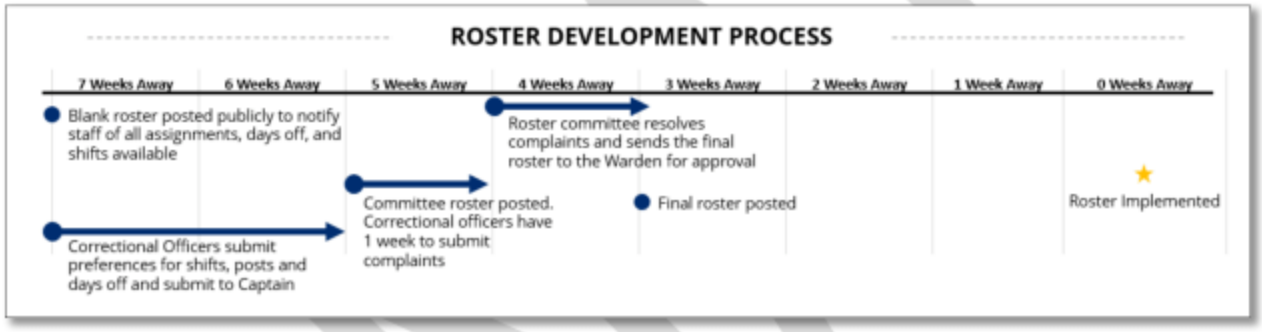

Figure 11

The roster development process spans seven weeks. A blank roster is posted to show available shifts, days off, and assignments available. Correctional Officers have one week to submit their post preferences to the Captain tasked with creating it. Seniority determines which preferences are honored first. If Correctional Officers want to dispute the schedule, they have one week to submit complaints. The final roster is sent to the Warden to be approved and posted three weeks prior to its implementation.

This new software automates previous manual tasks and improves efficiencies in several ways. First, the system enables Correctional Officers to sign up for their quarterly preferences and generates a 'best guess' of their schedule. Second, the system improves on the current system by validating whether a Correctional Officer is qualified for the post they are assigned to. Third, it automates the form that needs to be completed each time a staff member is assigned an overtime shift by pre-filling the form and enabling someone to save it before completion.

While the system offers improvements over previous versions, it still has several limitations. Since personnel data is pulled from payroll data, new hires and transfers do not automatically appear on the daily roster until their first paycheck. The system does not currently incorporate upcoming staff trainings when developing daily rosters. Finally, the software is not integrated with WebTA, requiring a Time and Attendance clerk to manually track the time each Correctional Officer works and then enter it into their Time and Attendance system.

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Union Considerations

The roster system is limited according to the Master Agreement which articulates a standard workweek consisting of 5 consecutive workdays with 8-hour shifts and an additional 30-minute, non-paid duty-free lunch break.[43] Requests for telework or compressed work schedules such as a 12-hour or 10-hour shift may be negotiated at the local level. Some local unions also have contractual limitations on augmentation while others do not, which can create an inconsistent employee experience and may have implications on mandatory overtime usage. Some local unions have utilized a compressed schedule. It would be beneficial to do a cost-benefit analysis to uncover the most favorable schedule while considering the Master Agreement.

Strengths of Scheduling

The current roster and scheduling process provides ample time for Correctional Officers to input preferences and file complaints before the roster is finalized. The roster is posted three weeks before it is implemented, providing transparency and predictability around Correctional Officer's work schedules.

The new roster system will allow for more automation than the current system and house roster data in a centralized location, enabling easier reporting and oversight. The system also shows the certificates and skillsets of each staff member, validating their qualifications for specific shifts. While the new system has taken steps towards easier and more accurate scheduling, there are risks that come alongside it.

Risks and Challenges of Scheduling

Challenge: More shift transitions are required using the standard 8-hour shift schedule, which may result in increased mandatory OT and a reduction of days off for staff

One participant stated that the mindset of some staff on 12-hour shifts is: **"We do them for an emergency. If it works for that, why not always do it?"**

Rosters also utilize an 8-hour shift schedule that results not only in a greater number of shift transitions, but a reduced number of available days off for Correctional Officers. Frequent shift changes create a risk of delayed or missed communication between staff and departments. A compressed shift schedule might free up days during the week that would allow Correctional Officers to take care of their responsibilities outside of work and as a result reduce the amount of sick time they take.

[43] Master Agreement Between Federal Bureau of Prisons and Council of Prison Locals. https://www.afge.org/globalassets/documents/cbas/bop-2014_new_master_agreement-with_revisions_06-23-2014.pdf.

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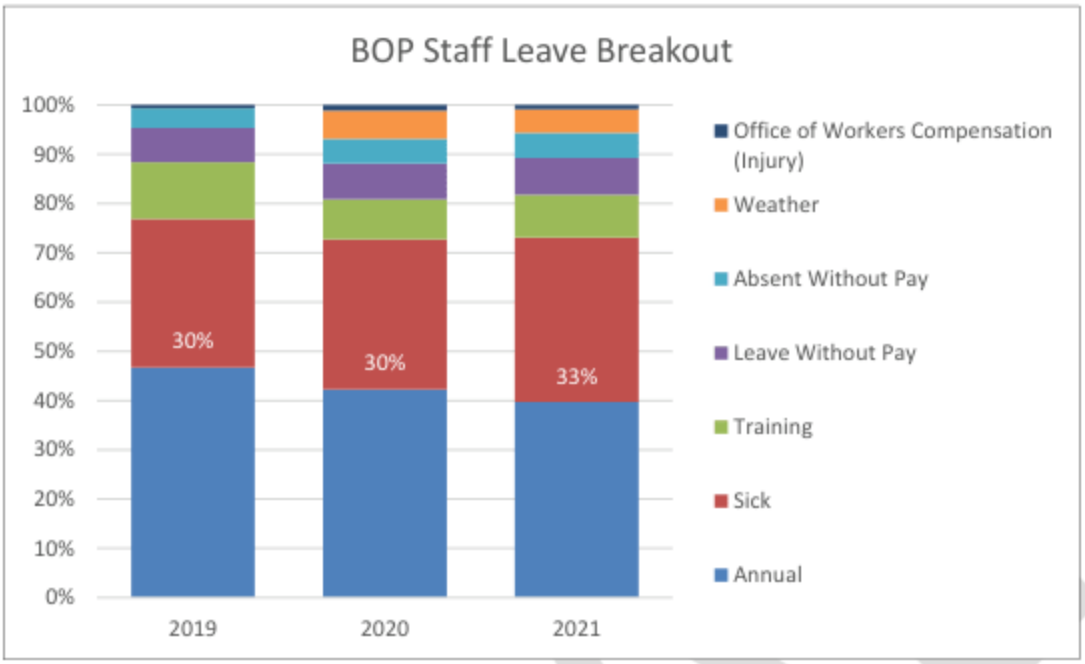

Figure 12

Figure 12 illustrates the various types of leave used per year. Sick leave has increased from 2020 to 2021— while it is important to note that the recent increase could be a result of COVID-19, sick leave has made up a significant portion of the total leave taken in the last 3 years, second only to annual leave.

Challenge: Manual entry of changes to staff schedules in current roster system increases risk of human error

The new web-based roster system attempts to alleviate the issues with the existing roster system, yet it does not incorporate all relevant staffing constraints. The system set to deploy does not show transfers until their first pay period, which may cause a delay in their ability to sign up for shifts and be accurately included in the roster. In these situations, local HR staff can manually enter the information, but must be aware of the risks of duplicate entries or inaccurate personnel data. The new system does not incorporate upcoming constraints like scheduled trainings or alleviate the need for a manual time and attendance process. It also is not fully integrated with other systems and processes such as time and attendance, and the staffing guidelines.

Overtime and Augmentation Usage

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The daily availability of existing staff is subject to staff call outs, training, and military duties. To mitigate staff shortages related to these issues, BOP uses overtime and augmentation.[44] Augmentation is the temporary reassignment of a non-custody staff member (i.e., teacher) to a custody post. As previously stated, BOP requires all staff members to go through Correctional training, as all institutional staff are required to perform Correctional duties on a regular and reoccurring basis, including assuming Correctional Officer posts when necessary. Overtime is time worked beyond one's scheduled working hours. The usage of these methods has been increasing over time while the staff levels have only fluctuated by +/- 5%. An institution's vacancy level is not a perfect indication of their staffing need. For example, institutions could be staffed at near zero vacancy but report increasing overtime and augmentation because the current staffing formula struggles to provide BOP ample staffing for their needs. While these methods can be used short-term to cover staffing shortages, more research is recommended to understand the impacts of extended use on staff burn out, increased budgetary risk, and employee performance. Figure 13 shows the trend of average amount of augmentation and overtime hours per staff over 4 years.

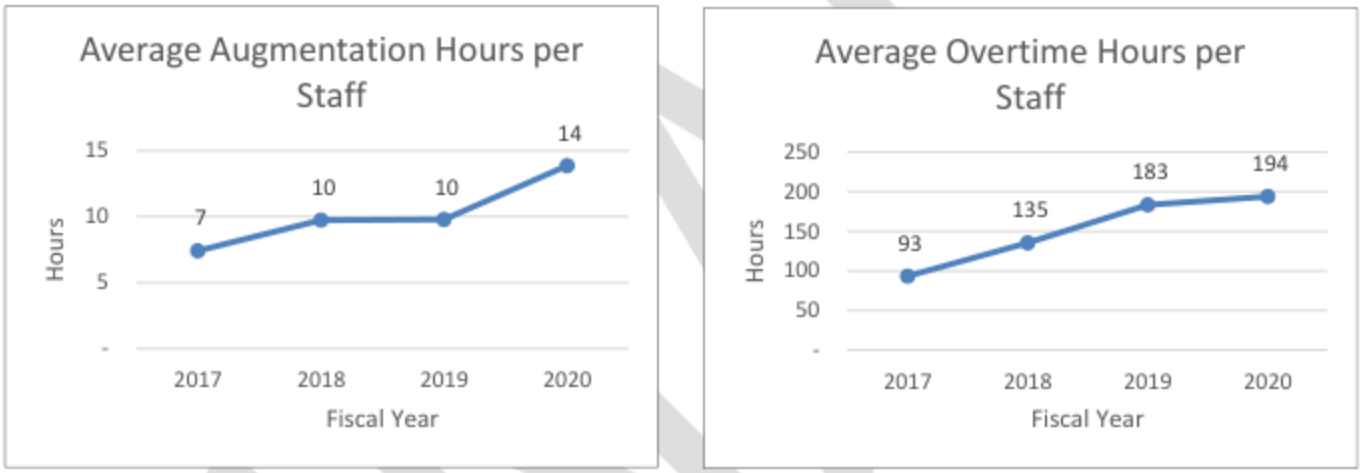

Figure 13: The average augmentation hours per staff may be underrepresented to inconsistent use of the augmentation tracking (T&A) code

The figures above illustrate that overtime and augmentation has increased exponentially over the last 4-years in relation to the total number of staff on board. Figure 14 shows a similar trend as Figure 7 broken out by region. All regions have increased their augmentation usage since 2017 with North Central, South East, and Western regions experiencing the highest increase. Similarly, all regions have seen an increase in overtime usage with South Central (SCR), South East (SER), and Western (WXR) regions requiring the most overtime.

[44] United States Government Accountability Report No. GAO-21-123. 2021.

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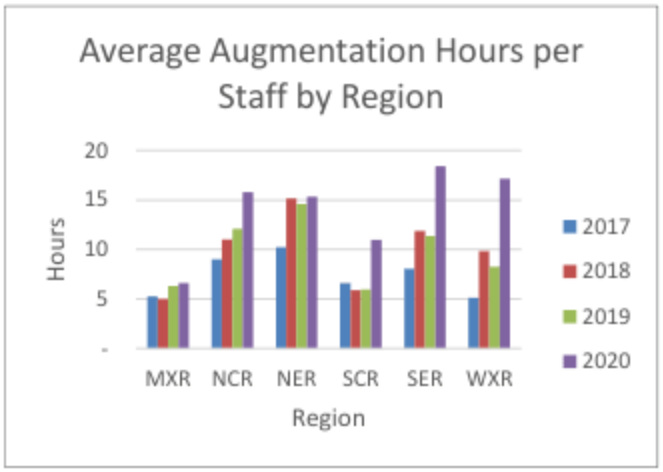

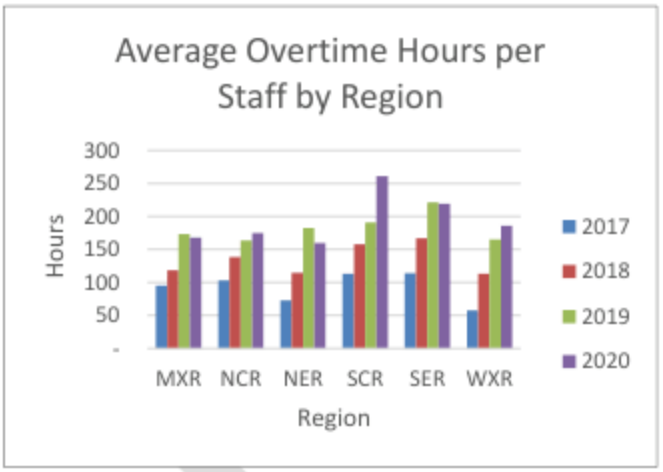

Figure 14

One of the advantages of BOP using augmentation and overtime to address staffing shortages is that it can be done quickly by reallocating existing staff. Additionally, staff members who volunteer for overtime shifts receive supplemental income.

It is important to evaluate the effects increased augmentation and overtime usage may have on staff performance and burnout. For instance, 33 focus group participants cited augmentation as a primary driver of staff burnout. Participants also mentioned that being augmented detracts from their ability to complete their primary responsibilities, negatively impacts program implementation, and makes them feel less safe.

As cited in the GAO report, it is recommended that BOP create metrics to assess risks associated with the increase in overtime and augmentation.[45] In the next phase of work, the Deloitte team will dive deeper into analyzing such risks associated with the increase usage. The analysis will include finding correlations between the metrics such as the number of incidents, staff-to-inmate assaults, and inmate-to-staff assaults with increased usage of overtime.

[45] United States Government Accountability Report No. GAO-21-123. 2021.

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Retain: Minimize Staff Attrition

Retention Incentives

The last stage in the employee lifecycle is retention. Forbes estimated in 2019 that employee turnover cost organizations 33% of an employee's annual salary.[46] Exploring the main drivers of staff attrition, along with projected attrition rates, will provide a more holistic view of how BOP can address understaffing.

The Bureau faces the following challenges related to retention of staff:

- **BOP's compensation and retention incentives require additional analysis to understand effectiveness compared to market standards**
- **Negative media has affected officers' sense of pride, both internally and externally**

BOP's challenges in retention have been noted frequently, such as in a 2016 OIG review that discovered retention obstacles in the medical field, "in large part because it competes with private employers that offer higher pay and benefits, and because the BOP does not identify or address its recruiting challenges in a strategic manner or take full advantage of staffing flexibilities such as those available through the U.S. Public Health Service."[47] Focus group participants also reiterated the issue of low compensation, while the Bureau's exit survey data provided additional reasons for the decreasing attrition rate.

Exit Survey Data

Staff are asked to complete an exit survey when they leave the Bureau to share why they are separating from the Bureau and what they feel can be improved. According to the GAO report, "BOP officials responsible for overseeing the survey told us that while they provide the exit survey data to institutions, they do not track or analyze how, if at all, institutions make use of this information."[48] Between 2016 and 2020, the top three reasons for leaving BOP were voluntary retirement, transferring to another government agency, and mandatory retirement. As Figure 15 demonstrates, a third of exit survey respondents indicated their choice to leave was due to an unreasonable workload and lack of resources to properly do their job, while another third reported a lack of opportunities for advancement. Correctional Officer turnover saw an increase from 2019 to 2020 and 17% of new hires across all departments left the Bureau in 2020.

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[46] Forbes, The Cost of Turnover Can Kill Your Business and Make Things Less Fun. https://www.forbes.com/sites/johnhall/2019/05/09/the-cost-of-turnover-can-kill-your-business-and-make-things-less-fun.
[47] Department of Justice 2021 Financial Report. 2021.
[48] United States Government Accountability Report No. GAO-21-123. 2021.
*It is important to note that completing the exit survey is voluntary and responses do not represent the entire BOP population.

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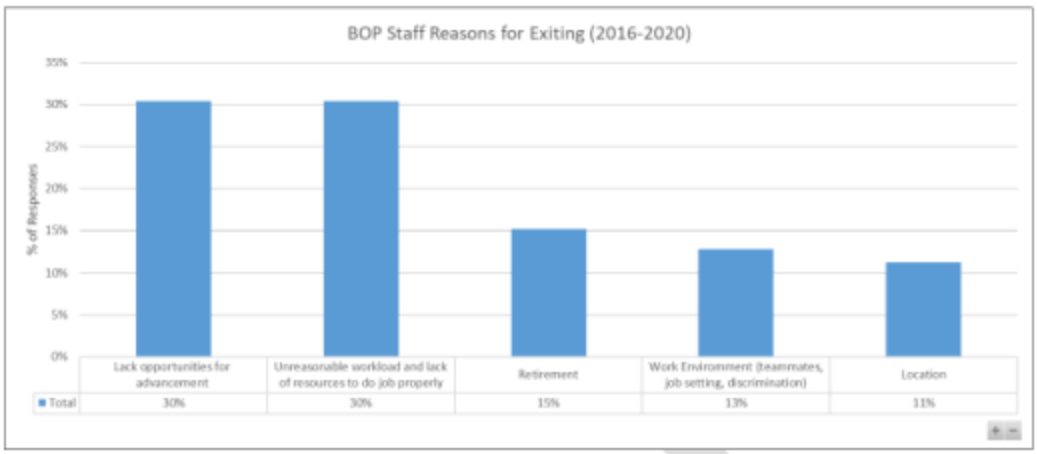

Figure 15: Exit Survey Data (2016-2020)

Currently, responses received from exit surveys could be utilized better to compare to compensation offered to staff as well as the organization's use of retention incentives and their effectiveness. Analyzing exit survey responses could also enable the Bureau to develop interventions that positively impact employee experience and retention.

Strengths of Retention

Focus group participants were asked to identify what they loved about working at BOP, and cited employment benefits, their teammates, and an opportunity to grow in their career. Benefits highlighted by participants include early retirement, pension and paid sick days.[49] According to field research, employees that realize the long-term benefits of BOP (e.g., early retirement eligibility) tend to stick around. Fulfilling the mission of BOP and the reward of helping inmates was also cited as an incentive to stay.

Risks and Challenges of Retention

Challenge: BOP's compensation and retention incentives require additional analysis to understand effectiveness compared to market standards

"One of the most rewarding parts of the job is the ability to help inmates get their lives on track." - Focus Group Participant

Challenges in retention at BOP have been expressed anecdotally through reasons such as: remote location, job-competition in more populated areas, an unpredictable schedule, and lower compensation. Field research indicated that federal institutions face competition in hiring and retention from state institutions and other region-specific work such as oil refineries in Texas-based institutions. The competition between jobs is highest in more populated areas, while the challenge of keeping employees in more remote areas was attributed by field research participants to a lack of access to outside entertainment, stores, good school systems, and ways staff can spend their free time. For example, a staff member that joined the institution as a young adult may want to relocate to an institution in a more populated area once they have started a family. However, there has been little analysis of organizational data to determine if these are the true reasons for difficulty in retaining staff. Field research participants also commented that state prisons offer better compensation and an easier schedule, as well as frustrations that BOP's GS-levels were not compatible with fellow agencies. Non-custody roles also struggle with retention, being (e.g., medical staff who are offered higher pay at nearby hospitals). **BOP can potentially combat hiring competition through data analysis to confirm their GS-levels and aligning wages are on par with similar positions at other law enforcement agencies.**

[49] The term "early retirement" is about the retirement age for law enforcement personnel at age 50 rather than age 62 for other civil service workers.

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At present, the most utilized option for retaining staff has been in the form of incentives. Conducting an analysis of performance metrics to see where BOP falls will allow the organization to determine if this current method is making a difference and establish steps for effective retention strategies. Since 2017, over 20,000 staff have received retention incentives across BOP's six regions that have institutions, as observed in Figure 16. Retention incentives have been utilized most consistently by institutions in BOP's western region over that time span, with over 2,500 of the total 6,601 staff receiving retention incentives in 2021. This region covers more remote states, such as areas of California, who also face the challenge of salary competition with California Department of Corrections. BOP's investigation into whether the retention incentives are working in this region to curb attrition will aid in understanding if remote location is a driver of employee turnover, and if the funds are being provided to the region most in need.

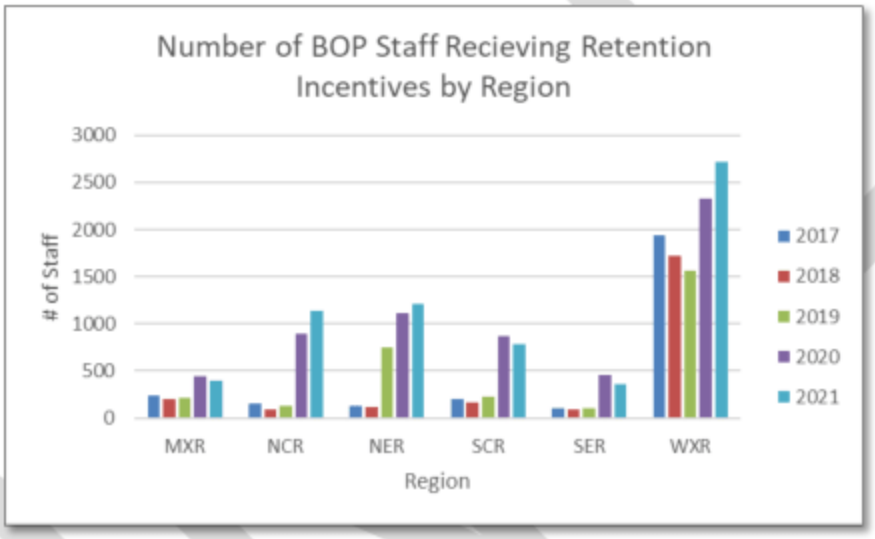

Figure 16: Actual incentives are given at a local level rather than regional.

According to Figure 17 and 18, the top positions that have received retention incentives include Correctional Officers and Registered Nurses. In 2020, over a third of Correctional Officers received retention incentives. Retention bonuses have been utilized to keep staff, especially if the employee has unique qualifications or the need for their services makes it essential to retain. In FY19, retention incentives cost BOP approximately $22 million. BOP is on track to assess the outcomes of the staffing incentives it utilizes by April 2022.

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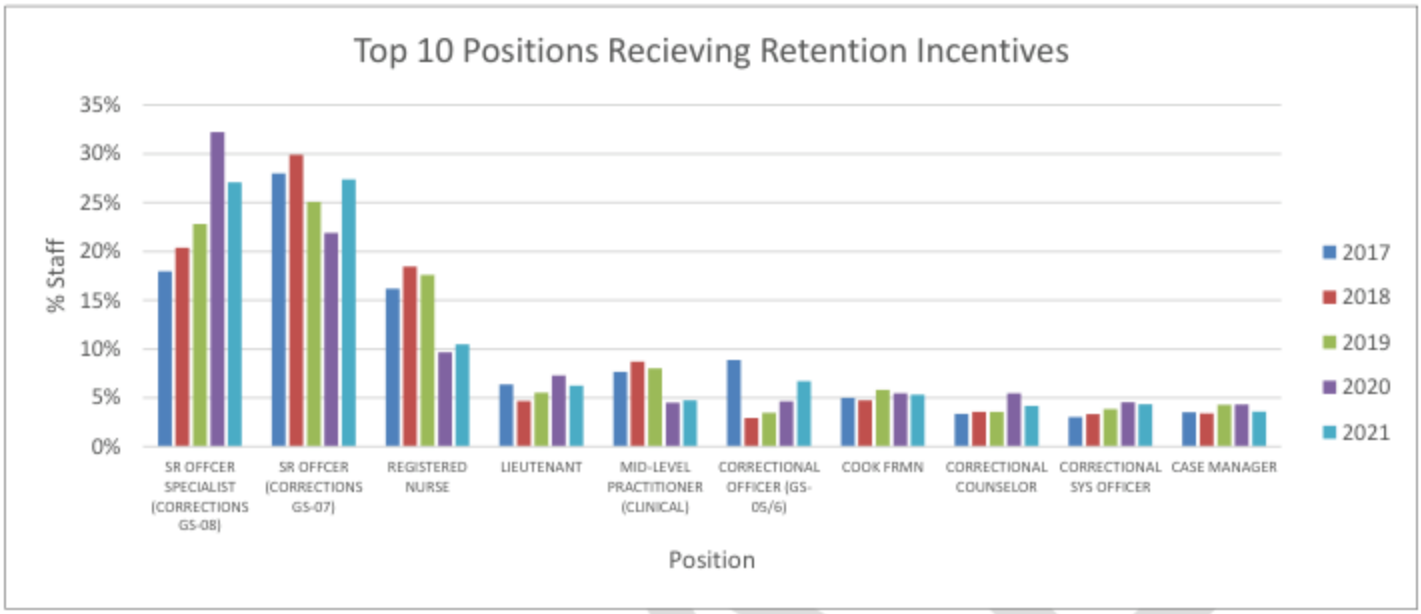

Figure 17: These are the reflection of the top positions receiving incentives across all institutions

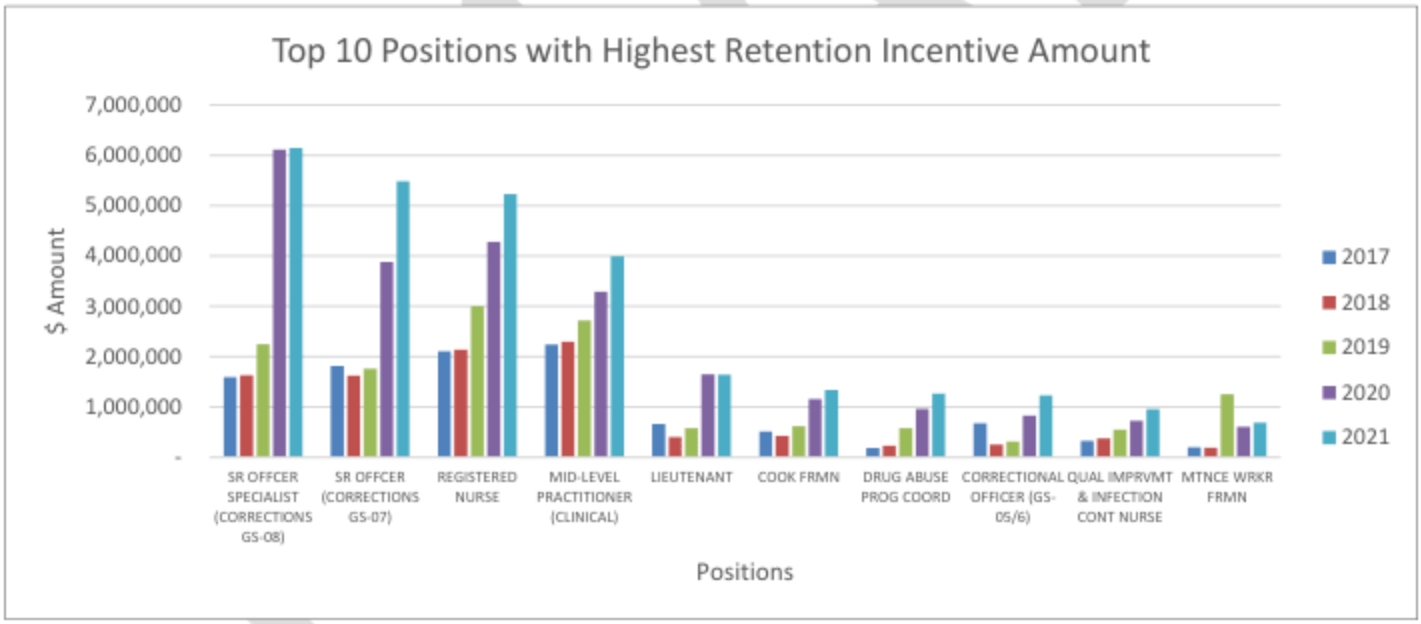

Figure 18: These are the reflection of the top positions receiving the most incentive amount across all institutions

Challenge: Negative media has affected officers' sense of pride, both internally and externally.

Public perception of BOP contributes to the challenges of retention. More senior staff stated that a job in corrections is no longer seen as one of pride, but rather an organization surrounded by embarrassment. Focus groups discussed the often-negative press that comes out about the Bureau, how it impacts their morale, and contributes to understaffing. One group mentioned the way Hollywood portrays prison life and how it affects outsiders' view of their work. This outsider's idea of what working corrections is like misrepresents the true day-to-day work the role entails.

Additionally, recent press regarding correctional facilities does not capture all the difficulties caused by the pandemic. COVID-19 has had a major impact on overtime and augmentation and placed a strain on staff, as shown

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through many responses from the focus group when asked their "bugs" about working at BOP. With the implementation of COVID-19 housing units, officers needing to deliver meals, and inmate tensions rising from missing out on programs and visitations, many participants felt that their workload has doubled since the pandemic began.

It is recommended that BOP consider taking time to combat negative media with positive staff stories internally and externally, which will likely aid in the recruiting and retaining of quality hires. BOP made strides in 2020 by completing a rebrand of their website and social media pages; the next step is to consider using these platforms to share and boost positive news regarding local institutions through Bureau-wide successes. Focus groups at one site visit were immensely proud of their Residential Drug Abuse Program (RDAP).

"RDAP here is better than any substance abuse program anywhere in the country." - Focus Group Participant

An RDAP participant returned to that focus group's facility to speak on the program, how it helped him, and how it has affected his life.[50] With 20 years of RDAP, stories such as these could be highlighted, in addition to instances where staff are recognized for their achievements. For example, a staff member at FCI Edgefield was awarded the Attorney General's Award for Excellence.[51] When considering retention for hard-to-fill positions, particularly those in the medical department, it is important to highlight their successes. At FCC Butner, the comparison to their medical availability versus that of a civilian hospital was shared with pride. One interviewee explained, "The FCC Butner hospital is incredible high performing because the tumor board meetings are faster, and patients get a better level of care than they might in the outside world in which they might not be able to afford it and doctors are pressed to see more patients." Sharing inmate and staff success stories shows the public that BOP has a desire to recruit while underscoring organizational values.

It is recommended that BOP build upon the positive momentum of their newly revamped website and social media presence to amplify positive messaging internally and externally, highlight positive societal impact, and focus on reestablishing Correctional Officers' pride in their profession.

[50] Department of Justice. https://reentry.ojp.gov/testimonials/rdap-lessons-success.
[51] Bureau of Prisons. https://www.bop.gov/resources/news/20201109_ag_awards.jsp.

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Recommendations

Recommendations Overview

The following recommendations fall on a matrix in order of priority by impact and urgency to address BOP's greatest risks to staffing (Figure 19). *Impact* is defined as defined as the magnitude of the recommendation's benefit for BOP employees. *Urgency* is the extent of the need that the recommendation addresses or fills. *Effort* is defined as the amount of time and resources that achieving the recommendation will probably take (e.g., high = 1 year+, medium = 6 months to 1 year, low = less than 6 months).

Recommendations include an automated staffing tool to address challenges of the current staffing formula and associated staffing guidelines, improved succession planning to better anticipate retirements and staff exits, and finally, exploring the cost-benefit analysis of a compressed schedule.

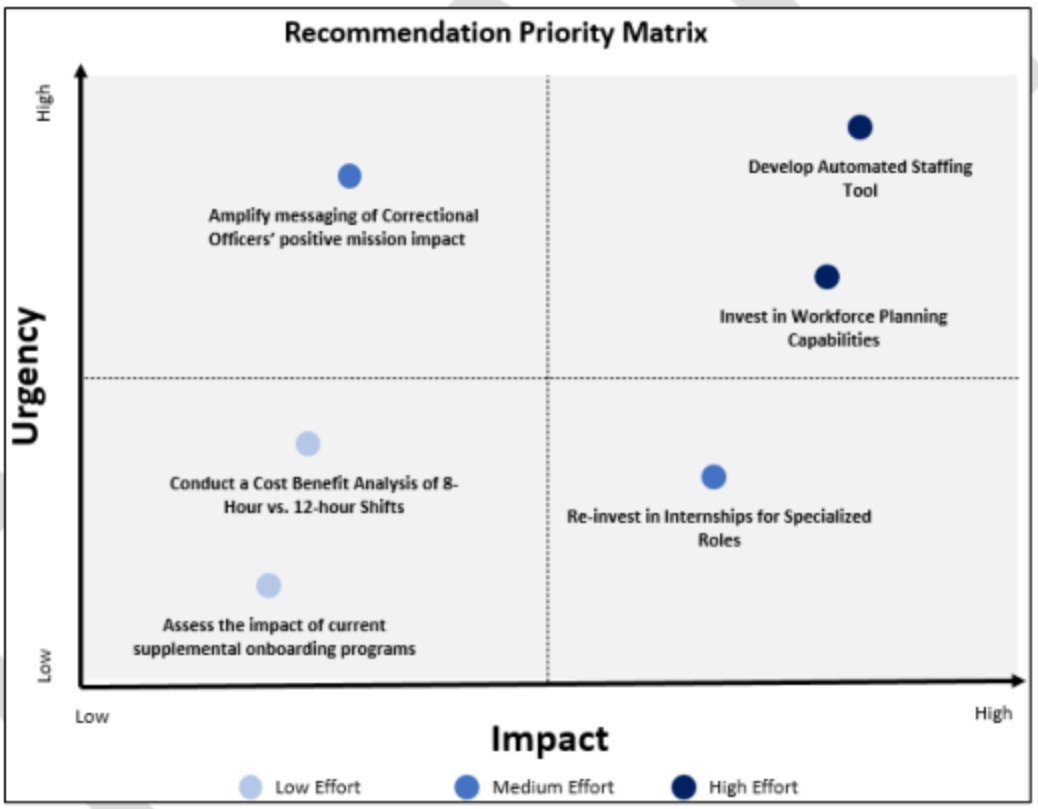

Figure 19

Recommendation #1: Develop Automated Staffing Tool to Establish a Reliable Source for Determining Staffing Levels

The Deloitte team's most urgent and impactful (Figure 19) recommendation is developing an automated staffing tool to determine staffing levels, weigh security trade-offs, and accommodate future staffing needs. BOP's current methodology for assessing staffing requirements has not kept pace with the complexity and nuances of staffing BOP's institutions. As stated previously in the *Manage* section, staffing guidelines are developed independently rather than using a standard process across the Bureau and do not account for key drivers of staffing requirements such accrued personal time off, military deployments, or its mission. Additionally, the metrics used to discuss staffing internally differ significantly from how the agency reports on staffing externally, resulting in

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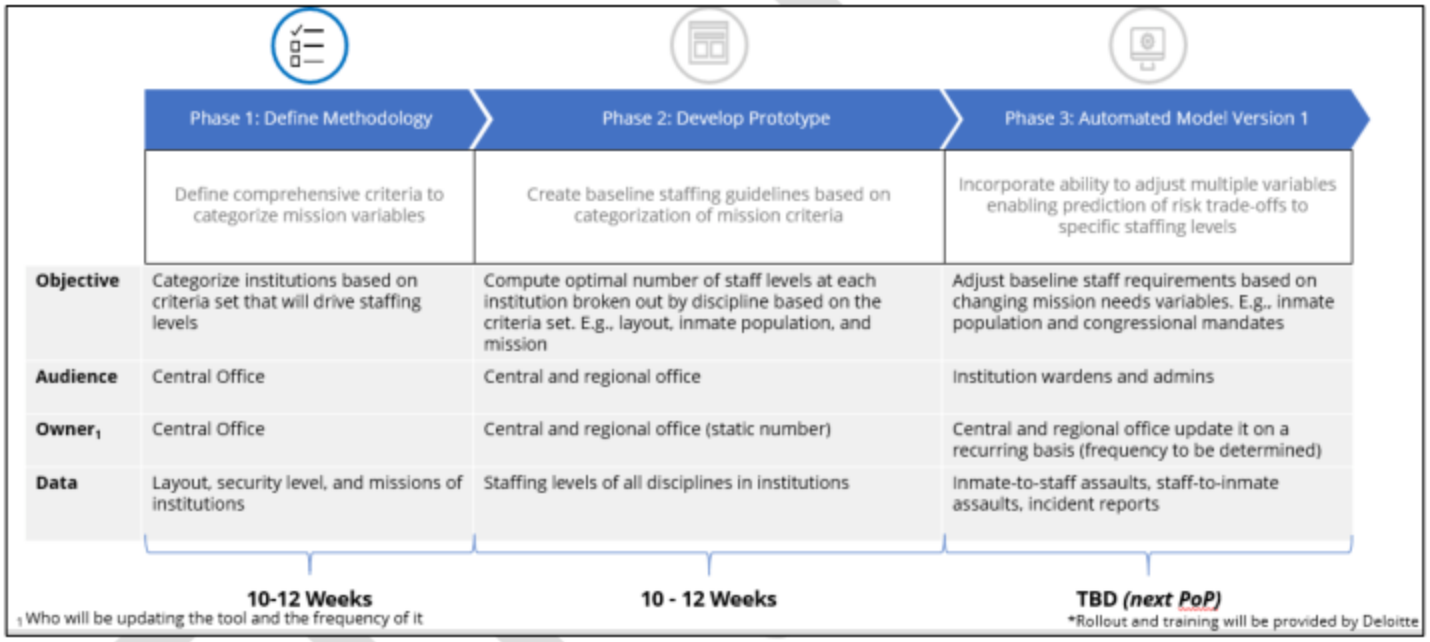
disjointed communication between internal and external stakeholders such as Congress who ultimately decide on BOP staffing needs. Finally, as the GAO reported, the methods for assessing staffing levels are inconsistent in the methodology and documentation, which hinders the ability for BOP to address staffing shortfalls proactively and successfully.[52]

To address these challenges, it is recommended that BOP develop and implement an Automated Staffing Tool. The development of this tool would take a phased approach (Figure 20), beginning with a prioritization of the criteria that are most likely to influence staffing needs. Once this set of criteria has been defined, institutions will be categorized or grouped based upon criteria similarities (i.e., all 122 institutions will be grouped into 1 of 6 categories).



	Phase 1: Define Methodology	Phase 2: Develop Prototype	Phase 3: Automated Model Version 1
	Define comprehensive criteria to categorize mission variables	Create baseline staffing guidelines based on categorization of mission criteria	Incorporate ability to adjust multiple variables enabling prediction of risk trade-offs to specific staffing levels
Objective	Categorize institutions based on criteria set that will drive staffing levels	Compute optimal number of staff levels at each institution broken out by discipline based on the criteria set. E.g., layout, inmate population, and mission	Adjust baseline staff requirements based on changing mission needs variables. E.g., inmate population and congressional mandates
Audience	Central Office	Central and regional office	Institution wardens and admins
Owner[1]	Central Office	Central and regional office (static number)	Central and regional office update it on a recurring basis (frequency to be determined)
Data	Layout, security level, and missions of institutions	Staffing levels of all disciplines in institutions	Inmate-to-staff assaults, staff-to-inmate assaults, incident reports
	10-12 Weeks	**10 - 12 Weeks**	**TBD *(next PoP)***

[1] Who will be updating the tool and the frequency of it

*Rollout and training will be provided by Deloitte

Figure 20

In the second phase, a prototype of the tool will be built with the capability to compute the optimal staffing levels broken out by discipline. Leaders in the Central and Regional Offices will be able to review the optimal staffing levels of each institution based upon which category that institution falls under. This will streamline staffing guidance and provide a more holistic view of staffing requirements (currently, guidelines are written by each individual division and not coordinated across all disciplines). This phase will also provide data-driven justification for staffing requirements that can be utilized in communication with Congress, OPM, and other external stakeholders.

[52] United States Government Accountability Report No. GAO-21-123. 2021.

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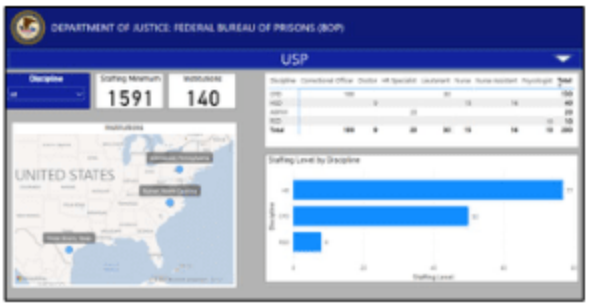

Figure 21: Sample Wireframe for Version 1 of AST

Figure 21.1: Sample Wireframe of Version 2 of AST

The next version of the tool will capture both optimal staffing levels and real-time staffing levels. In this phase, Wardens and Institutional Executive Staff will be able to view the most pressing staffing needs they are facing as an institution. Furthermore, this tool will enable Wardens to work with HR to consider changing variables (such as an increase in inmate population or the addition of Congressionally mandated tasks) to more frequently adjust staffing requirements. Finally, Wardens will be able to make risk-informed decisions to adjust for changing needs on the ground. The tool's scenario planning capability will enable a user to prioritize filling positions that have the greatest impact on safety and the ability to achieve mission requirements by connecting minimum staffing requirements to associated risk levels.

The flexibility of an Automated Staffing Tool will allow for future iterations to incorporate expanded capabilities (e.g., projected workforce vacancy and turnover rates). Additionally, it would provide visibility of staffing levels to leadership from Central Office to local institutions.

Although there are many benefits of implementing the Automated Staffing Tool, it is important to consider some of the impediments. If there is limited data available, it could significantly delay the process of development. Additionally, gathering new data in form of interviews and surveys would require time to facilitate and analyze. Another challenge would be the learning curve of both understanding how to use the tool and how to implement it to all institutions. Mitigating this would require understanding data gaps early on and determining minimum data needed to define the criteria. It would also require developing a robust project plan to ensure timeliness in distribution of surveys, as well as developing a change management plan to confirm stakeholder are kept informed every step of the way. Additionally, each version of the tool would begin with targeted rollouts.

The following next steps are recommended to develop the Automated Staffing Tool. First, meet with stakeholders to propose and define criteria. Second, obtain relevant data for criteria. Next, conduct surveys and/or interviews to further validate criteria.

Recommendation #2: Invest in Workforce Planning Capabilities to Improve Succession Planning

Predictive workforce planning is the second most urgent and impactful (Figure 19) recommendation to improve BOP's staffing process and curb understaffing. As mentioned in the *Hiring* section, current recruitment strategies make it difficult to hire clinical and mental health professionals. The prioritization of mandatory retirements to backfill first are also often based on the individual Warden and Regional Directors' discretion. BOP needs a Bureau-wide operating procedure to enable individual institutions to predict and address staff turnover. More can be done to improve and better prepare for the loss of staff members when they arrive at their eligible or mandatory retirement date.

To address these challenges, it is recommended that BOP take a proactive role in predicting staff retirements, exits, and promotions using historical data to conduct attrition modeling and forecasting. Data will help compare

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forecasted staffing estimates with projected needs by identifying Bureau-wide eligible and mandatory retirements occurring in the next 5 years. Historical data can be used to forecast how many staff will have to be replaced to sustain adequate staffing levels. Understanding the average timeline for promotion will allow BOP to project how many positions will need to be backfilled annually. Once the historical data has been analyzed, BOP should integrate succession plan performance metrics into its "BOP Workforce Planning Information" Strategy plan of action to address gaps and clearly define owners.[53]

Other agencies such as the Federal Bureau of Investigation (FBI) use data to do attrition modeling and forecasting to outline patterns of retirement, separation, and promotions. BOP can benefit from similar research, form stronger connections, and leverage on-the-ground resources by reaching out to Regional Directors and local personnel to determine if the data is aligning with their experience. A best practice that can aid BOP in its succession planning is consistent and frequent communication with its potential new hires through recruitment coordinators and the utilization of an automated system, providing them with updates on where they are in the hiring process or their upcoming role, and ensuring they feel valued by the organization. Additionally, it is recommended BOP consider virtual platforms for interviews and introductory assessments, especially in the face of the COVID-19 pandemic.

Good succession planning also involves knowledge transfer. Due to the mandatory retirement age of BOP, there is often a wave of outgoing employees at one time and, with them, a wealth of knowledge. Through succession planning, a part of an outgoing employee's experience can be recording that knowledge, whether in the form of a Standard Operating Procedure (SOP) or providing a training. Those retiring are experienced veteran officers whose knowledge can be leveraged and collected to add to best practices not only for their home institution, but for the organization at large. Currently there is a larger focus placed on mandatory retirements than on eligible retirements, due to the uncertain nature of eligible retirements. Utilizing data collection and predictive planning, the Bureau can better understand the percentage of officers who will separate from BOP upon their eligible retirement date based on historical trends.

The following next steps are recommended to improve succession planning at BOP. First, it is recommended that BOP review its turnover data and typical promotion timelines to understand trends around career progression—analyzing how succession planning unfolds and the causes behind it. Second, BOP could benefit from researching best practices from similar enforcement agencies on predictive retirement modeling. Third, the Bureau could consider developing a strategic roadmap, with clear ownership of actions, to mitigate forecasted workforce gaps.

Recommendation #3: Conduct Cost Benefit Analysis of 8-Hour vs. 12-Hour Shifts to Optimize Staff Allocation

Conduct Cost Benefit Analysis of 8-Hour vs. 12-Hour Shifts is the third most urgent and impactful (Figure 19) which will provide quick assessment of differing shift schedule to uncover the most optimal schedule. Due to its existing FY 21 $7.7M budget, it is difficult for BOP to justify additional staffing resources to Congress. [54] It is recommended that BOP evaluate if Correctional Officers are scheduled at near perfect efficiency to help mitigate understaffing issues. As mentioned in the *Manage* Section, the current standard 8-hour shift schedule requires more shift transitions to ensure post coverage, which may result in increased mandatory OT and a reduction of days off. Other correctional facilities, such as state facilities, have utilized 12-hour shifts as a mitigation tool for understaffing. Currently, almost all BOP institutions use an 8-hour shift schedule to staff their facilities. BOP could benefit from outlining the costs and benefits of a compressed shift schedule to ensure officers are optimally

[53] BOP Human Capital Operating Plan_FY21_Q4 10-2021 – BOP Internal Document. 2021.
[54] Justice.gov. https://www.justice.gov/doj/page/file/1246666/download.

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allocated. The compressed schedule should then be tested in a real-world setting at BOP institutions to examine both intended and unintended consequences.

There are multiple benefits to a compressed work schedule. First, longer shifts translate to fewer shift handovers and scheduling complexities. 12-hour shifts only require two shift changes per day—which presents fewer opportunities for knowledge transfer gaps and a potential misunderstanding of security threats. Second, Correctional Officers in 12-hour shifts have more consecutive days off work to take care of their family and handle responsibilities outside of work. Correctional Officers working in a 12-hour shift environment would also encounter less mandatory overtime—providing them with a more predictable schedule. Due to these benefits, Correctional Officers may already be receptive to 12-hour shifts: field research participants indicated that they are already mandated to work 12-hour shifts in emergencies. One respondent said, "with a 12-hour shift, you have a team and you're only competing with your team for time off rather than all of custody." Another respondent stated that they were depressed by the 8-hour shift schedule and craved the compressed 12-hour shift schedule of their prior employment at a state correctional facility. Furthermore, a compressed work schedule would allow graveyard shift Correctional Officers more exposure with leadership and administrative staff who typically work during the day. Given the nature of correctional work, there are valid concerns around the adverse effects that a compressed schedule may result in such as increased complacency and reduced alertness after 8 hours on the job. BOP should evaluate the costs, benefits, and unintended consequences of a compressed schedule to better allocate their current staff.

Successful implementation of a compressed schedule should incorporate union considerations and more senior Correctional Officers' scheduling preferences. First, many individual institutions have augmentation agreements with local unions that must be considered. However, BOP leadership should find confidence in the fact that the current Master Agreement already permits any individual institution to implement a 12-hour schedule. The only limitation is that with a 12-hour schedule, staff are only available for an additional 4 hours of overtime or augmentation. As a result, there will be fewer mandatory overtime shifts since Correctional Officers cannot be asked to work 24 hours straight. Successful implementation will also include a robust change management plan (particularly for more senior Correctional Officers) to acknowledge potential scheduling concerns or preferences.

The following next steps are recommended to improve staff scheduling and optimize resources. First, it is important to define the goals and objectives of the two schedule options, 8-hour and 12-hour shifts. Second, it is recommended the Bureau analyze how a compressed schedule will affect the budget and required resources. Next, identify potential intended and unintended consequences of each option in a real-world setting.

Other Recommendations

Based on field research, data analysis, and stakeholder engagement, additional recommendations for BOP's consideration are below:

- Invest in more data analysis that highlights hiring needs regarding the availability and quality of candidates at the local level to create more successful direct hire applications.
- **It is recommended that BOP re-invest in student loan repayment programs that are market-competitive and ensure consistent technical Subject Matter Expert input throughout the entire hiring process**
- Assess the impact of current supplemental onboarding programs to explore how standardization of the programs might drive an improved talent experience for new hires.
- BOP can potentially combat hiring competition through data analysis to confirm their GS-levels and aligning wages are on par with similar positions at other law enforcement agencies.
- Build upon the positive momentum of the newly revamped website and social media presence to amplify positive messaging internally and externally, highlight positive societal impact, and re-establish Correctional Officers' pride in their profession.

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Conclusion

The challenges around attracting and retaining employees with interpersonal skills, empathy, and the ability to operate successfully in a corrections environment are not unique to the Bureau of Prisons. The Bureau's ability to achieve its mission, however, relies heavily on mitigating the current staffing risks it faces. BOP has an opportunity to build upon its efforts to date by enacting the recommendations outlined in this report. Beyond responding to the February 2021 GAO report, these recommendations are designed to be reflective of BOP's vision for providing the most efficient, safe, and humane correctional services and programs in America.

Appendix

Appendix A: Field Research Themes

After collecting data from interviews and focus groups, the data was organized into the following thematic categories: *Career Development, Communication, Culture, Leadership, Staffing and Well-Being.* Data was then further categorized into sub-themes: *Augmentation, Benefits, COVID, EAP, Morale, Recruitment, Retention, Safety, Scheduling, and Training.* Each theme and subtheme are defined below. The other section is for ideas discussed in the Current State Assessment that are not a theme or sub-theme in the field research.

Themes:

Career Development: The professional trajectory and advancement of an employee. Examples include responses about promotions, relocation, and further education.

Communication: The interactions between employees across the Bureau of Prisons both horizontally and hierarchically. Examples include responses about standardization of information-sharing and daily dialogue amongst staff and leadership.

Culture: The overall staff morale, job satisfaction and sense of community regarding working at the Bureau of Prisons. Examples include responses about staff events, comradery, and strengthening the public perception of Bureau of Prisons.

Leadership: The guidance, management, and accountability across and between multiple levels of employees and managers. Examples include responses about Supervisors, Lieutenants, Wardens and staff at Regional Office and Central Office.

Staffing: The distribution of employees and allocation of resources to institution posts, positions, and associated rosters. Examples include responses about understaffing and augmentation.

Well-Being: The mental and physical state of wellness and feeling of safety and security at the individual level. Examples include responses about burn out.

Appendix B: Focus Group Questions

1. Introduced the facilitators, overviewed the objective of the project, and covered the ground rules.
2. Asked the participants the icebreaker: "What is one thing you love about working at your institution, and what is one thing that bugs you?"

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3. Instructed the group to take three voting dots and answer the question, "What are the biggest staffing challenges at your institution."[55] The pre-populated answers are as follows:

    - Recruiting quality candidates
    - Lengthy hiring process
    - Ineffective onboarding and training
    - Competing with other jobs in the area
    - Inconsistent recognition for good work
    - Use of augmentation and/or mandatory overtime
    - Negative view of corrections
    - Leaders who don't communicate well

4. Used one-word associations to quickly uncover recurring themes or outliers of EAP perception with the Bureau.
5. Prompted the group to write on three sticky notes the answer to the question, "If you were the Bureau of Prison's Director for a year, and you had an unlimited budget, what would you do to improve these three topics: Culture, Staffing, and Well-Being?"
6. Thanked participants for their contributions.

Appendix C: Competitive Job Landscape

While the Bureau of Prisons has conducted analysis on how their Correctional Officers' salaries compare to state-level averages, the analysis has not been sufficient to provide evidence that salary gaps are a key driver of recruitment challenges.[56] The graphics below illustrate the output of further analysis conducted using publicly available data from OPM's FedScope tool and the Bureau of Labor Statistics occupational workforce datasets to compare federal Correctional Officer average salaries to Correctional Officers in other industries such as state and local. Figure 1 illustrates the average annual wage of federal and national entry level Correctional Officers by state.

Initial Conclusion:
Conclusions that can be drawn from this analysis are that **if the lowest 10% earners are in comparison to the GS-6** level, then **Federal employees on average have a higher starting salary**. Alternatively, **if the lowest 25% earners** are in comparison to the GS-6 level, then **high cost of living states** such as California, New York, and Illinois have

[55] Focus group participants could put more than one voting dot on an answer.
[56] United States Government Accountability Report No. GAO-21-123. 2021.

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on average a higher starting salary. Validation of either claim would require further analysis of detailed non-publicly available salary data by state for Correctional Officers.

Figure 1: [2]National wage is an aggregate of all industries that have Correctional Officers employed (state, local, federal, etc.). Graph is organized by BOP wage trend

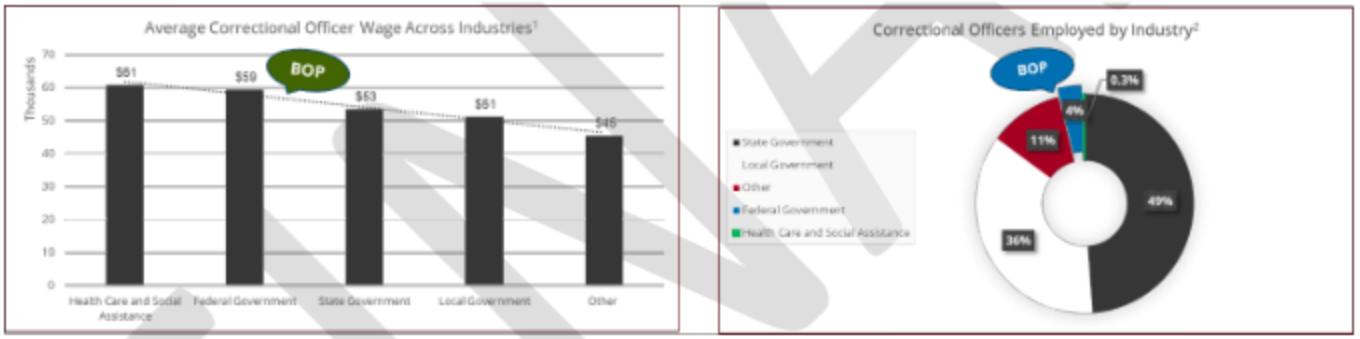

Figure 2 Data Source: Bureau of Labor Statistics (BLS) One Occupation by Multiple Industries (May 2020)

Note: Health Care and Social Assistance: Includes psychiatric care and substance abuse hospitals; Other: includes Private Ownership and Administrative and Support (including Waste Management and Remediation Services.

Figure 2 illustrates how federal (BOP) salaries on average compare to similar Correctional positions in alternate industries. The conclusions that can be drawn from the chart to the left is that **on average Federal and Health Care Correctional Officers are the leading industries in terms of salary**. What can be drawn from that chart to the right is that since state institutions on average have more employees, wages might reflect that. In the cases of high cost of living states, State Correctional Officers might get paid more than Federal Correctional Officers.

Recommendation: Conduct Wage and GS-Level Analysis to Benchmark Compensation

Given the scope of this report, it is recommended that BOP conduct further analysis to compare their Correctional Officers wages to similar occupations or its competitors. Analysis at this level could then be used as evidence that difficult to recruit locations should qualify for special salary rates. Additionally, it would be beneficial to assess current grade levels of positions to determine if it aligns appropriately.

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Appendix D: Key Definitions

BOP's medical care includes four level classifications, to which each inmate and institution are assigned[57]:

Care Level 1 provides medical support for inmates younger than 70 years and in generally good health. The inmate may have limited medical needs that can be easily managed with annually or biannually evaluations. Examples of Care Level 1 inmate conditions include mild asthma and diet-controlled diabetes.

Care Level 2 provides medical support to inmates requiring evaluations from monthly to biannually, whose medical and mental health conditions are manageable through regular appointments. Enhanced consultations may be required occasionally. Example conditions include medication-controlled diabetes and epilepsy.

Care Level 3 provides medical support for inmate outpatients who have complex or chronic medical conditions. These inmates require frequent appointments to remain stable and prevent hospitalization. Inmates falling into this Care Level may need assistance with day-to-day activities, often provided by inmate companions. They may require periodic hospitalization. Example conditions include severe mental illness in remission on medication and end-stage liver disease.

Care Level 4 includes inmates requiring services that can only be provided by a BOP Medical Referral Center (MRC), which can give enhanced care and services. The inmate may be severely impaired and required around the clock care or assistance. Examples of Care Level 4 inmate conditions include dialysis, stroke or head injury, and major surgical treatment.

The **Core Value Assessment** is part of the Bureau's pre-employment screening for potential new hires. The assessment is a measurement tool that encompasses BOP's core value competencies and behaviors.[58] Candidates are allotted 70 minutes to answer multiple choice and 2-part questions on either a tablet or on paper.

The **Human Resources Management Division (HRMD)** coordinates personnel matters, including pay and leave administration, incentive awards, retirement, work life programs, background investigations, adverse and disciplinary actions, and performance evaluations. HRMD also manages employee development functions, directs recruitment efforts programs and administers the provisions of the collective bargaining agreement with representatives of the union at the national level. The **Consolidated Staffing Unit (CSU)** located in Grand Prairie, Texas, and **National Recruitment Office (NRO)** both fall within this Division.

The **Reentry Services Division (RSD)** provides enhanced oversight and direction in the critical area of offender reentry, focusing on reentry programming and community resource transition. RSD is responsible for functions regarding contract residential reentry centers, residential reentry management field offices, federally sentenced juveniles, and both prison and community-based drug treatment. The divisions also work with other disciplines, agencies, and organizations to develop programs, resources, and activities designed to facilitate the successful reintegration of inmates into their communities upon release.

The **Correctional Programs Division (CPD)** provides national policy direction and daily operational oversight of institution correctional services, as well as hold responsibility for inmate records, information gathering and case management. CPD coordinates the Victim and Witness Notification Program and the Inmate Financial Responsibility Program, manages inmates in the Federal Witness Security Program, coordinates the treaty transfer of inmates with other countries and manages the Bureau's contracts with private prisons. The **Correctional Services Branch (CSB)** falls under this division; CSB provides programs and services such as intake assessment,

[57] Care Level Classification for Medical and Mental Health Conditions or Disabilities. https://www.bop.gov/resources/pdfs/care_level_classification_guide.pdf
[58] Program Statement: Pre-employment. https://www.bop.gov/policy/progstat/3330.02.pdf

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work-based education, and release planning.

The **National Institute of Corrections (NIC)** provides training and technical assistance, information services, and policy and program development to correctional agencies. NIC awards funds to support program initiatives and provides guidance to correctional leaders and policymaking officials.
Divisions work with **regional offices**, whose staff serve as liaisons to institutions in a designated region. Each region consists of a Regional Director. There are six regions within the organization:

- **MXR:** Mid-Atlantic Region: Kentucky, Maryland, North Carolina, Tennessee, Virginia, West Virginia
- **NCR:** North Central Region: Colorado, Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, South Dakota, Wisconsin
- **NER:** Northeast Region: Connecticut, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylvania
- **SCR:** South Central Region: Arkansas, Louisiana, Oklahoma, Texas
- **SER:** Southeast Region: Alabama, Florida, Georgia, Mississippi, Puerto Rico, South Carolina
- **WXR:** Western Region: Arizona, California, Hawaii, Oregon, Washington

Central Office (CO) includes the following offices and divisions

- Grand Prairie
- Staff Training Academy
- Management Specialty Training Center
- Reentry Services Division
- Program Review Division
- Office of General Counsel
- National Institute of Corrections
- Information, Policy & Public Affairs Division
- Health Services Division
- Human Resource Management Division
- Federal Prison Industries
- Director's Office
- Correctional Programs Division
- Administration Division

Appendix E: Time-On-Post (TOP) Formula

The T.O.P. formula was created by BOP to replace the static number used in the past to understand how many days a Correctional Officer is available to work. T.O.P. annually calculates necessary staffing levels and determines how many days a staff member is available to work each year. The T.O.P. formula awaits approval until BOP responds and addresses GAO recommendations.

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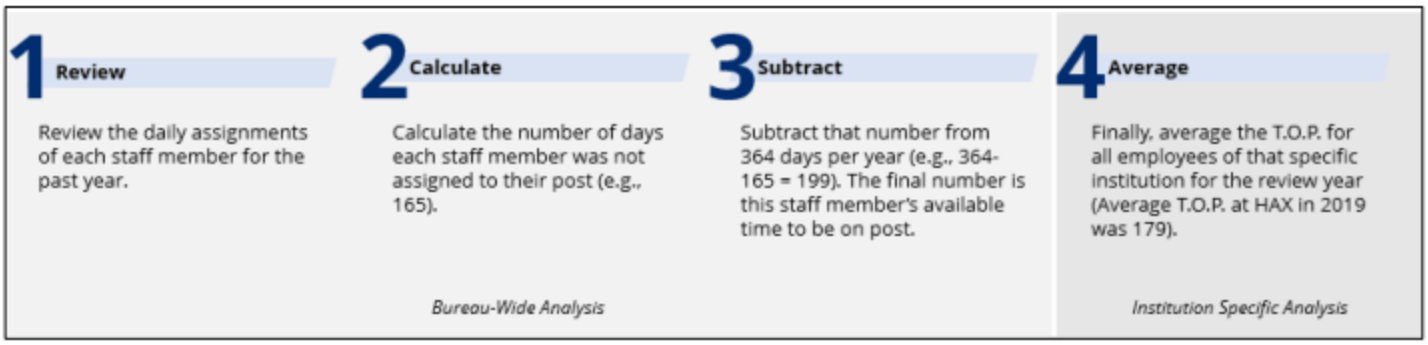

Appendix F: Document Review

BOP Document Review	
Document	**Insights**
BOP Phase II Campaigns and Accomplishes	Reviewed BOP's marketing campaigns for recruitment and the successes behind it
BOP Year 1 Recruitment Summary	Assessed recruitment successes of various marketing efforts
Daily and Quarterly Rosters	Reviewed the roster program to see how scheduling works at BOP institutions
BOP OT-Augmentation by location	Trended out overtime and augmentation usage by region for the past 5 years
Current Retention for Three Rivers, Edgefield, Butner, Allenwood, and Philadelphia	Analyzed list of employees receiving retention incentives based on institution
Recruitment or Relocation Incentive for Three Rivers, Edgefield, Butner, and Philadelphia	Analyzed list of incentives by amount and date being received broken out by employee. Data includes past 2 years
Staffing Levels for Three Rivers, Edgefield, Butner, Allenwood, and Philadelphia	Trended out staffing levels by authorized, filled, and vacancies by pay period for both Correctional Officers and Medical staff. Used past 20 pay periods for this analysis.
Leave Hours for Philadelphia	Reviewed leave data broken out by sick, weather, annual, leave without pay, training, and accident for past 2 years
Turnover Rates 2020, 2019, 2018, 2017, 2016	Reviewed average trend of turnover rates by location broken out by Correctional, non-Correctional, and all BOP staff
BOP Human Capital Plan	Reviewed BOPs strategic objectives to strengthen its workforce and efforts to date. Gives an overview of occupations deemed most mission critical
Hiring Process Timeline	Reviewed overview of the hiring process timeline including estimated length of time
Compensation Policy	Reviewed various compensation for the appropriate position to retain and attract employees Including all the incentives offered and the different pay types such as Title 38 and student loan payment
BOP Staffing Study	Study was conducted to analyze BOPs staffing methods. They found that custody staff all posts were appropriate to have, but concerns were about having a high inmate to staff ratio. While non-custody staff concerns were around high workloads
Staffing Guidelines – CPD, RSD, HSD	Reviewed BOP department's staffing requirements to increase understanding of overall staffing at BOP
Inmate-to-Co Ratio	Reviewed inmate to Correctional Officer ratio broken out by institution

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Mandates 2021, 2021	Reviewed list of assignments broken out by either employee accepted or mandated including shift and mandate type
BOP LV USAGE since 2019-01 thru 2021-20	Reviewed leave trend for past 5 years to see what type of leave has increased
CST Manual Proposed CST Policy	Reviewed the CST's new mission and objectives
BHS Insights and Utilization Report	Probed various datapoints around the EAP service providers' utilization and marketing efforts
Survey on the EAP	Examined the strengths and weaknesses of EAP through the internal report
Semi-Annual Report on Staff Wellness 2021	Analyzed EAP utilization and staff suicide data
BHS Trends and Observations	Examined BHS trends in utilization and overall satisfaction
EAP Policy	Studied the purpose, scope, and program requirements for EAP
EAP Annual Training 2021	Researched the challenges faced with correctional work and how to obtain EAP services
ICT Family Inclusion Memo	Outlined family members involvement in ICT I.
EAP ICT Training 2021	Examined EAP services and how the services can improve correctional work
Staff Safety and Support Policy	Addressed staff suicide and established a leadership driven model to support EAP and CST
Staff Suicides 1997 – Present	Researched all staff suicides since 1997
Suicide Prevention Program	Analyzed the purpose, scope, and objectives of the Suicide Prevention Program

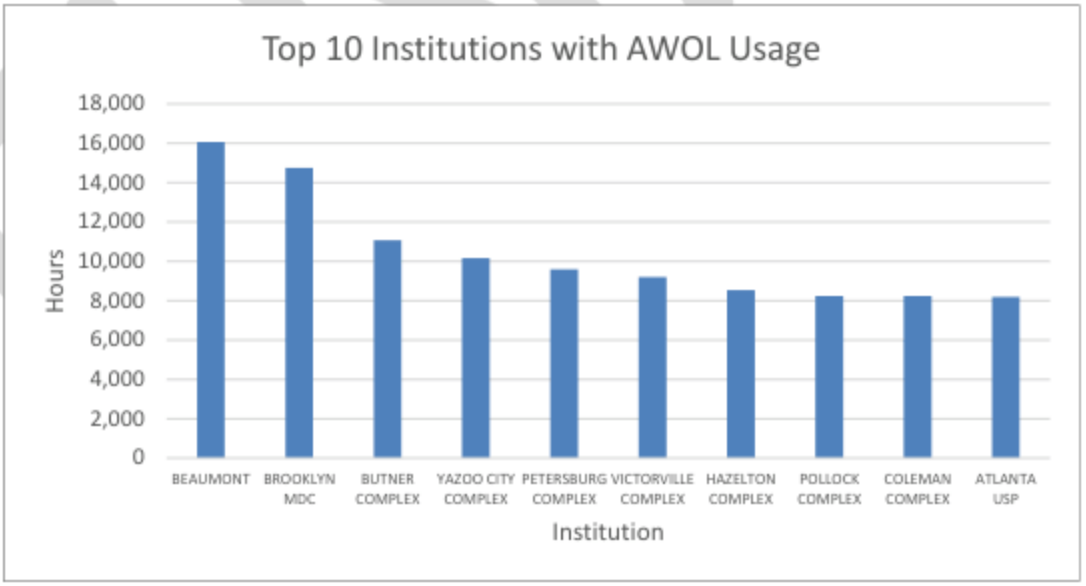

Figure 3: Top 10 institutions with the highest usage of Absence without Leave (AWOL)

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Deloitte.

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EFTA00141417

U.S. Department of Justice
Federal Bureau of Prisons

Central Office

Washington, DC 20534

May 6, 2024

MEMORANDUM FOR ALL CHIEF EXECUTIVE OFFICERS

FROM: Randall C. Burleson, CPCM
Sr. Deputy Assistant Director/Procurement Executive
Administration Division

Shane Salem, Sr. Deputy Assistant Director
Correctional Programs Division

SUBJECT: Security Camera Monthly Report - Institution

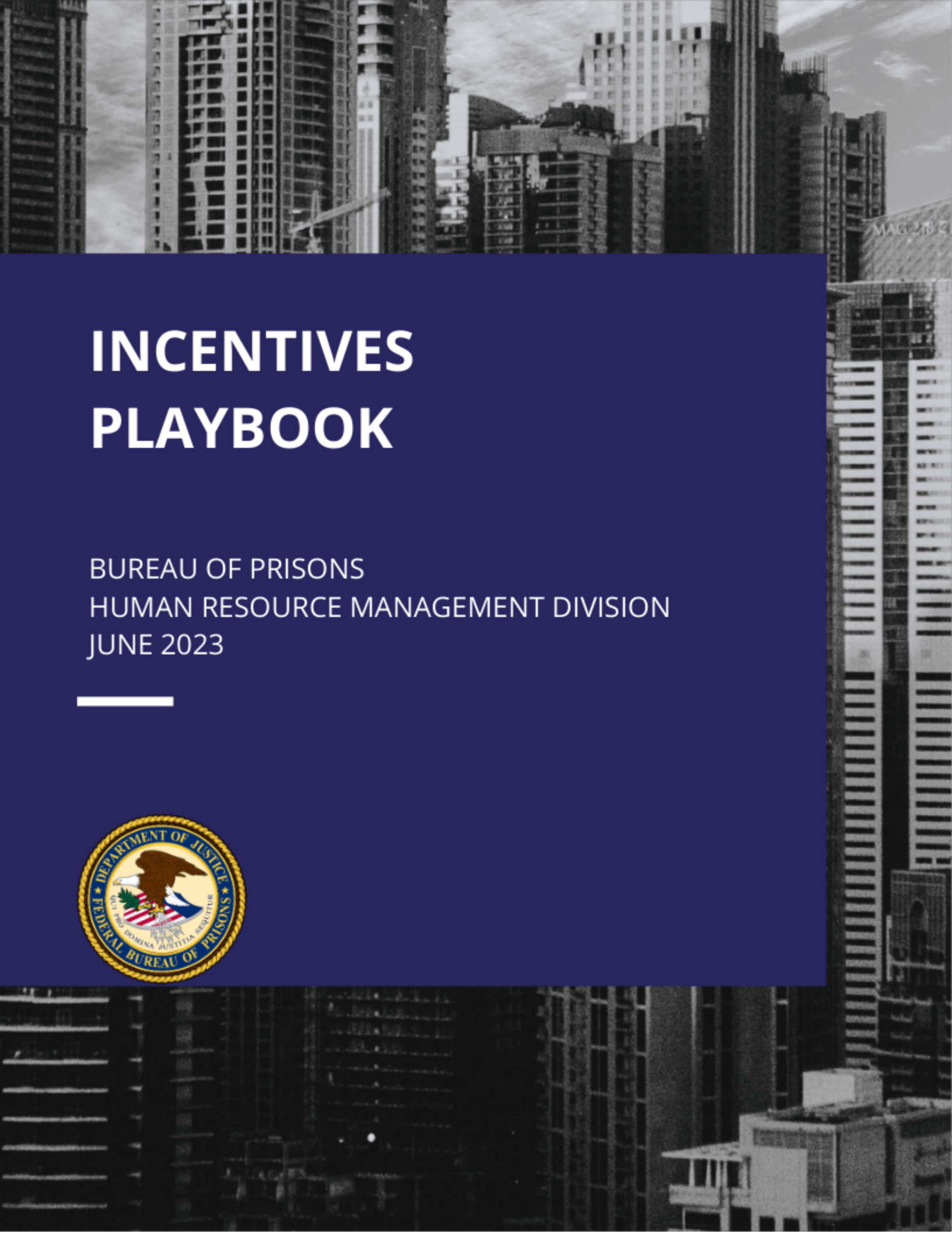
Effective June 1, 2024, a monthly reporting process will be implemented at all Institutions. The report will be implemented collaboratively between the Administration Division – Facilities Management Branch and Correctional Programs Division – Correctional Services Branch. A sample of the report template is attached for your reference.

The procedure for completing the report is as follows:
The Electronics Technicians at each Institution will prepare a monthly security report that has a template input into the Facilities Management Computerized Maintenance Management System. The report lists the total number of installed cameras, any adjustments to the camera count that may have been made, the cameras' recording capability, the operational state of the cameras and recording devices, and any repairs that were made to cameras during the month. Each Institution's Captain and Facility Manager will examine the report to ensure that the information is complete and accurate. The Security Camera Report will be input into the Facilities Management Monthly Report to the Region and submitted from the Warden to the Regional Director.

Should you have any questions on this matter, please contact Justin M. Thornton, Chief, Facilities Management Branch at 202-598-7080.

Attachments: 1

cc: Regional Correctional Services Administrators
Regional Facilities Administrators



INCENTIVES PLAYBOOK

BUREAU OF PRISONS
HUMAN RESOURCE MANAGEMENT DIVISION
JUNE 2023

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Audience	Central Office	Regional Office	Institution
Sections Included	• Entire Playbook • Chart highlighting what was provided at the Regional Office (RO) level and Warden level • Future incentives to consider	• *High-Level* Background • Definitions and *High-Level* Methodology • Criteria to Identify High-Risk Groups • How to Apply Criteria • Incentives and Benefits Currently Offered • Employment Incentives and Awards Menu of Options • Goals and Performance Metrics • Budget Constraints • *High-Level* Conclusion • Central Office POC	• *High-Level* Background • Definitions • Criteria to Identify High-Risk Groups • How to Apply Criteria • Employment Incentives and Awards Menu of Options • *High-Level* Goals and Performance Metrics • Budget Constraints • *High-Level* Conclusion • Regional Office POC
Supplemental Resources	• Training • Communications from Central Office to 1) DOJ, 2) Union, 3) Regional Offices, 4) All employees • Resources for Conducting Stay Interviews	• *Applicable* Training • *Applicable* Communications from RO to Wardens • Resources for Conducting Stay Interviews • *Applicable* One-Pagers *(RO-level and ones provided to Wardens)* • How to Apply Criteria Resource	• *Applicable* Training • *Applicable* Communications *(e.g., Warden to HRM, employees)* • *Applicable* One-Pagers • How to Apply Criteria Resource

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Section One: How We Got Here

Background, Purpose, and Intended Audience

The Incentives Playbook aims to standardize the BOP's approach to incentives throughout all levels of the Bureau while addressing three key Government Accountability Office (GAO) recommendations. These recommendations are highlighted below:

Recommendation 1: Strategic Human Capital Operating Plan
The Director of the BOP should include in the forthcoming strategic human capital operating plan, 1) human capital goals and 2) strategies on how human capital flexibilities—including retention incentives—will be used to meet these goals. *(2017 GAO Recommendation #1)*[1]

Recommendation 2: Performance Measures
The Director of the BOP should assess the outcomes of the staffing incentives it utilizes by developing performance measures and goals, measuring outcomes against them, and adjusting incentives, as appropriate. *(2021 GAO Recommendation #4)*[2]

Recommendation 3: Evaluate Incentives
The Director of the BOP should evaluate the effectiveness of the BOP's use of retention incentives to help determine whether the incentives have helped the BOP achieve its human capital goals or if adjustments in retention incentives are needed. *(2017 GAO Recommendation #2)*[1]

Incentives Landscape

The BOP offers three main types of incentives: recruitment, relocation, and retention. The Incentives Playbook is inclusive of incentives as well as awards at the Bureau, Regional and local levels (e.g., local awards, Time Off Awards, etc.). Incentives and awards are used to attract and retain talent across the BOP, but the frequency of usage for the three main incentives has steadily risen to meet demand from challenges such as recruiting and staffing at hard-to-fill locations. The figure below highlights incentive spending from Fiscal Year (FY) 2017 to FY 2021.

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[1] *United States Government Accountability Report No. GAO-17-317. 2017*
[2] *United States Government Accountability Report No. GAO-21-123. 2021*

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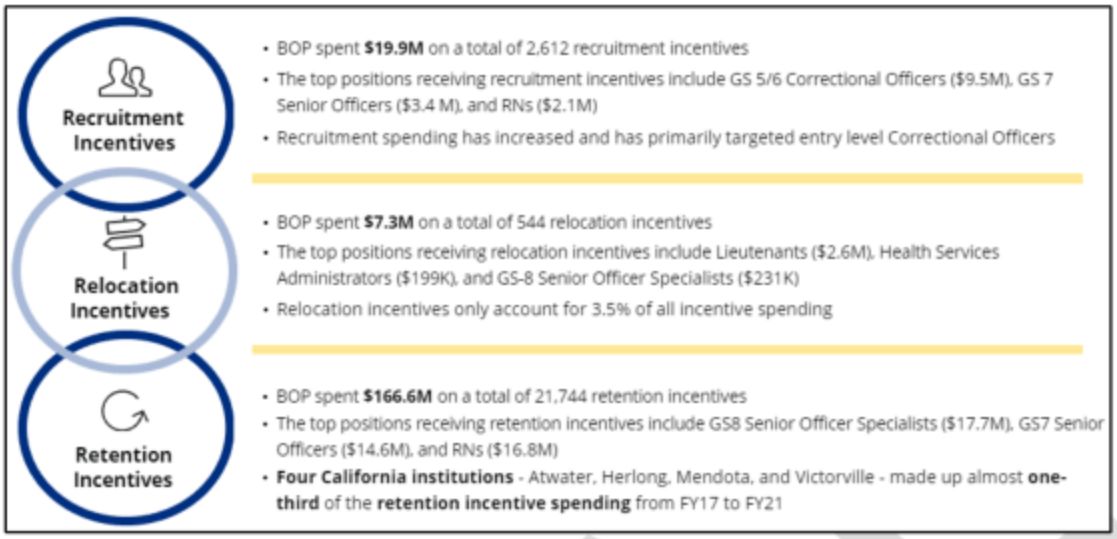

Figure 1

From fiscal year (FY) 2017 to FY 2021, the BOP spent $193.8M across the three types of incentives. Over 85% of that total covered more than 21,000 retention incentives – a cost of $166.6M. In comparison, recruitment incentives made up $19.9M in that time and $7.3M was used for relocation incentives. In 2021, almost 4,600 incentives requests were sent to the Staffing and Employee Relations Section (SERS) within HRMD. Recruitment and retention incentives represented the highest two requests at 56.1% for retention and 27.8% for recruitment. As a comparison, the next highest incentives requests sent to SERS in 2021 were for the entry age waiver at 4.8% of requests.[3] While SERS reviews incentives annually per OPM guidelines, it is more challenging to show correlations to incentives usage and reduced employee separations.

There are many reasons an institution or region may need to provide an incentive. For example, there are five institutions in California – USP Atwater, FCI Dublin, FCI Herlong, FCC Victorville, and FCI Mendota, or the "California 5" – that have been offering retention incentives consistently for over 10 years and make up almost one-third of the Bureau's incentive spending. The Bureau has approved the extension of retention incentives to these locations to keep up with the cost of living in the state and be competitive with the California Department of Corrections. Other California city-based BOP facilities, outside of the "California 5" may offer employees a cost-of-living adjustment that helps bring their salaries closer to corrections jobs at the state department.[4] Another reason for an incentive to be offered is if the location is determined to be hard-to-fill, such as FCC Yazoo City, where there has been a consistent need for employees in recent years.

The rise in incentive requests may indicate a need to further examine how the BOP's salaries for hard-to-recruit positions and locations compare to the facility's local job market. By implementing a comprehensive wage analysis alongside standardizing and evaluating incentive offerings, the BOP can remain competitive, attracting and retaining highly qualified employees.

[3] Total Incentives Processed by SERS for Calendar Year 2021
[4] Evaluation of Retention Incentives in the BOP, Late CY 2001 to Early CY 2018 (BOP Office of Research and Evaluation)

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Why Create a Playbook?

The Incentives Playbook is an extensive guide with a three-fold objective: (1) understand the incentives available to offer to individuals; (2) identify groups of employees that are at the highest risk of separating from the BOP; (3) recommend and track benefits and incentives options for high-risk employees. The Playbook's effectiveness will be determined at the end of the year by evaluating if BOP met its pre-determined top priority goals *(See Section Three: Incentives and Benefits Offerings).*

The Incentives Playbook includes the following:

- Checklist to identify high-risk groups based on provided criteria *(See How to Apply Criteria)*
- Standardized menu of incentives and benefits options to retain high-risk groups *(Figure 6)*
- Drafted communications to explain to employees how incentives will be used across the BOP *(See Section Four: Making it Happen)*
- Drafted communications for leadership around incentives available *(See Section Four: Making it Happen)*
- Drafted communications to offer incentives to individuals *(See Section Four: Making it Happen)*
- Performance metrics and training to measure effectiveness of playbook and return on investment (ROI) for each type of incentive *(See Section Three: Incentives and Benefits Offerings*
- *and Section Four: Making it Happen)*
- "How-To" guides for leaders on offering appreciation, recognizing employees, putting on morale-boosting events, etc. and a facilitation guide to lead groups *(See Section Four: Making it Happen)*
- Drafted newsletter template for Wardens to provide updates and recognition to institution employees *(See Section Four: Making it Happen)*

These resources will provide clear guidance on how and why incentives should be used, outline a standardized business process, and a way to measure the effectiveness of incentives to retain BOP's most valuable asset: its people.

The BOP has conducted efforts to inform the playbook, internal and external research was conducted regarding incentives, focusing on how the BOP has spent recruitment, relocation, and retention incentives across all institutions from FY 2017 – FY 2021. Other analysis included a review of Bureau's turnover trends, exit survey data, as well as conducting external research on incentives use at similar federal law enforcement agencies such as United States Marshal Service (USMS) and Transportation Security Administration (TSA).

In addition to incentives that BOP offers, other federal law enforcement agencies offer their own distinct incentives. For instance, along with having Time Off Awards (TOA), Cash Awards, Director Awards, and Parking Spot Awards, USMS offers a well-established mentorship program. Both the BOP and TSA grant Referral Bonuses and Tenure Pins at certain year marks to employees, but TSA also has Service Pay in which employees are more frequently eligible to move up a pay band depending on tenure and evaluation.

While the types of incentives offered at the state law enforcement level remain primarily the same as the BOP, the monetary amounts are different. For example, the Colorado Department of Corrections provides a

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relocation reimbursement of $5,000 along with a $4,000 annual retention incentive.[5] To relocate with the Memphis Police Department, the relocation incentives rise to $10,000 along with a retention incentive of 9% of base salary per year for up to 5 years.[6] To see all incentives the BOP can offer, refer to *Current Incentives and Benefits Offerings and Processes*.

Definitions and Methodology

The below section highlights terms used throughout the Incentives Playbook as well as a description of the development methods used to create this Bureau-wide resource.

Terminology

Award: A monetary or non-monetary offering given to eligible employees for going above and beyond at their institution, within their region, or across the BOP

Correctional Programs Division (CPD): Provides national policy direction and daily operational oversight of institution correctional services, as well as holds responsibility for inmate records, information gathering and case management

Criteria: The set of factors used to determine if an employee or group of employees are at a higher risk of separating from the BOP

Focus Group: A diverse group of individuals pulled together for a guided discussion

Government Accountability Office (GAO): An independent, non-partisan agency that provides Congress and federal agencies with objective, non-partisan, fact-based information to help the government save money and work more efficiently

High-Risk Groups: A group of employees at a higher risk of separating from the BOP compared to other groups of employees

Human Resource Management Division (HRMD): Coordinates personnel matters, including pay and leave administration, incentive awards, retirement, work life programs, background investigations, adverse and disciplinary actions, and performance evaluations

Health Services Division (HSD): Provides medical, dental, and mental health services to Federal inmates in Bureau facilities

Incentive: A monetary or non-monetary offering or benefit given to recruit, motivate, retain, and/or support employees

Information, Technology and Data Division (ITDD): Houses the BOP's Information Technology program, manages the Bureau's public and intranet sites, and correctional security technology; provides systems development and support, information management and correctional technology

Menu of Options: A set of incentives and benefits offerings that all levels of leadership can refer to when trying to determine the most effective way to retain employees

New Hire: An individual who has been employed with the BOP for less than one year

Office of Personnel Management (OPM): The lead agency for human resources and policy management for the government

Retention: The ability of an organization to engage existing employees and limit employee turnover

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[5] *Current Employees | Department of Corrections (colorado.gov)*

[6] *A City Pairs Relocation Payments with Bonuses to Recruit Police - Route Fifty (route-fifty.com)*

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Reentry Services Division (RSD): Provides enhanced oversight and direction in the critical area of offender reentry, focusing on reentry programming and community resource transition
Stay Interview: A conversation with an employee about their experiences and why they remain at the BOP
Subject Matter Expert (SME): An individual who possesses a deep understanding of a specific subject
Survey: The process of collecting, analyzing and interpreting data from many individuals to determine insights into a group of people
Working Session: Time dedicated to learning from and brainstorming with Subject Matter Experts around current and future steps for the BOP

Working Sessions and Methodology

Development of the Incentives Playbook took place in four main phases in which internal and external research was conducted, combined with working sessions, interviews, and surveys with employees at the BOP. A table summarizing each phase can be found below *(Figure 2)*.

Phase One	Phase Two	Phase Three	Phase Four
• Conduct working session with Central Office SMEs • Conduct working session with Mid-Atlantic and Western Regional Office SMEs to validate findings in Central Office session	• Conduct Stay Interviews with high-risk group staff • Distribute incentives survey to 4800+ high-risk group staff • Analyze interview and survey findings	• Conduct working session with Central Office SMEs to discuss implementing new offerings • Conduct working session with Central Office ADs and RDs around incentives goals	• Develop the Incentives Playbook • Develop and distribute trainings and communications around the Incentives Playbook resource
Outcomes			
• **High-Risk Groups in MXR and WXR identified** *(Correctional Officers, New Hires, Nurses)*	• **Determine top monetary and non-monetary incentives staff would like to receive**	• **Determine performance goals around incentives and metrics to track incentives usage**	• **Share the Incentives Playbook with all levels of leadership at BOP and begin tracking incentives usage**

Figure 2

Phase One
The first working session was conducted with Central Office SMEs. Attendees represented the multiple divisions – Correctional Programs Division (CPD); Human Resource Management Division (HRMD); Health Services Division (HSD); Information, Technology and Data Division (ITDD); and Reentry Services Division (RSD) as well as the national union – to ensure a holistic view of experiences. The goals of this phase were to identify and validate standardized criteria that could be used to determine high-risk employees or groups of employees, informing the first version of the Incentives Playbook. Criteria for high-risk groups discussed in these sessions included: job market competition, location of institution, morale, time-to-recruit and time-to-hire, promotion opportunities for the role, schedule, job requirements for the role, turnover rate, pay, empowerment and authority within the role, relationships with supervisor or manager, and the employee's tenure at the BOP *(See Criteria to Identify High-Risk Groups)*. These criteria were used to determine the top three high risk groups at the BOP: Correctional Officers, New Hires, and Nurses. A second working session was conducted with regional-level employees in the Mid-Atlantic and Western Regions (selected because they represent the greatest spending on incentives and present a diverse sample of institutions), to validate the first session's determined criteria and high-risk groups.

Once the top three high-risk groups were identified and validated (Correctional Officers, New Hires, and Nurses) for the Mid-Atlantic and Western Regions, developers of the Incentives Playbook moved to Phase Two.

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Phase Two

After defining the groups of employees that are at higher risk of leaving the BOP, it was necessary to understand what those groups of employees value most when choosing and continuing in a career path. In this phase, the team conducted "Stay Interviews," an interview technique meant to uncover current employees' perspective on what they value and why they choose to remain with the Bureau.

A sample group of individuals in the Mid-Atlantic and Western Regions who fell into one of the top three high-risk groups (Correctional Officers, New Hires, and Nurses) were requested to participate in a Stay Interview. The interviews provided them an opportunity to answer a series of questions pertaining to their work, their values, and what motivates them to continue working at BOP, in addition to an opportunity to share ideas of new ways to incentivize employees or improve existing processes *(See Section Four: Making it Happen)*. 50 interviews were conducted with employees in the Mid-Atlantic (30 interviewees) and Western (20 interviewees) Regions, who represented 19 BOP institutions. Figure 3 shares interviewee demographics from the two regions.

"The people I work with inspire me and make me want to do my best work."

– Stay Interview Participant, *WXR Correctional Officer*

Figure 3

In addition to interviews, a survey was sent to approximately 4,800 employees in the Mid-Atlantic and Western Regions who were either Correctional Officers, Nurses, or New Hires, asking them to rank the incentives and benefits options they valued most. Survey completion was 25.9% at the time the survey was closed. Incentives and benefits options on the survey included both incentives the Bureau currently offers, and new ideas informed through Stay Interviews or external research on what other federal agencies offer. Options were both monetary and non-monetary, including an award for consistent attendance. Each option that may need union approval, policy change, etc. was highlighted for employee awareness.

The top three most voted monetary incentives and benefits options were:

1. Award for consistent attendance
2. Acknowledgement of tenure (i.e., 5-year bonus, 10-year bonus)
3. Award for high performance

The top three most voted non-monetary incentives and benefits options were:

1. Hybrid or flexible work opportunities (for applicable offices, locations, and positions)
2. Monthly or quarterly events
3. Childcare center or childcare reimbursement

For more information on the survey, results, and input from employees, please refer to Chart C.

Phase Three

After gaining an understanding of what employees value and wish to see via incentives and benefits offerings, the team reconnected with BOP SMEs to conduct additional working sessions. The first session reviewed

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research on incentives offerings provided at other federal and state organizations and evaluated the feasibility of implementing each monetary and non-monetary incentive presented in the survey sent to Mid-Atlantic and Western region employees during Phase Two. Input was provided from leaders within HMRD, the Office of General Counsel, the Incentives Office, one Regional Director, and the union. The second session, attended by representatives from HRMD, HSD, RSD, and multiple BOP regions, determined goals and performance metrics to measure incentives utilization against; the final session established methods for tracking incentives usage and progress on incentives goals utilizing the BOP's current data collection systems *(See Section Three: Incentives and Benefits Offerings).*

Phase Four

To ensure the Incentives Playbook provides the greatest value, training and communications were developed for leadership at Central Office, Regional Offices, and individual institutions on how to read and apply the materials. Training on how to determine what incentives and benefits to offer employees, alongside communications to disseminate incentives-based information, can be found in *Section Four: Making it Happen*.

Lessons Learned

During the development of this playbook areas for improvement arose in each phase. Below are some recommended best practices for future similar efforts.

Involve critical stakeholders early to help schedule interviews. Before reaching out to schedule and conduct interviews or distribute the survey regarding incentives, it is crucial to determine points of contact across the BOP. Regional Directors provided support by connecting with Wardens, who worked with both the national union and their local unions to identify and aid in scheduling interviews. When scheduling interviews, it is important to keep in mind the correctional work environment's impact on the availability of interviewers and interviewees (e.g., off-shifts) in addition to ensuring representation from institutions in all states and time zones.

Frame survey questions with the least amount of ambiguity. When determining high-risk groups and creating interview or survey questions, it is important that wording is clear; for example, a "new hire" is an employee with less than one year at the BOP. Questions asked of interviewees were often perceived differently – when asked if they had tools to do their job properly, responses varied between physical tools (e.g., enough masks during COVID) and figurative tools (e.g., mentorship and training).

Allow for identifying data to be collected while preserving anonymity. If utilizing surveys, ensure opportunities for employees to share information (e.g., their role or region) that can be analyzed without losing anonymity.

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Criteria to Identify High-Risk Groups

Criteria used to identify a high-risk group were determined through various working sessions with SMEs at all levels of the BOP. Leaders at the Central Office, Regional Directors, and Wardens should use the criteria to identify high-risk groups in their region or at their institution. A checklist and how-to guide on applying the below criterion can be found in *Section Four: Making it Happen*.

Defined Criteria for Identifying High-Risk Groups

The following criteria are listed in order of votes received during Phase 1 working sessions.

Job Market Competition: Local and national competition

Location of Institution: Cost of living, desirability, nearby resources, culture of institution, scarcity of role in area

Morale: Mental and emotional condition of group or individual regarding a task or function

Time-to-Recruit and Time-to-Hire: Cost to hire and impact on desire to stay due to the time it takes to hire an employee

Promotion Opportunities: Low-level roles that max out at a certain GS-level, or with limited positions in the next GS-level at the institution

Schedule: Type and flexibility of schedule (e.g., night shifts, hybrid eligibility)

Job Requirements for role: Additional education, licenses, certifications

Turnover Rate: Frequency with which employees leave their role at the BOP

Empowerment and Authority: Freedom in decision-making and trust granted to execute the tasks within one's role

Pay: Salary amount compared to local competitive pay

Employees Tenure at BOP: Measure of how long employee has been employed at the BOP (e.g., less than a year, eligible to retire)

Supervisor and Manager Relationships: Transparency and support between employees at all levels

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Section Two: Incentives and Awards Offerings

Current Incentives and Awards Offerings and Processes

The purpose of the BOP's incentives program is to "recognize and promptly reward employees who perform in an exemplary manner or make significant contributions to the efficiency and effectiveness of Bureau operations and to honor those who have served the Government faithfully and well." The BOP offers various incentives to achieve this mission and support its people. The three main categories of incentives are:[7]

1. **Recruitment Incentives** – Used to motivate individuals to join the BOP.
2. **Relocation Incentives** – Used to reward employees who move to work in a hard-to-fill location for a certain amount of time (i.e., 24 months or shorter based on the Director's discretion).
3. **Retention Incentives** – Used to retain employees who would be likely to leave the Federal service.

Process for nominating incentives:

Proposed incentives must be submitted in writing, approved through the appropriate channels by the appropriate decision maker or delegated decision maker. There are two general rules for awarding incentives:

1. The approving official must be at a higher level than the recommending official.
2. The award is only discussed with the recipient only after it has been approved.

Please reference the National Incentives Program Statement[7] for more information on how the incentives approval process works.

Individual and Group Incentives and Awards Currently Offered

The BOP gives out both Individual and Group incentives. Individual incentives are awarded to specific individual employees who demonstrate the behavior and/or impact described in the award. Group incentives are awarded to groups of employees (e.g., Correctional Officers) based on the qualifications of that specific group. For example, a team of Correctional Officers may demonstrate outstanding service to the BOP and be recognized by receiving a group incentive. Some monetary awards given to a group of employees may vary in amount. "In determining the amount of a group award, the value of the contribution should be evaluated first, and the amount divided among the group members, either equally or in proportion to the contribution of each member. An exception may be made when the amount to be shared would be too small to be meaningful and motivating." [7]

Please note, some incentives and awards can only be given to an individual, not a group (e.g., Special Achievement Award for Sustained Superior Performance), whereas others may be given to an individual and a group (e.g., Superior Accomplishment Award based on Special Acts or Service).

Monetary and Non-Monetary Incentives and Awards Currently Offered

Both monetary and non-monetary incentives are offered at the Bureau. Monetary incentives are associated with a financial benefit to the receiving employee or group of employees (e.g., cash bonus, quality step increase), whereas non-monetary incentives do not have a financial benefit to the receiving employee or group of employees (e.g., letter of commendation, Public Service Award). The types of monetary and non-monetary

[7] National Incentives Program Statement

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incentives are listed below and are considered part of the Menu of Options *(Figure 6)* presented in the Playbook:

Monetary:

1. **Quality Step Increases (QSI)** – Additional within-grade increases that augment an employee's basic pay and reward future performance. Only GS employees are eligible for QSIs.
2. **Above Minimum Rate (AMR)** - allows for the appointment of an employee at a salary rate above the minimum step of the qualifying grade for superior qualifications (or special need). The rate cannot exceed a candidate's existing pay by 20% and must be approved by the Bureau Personnel Director prior to entry on duty date.
3. **Special Achievement Award for Sustained Superior Performance (SSP)** – Lump sum cash award, up to 15% of the awardee's base pay, granted to recognize an employee's consistent performance that exceeds normal job expectations for a period of at least six months. Only individuals are eligible to receive this award.
4. **Factory Gainsharing Award** – Rewards specific factories within the Federal Prisons Industries, Inc. and provides a group cash award to employees at specific factories.
5. **SES Performance Awards (Bonuses)** – Rewards excellence over a one-year performance cycle for SES appointees. These bonuses can be between 5% - 20% of a recipient's basic annual pay.
6. **Referral Bonus** – Rewards recruitment efforts of employees in the form of a cash award. Executive Staff members, Wardens, Associate Wardens, Human Resource Management staff, and any employees involved in organized recruitment activities are excluded from recruitment incentives. All other employees are eligible.
    a. If an employee recruits a new employee into a hard-to-fill position at the BOP, they are eligible to receive up to a $250 cash award after the new employee successfully completes one year of service with the Bureau.
    b. For all other positions, employees are eligible to receive a $150 cash award for recruiting a new employee.
7. **Retirement Incentive –** Employees eligible to retire through the end of 2022 may be able to receive a retention incentive to continue working. For more information, please check with the BOP's policy on retirement-eligible and retirement-mandatory categories. In addition, the percentage of the incentive may increase each year the individual remains employed beyond their retirement eligibility date, upon annual approval to continue the incentive:[8]

[8] *"Retention Incentive for Retirement Eligible Staff" (bop.gov)*

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Date of Retirement Eligibility	Retention % Eligible For
Prior to 2019	8%
2020	7%
2021	6%
2022	5%

Figure 4

Non-Monetary:

1. **Letters of Commendation** – Given for a one-time or non-recurring contribution by an employee or group of employees, signed by the individual's appropriate leadership.
2. **Time Off Awards (TOAs)** – Grants time off without charging leave or loss of pay to an employee or a member of a group. TOAs are intended to recognize superior accomplishments or other personal efforts that contribute to BOP's mission. TOAs are used to recognize contributions that are of a one-time, non-recurring nature and may also be used to recognize sustained high-level performance. These awards can be offered to both individuals and groups.
3. **Student Loan Repayment –** Eligible employees are offered a lifetime maximum student loan repayment amount of $60,000, or a maximum annual repayment amount of $10,000 each year, per OPM guidelines.
4. **Annual Leave Credit –** Utilized to credit prior work experience towards an employee's annual accrual rate.
5. **Honorary Service Medals** – Provides honorary recognition to employees for significantly contributing to the mission. Examples of these types of awards include but are not limited to the following:
    a. BOP Distinguished Service Medal (BOP DSM) – Presented to an individual who has realized the highest level of achievement.
    b. BOP Meritorious Service Medal (BOP MSM) – The second-highest non-cash award given to an employee for contributions in care and custody.
    c. BOP Commendation Medal (BOP CM) – Presented to an individual who has demonstrated dedication greater than an average employee through high quality work, unique approaches, or noteworthy technical contributions significant to a limited area. Monetary recognition may also be considered in addition to this award.
6. **Public Service Awards** – Given to private citizens and organizations whose outstanding acts have made significant contributions in improving the activities of the BOP and the Bureau's functions, services, and/or operations. These awards are presented as Public Service Award Certificates or BOP-produced plaques.
7. **Correctional Workers' Week Observance** – A full week during the year that the BOP recognizes the contributions of Correctional Officers and all other correctional employees.
8. **Gainsharing Travel Savings Award Program** – Rewards employees who intentionally save the BOP money when traveling via frequent flyer accounts, credits, etc. Program members may receive future discounted travel benefits.

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9. **Bureau-wide Awards** – National recognition of employees who have demonstrated superior accomplishments during the year. There are 29 categories of Bureau-wide awards, including Director's awards. *Figure 5* shows all Bureau-wide awards.
10. **Career Service Insignia (Pins)** – Recognizes and rewards employees for their years of service to the BOP. All employees are eligible to receive a pin upon five years of service to the Bureau and for each additional period of 5 years (i.e., 5 years, 10 years, 15 years, 20 years).
11. **Career Service Certificate** – Recognizes employees for their years of service to all creditable Federal Government agencies (e.g., the military). These awards are particularly significant for employees who transferred between agencies.
12. **Significant Accomplishment Awards for Transfer or Separation** – Recognizes an employee's individual contribution to a specific facility at a time of transfer or separation.
13. **Retirement Plaques** – Given to all employees who retire from the BOP.
14. **Retirement Mantle Clock** – Given to all employees who retire from the BOP.
15. **Retirement Letters** – Congratulatory notes from the BOP Director and the President.
16. **Retirement Badge** – Recognizes the service of employees by embossing their badge in a special casing upon retirement.
17. **Recognition for Service of Deceased Employees** – Recognizes the service of deceased employees.
18. **Public Health Service (PHS) Commissioned Officers Awards and Decorations** – Recognizes United States Public Health Service (USPHS) employees who are otherwise not eligible for monetary or Time Off Awards. There are many types of these PHS Commissioned Officers Awards and Decorations in the forms of medals, citations, commendations, and ribbons. *For the full list of PHS awards, please refer to the National Incentives Program Statement.*[7]
19. **Attorney General Awards** – Announced by the Department of Justice with final selections made by the Department of Justice Awards Committee.
20. **The President's Award for Distinguished Federal Civilian Service** – The highest honor the federal government can bestow upon a career employee to recognize exceptional achievements that are of tremendous benefit to the Nation.

Bureau-Wide Awards and Criteria	
Name of Award	**Criteria**
Sanford Bates Award	Non-supervisory employee who showed courage or risk of life in an act
James V. Bennett Award	Supervisory or management employee who showed courage or risk of life in an act
Myrl E. Alexander Award	Employee who is instrumental in new technique development or implementation
Norman A. Carlson Award	Employee who has shown excellence in leadership
J. Michael Quinlan Award	Employee who has taken active steps to promote the concept of "Bureau family"
Kathleen Hawk Sawyer Award *(Employee)*	Employee who demonstrates high standards of public service by stimulating progress in the BOP
Kathleen Hawk Sawyer Award *(Management)*	Management staff who is committed to ensuring accountability and excellence in their area of responsibility
Harley G. Lappin Award	Employee who exemplifies resiliency and commitment to goals of re-entry and skills-building for offenders
Charles E. Samuels Jr. Award	Employee who furthers the mission by maintaining productive working relationships through partnerships with labor and management
Mark S. Inch Award	Employee who acknowledges importance of military service in furthering the agency's mission

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M.D. Carvajal Award	Employee who values the importance of improving employee skills through delivery of training
Director's Equal Employment Opportunity Award (EEO)/Affirmative Employment Award	Granted to managers and supervisors for outstanding contributions to advancing EEO, to EEO Officials who demonstrate effectiveness, or to an employee whose work is not directly related to EEO but advances equal opportunity
Director's Special Recognition Award	Recognizes any contribution that has a significant impact on any area within the Bureau at any level
New Warden of the Year Award	Wardens with 1 year or less who effectively manage a facility by providing a safe and secure environment for all
Excellence in Prison Management	Wardens with outstanding contributions in the overall management of staff, inmates, and general operations
Regional Director's Award	Recognizes employees at all levels who have made specific contributions to the effectiveness of the Bureau *(one staff member per region)*
Regional Director's Special Recognition Award	Employees from any level whose work performance clearly deserves national recognition
The Maryellen Thoms Assistant Director's Award for the Health Services Division	Recognizes on-the-job excellence among employees whose contributions positively impact HSD, Food Services or Safety
Dr. Thomas R. Kane Award for the Information, Policy, and Public Affairs Division	Recognizes on-the-job excellence among employees who have made significant contributions in their field of technology
Assistant Director's Award	Recognizes on-the-job excellence among employees in their field *(one per division: ADM, PRD, CPD, FPI, HRMD, OGC, RSD)*
Special Recognition Award	Employees from any level whose work performance clearly deserves national recognition *(one per division: ADM, PRD, CPD, FPI, HSD, HRMD, IPPA, OGC, RSD)*

Figure 5

Additional types of non-monetary incentives offered by the BOP include, but are not limited to the following:

a. Employee's picture in a prominent location
b. Letter of commendation from Warden
c. Reserved parking space
d. Monthly and Quarterly events to build team cohesion and boost morale (e.g., bowling, cookouts)
e. Family events (e.g., new Correctional Officer swearing in ceremony, potlucks) to include employees' families

"Staff appreciation meals, ice cream trucks, coffee trucks, they help boost morale and it's a breath of fresh air when you hear there are these things."

– Stay Interview Participant, *MXR Nurse*

The following awards can be monetary and/or non-monetary offerings:

1. **Superior Accomplishment Award based on Special Acts or Service** – The monetary award is a lump sum cash award given for a one-time or non-recurring contribution by an employee or a group of employees. The non-monetary award is a letter of commendation. All employees are eligible for this type of award and there is no limit to the number of awards that an individual can receive in a certain period.
2. **Superior Accomplishment Awards for Adopted Suggestions** – Given to employees who suggest new ideas that benefit government operations, such as process improvement ideas. The award may result in either a cash award up to $250 or an appreciation letter issued to the recipient.

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3. **Local Awards** – These have been implemented at some but not all institutions. The following is a list of some examples of local awards:
    a. Employee of the Month, Quarter, Year
    b. Supervisor of the Month, Quarter, Year
    c. Rookie of the Month, Quarter, Year
    d. Correctional Officer of the Year
    e. Extra Effort/Extra Mile/Extra Step at the Institution Award
    f. Honor Graduate of Federal Law Enforcement Training Center (FLETC) for Introduction to Correctional Techniques (ICT)
8. **Superior Accomplishment Award for Foreign Language Skills** – Given to reward employees who significantly contribute to the orderly running of the BOP through their use of foreign language skills. This award may be monetary, with a lump sum award of up to 5% of the grantee's base pay provided.
9. **Distinguished and Meritorious Executive Awards** – The most prestigious awards to career Senior Executive Service (SES) members to recognize extraordinary long-term achievements. These awards entitle the recipients to cash awards of 25% - 35% of basic annual pay and may also contain a gold pin and framed certificate signed by the President.
10. **SES Superior Accomplishment Incentive Awards** – Given at any time when circumstances warrant recognition to recognize a suggestion, invention, or special act that has a significant, tangible impact on the BOP.
11. **Other Awards** – These awards are based on outside requests from different organizations (i.e., The American Correctional Association, Federal Law Enforcement Officers Association, North American Association of Wardens and Superintendents). The Assistant Director of HRMD will announce the nomination as each organization sends its request, then establish timelines to comply with each request. Institutions much obtain the Warden's approval before submitting any nominations. The BOP also partakes in the following outside awards programs: National Defense University's National War College, Roger W. Jones Award for Executive Leadership, Women in Federal Law Enforcement, Presidential Public Safety Medal of Valor Award, OPM Pillar Award and the Justice Tom C. Clark Award.

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New Incentives and Awards Offerings

In addition to what the BOP has historically offered employees for both monetary and non-monetary options, the Bureau is always looking for new ideas and new incentives to better support and retain employees. The new offerings below, alongside the currently offered incentives and benefits mentioned in the previous section, make up what is called the Employment Incentives and Awards Menu of Options *(Figure 6)*, a resource that all levels of leadership can refer to when trying to determine the most effective way to recognize and retain employees.

The following incentives are part of the Menu of Options and are either new ideas or have historically not been offered across the BOP in a standardized method:

- **Recruiter of the Month, Quarter, Year Award** – This is an offering that can be either monetary or non-monetary to recognize and reward a recruiter's excellent impact and service to the BOP. Recruiters and Human Resource Manager (HMR) employees would be eligible to receive this reward if they surpass recruitment goals for a certain time (e.g., month, quarter, year). A monetary award of this type could be a cash award of up to $250 to the recruiter who recruits the highest number of new employees. A non-monetary award of this type could be the recruiter's picture at the institution or in the newsletter, sharing the recruiter's impact to the institution and BOP.
- **Compressed Work Schedules (CWS)** – This is a non-monetary offering for all appropriate positions at the BOP. Full-time employees may complete their 80-hour biweekly work requirements in fewer than 10 days, when the situation is assessed to not pose an adverse impact on the BOP. In addition to Compressed Work Schedules, the Bureau is also exploring Hybrid and Flexible Work Opportunities for options including remote work. Due to the uniqueness of the BOP's mission, not all employees and positions would be eligible for remote work, however the Bureau may evaluate this as a potential future incentive offering.
- **Local Executive Staff Meeting Invite** – This is a non-monetary offering to give employees insight into how the local Executive Staff operates. By inviting an employee to attend an Executive Staff meeting, they may feel more valued and present in decisions that impact their workplace and peers.
- **Handwritten Thank You Note** – This is a non-monetary offering to reward and recognize employees for any special contribution or act of service to benefit the BOP, such as volunteering to cover for a team member. Stay Interview findings show that genuine, timely, and specific appreciation notes from leadership have a lasting impact on making employees feel valued and cared for.
- **Lead Peer Group or Training** – This is a non-monetary offering to reward employees with leadership opportunities when they present such potential and interest. Giving an employee the opportunity to lead helps recognize their contributions while making them feel valued.

> **"[From my supervisor] I just want a simple email that says I recognize you, you have improved, and you're doing great. That would help me a lot, instead of only hearing from them when something goes wrong."**
>
> – Focus Group Participant, *FCI Otisville Employee*

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Menu of Options Table *(includes all monetary and non-monetary incentives currently offered at the BOP and suggested via this Incentives Playbook).*

Leaders can refer to this Menu of Options *(Figure 6)*, which includes currently offered incentives and benefits as well as new ideas, when trying to determine ways to motivate and retain their employees. It is important to keep in mind that the BOP's current approval processes are still in place for all offerings and leadership must still go through the appropriate channels. See the National Incentives Program Statement[7] for full details on the BOP incentives and awards approval processes. For example, monetary incentives beyond the allotted institution level amount must be submitted to the Regional Office. Leaders must also keep in mind the feasibility of a certain incentive at their institution and refer to their budget *(See Budget Considerations)*, staff vacancies, and other considerations before offering an award from the Menu of Options.

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Employment Incentives and Awards Menu of Options				
Name	**Description**	**Monetary or Non-Monetary**	**Group or Individual**	**Current or New?**
Quality Step Increase (QSI)	Additional within-grade increases that augment base pay	Monetary	Individual *(GS employees only)*	Currently Offered
Above Minimum Rate (AMR)	Appointment of an employee at a salary rate above the minimum step of the qualifying grade for superior qualifications or special need	Monetary	Both	Currently Offered
Special Achievement Award for Sustained Superior Performance (SSP)	Recognize consistent performance that exceeds normal job expectations for a period of at least six months	Monetary *(Lump Sum)*	Individual	Currently Offered
Factory Gainsharing Award	Rewards factories within the Federal Prisons Industries, Inc.	Monetary *(Group Cash Award)*	Group	Currently Offered
SES Performance Awards (Bonuses)	Rewards excellence over a one-year performance cycle for SES appointees	Monetary *(Between 5 - 20% of base pay)*	Individual	Currently Offered
Letters of Commendation	Rewards one-time contribution by an employee or group of employees	Non-Monetary *(letter signed by appropriate leadership)*	Both	Currently Offered
Time Off Awards (TOAs)	Grants time off without charging leave to recognize superior accomplishments	Non-Monetary	Both	Currently Offered
Student Loan Repayment	Provides employees a maximum lifetime amount of $60,000, or maximum annual repayment amount of $10,000 each year, per OPM guidelines	Non-Monetary	Individual	Currently Offered
Annual Leave Credit	Utilized to credit prior work experience towards an employee's annual accrual rate	Non-Monetary	Individual	Currently Offered
Honorary Service Medals	Provides honorary recognition for significantly contributing to the mission	Non-Monetary	Individual	Currently Offered
Public Service Awards	Given to private citizens and organizations for outstanding contributions to the Agency	Non-Monetary *(certificates or plaques)*	Individual	Currently Offered
Bureau-wide Awards *(Director's Awards Included)*	Nationally recognizes superior accomplishments during the year	Non-Monetary	Individual	Currently Offered
Career Service Insignia (Pins)	Recognizes employees for their years of service to the Agency	Non-Monetary *(Pins for 5-year increments)*	Individual	Currently Offered
Significant Accomplishment Awards for Transfer or Separation	Recognizes an employee's individual contribution to a specific facility at a time of transfer or separation	Non-Monetary	Individual	Currently Offered
Retirement Plaques	Given to all employees who retire from the Agency	Non-Monetary	Individual	Currently Offered
Retirement Letters	Congratulatory notes from the Director of the Agency and the President, if eligible	Non-Monetary	Individual	Currently Offered
Retirement Badge	Recognizes the service of employees by embossing their badge in a special casing	Non-Monetary	Individual	Currently Offered
Recognition for Service of Deceased Employees	Recognizes service of deceased employees	Non-Monetary	Individual	Currently Offered
Public Health Service (PHS) Commissioned Officers Awards and Decorations	Recognizes USPHS employees who are not eligible for monetary or TOAs	Non-Monetary *(medals, citations, commendations, ribbons)*	Individual	Currently Offered
The President's Award for Distinguished Federal Civilian Service	Highest honor federal government can bestow upon a career employee to recognize exceptional achievements	Non-Monetary	Individual	Currently Offered
Superior Accomplishment Award based on Special Acts or Service	A lump sum cash award given or letter of commendation for a one-time contribution	Monetary or Non-Monetary, *Budget permitting*	Both	Currently Offered
Local Awards (Institution-Based)	Employee of the Month, Supervisor of the Quarter, Rookie of the Year, CO of the Year	Monetary or Non-Monetary, *Budget permitting*	Individual	Currently Offered

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Superior Accomplishment Award for Foreign Language Skills	Rewards employees who contribute through their foreign language skills	Monetary or Non-Monetary, *Budget permitting*	Individual	Currently Offered
Distinguished and Meritorious Executive Awards	The most prestigious awards to career Senior Executive Service (SES) members to recognize extraordinary long-term achievements	Monetary *(25% - 35% of base pay award)* & Non-Monetary *(gold pin and certificate signed by the President)*	Individual	Currently Offered
SES Superior Accomplishment Incentive Awards	Recognition of a suggestion, invention, or special act that has a significant, tangible impact	Monetary & Non-Monetary, *Budget permitting*	Individual	Currently Offered
Recruiter of the Month, Quarter, Year Award	Recognizes recruiter's excellent impact on institution/region recruitment goals	Monetary *(up to $250)* or Non-Monetary *(picture at the institution / in newsletter), Budget permitting*	Individual	New suggestion with Incentives Playbook
Local Executive Staff Meeting Invite	Inviting an exceptional employee to attend an Executive Staff meeting to give insight on how leadership operates	Non-Monetary	Individual	New suggestion with Incentives Playbook
Handwritten Thank You Note	Recognizes employees for any special contribution or act of service	Non-Monetary	Both	New suggestion with Incentives Playbook
Lead Peer Group or Training	Rewards employees with leadership opportunities when they present such potential	Non-Monetary	Individual	New suggestion with Incentives Playbook

Figure 6

Please reference the National Incentives Program Statement on Sallyport for more information, special considerations, and a full list of incentives offerings.[7]

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Section Three: Goals and Considerations

Measuring Success: Goals and Performance Metrics

Establishing performance metrics and goals will enable the BOP to better assess the outcomes of its incentives usage. Systemically evaluating performance metrics will provide Bureau leaders with the insights needed to better determine if the incentives are working as intended or if the resources would be more effectively spent elsewhere.

Performance Measurement Approach

Defining goals is the first step to better tracking and evaluating the return on investment of the BOP's incentives. Various qualitative and quantitative data sources (i.e., employee surveys, FEVS survey, focus groups, stay interviews, exit interviews, incentives tracking) can be utilized to form a holistic understanding of the BOP's retention.

The following steps outline the Performance Measurement Approach, while *Figure 7* shows the foundation for establishing, tracking, and evaluating effectiveness of incentives goals.

1. **Define** – Identify key goals, outcomes, and metrics to evaluate success for the incentives program.
2. **Track** – Iteratively track and measure performance by capturing data on well-defined metrics.
3. **Evaluate** – Evaluate performance at the end of the year to determine if BOP met its goals.

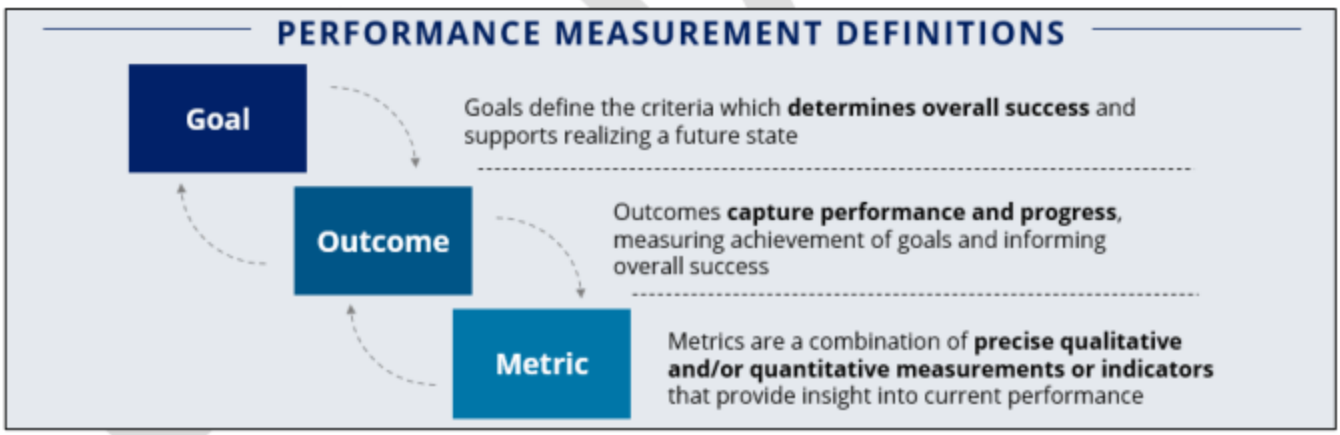

Figure 7

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Performance Metrics

The standardized metrics and data definitions below *(Figure 8)* can be applied to all of BOP's workforce, specific workforce groups (e.g., Correctional Officers, New Hires, and Nurses), and/or specific locations (e.g., all institutions in the Mid-Atlantic Region, Western Region).

Metrics	
Staffing Levels	The number of positions filled divided by the number of authorized positions.
Turnover Rate	The number of separations divided by the number of staff at year end, based on calendar year data.
Retention Rate	The number of employees who remain employed at BOP (i.e., are on the payroll) for a certain time period, based on calendar year data.
Incentives Awarded	The number of monetary, non-monetary, and/or other types of awards given to an employee during a certain time period.
Baselines	
Historical Retention Rate	Uses historical data (i.e., the last five fiscal years' data) to calculate a Historical Average Retention Rate. This historical average becomes the baseline for comparing future years' retention rate against.
Historical Turnover Rate	Uses historical data (i.e., the last five fiscal years' data) to calculate a Historical Average Turnover Rate. This historical average becomes the baseline for comparing future years' turnover rate against.

Figure 8

Comparing metrics to historical rates for baselines, also called a steady state, is preferable to a strict year-over-year comparison because it compares progress to a healthy range or threshold. This approach better accounts for outliers (e.g., comparing data from the year before COVID-19 to COVID-19 data would not present a fully accurate comparison).

Incentives Playbook Goals

In March 2023, a group of Assistant Directors (ADs) and Regional Directors (RDs) participated in a working session to identify and prioritize goals to evaluate the effectiveness of awarded incentives. As an output of that session, the ADs and RDs prioritized the following goals for the first version of the Incentives Playbook:

1. **Increase overall employee retention by 5% compared to historical retention rate.**
2. **Increase Correctional Officer retention by 10% compared to historical retention rate.**
3. **Increase New Hire retention by 10% compared to historical retention rate.**
4. **Increase Nurse retention by 10% compared to historical retention rate.**

Additional recommendations included: tracking retention rates of employees who received any type of incentive (monetary or non-monetary); addressing staffing challenges for Correctional Officers to mitigate any trickledown effects on other workforce segments. Tracking will further enable the BOP to assess what, if any incentives given to employees are effective at retaining them over time, while focusing on Correctional Officers may limit an increase in augmentation for other departments such as non-custody employees.

Implementation, Tracking, and Evaluation

Currently the Staffing and Employee Relations Section (SERS) tracks usage of recruitment, retention, and relocation monetary incentives. These incentives could be for a segment of the workforce (e.g., Correctional Officers), a specific department (e.g., Human Resource), or the entire institution. Requests for individual and group retention incentives have greatly increased in the past few years at the BOP. For all non-monetary

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incentives (e.g., Quality Step Increases (QSIs), Time Off Awards, Director Awards), tracking is performed at the institution-level and funded by the Warden's budget.

The incentive approval process is initiated when the Warden or HRM submits a request for an incentive. The graphic below provides an overview of the process, to include awards that exceed the BOP or OPM threshold. (*Figure 9*).

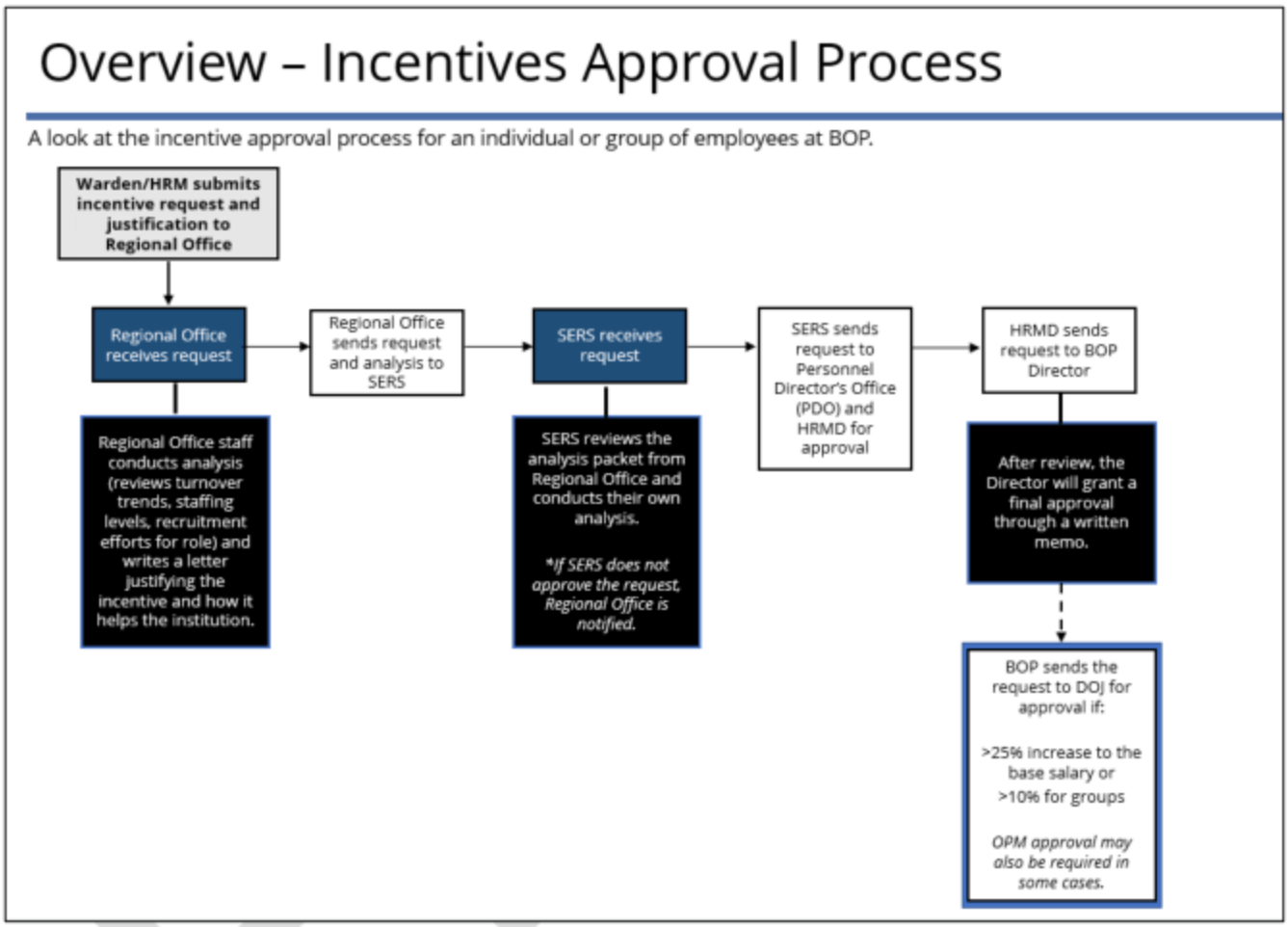

Figure 9

As the incentive request continues through the approval process, more data and reports are included in the request to substantiate the approval. For example, if the incentive requested is due to a higher cost of living in the area, then information about the area such as trends in home values and comparison of salaries to state law enforcement is gathered and attached to the request. Other information shared may include the institution's turnover rate and available exit survey data. A report is also provided by the Consolidated Staffing Unit (CSU) which outlines hiring activity; this report may show how many candidates were reviewed for the position, and how many were ultimately hired.

Once the request has been approved, it gets keyed into the National Finance Center (NFC) system which adjusts the payroll for the specific individual(s) impacted by the incentive. For requests that would result in an increase larger than 10% of the employee's base salary, a service agreement is required to ensure the impacted individuals continue to be retained at the institution. To continue the retention incentive, the Warden or HRM submits a yearly continuation request for approval, which confirms the impacted employee remains in the same position and location they received the incentive for. If the employee has changed positions (through a transfer, lateral move, or promotion) or has relocated to a different institution or office,

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the incentive is terminated immediately for that individual. SERS collects data around the number of institutions that have requested incentives, how many requests are pending review, and how many have been either approved or disapproved. For historical retention data, the Personnel Director's Office (PDO) collects and tracks data about employees who have left, resigned, or retired from the BOP.

The BOP has set thresholds which, once reached, require incentives requests be submitted for higher-ranking approval from DOJ and OPM *(See Chart D).* While these incentives request forms are standard across the BOP, the way in which each institution tracks incentives at their level varies. To better understand where the Bureau stands with incentives, and how to maintain the most effective usage of each type, it is recommended that the BOP moves forward with tracking through these steps:

1. **Invest in standardized tracking for all levels of the BOP**. The Incentives Playbook provides a tracking template in Microsoft Excel, which can be downloaded and utilized by Wardens and HRMs to log each type of incentive they offer to employees. Utilizing the template will improve the standardization of data collection across all 122 institutions.
2. **Require an annual report from each institution surrounding incentives provided to employees.** The Incentives Playbook tracking template provides a row for each detail of an incentive: the name of the award, type of award, amount received (if monetary), and the job series of the recipient. It is recommended that each institution compile this data and submit to their Regional HRA on a yearly basis. The HRAs should compare from past reports (when applicable) and analyze for any significant datapoints or trends and submit their findings to Central Office.
3. **Utilize the information collected above to create a database.** This will serve to resolve current gaps in information and provide insights into who is being incentivized most and what types of incentives are most effective in retaining critical employees. Additionally, having an accessible source for data would further drive transparency and standardization of how incentives are distributed.

Barriers and Considerations

When implementing, tracking, and evaluating the success of incentives goals and their effectiveness, several barriers and considerations should be kept in mind. The following barriers should be considered during implementation:

- **Financial constraints** impact how a Warden can provide monetary incentives for a group or individual since most awards at the institution level (e.g., Time-Off Awards, Cash Awards) are funded by the Warden's authorized budget.
- **Operational limits** impede whether an incentive can be offered. For instance, if an institution is undergoing major mission changes or is severely understaffed, there may not be bandwidth for leadership to recognize their employees in a timely manner (i.e., writing a thank you note or displaying a picture of a star employee). The Stay Interviews conducted during October - December 2022 demonstrate that employees view specific and timely appreciation as the most valuable form of appreciation, making it imperative to consider how to enable this behavior despite limited leadership bandwidth.
- **Data infrastructure and governance** is critical to maintaining effective tracking and evaluation of goals and metrics. Currently, the BOP has different reporting methods for different types of incentives which makes it difficult to create a holistic understanding of how incentives usage is or is not impacting staffing levels/desired outcomes.
- **Limited data availability** can hinder tracking and evaluating. Significant amounts of data are required to be able to accurately assess whether an individual or group has been impacted by an incentive offering. For instance, the BOP reports a 5% completion rate in exit surveys distributed to employees

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leaving the BOP. This is not a sufficient source to solely determine if an incentive offered was effective at reducing employee separation or not, which may require the BOP to invest in collecting qualitative data (e.g., Stay Interviews) to supplement existing data.

- **Limited standardization of data collection** impacts the BOP's ability to understand what incentives are being offered and how effective they are at motivating and retaining employees at the institution level. This includes having up-to-date reports, an established quality check system, and a plan for consistent data analyses. If each institution tracks incentives usage similarly, there is a higher likelihood for the data to be kept in one place and used for finding trends, tracking spending, and justifying needs to external stakeholders.

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Budget Considerations

Other important considerations for playbook implementation are the spending limits of incentives as put forth by OPM, budget considerations at all levels, locations and training centers, and the anticipated costs of implementing new offerings. It is important to remember that the Bureau's overall budget each year may fluctuate based on what is deemed appropriate by Congress, which will affect the level of funding available to use towards employee incentives.

OPM Incentives Guidelines

Federal agencies are required to abide by a variety of policies set forth by OPM, including those around creating and distributing incentives. Above a certain spending threshold, approvals for incentives usage must go through OPM. A report and justification for any incentive approved at the BOP must be sent through the Staffing and Employee Relations Section (SERS) to DOJ and then OPM for final processing and records management. The federal management organization also requires reports from BOP annually, to include the number of incentives offered across the BOP and the total amount spent on incentives overall and for each type.

The BOP has internal processes for giving out incentives up to the OPM threshold. Starting with recruitment, the allotted amount that can be offered is up to 25% of the individual's base salary, complete with a two-year service agreement if it is for an individual or a one-year service agreement if it is for a group. For a relocation incentive, an individual must agree to a two-year service agreement and the BOP may offer up to 25% of the person's base pay. Finally, for retention, the Bureau can offer up to 10% of base pay as an incentive for a group and up to 25% for an individual. While an individual with a retention incentive is not subject to a service agreement, a group that is offered over 10% is required to agree to a one-year agreement.[9]

Institution-Level Budget

Incentives offered from the Warden come out of the institution's operational costs, and while it is generally 25% of their budget, funding available for incentives can vary by institution. The Administration Division utilizes a formula that helps provide the appropriate amount of money that Wardens should use for incentives. Beyond that, use of funds for incentives is at the discretion of the Warden. It is important to note that most incentives are situation-based when it comes to how much can be offered and how frequently. For example, Wardens have an annual limit on offering QSIs.

The budget available for monetary incentives may fluctuate for various reasons, such as the facility's staffing vacancies (i.e., if an institution is understaffed and the formula is based on the number of employees, they may have a lower budget for incentives). It is recommended that BOP consider institution-specific challenges (e.g., desirability of the location of institution and cost of living) when administering the budget. For more examples, see the "Location of Institution" as defined in *Criteria to Identify High-Risk Groups*.

[9] Program Statement 3451.04, Bureau of Prisons Awards Program, Incentive Awards (bop.gov)

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Cost of Current Incentives

In the last five years (FY 2017 – FY 2021), BOP spent over $193M on incentives. An overwhelming majority of that total spending was focused on retention incentives, which were utilized to motivate and retain employees. As of December 2022, 39 locations were offering at least one type of retention incentive, with another 10 locations awaiting group retention incentive approvals from OPM. While monetary incentives are appreciated by employees, the BOP does not currently track whether those incentives are effective. As the Bureau plans a path forward, it is necessary to consider the potential cost of new offerings and how they may be applicable for each institution and across the BOP.

Cost of Implementing New Incentives

The below incentives and benefits offerings are suggestions to the BOP, as uncovered with the development of the Incentives Playbook. Before a Warden, Regional Director, or Central Office offers these to their employees, it is important to understand the cost of each one:

- **Local Executive Staff Meeting Invite** – This no-cost offering allows for an exemplary employee to see "behind the scenes" of the Executive Staff operations, share ideas with leadership and be present in decisions that impact their institution.
- **Lead Peer Group or Training** – This no-cost incentive also serves as an opportunity to develop future leaders by asking them to lead a peer group or training of value to their peers.
- **Handwritten Thank You Note** – For the small cost of a card/envelope, this is a simple way to show appreciation for employees for their contributions of any size, such as volunteering for overtime or taking on an additional duty. Research has found that timely and specific notes of thanks have a major impact.
- **Recruiter of the Month, Quarter, Year Award** – This special recognition could be offered as either a monetary or non-monetary award. If the leader chooses to offer a monetary award, the cost would be up to $250 through BOP's current approval process. If this award is deemed to be a non-monetary one, leaders could highlight the individual's impact through a shout-out email to the entire institution, a photo in the institution or, if applicable, an institution or region-level newsletter sharing the recruiter's accomplishment.

Focus groups, Stay Interviews and the Incentives Survey revealed new ideas around recognizing employees and making them feel valued. There are new ways to recognize employees and peers, regardless of budget, tenure, or location. Please refer to the Menu of Options *(See Figure 6)* to see a full list of monetary and non-monetary offerings to consider.

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Conclusion

Incentives are an integral part of the BOP and have been a helpful resource in recruiting and retaining talent for all institutions. While spending has increased over time, most rapidly in the last five years, there are no strict processes in place to track whether this allocation of funds is effective in helping achieve the BOP's goal of retaining critical employees. After multiple working sessions, alongside internal and external research and data gathering, three main groups emerged as high-risk of leaving the BOP (Correctional Officers, New Hires, and Nurses). Employees in these groups were selected as participants for interviews and were given an incentives survey. BOP Leaders from multiple divisions then met to determine a Menu of Options of potential incentives and benefits offerings that may be used to retain employees, alongside performance goals and how to standardize existing processes for tracking how incentives to guide leaders at every level of the BOP.

The objective of this playbook and its supplemental resources is to better standardize how leaders approach, distribute, and track all types of recognition and incentives. Trainings and communications have been provided to ensure Central Office leaders, Regional Directors, and Wardens are most effectively using this resource and providing transparent information to employees around incentives offerings.

Additional Incentives and Awards for Future Consideration

The Bureau is committed to investing in the support and retention of its people. HRMD is taking steps to consider what could be added to future versions of this resource, which will be best informed from leaders utilizing the Incentives Playbook. The BOP is exploring several incentives that cannot be offered today, including the following ideas, which hold varying levels of effort as informed by Phase 3 working sessions and may require DOJ, OPM, national union or Congressional approval:

1. **Childcare Subsidy** – This could be a monetary or non-monetary offering available to all employees. A monetary example would be giving an employee a certain monthly allowance toward childcare costs (e.g., $500 per month). A non-monetary example would be an institution offering childcare services through partnership with a local daycare center. This has a medium level of effort for the BOP to implement and would require a further analysis of policy and any legal or safety considerations required to successfully implement a childcare subsidy program.
2. **Attendance Award** – This is a monetary offering to recognize and reward an employee's consistent and quality attendance record. Often employees may call out unexpectedly and miss work, so it's important to recognize those employees who show up regularly. One example is to give a cash award for up to $250 for excellent attendance (e.g., one quarter without absence, etc.). This has a medium to high level of effort for the BOP to implement and would require a memo from the Director and possible Department of Justice and/or OPM approval.
3. **Well-Being Subsidy** – This is a monetary offering to recognize and reward an employee's excellent service to the BOP. One example is to offer this subsidy is by allocating $100 to each employee specifically for well-being use. This can be for meditation apps, yoga mat, or gym classes. The subsidy could be applied to other aspects of well-being, such as physical well-being (e.g., to buy at-home gym equipment), financial well-being resources (e.g., an online class on how to save for retirement), or mental well-being resources (e.g., buying a subscription to a meditation app). Further research is recommended to determine the level of effort, necessary approvals to implement, and vetting in proper channels.

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4. **Housing Allowance** – This is a monetary offering to provide temporary housing options for all employees for a period of up to 18 months after relocating for a new position within the BOP. Further research is recommended to determine the level of effort, necessary approvals to implement, and vetting in proper channels.
5. **Vouchers toward Training or Trade School** – This is a monetary offering to reimburse or cover the cost of an employee's external, vendor-led training, or trade school program. This offering would be valuable to employees who want to grow certain skills that are not offered by the BOP's in-house training programs. For example, an employee who wishes to get certified in First Aid may use this voucher to cover the cost of the certification program. Working alongside the Learning and Development Division to confer with their Needs Assessment is necessary to determine the level of effort, necessary approvals to implement, and requests for additional funding.
6. **Student Loan Repayment Expansion** – While BOP currently provides this non-monetary offering to eligible employees, other federal agencies offer alternatives to help recruit and retain employees that may be worth considering. For example, through the VA Mission Act of 2018, the Department of Veteran Affairs (VA) offers financial support in exchange for post-residency service at the VA through the Health Professions Scholarship Program (HPSP) and the Specialty Education Loan Repayment Program (SELRP) scholarship programs. The HPSP offers 50 annual scholarships for medical or dental students, and in exchange, recipients must provide 18 months of service for each year of funding. The SELRP is aimed at physician residents, with the goal of providing the VA with needed medical specialists and locations. Each year of service qualifies for $40,000 a year in loan repayment. This program requires that the recipient successfully complete residency leading up to a specialty applicable to the VA, obtain a license in any state, and agree to serve at the VA for the required number of years at a determined location.

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Section Four: Making it Happen

Points of Contact and Ways to Provide Feedback

Human Resource Administrators (HRA) and Regional Directors: Please contact the Personnel Director's Office with any questions or concerns about the Incentives Playbook.

Human Resource Managers and Wardens: Please contact your Regional Human Resource Administrators with any questions or concerns about the Incentives Playbook.

Appendix

A. Stay Interview Major Themes

Stay Interview Results	
Theme	**Definition**
Recognition	Acknowledging a service or task well-done as a means of appreciation
Work Environment	The setting and conditions of where an individual completes their daily work and its impact on their mental and physical well-being
Career Development	The process of growing one's skillset and knowledge to meet short and long-term goals
Training	Opportunities, either required or provided, to prepare an individual for a general or specific role in the workplace and further their career
Staffing Needs	The amount of people needed at an organization to balance tasks and fulfill a specified role or mission
Benefits	A payment or gift provided, beyond salary, through an employer for additional support
Pay	Money or a salary given to an individual for employment or completing a job

Chart A

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B. *Incentives Survey Results (25.9% Completion Rate)*

Incentives Survey Results	
Monetary Incentive	**Percentage Voted**
Award for Consistent Attendance	**73%**
Acknowledgement of tenure	**72%**
Award for High Performance	**61%**
Vouchers towards trainings or education	33%
Well-Being Subsidy	24%
Referral Bonus	22%
Award for working past eligible retirement age	19%
Non-Monetary Incentive	**Percentage Voted**
Hybrid or flexible work opportunities *(as applicable)*	**71%**
Monthly or quarterly events	**62%**
Childcare center or reimbursement	**51%**
Monthly or quarterly awards	45%
Family events	28%
Sit in on local executive staff meeting at your institution	25%
Handwritten thank-you note from local leadership	15%
Lead a peer event group or training	8%
Online courses based on team building and leadership	8%

Chart B

C. *Incentives Approvals Chart, Roles, and Responsibilities by Leadership Level*

Institution Level

Wardens
- Approves QSIs, TOAs, and cash awards up to $1,500 for all institution employees
- Approves suggestions implemented at their institution
- Refers suggestions to Regional Office for region-wide and Bureau-wide implementation consideration

Human Resource Managers
- Maintains records on awards and suggestions
- Publicizes award selection
- Processes awards
- Sends requests for additional funding to Regional Office, then to Central Office
- Serves as central records point of contact for Incentive Awards Log and Personnel Folders

Department Heads & Supervisors
- Nominates staff for awards
- Provides staff evaluations

Regional Level
- Incentive Award Planning and Review Committee (Union rep included), meet as needed

Regional Directors
- Approves QSIs, TOAs, and cash awards over $1500 for employees
- Approves of regional awards, with executive staff concurrence
- Provides recommendations on all nominations for Bureau-wide awards
- Approves suggestions for region-wide implementation or referral of suggestions for bureau-wide implementation

**RDs may establish other requirements for award approvals in their region*

Human Resource Administrators
- Maintains records on awards and suggestions
- Publicizes award selection
- Processes awards

Central Office
- Incentive Award Planning and Review Committee (Union rep included), meet as needed
- BOP Incentive Awards Coordinator – focal point for issues concerning program, coordinates collection and processing of awards

Assistant Directors
- Approves QSIs, TOAs, and cash awards up to $3000 for employees in their divisions
- Approves suggestions that have a Bureau-wide impact
- Oversees operations of Incentives Awards Program within their specific division
- Approves all Bureau-wide divisional awards
- Suggests awards when their division is the lead or primarily impacted by the implementation of the approved suggestion

BOP Director
- Approves awards up to $7500 to non-SES attorneys
- Approves Bureau-wide awards selections
- Delegates approval authority of up to $3000 to AD/RDs and up to $1500 to Wardens, Training Center Directors and HRSC Chief
- Recommends employees for awards that require DOJ approval

Chart C

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How to Apply Criteria

This section is meant to serve as a resource to understand how to apply the criteria for identifying high-risk groups (*See Criteria to Identify High-Risk Groups*). The checklist below consists of a series of questions derived from each criterion to help leadership quickly assess whether a group is considered high-risk. Considering the varying missions and priorities of different institutions and regions of the Bureau, this checklist is not meant to provide a definitive answer to whether a group is at risk of separating from the BOP. Please utilize leaders around you (e.g., Wardens, Human Resource Managers) to participate in working through the checklist, allowing for a comprehensive and unbiased decision. The questions should be easy to answer, and the checklist should take no longer than 10 minutes to complete. It is recommended to reevaluate the groups through this process every year in conjunction with similar reports (e.g., Turnover Report) to ensure proper identification of high-risk groups.

Once completed, follow these checklist parameters:

- If more than 50% of the items (7+) have been checked, then the group is **likely** to be high-risk.
- If more than 75% of the items (11+) have been checked, then the group is **very likely** to be high-risk.
- If 100% of the items (15) have been checked, then the group is **extremely likely** to be high-risk.

See *Current Incentives and Benefits Offerings and Processes* to understand ways to retain individuals in high-risk groups through monetary and non-monetary incentives.

Checklist for Identifying High-Risk Groups

The checklist is meant to serve as one general model for identifying high-risk groups, not the sole resource. The questions are ordered by their ranking of most impactful to least impactful, as determined by the Central and Regional Office sessions. Please note there can be multiple appropriate approaches for applying the criteria and not all questions may apply depending on the needs of the region or institution.

- ☐ **Location of Institution:** Is the cost of living considered high for this location?
- ☐ **Location of Institution:** Is the location considered a non-desirable place to live?
- ☐ **Location of Institution:** Are critical resources such as hospitals, schools, and grocery/shopping stores far?
- ☐ **Job Market Competition:** Is there local competition for the high-risk group to earn better or work better hours (including work from home option)?
- ☐ **Job Market Competition:** Is there national competition for the high-risk group to earn better or work better hours (including work from home option)?
- ☐ **Pay:** Is the salary considered below the competitive rate compared to local competition?
- ☐ **Schedule:** Is there flexibility or multiple options for setting the work schedule for this high-risk group (e.g., night shifts, holiday hours, hybrid eligibility)?
- ☐ **Time-to-Recruit/Hire:** Does it take a long time to recruit and hire for this high-risk group?
- ☐ **Morale:** Is the mental and emotional condition of the high-risk group considered low?
- ☐ **Promotion Opportunities:** Does this high-risk group have frequent opportunities to move up on the pay scale and different promotion levels?
- ☐ **Turnover Rate:** Is there a high frequency of individuals leaving from this high-risk group?
- ☐ **Job Requirements:** Does this high-risk group require additional education, licenses, or certifications to conduct their work properly?
- ☐ **Empowerment and Authority:** Does the high-risk group have little to no ability to make choices and decisions independently in their day-to-day work?

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- **Supervisor/Manager Relationships:** Does the high-risk group have a lack of qualified and strong leaders and mentors within their roles?
- **Tenure:** Does the high-risk group have either very low tenure (less than a year) or very high (eligible to retire)?

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Communications

The BOP should embrace proactive and frequent communications to increase awareness of the Incentives Playbook for BOP leaders at all levels (i.e., Central Office, Regional Office, Wardens, national union representatives). Sharing the purpose and goal of the Incentives Playbook with leaders will further promote use of the resource and encourage transparency around the use of incentives. It is recommended that all levels of leadership to work together to communicate to employees how this new resource aims to positively impact overall experience.

The following table outlines the Incentives Playbook Communications Plan, to include the various types of communication channels suggested, objectives, intended audiences, and cadence.

Channel	Description	Objective	Audience	Sender	Delivery Frequency
Email	Incentives Playbook Awareness	Increase awareness of the playbook and their role in implementation	Regional Directors, Regional HRAs	Central Office (Personnel Director's Office)	Once to kickoff implementation
Email	Incentives Playbook Awareness	Increase awareness of the playbook and share next steps for implementation	Wardens	Regional Directors	Once to kickoff implementation
Email	Incentives Playbook Awareness	Increase awareness of the playbook and share next steps for implementation	Institution HRMs	Central Office (Personnel Director's Office)	Once to kickoff implementation
Email	Incentives Playbook Awareness	Increase awareness of the playbook	Employees	Regional Directors	Once at beginning of implementation

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The following communications templates can be sent out from various levels of leadership to share information about the Incentives Playbook. Templates can be adjusted to match the audience.

Email from Central Office to Regional Directors:

Hi all,

I hope you are doing well! I am reaching out to share the newly developed **Incentives Playbook, a resource aiming to standardize how incentives are used to attract and retain BOP employees**. To ensure its success, we need your help to implement the playbook and communicate its effectiveness.

Here is more background information on the Incentives Playbook: The goal of the Incentives Playbook is to provide standardized guidance, training, and communications for varying levels of BOP leadership (i.e., Central Office, Regional Directors, and Wardens) on how to distribute incentives to employees who are at a high risk of leaving the BOP. Leadership will be able to use the Incentives Playbook to identify groups at high-risk of leaving the BOP (*i.e., Correctional Officers*) and easily view a Menu of Options highlighting potential incentives and benefits offerings available to those employees. Derived from Subject Matter Expert input, additional components of the Incentives Playbook include insights from employee interviews and metrics to measure the effectiveness of incentives.

What's Next?
HRMD will schedule training sessions to review the Incentives Playbook and how to use it. BOP leaders will be expected to refer to this resource when identifying and allocating future incentives.

Thank you again for your time and commitment to investing in the future of our people. Please let us know if you have any questions.

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Email from Regional Directors to Wardens:

Hi all,

I hope you are doing well! I am reaching out to share the newly developed **Incentives Playbook from HRMD, a resource aiming to standardize how incentives are used to attract and retain BOP employees**. To ensure its success, we need your help to implement the playbook at your institution and communicate about this new standardized guidance with your employees.

Here is more background information on the Incentives Playbook: The goal of the Incentives Playbook is to provide standardized guidance and communications on how to give incentives to employees who are at a high risk of leaving the BOP. Leadership will be able to use the Incentives Playbook to identify groups at high-risk of leaving the BOP (*i.e., Correctional Officers*) and easily view a Menu of Options highlighting potential incentives and benefits offerings available to those employees. Derived from Subject Matter Expert input, additional components of the Incentives Playbook include insights from employee interviews and metrics to measure the effectiveness of incentives.

What's Next?
You will receive calendar invites for training on the Incentives Playbook and how to use it at your institution. Leaders will be expected to refer to this resource when identifying and allocating future incentives.

Thank you again for your time and commitment to investing in the future of our people. Please let us know if you have any questions.

Email from Regional Directors to Employees:

Hi all,

I hope you are doing well! I am reaching out to share a quick update about a new resource the Agency has developed to standardize employee incentives and awards across BOP. You can expect changes in the near future as this resource is implemented at our institution.

Here is more information: Developed from employee insights through 50 Stay Interviews (*November 2022*) and the Incentives Survey (*December 2022, 25% completion rate*), the Incentives Playbook provides standardized guidance on what incentives are valued by employees and how to best present them. All leaders will use the playbook when considering the mission and challenges unique to their institution.

Investing in and supporting our people is a top priority at BOP. Thank you in advance for your patience; please let us know if you have any questions.

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Offering Incentives and Benefits

Leaders should be genuine, specific, and timely when recognizing employees. People feel valued when they know their specific contributions impact their team's success and positively add to achieving mission outcomes.

The following template outlines key information to highlight when giving an employee an award:

Congratulations! You have received an award!

Name of Award Here

Congratulations! You have been rewarded for excellence in your work contributions. Thank you for your dedication and commitment to the Agency.

The details of your award are summarized below:

- Recipient Name: *Employee name*
- Award Type: *Type of award (i.e., Time off, cash bonus, tenure pin, etc.)*
- Award Amount *(If monetary)*:
- Award Message:
  - *Description of why the employee earned the award (include specific actions taken)*
  - *When did they make this contribution? (ideally awarded within a month of the contribution)*
  - *How did it impact others or contribute to success?*
- Nominator: *Name of leader nominating employee (ideally the individual's direct supervisor)*

If you have questions, please contact the Human Resource team for assistance.

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Stay Interviews: Information and Resources Packet

As part of an effort to respond to a GAO recommendation, BOP partnered with a third party to assess its current incentives and analyzed how effective they were in reducing staff attrition. From November 1 to December 1, 50 stay interviews were conducted with employees from the Mid-Atlantic and Western regions that fell under one of three "high-risk groups:" (1) Nurses, (2) Correctional Officers, and (3) New Hires. Their participation was voluntary; responses were anonymous and captured tangible ideas on how to improve the employee experience. Feedback received through interviews with individuals in the field informed the guidance in the Incentives Playbook.

What is a Stay Interview?

Stay Interviews are utilized by companies and organizations to understand their employees. Mainly targeted at high-performing employees, interviewees are asked for feedback on why they choose to stay where they are, what they enjoy at work, and more. BOP's Stay Interviews were conducted with high-performing individuals in one of three high-risk groups (Nurses, Correctional Officers, New Hires) and highlighted what motivates them, what monetary and non-monetary incentives and benefits are most valued by employees, and what more could be done by the BOP at all levels to retain them. It is recommended that employees at all levels are allowed an opportunity to participate in a Stay Interview to share their experiences.

Why Conduct Stay Interviews?

Stay Interviews are a way to provide deeper understanding of their employee's experiences as an opportunity to proactively retain and support them. The BOP hopes to identify factors of staff that are at risk of separating from the BOP, so leaders can determine steps to take to improve their experience, offer valuable opportunities and keep them.

It is recommended that organizations conduct stay interviews every two years to maintain positive morale, ensure benefits offered align to what employees value, and update organization policies accordingly.

Expected outcomes from Stay Interviews include:

1. An opportunity to address factors that could lead to employees leaving BOP
2. Improved policies that effect the ability to support and offer incentives and benefits to employees
3. An increase in retention within job series at high risk of leaving and across the board

How to Conduct a Stay Interview

Before conducting Stay Interviews, ensure that necessary stakeholders are on board. If they will be conducted at one institution, examples of stakeholders include union representatives, the Warden and Associate Warden, Human Resource Manager, and the Regional Director. If conducting interviews at the regional level, Central Office leadership is needed. After all approvals have been made gather interviewee names and schedule a 30-minute window to have an in-person or virtual meeting. Develop a facilitation guide (*page 8*) and questions (*page 9*) to guide interviewers and interviewees along the way. It is important to align your questions and structure to the objective and intended outcome of your interviews.

Some interviewees may not have much to share, while others may wish to continue sharing past the allotted time; it is up to the facilitators to determine the stopping point if this occurs. Once all interviews are complete,

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identify common themes or responses to inform the direction your agency or organization should go next to support and retain its employees.

Communications for Scheduling a Stay Interview

If you decide to conduct Stay Interviews in your region or your institution, please use the below resources to request approval to conduct interviews, gather interviewers and interviewees, and schedule interviews. It is important to obtain union approval and input prior to scheduling and conducting these interviews in your region or at your institution. Leadership should also be involved in conducting the Stay Interviews, but it is important to ensure an interviewer is not the direct superior of an interviewee (*ex. Human Resource Manager should not interview Human Resource employee*).

Draft Emails for Inviting Interviewees & Scheduling Interviews

When using these drafted emails, please ensure you **update all red text** to appropriately match your situation. In each email, it is recommended that the sender specifically outline the request or responsibility they are asking of the receiver.

Requesting Stay Interviews (for Union Representative or Leadership to Approve)

Recommended Sender: Managers, Human Resource Personnel
To: Union Representative, Leadership

Hi (Name),

I hope this message finds you well! We would like to conduct "stay interviews" with employees in our region/at our institution to understand what motivates them, what monetary and non-monetary benefits and incentives are most valuable to them, and what we can improve upon. Feedback from these interviews will help us support and retain our people to the best of our abilities.

Requesting Interviewers (from those leading interviews to gain support/assistance from regional or institution leadership)

Recommended Sender: Managers, Human Resource Personnel
To: Department Heads, Institution Leadership

Hi (Name),

I hope this message finds you well! We'd like to request your assistance leading "stay interviews" that we are conducting with employees in our region/at our institution to understand what motivates them, what monetary and non-monetary benefits and incentives are most valuable to them, and what we can improve upon. Feedback from these interviews will help us support and retain our employees to the best of our abilities.

We will provide all necessary materials to conduct the interview. Each interview will have 1 interviewer and 1 interviewee and take no more than 30 minutes.
Please respond with your availability the week of _____ to facilitate ____ interviews.

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Collecting Interviewee Names (from those leading interviews to identify interviewees)

Recommended Sender: Managers, Human Resource Personnel
To: Department Heads, Institution Leadership, Managers

Hi (Name),

I'd like to request your participation in preparing for Stay Interviews, which will be conducted by ___ during (time zone). The purpose of these interviews is to learn what employees value most and help improve our institution/region/the BOP.

Please work with your local union representative to provide names and emails for high-performing employees who are available for a 30-minute interview during these times:

- Date, times (specify time zone)
- Date, times (specify time zone)

Stay Interviews are a way to provide deeper understanding of employee's experiences as an opportunity to proactively retain and support them. BOP hopes to identify factors of individuals that are at risk of separating from the BOP, so leaders can determine steps to take to improve their experience, offer valuable opportunities them. Our interview may cover the following topics:

- The individual's reason for choosing to work at BOP
- What motivates them and what offerings they value most
- What may cause them to leave the BOP

We will reach out to as many employees as possible to conduct interviews. Thank you again for your time and commitment to investing in the future of our people.

Reaching out to Interviewees

Recommended Sender: Managers, Human Resource Personnel, Department Heads, Institution Leadership
To: Employees Identified for Interviews

Hi (Name),

I hope this message finds you well! We'd like to request your participation in a "stay interview," where you will have the opportunity to share what motivates you, what monetary and non-monetary benefits and incentives are most valuable to you, and what we can improve upon at our institution/region/the BOP. Your feedback will help us support and retain employees to the best of our abilities.

Your interview will take no more than 30 minutes; participation is voluntary, and responses are anonymous.

Please respond with your availability the week of _____ for an interview.

Scheduling Interviews

Recommended Sender: Managers, Human Resource Personnel

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To: Interviewee

Hi (Name),

Thank you for facilitating/participating in a "stay interview!" Interviews provide an opportunity to discuss what motivates employees/you, what monetary and non-monetary benefits and incentives are most valuable to employees/you, and what we can improve upon at our institution/region/the BOP.

Your interview/interviews has been scheduled for the following date(s) and time(s):

- Date and time (only 1 for interviewee)
- Date and time (all dates and times included for interviewers)

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Facilitation Guide and Talking Points for Interviewers

Talking Points

As you conduct interviews, it is important that the interviewees understand:

- Their participation is voluntary.
- No information that they share will be tied back to them or used in future performance evaluations.
- These interviews are being conducted to help BOP understand what you value, what you think is working well, and determine how to improve the BOP.
- We cannot guarantee any specific outcomes from this conversation.

Facilitation Guide

Section One: Introductions

The interviewer(s) should begin with introducing themselves and asking the interviewee to do the same. This is an opportunity to break the ice, learn about their time at BOP, the institution(s) they work or have worked at, etc.

Open: Thank you for taking time to talk with me/us today; we will conduct a "stay interview" that will last between 20-30 minutes. Our team is developing the Incentives Playbook to provide leadership at all levels with standardized guidance so they can identify the most effective incentives for groups at the highest risk of separating from the BOP. Before we start, I would like to note that, while your feedback may be shared to help inform our Incentives Playbook, the feedback will not be tied to your name or institution where you work. What is said during this time will not be used for future performance reviews or any other BOP-based evaluations. We want to understand your experiences and hear your ideas with the goal to strengthen BOP and its processes, but please note that we cannot guarantee any specific outcomes from this conversation.

Section Two: The Who, What, and Why

Open: Our team has partnered with BOP leadership to understand what matters to employees when it comes to motivation at work, retention, and incentives. Our plan is to develop an Incentives Playbook, informed from data analysis and conversations such as this one with you, that will provide standardized guidance for using incentives at all institutions. The BOP is continuously looking at ways to retain its most important asset: its employees. Previous conversations with SMEs (*CPD, HRMD, HSD, IPPA, RSD*) highlighted some groups (i.e., Nurses, Correctional Officers, New Hires) where attrition rates were especially high. Our hope through today's conversation is to identify what keeps you at BOP and how to create that for others early on, which can proactively increase retention of employees.

The purpose of this discussion is to get a better understanding of your experiences at BOP – what keeps you at your facility and the BOP, what motivates you, and what BOP can do to better support you.

Do you have any questions before we begin?

Section Three: Questions

Open: We will go through a handful of questions to identify why you chose to work at BOP, what makes you stay, and what obstacles you face that may lead to your considering separating from the BOP.

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Interview Questions

***Bolded** questions are highest priority to ask. If time allows, feel free to ask additional questions.

How I got here…

- **What made you choose to work at BOP?**
- How did you learn about BOP and what factors most influenced you to apply?
- **What are your career goals? What do you hope to get out of working at BOP?**

What I value…

- What motivates you to come to work?
- **What is the most exciting part of your job?**
- What factors lead to you doing your best work?
- What are you learning here? What do you want to learn?

How it's going…

- **What is your overall satisfaction with your position at BOP on a scale of 1-10?**
  - **What would it take for you to raise your number?**
- **What are the three most important factors about where you work?**
- What do you value about your job?
- What benefits do you like most about working at your institution?
- **How would you like to be recognized for the work you do?**
- **What aspects of BOP's culture do you enjoy most***? [please note, we will include a definition of what we mean by culture]*

What I think could improve…

- Which of your skills are you not using in your current role?
- **What tools and resources are you missing, if any, to do your job properly? Are there training opportunities you'd like to see that would make your job easier?**
- **What does leadership do well? What can they do better?**
- If you could change one thing about the culture at your institution, what would it be?
- **How can we better recognize and value our people for their contributions?**

I might leave if…

- **What would you cause you to leave your job?**
- **If you were to consider leaving BOP, where would you begin looking for your next job?**

Ideas I have…

- If you had a magic wand, what would you change about your job?
- What part of your job would you remove right away if you could?
- What could be done to prevent you from leaving your current position?
- Would you recommend BOP to job-seeking friends? Why or why not?
- What would you tell a coworker who's thinking about leaving BOP?

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Final Thoughts…

- Is there anything we did not discuss today that you wish we had?
- Is there anything else you'd like us to know?

Section Four: Closing

Open: Thank you for your time today. We appreciate your candor and willingness to share your experiences at BOP. Your input is instrumental in identifying positive aspects of BOP's culture that we should foster more of, as well as providing us with new ideas for how the Agency can invest in its people and their experiences. Moving forward from these interviews, our team will connect with Agency Subject Matter Experts to talk through feedback we've received and continue the creation of a standardized Incentives Playbook to aid in effectively retaining employees.

Do you have any final questions?

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Frequently Asked Questions (FAQs)

1. Who was involved in preparing for Stay Interviews?

Leaders in the Mid-Atlantic and Western Regions (Regional Directors, Wardens, HRMs) worked together to request voluntary participation in Stay Interviews. Employees interested were asked to reach out with their availability; interviews were scheduled from November to December 2022.

2. How were Stay Interview participants identified?

Working sessions were conducted with Central Office and Regional Office Subject Matter Experts to discuss and identify groups of employees at a high risk of leaving the BOP. Stay Interviews were offered to employees in the top three high-risk groups: (1) Correctional Officers, (2) New Hires, (3) Nurses, in the Mid-Atlantic and Western Regions.

3. How many institutions were represented through Stay Interviews?

Nineteen institutions were represented during the Stay Interview process: FCI Ashland, USP Atwater, FCI Butner, FCI Cumberland, FCI Dublin, FCI Herlong, FDC Honolulu, USP Lee, FMC Lexington, FCC Lompoc, MDC Los Angeles, FCI Manchester, USP McCreary, FCI McDowell, FCI Memphis, FCI Phoenix, MCC San Diego, FCI Sheridan, and FCI Terminal Island.

4. What is BOP doing with the answers provided from interviewees?

Interviewee responses were analyzed and summarized into top themes, then used to inform resources provided with the Incentives Playbook.

5. What about the people who didn't participate in a Stay Interview?

A survey was sent out to all employees in the Mid-Atlantic and Western Regions who fell into one of the high-risk groups (4,800 employees), requesting their top 3 preferences of monetary and non-monetary incentives at BOP.

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Applying Criteria to Identify High-Risk Groups of Employees

Using the criteria checklist to identify groups of employees who are at a higher risk of separating from the BOP will enable BOP leaders (e.g., Wardens, etc.) to give the most impactful incentives at the right time to maximize the Bureau's return on investment.

USE WHEN:

- You want to determine if a group of employees or a specific individual is at a high risk of separating from the BOP
- You want to identify the groups of employees or specific individuals to give incentives to
- You have limited resources and want to prioritize who to incentivize

HOW OFTEN SHOULD I USE THE CHECKLIST?

It is recommended to determine who the high-risk groups are by using the criteria checklist at least once a year along with reviewing similar reports (e.g., Turnover Report) to ensure proper identification of high-risk groups. Frequently re-evaluating the high-risk groups once a quarter will help determine if resources need to be re-allocated to new groups.

WHAT TO CONSIDER WHEN USING THE CHECKLIST?

- The checklist is meant to serve as one general model for identifying high-risk groups, not the sole resource
- The questions are ordered by their ranking of most impactful to least impactful, as determined by the Central and Regional Office Executive Staff
- Not all criteria will apply to every institution, region, or group of employees
- Please note there can be multiple appropriate approaches for applying the criteria

WHO CAN HELP?

Please work with other leaders around you (e.g., Associate Wardens, Department Heads, Human Resource Managers, etc.) to participate in working through the checklist, allowing for a comprehensive and unbiased decision. If you have questions on the criteria, how to determine if a group of employees or specific individual is at a higher risk of separating from the BOP, or want to learn more about the Incentives Playbook, please contact HRMD.

HIGH-RISK GROUPS:

The following groups of employees were initially identified as being at a higher risk of separating from the BOP by Central Office and Regional Office Executive Staff:

Correctional Officers

Nurses

New Hires

This list should be constantly re-evaluated to determine if these groups are still at high-risk.

DO | Talk with Wardens and BOP leaders around you to share how you identified high-risk groups at your institution and see if neighboring institutions have similar high-risk groups.

DON'T | Forget to talk to your peers and executive teams to work together to identify who the high-risk groups are at your institution.

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Criteria Checklist

These criteria and questions were developed to assist BOP leaders identify groups of employees and/or specific individuals at a higher risk of separating from the BOP. Using the criteria checklist below, ask each of the questions when considering a group of employees or a specific individual.

IS THE GROUP HIGH-RISK?

- More than 50% of the items (7+) have been checked YES, then the group is likely to be high-risk
- More than 75% of the items (11+) have been checked YES, then the group is very likely to be high-risk
- 100% of the items (15) have been checked YES, then the group is extremely likely to be high-risk

If you have questions, please contact HRMD.

CRITERIA CHECKLIST TO IDENTIFY HIGH-RISK GROUPS

- ❑ **Location of Institution:** Is the cost of living considered high for this location?
- ❑ **Location of Institution:** Is the location considered a non-desirable place to live?
- ❑ **Location of Institution:** Are critical resources such as hospitals, schools, and grocery/shopping stores far?
- ❑ **Job Market Competition:** Is there local competition for the high-risk group to earn better or work better hours (including work from home option)?
- ❑ **Job Market Competition:** Is there national competition for the high-risk group to earn better or work better hours (including work from home option)?
- ❑ **Pay:** Is the salary considered below the competitive rate compared to local competition?
- ❑ **Schedule:** Is there flexibility or multiple options for setting the work schedule for this high-risk group (i.e., night shifts, holiday hours, hybrid eligibility)?
- ❑ **Time-to-Recruit/Hire:** Does it take a long time to recruit and hire for this high-risk group?
- ❑ **Morale:** Is the mental and emotional condition of the high-risk group considered low?
- ❑ **Promotion Opportunities:** Does this high-risk group have frequent opportunities to move up on the pay scale and different promotion levels?
- ❑ **Turnover Rate:** Is there a high frequency of individuals leaving from this high-risk group?
- ❑ **Job Requirements:** Does this high-risk group require additional education, licenses, or certifications to conduct their work properly?
- ❑ **Empowerment and Authority:** Does the high-risk group have little to no ability to make choices and decisions independently in their day-to-day work?
- ❑ **Supervisor/Manager Relationships:** Does the high-risk group have a lack of qualified and strong leaders and mentors within their roles?
- ❑ **Tenure:** Does the high-risk group have either very low tenure (less than a year) or very high (eligible to retire)?

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Words of Appreciation & Saying "Thank-You"

These quick and simple ways to thank your employees boosts morale, builds meaningful relationships, and reminds employees working in a challenging environment that they are valued.

USE WHEN:

- You see employees in the hallway, signing in for their shift, or notice an individual or group going above and beyond
- You wish to boost morale and encourage employees
- You want to set an example of appreciation for other executive staff or supervisors in the institution
- You want Executive Staff, Department Heads and Supervisors to practice recognition and build stronger connections

HOW OFTEN DO I USE THIS?

Provide employees with timely, specific, and personalized feedback. Ideally thank yous would occur on the spot, but realistically it is most effective to provide a note of thanks or words of appreciation within a month of the action, whether that's in person, through an email or in a handwritten note.

WHAT DO I SAY?

When thanking an employee, think about including details such as:

- What action was taken and when
- How it positively impacted other employees and the institution's success

EXAMPLES:

- "Thank you for taking an overtime shift today; your commitment keeps all of us safe."
- "I appreciate that you shared your ideas during the staff recall. That encourages others to share their thoughts."
- "The night/early morning shifts are crucial to keeping inmates and employees safe. Thank you for being here."
- "Thank you for coming in early to prepare food for everyone; your efforts are appreciated."
- "Thank you for jumping in so quickly to cover a post you're not used to."

STAY INTERVIEW FEEDBACK

(Conducted Nov. – Dec. 2022):

"Acknowledge staff on the spot when they do a great job."

"[Leaders] can better recognize staff by pulling you to the side, having a conversation with you, and letting you know you are doing a good job."

"I like face-to-face recognition for specific work and getting feedback, too."

DO Take 15-30 minutes each week to walk around your institution and thank employees. Consider utilizing other executive staff and CST to ensure more people are acknowledged and off-shifts are not forgotten.

DON'T Use primarily generic, broad thank yous that address the entire institution. While kind, these do not make employees feel valued for their specific efforts.

FINAL

Warden Newsletter

Start a newsletter to consistently and transparently communicate timely information to employees, highlight achievements, and share "shout-outs."

USE WHEN:

- You feel like you do not have consistent interaction with employees
- You feel there is a disconnect in communication between levels or shifts
- Due to scheduling conflicts or institution specific situations, you often don't have enough time to visit employees, but you want to make sure that all are aware of what is going on
- You have heard that employees want more transparency and information from leadership
- You think your employees need more avenues for recognition
- You want to share major accomplishments made by individuals or your institution

WHAT DO I SAY?

Consider writing a newsletter once a month or once a quarter to share consistent communication and frequently-occurring highlights to employees. You can include the following items in your newsletter:

- An update on what is going on in your life and around the institution
- Highlight upcoming events or programming
- Highlight different operational or policy changes
- Appreciation for employees or leaders who are consistent, reliable, and hard working (i.e., an employee or group spotlight)
- Share institution or regional achievements (i.e., how many medical trips were completed, how many meals were served, new processes implemented)
- Highlight new trainings and teams at your institution with a point of contact

WHAT MATERIALS SHOULD I USE?

Consider using the template attached on this page in the blue box. Include your employees! Ask what they would like to see and hear about, then update the template to match the needs of your institution.

SPEAKING POINTS:

I want to use this newsletter to be transparent about what is happening in our institution and providing a way for staff to recognize one another.

I'm excited to use this form of communication to better share news and achievements from our institution, our region, and all of BOP.

CLICK HERE FOR TEMPLATE

NEWSLETTER TEMPLATE

DO Provide various details and segments in the newsletter. Try to incorporate information alongside recognition, new opportunities, and staff spotlights. Consider asking employees what they would like to see in the newsletter!

DON'T Send the newsletter at infrequent intervals. Commit to a routine basis (i.e., first Monday of each month)

FINAL

Tying Contributions to the Mission

Share with employees how their efforts contribute to the mission of their institution and the Bureau to demonstrate how their day-to-day work ties to a larger purpose. It is important for employees to feel that every post and task leads to meaningful impact.

USE WHEN:

- You wish to boost morale and remind staff of the big picture
- You want to highlight all departments and employees' impacts in a specific way
- You want Executive Staff, Department Heads and Supervisors to practice recognition and practice tying seemingly small contributions to larger institution or Bureau-wide impacts

HOW OFTEN DO I SHARE THIS INFO?

These "Contribution Reminders" can be shared when your Executive Staff completes required monthly or quarterly reports for your institution or region. You can share the information with staff at a staff recall, through the newsletter, or in an email.

WHAT IS IMPACTFUL TO INCLUDE?

- How many FSA programs were offered or conducted this month or quarter
- Number of inmates kept safe through events such as medical transports
- Amount of contraband discovered
- Employees who have made a level of tenure
- Promotions
- How many inmates complete their GEDs this year
- Did our institution or any staff members get recognized locally, regionally or at BOP?

WHO CAN HELP?

Work with Department Heads and Executive Staff who frequently work on routine reports to decide what statistics may be most meaningful for employees at your institution: key notes and statistics on inmate safety, medical achievements, new programs and initiatives, number of new hires that joined during the quarter, etc. This is also a great way to increase connections between departments and cross-train leaders!

STAY INTERVIEW FEEDBACK

(Conducted Nov. – Dec. 2022):

"I like interacting with inmates. I want to learn how to say something meaningful!"

"BOP is great about allowing you to do collateral duties and be part of things besides your job. I joined the DCT (disturbance control team) team as a medical staff member and it helps me do something bigger than my position which provides a wealth of knowledge."

DO | Utilize BOP's core values (*Courage, Respect, Integrity, Correctional Excellence*) and connect employee contributions to the BOP's impact.

DON'T | Highlight negative events or areas where the institution did not meet requirements (i.e., staffing levels).

FINAL

Team-Building & Morale-Boosting Activities

Executive staff, CST and the Employees Club can refer to these ideas when planning an activity for team building and strengthening relationships among employees. *Individuals planning team-building activities are encouraged to contact the Ethics Office for guidance.

Employee Appreciation Meal

- *Time to Plan:* 2 weeks
- *Cost:* $$ - $$$
- *Frequency:* Twice per quarter

Sports Viewing Party *(i.e., Superbowl, World Series)*

- *Time to Plan:* 1 month
- *Cost:* $$
- *Frequency:* Quarterly

Team Bulletin Board *(for shout-outs, compliments, achievements)*

- *Time to Plan:* 1 month
- *Cost:* $
- *Frequency:* Twice per quarter

Department Appreciation Lunch

- *Time to Plan:* 2 weeks
- *Cost:* $ - $$
- *Frequency:* Annually for each department

Well-Being Course Offering *(i.e., team walk, exercise class, yoga at institution)*

- *Time to Plan:* 1 month
- *Cost:* $$ - $$$
- *Frequency:* Quarterly

Correctional Worker's Week

- *Time to Plan:* 1 month
- *Cost:* $$$ - $$$$
- *Frequency:* Annually

Supervisor Thank-You Notes

- *Time to Plan:* 1 week
- *Cost:* $
- *Frequency:* Monthly

Institution Talent Show

- *Time to Plan:* 1 month
- *Cost:* $ - $$
- *Frequency:* Annually

Shift Appreciation Meal *(i.e., Morning, Night)*

- *Time to Plan:* 2 weeks
- *Cost:* $ - $$
- *Frequency:* Quarterly

Meal with the Warden

- *Time to Plan:* 2 weeks
- *Cost:* $ - $$
- *Frequency:* Quarterly, alternating shifts

Family Potluck *(with approval from local executive staff)*

- *Time to Plan:* 1 month
- *Cost:* $ - $$
- *Frequency:* Twice per year

Employee Cook-Off

- *Time to Plan:* 1 month
- *Cost:* $ - $$
- *Frequency:* Annually

Birthday Shout-Outs

- *Time to Plan:* 1 month
- *Cost:* $
- *Frequency:* Monthly

Local Event *(i.e., bowling, with approval from local executive staff)*

- *Time to Plan:* 1 month
- *Cost:* $ - $$
- *Frequency:* Twice per year

Volunteer Day *(i.e., work with local non-profit)*

- *Time to Plan:* 2 weeks
- *Cost:* $ - $$
- *Frequency:* Twice per year

WHAT WE HEARD: *"Staff appreciation meals, ice cream trucks, coffee trucks, they help boost morale and it's a breath of fresh air when you hear there are these things."*

KEY:

$ low-cost option
$$ some costs associated, utilize the Employee's Club or Union
$$$ higher cost option, plan for funding

Office Hours (i.e., Wednesdays with the Warden)

Provide opportunities such as office hours for employees and leaders in your institution to give employees the chance to get to know you, share their concerns, and brainstorm ideas to strengthen their careers, their coworkers and the Bureau. Offering times to chat also shows that you are willing to put in the time to listen to your employees and fellow leaders.

USE WHEN:

- You want to connect with employees on a more personal level
- You want to offer opportunities for employees to share ideas, concerns and insight
- You want to share tips and tricks with junior employees and set an example for other leaders to do the same
- You want employees to feel heard and valued

WHAT WE HEARD:

"We have a new Warden who communicates with us on how we can better ourselves."

HOW DO OFFICE HOURS WORK?

Give employees multiple opportunities throughout the month (during various shifts, if possible) to stop by and check-in with you. Suggest employees and/or leaders come by if they want advice on career development or have ideas for bettering the institution or the BOP.

Consider a catchy title for the office hours – such as Wednesdays with the Warden. You could also consider offering brainstorming sessions for employees and leaders where everyone is encouraged to share advice, ideas and feedback.

HOW DO I PREPARE FOR OFFICE HOURS?

- Provide equal effort regardless of the shift where office hours are held
- Remind employees of office hours as they approach
- Be prepared to take concerns and ideas with an open mind
- Look into upcoming trainings and career-development opportunities to share with employees looking to further their skills
- Be prepared to answer questions or refer employees to resources
- Mentally prepare for employees to come with problems or complaints that are larger than you can handle. If this happens, tell them that you will follow up with appropriate resources and/or suggestions.
- Thank employees for coming to your office hours!

INVITING STAFF:

Institution employees and leadership – please feel free to stop by my office from 4:00-5:00 on Wednesdays this month.

My door will be open, and I would love to hear from you. You can come with ideas for bettering our institution, talk about career development, or simply check in.

DO Advise other executive staff to host office hours to let employees get to know institution leadership. Encourage employees to stop by.

DON'T Change the schedule of office hours or cancel unless necessary.

FINAL

[INSTITUTION NAME]'S MONTHLY NEWSLETTER

[Institution Name],

Happy [*insert day or month]*!

[Insert any top priority items]. This section serves as a transparent way for the Warden to communicate updates or major decisions, including relevant news or changes occurring at the institution or BOP (e.g., *recently high levels of augmentation, new policy implementation, etc.).* Mention any upcoming holidays or major events *(i.e., Employee potluck, institution-wide training, Thanksgiving).*

Reminder!

[Insert anything that you need from employees]. This section serves to remind employees of things coming up that need their attention (e.g., *Human Resource form deadlines, health and safety reminders, or how staffing may change in the upcoming weeks with estimated overtime or call outs).*

Programming and Events

Event XX: Call out upcoming programming or events within the institution *(e.g., employee get-togethers, training, office hours with the Warden).* Encourage employees to attend these events and include any details such as location or time.

Training XX: Call out upcoming programming or events within the institution *(e.g., employee get-togethers, training, office hours with the Warden).* Encourage employee to attend these events and include any details such as location or time.

Employee Spotlight: *Insert name of employee or group*

[Insert 4-6 sentences about the individual or group and why they are on the Employee Spotlight.] Include details about recent achievements and commendable work they have done and thank them for their contributions. Finish with a strong note of appreciation *(i.e., "The institution is proud to have you on our team serving the BOP mission!")*

Things Top of Mind

[Example]: I watched the football game this weekend! Provide details about recent events of things going on in your life. Speak on anything you feel comfortable sharing.

[Example]: One way that I am keeping my mental health a top priority: I am spending 15 minutes after work every day meditating and pausing to reflect on what I can do better as a leader. Mental health is a top priority at the institution, and I encourage everyone to seek the resources they need to stay well and healthy!

Close your newsletter by thanking staff for their hard work and call out any important reminders.

Warden [Insert Name]
[Insert Date]

FINAL

Roundtable for Tenured Individuals to Support New Employees	
Objectives	• Dedicate time for tenured employees to give advice and share knowledge with individuals new to BOP or the institution • Learn what is impacting employees and how to support them better

Facilitation Set-Up and Team Roles

Location: If possible, select a private place (i.e., conference room) that is free of distraction and allows participants to see one another. Attendees should feel comfortable having an open dialogue with their coworkers and leaders.

Time: 45 minutes is the suggested time range to maintain group attentiveness while giving everyone enough time to share their perspectives, ask questions and recap outcomes from the discussion.

Frequency: To encourage continued guidance and dialogue between new and tenured employees, it is recommended to conduct these roundtables at least twice or quarterly per year.

Roles: (1-2) Facilitators (ideally a tenured employee) & (1) Notetaker.
The notetaker will primarily observe and take notes during the roundtable. They may provide support to the facilitator if needed. In their notes, they should record any main highlights and repeated themes as well as any notable quotes from the audience. Be sure not to include any personal identifying information while taking notes.

Attendees: Tenured employees (volunteer-based) and individuals new to BOP or the institution within the last 3 – 6 months. Ideally, there is 1 tenured individual per 5 new employees attending.

Supplies (Optional):

- pens (1 per person)
- name tags (1 per person)

FINAL

Part 1: Introduction (5 minutes)	
Welcome (3 minutes) • Thank them all for attending • Facilitator(s) and notetaker provide brief introductions of themselves **Example Language:** Thank you all for being here. Our hope through today's conversation is to get a better understanding of your needs as employees new to the BOP or institution [Name] and provide knowledge and advice as individuals who have been here at [Institution Name] for a while. Beyond this conversation, we'd also like to lend ourselves as mentors and when you come across challenges as you figure out your role here. **Icebreaker** • Ask participants to introduce themselves by stating their name, how long they have been at the BOP, which institutions they have served *(if applicable)*, and what they are hoping to get out of this conversation. • Encourage the audience to use a name tag, if possible. **Setting the Stage (2 minutes)** • State length of session (*Note*: *In a corrections environment, some staff may arrive late or leave early*). • Remind attendees that their participation is voluntary, and nothing shared in the room will be tied to them. • Address any concerns or questions from the audience.	**Time:** 5 minutes
Part 2: Discussion (35 minutes)	
Verbalize: We want to take this time to talk about your initial experiences here and at the BOP overall, as well as answer any questions or talk through any roadblocks you may be facing. To start, do you have any questions for us about the job, institution, or anything else? **Questions to help get the discussion started** • In one word, what do you think about your job so far? • What questions do you have about your role or the institution? • Have you faced any roadblocks so far? How did you handle them? • What can leadership do better? • If you could change anything about your job, what would you change? • Describe a good day at work. What needs to happen and what does it look like? • What advice would you give someone on their first day here? • What would you like to see at our institution (i.e., for employees, for onboarding, new ideas)?	**Time:** 35 minutes

FINAL

EFTA00141475

• Would other discussions like this or events to be around other employees be helpful to your success here? How often should we check-in like this? **Dos & Don'ts** • **Do** keep questions open-ended and allow for awkward silences to be broken by the audience. • **Do** try to honestly answer all questions and in full. If there are questions that should be addressed one-on-one, let the audience know that if their question did not get answered to approach the facilitator(s) afterwards. • **Don't** ask simple questions that can be answered with yes or no. • **Don't** ignore or neglect any questions altogether. This will take away from having a transparent and helpful conversation for newcomers to the Bureau.	
Part 3: Wrap-Up (5 minutes)	
Verbalize: Is there anything we did not discuss today that you wish we had? • Allow people to speak if they are wrapping up their comments or have not had an opportunity to speak yet. • Thank everyone for their input and time. **Verbalize:** Please utilize everyone in this room as mentors and resources when you come across roadblocks as you figure out your role here. We encourage you to reach out with questions and support one another when you need help!	**Time:** 5 minutes

FINAL

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS

O EROR TO COMPLETE BLOCKS 12, 17, 23, 24 & 30

1. REQUISITION NUMBER	

2. CONTRACT NO	3. AWARD/EFFECTIVE DATE	4. ORDER NUMBER	5. SOLICITATION NUMBER	6. SOLICITATION ISSUE DATE
15BNAS21D00000114	10/19/2020		15BNAS20QVNP10032	08/12/2020

7. FOR SOLICITATION INFORMATION CALL:	a. NAME	b. TELEPHONE NUMBER (*No collect calls*)	8. OFFER DUE DATE / LOCAL TIME
	[redacted]	[redacted]	08/26/2020 12:00 ET

9. ISSUED BY — CODE: BNAS
Federal Bureau of Prisons
Acquisitions Branch/National Acquisitions Section
320 First Street NW
Room 901-5
WASHINGTON, DC 20534

10. THE ACQUISITION IS
- ☐ UNRESTRICTED OR
- ☒ SET ASIDE: 100.00 % FOR
  - ☐ SMALL BUSINESS
  - ☐ WOMEN-OWNED SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED SMALL BUSINESS PROGRAM
  - ☐ HUBZONE SMALL BUSINESS
  - ☐ EDWOSB
  - ☐ SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS
  - ☐ 8(A)

NAICS: 541612
SIZE STANDARD: 16,500,000.00

11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED	12. DISCOUNT TERMS	13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)	13b. RATING	14. METHOD OF SOLICITATION
☐ SEE SCHEDULE	NET 30	☐		☒ RFQ ☐ IFB ☐ RFP

15. DELIVER TO — CODE: 15BFA0
Federal Bureau of Prisons
Field Acquisition Office
U.S. Armed Forces Reserve Complex
346 Marine Forces Drive
Grand Prairie, TX 75051
[redacted]

16. ADMINISTERED BY — CODE: BNAS
Federal Bureau of Prisons
Acquisitions Branch/National Acquisitions Section
320 First Street NW
Room 901-5
WASHINGTON, DC 20534
cobusinessoffice@bop.gov

17a. CONTRACTOR/ OFFEROR — CODE: 521306404 — FACILITY CODE: 621713171
JANUS ASSOCIATES, INC.
Doing Business As:
BHS
[redacted]

18a. PAYMENT WILL BE MADE BY — CODE: BCO
Federal Bureau of Prisons
Acquisitions Branch/Central Office Business Office
320 First Street NW
Room 901-4
WASHINGTON, DC 20534
Please ensure invoice ref the full contract/ order number
cobusinessoffice@bop.gov

☐ 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER

18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED ☐ SEE ADDENDUM

19 ITEM NO	20 SCHEDULE OF SUPPLIES/SERVICES	21 QUANTITY	22 UNIT	23 UNIT PRICE	24 AMOUNT
	Delivery Date: 10/19/2020 National EAP Services See Continuation Sheet(s) (*Use Reverse and/or Attach Additional Sheets as Necessary*)				

25. ACCOUNTING AND APPROPRIATION DATA
See Line Item Detail

26. TOTAL AWARD AMOUNT (*For Govt. Use Only*)
$608,650.00

☐ 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA ☐ ARE ☐ ARE NOT ATTACHED

☒ 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA ☐ ARE ☒ ARE NOT ATTACHED

☒ 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.

☒ 29. AWARD OF CONTRACT: REF Quotation OFFER DATED 08/21/2020. YOUR OFFER ON SOLICITATION (BLOCK 5) INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS: All

30a. SIGNATURE OF OFFEROR/CONTRACTOR	31a. UNITED STATES OF AMERICA (*SIGNATURE OF CONTRACTING OFFICER*)
[redacted]	[redacted]

30b. NAME AND TITLE OF SIGNER (*TYPE OR PRINT*)	30c. DATE SIGNED	31b. NAME OF THE CONTRACTING OFFICER (*TYPE OR PRINT*)	31c. DATE SIGNED
[redacted]	9/28/20	[redacted]	10/19/2020

AUTHORIZED FOR LOCAL REPRODUCTION
PREVIOUS EDITION IS NOT USABLE

STANDARD FORM 1449 (REV. 2/2012)
Prescribe by GSA - FAR (48 CFR) 53.212

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT

32a. QUANTITY IN COLUMN 21 HAS BEEN

☐ RECEIVED ☐ INSPECTED ☐ ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE 32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	37. CHECK NUMBER
☐ PARTIAL ☐ FINAL			☐ COMPLETE ☐ PARTIAL ☐ FINAL	
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY		

41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT		42a. RECEIVED BY *(Print)*	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	41c. DATE	42b. RECEIVED AT *(Location)*	
		42c. DATE REC'D *(YY/MM/DD)*	42d. TOTAL CONTAINERS

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Section 2 - Commodity or Services Schedule

Contract Guarantee:

Minimum Guaranteed Quantity	Minimum Guaranteed Amount	Maximum Guaranteed Quantity	Maximum Guaranteed Amount
	$0.00		[redacted]

SCHEDULE OF SUPPLIES/SERVICES

CONTINUATION SHEET

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	EAP & Work/Life Services 37,000 Employees x Price/Year = Price per Employee/Year Base Year: 10/19/20-9/30/21 Firm Fixed Price PSC: R431 Base Period	37,000	EA	Previous: $0.0000 Change: $16.4500 Current: $16.4500	Previous: $0.00 Change: $608,650.00 Current: $608,650.00

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	EAP & Work/Life services 37,000 Employees x Price/Year = Price per Employee/Year Option Year 1: 10/01/21-9/30/22 Firm Fixed Price PSC: R431 Unexercised Option	37,000	EA	Previous: $0.0000 Change: $16.4500 Current: $16.4500	Previous: $0.00 Change: $608,650.00 Current: $608,650.00

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0003	EAP & Work/Life Services 37,000 Employees x Price/Year = Price per Employee/Year Option Year 2: 10/01/22-9/30/23 Firm Fixed Price PSC: R431 Unexercised Option	37,000	EA	Previous: $0.0000 Change: $16.9400 Current: $16.9400	Previous: $0.00 Change: $626,780.00 Current: $626,780.00

ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0004	EAP & Work/Life services 37,000 Employees x Price/Year = Price per Employee/Year Option Year 3: 10/01/23-9/30/24 Firm Fixed Price	37,000	EA	Previous: [redacted]	[redacted]

	PSC: R431 Unexercised Option			[redacted]	
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0005	EAP & Work/Life Services 37,000 Employees x Price/Year = Price per Employee/Yea Option Year 4: 10/01/24-9/30/25 Firm Fixed Price PSC: R431 Unexercised Option	37,000	EA	Previous: $0.0000 Change: [redacted]	[redacted]
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0006	EAP & Work/Life services 37,000 Employees x Price/6 months= Price per Employee/6 months Potential 6-month Extension: 10/01/25-3/31/26 Firm Fixed Price PSC: R431 Unexercised Option	37,000	EA	Previous: $0.0000 Change: [redacted]	[redacted]

Base Total:	$608,650.00
Exercised Options Total:	$0.00
Unexercised Options Total:	$2,802,380.00
Base and Options Total:	$3,411,030.00

2.1 Section 2.1, CONTINUATION OF SF-1449, BLOCK 20

SECTION 2.1, SCHEDULE OF SUPPLIES/SERVICES

#

Provide Employee Assistance Program services to all BOP employees, their dependents, and domestic partners.
Services shall be performed in accordance with 15BNAS20QVNP10032; the contractor's quote dated 8/21/2020 and pricing update confirmed 9/25/20; and the attached Statement of Work.

#

PERFORMANCE SHALL BEGIN October 19 2020

#

Base Period: 10/19/20-09/30/21: Estimated Total $608,650.00

With Government unilateral right to exercise 4 one-year options as follows:
Option Year 1: 10/01/21-09/30/22: Estimated Total $608,650.00
Option Year 2: 10/01/22-09/30/23: Estimated Total $626,780.00
Option Year 3: 10/01/23-09/30/24: Estimated Total $626,780.00
Option Year 4: 10/01/24-09/30/25: Estimated Total $626,780.00

Potential 6 month Extension: 10/01/25-03/31/26: Estimated Total $313,390.00

Estimated Grand Total: $3,411,030.00

#

FUNDS SHALL BE OBLIGATED VIA INDIVIDUAL TASK ORDERS

#

DELIVERIES

In accordance with Federal Acquisition Regulation (FAR) 16.505, and the clause located in FAR 52.216-18, Ordering, states that any supplies or services to be furnished under this contract shall be ordered by issuance of task orders by a warranted Contracting Officer in the NAS Contracting Section.

#

BILLING INFORMATION

The Government will make payment on a monthly basis via Electronic Fund Transfer. Invoices with the contract number should be submitted electronically to cobusinessoffice@bop.gov. Contractors that are classified as a small business are required to indicate their small business size status on each invoice submitted for payment.

#

ADMINISTRATIVE CONTRACTING OFFICER

[redacted]

#

CONTRACTING OFFICER'S REPRESENTATIVE (COR):

[redacted]

Section 3 - Contract Clauses

Clauses By Reference

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)		
This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at this/these address(es): www.acquisition.gov		
Clause	Title	Fill-ins (if applicable)
52.242-15	Stop-Work Order (Aug 1989)	
52.203-3	Gratuities (Apr 1984)	
52.232-40	Providing Accelerated Payments to Small Business Subcontractors (Dec 2013)	
52.242-13	Bankruptcy (July 1995)	
52.253-1	Computer Generated Forms (Jan 1991)	
52.203-12	Limitation On Payments To Influence Certain Federal Transactions (Oct 2010)	
52.224-1	Privacy Act Notification (Apr 1984)	
52.224-2	Privacy Act (Apr 1984)	
52.204-12	Unique Entity Identifier Maintenance (Oct 2016)	

Clauses By Full Text

52.21-603-70 Contracting Officer's Representative (COR) (June 2012)

[redacted] Bureau of Prisons, 344 Marine Forces Drive, Grand Prairie, Texas 75051, is hereby designated as the Contracting Officer's Representative (COR) under this contract.

(b) The COR is responsible, as applicable, for: receiving all deliverables, inspecting and accepting the supplies or services provide hereunder in accordance with the terms and conditions of this contract; providing direction to the contractor which clarifies the contractor effort, fills in details or otherwise serves to accomplish the contractual Scope of Work; evaluating performance; and certifying all invoices/vouchers for acceptance of the supplies or services furnished for payment.

(c) The COR does not have the authority to alter the contractor's obligations under the contract, and/or modify any of the expressed terms, conditions, specifications, or cost of the agreement. If as a result of technical discussions it is desirable to alter/change contractual obligations or the Scope of Work, the Contracting Officer shall issue such changes.

52.27-103-72 52.27-103-72 DOJ CONTRACTOR RESIDENCY REQUIREMENT BUREAU OF PRISONS (JUNE 2004)

For three of the five years immediately prior to submission of an offer/bid/quote, or prior to performance under a contract or commitment, individuals or contractor employees providing services must have:

1. Legally resided in the United States (U.S.);
2. worked for the U.S. overseas in a Federal or military capacity; or
3. been a dependent of a Federal or military employee serving overseas.

If the individual is not a U.S. citizen, they must be from a country allied with the U.S. The following website provides current information regarding allied countries: http://www.state.gov/s/l/treaty/collectivedefense/

By signing this contract or commitment document, or by commencing performance, the contractor agrees to this restriction.

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[End of Clause]

52.218-000 CONTINUING CONTRACT PERFORMANCE DURING A PANDEMIC INFLUENZA OR OTHER NATIONAL EMERGENCY (May 2008)

During a Pandemic or other emergency we understand that our contractor workforce will experience the same high levels of absenteeism as our federal employees. Although the Excusable Delays and Termination for Default clauses used in Government contracts list epidemics and quarantine restrictions among the reasons to excuse delays in contract performance, we expect our contractors to make a reasonable effort to keep performance at an acceptable level during emergency periods.

The Office of Personnel Management (OPM) has provided guidance to federal managers and employees on the kinds of actions to be taken to ensure the continuity of operations during emergency periods. This guidance is also applicable to our contract workforce. Contractors are expected to have reasonable policies in place for continuing work performance, particularly those performing mission critical services, during a pandemic influenza or other emergency situation.

The types of actions a federal contractor should reasonably take to help ensure performance are:

* Encourage employees to get inoculations or follow other preventive measures as advised by the public health service.
* Cross-train workers as backup for all positions performing critical services. This is particularly important for work such as guard services where telework is not an option.
* Implement telework to the greatest extent possible in the workgroup so systems are in place to support successful remote work in an emergency.
* Communicate expectations to all employees regarding their roles and responsibilities in relation to remote work in the event of a pandemic health crisis or other emergency.
* Establish communication processes to notify employees of activation of this plan.
* Integrate pandemic health crisis response expectations into telework agreements.
* With the employee, assess requirements for working at home (supplies and equipment needed for an extended telework period). Security concerns should be considered in making equipment choices; agencies or contractors may wish to avoid use of employees' personal computers and provide them with PCs or laptops as appropriate.
* Determine how all employees who may telework will communicate with one another and with management to accomplish work.
* Practice telework regularly to ensure effectiveness.
* Make it clear that in emergency situations, employees must perform all duties assigned by management, even if they are outside usual or customary duties.
* Identify how time and attendance will be maintained.

It is the contractor's responsibility to advise the Government Contracting Officer if they anticipate not being able to perform and to work with the Department to fill gaps as necessary. This means direct communication with the Contracting Officer or in his/her absence, another responsible person in the contracting office via telephone or email messages acknowledging the contractor's notification. The incumbent contractor is responsible for assisting the Department in estimating the adverse impacts of nonperformance and to work diligently with the Department to develop a strategy for maintaining the continuity of operations.

The Department does reserve the right in such emergency situations to use Federal employees, employees of other agencies, contract support from other existing contractors, or to enter into new contracts for critical support services. Any new contracting efforts would be acquired following the guidance in the Office of federal Procurement Policy issuance "Emergency Acquisitions", May, 2007 and Subpart 18.2. Emergency Acquisition Flexibilities, of the Federal Acquisition Regulations.

[End of Clause]

DJAR-PGD-15-03 Security of Department Information and Systems

I. Applicability to Contractors and Subcontractors

This clause applies to all contractors and subcontractors, including cloud service providers ("CSPs"), and personnel of contractors, subcontractors, and CSPs (hereinafter collectively, "Contractor") that may access, collect, store, process, maintain, use, share, retrieve, disseminate, transmit, or dispose of DOJ Information. It establishes and implements specific DOJ requirements applicable to this Contract. The requirements established herein are in addition to those required by the Federal Acquisition Regulation ("FAR"), including FAR 11.002(g) and 52.239-1, the Privacy Act of 1974, and any other applicable laws, mandates, Procurement Guidance Documents, and Executive Orders pertaining to the development and operation of Information Systems and the protection of Government Information. This clause does not alter or diminish any existing rights, obligation or liability under any other civil and/or criminal law, rule, regulation or mandate.

II. General Definitions

The following general definitions apply to this clause. Specific definitions also apply as set forth in other paragraphs.

A. **Information** means any communication or representation of knowledge such as facts, data, or opinions, in any form or medium, including textual, numerical, graphic, cartographic, narrative, or audiovisual. Information includes information in an electronic format that allows it be stored, retrieved or transmitted, also referred to as "data," and "personally identifiable information" ("PII"), regardless of form.

B. **Personally Identifiable Information (or PII)** means any information about an individual maintained by an agency, including, but not limited to, information related to education, financial transactions, medical history, and criminal or employment history and information, which can be used to distinguish or trace an individual's identity, such as his or her name, social security number, date and place of birth, mother's maiden name, biometric records, etc., including any other personal information which is linked or linkable to an individual.

C. **DOJ Information** means any Information that is owned, produced, controlled, protected by, or otherwise within the custody or responsibility of the DOJ, including, without limitation, Information related to DOJ programs or personnel. It includes, without limitation, Information (1) provided by or generated for the DOJ, (2) managed or acquired by Contractor for the DOJ in connection with the performance of the contract, and/or (3) acquired in order to perform the contract.

D. **Information System** means any resources, or set of resources organized for accessing, collecting, storing, processing, maintaining, using, sharing, retrieving, disseminating, transmitting, or disposing of (hereinafter collectively, "processing, storing, or transmitting") Information.

E. **Covered Information System** means any information system used for, involved with, or allowing, the processing, storing, or transmitting of DOJ Information.

III. Confidentiality and Non-disclosure of DOJ Information

A. Preliminary and final deliverables and all associated working papers and material generated by Contractor containing DOJ Information are the property of the U.S. Government and must be submitted to the Contracting Officer ("CO") or the CO's Representative ("COR") at the conclusion of the contract. The U.S. Government has unlimited data rights to all such deliverables and associated working papers and materials in accordance with FAR 52.227-14.

B. All documents produced in the performance of this contract containing DOJ Information are the property of the U.S. Government and Contractor shall neither reproduce nor release to any third-party at any time, including during or at expiration or termination of the contract without the prior written permission of the CO.

C. Any DOJ information made available to Contractor under this contract shall be used only for the purpose of performance of this contract and shall not be divulged or made known in any manner to any persons except as may be necessary in the performance of this contract. In performance of this contract, Contractor assumes responsibility for the protection of the confidentiality of any and all DOJ Information processed, stored, or transmitted by the Contractor. When requested by the CO (typically no more than annually), Contractor shall provide a report to the CO identifying, to the best of Contractor's knowledge and belief, the type, amount, and level of sensitivity of the DOJ Information processed, stored, or transmitted under the Contract, including an estimate of the number of

indi iduals for who PII has been processed, stored or transmitted under the Contract and whether such information includes social security numbers (in whole or in part).

IV. Compliance with Information Technology Security Policies, Procedures and Requirements

A. For all Co ered Information Systems, Contractor shall comply with all security requirements, including but not limited to the regulations and guidance found in the Federal Information Security Management Act of 2014 ("FISMA"), Privacy Act of 1974, E-Go ernment Act of 2002, National Institute of Standards and Technology ("NIST") Special Publications ("SP"), including NIST SP 800-37, 800-53, and 800-60 Volumes I and II, Federal Information Processing Standards ("FIPS") Publications 140-2, 199, and 200, OMB Memoranda, Federal Risk and Authorization Management Program ("FedRAMP"), DOJ IT Security Standards, including DOJ Order 2640.2, as amended. These requirements include but are not limited to:

1. Limiting access to DOJ Information and Covered Information Systems to authorized users and to transactions and functions that authorized users are permitted to exercise;

2. Pro iding security awareness training including, but not limited to, recognizing and reporting potential indicators of insider threats to users and managers of DOJ Information and Covered Information Systems;

3. Creating, protecting, and retaining Co ered Information System audit records, reports, and supporting documentation to enable re iewing, monitoring, analysis, in estigation, reconstruction, and reporting of unlawful, unauthorized, or inappropriate activity related to such Co ered Information Systems and/or DOJ Information;

4. Maintaining authorizations to operate any Co ered Information System;

5. Performing continuous monitoring on all Covered Information Systems;

6. Establishing and maintaining baseline configurations and in entories of Covered Information Systems, including hardware, software, firmware, and documentation, throughout the Information Syste Development Lifecycle, and establishing and enforcing security configuration settings for IT products employed in Information Systems;

7. Ensuring appropriate contingency planning has been performed, including DOJ Information and Covered Information Syste backups;

8. Identifying Co ered Information Syste users, processes acting on behalf of users, or de ices, and authenticating and erifying the identities of such users, processes, or de ices, using multifactor authentication or HSPD-12 compliant authentication methods where required;

9. Establishing an operational incident handling capability for Co ered Information Systems that includes adequate preparation, detection, analysis, containment, reco ery, and user response acti ities, and tracking, documenting, and reporting incidents to appropriate officials and authorities within Contractor's organization and the DOJ;

10. Performing periodic and timely maintenance on Covered Information Systems, and pro iding effective controls on tools, techniques, mechanisms, and personnel used to conduct such maintenance;

12. Protecting Covered Information Syste media containing DOJ Information, including paper, digital and electronic media; limiting access to DOJ Information to authorized users; and sanitizing or destroying Covered Information Syste media containing DOJ Information before disposal, release or reuse of such media;

13. Limiting physical access to Covered Information Systems, equipment, and physical facilities housing such Covered Information Systems to authorized U.S. citizens unless a wai er has been granted by the Contracting Officer ("CO"), and protecting the physical facilities and support infrastructure for such Information Systems;

14. Screening individuals prior to authorizing access to Covered Information Systems to ensure compliance with DOJ Security standards;

15. Assessing the risk to DOJ Information in Covered Information Systems periodically, including scanning for vulnerabilities and remediating such ulnerabilities in accordance with DOJ policy and ensuring the timely remo al of assets no longer supported by the Contractor;

16. Assessing the security controls of Co ered Information Systems periodically to determine if the controls are effective in their application, de eloping and implementing plans of action designed to correct deficiencies and eliminate or reduce ulnerabilities in such Information Systems, and monitoring security controls on an ongoing basis to ensure the continued effecti eness of the controls;

17. Monitoring, controlling, and protecting information transmitted or received by Co ered Information Systems at the external boundaries and key internal boundaries of such Information Systems, and employing architectural designs, software de elopment techniques, and systems engineering principles that promote effecti e security; and

18. Identifying, reporting, and correcting Co ered Information Syste security flaws in a timely manner, pro iding protection fro malicious code at appropriate locations, monitoring security alerts and advisories and taking appropriate action in response.

B. Contractor shall not process, store, or transmit DOJ Information using a Co ered Information Syste without first obtaining an Authority to Operate ("ATO") for each Co ered Information System. The ATO shall be signed by the Authorizing Official for the DOJ component responsible for maintaining the security, confidentiality, integrity, and availability of the DOJ Information under this contract. The DOJ standards and requirements for obtaining an ATO may be found at DOJ Order 2640.2, as amended. (For Cloud Computing Systems, see Section V, below.)

C. Contractor shall ensure that no Non-U.S. citizen accesses or assists in the de elopment, operation, management, or maintenance of any DOJ Information System, unless a waiver has been granted by the by the DOJ Component Head (or his or her designee) responsible for the DOJ Information System, the DOJ Chief Information Officer, and the DOJ Security Officer.

D. When requested by the DOJ CO or COR, or other DOJ official as described below, in connection with DOJ's efforts to ensure compliance with security requirements and to maintain and safeguard against threats and hazards to the security, confidentiality, integrity, and a ailability of DOJ Information, Contractor shall pro ide DOJ, including the Office of Inspector General ("OIG") and Federal law enforcement components, (1) access to any and all information and records, including electronic information, regarding a Covered Information System, and (2) physical access to Contractor's facilities, installations, systems, operations, documents, records, and databases. Such access may include independent alidation testing of controls, syste penetration testing, and FISMA data re iews by DOJ or agents acting on behalf of DOJ, and such access shall be pro ided within 72 hours of the request. Additionally, Contractor shall cooperate with DOJ's efforts to ensure, maintain, and safeguard the security, confidentiality, integrity, and availability of DOJ Information.

E. The use of Contractor-owned laptops or other portable digital or electronic media to process or store DOJ Information co ered by this clause is prohibited until Contractor pro ides a letter to the DOJ CO, and obtains the CO's appro al, certifying compliance with the following requirements:

1. Media must be encrypted using a NIST FIPS 140-2 appro ed product;

2. Contractor must develop and implement a process to ensure that security and other applications software is kept up-to-date;

3. Where applicable, media must utilize anti irus software and a host-based firewall mechanism;

4. Contractor must log all computer-readable data extracts from databases holding DOJ Information and verify that each extract including such data has been erased within 90 days of extraction or that its use is still required. All DOJ Information is sensiti e information unless specifically designated as non-sensitive by the DOJ; and,

5. A Rules of Behavior ("ROB") form must be signed by users. These rules must address, at a minimum, authorized and official use, prohibition against unauthorized users and use, and the protection of DOJ Information. The form also must notify the user that he or she has no reasonable expectation of privacy regarding any communications transmitted through or data stored on Contractor-owned laptops or other portable digital or electronic media.

F. Contractor-owned removable media containing DOJ Information shall not be remo ed fro DOJ facilities without prior appro al of the DOJ CO or COR.

G. When no longer needed, all media must be processed (sanitized, degaussed, or destroyed) in accordance with DOJ security requirements.

H. Contractor must keep an accurate in entory of digital or electronic media used in the performance of DOJ contracts.

I. Contractor must remo e all DOJ Information fro Contractor media and return all such information to the DOJ within 15 days of the expiration or termination of the contract, unless otherwise extended by the CO, or wai ed (in part or whole) by the CO,

and all such information shall be returned to the DOJ in a format and form acceptable to the DOJ. The remo al and return of all DOJ Information must be accomplished in accordance with DOJ IT Security Standard requirements, and an official of the Contractor shall pro ide a written certification certifying the removal and return of all such information to the CO within 15 days of the remo al and return of all DOJ Information.

J. DOJ, at its discretion, may suspend Contractor's access to any DOJ Information, or terminate the contract, when DOJ suspects that Contractor has failed to comply with any security requirement, or in the event of an Information Syste Security Incident (see Section V.E. below), where the Department determines that either e ent gi es cause for such action. The suspension of access to DOJ Information may last until such time as DOJ, in its sole discretion, determines that the situation giving rise to such action has been corrected or no longer exists. Contractor understands that any suspension or termination in accordance with this pro ision shall be at no cost to the DOJ, and that upon request by the CO, Contractor must immediately return all DOJ Information to DOJ, as well as any media upon which DOJ Information resides, at Contractor's expense.

V. Cloud Computing

A. **Cloud Computing** means an Information Syste having the essential characteristics described in NIST SP 800-145, The NIST Definition of Cloud Computing. For the sake of this pro ision and clause, Cloud Computing includes Software as a Service, Platform as a Service, and Infrastructure as a Service, and deployment in a Pri ate Cloud, Community Cloud, Public Cloud, or Hybrid Cloud.

B. Contractor may not utilize the Cloud system of any CSP unless:

1. The Cloud syste and CSP ha e been evaluated and approved by a 3PAO certified under FedRAMP and Contractor has pro ided the most current Security Assessment Report ("SAR") to the DOJ CO for consideration as part of Contractor's o erall Syste Security Plan, and any subsequent SARs within 30 days of issuance, and has received an ATO fro the Authorizing Official for the DOJ component responsible for maintaining the security confidentiality, integrity, and availability of the DOJ Information under contract; or,

2. If not certified under FedRAMP, the Cloud Syste and CSP have recei ed an ATO signed by the Authorizing Official for the DOJ component responsible for maintaining the security, confidentiality, integrity, and a ailability of the DOJ Information under the contract.

C. Contractor must ensure that the CSP allows DOJ to access and retrie e any DOJ Information processed, stored or transmitted in a Cloud syste under this Contract within a reasonable time of any such request, but in no event less than 48 hours fro the request. To ensure that the DOJ can fully and appropriately search and retrieve DOJ Information fro the Cloud system, access shall include any schemas, meta-data, and other associated data artifacts.

VI. Information System Security Breach or Incident

A. Definitions

1. **Confirmed Security Breach** (hereinafter, "Confirmed Breach") means any confirmed unauthorized exposure, loss of control, compromise, exfiltration, manipulation, disclosure, acquisition, or accessing of any Co ered Information System or any DOJ Information accessed by, retrie able from, processed by, stored on, or transmitted within, to or fro any such system.

2. **Potential Security Breach** (hereinafter, "Potential Breach") means any suspected, but unconfirmed, Co ered Information Syste Security Breach.

3. **Security Incident** means any Confirmed or Potential Co ered Information System Security Breach.

B. Confirmed Breach. Contractor shall immediately (and in no e ent later than within 1 hour of discovery) report any Confirmed Breach to the DOJ CO and the CO's Representati e ("COR"). If the Confirmed Breach occurs outside of regular business hours and/or neither the DOJ CO nor the COR can be reached, Contractor must call DOJ-CERT at 1-866-US4-CERT (1-866-874-2378) immediately (and in no event later than within 1 hour of disco ery of the Confirmed Breach), and shall notify the CO and COR as soon as practicable.

C. Potential Breach.

1. Contractor shall report any Potential Breach within 72 hours of detection to the DOJ CO and the COR, unless Contractor has (a) completed its in estigation of the Potential Breach in accordance with its own internal policies and procedures for identification, in estigation and mitigation of Security Incidents and (b) determined that there has been no Confirmed Breach.

2. If Contractor has not made a determination within 72 hours of detection of the Potential Breach whether an Confirmed Breach has occurred, Contractor shall report the Potential Breach to the DOJ CO and COR within one-hour (i.e., 73 hours from detection of the Potential Breach). If the time by which to report the Potential Breach occurs outside of regular business hours and/or neither the DOJ CO nor the COR can be reached, Contractor must call the DOJ Computer Emergency Readiness Team (DOJ-CERT) at 1-866-US4-CERT (1-866-874-2378) within one-hour (i.e., 73 hours fro detection of the Potential Breach) and contact the DOJ CO and COR as soon as practicable.

D. Any report submitted in accordance with paragraphs (B) and (C), abo e, shall identify (1) both the Information Systems and DOJ Information in ol ed or at risk, including the type, amount, and le el of sensiti ity of the DOJ Information and, if the DOJ Information contains PII, the estimated number of unique instances of PII, (2) all steps and processes being undertaken by Contractor to minimize, remedy, and/or in estigate the Security Incident, (3) any and all other information as required by the US-CERT Federal Incident Notification Guidelines, including the functional impact, information impact, impact to reco erability, threat ector, mitigation details, and all a ailable incident details; and (4) any other information specifically requested by theDOJ. Contractor shall continue to pro ide written updates to the DOJ CO regarding the status of the Security Incident at least every three (3) calendar days until informed otherwise by the DOJ CO.

E. All determinations regarding whether and when to notify individuals and/or federal agencies potentially affected by a Security Incident will be made by DOJ senior officials or the DOJ Core Management Tea at DOJ's discretion.

F. Upon notification of a Security Incident in accordance with this section, Contractor must provide to DOJ full access to any affected or potentially affected facility and/or Information System, including access by the DOJ OIG and Federal law enforcement organizations, and undertake any and all response actions DOJ determines are required to ensure the protection of DOJ Information, including pro iding all requested images, log files, and event information to facilitate rapid resolution of any Security Incident.

G. DOJ, at its sole discretion, may obtain, and Contractor will permit, the assistance of other federal agencies and/or third party contractors or firms to aid in response acti ities related to any Security Incident. Additionally, DOJ, at its sole discretion, may require Contractor to retain, at Contractor's expense, a Third Party Assessing Organization (3PAO), acceptable to DOJ, with expertise in incident response, compromise assessment, and federal security control requirements, to conduct a thorough ulnerability and security assessment of all affected Information Systems.

H. Response acti ities related to any Security Incident undertaken by DOJ, including acti ities undertaken by Contractor, other federal agencies, and any third-party contractors or firms at the request or direction of DOJ, may include inspections, in estigations, forensic re iews, data analyses and processing, and final determinations of responsibility for the Security Incident and/or liability for any additional response acti ities. Contractor shall be responsible for all costs and related resource allocations required for all such response acti ities related to any Security Incident, including the cost of any penetration testing.

VII. Personally Identifiable Information Notification Requirement

Contractor certifies that it has a security policy in place that contains procedures to promptly notify any indi idual whose Personally Identifiable Information ("PII") was, or is reasonably determined by DOJ to ha e been, compromised. Any notification shall be coordinated with the DOJ CO and shall not proceed until the DOJ has made a determination that notification would not impede a law enforcement investigation or jeopardize national security. The method and content of any notification by Contractor shall be coordinated with, and subject to the approval of, DOJ. Contractor shall be responsible for taking corrective action consistent with DOJ Data Breach Notification Procedures and as directed by the DOJ CO, including all costs and expenses associated with such correcti e action, which may include providing credit monitoring to any indi iduals whose PII was actually or potentially compromised.

VIII. Pass-through of Security Requirements to Subcontractors and CSPs

The requirements set forth in the preceding paragraphs of this clause apply to all subcontractors and CSPs who perform work in connection with this Contract, including any CSP providing services for any other CSP under this Contract, and Contractor shall flow down this clause to all subcontractors and CSPs performing under this contract. Any breach by any subcontractor or CSP of any of the pro isions set forth in this clause will be attributed to Contractor.

52.216-19 Order Limitations (Oct 1995)

(a) Minimu order. When the Government requires supplies or services covered by this contract in an amount of less than one for any single item listed on the SF 1449 in Blocks 19-24, the Go ernment is not obligated to purchase, nor is the Contractor obligated to furnish, those supplies or services under the contract.

(b) Maximum order. The Contractor is not obligated to honor--

(1) Any order for a single ite in excess of the estimated quantities identified on the SF 1449 (Block 21, Quantity) within the current contract performance period;

(2) Any order for a combination of items in excess of the estimated quantities identified on the SF 1449 (Block 21, Quantity) within the current contract performance period; or

(3) A series of orders fro the same ordering office within 30 days that together call for quantities exceeding the limitation in paragraph (b)(1) or (2) of this section.

(c) If this is a requirements contract (*i.e.*, includes the Requirements clause at subsection 52.216-21 of the Federal Acquisition Regulation (FAR)), the Go ernment is not required to order a part of any one requirement fro the Contractor if that requirement exceeds the maximum-order limitations in paragraph (b) of this section.

(d) Notwithstanding paragraphs (b) and (c) of this section, the Contractor shall honor any order exceeding the maximum order limitations in paragraph (b), unless that order (or orders) is returned to the ordering office within 7 days after issuance, with written notice stating the Contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Go ernment may acquire the supplies or services fro another source.

(End of clause)

52.216-18 Ordering (Oct 1995)

(a) Any supplies and services to be furnished under this contract shall be ordered by issuance of delivery orders or task orders by the individuals or activities designated in the Schedule. Such orders may be issued from the first day through the last day of the contract's effective period.

(b) All delivery orders or task orders are subject to the terms and conditions of this contract. In the event of conflict between a delivery order or task order and this contract, the contract shall control.

(c) If mailed, a delivery order or task order is considered "issued" when the Government deposits the order in the mail. Orders may be issued orally, by facsimile, or by electronic commerce methods only if authorized in the Schedule.

(End of clause)

52.217-8 Option to Extend Services (Nov 1999)

The Government may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The Contracting Officer may exercise the option by written notice to the Contractor within the current contract period.
#
(End of clause)

52.204-21 Basic Safeguarding of Covered Contractor Information Systems (June 2016)

(a) *Definitions*. As used in this clause--

Covered contractor information system means an information syste that is owned or operated by a contractor that processes, stores, or transmits Federal contract information.

Federal contract information means information, not intended for public release, that is provided by or generated for the Go ernment under a contract to de elop or deliver a product or service to the Go ernment, but not including information provided by the Go ernment to the public (such as on public Web sites) or simple transactional information, such as necessary to process payments.

Information means any communication or representation of knowledge such as facts, data, or opinions, in any mediu or form, including textual, numerical, graphic, cartographic, narrative, or audio isual (Committee on National Security Systems Instruction (CNSSI) 4009).

Information system means a discrete set of information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of information (44 U.S.C. 3502).

Safeguarding means measures or controls that are prescribed to protect information systems.

(b) *Safeguarding requirements and procedures*. (1) The Contractor shall apply the following basic safeguarding requirements and procedures to protect co ered contractor information systems. Requirements and procedures for basic safeguarding of co ered contractor information systems shall include, at a minimum, the following security controls:

(i) Limit information syste access to authorized users, processes acting on behalf of authorized users, or de ices (including other information systems).

(ii) Limit information syste access to the types of transactions and functions that authorized users are permitted to execute.

(iii) Verify and control/limit connections to and use of external information systems.

(i) Control information posted or processed on publicly accessible information systems.

( ) Identify information syste users, processes acting on behalf of users, or devices.

(i) Authenticate (or erify) the identities of those users, processes, or devices, as a prerequisite to allowing access to organizational information systems.

(ii) Sanitize or destroy information syste media containing Federal Contract Information before disposal or release for reuse.

(iii) Limit physical access to organizational information systems, equipment, and the respecti e operating environments to authorized indi iduals.

(ix) Escort isitors and monitor isitor activity; maintain audit logs of physical access; and control and manage physical access de ices.

(x) Monitor, control, and protect organizational communications (*i.e.*, information transmitted or reci ed by organizational information systems) at the external boundaries and key internal boundaries of the information systems.

(xi) Implement subnetworks for publicly accessible syste components that are physically or logically separated fro internal networks.

(xii) Identify, report, and correct information and information system flaws in a timely manner.

(xiii) Provide protection fro malicious code at appropriate locations within organizational information systems.

(xi) Update malicious code protection mechanisms when new releases are available.

(xv) Perform periodic scans of the information syste and real-time scans of files from external sources as files are downloaded, opened, or executed.

(2) *Other requirements*. This clause does not relie e the Contractor of any other specific safeguarding requirements specified by Federal agencies and departments relating to co ered contractor information systems generally or other Federal safeguarding requirements for controlled unclassified information (CUI) as established by Executi e Order 13556.

(c) *Subcontracts.* The Contractor shall include the substance of this clause, including this paragraph (c), in subcontracts under this contract (including subcontracts for the acquisition of commercial items, other than commercially a ailable off-the-shelf items), in which the subcontractor may ha e Federal contract information residing in or transiting through its information system.

(End of clause)

52.216-21 Requirements (Oct 1995)

(a) This is a requirements contract for the supplies or services specified, and effective for the period stated, in the Schedule. The quantities of supplies or services specified in the Schedule are estimates only and are not purchased by this contract. Except as this contract may otherwise provide, if the Government's requirements do not result in orders in the quantities described as "estimated" or "maximum" in the Schedule, that fact shall not constitute the basis for an equitable price adjustment.

(b) Delivery or performance shall be made only as authorized by orders issued in accordance with the Ordering clause. Subject to any limitations in the Order Limitations clause or elsewhere in this contract, the Contractor shall furnish to the Government all supplies or services specified in the Schedule and called for by orders issued in accordance with the Ordering clause. The Government may issue orders requiring delivery to multiple destinations or performance at multiple locations.

(c) Except as this contract otherwise provides, the Government shall order from the Contractor all the supplies or services specified in the Schedule that are required to be purchased by the Government activity or activities specified in the Schedule.

(d) The Government is not required to purchase from the Contractor requirements in excess of any limit on total orders under this contract.

(e) If the Government urgently requires delivery of any quantity of an item before the earliest date that delivery may be specified under this contract, and if the Contractor will not accept an order providing for the accelerated delivery, the Government may acquire the urgently required goods or services from another source.

(f) Any order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order. The contract shall govern the Contractor's and Government's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; provided, that the Contractor shall not be required to make any deliveries under this contract after the last day of the contract's effective period.

(End of clause)

52.217-9 Option to Extend the Term of the Contract (Mar 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within the current contract period; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days *[60 days unless a different number of days is inserted]* before the contract expires. The preliminary notice does not commit the Government to an extension.
#
(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.
#
(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed five years (excluding the exercise of any option under the clause 52.217-8, Option to Extend Services).
#
(End of clause)

52.232-19 Availability Of Funds For The Next Fiscal Year (Apr 1984)

Funds are not presently a ailable for performance under this contract beyond September 30 of the base year or any option year exercised. The Government's obligation for performance of this contract beyond that date is contingent upon the a ailability of appropriated funds fro which payment for contract purposes can be made. No legal liability on the part of the Government for any

payment may arise for performance under this contract beyond September 30 of the base year or any option year exercised, until funds are made a ailable to the Contracting Officer for performance and until the Contractor receives notice of a ailability, to be confirmed in writing by the Contracting Officer.

(End of clause)

52.232-18 A ailability Of Funds (Apr 1984)

Funds are not presently available for this contract. The Government's obligation under this contract is contingent upon the availability of appropriated funds from which payment for contract purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are made available to the Contracting Officer for this contract and until the Contractor receives notice of such availability, to be confirmed in writing by the Contracting Officer.

(End of clause)

BOP 2852.242-71 EVALUATION OF CONTRACTOR PERFORMANCE UTILIZING CPARS (APR 2011)

The services, although not directly supervised, shall be reviewed by Federal Bureau of Prisons (BOP) staff to ensure contract compliance. The contractor's performance will be evaluated in accordance with FAR 42.15. Contract monitoring reports will be prepared by the Contacting Officer's Representative (COR) and maintained in the contract file.

In accordance with FAR 42.1502 and 42.1503, agencies shall prepare an evaluation of contractor performance and submit it to the Past Performance Information Retrieval System (PPIRS). The BOP utilizes the Department of Defense (DOD) web-based Contractor Performance Assessment Reporting System (CPARS) to provide contractor performance evaluations. The contractor shall provide and maintain a current e-mail address throughout the life of the contract. The contractor will receive an e-mail from the Focal Point thru the following website address webptsmh@navy.milwhen the contract is registered in CPARS. The e-mail will contain a "user ID" and temporary password to register in the CPARS system. The contractor must be registered to access and review its evaluation and/or provide a response. If assistance is required when registering, please contact the Contracting Staff/Focal Point.

(End of Clause)

52.237-7 Indemnification and Medical Liability Insurance (Jan 1997)

(a) It is expressly agreed and understood that this is a nonpersonal services contract, as defined in Federal Acquisition Regulation (FAR) 37.101, under which the professional services rendered by the Contractor are rendered in its capacity as an independent contractor. The Go ernment may e aluate the quality of professional and administrati e services pro ided, but retains no control o er professional aspects of the services rendered, including by example, the Contractor's professional medical judgment, diagnosis, or specific medical treatments. The Contractor shall be solely liable for and expressly agrees to indemnify the Go ernment with respect to any liability producing acts or omissions by it or by its employees or agents. The Contractor shall maintain during the term of this contract liability insurance issued by a responsible insurance carrier of not less than the following amount(s) per specialty per occurrence: *$1 million.

(b) An apparently successful offeror, upon request by the Contracting Officer, shall furnish prior to contract award evidence of its insurability concerning the medical liability insurance required by paragraph (a) of this clause.

(c) Liability insurance may be on either an occurrences basis or on a claims-made basis. If the policy is on a claims-made basis, an extended reporting endorsement (tail) for a period of not less than 3 years after the end of the contract term must also be pro ided.

(d) E idence of insurance documenting the required coverage for each health care pro ider who will perform under this contract shall be pro ided to the Contracting Officer prior to the commencement of services under this contract. If the insurance is on a claims-made

basis and e idence of an extended reporting endorsement is not pro ided prior to the commencement of services, e idence of such endorsement shall be provided to the Contracting Officer prior to the expiration of this contract. Final payment under this contract shall be withheld until e idence of the extended reporting endorsement is pro ided to the Contracting Officer.

(e) The policies e idencing required insurance shall also contain an endorsement to the effect that any cancellation or material change ad ersely affecting the Go ernment's interest shall not be effecti e until 30 days after the insurer or the Contractor gi es written notice to the Contracting Officer. If, during the performance period of the contract the Contractor changes insurance pro iders, the Contractor must provide e idence that the Go ernment will be indemnified to the limits specified in paragraph (a) of this clause, for the entire period of the contract, either under the new policy, or a combination of old and new policies.

(f) The Contractor shall insert the substance of this clause, including this paragraph (f), in all subcontracts under this contract for health care services and shall require such subcontractors to pro ide e idence of and maintain insurance in accordance with paragraph (a) of this clause. At least 5 days before the commencement of work by any subcontractor, the Contractor shall furnish to the Contracting Officer evidence of such insurance.

* Contracting Officer insert the dollar value(s) of standard coverage(s) pre ailing within the local community as to the specific medical specialty, or specialties, concerned, or such higher amount as the Contracting Officer deems necessary to protect the Go ernment's interests.

(End of clause)

52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executi e Orders-Commercial Items (Jun 2020)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(2) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).

(3) 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (Aug 2019) (Section 889(a)(1)(A) of Pub. L. 115-232).

(4) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015).

(5) 52.233-3, Protest After Award (Aug 1996) (31 U.S.C. 3553).

(6) 52.233-4, Applicable Law for Breach of Contract Claim (Oct 2004)(Public Laws 108-77 and 108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

[*Contracting Officer check as appropriate.*]

X (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Jun 2020), with Alternate I (Oct 1995) (41 U.S.C. 4704 and 10 U.S.C. 2402).

__ (2) 52.203-13, Contractor Code of Business Ethics and Conduct (Jun 2020) (41 U.S.C. 3509)).

__ (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (June 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)

X (4) 52.204-10, Reporting Executive Compensation and First-Tier Subcontract Awards (Jun 2020) (Pub. L. 109-282) (31 U.S.C. 6101 note).

__ (5) [Reserved].

__ (6) 52.204-14, Service Contract Reporting Requirements (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).

X (7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Deli ery Contracts (Oct 2016) (Pub. L. 111-117, section 743 of Di . C).

X (8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment. (Jun 2020) (31 U.S.C. 6101 note).

X (9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (Oct 2018) (41 U.S.C. 2313).

__ (10) [Reserved].

__ (11)(i) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (Mar 2020) (15 U.S.C. 657a).

__ (ii) Alternate I (Mar 2020) of 52.219-3.

X (12)(i) 52.219-4, Notice of Price E aluation Preference for HUBZone Small Business Concerns (Mar 2020) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

__ (ii) Alternate I (Mar 2020) of 52.219-4.

__ (13) [Reserved]

__ (14)(i) 52.219-6, Notice of Total Small Business Set-Aside (Mar 2020) (15 U.S.C. 644).

__ (ii) Alternate I (Mar 2020).

__ (15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (Mar 2020) (15 U.S.C. 644).

__ (ii) Alternate I (Mar 2020) of 52.219-7.

X (16) 52.219-8, Utilization of Small Business Concerns (Oct 2018) (15 U.S.C. 637(d)(2) and (3)).

X (17)(i) 52.219-9, Small Business Subcontracting Plan (Jun 2020) (15 U.S.C. 637(d)(4)).

__ (ii) Alternate I (No 2016) of 52.219-9.

__ (iii) Alternate II (No 2016) of 52.219-9.

__ (i) Alternate III (Jun 2020) of 52.219-9.

__ ( ) Alternate IV (Jun 2020) of 52.219-9.

__ (18) 52.219-13, Notice of Set-Aside of Orders (Mar 2020) (15 U.S.C. 644(r)).

X (19) 52.219-14, Limitations on Subcontracting (Mar 2020) (15 U.S.C. 637(a)(14)).

__ (20) 52.219-16, Liquidated Damages--Subcon-tracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).

__ (21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (Mar 2020) (15 U.S.C. 657f).

X (22)(i) 52.219-28, Post Award Small Business Progra Rerepresentation (Mar 2020) (15 U.S.C. 632(a)(2)).

__ (ii) Alternate I (Mar 2020) of 52.219-28.

__ (23) 52.219-29, Notice of Set-Aside for, or Sole Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (Mar 2020) (15 U.S.C. 637(m)).

__ (24) 52.219-30, Notice of Set-Aside for, or Sole Source Award to, Women-Owned Small Business Concerns Eligible Under the Women-Owned Small Business Progra (Mar 2020) (15 U.S.C. 637(m)).

__ (25) 52.219-32, Orders Issued Directly Under Small Business Reserves (Mar 2020) (15 U.S.C. 644(r)).

__ (26) 52.219-33, Nonmanufacturer Rule (Mar 2020) (15 U.S.C. 637(a)(17)).

X (27) 52.222-3, Con ict Labor (June 2003) (E.O. 11755).

X (28) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (Jan 2020) (E.O. 13126).

X (29) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).

X (30)(i) 52.222-26, Equal Opportunity (Sept 2016) (E.O. 11246).

__ (ii) Alternate I (Feb 1999) of 52.222-26.

X (31)(i) 52.222-35, Equal Opportunity for Veterans (Jun 2020)(38 U.S.C. 4212).

__ (ii) Alternate I (July 2014) of 52.222-35.

__ (32)(i) 52.222-36, Equal Opportunity for Workers with Disabilities (Jun 2020) (29 U.S.C. 793).

__ (ii) Alternate I (July 2014) of 52.222-36.

X (33) 52.222-37, Employment Reports on Veterans (Jun 2020) (38 U.S.C. 4212).

X (34) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496).

X (35)(i) 52.222-50, Combating Trafficking in Persons (Jan 2019) (22 U.S.C. chapter 78 and E.O. 13627).

__ (ii) Alternate I (Mar 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O. 13627).

X (36) 52.222-54, Employment Eligibility Verification (Oct 2015). (Executi e Order 12989). (Not applicable to the acquisition of commercially a ailable off-the-shelf items or certain other types of commercial items as prescribed in 22.1803.)

__ (37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Items (May 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

__ (ii) Alternate I (May 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially a ailable off-the-shelf items.)

__ (38) 52.223-11, Ozone-Depleting Substances and High Global rming Potential Hydrofluorocarbons (Jun 2016) (E.O. 13693).

__ (39) 52.223-12, Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (Jun 2016) (E.O. 13693).

__ (40)(i) 52.223-13, Acquisition of EPEAT®-Registered Imaging Equipment (Jun 2014) (E.O.s 13423 and 13514).

__ (ii) Alternate I (Oct 2015) of 52.223-13.

__ (41)(i) 52.223-14, Acquisition of EPEAT®-Registered Tele isions (Jun 2014) (E.O.s 13423 and 13514).

__ (ii) Alternate I (Jun 2014) of 52.223-14.

__ (42) 52.223-15, Energy Efficiency in Energy-Consuming Products (Dec 2007) (42 U.S.C. 8259b).

__ (43)(i) 52.223-16, Acquisition of EPEAT®-Registered Personal Computer Products (Oct 2015) (E.O.s 13423 and 13514).

__ (ii) Alternate I (Jun 2014) of 52.223-16.

X (44) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging While Dri ing (Jun 2020) (E.O. 13513).

__ (45) 52.223-20, Aerosols (Jun 2016) (E.O. 13693).

__ (46) 52.223-21, Foams (Jun 2016) (E.O. 13693).

X (47)(i) 52.224-3, Pri acy Training (Jan 2017) (5 U.S.C. 552a).

__ (ii) Alternate I (Jan 2017) of 52.224-3.

__ (48) 52.225-1, Buy American--Supplies (May 2014) (41 U.S.C. chapter 83).

__ (49)(i) 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act (May 2014) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43.

__ (ii) Alternate I (May 2014) of 52.225-3.

__ (iii) Alternate II (May 2014) of 52.225-3.

__ (i) Alternate III (May 2014) of 52.225-3.

__ (50) 52.225-5, Trade Agreements (Oct 2019) (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

X (51) 52.225-13, Restrictions on Certain Foreign Purchases (June 2008) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

__ (52) 52.225-26, Contractors Performing Pri ate Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

__ (53) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (No 2007) (42 U.S.C. 5150).

__ (54) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (No 2007) (42 U.S.C. 5150).

__ (55) 52.229-12, Tax on Certain Foreign Procurements (Jun 2020).

__ (56) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

__ (57) 52.232-30, Installment Payments for Commercial Items (Jan 2017) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

X (58) 52.232-33, Payment by Electronic Funds Transfer--System for Award Management (Oct 2018) (31 U.S.C. 3332).

__ (59) 52.232-34, Payment by Electronic Funds Transfer--Other than Syste for Award Management (Jul 2013) (31 U.S.C. 3332).

X (60) 52.232-36, Payment by Third Party (May 2014) (31 U.S.C. 3332).

__ (61) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).

X (62) 52.242-5, Payments to Small Business Subcontractors (Jan 2017)(15 U.S.C. 637(d)(13)).

__ (63)(i) 52.247-64, Preference for Pri ately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631).

__ (ii) Alternate I (Apr 2003) of 52.247-64.

__ (iii) Alternate II (Feb 2006) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement pro isions of law or Executive orders applicable to acquisitions of commercial items:

[*Contracting Officer check as appropriate.*]

__ (1) 52.222-41, Service Contract Labor Standards (Aug 2018) (41 U.S.C. chapter 67).

__ (2) 52.222-42, Statement of Equi alent Rates for Federal Hires (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

__ (3) 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (Multiple Year and Option Contracts) (Aug 2018) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

__ (4) 52.222-44, Fair Labor Standards Act and Service Contract Labor Standards--Price Adjustment (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

__ (5) 52.222-51, Exemption fro Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67).

__ (6) 52.222-53, Exemption fro Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67).

__ (7) 52.222-55, Minimu ges Under Executi e Order 13658 (Dec 2015).

__ (8) 52.222-62, Paid Sick Lea e Under Executive Order 13706 (Jan 2017) (E.O. 13706).

__ (9) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (Jun 2020) (42 U.S.C. 1792).

(d) *Comptroller General Examination of Record.* The Contractor shall comply with the pro isions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, as defined in FAR 2.101, on the date of award of this contract and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representati e of the Comptroller General, shall ha e access to and right to examine any of the Contractor's directly pertinent records invol ing transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other e idence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made a ailable until such appeals, litigation, or claims are finally resol ed.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e)(1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c), and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1) in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause--

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (Jun 2020) (41 U.S.C. 3509).

(ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor pro isions in subsequent appropriations acts (and as extended in continuing resolutions)).

(iii) 52.204-23, Prohibition on Contracting for Hardware, Software, and Services Developed or Pro ided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).

(i) 52.204–25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment. (Aug 2019) (Section 889(a)(1)(A) of Pub. L. 115-232).

( ) 52.219-8, Utilization of Small Business Concerns (Oct 2018) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds the applicable threshold specified in FAR 19.702(a) on the date of subcontract award, the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(i) 52.222-21, Prohibition of Segregated Facilities (Apr 2015)

(ii) 52.222-26, Equal Opportunity (Sept 2016) (E.O. 11246).

(iii) 52.222-35, Equal Opportunity for Veterans (Jun 2020) (38 U.S.C. 4212).

(ix) 52.222-36, Equal Opportunity for Workers with Disabilities (Jun 2020) (29 U.S.C. 793).

(x) 52.222-37, Employment Reports on Veterans (Jun 2020) (38 U.S.C. 4212)

(xi) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

(xii) 52.222-41, Service Contract Labor Standards (Aug 2018) (41 U.S.C. chapter 67).

(xiii) (A) 52.222-50, Combating Trafficking in Persons (Jan 2019) (22 U.S.C. chapter 78 and E.O 13627).

(B) Alternate I (Mar 2015) of 52.222-50 (22 U.S.C. chapter 78 and E.O 13627).

(xi) 52.222-51, Exemption fro Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (May 2014) (41 U.S.C. chapter 67).

(xv) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services-Requirements (May 2014) (41 U.S.C. chapter 67).

(xvi) 52.222-54, Employment Eligibility Verification (Oct 2015) (E.O. 12989).

(xvii) 52.222-55, Minimum ges Under Executive Order 13658 (Dec 2015).

(xviii) 52.222-62, Paid Sick Lea e Under Executive Order 13706 (Jan 2017) (E.O. 13706).

(xix)(A) 52.224-3, Pri acy Training (Jan 2017) (5 U.S.C. 552a).

(B) Alternate I (Jan 2017) of 52.224-3.

(xx) 52.225-26, Contractors Performing Pri ate Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

(xxi) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (Jun 2020) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.

(xxii) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx. 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the Contractor may include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

(End of clause)

Section 4 - List of Attachments

Identifier	Title	Number of Pages
1	Statement of Work	14
3	Whistle Blower Information	2

LIST OF VACANT BOP POSITIONS (as of 06/16/2023) WITH CORRESPONDING APPLICANT TOTALS

Created by WSES/HRMD (7/19/2023)

Note: PROJ IN shows selections made (as of 06/16/23) though the employee is not yet in position.

Source: Staffing & Strength Report (PP11-2023) except Applicant on Certificate totals which came from HR Servicing Center (Grand Prairie).

FAC CODE	FACILITY	FUND TYPE	POSITION	PP-SERIES-GR	VACANT	PROJ IN	OUT	APPLICANTS ON CERTIFICATES
ADM	CENTRAL OFFICE - ADM	TRUST FUND	ACCTG STUD TR	GS-0599-05	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	ADM OFFCR	GS-0341-11	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	ADMV ASST	GS-0303-07	1	0	0	5
ADM	CENTRAL OFFICE - ADM	S&E	ASST DIR.	ES-0341-00	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	BLDG MGMT SPECLST	GS-1176-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH OFFC OF FIN	GS-0501-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH TRULINCS APPS & OPS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH TRULINCS IT SEC	GS-2210-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH, ACCTG SYS & POL	GS-0510-14	1	1	0	5
ADM	CENTRAL OFFICE - ADM	S&E	CH, ADMV SUPRT SEC	GS-0006-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH, BUDG EXECUTION	GS-0560-15	1	0	0	26
ADM	CENTRAL OFFICE - ADM	S&E	CH, CAPACITY PLANNING BRANCH	GS-0006-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH, SVS DVLPMT & TRNG	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CLER ST TR	GS-0399-05	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	COMPR SECUR SPECLST	GS-2210-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	COMPR SPECLST	GS-2210-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	COMPR SPECLST	GS-2210-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	CONST REPR	GS-0809-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	CONST REPR	GS-0809-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	4	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-14	1	0	1	4
ADM	CENTRAL OFFICE - ADM	TRUST FUND	DEP CH, TRUST FUND BRANCH FIELD OPERATIONS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	DEP CH, TRUST FUND BRANCH OPERATIONS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	FINANCIAL PROGRAM SPECIALIST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FINANCL SPECLST	GS-0501-12	1	0	0	2
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL MGMT INTERN	GS-0599-05	2	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL PROG SPECLST	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL PROGRAM SPECLST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	4
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	4	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	10	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	7	1	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	FNANCL SPECLST	GS-0501-13	1	0	0	13
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SYST ADMIN	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	INF TECHNOLGY SPECLST	GS-2210-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	INVENT MGMT SPECLST	GS-2010-09	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	IT SECURITY AND AUDIT COMPLNC SPECLST	GS-2210-13	3	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	LEAD TELECOMMUN SPECLST	GS-0391-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	MECHCL ENGR	GS-0830-13	1	0	0	3
ADM	CENTRAL OFFICE - ADM	S&E	MGMT & PROG ANAL	GS-0343-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	MGMT ANAL	GS-0343-12	1	0	0	8
ADM	CENTRAL OFFICE - ADM	S&E	MGMT ANAL	GS-0343-11	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	MGMT ANAL	GL-0343-09	2	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	MGMT ASST	GS-0344-07	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	PROP DISPOS OFFCR	GS-1104-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	REGNL TRUST FUND ADMR	GS-0301-13	3	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SECY	GS-0318-07	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SENIOR PROCUREMENT ADVISOR	GS-1102-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SR BUDG ANAL	GS-0560-14	1	0	0	28
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR BUDG ANLST	GS-0560-13	1	1	0	
ADM	CENTRAL OFFICE - ADM	B&F	SR CONTR SPECLST	GS-1102-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SR CONTRCTG OFFCR	GS-1102-13	1	1	0	53
ADM	CENTRAL OFFICE - ADM	S&E	SR CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR ITSPEC	GS-2210-13	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPPLY MGMT SPEC	GS-2003-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPV ACCTNT	GS-0510-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPV FNANCL SPECLST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPVRY OPERTG ACCTNT	GS-0510-13	1	0	0	6
ADM	CENTRAL OFFICE - ADM	B&F	SUPVY CONST REPR	GS-0809-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SYS ACCTNT	GS-0510-13	1	0	0	3
ADM	CENTRAL OFFICE - ADM	S&E	SYS ACCTNT	GS-0510-13	7	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	TRAFF MGMT SPECLST	GS-2130-09	1	0	0	3
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	1	0	0	

ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	UTIL PROG MGR	GS-1640-13	2	0	0	
ALD	FPC ALDERSON	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	4
ALD	FPC ALDERSON	S&E	CHAPLAIN	GS-0060-12	2	0	0	0
ALD	FPC ALDERSON	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
ALD	FPC ALDERSON	S&E	COOK FRMN	WS-7404-08	1	1	1	1
ALD	FPC ALDERSON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
ALD	FPC ALDERSON	S&E	DRUG ABUSE PROG COORD - MAT	GS-0180-13	1	0	0	
ALD	FPC ALDERSON	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
ALD	FPC ALDERSON	S&E	HVAC FRMN	WS-5306-09	1	1	0	
ALD	FPC ALDERSON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
ALD	FPC ALDERSON	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	2	0	0	
ALD	FPC ALDERSON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
ALD	FPC ALDERSON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
ALD	FPC ALDERSON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
ALD	FPC ALDERSON	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
ALD	FPC ALDERSON	S&E	SR OFFCR SPECLST	GL-0007-08	4	1	0	
ALD	FPC ALDERSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALD	FPC ALDERSON	TRUST FUND	TRUST FUND SPECLST	GS-0301-09	1	1	0	
ALD	FPC ALDERSON	S&E	WARDEN	GS-0006-15	1	1	0	
ALI	FCI ALICEVILLE	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
ALI	FCI ALICEVILLE	S&E	CAPTAIN'S SECY	GS-0318-06	1	1	0	
ALI	FCI ALICEVILLE	S&E	CH PHARMACIST	GS-0660-12	1	0	0	
ALI	FCI ALICEVILLE	S&E	CLNCL DIR	GP-0602-15	1	0	1	1
ALI	FCI ALICEVILLE	S&E	COMPR SPECLST	GS-2210-11	2	0	0	
ALI	FCI ALICEVILLE	S&E	CORRECTNL CNSLR	GS-0007-09	2	1	0	
ALI	FCI ALICEVILLE	S&E	DNTL OFFCR	GP-0680-13	1	0	0	
ALI	FCI ALICEVILLE	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	16
ALI	FCI ALICEVILLE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
ALI	FCI ALICEVILLE	S&E	FINANCL SPECLST	GS-0501-09	1	1	0	
ALI	FCI ALICEVILLE	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	2
ALI	FCI ALICEVILLE	S&E	LT	GS-0007-11	2	0	0	
ALI	FCI ALICEVILLE	S&E	LT	GS-0007-09	2	0	0	
ALI	FCI ALICEVILLE	S&E	MEDICATION TECHNCN	GS-0640-06	1	0	0	3
ALI	FCI ALICEVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
ALI	FCI ALICEVILLE	S&E	RESOLVE COORDINATOR	GS-0180-13	1	0	1	1
ALI	FCI ALICEVILLE	S&E	SAFETY ADMR	GS-0018-12	1	1	0	
ALI	FCI ALICEVILLE	S&E	SOC SCI STUD TR	GS-0101-05	1	0	0	
ALI	FCI ALICEVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	28	1	0	
ALI	FCI ALICEVILLE	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
ALI	FCI ALICEVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALI	FCI ALICEVILLE	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	3
ALI	FCI ALICEVILLE	S&E	TCHR	GS-1710-11	1	0	0	2
ALI	FCI ALICEVILLE	S&E	UNIT SECY	GS-0318-06	1	0	0	
ALI	FCI ALICEVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ALI	FCI ALICEVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	7
ALI	FCI ALICEVILLE	S&E	WHSE WRKR FRMN	WS-6907-04	2	1	0	
ALM	FCC ALLENWOOD	S&E	ADVANCED CL PSYCH	GS-0180-13	1	0	0	1
ALM	FCC ALLENWOOD	S&E	ADVANCED CL PSYCH (SECURE ADMN)	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
ALM	FCC ALLENWOOD	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
ALM	FCC ALLENWOOD	S&E	CHALLENGE PROG PSYCH	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	COMPLEX FACTORY FRMN	WS-4601-08	1	1	0	
ALM	FCC ALLENWOOD	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	15
ALM	FCC ALLENWOOD	PHS	DENTAL OFFICER	CC-0680-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	12
ALM	FCC ALLENWOOD	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	DRUG ABUSE PROG COORD (MAT)	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	EMP DVLPMT MGR	GS-0201-13	1	0	1	25
ALM	FCC ALLENWOOD	S&E	EMP DVLPMT SPECLST	GS-0201-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	HLTH INF TECHNCN	GL-0675-07	1	1	0	
ALM	FCC ALLENWOOD	S&E	HR INTERN	GL-0299-05	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	INDL PROP MGMT SPECLST	GS-1101-12	1	0	0	
ALM	FCC ALLENWOOD	S&E	INF RECPTNST	GL-0304-04	1	0	0	6
ALM	FCC ALLENWOOD	S&E	INF RECPTNST	GL-0304-04	1	0	0	
ALM	FCC ALLENWOOD	S&E	INST HRG PROG ASST	GL-0303-07	1	0	0	
ALM	FCC ALLENWOOD	S&E	LT	GS-0007-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	LT	GS-0007-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	1	4
ALM	FCC ALLENWOOD	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	1	10
ALM	FCC ALLENWOOD	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	9

ALM	FCC ALLENWOOD	S&E	PHYSCN ASST	GS-0603-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	3	1	0	33
ALM	FCC ALLENWOOD	S&E	PSYCHLGY STUD TR	GS-0199-07	2	0	0	
ALM	FCC ALLENWOOD	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	3
ALM	FCC ALLENWOOD	UNICOR	QUAL ASSRNC SPECLST	GS-1910-11	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	RECYCLING FACTORY TECHNCN	GS-0303-09	2	0	0	
ALM	FCC ALLENWOOD	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ALM	FCC ALLENWOOD	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ALM	FCC ALLENWOOD	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	SOC WRKR	GS-0185-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	SOC WRKR	GS-0185-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	2
ALM	FCC ALLENWOOD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	3	0	0	
ALM	FCC ALLENWOOD	S&E	SR CLC ATTY	GS-0905-14	1	1	0	
ALM	FCC ALLENWOOD	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
ALM	FCC ALLENWOOD	S&E	SR OFFCR SPECLST	GL-0007-08	61	2	0	2
ALM	FCC ALLENWOOD	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALM	FCC ALLENWOOD	S&E	SUPVY RECR SPECLST (INST)	GS-0188-11	1	1	0	7
ALM	FCC ALLENWOOD	S&E	TCHR	GS-1710-11	1	1	0	3
ALM	FCC ALLENWOOD	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
ALM	FCC ALLENWOOD	S&E	UNIT SECY	GL-0318-06	1	1	0	
ALM	FCC ALLENWOOD	S&E	UNIT SECY	GL-0318-06	1	0	0	
ALM	FCC ALLENWOOD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	3
ALM	FCC ALLENWOOD	S&E	VOCTNL TRNG INSTRU (CULINARY)	GS-1712-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	WARDEN	GS-0006-15	1	1	0	
ALM	FCC ALLENWOOD	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ALM	FCC ALLENWOOD	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ASH	FCI ASHLAND	S&E	ADMV ASST	GL-0303-07	1	0	0	
ASH	FCI ASHLAND	S&E	ASST FOOD SRVC ADMR	GL-1667-11	1	1	0	
ASH	FCI ASHLAND	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	17
ASH	FCI ASHLAND	S&E	CLNCL PSYCH	GS-0180-12	1	0	0	
ASH	FCI ASHLAND	S&E	ENVRNMTL COMPLNC SPECLST	GS-0018-13	1	0	0	
ASH	FCI ASHLAND	S&E	LT	GS-0007-11	3	1	0	
ASH	FCI ASHLAND	S&E	MID-LEVEL PRACTITIONER	GL-0610-09	1	0	0	
ASH	FCI ASHLAND	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
ASH	FCI ASHLAND	UNICOR	PROC IMPRVMT SPECLST	GS-1101-13	1	0	0	
ASH	FCI ASHLAND	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
ASH	FCI ASHLAND	S&E	RECR SPECLST	GL-0188-09	1	0	0	
ASH	FCI ASHLAND	S&E	RECR SUPVR	GS-0188-11	1	1	0	
ASH	FCI ASHLAND	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	
ASH	FCI ASHLAND	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ASH	FCI ASHLAND	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	
ASH	FCI ASHLAND	S&E	SUPVR OF EDUC	GS-1710-12	1	1	1	3
ASH	FCI ASHLAND	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	4
ASH	FCI ASHLAND	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
ASH	FCI ASHLAND	S&E	UNIT MGR	GS-0006-12	1	1	0	9
ASH	FCI ASHLAND	UNICOR	WHSE WRKR FRMN	WS-6907-05	1	0	0	
ASH	FCI ASHLAND	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
ASH	FCI ASHLAND	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	7
ATL	USP ATLANTA	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
ATL	USP ATLANTA	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
ATL	USP ATLANTA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
ATL	USP ATLANTA	S&E	CAPTAIN SECRETARY	GL-0318-06	1	1	0	
ATL	USP ATLANTA	S&E	CLNCL DIR	GS-0602-15	1	0	0	
ATL	USP ATLANTA	S&E	CLNCL NURSE	GL-0610-10	2	0	0	
ATL	USP ATLANTA	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
ATL	USP ATLANTA	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
ATL	USP ATLANTA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
ATL	USP ATLANTA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
ATL	USP ATLANTA	UNICOR	CUSTOMER SERVICE REP	GL-0303-09	1	0	0	
ATL	USP ATLANTA	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	11
ATL	USP ATLANTA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
ATL	USP ATLANTA	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
ATL	USP ATLANTA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	6	0	0	
ATL	USP ATLANTA	UNICOR	FACTORY MGR	GS-1101-12	2	0	0	
ATL	USP ATLANTA	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
ATL	USP ATLANTA	S&E	FOOD SRVC ADMR TRAINEE	GL-1667-09	1	0	0	
ATL	USP ATLANTA	S&E	GEN FRMN	WS-4749-14	1	0	0	13
ATL	FCI ATLANTA	S&E	HUMAN RESOURCE MANAGER TRAINEE	GS-0201-11	1	0	0	4
ATL	USP ATLANTA	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	12
ATL	USP ATLANTA	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	1	0	0	
ATL	USP ATLANTA	UNICOR	INDL PROG MANAGER	GS-1101-13	1	0	0	
ATL	USP ATLANTA	S&E	LOCKSMITH	GL-0301-10	1	1	0	
ATL	USP ATLANTA	S&E	LT	GS-0007-11	8	1	0	6
ATL	USP ATLANTA	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
ATL	USP ATLANTA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	

ATL	USP ATLANTA	UNICOR	PROD MACHINE MCH FRMN	WS-5350-08	1	0	0	
ATL	USP ATLANTA	S&E	PSYCHIATRIC NURSE	GL-0610-10	1	0	0	
ATL	USP ATLANTA	UNICOR	QUAL ASSRNC MGR	GS-1910-12	1	0	0	
ATL	USP ATLANTA	UNICOR	QUAL ASSRNC SPECLST	GS-1910-10	1	0	0	
ATL	USP ATLANTA	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
ATL	USP ATLANTA	S&E	SR OFFCR SPECLST	GL-0007-08	2	0	0	
ATL	USP ATLANTA	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
ATL	USP ATLANTA	PHS	STAFF NURSE	CC-0610-04	1	0	0	
ATL	USP ATLANTA	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
ATL	USP ATLANTA	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	2
ATL	USP ATLANTA	S&E	TIME & LV CLK	GL-0544-05	1	0	0	11
ATL	USP ATLANTA	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
ATL	USP ATLANTA	UNICOR	UNICOR BUS ADMR	GS-0501-12	1	0	0	
ATL	USP ATLANTA	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
ATL	USP ATLANTA	S&E	UNIT MGR	GS-0006-12	1	0	0	21
ATL	USP ATLANTA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ATL	USP ATLANTA	UNICOR	WHSE WRKR FRMN	WS-6907-04	2	0	0	
ATL	USP ATLANTA	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
ATW	USP ATWATER	S&E	CASE MGR	GS-0101-11	1	0	0	
ATW	USP ATWATER	S&E	CLNCL DIR	GP-0602-15	1	0	0	
ATW	USP ATWATER	S&E	COOK FRMN	WS-7404-08	1	0	1	5
ATW	USP ATWATER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
ATW	USP ATWATER	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	1
ATW	USP ATWATER	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	1	7
ATW	USP ATWATER	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
ATW	USP ATWATER	S&E	INF RECPTNST	GL-0304-04	1	0	0	4
ATW	USP ATWATER	S&E	INFECTION PREV & CONT NURSE	GS-0610-11	1	0	0	
ATW	USP ATWATER	S&E	LICENSED PRACTICAL NURSE	GL-0640-07	1	1	0	1
ATW	USP ATWATER	S&E	LT	GS-0007-11	2	1	0	5
ATW	USP ATWATER	S&E	RECR SPECLST	GL-0188-09	2	0	0	12
ATW	USP ATWATER	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	1	0	0	
ATW	USP ATWATER	S&E	SAFETY SPECLST	GL-0018-09	1	1	0	
ATW	USP ATWATER	S&E	SIS TECHNCN	GL-1802-08	1	0	0	
ATW	USP ATWATER	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
ATW	USP ATWATER	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	6
ATW	USP ATWATER	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	1
ATW	USP ATWATER	S&E	SR OFFCR SPECLST	GL-0007-08	38	1	0	
ATW	USP ATWATER	S&E	TCHR	GS-1710-11	1	0	0	
ATW	USP ATWATER	S&E	UNIT SECY	GL-0318-06	1	1	0	
ATW	USP ATWATER	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
BAS	FCI BASTROP	UNICOR	ACCOUNTANT	GL-0510-09	1	0	0	
BAS	FCI BASTROP	PHS	ADVANCED PRACTICE NURSE II	CC-0610-11	1	0	0	
BAS	FCI BASTROP	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
BAS	FCI BASTROP	UNICOR	AUTMTV MECH FRMN	WS-5823-10	1	0	0	
BAS	FCI BASTROP	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	3	0	0	3
BAS	FCI BASTROP	S&E	CAPTAIN	GS-0007-12	1	1	0	
BAS	FCI BASTROP	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
BAS	FCI BASTROP	S&E	COOK FRMN	WS-7404-08	3	1	0	
BAS	FCI BASTROP	S&E	DAP COORDINATOR	GS-0180-13	1	1	0	1
BAS	FCI BASTROP	S&E	DENTAL ASSISTANT	GL-0681-06	1	1	0	
BAS	FCI BASTROP	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BAS	FCI BASTROP	S&E	HVAC FRMN	WS-5306-09	1	0	0	
BAS	FCI BASTROP	S&E	LT	GL-0007-09	1	1	0	
BAS	FCI BASTROP	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BAS	FCI BASTROP	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
BAS	FCI BASTROP	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BAS	FCI BASTROP	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
BAS	FCI BASTROP	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
BAS	FCI BASTROP	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
BAS	FCI BASTROP	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
BAS	FCI BASTROP	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BAS	FCI BASTROP	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
BAS	FCI BASTROP	UNICOR	SUPVY INDUSTRIAL SPECLST	GS-1150-12	1	0	0	
BAS	FCI BASTROP	S&E	TCHR	GS-1710-11	1	0	0	
BAS	FCI BASTROP	S&E	TOOL RM OFFCR	GL-0303-08	1	0	0	
BAS	FCI BASTROP	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
BAS	FCI BASTROP	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	
BAS	FCI BASTROP	S&E	UNIT MGR	GS-0006-12	1	0	0	
BAS	FCI BASTROP	S&E	UNIT SECY	GL-0318-06	1	0	0	5
BAS	FCI BASTROP	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	1
BAS	FCI BASTROP	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
BEC	FCI BECKLEY	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
BEC	FCI BECKLEY	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
BEC	FCI BECKLEY	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
BEC	FCI BECKLEY	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	4
BEC	FCI BECKLEY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
BEC	FCI BECKLEY	PHS	CH PHARMACIST	CC-0660-12	1	0	0	

BEC	FCI BECKLEY	S&E	COOK FRMN	WS-7404-08	3	1	0	
BEC	FCI BECKLEY	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
BEC	FCI BECKLEY	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
BEC	FCI BECKLEY	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	5
BEC	FCI BECKLEY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
BEC	FCI BECKLEY	S&E	FACIL MGR	GS-1640-12	1	0	0	
BEC	FCI BECKLEY	S&E	FOOD SRVC ADMR	GS-1667-12	1	0	0	4
BEC	FCI BECKLEY	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BEC	FCI BECKLEY	S&E	LOCKSMITH	GL-0301-10	1	0	0	
BEC	FCI BECKLEY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BEC	FCI BECKLEY	S&E	PARAMEDIC	GL-0640-09	1	0	0	3
BEC	FCI BECKLEY	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BEC	FCI BECKLEY	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	
BEC	FCI BECKLEY	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	0	0	8
BEC	FCI BECKLEY	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
BEC	FCI BECKLEY	S&E	SR OFFCR SPECLST	GL-0007-08	2	0	0	
BEC	FCI BECKLEY	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
BEC	FCI BECKLEY	S&E	UNIT MGR	GS-0006-12	1	0	0	
BEC	FCI BECKLEY	S&E	UNIT SECY	GL-0318-06	1	0	0	
BEC	FCI BECKLEY	UNICOR	UPHOLSTERY WRKR FRMN	WS-3106-08	1	0	0	4
BEC	FCI BECKLEY	S&E	WHSE WRKR FRMN	WS-7305-04	2	0	0	
BEC	FCI BECKLEY	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
BEN	FCI BENNETTSVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	BUS ADMR	GS-0501-12	1	0	0	1
BEN	FCI BENNETTSVILLE	S&E	CASE MGR	GS-0101-11	2	0	0	5
BEN	FCI BENNETTSVILLE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	COOK FRMN	WS-7404-08	2	0	0	3
BEN	FCI BENNETTSVILLE	S&E	EDUC ST TR	GL-1799-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
BEN	FCI BENNETTSVILLE	S&E	FACIL MGR	GS-1640-12	1	0	1	4
BEN	FCI BENNETTSVILLE	S&E	HLTH SRVCS STUD TR	GS-0699-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	INFO TECH STU TR	GL-2299-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	LT	GS-0007-11	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	PNTG WRKR FRMN	WS-4102-08	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	SECY	GL-0318-06	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	SOC SCI STUD TR	GL-0199-05	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	20	1	0	
BEN	FCI BENNETTSVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	TOOL ROOM OFFICER	GL-0303-08	1	0	0	5
BEN	FCI BENNETTSVILLE	S&E	UNIT SECY	GL-0318-06	1	1	0	
BEN	FCI BENNETTSVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
BER	FCI BERLIN	S&E	ADVANCED NURSE PRACTITIONER	GL-0603-11	1	0	0	
BER	FCI BERLIN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
BER	FCI BERLIN	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	
BER	FCI BERLIN	PHS	CH PSYCH	GS-0180-13	1	0	0	
BER	FCI BERLIN	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BER	FCI BERLIN	S&E	COOK FRMN	WS-7404-08	2	1	0	
BER	FCI BERLIN	S&E	ENVRNMTL PROTCTN SPECLST	GS-0028-11	1	0	0	
BER	FCI BERLIN	S&E	GEN FRMN	WS-4749-14	1	0	0	
BER	FCI BERLIN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	
BER	FCI BERLIN	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	0	1	2
BER	FCI BERLIN	S&E	LT	GL-0007-09	1	1	0	
BER	FCI BERLIN	S&E	PARAMEDIC	GL-0640-09	1	0	0	
BER	FCI BERLIN	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
BER	FCI BERLIN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
BER	FCI BERLIN	S&E	RELIGIOUS SERVICES ASST	GL-0303-07	1	1	0	
BER	FCI BERLIN	S&E	SR OFFCR SPECLST	GL-0007-08	27	1	0	
BER	FCI BERLIN	S&E	TCHR	GS-1710-11	1	0	0	2
BER	FCI BERLIN	S&E	UNIT SECY	GL-0318-06	2	1	0	
BER	FCI BERLIN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	1
BER	FCI BERLIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
BER	FCI BERLIN	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	2
BIG	FCI BIG SPRING	S&E	AIR COND EQ MECH FRM	WS-5306-09	1	0	0	
BIG	FCI BIG SPRING	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
BIG	FCI BIG SPRING	S&E	CASE MGR	GS-0101-11	1	1	0	7
BIG	FCI BIG SPRING	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BIG	FCI BIG SPRING	S&E	CLINICAL PSYCHOLOGIST	GS-0180-12	1	0	0	
BIG	FCI BIG SPRING	S&E	COOK FRMN	WS-7404-08	2	0	0	
BIG	FCI BIG SPRING	S&E	CORR SYS OFFCR	GL-0007-08	1	1	0	

BIG	FCI BIG SPRING	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	
BIG	FCI BIG SPRING	S&E	DENTAL OFFICER	GS-0680-13	1	0	0	
BIG	FCI BIG SPRING	S&E	DRUG ABUSE PROG COOR	GS-0180-13	1	0	0	
BIG	FCI BIG SPRING	S&E	DRUG TREATMENT SPEC	GS-0101-11	1	0	0	
BIG	FCI BIG SPRING	S&E	EDU STUD TR	GS-1799-05	1	0	0	
BIG	FCI BIG SPRING	S&E	ELECTRICAL WRK FRM	WS-2805-09	1	0	0	
BIG	FCI BIG SPRING	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	1	0	
BIG	FCI BIG SPRING	S&E	HEALTH TECHNICIAN	GL-0640-06	1	0	0	
BIG	FCI BIG SPRING	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
BIG	FCI BIG SPRING	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
BIG	FCI BIG SPRING	S&E	LT	GS-0007-11	4	0	0	
BIG	FCI BIG SPRING	TRUST FUND	MATERIAL HNDLR FRM	WS-6907-04	1	0	0	
BIG	FCI BIG SPRING	S&E	MATERIAL HNDLR FRM	WS-6907-04	1	0	0	
BIG	FCI BIG SPRING	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
BIG	FCI BIG SPRING	S&E	PHYSICIANS ASST	GS-0603-11	1	0	0	
BIG	FCI BIG SPRING	S&E	RECREATION SPECIALIST	GL-0188-09	2	1	0	6
BIG	FCI BIG SPRING	S&E	SECURITY OFFICER	GL-0301-10	1	1	0	
BIG	FCI BIG SPRING	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BIG	FCI BIG SPRING	S&E	SR OFFCR SPECLST	GL-0007-08	18	1	0	
BIG	FCI BIG SPRING	S&E	TCHR	GS-1710-11	2	1	0	2
BIG	FCI BIG SPRING	S&E	UNIT MGR	GS-0006-12	1	0	0	12
BMA	FCC BEAUMONT	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	4
BMA	FCC BEAUMONT	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
BMA	FCC BEAUMONT	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
BMA	FCC BEAUMONT	S&E	ASST RECR SUPVR	GS-0188-11	1	0	1	4
BMA	FCC BEAUMONT	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	1	0	
BMA	FCC BEAUMONT	S&E	BUDG ANAL	GL-0560-09	2	1	0	
BMA	FCC BEAUMONT	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
BMA	FCC BEAUMONT	S&E	CASE MGR	GS-0101-11	1	0	0	5
BMA	FCC BEAUMONT	S&E	CASE MGR	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CONTR SPECLST	GL-1102-09	2	0	0	
BMA	FCC BEAUMONT	S&E	COOK FRMN	WS-7404-08	1	1	0	
BMA	FCC BEAUMONT	S&E	COOK FRMN	WS-7404-08	1	1	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
BMA	FCC BEAUMONT	S&E	DEP CAPTAIN-COMPLEX	GS-0007-13	1	0	1	4
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	4
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	EDU STUD TR	GS-1799-05	1	0	0	
BMA	FCC BEAUMONT	S&E	ELCTRL WRKR FRMN	WS-2805-09	3	1	0	2
BMA	FCC BEAUMONT	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
BMA	FCC BEAUMONT	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
BMA	FCC BEAUMONT	UNICOR	FACTORY MANAGER TRAINEE	GS-1101-11	1	0	0	
BMA	FCC BEAUMONT	UNICOR	FACTORY MGR	GS-1102-12	1	0	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
BMA	FCC BEAUMONT	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
BMA	FCC BEAUMONT	S&E	HVAC FRMN	WS-5306-09	1	0	0	2
BMA	FCC BEAUMONT	S&E	INF RECPTNST	GL-0304-04	3	0	0	
BMA	FCC BEAUMONT	S&E	INFO TECH STUD TR	GS-2299-05	2	0	0	
BMA	FCC BEAUMONT	S&E	LEG ASST	GL-0986-08	1	1	0	
BMA	FCC BEAUMONT	S&E	LT	GS-0007-11	9	0	0	
BMA	FCC BEAUMONT	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
BMA	FCC BEAUMONT	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BMA	FCC BEAUMONT	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
BMA	FCC BEAUMONT	UNICOR	QUAL ASSRNC MGR	GS-1910-11	2	0	0	
BMA	FCC BEAUMONT	UNICOR	QUAL ASSRNC MGR	GS-1910-12	1	0	0	
BMA	FCC BEAUMONT	S&E	SAFETY SPECIALIST	GL-0018-09	1	1	0	
BMA	FCC BEAUMONT	S&E	SECY	GL-0318-06	1	1	0	
BMA	FCC BEAUMONT	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	2	0	0	
BMA	FCC BEAUMONT	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BMA	FCC BEAUMONT	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	1	0	
BMA	FCC BEAUMONT	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	SR OFFCR SPECLST	GL-0007-08	64	1	0	
BMA	FCC BEAUMONT	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
BMA	FCC BEAUMONT	S&E	TCHR	GS-1710-11	1	1	0	
BMA	FCC BEAUMONT	S&E	TIME & LEAVE CLERK	GL-0544-05	1	0	0	6
BMA	FCC BEAUMONT	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	1	0	7

BMA	FCC BEAUMONT	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
BMA	FCC BEAUMONT	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
BMA	FCC BEAUMONT	S&E	UNIT SECY	GL-0318-06	3	0	0	4
BMA	FCC BEAUMONT	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	2
BMA	FCC BEAUMONT	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	
BMA	FCC BEAUMONT	S&E	WAREHOUSE WORKER FRMN	WS-6907-04	1	1	0	
BMA	FCC BEAUMONT	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
BMA	FCC BEAUMONT	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	2	0	0	
BMA	FCC BEAUMONT	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	
BMA	FCC BEAUMONT	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
BRO	MDC BROOKLYN	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
BRO	MDC BROOKLYN	S&E	CASE MGMT COORD	GS-0101-12	1	0	0	
BRO	MDC BROOKLYN	S&E	CHIEF DENTAL OFFICER	GP-0680-13	1	0	0	2
BRO	MDC BROOKLYN	S&E	COMPR SPECLST	GS-2210-11	4	0	0	
BRO	MDC BROOKLYN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
BRO	MDC BROOKLYN	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BRO	MDC BROOKLYN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
BRO	MDC BROOKLYN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	1	0	
BRO	MDC BROOKLYN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BRO	MDC BROOKLYN	PHS	DRUG ABUSE PROG COORD MAT	CC-0180-13	1	0	0	
BRO	MDC BROOKLYN	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BRO	MDC BROOKLYN	S&E	EMER PREPAREDNESS OFFCR	GS-0006-12	1	0	0	5
BRO	MDC BROOKLYN	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
BRO	MDC BROOKLYN	S&E	EXEC ASST	GS-0006-13	1	0	0	12
BRO	MDC BROOKLYN	S&E	FNANCL SPECLST	GL-0501-09	3	1	0	
BRO	MDC BROOKLYN	PHS	HEALTH SYSTEMS SPECIALIST	CC-0610-11	1	1	0	
BRO	MDC BROOKLYN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
BRO	MDC BROOKLYN	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	2	1	0	7
BRO	MDC BROOKLYN	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
BRO	MDC BROOKLYN	S&E	HVAC FRMN	WS-5306-09	3	0	0	
BRO	MDC BROOKLYN	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
BRO	MDC BROOKLYN	S&E	LEG ASST	GL-0986-08	2	1	0	
BRO	MDC BROOKLYN	S&E	LT	GS-0007-11	10	0	0	
BRO	MDC BROOKLYN	S&E	LT	GL-0007-09	1	0	0	
BRO	MDC BROOKLYN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
BRO	MDC BROOKLYN	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BRO	MDC BROOKLYN	S&E	MENTOR COORD	GS-0006-09	1	0	0	
BRO	MDC BROOKLYN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BRO	MDC BROOKLYN	S&E	PARAMEDIC	GL-0640-09	2	0	0	
BRO	MDC BROOKLYN	S&E	PLMBNG WRKR FRMN	WS-4206-08	2	0	0	
BRO	MDC BROOKLYN	S&E	PSYCH TECH	GL-0181-07	1	0	0	3
BRO	MDC BROOKLYN	S&E	QUAL IMPROVMT/INFECT PREV & CONT COORD	GS-0610-11	1	0	0	1
BRO	MDC BROOKLYN	S&E	RECR SPECLST	GL-0188-09	2	1	0	
BRO	MDC BROOKLYN	S&E	RECR SUPVR	GS-0188-11	1	0	0	4
BRO	MDC BROOKLYN	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
BRO	MDC BROOKLYN	S&E	SAFETY MGR	GS-0018-12	1	1	0	
BRO	MDC BROOKLYN	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	1	0	
BRO	MDC BROOKLYN	S&E	SR OFFCR SPECLST	GL-0007-08	92	1	0	
BRO	MDC BROOKLYN	S&E	STAFF PSYCH	GS-0180-12	3	0	0	
BRO	MDC BROOKLYN	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	2	1	0	6
BRO	MDC BROOKLYN	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
BRO	MDC BROOKLYN	S&E	UNIT MGR	GS-0006-12	2	1	0	10
BRO	MDC BROOKLYN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	4	0	0	
BRY	FPC BRYAN	S&E	CASE MGR	GS-0101-11	1	0	0	
BRY	FPC BRYAN	S&E	CHIEF GENERAL DENTA	GS-0680-13	1	1	0	
BRY	FPC BRYAN	S&E	CLNCL DIR	GS-0602-15	1	0	0	
BRY	FPC BRYAN	UNICOR	CUSTMR SRVC REP	GL-0303-09	1	0	0	
BRY	FPC BRYAN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
BRY	FPC BRYAN	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
BRY	FPC BRYAN	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	8
BRY	FPC BRYAN	S&E	LT	GL-0007-09	2	1	0	
BRY	FPC BRYAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BRY	FPC BRYAN	UNICOR	PRODUCTION CONTROLLER	GS-1152-11	1	0	0	
BRY	FPC BRYAN	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
BRY	FPC BRYAN	S&E	SOC WRKR	GS-0185-11	1	0	0	1
BRY	FPC BRYAN	S&E	SPECIALTY PROG COORD	GS-0180-13	1	1	0	
BRY	FPC BRYAN	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
BRY	FPC BRYAN	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	2
BRY	FPC BRYAN	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	0	0	
BRY	FPC BRYAN	TRUST FUND	TRUST FUND SUPERVISOR	GL-0301-11	1	0	0	5
BRY	FPC BRYAN	S&E	UNIT MGR	GS-0006-12	1	0	0	26
BRY	FPC BRYAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
BRY	FPC BRYAN	S&E	WARDEN	GS-0006-15	1	1	0	
BSY	USP BIG SANDY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	3
BSY	USP BIG SANDY	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	11
BSY	USP BIG SANDY	S&E	CASE MGMT COORD	GS-0101-12	1	1	0	5
BSY	USP BIG SANDY	S&E	CH PSYCH	GS-0180-14	1	0	1	1

BSY	USP BIG SANDY	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
BSY	USP BIG SANDY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BSY	USP BIG SANDY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
BSY	USP BIG SANDY	S&E	COOK FRMN	WS-7404-08	3	0	0	
BSY	USP BIG SANDY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
BSY	USP BIG SANDY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	14
BSY	USP BIG SANDY	S&E	FACIL ASST	GL-1603-07	1	1	0	3
BSY	USP BIG SANDY	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	3
BSY	USP BIG SANDY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	1	3
BSY	USP BIG SANDY	S&E	LT	GS-0007-11	1	1	0	
BSY	USP BIG SANDY	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BSY	USP BIG SANDY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BSY	USP BIG SANDY	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	4
BSY	USP BIG SANDY	S&E	SIS TECHNCN	GL-1802-08	1	1	0	
BSY	USP BIG SANDY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
BSY	USP BIG SANDY	S&E	SR OFFCR SPECLST	GL-0007-08	24	0	0	
BSY	USP BIG SANDY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BSY	USP BIG SANDY	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
BSY	USP BIG SANDY	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
BSY	USP BIG SANDY	S&E	TIME & LV CLK	GL-0544-05	1	0	0	10
BUT	FCC BUTNER	UNICOR	ACCOUNTING TRAINEE	GL-0510-07	1	0	0	
BUT	FCC BUTNER	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	7
BUT	FCC BUTNER	UNICOR	ACCTNT	GS-0510-09	1	0	0	
BUT	FCC BUTNER	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
BUT	FCC BUTNER	S&E	ASST DIR OF NRSNG	GS-0610-12	1	0	0	3
BUT	FCC BUTNER	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	0	0	4
BUT	FCC BUTNER	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	0	0	8
BUT	FCC BUTNER	S&E	BUDG ANAL	GL-0560-09	1	0	0	
BUT	FCC BUTNER	S&E	CASE MGR	GS-0101-11	1	0	0	35
BUT	FCC BUTNER	S&E	COMMIT & TREAT FORENSICS PSYCHOLOGIST	GS-0180-13	3	0	0	4
BUT	FCC BUTNER	S&E	COMMITMENT & TRTMNT SOC WRKR	GS-0185-11	1	0	0	
BUT	FCC BUTNER	S&E	COMPR SPECLST	GS-2210-11	1	0	0	8
BUT	FCC BUTNER	UNICOR	CONTR SPECLST	GS-1102-11	1	0	0	
BUT	FCC BUTNER	S&E	CONTR SPECLST	GL-1102-09	2	1	0	
BUT	FCC BUTNER	S&E	COOK FRMN	WS-7404-08	4	1	0	
BUT	FCC BUTNER	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
BUT	FCC BUTNER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	0	0	69
BUT	FCC BUTNER	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
BUT	FCC BUTNER	S&E	DENTAL ASSISTANT	GL-0681-07	1	0	0	2
BUT	FCC BUTNER	PHS	DIRECTOR OF NURSING	CC-0610-13	1	1	0	5
BUT	FCC BUTNER	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	23
BUT	FCC BUTNER	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BUT	FCC BUTNER	S&E	EMERG MEDCL TECHNCN	GL-0640-09	4	0	0	
BUT	FCC BUTNER	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
BUT	FCC BUTNER	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
BUT	FCC BUTNER	UNICOR	FACTORY OPERTNL ACCTNT	GS-0510-11	1	0	0	5
BUT	FCC BUTNER	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BUT	FCC BUTNER	S&E	FORENSIC UNIT PSYCH	GS-0180-13	2	0	0	
BUT	FCC BUTNER	S&E	HEALTH SERVICES ADMR TRAINEE	GS-0301-11	1	0	0	
BUT	FCC BUTNER	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
BUT	FCC BUTNER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
BUT	FCC BUTNER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
BUT	FCC BUTNER	UNICOR	INDUSTRIAL PROGRAM MGR	GS-1101-13	1	0	0	
BUT	FCC BUTNER	UNICOR	INDUSTRIAL SPECIALIST	GS-1150-12	1	0	0	
BUT	FCC BUTNER	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	5	0	0	1
BUT	FCC BUTNER	S&E	LOCKSMITH	GS-0301-10	1	0	0	1
BUT	FCC BUTNER	S&E	LT	GS-0007-11	1	0	0	
BUT	FCC BUTNER	S&E	LT	GS-0007-11	2	0	0	
BUT	FCC BUTNER	S&E	MEDCL OFFCR	GP-0602-15	3	0	0	
BUT	FCC BUTNER	S&E	MEDICAL TECHNOLOGIST	GL-0644-09	1	0	0	
BUT	FCC BUTNER	PHS	MEDICAL TECHNOLOGIST	CC-0644-09	2	0	0	
BUT	FCC BUTNER	S&E	MEDICATION TECHNICIAN	GL-0640-06	3	0	0	5
BUT	FCC BUTNER	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
BUT	FCC BUTNER	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	0	0	
BUT	FCC BUTNER	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	
BUT	FCC BUTNER	S&E	NRSNG ASST	GL-0621-05	4	0	0	5
BUT	FCC BUTNER	S&E	NURSE EDUCATOR	GS-0610-10	1	0	0	
BUT	FCC BUTNER	PHS	ONCOLOGY NURSE	CC-0610-10	1	0	0	
BUT	FCC BUTNER	S&E	OPERTG RM STAFF NURSE	GL-0610-10	2	0	0	3
BUT	FCC BUTNER	PHS	OPERTG RM STAFF NURSE	CC-0610-10	1	0	0	
BUT	FCC BUTNER	UNICOR	OPTICS FACTORY FRMN	WS-4010-09	1	0	0	
BUT	FCC BUTNER	PHS	PHARMACY RESIDENT TRAINEE	CC-0660-09	1	0	0	
BUT	FCC BUTNER	S&E	PHRMCY TECHNCN	GL-0661-05	3	0	0	
BUT	FCC BUTNER	PHS	PHYS THRPST	CC-0633-06	1	1	0	
BUT	FCC BUTNER	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	3
BUT	FCC BUTNER	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	4
BUT	FCC BUTNER	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	1	0	0	

BUT	FCC BUTNER	PHS	PSYCHIATRIC PHYSICIAN	CC-0602-15	1	0	0	
BUT	FCC BUTNER	S&E	PSYCHLGY POSTDOCTORAL (TR)	GS-0180-11	2	0	0	
BUT	FCC BUTNER	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	6
BUT	FCC BUTNER	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	3
BUT	FCC BUTNER	PHS	PSYCHTRC MID-LEVEL PRACTITIONER	CC-0610-12	1	0	0	6
BUT	FCC BUTNER	S&E	QUAL IMPRVMT & INFECTION CONT NURSE	GS-0610-11	1	0	0	3
BUT	FCC BUTNER	S&E	RECR SPECLST	GL-0188-09	1	0	0	
BUT	FCC BUTNER	S&E	REGISTERED NURSE	GL-0610-10	12	0	0	
BUT	FCC BUTNER	PHS	REGISTERED NURSE	CC-0610-10	6	0	0	
BUT	FCC BUTNER	PHS	REGISTERED NURSE (CO-STEP)	CC-0610-10	1	0	0	
BUT	FCC BUTNER	S&E	SAFETY MGR	GS-0018-13	1	0	1	3
BUT	FCC BUTNER	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
BUT	FCC BUTNER	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	14
BUT	FCC BUTNER	S&E	SOC WRKR	GL-0185-09	1	0	0	
BUT	FCC BUTNER	S&E	SOCIAL SCIENCE STUDENT INTERN	GL-0199-05	1	0	0	
BUT	FCC BUTNER	PHS	SOCIAL WORKER	CC-0185-11	1	0	0	
BUT	FCC BUTNER	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BUT	FCC BUTNER	S&E	SR OFFCR SPECLST	GL-0007-08	107	4	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STUD INTERN	GL-0699-05	1	0	0	
BUT	FCC BUTNER	UNICOR	STUD INTERN BUSINESS & INDUSTRY	GL-0099-05	1	0	0	
BUT	FCC BUTNER	S&E	SUPVRY CONTR SPECLST	GS-1102-12	1	0	0	
BUT	FCC BUTNER	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	1	0	3
BUT	FCC BUTNER	S&E	TCHR	GS-1710-11	2	0	0	7
BUT	FCC BUTNER	S&E	TIME & LV CLK	GL-0544-05	1	1	0	9
BUT	FCC BUTNER	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
BUT	FCC BUTNER	UNICOR	UNICOR CONTR SPECLST	GS-1102-11	1	0	0	
BUT	FCC BUTNER	S&E	UNIT MANAGER INTERN	GL-0199-05	1	0	0	
BUT	FCC BUTNER	S&E	UNIT MGR	GS-0006-12	1	0	0	34
BUT	FCC BUTNER	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
BUT	FCC BUTNER	PHS	UTILIZATION REVIEW NURSE	CC-0610-10	1	1	0	
BUT	FCC BUTNER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	1	4
BUT	FCC BUTNER	S&E	WHSE WRKR FRMN	WS-6907-04	3	1	0	13
BUT	FCC BUTNER	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
CAA	USP CANAAN	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	6
CAA	USP CANAAN	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
CAA	USP CANAAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
CAA	USP CANAAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	1
CAA	USP CANAAN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
CAA	USP CANAAN	S&E	DNTL HYGIENIST	GL-0682-08	1	1	0	
CAA	USP CANAAN	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
CAA	USP CANAAN	S&E	FACIL ASST	GL-1603-07	1	0	1	5
CAA	USP CANAAN	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	0	
CAA	USP CANAAN	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
CAA	USP CANAAN	S&E	LT	GS-0007-11	1	1	0	
CAA	USP CANAAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
CAA	USP CANAAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
CAA	USP CANAAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
CAA	USP CANAAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
CAA	USP CANAAN	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	
CAA	USP CANAAN	S&E	SR OFFCR SPECLST	GL-0007-08	24	1	0	
CAA	USP CANAAN	S&E	TCHR	GS-1710-11	1	0	0	3
CAA	USP CANAAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	2
CCC	MCC CHICAGO	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
CCC	MCC CHICAGO	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	6
CCC	MCC CHICAGO	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	
CCC	MCC CHICAGO	S&E	BUDG ANAL	GL-0560-09	1	0	0	
CCC	MCC CHICAGO	S&E	CLC ATTY	GS-0905-14	1	0	0	
CCC	MCC CHICAGO	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
CCC	MCC CHICAGO	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
CCC	MCC CHICAGO	S&E	COOK FRMN	WS-7404-08	1	0	0	1
CCC	MCC CHICAGO	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	6
CCC	MCC CHICAGO	S&E	EMP DVLPMT MGR	GS-0201-13	1	1	0	
CCC	MCC CHICAGO	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	2
CCC	MCC CHICAGO	S&E	FACIL ASST	GL-1603-07	1	0	0	5
CCC	MCC CHICAGO	S&E	GEN FRMN	WS-4749-14	1	1	0	
CCC	MCC CHICAGO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	1
CCC	MCC CHICAGO	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	8
CCC	MCC CHICAGO	S&E	LT	GS-0007-11	2	0	0	
CCC	MCC CHICAGO	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
CCC	MCC CHICAGO	S&E	PARAMEDIC	GL-0640-09	1	0	0	
CCC	MCC CHICAGO	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	4
CCC	MCC CHICAGO	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
CCC	MCC CHICAGO	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
CCC	MCC CHICAGO	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	0	0	0	4

CCC	MCC CHICAGO	S&E	SAFETY MGR	GS-0018-12	1	0	0	
CCC	MCC CHICAGO	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	5
CCC	MCC CHICAGO	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	5
CCC	MCC CHICAGO	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
CCC	MCC CHICAGO	S&E	SR OFFCR SPECLST	GL-0007-08	21	1	0	
CCC	MCC CHICAGO	S&E	SUPVR EDUC/REC	GS-1710-12	1	1	0	
CCC	MCC CHICAGO	S&E	TCHR	GS-1710-11	1	0	0	6
CCC	MCC CHICAGO	S&E	UNIT SECY	GL-0318-06	1	0	0	4
CCC	MCC CHICAGO	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	8
CCC	MCC CHICAGO	TRUST FUND	WHSE WRKR FRMN	WS-6907-02	1	0	0	3
COA	FCC COLEMAN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
COA	FCC COLEMAN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
COA	FCC COLEMAN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
COA	FCC COLEMAN	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
COA	FCC COLEMAN	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	1	0	
COA	FCC COLEMAN	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	1	0	
COA	FCC COLEMAN	S&E	BUDG ANAL	GL-0560-09	1	0	0	3
COA	FCC COLEMAN	S&E	CASE MGR	GS-0101-11	1	1	0	48
COA	FCC COLEMAN	S&E	CASE MGR	GS-0101-11	1	1	0	
COA	FCC COLEMAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
COA	FCC COLEMAN	S&E	CHAPLAIN TRAINEE	GS-0060-11	1	0	0	
COA	FCC COLEMAN	S&E	CLINICAL PSYCH - RHU	GS-0180-13	1	0	0	2
COA	FCC COLEMAN	S&E	CLINICAL PSYCH- STAFF	GS-0180-12	1	1	0	
COA	FCC COLEMAN	UNICOR	COMPLEX FACTORY FRMN	WS-4601-08	7	0	0	
COA	FCC COLEMAN	S&E	COMPR SPECLST	GS-2210-12	1	0	0	
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	1	0	7
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	0	0	
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	1	0	
COA	FCC COLEMAN	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
COA	FCC COLEMAN	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
COA	FCC COLEMAN	S&E	DEP CAPTAIN-COMPLEX	GS-0007-12	1	0	0	
COA	FCC COLEMAN	S&E	DEP CASE MGMT CRD-COMPLEX	GS-0101-12	1	0	0	
COA	FCC COLEMAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	1
COA	FCC COLEMAN	S&E	DRUG ABUSE TRTMNT SPEC	GS-0101-11	1	0	0	3
COA	FCC COLEMAN	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
COA	FCC COLEMAN	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
COA	FCC COLEMAN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	1
COA	FCC COLEMAN	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
COA	FCC COLEMAN	S&E	EMERG MEDCL TECHNCN	GL-0640-09	2	0	0	
COA	FCC COLEMAN	S&E	EXEC ASST	GS-0006-13	1	0	1	36
COA	FCC COLEMAN	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	9
COA	FCC COLEMAN	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
COA	FCC COLEMAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
COA	FCC COLEMAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	1	0	
COA	FCC COLEMAN	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	
COA	FCC COLEMAN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
COA	FCC COLEMAN	S&E	HVAC FRMN	WS-5350-09	1	0	0	
COA	FCC COLEMAN	S&E	HVAC FRMN	WS-5306-09	1	0	0	1
COA	FCC COLEMAN	S&E	INTERN	GL-0099-05	1	0	0	
COA	FCC COLEMAN	S&E	INTERN	GL-9905-05	1	0	0	
COA	FCC COLEMAN	S&E	LT	GS-0007-11	3	0	0	
COA	FCC COLEMAN	S&E	LT	GS-0007-11	2	1	0	
COA	FCC COLEMAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
COA	FCC COLEMAN	S&E	MEDCL OFFCR - TELE PSYCH	GP-0602-15	1	0	0	
COA	FCC COLEMAN	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	5
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	4
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
COA	FCC COLEMAN	PHS	NURSE PRACTITIONER	CC-0610-11	1	0	0	
COA	FCC COLEMAN	UNICOR	OPERTNL ACCTNT	GS-0510-11	1	0	0	
COA	FCC COLEMAN	S&E	PARALEGAL SPECIALIST	GS-0950-11	1	1	0	
COA	FCC COLEMAN	S&E	PHARMACY OFFICER	GS-0660-11	1	0	0	
COA	FCC COLEMAN	S&E	PHYSICIAN ASSISTANT	GS-0603-11	1	0	0	
COA	FCC COLEMAN	S&E	PHYSICIAN ASSISTANT	GS-0603-11	1	1	0	
COA	FCC COLEMAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	1
COA	FCC COLEMAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
COA	FCC COLEMAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
COA	FCC COLEMAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	6
COA	FCC COLEMAN	S&E	RECR SPECLST	GL-0188-09	1	1	0	15
COA	FCC COLEMAN	PHS	REGISTERED NURSE	CC-0610-10	1	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
COA	FCC COLEMAN	S&E	SAFETY SPECLST	GL-0018-09	1	0	1	6
COA	FCC COLEMAN	S&E	SECY	GL-0318-06	1	0	0	10
COA	FCC COLEMAN	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	25
COA	FCC COLEMAN	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	

COA	FCC COLEMAN	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	3
COA	FCC COLEMAN	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	S&E	SPEC TRTMNT PROG SPEC	GS-0101-11	2	0	0	
COA	FCC COLEMAN	S&E	SPEC TRTMNT PROG SPEC	GS-0101-11	1	0	0	
COA	FCC COLEMAN	S&E	SR OFFCR SPECLST	GL-0007-08	78	4	0	
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	2	0	0	14
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	UNICOR	UNICOR BUS MGR	GS-0501-13	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	0	0	
COA	FCC COLEMAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
COA	FCC COLEMAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
COA	FCC COLEMAN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	5
COA	FCC COLEMAN	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	4
COA	FCC COLEMAN	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	ASST ADMR	GS-0006-14	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	CH, INTELL UNIT	GS-0006-14	1	1	0	5
CPD	CENTRAL OFFICE - CPD	S&E	CORRECTNL SRVCS SPECLST	GS-0006-13	1	0	1	9
CPD	CENTRAL OFFICE - CPD	S&E	CORRECTNL SYS SPECLST	GS-0006-12	1	0	0	18
CPD	CENTRAL OFFICE - CPD	S&E	EXEC ASST	GS-0006-14	1	1	0	15
CPD	CENTRAL OFFICE - CPD	S&E	INTEL ANALYST	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANAL	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANAL (MERRIFIELD, VA	GS-0006-12	1	0	1	17
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST	GS-0006-12	3	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST (Florence, CO)	GS-0006-12	1	1	0	14
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST (MARTINSBURG IIU)	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR	GS-0006-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (MARTINSBURG)	GS-0006-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (Martinsburg)	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (OKLAHOMA CITY - NGU)	GS-0006-12	1	0	0	14
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (CUMBERLAND)	GS-0006-09	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (CUMBERLAND, MD)	GS-0006-11	1	0	0	10
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (Terre Haute)	GS-0006-11	1	0	0	1
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-13	1	1	0	10
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	0	0	4
CPD	CENTRAL OFFICE - CPD	S&E	PHYSICAL SECURITY SPECLST	GS-0080-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	REGNL LAW ENFORCEMENT COORD	GS-0006-14	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SECUR SPECLST	GS-0080-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SENIOR SECURE INST MGR (DAL)	GS-0006-13	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL	GS-0006-13	4	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL (Martinsburg)	GS-0006-13	1	0	0	8
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL (NEW YORK, NY)	GS-0006-13	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	STUD TR (Clerical)	GS-0399-05	1	0	0	
CRW	FMC CARSWELL	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	14
CRW	FMC CARSWELL	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	1	0	
CRW	FMC CARSWELL	S&E	ASST HUMAN RESOURCE MGR	GS-0201-11	1	1	0	
CRW	FMC CARSWELL	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
CRW	FMC CARSWELL	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	1	9
CRW	FMC CARSWELL	S&E	CASE MGR	GS-0101-11	1	1	0	24
CRW	FMC CARSWELL	S&E	CH, DNTL OFFCR	GP-0680-14	1	0	0	
CRW	FMC CARSWELL	PHS	CHIEF TECHNOLOGIST	CC-0644-11	1	0	0	
CRW	FMC CARSWELL	S&E	COMPR SPECLST	GS-2210-11	1	0	0	9
CRW	FMC CARSWELL	S&E	COOK FRMN	WS-7404-08	2	1	0	
CRW	FMC CARSWELL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	EDU STUD TR	GS-1799-05	1	0	0	
CRW	FMC CARSWELL	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
CRW	FMC CARSWELL	S&E	ENVRNMTL COMPLNC SPECLST	GS-0028-11	1	0	0	
CRW	FMC CARSWELL	S&E	FACIL ASST	GL-1603-07	1	0	0	5
CRW	FMC CARSWELL	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
CRW	FMC CARSWELL	S&E	FORENSICS UNIT PSYCH	GS-0180-13	2	1	0	
CRW	FMC CARSWELL	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	1	0	
CRW	FMC CARSWELL	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	1	1
CRW	FMC CARSWELL	S&E	HLTH SRVCS ASST	GL-0303-07	2	1	0	
CRW	FMC CARSWELL	S&E	HLTH SRVCS STUD TR	GL-0699-05	1	0	0	
CRW	FMC CARSWELL	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
CRW	FMC CARSWELL	S&E	HVAC FRMN	WS-5306-09	1	0	0	
CRW	FMC CARSWELL	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
CRW	FMC CARSWELL	S&E	LAB SUPVR	GS-0644-11	1	0	0	1
CRW	FMC CARSWELL	S&E	LEG ASST	GL-0986-08	1	1	0	
CRW	FMC CARSWELL	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	3	0	0	
CRW	FMC CARSWELL	S&E	MEDCL OFFCR	GP-0602-15	6	0	0	
CRW	FMC CARSWELL	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	

CRW	FMC CARSWELL	S&E	MEDCL SUPP TECHNCN	GL-0622-05	1	0	0	
CRW	FMC CARSWELL	S&E	MEDCL TECHNLGST	GL-0644-09	2	0	0	
CRW	FMC CARSWELL	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
CRW	FMC CARSWELL	PHS	NURSE CONSULTANT IV	CC-0610-12	1	0	0	4
CRW	FMC CARSWELL	S&E	PARAMEDIC	GL-0640-09	1	0	0	
CRW	FMC CARSWELL	PHS	PHYS THRPST	CC-0633-09	1	0	0	1
CRW	FMC CARSWELL	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
CRW	FMC CARSWELL	S&E	PSYCHIATRIC NURSE	GL-0610-10	3	0	0	
CRW	FMC CARSWELL	S&E	PSYCHLGY STUD TR	GL-0199-07	1	0	0	
CRW	FMC CARSWELL	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	3
CRW	FMC CARSWELL	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0603-12	1	0	0	
CRW	FMC CARSWELL	S&E	REGIONAL SOCIAL WORKER	GS-0185-12	1	0	0	
CRW	FMC CARSWELL	S&E	REGISTERED NURSE	GL-0610-10	9	1	0	
CRW	FMC CARSWELL	S&E	SAFETY COMPLIANCE SPECLST	GL-0018-09	1	0	0	10
CRW	FMC CARSWELL	PHS	SENIOR STAFF DIETIT	CC-0630-11	2	0	0	
CRW	FMC CARSWELL	PHS	SENIOR THERAPIST	CC-0633-09	2	0	0	
CRW	FMC CARSWELL	S&E	SOC SCI STUD TR	GS-0199-05	1	0	0	
CRW	FMC CARSWELL	S&E	SPEC EDUC TCHR	GS-1710-11	1	1	0	
CRW	FMC CARSWELL	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
CRW	FMC CARSWELL	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
CRW	FMC CARSWELL	PHS	SUPERVISORY CLINICAL NURSE	CC-0610-11	2	0	0	1
CRW	FMC CARSWELL	S&E	SUPVY CLINICAL NURSE	GS-0610-11	2	0	0	
CRW	FMC CARSWELL	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
CRW	FMC CARSWELL	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
CRW	FMC CARSWELL	S&E	UNIT SECY	GL-0318-06	2	1	0	31
CRW	FMC CARSWELL	PHS	UTILIZ REV NURSE	CC-0610-10	1	0	0	
CRW	FMC CARSWELL	S&E	WHSE WRKR FRMN	WS-6907-04	2	1	0	
CRW	FMC CARSWELL	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
CRW	FMC CARSWELL	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	
CUM	FCI CUMBERLAND	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	2
CUM	FCI CUMBERLAND	S&E	BUS ADMR	GS-0501-12	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
CUM	FCI CUMBERLAND	S&E	CAMP ADMR SECY	GL-0318-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	CASE MGR	GS-0101-11	1	0	1	9
CUM	FCI CUMBERLAND	S&E	CLNCL DIR	GP-0602-15	1	0	0	
CUM	FCI CUMBERLAND	S&E	COMPR SPECLST	GL-2210-11	1	0	0	
CUM	FCI CUMBERLAND	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	1
CUM	FCI CUMBERLAND	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
CUM	FCI CUMBERLAND	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
CUM	FCI CUMBERLAND	S&E	FACIL MGR	GS-1640-12	1	0	0	3
CUM	FCI CUMBERLAND	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	FNANCL MGMT INTERN	GL-0599-05	2	0	0	
CUM	FCI CUMBERLAND	S&E	RECR SPECLST	GL-0188-09	1	0	0	
CUM	FCI CUMBERLAND	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	SILK SCREEN MKR & PRINTER FRMN	WS-4401-08	1	0	0	
CUM	FCI CUMBERLAND	S&E	SR OFFCR SPECLST	GL-0007-08	11	0	0	
CUM	FCI CUMBERLAND	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
CUM	FCI CUMBERLAND	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
DAN	FCI DANBURY	S&E	ADVANCED PRACTICE N	GS-0610-11	1	1	0	
DAN	FCI DANBURY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
DAN	FCI DANBURY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DAN	FCI DANBURY	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
DAN	FCI DANBURY	S&E	COOK FRMN	WS-7404-08	2	1	0	4
DAN	FCI DANBURY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
DAN	FCI DANBURY	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
DAN	FCI DANBURY	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
DAN	FCI DANBURY	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	2	0	0	
DAN	FCI DANBURY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
DAN	FCI DANBURY	UNICOR	FACTORY MGR	GS-1601-12	1	0	0	
DAN	FCI DANBURY	S&E	GEN FRMN	WS-4749-14	2	0	0	5
DAN	FCI DANBURY	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
DAN	FCI DANBURY	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
DAN	FCI DANBURY	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	1	0	
DAN	FCI DANBURY	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	4
DAN	FCI DANBURY	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
DAN	FCI DANBURY	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
DAN	FCI DANBURY	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	1	0	5
DAN	FCI DANBURY	UNICOR	PURCHSG AGT	GL-1105-09	1	0	0	
DAN	FCI DANBURY	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	1	0	
DAN	FCI DANBURY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	2
DAN	FCI DANBURY	S&E	SPECIALTY PROG COORD [SKILLS]	GS-0180-13	1	0	0	5
DAN	FCI DANBURY	S&E	SR OFFCR SPECLST	GL-0007-08	15	1	0	4
DAN	FCI DANBURY	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
DAN	FCI DANBURY	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	

DET	MSTC - DENVER	S&E	AUDIO/VIS PRODN OFFCR	GS-1071-12	1	1	0	
DET	MSTC - DENVER	S&E	BUDG ANAL	GS-0560-09	1	1	0	3
DET	MSTC - DENVER	S&E	DIRECTOR'S SECY	GS-0318-08	1	1	0	
DET	MSTC - DENVER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	5
DET	MSTC - DENVER	S&E	INSTRUCTIONAL SYS SPECLST	GS-1750-12	3	1	0	
DET	MSTC - DENVER	S&E	TRNG SPECLST	GS-0006-12	1	0	0	10
DET	MSTC - DENVER	S&E	TRNG TECHNCN	GS-1702-08	1	0	0	
DEV	FMC DEVENS	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
DEV	FMC DEVENS	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	3
DEV	FMC DEVENS	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DEV	FMC DEVENS	S&E	CLNCL DIETITIAN	GS-0630-11	1	0	0	2
DEV	FMC DEVENS	S&E	COOK FRMN	WS-7404-08	2	0	0	4
DEV	FMC DEVENS	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
DEV	FMC DEVENS	PHS	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
DEV	FMC DEVENS	S&E	HLTH INF TECHNCN	GL-0675-07	2	0	0	
DEV	FMC DEVENS	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
DEV	FMC DEVENS	S&E	HSKPNG TECHNCN	GL-0640-08	1	0	0	
DEV	FMC DEVENS	S&E	HUMAN RESOURCE MANAGER	GS-0201-13	1	1	0	
DEV	FMC DEVENS	S&E	HVAC FRMN	WS-5306-09	2	1	0	
DEV	FMC DEVENS	PHS	INFECTION PREV & CONT NURSE	CC-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	LAB SUPVR	GS-0644-12	1	1	0	
DEV	FMC DEVENS	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	1
DEV	FMC DEVENS	S&E	LT	GS-0007-11	2	0	0	
DEV	FMC DEVENS	S&E	LT	GL-0007-09	1	1	0	
DEV	FMC DEVENS	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
DEV	FMC DEVENS	S&E	MEDCL REC ADMR	GS-0669-11	1	0	0	
DEV	FMC DEVENS	S&E	MENTAL HLTH UNIT PSYCH	GS-0180-13	1	0	0	3
DEV	FMC DEVENS	S&E	MID-LEVEL PRACTITIONER - NP	GS-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
DEV	FMC DEVENS	S&E	NRSNG ASST	GL-0621-05	1	0	0	2
DEV	FMC DEVENS	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
DEV	FMC DEVENS	PHS	PHYSICIAN ASSISTANT	CC-0603-11	1	0	0	
DEV	FMC DEVENS	S&E	PSYCHLGY POSTDOCTORAL (TR)	GS-0180-11	1	0	0	1
DEV	FMC DEVENS	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	24
DEV	FMC DEVENS	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	1
DEV	FMC DEVENS	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	1	0	0	
DEV	FMC DEVENS	S&E	PSYCHTRC PHYSCN	GP-0602-15	1	0	0	
DEV	FMC DEVENS	S&E	RECR THRPST	GL-0638-09	1	0	0	
DEV	FMC DEVENS	S&E	REGISTERED NURSE	GL-0610-10	5	1	0	1
DEV	FMC DEVENS	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	1
DEV	FMC DEVENS	S&E	SAFETY ADMINISTRATIOR	GS-0018-13	1	1	0	
DEV	FMC DEVENS	PHS	SENIOR PHARMACIST	CC-0660-11	1	0	0	
DEV	FMC DEVENS	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
DEV	FMC DEVENS	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	1	0	0	
DEV	FMC DEVENS	S&E	SOC WRKR	GS-0185-11	1	0	0	
DEV	FMC DEVENS	PHS	SOCIAL WORKER	CC-0185-11	2	0	0	1
DEV	FMC DEVENS	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
DEV	FMC DEVENS	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
DEV	FMC DEVENS	PHS	STAFF NURSE	CC-0610-10	2	0	0	
DEV	FMC DEVENS	S&E	STUDENT INTERN	GL-0699-05	1	0	0	
DEV	FMC DEVENS	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	TCHR	GS-1710-11	1	0	0	
DEV	FMC DEVENS	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
DEV	FMC DEVENS	S&E	UNIT MGR	GS-0006-12	1	0	0	7
DEV	FMC DEVENS	S&E	UNIT SECY	GL-0318-06	1	0	0	12
DEV	FMC DEVENS	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
DEV	FMC DEVENS	S&E	WARDEN	ES-0006-15	1	0	0	
DEV	FMC DEVENS	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
DIR	CENTRAL OFFICE - DIR	S&E	ADMV OFFCR	GS-0341-11	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	ASSOCIATE DEPUTY DIRECTOR	ES-0340-00	1	1	0	
DIR	CENTRAL OFFICE - DIR	S&E	CH, OFF OF LEGIS AFF	GS-0006-15	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	CH, OFF OF LEGIS AFF	GS-0006-15	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	FORMS ANAL	GS-0343-12	1	0	0	
DTH	FPC DULUTH	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	2
DTH	FPC DULUTH	S&E	CH PSYCH	GS-0180-13	1	1	0	
DTH	FPC DULUTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
DTH	FPC DULUTH	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
DTH	FPC DULUTH	S&E	FACIL MGR	GS-1640-11	1	1	0	
DTH	FPC DULUTH	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
DTH	FPC DULUTH	S&E	HEALTH SERVICES ASSISTANT	GS-0303-07	1	1	0	2
DTH	FPC DULUTH	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	9
DTH	FPC DULUTH	S&E	LT	GL-0007-09	3	0	0	
DTH	FPC DULUTH	S&E	MEDCL TECHNCN	GL-0640-06	1	0	0	
DTH	FPC DULUTH	S&E	REGISTERED NURSE	GS-0610-10	1	1	0	
DTH	FPC DULUTH	S&E	SAFETY MGR	GS-0018-11	1	0	0	
DTH	FPC DULUTH	S&E	SR OFFCR SPECLST	GL-0007-08	3	1	0	
DTH	FPC DULUTH	S&E	SUPV OF EDUC	GS-1710-11	1	1	0	

DTH	FPC DULUTH	S&E	UNIT SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	ADVANCED PRACTICE NURSE	GS-0610-11	1	0	0	
DUB	FCI DUBLIN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
DUB	FCI DUBLIN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	1
DUB	FCI DUBLIN	S&E	BUDG & ACCTG OFFCR	GS-0501-11	1	0	0	2
DUB	FCI DUBLIN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	CASE MGR	GS-0101-11	2	0	0	4
DUB	FCI DUBLIN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DUB	FCI DUBLIN	S&E	CHAPLAIN	GS-0060-12	1	0	0	2
DUB	FCI DUBLIN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
DUB	FCI DUBLIN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
DUB	FCI DUBLIN	S&E	COOK FRMN	WS-7404-08	6	0	0	
DUB	FCI DUBLIN	UNICOR	CUSTMR SRVC REP	GL-0303-09	1	0	0	
DUB	FCI DUBLIN	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
DUB	FCI DUBLIN	UNICOR	DISTR SPECLST (UNICOR)	GL-2030-09	2	0	0	
DUB	FCI DUBLIN	S&E	DRUG ABUSE PROG COORD MAT SPANISH	GS-0180-13	1	0	0	2
DUB	FCI DUBLIN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	0	0	
DUB	FCI DUBLIN	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
DUB	FCI DUBLIN	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	2
DUB	FCI DUBLIN	S&E	LT	GL-0007-09	1	1	0	
DUB	FCI DUBLIN	S&E	LT	GS-0007-11	1	1	0	
DUB	FCI DUBLIN	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	1	0	5
DUB	FCI DUBLIN	S&E	MEDICAL OFFICER	GP-0602-15	2	0	0	
DUB	FCI DUBLIN	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
DUB	FCI DUBLIN	PHS	MID-LEVEL PRACTITIONER NP	CC-0610-11	2	0	0	
DUB	FCI DUBLIN	S&E	PARAMEDIC	GL-0640-09	1	0	0	
DUB	FCI DUBLIN	PHS	REGNL HLTH SRVCS ADMR	CC-0670-14	1	0	0	1
DUB	FCI DUBLIN	S&E	REGNL PHYSICIAN	GS-0602-15	1	0	0	5
DUB	FCI DUBLIN	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	1
DUB	FCI DUBLIN	S&E	SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	SOC WRKR	GS-0185-11	1	0	0	
DUB	FCI DUBLIN	S&E	SPECIALTY PROG COORD - RESOLVE SPANISH	GS-0180-13	1	0	0	
DUB	FCI DUBLIN	S&E	SR OFFCR SPECLST	GL-0007-08	11	0	0	
DUB	FCI DUBLIN	S&E	STAFF PSYCH	GS-0180-12	3	0	0	
DUB	FCI DUBLIN	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	1	0	
DUB	FCI DUBLIN	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
DUB	FCI DUBLIN	S&E	TCHR	GS-1710-11	1	0	0	7
DUB	FCI DUBLIN	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
DUB	FCI DUBLIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
DUB	FCI DUBLIN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
EDG	FCI EDGEFIELD	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
EDG	FCI EDGEFIELD	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
EDG	FCI EDGEFIELD	S&E	CAPTAIN	GS-0007-12	1	1	0	
EDG	FCI EDGEFIELD	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	1	14
EDG	FCI EDGEFIELD	S&E	CASE MGR	GS-0101-11	1	0	0	
EDG	FCI EDGEFIELD	PHS	CHIEF GENERAL DENTA	CC-0680-06	1	1	0	3
EDG	FCI EDGEFIELD	S&E	CLINICAL PSYCH	GS-0180-13	1	0	0	
EDG	FCI EDGEFIELD	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	6
EDG	FCI EDGEFIELD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	1	13
EDG	FCI EDGEFIELD	PHS	DRUG ABUSE PROG COORD	CC-0000-00	1	0	0	
EDG	FCI EDGEFIELD	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
EDG	FCI EDGEFIELD	UNICOR	FABRIC WRKR FRMN	WS-3105-07	4	0	0	4
EDG	FCI EDGEFIELD	S&E	HLTH SRVCS ASST	GS-0303-07	1	0	0	
EDG	FCI EDGEFIELD	S&E	LEG ASST	GL-0986-08	1	0	0	
EDG	FCI EDGEFIELD	S&E	LOCKSMITH	GS-0301-10	1	0	0	1
EDG	FCI EDGEFIELD	S&E	LT	GS-0007-11	4	1	0	
EDG	FCI EDGEFIELD	S&E	LT	GL-0007-09	2	1	0	
EDG	FCI EDGEFIELD	PHS	MID-LEVEL PRACTITIONER	CC-0000-00	1	0	0	
EDG	FCI EDGEFIELD	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
EDG	FCI EDGEFIELD	S&E	MTRLS HNDLR SUPVR	WS-6907-04	1	0	0	
EDG	FCI EDGEFIELD	PHS	PHARMACIST	CC-0610-10	1	0	0	
EDG	FCI EDGEFIELD	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	3
EDG	FCI EDGEFIELD	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
EDG	FCI EDGEFIELD	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
EDG	FCI EDGEFIELD	PHS	SENIOR PHARMACIST	CC-0660-06	1	0	0	
EDG	FCI EDGEFIELD	S&E	SR OFFCR SPECLST	GL-0007-08	27	0	0	
EDG	FCI EDGEFIELD	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
EDG	FCI EDGEFIELD	S&E	STUD TR	GS-1799-05	1	0	0	
EDG	FCI EDGEFIELD	S&E	SUPVRY CONTRACT SPEC	GS-1102-11	1	0	0	
EDG	FCI EDGEFIELD	S&E	UNIT MGR	GS-0006-12	2	1	0	16
EDG	FCI EDGEFIELD	S&E	UNIT SECY	GL-0318-06	2	1	0	15
EDG	FCI EDGEFIELD	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ELK	FCI ELKTON	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
ELK	FCI ELKTON	S&E	BUDG ANAL	GL-0560-09	1	1	0	
ELK	FCI ELKTON	S&E	CAPTAIN	GS-0007-12	1	1	0	
ELK	FCI ELKTON	S&E	CASE MGR	GL-0101-11	1	1	0	
ELK	FCI ELKTON	S&E	CH PSYCH	GS-0180-14	1	0	0	

ELK	FCI ELKTON	UNICOR	COMPR ASST	GL-0335-09	3	0	0	
ELK	FCI ELKTON	UNICOR	COMPR SPECLST	GL-2210-09	3	0	0	
ELK	FCI ELKTON	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
ELK	FCI ELKTON	S&E	COOK FRMN	WS-7404-08	1	0	0	
ELK	FCI ELKTON	UNICOR	DATA SRVCS FACTORY MGR	GS-1101-12	1	0	0	
ELK	FCI ELKTON	S&E	DRUG ABUSE TRTMNT SPECLST	GL-0101-11	1	1	0	5
ELK	FCI ELKTON	S&E	EDUC TECHNCN	GL-1702-07	1	0	1	2
ELK	FCI ELKTON	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	3
ELK	FCI ELKTON	S&E	FINANCIAL SPECLST	GL-0501-09	1	1	0	
ELK	FCI ELKTON	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	2
ELK	FCI ELKTON	S&E	LT	GL-0007-09	1	1	0	
ELK	FCI ELKTON	S&E	LT	GS-0007-11	1	1	0	
ELK	FCI ELKTON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
ELK	FCI ELKTON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
ELK	FCI ELKTON	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
ELK	FCI ELKTON	S&E	SR OFFCR SPECLST	GL-0007-08	26	1	0	
ELK	FCI ELKTON	S&E	UNIT SECY	GL-0318-06	3	1	0	
ELK	FCI ELKTON	S&E	WARDEN	GS-0006-15	1	1	0	
ENG	FCI ENGLEWOOD	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	10
ENG	FCI ENGLEWOOD	S&E	CASE MGR	GS-0101-11	2	1	0	9
ENG	FCI ENGLEWOOD	S&E	CH PSYCH	GS-0180-14	1	0	0	5
ENG	FCI ENGLEWOOD	S&E	CLNCL NURSE	GS-0610-10	1	0	0	
ENG	FCI ENGLEWOOD	S&E	COOK FRMN	WS-7404-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	4
ENG	FCI ENGLEWOOD	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
ENG	FCI ENGLEWOOD	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
ENG	FCI ENGLEWOOD	S&E	FACIL ASST	GL-1603-07	1	0	0	3
ENG	FCI ENGLEWOOD	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	3
ENG	FCI ENGLEWOOD	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	0	0	
ENG	FCI ENGLEWOOD	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	1
ENG	FCI ENGLEWOOD	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
ENG	FCI ENGLEWOOD	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	2	0	0	
ENG	FCI ENGLEWOOD	UNICOR	INDL HYGIENST	GS-0690-12	1	0	0	
ENG	FCI ENGLEWOOD	S&E	LT	GS-0007-11	3	1	0	
ENG	FCI ENGLEWOOD	S&E	MTRLS HNDLR	WS-6907-03	1	0	0	
ENG	FCI ENGLEWOOD	UNICOR	MTRLS HNDLR	WS-6907-04	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PARAMEDIC	GL-0640-09	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PHYSCN ASST	GS-0603-11	1	1	0	
ENG	FCI ENGLEWOOD	UNICOR	PROG MGR	GS-1101-13	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	8
ENG	FCI ENGLEWOOD	S&E	SEX OFFENDER PROG COORD	GS-0180-13	1	0	0	1
ENG	FCI ENGLEWOOD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
ENG	FCI ENGLEWOOD	S&E	SR OFFCR SPECLST	GL-0007-08	25	1	0	
ENG	FCI ENGLEWOOD	S&E	STAFF PHARMACIST	GS-0660-11	0	0	0	5
ENG	FCI ENGLEWOOD	S&E	SUPVRY CONTR SPECLST	GL-1102-11	1	0	0	
ENG	FCI ENGLEWOOD	S&E	TOOL RM OFFCR	GL-0303-08	1	0	1	
ENG	FCI ENGLEWOOD	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
ENG	FCI ENGLEWOOD	S&E	UNIT MGR	GS-0006-12	1	1	0	
ENG	FCI ENGLEWOOD	S&E	UNIT SECY	GL-0318-06	2	1	0	7
ENG	FCI ENGLEWOOD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	WHSE WRKR FRMN	WS-6907-04	3	0	0	5
ERE	FCI EL RENO	UNICOR	ACCTNT	GL-0510-09	1	0	0	
ERE	FCI EL RENO	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
ERE	FCI EL RENO	S&E	CASE MGR	GS-0101-11	1	0	0	6
ERE	FCI EL RENO	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
ERE	FCI EL RENO	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
ERE	FCI EL RENO	UNICOR	DAIRY FARMER FRMN	WS-5001-07	2	0	0	
ERE	FCI EL RENO	UNICOR	GEN FRMN	WS-3801-14	1	0	0	
ERE	FCI EL RENO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	1
ERE	FCI EL RENO	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	1
ERE	FCI EL RENO	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
ERE	FCI EL RENO	S&E	LT	GS-0007-11	3	1	0	4
ERE	FCI EL RENO	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
ERE	FCI EL RENO	UNICOR	MTL WRKR SUPVR	WS-3801-08	1	0	0	
ERE	FCI EL RENO	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
ERE	FCI EL RENO	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	1	0	1
ERE	FCI EL RENO	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
ERE	FCI EL RENO	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
ERE	FCI EL RENO	S&E	SR OFFCR SPECLST	GL-0007-08	20	0	0	
ERE	FCI EL RENO	S&E	STAFF MEDICAL OFFIC	GS-0602-15	1	0	0	
ERE	FCI EL RENO	S&E	STUD TR	GL-1799-05	1	0	0	
ERE	FCI EL RENO	S&E	STUD TR	GL-2299-05	1	0	0	
ERE	FCI EL RENO	S&E	TCHR	GS-1710-11	2	0	0	
ERE	FCI EL RENO	UNICOR	UNICOR ACCTNT	GS-0510-11	1	0	0	
ERE	FCI EL RENO	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ERE	FCI EL RENO	UNICOR	WHSE WRKR SUPVR	WS-6907-04	1	0	0	

EST	FCI ESTILL	S&E	ACCOUNTANT	GL-0510-09	1	0	0	
EST	FCI ESTILL	S&E	ACCTG STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
EST	FCI ESTILL	S&E	CASE MGR	GS-0101-11	4	0	0	
EST	FCI ESTILL	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
EST	FCI ESTILL	S&E	COOK FRMN	WS-7404-08	5	1	0	
EST	FCI ESTILL	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
EST	FCI ESTILL	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	12
EST	FCI ESTILL	S&E	DENTAL HYGIENIST	GL-0682-08	1	0	0	1
EST	FCI ESTILL	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
EST	FCI ESTILL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	3
EST	FCI ESTILL	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
EST	FCI ESTILL	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
EST	FCI ESTILL	S&E	FIN PROG SPEC	GL-0501-09	1	1	0	
EST	FCI ESTILL	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	2
EST	FCI ESTILL	S&E	HLTH SRVCS STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	HUMAN RESOURCE STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	INFO TECH STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	LT	GL-0007-09	2	0	0	
EST	FCI ESTILL	S&E	LT	GS-0007-11	4	1	0	
EST	FCI ESTILL	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
EST	FCI ESTILL	PHS	MID-LEVEL PRACTITIONER		1	1	0	
EST	FCI ESTILL	PHS	PHARMACIST		1	0	0	
EST	FCI ESTILL	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	1
EST	FCI ESTILL	S&E	REGISTERED NURSE	GL-0610-10	3	0	0	
EST	FCI ESTILL	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
EST	FCI ESTILL	S&E	SAFETY ADMINISTRATOR	GS-0018-12	1	1	0	
EST	FCI ESTILL	S&E	SR OFFCR SPECLST	GL-0007-08	50	0	0	
EST	FCI ESTILL	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
EST	FCI ESTILL	S&E	TCHR	GS-1701-11	2	0	0	
EST	FCI ESTILL	UNICOR	UNICOR ACCTNT	GS-0510-11	1	0	0	
EST	FCI ESTILL	S&E	UNIT MGR	GS-0006-12	2	0	0	
EST	FCI ESTILL	S&E	UNIT SECY	GL-0318-06	1	0	0	
EST	FCI ESTILL	S&E	VOCTNL TRNG INSTRU Electrician	GS-1712-11	1	0	0	
EST	FCI ESTILL	S&E	VOCTNL TRNG INSTRU Welder	GS-1712-11	1	0	0	
EST	FCI ESTILL	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
EST	FCI ESTILL	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FAI	FCI FAIRTON	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
FAI	FCI FAIRTON	S&E	BUS ADMR	GS-0501-12	1	1	1	3
FAI	FCI FAIRTON	S&E	CASE MGR	GS-0101-11	1	0	0	
FAI	FCI FAIRTON	S&E	CLNCL NURSE	GL-0610-10	1	1	0	
FAI	FCI FAIRTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
FAI	FCI FAIRTON	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
FAI	FCI FAIRTON	S&E	CONTR SPECLST	GL-1102-07	1	0	0	
FAI	FCI FAIRTON	S&E	COOK FRMN	WS-7404-08	2	1	0	4
FAI	FCI FAIRTON	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	4
FAI	FCI FAIRTON	UNICOR	DISTR SRVCS REPR	GL-0303-09	1	0	0	
FAI	FCI FAIRTON	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
FAI	FCI FAIRTON	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
FAI	FCI FAIRTON	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	1	2
FAI	FCI FAIRTON	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
FAI	FCI FAIRTON	S&E	LT	GS-0007-11	2	0	0	
FAI	FCI FAIRTON	S&E	LT	GS-0007-11	1	0	0	
FAI	FCI FAIRTON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	2
FAI	FCI FAIRTON	S&E	PARAMEDIC	GL-0640-09	1	0	0	
FAI	FCI FAIRTON	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
FAI	FCI FAIRTON	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FAI	FCI FAIRTON	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
FAI	FCI FAIRTON	S&E	RECR SPECLST	GL-0188-09	1	1	0	
FAI	FCI FAIRTON	S&E	SR OFFCR SPECLST	GL-0007-08	7	1	0	
FAI	FCI FAIRTON	S&E	TCHR	GS-1710-11	1	0	0	
FAI	FCI FAIRTON	S&E	UNIT MGR	GS-0006-12	1	0	0	9
FAI	FCI FAIRTON	S&E	UNIT SECY	GL-0318-06	1	0	0	13
FAI	FCI FAIRTON	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
FAI	FCI FAIRTON	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FLM	FCC FLORENCE	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	3	0	0	
FLM	FCC FLORENCE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
FLM	FCC FLORENCE	S&E	ADX UNIT PSYCH	GS-0180-13	1	0	0	1
FLM	FCC FLORENCE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
FLM	FCC FLORENCE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	5
FLM	FCC FLORENCE	S&E	ASST FOOD SRVC ADMR (TR)	GS-1667-09	1	0	0	
FLM	FCC FLORENCE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	
FLM	FCC FLORENCE	S&E	BUDG & ACCTG OFFCR	GS-0501-12	1	0	0	2
FLM	FCC FLORENCE	S&E	BUDG ANAL	GL-0560-09	1	0	0	
FLM	FCC FLORENCE	S&E	CAMP ADMR	GS-0006-13	1	1	0	
FLM	FCC FLORENCE	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	7
FLM	FCC FLORENCE	S&E	CASE MGR	GS-0101-11	5	1	0	9

FLM	FCC FLORENCE	S&E	CH PSYCH	GS-0180-14	1	1	0	
FLM	FCC FLORENCE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
FLM	FCC FLORENCE	PHS	CHIEF PHARMACIST	GS-0660-12	1	1	0	
FLM	FCC FLORENCE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
FLM	FCC FLORENCE	S&E	COOK FRMN	WS-7404-08	7	1	0	4
FLM	FCC FLORENCE	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
FLM	FCC FLORENCE	S&E	DEP CAPTAIN-COMPLEX	GS-0007-13	1	1	0	
FLM	FCC FLORENCE	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	2
FLM	FCC FLORENCE	S&E	DNTL HYGIENIST	GL-0682-08	1	0	0	
FLM	FCC FLORENCE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	1	0	
FLM	FCC FLORENCE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	2
FLM	FCC FLORENCE	S&E	ELCTRON TECHNCN (TR)	GL-0856-10	1	0	0	
FLM	FCC FLORENCE	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	2
FLM	FCC FLORENCE	UNICOR	FIELD FNANCL ADMR	GS-0501-13	1	0	0	
FLM	FCC FLORENCE	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
FLM	FCC FLORENCE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
FLM	FCC FLORENCE	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	6
FLM	FCC FLORENCE	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	1	1
FLM	FCC FLORENCE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	2	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	2	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	1	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	5	1	0	
FLM	FCC FLORENCE	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
FLM	FCC FLORENCE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
FLM	FCC FLORENCE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
FLM	FCC FLORENCE	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
FLM	FCC FLORENCE	S&E	PROCUREMENT AND PROPERTY SPECIALIST	GL-1101-09	1	1	0	
FLM	FCC FLORENCE	PHS	PSYCHIATRIC NURSE	GL-0610-10	1	0	0	
FLM	FCC FLORENCE	S&E	PSYCHOLOGY TECHNICIAN	GL-0181-07	2	0	0	
FLM	FCC FLORENCE	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	2	1	0	
FLM	FCC FLORENCE	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	1	0	3
FLM	FCC FLORENCE	S&E	RECR SPECLST	GL-0188-09	3	1	0	
FLM	FCC FLORENCE	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	
FLM	FCC FLORENCE	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
FLM	FCC FLORENCE	S&E	REINTEGRATION UNIT PSYCH	GS-0180-13	1	0	0	
FLM	FCC FLORENCE	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	2	0	0	
FLM	FCC FLORENCE	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
FLM	FCC FLORENCE	S&E	SAFETY ADMIN	GS-0018-13	1	1	0	
FLM	FCC FLORENCE	S&E	SIS TELEPH MNTR	GL-0303-08	1	0	0	
FLM	FCC FLORENCE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
FLM	FCC FLORENCE	S&E	SPECIALTY PROG COORD - STAGES	GS-0180-13	1	0	1	2
FLM	FCC FLORENCE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	6	1	0	3
FLM	FCC FLORENCE	S&E	SR OFFCR SPECLST	GL-0007-08	103	1	0	
FLM	FCC FLORENCE	S&E	TCHR	GS-1710-11	1	1	0	5
FLM	FCC FLORENCE	S&E	UNIT MGR	GS-0006-12	1	1	0	
FLM	FCC FLORENCE	S&E	UNIT SECY	GL-0318-06	3	1	0	
FLM	FCC FLORENCE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
FLM	FCC FLORENCE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
FLM	FCC FLORENCE	S&E	WHSE WRKR FRMN	WS-6907-04	3	1	0	3
FLM	FCC FLORENCE	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
FOR	FCC FORREST CITY	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	1	8
FOR	FCC FORREST CITY	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
FOR	FCC FORREST CITY	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	
FOR	FCC FORREST CITY	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
FOR	FCC FORREST CITY	S&E	CASE MGR	GS-0101-11	3	1	0	22
FOR	FCC FORREST CITY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
FOR	FCC FORREST CITY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
FOR	FCC FORREST CITY	S&E	COMPLEX WARDEN	GS-0006-15	1	1	0	
FOR	FCC FORREST CITY	S&E	COMPR SPECLST	GL-2210-11	1	0	0	
FOR	FCC FORREST CITY	S&E	COMPR SRVCS MGR	GS-2210-13	1	0	0	
FOR	FCC FORREST CITY	S&E	COOK FRMN	WS-7404-08	1	1	0	3
FOR	FCC FORREST CITY	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
FOR	FCC FORREST CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	1	42
FOR	FCC FORREST CITY	S&E	DNTL OFFCR	GP-0680-13	2	0	0	
FOR	FCC FORREST CITY	S&E	EDU STUD TR	GS-1799-05	1	0	0	
FOR	FCC FORREST CITY	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
FOR	FCC FORREST CITY	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
FOR	FCC FORREST CITY	UNICOR	FACTORY OPERTNL ACCTNT	GS-0510-11	1	0	0	
FOR	FCC FORREST CITY	S&E	GEN FRMN	WS-4749-14	1	1	0	
FOR	FCC FORREST CITY	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
FOR	FCC FORREST CITY	S&E	INFO TECH STUD TR	GS-2299-05	2	0	0	
FOR	FCC FORREST CITY	S&E	LT	GS-0007-11	7	1	0	3
FOR	FCC FORREST CITY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
FOR	FCC FORREST CITY	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FOR	FCC FORREST CITY	S&E	RECR SUPVR	GS-0188-12	1	1	0	
FOR	FCC FORREST CITY	S&E	REGISTERED NURSE	GL-0610-10	5	0	0	
FOR	FCC FORREST CITY	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	6

FOR	FCC FORREST CITY	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
FOR	FCC FORREST CITY	S&E	SR OFFCR SPECLST	GL-0007-08	22	1	0	
FOR	FCC FORREST CITY	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
FOR	FCC FORREST CITY	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
FOR	FCC FORREST CITY	S&E	SUPV CONTR SPECLST	GS-1102-11	1	0	0	
FOR	FCC FORREST CITY	S&E	SUPVR OF EDUC	GS-1710-13	1	1	0	
FOR	FCC FORREST CITY	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
FOR	FCC FORREST CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
FOR	FCC FORREST CITY	S&E	TCHR	GS-1710-11	2	1	0	
FOR	FCC FORREST CITY	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
FOR	FCC FORREST CITY	S&E	UNIT MGR	GS-0006-12	3	1	0	12
FOR	FCC FORREST CITY	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
FOR	FCC FORREST CITY	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ACCT TRNEE	GS-0510-07	4	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ACCTG STUDENT TRAINEE	GS-0599-05	3	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ADMV OFFCR	GS-0341-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ADP SYS ADMR	GS-2210-12	4	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ASST CNTRLR	GS-0505-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	BUSINESS DEVELOPMENT SPECIALIST	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CH, FIELD IT OPS SUPRT SEC	GS-2210-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CONTR SPECLST	GS-1102-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CONTR SPECLST	GS-1102-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CORPORATE QUALITY ASSURANCE MGR	GS-1910-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	DEP CH INFO SECUR OFFCR	GS-2210-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	EXEC CONS	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	FACTORY MGR (TR)	GS-1101-11	5	1	0	8
FPI	CENTRAL OFFICE - FPI	UNICOR	FIELD FNANCL ADMR	GS-0501-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	FIELD FNANCL ADMR	GS-0501-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	INDL SPECLST	GS-1101-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT & PROG ANAL	GS-0343-12	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-13	4	0	0	49
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT SPECLST	GS-0301-09	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERS MGR	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERS MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERTG ACCTNT	GS-0510-12	3	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROCUR CONTRTG OFFCR	GS-1102-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	1	0	0	2
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROJ MGR	GS-1101-12	5	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	QUAL ASSR TRNEE	GS-1910-09	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	REGNL RECYCLING SOURCING MGR	GS-1101-12	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	REGNL SYS ADMR	GS-2210-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SEW MACH FRMM TRNEE	WS-5301-07	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR CONTRCTG OFFCR	GS-1102-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SUSTAINABILITY MGR	GS-1150-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SYS ACCTNT	GS-0510-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	TEXTLS MFG SPECLST	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR CONTR SPECLST	GS-1102-11	6	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	WORKERS COMP SPECLST	GS-0301-11	1	0	0	
FTD	FCI FORT DIX	UNICOR	ACCTNT	GS-0510-11	1	0	0	
FTD	FCI FORT DIX	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
FTD	FCI FORT DIX	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	1	0	
FTD	FCI FORT DIX	S&E	BUDG & ACCTG OFFCR	GS-0501-12	1	1	0	
FTD	FCI FORT DIX	S&E	BUS ADMR	GS-0501-13	1	1	0	
FTD	FCI FORT DIX	S&E	CAPTAIN	GS-0007-13	1	0	0	
FTD	FCI FORT DIX	S&E	CAPTAIN'S SECY	GL-0318-05	1	1	0	13
FTD	FCI FORT DIX	S&E	CASE MGR	GS-0101-11	1	0	0	
FTD	FCI FORT DIX	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	

FTD	FCI FORT DIX	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
FTD	FCI FORT DIX	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
FTD	FCI FORT DIX	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	0	0	
FTD	FCI FORT DIX	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
FTD	FCI FORT DIX	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
FTD	FCI FORT DIX	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
FTD	FCI FORT DIX	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
FTD	FCI FORT DIX	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
FTD	FCI FORT DIX	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
FTD	FCI FORT DIX	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
FTD	FCI FORT DIX	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
FTD	FCI FORT DIX	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
FTD	FCI FORT DIX	S&E	INF RECPTNST	GL-0304-04	1	0	0	
FTD	FCI FORT DIX	S&E	LT	GS-0007-11	1	1	0	
FTD	FCI FORT DIX	S&E	LT	GL-0007-09	1	1	0	
FTD	FCI FORT DIX	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	1	0	
FTD	FCI FORT DIX	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	
FTD	FCI FORT DIX	UNICOR	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
FTD	FCI FORT DIX	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
FTD	FCI FORT DIX	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
FTD	FCI FORT DIX	S&E	PSYCHTRC PHYSCN	GP-0602-15	1	0	0	
FTD	FCI FORT DIX	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FTD	FCI FORT DIX	S&E	RECR SPECLST	GL-0188-09	1	0	0	
FTD	FCI FORT DIX	UNICOR	RECYCLING FACTORY TECH	GL-0303-09	2	0	0	
FTD	FCI FORT DIX	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	3	0	0	
FTD	FCI FORT DIX	S&E	REGISTERED NURSE	GL-0610-10	4	2	0	
FTD	FCI FORT DIX	S&E	SPECIAL EDUC TCHR	GS-1701-11	1	0	0	
FTD	FCI FORT DIX	S&E	SR OFFCR SPECLST	GL-0007-08	51	1	0	6
FTD	FCI FORT DIX	S&E	STUDENT TRAINEE (HR)	GL-0299-05	1	0	0	
FTD	FCI FORT DIX	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
FTD	FCI FORT DIX	S&E	TCHR	GS-1710-11	3	0	0	8
FTD	FCI FORT DIX	S&E	UNIT MGR	GS-0006-12	2	0	0	13
FTD	FCI FORT DIX	S&E	UNIT SECY	GL-0318-06	5	1	0	
FTD	FCI FORT DIX	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
FTD	FCI FORT DIX	UNICOR	WHSE WRKR SUPVR	WS-6907-05	1	0	0	
FTW	FMC FORT WORTH	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	2
FTW	FMC FORT WORTH	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
FTW	FMC FORT WORTH	S&E	CHIEF DENTAL OFFICER	GS-0680-14	1	0	0	6
FTW	FMC FORT WORTH	S&E	COOK FRMN	WS-7404-08	1	1	0	
FTW	FMC FORT WORTH	S&E	DENTAL HYGIENIST	GL-0682-08	1	0	0	1
FTW	FMC FORT WORTH	S&E	DIAGNSTC RADIOLOGIC TECHNLGST	GL-0647-07	1	0	0	
FTW	FMC FORT WORTH	PHS	DIETITIAN	CC-0630-11	1	0	0	
FTW	FMC FORT WORTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
FTW	FMC FORT WORTH	S&E	FACIL ASST	GL-1603-07	1	1	0	
FTW	FMC FORT WORTH	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
FTW	FMC FORT WORTH	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	9
FTW	FMC FORT WORTH	S&E	HLTH SRVCS ADMIN (TRAINEE)	GS-0301-11	1	0	0	
FTW	FMC FORT WORTH	PHS	HOSPITAL ADMIN (ASST HSA)	CC-0670-12	1	0	0	4
FTW	FMC FORT WORTH	S&E	HUMAN RESOURCE MANAGER TRAINEE	GS-0201-11	1	0	0	
FTW	FMC FORT WORTH	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	14
FTW	FMC FORT WORTH	S&E	HVAC FRMN	WS-5306-09	1	0	0	
FTW	FMC FORT WORTH	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
FTW	FMC FORT WORTH	S&E	LT	GS-0007-11	1	0	0	
FTW	FMC FORT WORTH	S&E	LT	GL-0007-09	1	0	0	
FTW	FMC FORT WORTH	S&E	MATERIAL HNDLR SUPVR	WS-6907-04	1	1	0	
FTW	FMC FORT WORTH	S&E	MEDCL OFFCR	GP-0602-15	6	1	0	
FTW	FMC FORT WORTH	PHS	MEDCL OFFCR- GENERAL	CC-0602-15	1	0	0	
FTW	FMC FORT WORTH	S&E	MID-LEVEL PRACTITIONER (PHYSCN ASST)	GS-0603-11	1	0	0	
FTW	FMC FORT WORTH	PHS	MID-LEVEL PRACTITIONER (PHYSICIAN ASSISTANT)	CC-0603-11	1	1	0	
FTW	FMC FORT WORTH	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	4
FTW	FMC FORT WORTH	PHS	NURSE OFFICER - CO STEP	CC-0610-10	1	0	0	
FTW	FMC FORT WORTH	PHS	NURSE SPECLST-(WOUND CARE)	CC-0610-10	1	0	0	
FTW	FMC FORT WORTH	PHS	OTHER HEALTH SRVC (STAFF TECHN) - CO-STEP	CC-0644-09	1	0	0	
FTW	FMC FORT WORTH	S&E	PARAMEDIC (HEALTH TECH)	GL-0640-09	1	0	0	
FTW	FMC FORT WORTH	PHS	PHARMACIST (CHIEF)	CC-0660-13	1	1	0	
FTW	FMC FORT WORTH	PHS	PHARMACIST (CO-STEP)	CC-0660-11	1	0	0	
FTW	FMC FORT WORTH	PHS	PHARMACY OFFICER	CC-0660-11	1	0	0	
FTW	FMC FORT WORTH	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
FTW	FMC FORT WORTH	PHS	PROGRAM MGT OFFICER/QUAL MGR	CC-0671-11	1	0	0	
FTW	FMC FORT WORTH	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	25
FTW	FMC FORT WORTH	S&E	PSYCHOLOGY TECH	GL-0181-07	1	0	0	
FTW	FMC FORT WORTH	S&E	REGISTERED NURSE	GL-0610-10	17	1	0	
FTW	FMC FORT WORTH	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	1	0	
FTW	FMC FORT WORTH	S&E	SOC WRKR	GS-0185-11	1	1	0	
FTW	FMC FORT WORTH	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
FTW	FMC FORT WORTH	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
FTW	FMC FORT WORTH	PHS	STAFF NURSE (REGISTERED NURSE)	CC-0610-10	1	0	0	

FTW	FMC FORT WORTH	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	1
FTW	FMC FORT WORTH	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
FTW	FMC FORT WORTH	S&E	UNIT MGR	GS-0006-12	1	1	0	
FTW	FMC FORT WORTH	S&E	UNIT SECY	GL-0318-06	2	1	0	27
FTW	FMC FORT WORTH	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
FTW	FMC FORT WORTH	S&E	WHSE WRKR SUPVR	WS-6907-03	1	0	0	3
GIL	FCI GILMER	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
GIL	FCI GILMER	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
GIL	FCI GILMER	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	3
GIL	FCI GILMER	S&E	CASE MGR	GS-0101-11	1	0	0	1
GIL	FCI GILMER	S&E	CH PSYCH	GS-0180-14	1	0	0	
GIL	FCI GILMER	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
GIL	FCI GILMER	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
GIL	FCI GILMER	S&E	COOK FRMN	WS-7404-08	2	1	0	3
GIL	FCI GILMER	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	11
GIL	FCI GILMER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
GIL	FCI GILMER	S&E	EDUC SPECLST	GS-1701-11	1	0	0	4
GIL	FCI GILMER	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
GIL	FCI GILMER	S&E	FOOD SRVC ADMR	GS-1667-12	1	1	0	
GIL	FCI GILMER	S&E	HVAC FRMN	WS-5306-09	1	1	0	1
GIL	FCI GILMER	S&E	LT	GS-0007-11	1	0	0	
GIL	FCI GILMER	S&E	RECR SUPVR	GS-0188-11	1	0	0	6
GIL	FCI GILMER	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
GIL	FCI GILMER	S&E	STAFFPSYCH	GS-0180-12	1	0	0	
GIL	FCI GILMER	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	0	0	
GIL	FCI GILMER	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
GIL	FCI GILMER	S&E	TCHR	GS-1710-11	2	1	0	
GIL	FCI GILMER	S&E	UNIT SECY	GL-0318-06	1	0	1	16
GIL	FCI GILMER	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
GIL	FCI GILMER	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
GIL	FCI GILMER	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
GIL	FCI GILMER	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
GLN	FCI GILMER	S&E	FIREARMS INSTRU	GS-0006-12	4	1	0	
GLN	FCI GILMER	S&E	SECY	GS-0318-06	1	1	0	13
GLN	FCI GILMER	S&E	TRAINING INSTRUCTOR	GS-0006-12	6	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	ADMV ASST	GL-0303-07	8	1	0	29
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CH, DSCC	GS-0006-15	1	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CLASSIFN/COMPUTATION SPECLST	GS-0006-11	10	0	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	13
GP	GRAND PRAIRIE, TX (DSCC)	S&E	DSCC OPERS MGR	GS-0006-13	2	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	INMATE CLASSIFN & COMPUTATION SPECLST	GS-0006-11	4	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	INMATE CLASSIFN COMPUTATION TECHNCN	GL-0963-09	6	0	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	MGMT ANAL	GS-0343-12	2	0	0	18
GP	GRAND PRAIRIE, TX (DSCC)	S&E	SEC CH	GS-0006-14	1	0	0	4
GP	GRAND PRAIRIE, TX (DSCC)	S&E	TRNG SPECLST	GS-0006-12	2	0	0	12
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	ADMV SRVCS ASST	GL-0303-07	1	0	0	2
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	DEP CH, CONSLDTD PROCSNG UNIT	GS-0201-13	1	1	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	EMP BENEFITS SPECLST	GS-0201-12	1	0	0	13
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	0	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	HUMAN RESOURCES SPECLST, CSU	GS-0201-12	3	1	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	SR HUMAN RESOURCES SPECLST	GS-0201-13	1	0	1	6
GRE	FCI GREENVILLE	UNICOR	ASSOC WARDEN	GS-0006-13	1	0	0	
GRE	FCI GREENVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	7
GRE	FCI GREENVILLE	S&E	CHIEF DNTL OFFCR	GS-0680-13	1	0	1	2
GRE	FCI GREENVILLE	PHS	CLINICAL PSYCHOLOGIST	CC-0180-12	1	1	0	
GRE	FCI GREENVILLE	S&E	COOK FRMN	WS-7404-08	1	0	0	2
GRE	FCI GREENVILLE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	11
GRE	FCI GREENVILLE	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
GRE	FCI GREENVILLE	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
GRE	FCI GREENVILLE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	7
GRE	FCI GREENVILLE	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-12	1	1	0	
GRE	FCI GREENVILLE	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	

GRE	FCI GREENVILLE	S&E	FACIL MGR	GS-1640-12	1	1	0	
GRE	FCI GREENVILLE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
GRE	FCI GREENVILLE	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
GRE	FCI GREENVILLE	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
GRE	FCI GREENVILLE	S&E	LCP CHAPLAIN	GS-0060-12	1	0	0	
GRE	FCI GREENVILLE	S&E	LT	GS-0007-11	3	0	0	
GRE	FCI GREENVILLE	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
GRE	FCI GREENVILLE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
GRE	FCI GREENVILLE	S&E	PARAMEDIC	GL-0640-09	1	0	0	
GRE	FCI GREENVILLE	S&E	PHRMCY TECHNCN	GL-0661-05	1	0	0	1
GRE	FCI GREENVILLE	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
GRE	FCI GREENVILLE	UNICOR	PROG MGR	GS-0340-14	1	0	0	
GRE	FCI GREENVILLE	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	1
GRE	FCI GREENVILLE	S&E	RECR SPECLST	GL-0188-09	1	1	0	5
GRE	FCI GREENVILLE	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
GRE	FCI GREENVILLE	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
GRE	FCI GREENVILLE	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
GRE	FCI GREENVILLE	PHS	SPECIALTY PROG COORD	CC-0180-13	1	0	0	
GRE	FCI GREENVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	23	0	0	
GRE	FCI GREENVILLE	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
GRE	FCI GREENVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GL-0006-11	1	1	0	1
GRE	FCI GREENVILLE	S&E	UNIT SECY	GL-0318-06	1	0	0	3
GRE	FCI GREENVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
GRE	FCI GREENVILLE	S&E	WARDEN	ES-0006-00	1	1	0	
GUA	MDC GUAYNABO	S&E	ACCTG TECHNCN	GS-0525-07	1	0	0	4
GUA	MDC GUAYNABO	S&E	CASE MGR	GS-0101-11	1	0	1	12
GUA	MDC GUAYNABO	S&E	CHAPLAIN	GS-0060-12	1	0	0	
GUA	MDC GUAYNABO	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
GUA	MDC GUAYNABO	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	26
GUA	MDC GUAYNABO	S&E	EMER PREPAREDNESS OFFCR	GS-0006-12	1	0	0	11
GUA	MDC GUAYNABO	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
GUA	MDC GUAYNABO	S&E	LT	GS-0007-11	3	0	0	
GUA	MDC GUAYNABO	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
GUA	MDC GUAYNABO	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
GUA	MDC GUAYNABO	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	5
GUA	MDC GUAYNABO	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
GUA	MDC GUAYNABO	S&E	SR OFFCR	GL-0007-07	2	0	0	
GUA	MDC GUAYNABO	S&E	SR OFFCR SPECLST	GL-0007-08	9	0	0	
GUA	MDC GUAYNABO	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
GUA	MDC GUAYNABO	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	6
GUA	MDC GUAYNABO	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
GUA	MDC GUAYNABO	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
HAZ	FCC HAZELTON	S&E	ADVANCED CARE LVL PSYCH (FIT)	GS-0180-13	2	0	0	
HAZ	FCC HAZELTON	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
HAZ	FCC HAZELTON	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	0	0	10
HAZ	FCC HAZELTON	PHS	ASST HLTH SRVCS ADMR	CC-0670-12	1	0	0	3
HAZ	FCC HAZELTON	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
HAZ	FCC HAZELTON	S&E	CAPTAINS SECY	GL-0318-06	1	1	0	
HAZ	FCC HAZELTON	S&E	CASE MGR	GS-0101-11	2	1	0	17
HAZ	FCC HAZELTON	S&E	CLNCL PSYCH	GS-0180-12	2	0	0	
HAZ	FCC HAZELTON	S&E	COMPR SRVCS MGR	GS-2210-13	1	0	0	
HAZ	FCC HAZELTON	PHS	DEP CH, PSYCH	CC-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
HAZ	FCC HAZELTON	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	1
HAZ	FCC HAZELTON	S&E	ELCTRON TECHNCN (TR)	GL-0856-11	1	0	0	
HAZ	FCC HAZELTON	S&E	ENGINEERING TECH	GS-0802-11	1	0	0	
HAZ	FCC HAZELTON	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-13	1	0	0	1
HAZ	FCC HAZELTON	S&E	GUIDANCE COUNSELOR (FSA)	GS-1740-11	1	0	0	
HAZ	FCC HAZELTON	S&E	HLTH INF TECHNCN	GL-0675-07	2	0	0	4
HAZ	FCC HAZELTON	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	
HAZ	FCC HAZELTON	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	0	1
HAZ	FCC HAZELTON	S&E	HVAC FRMN	WS-5306-09	1	0	0	3
HAZ	FCC HAZELTON	S&E	LT	GS-0007-11	1	1	0	
HAZ	FCC HAZELTON	S&E	LT	GS-0007-11	6	0	0	
HAZ	FCC HAZELTON	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
HAZ	FCC HAZELTON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	4
HAZ	FCC HAZELTON	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	0	0	
HAZ	FCC HAZELTON	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
HAZ	FCC HAZELTON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
HAZ	FCC HAZELTON	S&E	RECR SPECLST	GL-0188-09	1	1	0	
HAZ	FCC HAZELTON	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SAFETY COMPLIANCE SPECIALIST	GL-0018-09	1	0	0	
HAZ	FCC HAZELTON	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	3	0	0	
HAZ	FCC HAZELTON	S&E	SOC WRKR	GS-0185-11	1	0	0	
HAZ	FCC HAZELTON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
HAZ	FCC HAZELTON	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	1	8

HAZ	FCC HAZELTON	S&E	SPECIALTY PROG COORD (FIT)	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SPECIALTY PROG COORD (Resolve)	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SR OFFCR SPECLST	GL-0007-08	66	1	0	
HAZ	FCC HAZELTON	S&E	TCHR	GS-1710-11	1	1	0	5
HAZ	FCC HAZELTON	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
HAZ	FCC HAZELTON	S&E	UNIT MGR	GS-0006-12	1	0	0	19
HAZ	FCC HAZELTON	S&E	UNIT SECY	GL-0318-06	3	1	0	
HAZ	FCC HAZELTON	S&E	UNIT SECY	GL-0318-06	2	0	0	
HAZ	FCC HAZELTON	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
HAZ	FCC HAZELTON	UNICOR	WHSE WRKR SUPVR	WS-6907-04	1	0	0	
HER	FCI HERLONG	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
HER	FCI HERLONG	S&E	BUDG & ACCTG OFFCR	GS-0501-11	1	0	0	
HER	FCI HERLONG	S&E	CAMP ADMIN SECRETARY	GS-0318-07	1	0	0	1
HER	FCI HERLONG	S&E	CASE MGR	GS-0101-11	1	0	0	
HER	FCI HERLONG	S&E	CH, DNTL OFFCR	GP-0680-13	1	1	0	
HER	FCI HERLONG	S&E	CHAPLAIN	GS-0060-12	1	0	0	
HER	FCI HERLONG	S&E	COOK FRMN	WS-7404-08	3	0	0	
HER	FCI HERLONG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
HER	FCI HERLONG	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
HER	FCI HERLONG	S&E	FACIL MGR	GS-1640-12	1	0	0	5
HER	FCI HERLONG	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
HER	FCI HERLONG	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
HER	FCI HERLONG	S&E	INF RECPTNST	GL-0304-04	1	0	0	
HER	FCI HERLONG	S&E	LT	GL-0007-09	1	1	0	
HER	FCI HERLONG	S&E	LT	GS-0007-11	2	1	0	
HER	FCI HERLONG	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
HER	FCI HERLONG	S&E	RECR SPECLST	GL-0188-09	1	0	0	
HER	FCI HERLONG	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
HER	FCI HERLONG	S&E	SIS TECHNCN	GL-1802-08	1	0	0	3
HER	FCI HERLONG	S&E	SR OFFCR SPECLST	GL-0007-08	38	0	0	
HER	FCI HERLONG	S&E	TCHR	GS-1710-11	2	1	0	
HER	FCI HERLONG	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
HER	FCI HERLONG	S&E	UNIT SECY	GL-0318-06	1	0	0	5
HER	FCI HERLONG	S&E	WARDEN	GS-0006-15	1	1	0	
HON	FDC HONOLULU	PHS	ASST HLTH SRVCS ADMIR	CC-0670-11	1	0	0	
HON	FDC HONOLULU	S&E	CH PSYCH	GS-0180-13	1	0	0	
HON	FDC HONOLULU	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
HON	FDC HONOLULU	S&E	COMPR SPECLST	GS-0099-05	1	0	0	
HON	FDC HONOLULU	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
HON	FDC HONOLULU	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
HON	FDC HONOLULU	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
HON	FDC HONOLULU	S&E	LEG ASST	GL-0986-08	1	0	0	
HON	FDC HONOLULU	S&E	LT	GS-0007-11	3	1	0	
HON	FDC HONOLULU	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
HON	FDC HONOLULU	S&E	SPEC EDUC TCHR	GS-1701-11	1	0	0	
HON	FDC HONOLULU	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
HON	FDC HONOLULU	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
HON	FDC HONOLULU	S&E	TCHR	GS-1710-11	1	0	0	4
HON	FDC HONOLULU	S&E	UNIT SECY	GL-0318-06	1	0	0	6
HON	FDC HONOLULU	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
HOU	FDC HOUSTON	S&E	BUDG ANAL	GL-0560-09	1	0	0	4
HOU	FDC HOUSTON	S&E	CASE MGR	GS-0101-11	1	1	0	14
HOU	FDC HOUSTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	5
HOU	FDC HOUSTON	S&E	COOK FRMN	WS-7404-08	1	0	1	17
HOU	FDC HOUSTON	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	
HOU	FDC HOUSTON	S&E	EMP DVLPMT MGR	GS-0201-13	1	1	0	
HOU	FDC HOUSTON	S&E	FOOD SVCS ASST	GL-1603-07	1	0	0	
HOU	FDC HOUSTON	S&E	GEN FRMN	WS-4749-14	1	1	0	
HOU	FDC HOUSTON	S&E	LT	GL-0007-09	1	0	0	
HOU	FDC HOUSTON	PHS	NURSE PRACTITIONER	CC-0610-11	1	1	0	
HOU	FDC HOUSTON	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	3
HOU	FDC HOUSTON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
HOU	FDC HOUSTON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
HOU	FDC HOUSTON	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-0299-05	1	0	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-1799-05	1	0	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-2299-05	1	0	0	
HOU	FDC HOUSTON	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
HOU	FDC HOUSTON	S&E	WHSE WRKR FRMN	WS-6907-04	2	0	0	14
HRM	CENTRAL OFFICE - HRM	S&E	ADMV OFFCR	GS-0341-09	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	CLASSIFN & CMPNSN SPECLST	GS-0201-13	5	0	0	40
HRM	CENTRAL OFFICE - HRM	S&E	CURRICULUM DEVELOPER	GS-0006-12	3	1	0	9
HRM	CENTRAL OFFICE - HRM	S&E	CURRICULUM DEVELOPER	GS-0006-12	1	0	0	11
HRM	CENTRAL OFFICE - HRM	S&E	DEP CH, CLASSIFN & CMPNSN SEC	GS-0201-13	1	1	0	
HRM	CENTRAL OFFICE - HRM	S&E	DEP CH, LBR MGMT REL & SEC	GS-0006-14	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	EQUAL EMPLMNT OPPORTUNITY SPECLST	GS-0260-12	1	0	0	4
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE SPECLST	GS-0201-12	4	0	0	8

HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE SPECLST	GS-0201-12	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	4	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	4
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	2
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	2
HRM	CENTRAL OFFICE - HRM	S&E	MGMT ANAL	GS-0343-13	1	1	0	
HRM	CENTRAL OFFICE - HRM	S&E	RECRUIT SPECLST	GS-0201-11	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	RECRUIT SPECLST	GS-0201-11	4	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	SOCIAL MEDIA SPECLST	GS-1001-11	1	1	0	3
HRM	CENTRAL OFFICE - HRM	S&E	SUPVRY LBR REL SPECST	GS-0201-14	1	0	0	7
HSD	CENTRAL OFFICE - HSD	S&E	CHIEF PHARMACIST	CC-0660-06	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	COMPR SPECLST	GS-2210-13	1	0	0	3
HSD	CENTRAL OFFICE - HSD	S&E	HLTH INFORMATICS SPECLST	GS-0671-13	1	1	0	
HSD	CENTRAL OFFICE - HSD	S&E	HLTH INFORMATICS SPECLST	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	HLTH SYS SPECLST (FSA)	GS-0671-13	2	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	MANAGEMENT PROGM & ANAL	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL CONTR CONS (FSA)	GS-0343-13	2	0	0	4
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL DESIGANTOR/UTILZATION REVIEWER ADMR	CC-0671-13	1	0	0	5
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL OFFCR (FSA)	GP-0602-15	1	1	0	
HSD	CENTRAL OFFICE - HSD	S&E	MEDICAL FISCAL CONSULTANT	GS-0343-13	1	0	0	12
HSD	CENTRAL OFFICE - HSD	S&E	MGMT ANAL CONTRACTING	GS-0343-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	NATIONAL HEALTH SYSTEMS ADMINISTRATOR	GS-0670-15	1	0	0	2
HSD	CENTRAL OFFICE - HSD	S&E	NATL DRUG FREE WORKPL COORD	GS-0301-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	OCCUPATIONAL MEDICINE PHYSICIAN	GP-0602-15	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	PHYSICIAN (FSA)	GP-0602-15	1	0	0	3
HSD	CENTRAL OFFICE - HSD	S&E	PROG ANLST (FSA)	GS-0343-13	3	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	QUAL IMPRVMT PROG SPECLST	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	SR. DEP ASST DIR	CC-0006-00	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	TRNSTNAL CARE PHARMACIST (FSA)	CC-0660-11	1	0	1	1
IPP	CENTRAL OFFICE - IPP	S&E	BRANCH CHIEF, IT SPEC	GS-2210-15	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH ADMV SYS DVLPMT SEC	GS-2210-14	1	0	0	3
IPP	CENTRAL OFFICE - IPP	S&E	CH, DIGITAL FORENSICS UNIT	GS-0006-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, HELP DESK SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, MAINFRAME SUPRT SECT	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, NATL INFRASTRUCTURE SUPRT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, NATL NETWORK SUPRT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, SENTRY SYS DVLPMT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-12	3	0	0	1
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-12	4	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	6	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-12	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	DEP DIRECTOR, ORE	GS-0101-15	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	FORENSICS ANAL	GS-0006-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	Forensics Analyst (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	INFO TECH STUDENT TRAINEE	GS-2299-05	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	INTERN	GS-0099-07	5	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	NETWORK ENGINEER (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR (FSA)	GS-2210-14	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR-APPLD TECHNLGY	GS-2210-14	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR-APPLD TECHNLGY (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SENIOR DATABASE ADMN (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SEX OFFENDER SOC SCI RES ANAL	GS-0101-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-13	4	0	0	20
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ASST	GS-0102-07	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOFTWARE SYS DISASTER RECOVERY	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR CLOUD ENGINEER (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR CLOUD ENGINEER (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR. DEP ASST DIR (ENT ADM)	ES-2210-00	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR. DEP ASST DIR (FIELD OPERATIONS)	ES-2210-00	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	STATCN SOC SCI	GS-1530-13	1	0	0	12
IPP	CENTRAL OFFICE - IPP	S&E	SUPVY COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SUPVY COMPR SPECLST	GS-2210-13	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SYS/ NETWORK ADMIN	GS-2210-14	3	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	WEB DEVELOPER	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	WEB DEVELOPER	GS-2210-13	1	0	0	
JES	FCI JESUP	S&E	ACCTG TECHNCN	GL-0525-05	1	1	0	

JES	FCI JESUP	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
JES	FCI JESUP	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
JES	FCI JESUP	S&E	CASE MGR	GS-0101-11	1	1	0	
JES	FCI JESUP	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
JES	FCI JESUP	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
JES	FCI JESUP	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	0	1	40
JES	FCI JESUP	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
JES	FCI JESUP	S&E	FACIL MGR	GS-1640-12	1	0	0	5
JES	FCI JESUP	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
JES	FCI JESUP	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	8
JES	FCI JESUP	PHS	NURSE	CC-0610-05	1	0	0	
JES	FCI JESUP	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	
JES	FCI JESUP	UNICOR	PROG MGR	GS-1101-13	1	0	0	
JES	FCI JESUP	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	4
JES	FCI JESUP	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	5
JES	FCI JESUP	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	8
JES	FCI JESUP	S&E	SPORTS SPECLST	GL-0303-09	1	1	0	
JES	FCI JESUP	S&E	SR OFFCR SPECLST	GL-0007-08	1	1	0	
JES	FCI JESUP	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
JES	FCI JESUP	S&E	STUD TR	GS-0299-04	1	0	0	
JES	FCI JESUP	S&E	TCHR	GS-1710-11	1	1	0	
JES	FCI JESUP	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	1	0	3
JES	FCI JESUP	S&E	UNIT SECY	GL-0318-06	3	0	0	14
JES	FCI JESUP	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
LAT	FCI LA TUNA	S&E	ACCTG TECHNCN	GL-0525-07	2	0	0	6
LAT	FCI LA TUNA	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
LAT	FCI LA TUNA	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
LAT	FCI LA TUNA	S&E	CHAPLAIN	GS-0060-12	1	0	0	
LAT	FCI LA TUNA	S&E	COOK FRMN	WS-7404-08	5	1	0	
LAT	FCI LA TUNA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
LAT	FCI LA TUNA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LAT	FCI LA TUNA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LAT	FCI LA TUNA	S&E	EDU STUD TR	GL-1799-05	1	0	0	
LAT	FCI LA TUNA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	2
LAT	FCI LA TUNA	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	0	0	4
LAT	FCI LA TUNA	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	3
LAT	FCI LA TUNA	S&E	GEN FRMN	WS-4749-14	2	1	0	
LAT	FCI LA TUNA	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
LAT	FCI LA TUNA	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
LAT	FCI LA TUNA	UNICOR	INDL SPECLST	GS-1150-11	1	0	0	
LAT	FCI LA TUNA	S&E	INFO TECH STUD TR	GL-2299-05	1	0	0	
LAT	FCI LA TUNA	S&E	LT	GS-0007-11	5	0	0	
LAT	FCI LA TUNA	S&E	LT	GL-0007-09	1	0	0	
LAT	FCI LA TUNA	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
LAT	FCI LA TUNA	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	1
LAT	FCI LA TUNA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
LAT	FCI LA TUNA	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	3
LAT	FCI LA TUNA	S&E	RECR SUPVR	GS-0188-11	1	1	0	
LAT	FCI LA TUNA	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	2
LAT	FCI LA TUNA	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
LAT	FCI LA TUNA	S&E	SPEC EDUC TCHR	GL-1710-11	1	0	0	
LAT	FCI LA TUNA	S&E	SPORTS SPECLST	GL-0030-09	2	0	0	
LAT	FCI LA TUNA	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	3
LAT	FCI LA TUNA	S&E	SR OFFCR SPECLST	GL-0007-08	24	0	0	
LAT	FCI LA TUNA	S&E	SUPVISORY CONTR SPECLST	GL-1102-11	1	0	0	
LAT	FCI LA TUNA	S&E	UNIT MGR	GS-0006-12	1	0	0	
LAT	FCI LA TUNA	S&E	UNIT SECY	GL-0318-06	1	0	0	
LAT	FCI LA TUNA	UNICOR	WHSE WRKR FRMN	WS-6907-03	1	0	0	
LAT	FCI LA TUNA	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LEE	USP LEE	S&E	CASE MGR	GS-0101-11	1	0	0	3
LEE	USP LEE	S&E	DNTL ASST	GL-0681-06	1	0	0	
LEE	USP LEE	S&E	LT	GS-0007-11	1	1	0	
LEE	USP LEE	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
LEE	USP LEE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
LEE	USP LEE	S&E	RECR SUPVR	GS-0188-11	1	1	0	
LEE	USP LEE	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
LEE	USP LEE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
LEE	USP LEE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0201-11	1	0	0	
LEE	USP LEE	S&E	SR OFFCR SPECLST	GL-0007-08	8	0	0	
LEE	USP LEE	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	0	0	
LEE	USP LEE	S&E	TCHR	GS-1710-11	1	1	0	
LEE	USP LEE	S&E	UNIT SECY	GL-0318-06	1	1	0	
LEW	USP LEWISBURG	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
LEW	USP LEWISBURG	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	
LEW	USP LEWISBURG	S&E	ASST HUMAN RESOURCE MGR	GS-0201-11	1	0	0	
LEW	USP LEWISBURG	S&E	BUS ADMR	GS-0501-13	1	0	0	1
LEW	USP LEWISBURG	S&E	CASE MGR	GS-0101-11	2	0	0	

LEW	USP LEWISBURG	S&E	CLINICAL PSYCHOLOGIST (Resolve Coord)	GL-0180-13	1	0	0	
LEW	USP LEWISBURG	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
LEW	USP LEWISBURG	S&E	COOK FRMN	WS-7404-08	6	1	0	
LEW	USP LEWISBURG	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	
LEW	USP LEWISBURG	PHS	DENTAL HYGENIST		1	0	0	
LEW	USP LEWISBURG	S&E	DEP CAPTAIN	GS-0007-12	1	0	0	
LEW	USP LEWISBURG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	2
LEW	USP LEWISBURG	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
LEW	USP LEWISBURG	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	0	0	19
LEW	USP LEWISBURG	S&E	LT	GS-0007-11	2	0	0	
LEW	USP LEWISBURG	S&E	LT	GS-0007-09	3	1	0	
LEW	USP LEWISBURG	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
LEW	USP LEWISBURG	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	3
LEW	USP LEWISBURG	S&E	REINTEGRATION HOUSING PSYCH	GS-0180-13	1	0	0	
LEW	USP LEWISBURG	S&E	SR OFFCR SPECLST	GL-0007-08	32	0	0	
LEW	USP LEWISBURG	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
LEW	USP LEWISBURG	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
LEW	USP LEWISBURG	S&E	UNIT SECY	GL-0318-06	1	0	0	
LEW	USP LEWISBURG	TRUST FUND	WHSE WRKR SUPVR	WS-6907-04	1	1	0	
LEX	FMC LEXINGTON	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
LEX	FMC LEXINGTON	S&E	AUTMTV WRKR FRMN	WS-5823-08	1	0	0	
LEX	FMC LEXINGTON	S&E	CASE MGR	GL-0101-11	1	1	0	
LEX	FMC LEXINGTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
LEX	FMC LEXINGTON	S&E	COOK FRMN	WS-7404-08	4	1	0	1
LEX	FMC LEXINGTON	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
LEX	FMC LEXINGTON	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
LEX	FMC LEXINGTON	S&E	DENTAL ASST - EXPAND FUNC	GL-0681-06	1	0	0	3
LEX	FMC LEXINGTON	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	3	0	0	
LEX	FMC LEXINGTON	UNICOR	ELCTRON FACTORY MGR	GS-1101-12	1	0	0	
LEX	FMC LEXINGTON	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	23
LEX	FMC LEXINGTON	S&E	FACIL ASST	GL-1603-07	1	0	0	3
LEX	FMC LEXINGTON	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
LEX	FMC LEXINGTON	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	0	0	
LEX	FMC LEXINGTON	S&E	GEN FRMN	WS-4749-14	1	0	0	11
LEX	FMC LEXINGTON	S&E	HVAC FRMN	WS-5306-09	2	0	0	1
LEX	FMC LEXINGTON	UNICOR	INDL SPECLST	GS-1150-11	1	0	0	
LEX	FMC LEXINGTON	PHS	LAB SUPV (Other Health Serv)	CC-0644-11	1	0	0	1
LEX	FMC LEXINGTON	S&E	LOCKSMITH	GL-0301-10	1	0	0	
LEX	FMC LEXINGTON	S&E	LT	GS-0007-11	2	1	0	
LEX	FMC LEXINGTON	S&E	MATERIALS HDLR FRMN	WS-6907-04	2	0	0	4
LEX	FMC LEXINGTON	S&E	MEDCL REC ADMR	GS-0669-11	1	0	0	2
LEX	FMC LEXINGTON	S&E	MEDCL SUPP TECHNCN	GL-0622-06	1	0	0	2
LEX	FMC LEXINGTON	S&E	MEDICAL RECORDS TECH	GL-0675-07	1	0	0	
LEX	FMC LEXINGTON	PHS	MID-LEVEL PRACTITIONER - PA	CC-0603-11	1	1	0	
LEX	FMC LEXINGTON	PHS	NURSE MANAGER (other)	CC-0610-11	1	0	0	
LEX	FMC LEXINGTON	UNICOR	PKR FRMN	WS-7002-05	1	0	0	
LEX	FMC LEXINGTON	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
LEX	FMC LEXINGTON	S&E	PSYCH INTERN	GS-0199--09	1	0	0	39
LEX	FMC LEXINGTON	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
LEX	FMC LEXINGTON	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
LEX	FMC LEXINGTON	S&E	QUAL IMPRVMT MGR - HLTH SYS SPECLST	GS-0671-12	1	0	0	
LEX	FMC LEXINGTON	PHS	QUAL IMPRVMT& INF CONT NURSE (other)	CC-0610-11	1	0	0	4
LEX	FMC LEXINGTON	S&E	RECR SPECLST	GL-0188-09	2	1	0	7
LEX	FMC LEXINGTON	S&E	REGIONAL MAST PHYSICIAN	GP-0602-15	1	0	0	
LEX	FMC LEXINGTON	PHS	REGISTERED NURSE (other)	CC-0610-10	1	0	0	
LEX	FMC LEXINGTON	S&E	SAFETY ADMR	GS-0018-13	1	0	0	
LEX	FMC LEXINGTON	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
LEX	FMC LEXINGTON	S&E	SOC WRKR	GS-0185-11	1	0	0	2
LEX	FMC LEXINGTON	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
LEX	FMC LEXINGTON	S&E	SR OFFCR SPECLST	GL-0007-08	19	1	0	
LEX	FMC LEXINGTON	PHS	STAFF PHARMACIST (SR)	CC-0660-12	1	0	0	5
LEX	FMC LEXINGTON	S&E	STAFF PSYCH - Counseling	GS-0180-12	2	1	0	
LEX	FMC LEXINGTON	UNICOR	SUPP CHAIN MGR	GS-1150-12	1	0	0	
LEX	FMC LEXINGTON	UNICOR	SUPVRY OPERTG ACCTNT	GS-0510-12	1	0	0	
LEX	FMC LEXINGTON	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
LEX	FMC LEXINGTON	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
LEX	FMC LEXINGTON	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	10
LEX	FMC LEXINGTON	UNICOR	UNICOR ACCTNT	GL-0510-09	2	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR ASST BUS MGR	GS-0501-12	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR CONTR SPECLST	GL-1102-09	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR STUD TR	GS-1199-04	1	0	0	
LEX	FMC LEXINGTON	S&E	UNIT SECY	GL-0318-06	2	1	0	
LEX	FMC LEXINGTON	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
LEX	FMC LEXINGTON	UNICOR	WHSE WRKR SUPVR	WS-6907-04	2	1	0	
LEX	FMC LEXINGTON	S&E	WOUND CARE SPECIALIST - RN	GL-0610-10	1	0	0	
LOM	FCC LOMPOC	S&E	ASSISTANT RECR SUPVR	GS-0188-11	1	0	1	5

LOM	FCC LOMPOC	S&E	ASSOC WARDEN'S SECY	GL-0318-07	2	1	0	2
LOM	FCC LOMPOC	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	1
LOM	FCC LOMPOC	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
LOM	FCC LOMPOC	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	7
LOM	FCC LOMPOC	S&E	CASE MGR	GS-0101-11	3	1	0	6
LOM	FCC LOMPOC	PHS	CH PHARMACIST		1	0	0	
LOM	FCC LOMPOC	S&E	CHAPLAIN	GS-0060-12	1	0	0	
LOM	FCC LOMPOC	S&E	COOK FRMN	WS-7404-08	1	0	0	
LOM	FCC LOMPOC	S&E	CORRECTNL CNSLR	GL-0007-09	2	1	0	3
LOM	FCC LOMPOC	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	8
LOM	FCC LOMPOC	UNICOR	DAIRY FARMER FRMN	WS-5001-07	1	0	0	
LOM	FCC LOMPOC	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
LOM	FCC LOMPOC	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
LOM	FCC LOMPOC	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	21
LOM	FCC LOMPOC	UNICOR	FARM MGR	GS-1601-13	1	0	0	
LOM	FCC LOMPOC	UNICOR	FARMER FRMN	WS-5002-07	1	0	0	
LOM	FCC LOMPOC	S&E	GEN FRMN	WS-4749-14	1	1	0	
LOM	FCC LOMPOC	S&E	HEALTH SVCS ASSISTANT	GL-0303-07	1	0	1	5
LOM	FCC LOMPOC	S&E	HEALTH TECHNICIAN (Paramedic)	GL-0640-09	2	0	0	1
LOM	FCC LOMPOC	S&E	Nurse Practitioner	GS-0610-11	1	0	0	
LOM	FCC LOMPOC	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
LOM	FCC LOMPOC	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	5
LOM	FCC LOMPOC	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	0	0	0	3
LOM	FCC LOMPOC	S&E	SIS TECHNCN	GL-1802-08	1	0	1	2
LOM	FCC LOMPOC	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	1
LOM	FCC LOMPOC	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
LOM	FCC LOMPOC	S&E	SR OFFCR SPECLST	GL-0007-08	41	1	0	
LOM	FCC LOMPOC	S&E	TCHR	GS-1710-11	1	0	0	4
LOM	FCC LOMPOC	S&E	TIME & LV CLK	GL-0544-05	1	0	0	4
LOM	FCC LOMPOC	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	6
LOM	FCC LOMPOC	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
LOM	FCC LOMPOC	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	12
LOM	FCC LOMPOC	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LOR	FCI LORETTO	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	
LOR	FCI LORETTO	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	1	12
LOR	FCI LORETTO	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
LOR	FCI LORETTO	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
LOR	FCI LORETTO	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	4
LOR	FCI LORETTO	S&E	LT	GL-0007-09	1	0	0	
LOR	FCI LORETTO	S&E	RECR SUPVR	GS-0188-11	1	0	0	
LOR	FCI LORETTO	S&E	SIS TECHNCN	GL-1802-08	1	1	0	
LOR	FCI LORETTO	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
LOR	FCI LORETTO	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	1	0	5
LOS	MDC LOS ANGELES	S&E	ADVANCED PRACTICE NURSE (MLP)	GS-0610-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	ADVANCED PRACTICE NURSE (MLP)	GS-0610-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	COOK FRMN	WS-7404-08	1	0	0	
LOS	MDC LOS ANGELES	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	GS-0018-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	1	0	
LOS	MDC LOS ANGELES	S&E	LEG ASST	GL-0986-08	1	1	0	5
LOS	MDC LOS ANGELES	S&E	LT	GS-0007-11	1	1	0	
LOS	MDC LOS ANGELES	S&E	LT	GL-0007-09	1	1	0	
LOS	MDC LOS ANGELES	S&E	MEDICATION TECHNCN	GL-0640-06	1	0	0	
LOS	MDC LOS ANGELES	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
LOS	MDC LOS ANGELES	S&E	PARAMEDIC	GL-0640-09	1	0	0	
LOS	MDC LOS ANGELES	S&E	PHYSICIAN ASST (MLP)	GS-0603-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	28
LOS	MDC LOS ANGELES	S&E	RECR SPECLST	GL-0188-09	1	0	0	
LOS	MDC LOS ANGELES	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
LOS	MDC LOS ANGELES	S&E	SAFETY SPECLST	GL-0018-09	1	1	0	
LOS	MDC LOS ANGELES	S&E	SOCIAL WORKER	GS-0185-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	SR OFFCR SPECLST	GL-0007-08	12	1	0	
LOS	MDC LOS ANGELES	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	1	0	1
LOS	MDC LOS ANGELES	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
LOS	MDC LOS ANGELES	S&E	UNIT SECY	GL-0318-06	1	1	0	
LOS	MDC LOS ANGELES	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LVN	USP LEAVENWORTH	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
LVN	USP LEAVENWORTH	S&E	ASST CASE MGMT COORD	GS-0101-11	1	1	0	2
LVN	USP LEAVENWORTH	S&E	ATTY ADVSR	GS-0905-14	1	1	0	
LVN	USP LEAVENWORTH	S&E	CAMP ADMR SECY	GL-0318-07	1	0	0	
LVN	USP LEAVENWORTH	S&E	CHAPLAIN(LCP)	GS-0060-12	1	0	0	
LVN	USP LEAVENWORTH	PHS	CHIEF GENERAL DENTA	CC-0680-05	1	0	0	
LVN	USP LEAVENWORTH	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	7
LVN	USP LEAVENWORTH	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
LVN	USP LEAVENWORTH	S&E	DENTAL HYGIENIST/CO	GL-0682-08	1	1	0	2
LVN	USP LEAVENWORTH	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LVN	USP LEAVENWORTH	S&E	DRUG ABUSE PROG COORD MAT	GS-0180-13	1	0	0	

LVN	USP LEAVENWORTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
LVN	USP LEAVENWORTH	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	7
LVN	USP LEAVENWORTH	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
LVN	USP LEAVENWORTH	S&E	FACIL ASST	GL-1603-07	1	1	0	
LVN	USP LEAVENWORTH	S&E	GEN FRMN	WS-4749-14	1	1	0	7
LVN	USP LEAVENWORTH	S&E	HEALTH SERVICES ASSISTANT	GL-0303-07	1	0	0	4
LVN	USP LEAVENWORTH	S&E	LT	GL-0007-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	LT	GS-0007-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
LVN	USP LEAVENWORTH	S&E	MEDCL TECHNCN	GL-0645-07	3	0	0	
LVN	USP LEAVENWORTH	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
LVN	USP LEAVENWORTH	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	1	0	
LVN	USP LEAVENWORTH	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	1	0	
LVN	USP LEAVENWORTH	S&E	SR OFFCR SPECLST	GL-0007-08	31	1	0	
LVN	USP LEAVENWORTH	S&E	SUPVR OF EDUC	GS-1710-12	1	0	0	3
LVN	USP LEAVENWORTH	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	TCHR	GS-1710-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	UNIT SECY	GL-0318-06	1	1	0	
MAN	FCI MANCHESTER	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
MAN	FCI MANCHESTER	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MAN	FCI MANCHESTER	UNICOR	BUS ADMR	GS-0501-12	2	0	0	
MAN	FCI MANCHESTER	S&E	CH PSYCH	GS-0180-13	1	0	0	
MAN	FCI MANCHESTER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	29
MAN	FCI MANCHESTER	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
MAN	FCI MANCHESTER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
MAN	FCI MANCHESTER	S&E	INFO TECH SPECLST	GS-2210-11	1	0	0	
MAN	FCI MANCHESTER	S&E	LT	GL-0007-11	1	0	0	
MAN	FCI MANCHESTER	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
MAN	FCI MANCHESTER	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
MAN	FCI MANCHESTER	S&E	RECR SUPVR	GS-0188-11	1	0	0	
MAN	FCI MANCHESTER	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MAN	FCI MANCHESTER	S&E	SR OFFCR SPECLST	GL-0007-08	9	1	0	
MAN	FCI MANCHESTER	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MAN	FCI MANCHESTER	S&E	TIME AND LEAVE CLERK	GL-0544-05	1	0	0	
MAN	FCI MANCHESTER	S&E	UNIT MGR	GS-0006-12	1	0	0	
MAN	FCI MANCHESTER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MAN	FCI MANCHESTER	UNICOR	WHSE WRKR FRMN	WS-6907-03	2	0	0	
MAR	USP MARION	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MAR	USP MARION	S&E	CASE MGR	GS-0101-11	3	1	0	10
MAR	USP MARION	S&E	CLNCL DIR	GS-0602-15	1	0	0	
MAR	USP MARION	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
MAR	USP MARION	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
MAR	USP MARION	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	1
MAR	USP MARION	S&E	FACIL ASST	GL-1603-07	1	0	0	3
MAR	USP MARION	UNICOR	INDL SPECLST (ELCTRON)	GS-1150-11	1	0	0	
MAR	USP MARION	S&E	LT	GS-0007-11	1	0	0	
MAR	USP MARION	S&E	LT	GL-0007-09	1	0	0	
MAR	USP MARION	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	1	0	
MAR	USP MARION	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	1	0	
MAR	USP MARION	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
MAR	USP MARION	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MAR	USP MARION	S&E	REENTRY AFF COORD	GS-0101-11	1	0	0	
MAR	USP MARION	S&E	REGISTERED NURSE	CC-0610-10	1	0	0	
MAR	USP MARION	S&E	SAFETY AND OCCUPATIONAL HEALTH MGR	GS-0018-12	1	0	1	3
MAR	USP MARION	S&E	SEX OFFENDER PROG COORD	GS-0180-13	1	0	0	
MAR	USP MARION	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
MAR	USP MARION	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	3	0	0	
MAR	USP MARION	S&E	SOC WRKR	GS-0185-11	1	0	0	
MAR	USP MARION	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
MAR	USP MARION	S&E	SR OFFCR SPECLST	GL-0007-08	23	0	0	
MAR	USP MARION	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MAR	USP MARION	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MAR	USP MARION	S&E	UNIT MGR	GS-0006-12	1	0	0	
MAR	USP MARION	S&E	UNIT SECY	GL-0318-06	1	1	0	
MAR	USP MARION	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
MCD	FCI MCDOWELL	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MCD	FCI MCDOWELL	S&E	CAPTAIN	GS-0007-12	1	1	0	
MCD	FCI MCDOWELL	S&E	CH PSYCH	GS-0180-13	1	0	0	
MCD	FCI MCDOWELL	S&E	COOK FRMN	WS-7404-08	1	0	0	
MCD	FCI MCDOWELL	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
MCD	FCI MCDOWELL	S&E	GARDENER FOREMAN	WS-5003-07	1	0	0	
MCD	FCI MCDOWELL	S&E	HLTH TECHNCN	GL-0640-06	1	0	0	
MCD	FCI MCDOWELL	S&E	LT	GL-0007-09	1	1	0	
MCD	FCI MCDOWELL	S&E	PSYCH	GS-0180-12	1	0	0	
MCD	FCI MCDOWELL	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	

MCD	FCI MCDOWELL	S&E	SUPV CHAPLAIN	GS-0060-12	1	0	0	
MCD	FCI MCDOWELL	S&E	SUPV CONTR SPECLST	GS-1102-11	1	1	0	
MCD	FCI MCDOWELL	S&E	TCHR	GS-1710-11	2	0	0	10
MCD	FCI MCDOWELL	S&E	UNIT SECY	GL-0318-06	1	1	1	7
MCK	FCI MCKEAN	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	2
MCK	FCI MCKEAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	5
MCK	FCI MCKEAN	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
MCK	FCI MCKEAN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
MCK	FCI MCKEAN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	1	9
MCK	FCI MCKEAN	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
MCK	FCI MCKEAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	2
MCK	FCI MCKEAN	S&E	HUMAN RESOURCE MGR	GS-0201-11	1	0	0	
MCK	FCI MCKEAN	S&E	LT	GS-0007-11	3	0	0	
MCK	FCI MCKEAN	S&E	LT	GL-0007-09	1	0	0	
MCK	FCI MCKEAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MCK	FCI MCKEAN	S&E	SR OFFCR SPECLST	GL-0007-08	29	1	0	
MCK	FCI MCKEAN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MCK	FCI MCKEAN	S&E	UNIT SECY	GL-0318-06	1	0	1	9
MCR	USP MCCREARY	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MCR	USP MCCREARY	S&E	CASE MGR	GS-0101-11	1	1	0	10
MCR	USP MCCREARY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MCR	USP MCCREARY	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
MCR	USP MCCREARY	S&E	CLNCL PSYCH	GS-0180-12	1	1	0	
MCR	USP MCCREARY	S&E	CLNCL PSYCH	GS-0180-12	2	1	0	
MCR	USP MCCREARY	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
MCR	USP MCCREARY	S&E	LT	GS-0007-09	1	0	0	
MCR	USP MCCREARY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
MCR	USP MCCREARY	S&E	RECR SPECLST	GL-0188-09	1	1	0	9
MCR	USP MCCREARY	S&E	RECYCLING TECHNCN (CORRECTNL)	GL-0303-08	1	0	0	
MCR	USP MCCREARY	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MCR	USP MCCREARY	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	0	13
MCR	USP MCCREARY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
MCR	USP MCCREARY	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
MCR	USP MCCREARY	S&E	UNIT MGR	GS-0006-12	1	1	0	
MCR	USP MCCREARY	S&E	UNIT SECY	GL-0318-06	1	1	0	
MCR	USP MCCREARY	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MEM	FCI MEMPHIS	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MEM	FCI MEMPHIS	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
MEM	FCI MEMPHIS	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
MEM	FCI MEMPHIS	S&E	COOK FRMN	WS-7404-08	1	0	0	
MEM	FCI MEMPHIS	S&E	CORRECTIONAL SYSTEMS OFFICER	GL-0007-08	1	1	0	
MEM	FCI MEMPHIS	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
MEM	FCI MEMPHIS	S&E	ELCTRON TECHNCN (TR)	GS-0856-10	1	0	0	
MEM	FCI MEMPHIS	S&E	FACIL MGR	GS-1640-12	1	1	0	
MEM	FCI MEMPHIS	S&E	HEALTH INFORMATION TECHNICIAN	GL-0675-07	1	0	0	6
MEM	FCI MEMPHIS	PHS	HLTH SRVCS ADMR	CC-0670-12	1	1	0	
MEM	FCI MEMPHIS	S&E	HLTH SYS SPECLST	GL-0671-09	1	0	0	
MEM	FCI MEMPHIS	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
MEM	FCI MEMPHIS	S&E	HVAC FRMN	WS-5306-09	1	0	0	
MEM	FCI MEMPHIS	S&E	LT	GL-0007-09	2	1	0	
MEM	FCI MEMPHIS	S&E	LT	GS-0007-11	2	1	0	
MEM	FCI MEMPHIS	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
MEM	FCI MEMPHIS	S&E	RECR SUPVR	GS-0188-11	1	1	0	
MEM	FCI MEMPHIS	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
MEM	FCI MEMPHIS	S&E	SR OFFCR SPECLST	GL-0007-08	32	1	0	1
MEM	FCI MEMPHIS	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
MEM	FCI MEMPHIS	S&E	TCHR	GS-1710-11	1	1	0	
MEM	FCI MEMPHIS	S&E	UNIT SECY	GL-0318-06	2	1	0	14
MEM	FCI MEMPHIS	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MEN	FCI MENDOTA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	3
MEN	FCI MENDOTA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	
MEN	FCI MENDOTA	S&E	CASE MGR	GS-0101-11	1	0	0	8
MEN	FCI MENDOTA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
MEN	FCI MENDOTA	S&E	COOK FRMN	WS-7404-08	1	1	0	
MEN	FCI MENDOTA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	11
MEN	FCI MENDOTA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
MEN	FCI MENDOTA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
MEN	FCI MENDOTA	S&E	ENVIRNMTL & SAFETY COMPLNC ADMNR	GS-0018-12	1	1	0	
MEN	FCI MENDOTA	S&E	FACIL MGR	GS-1640-12	1	1	0	
MEN	FCI MENDOTA	S&E	GEN FRMN	WS-4749-14	1	1	0	
MEN	FCI MENDOTA	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
MEN	FCI MENDOTA	S&E	INFECTION PREV & CONT NURSE	GS-0610-11	1	0	0	
MEN	FCI MENDOTA	S&E	LPN	GL-0620-07	1	0	0	4
MEN	FCI MENDOTA	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MEN	FCI MENDOTA	S&E	SIS TECHNCN	GL-1802-08	1	0	1	3
MEN	FCI MENDOTA	S&E	SR OFFCR SPECLST	GL-0007-08	8	0	0	2
MEN	FCI MENDOTA	S&E	STAFF PSYCH	GS-0180-12	2	0	0	

MEN	FCI MENDOTA	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	
MEN	FCI MENDOTA	S&E	T&A CLERK	GL-0544-05	1	0	0	4
MEN	FCI MENDOTA	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
MEN	FCI MENDOTA	S&E	UNIT MGR	GS-0006-12	1	0	0	11
MEN	FCI MENDOTA	S&E	UNIT SECY	GL-0318-06	2	1	0	
MEN	FCI MENDOTA	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MIA	FCI MIAMI	UNICOR	ACCTNT (COST ACCT)	GS-0510-11	1	0	0	
MIA	FCI MIAMI	S&E	ADVANCED PRACTICE NURSE/MLP	GS-0610-11	1	1	0	
MIA	FCI MIAMI	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MIA	FCI MIAMI	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	6
MIA	FCI MIAMI	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
MIA	FCI MIAMI	S&E	CAMP ADMR	GS-0006-13	1	0	0	
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIA	FCI MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
MIA	FCI MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	10
MIA	FCI MIAMI	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	2
MIA	FCI MIAMI	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	1	8
MIA	FCI MIAMI	S&E	HVAC FRMN	WS-5306-09	1	0	0	2
MIA	FCI MIAMI	S&E	LT	GL-0007-09	1	1	0	
MIA	FCI MIAMI	S&E	MATERIALS HANDLER SUPVR	WS-6907-03	1	1	0	
MIA	FCI MIAMI	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
MIA	FCI MIAMI	UNICOR	REMOTE OPERTNL ACCNT	GS-0510-11	2	0	0	
MIA	FCI MIAMI	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	1	0	
MIA	FCI MIAMI	S&E	Spanish RDAP - DAP-COORD	GS-0180-13	1	0	0	
MIA	FCI MIAMI	S&E	Spanish RDAP - DTS	GS-0101-11	4	1	0	
MIA	FCI MIAMI	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	1
MIA	FCI MIAMI	UNICOR	SUPVY INDUSTRIAL SPECLST	GS-1150-12	1	0	0	
MIA	FCI MIAMI	S&E	TCHR	GS-1710-11	1	0	0	
MIA	FCI MIAMI	S&E	UNIT MGR	GS-0006-12	1	1	0	
MIA	FCI MIAMI	S&E	UNIT SECY	GL-0318-06	1	1	0	6
MIL	FCI MILAN	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
MIL	FCI MILAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	1	5
MIL	FCI MILAN	S&E	CASE MGR	GS-0101-11	1	0	0	8
MIL	FCI MILAN	S&E	COOK FRMN	WS-7404-08	1	1	0	
MIL	FCI MILAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
MIL	FCI MILAN	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	1	0	
MIL	FCI MILAN	S&E	HLTH SRVCS ASST	GL-0303-07	2	1	0	
MIL	FCI MILAN	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	1	0	
MIL	FCI MILAN	S&E	LT	GS-0007-11	4	0	0	
MIL	FCI MILAN	UNICOR	MTL WRKR FRMN	WS-3801-08	2	0	0	
MIL	FCI MILAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	
MIL	FCI MILAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
MIL	FCI MILAN	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
MIL	FCI MILAN	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MIL	FCI MILAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MIL	FCI MILAN	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
MIL	FCI MILAN	S&E	SR OFFCR SPECLST	GL-0007-08	21	1	0	
MIL	FCI MILAN	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
MIL	FCI MILAN	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MIL	FCI MILAN	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	
MIL	FCI MILAN	UNICOR	TOOLMKR FRMN	WS-3416-10	1	0	0	
MIL	FCI MILAN	S&E	UNIT SECY	GL-0318-06	1	0	0	12
MIL	FCI MILAN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	1	3
MIL	FCI MILAN	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
MIL	FCI MILAN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MIL	FCI MILAN	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
MIM	FDC MIAMI	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	2
MIM	FDC MIAMI	S&E	BUDG ANAL	GL-0560-09	1	0	0	
MIM	FDC MIAMI	S&E	BUS ADMR	GS-0501-13	1	1	0	
MIM	FDC MIAMI	S&E	CASE MGR	GS-0101-11	1	0	0	20
MIM	FDC MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIM	FDC MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
MIM	FDC MIAMI	S&E	COOK FRMN	WS-7404-08	1	0	0	3
MIM	FDC MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	
MIM	FDC MIAMI	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
MIM	FDC MIAMI	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	0	1
MIM	FDC MIAMI	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	4
MIM	FDC MIAMI	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	6
MIM	FDC MIAMI	S&E	LT	GS-0007-11	3	0	0	
MIM	FDC MIAMI	S&E	LT	GL-0007-09	1	1	0	
MIM	FDC MIAMI	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
MIM	FDC MIAMI	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	1
MIM	FDC MIAMI	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
MIM	FDC MIAMI	S&E	PARAMEDIC	GL-0640-09	1	1	0	1
MIM	FDC MIAMI	S&E	PROPCUR & PROP SPECLST	GL-1101-09	1	1	0	1

MIM	FDC MIAMI	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MIM	FDC MIAMI	S&E	SR OFFCR SPECLST	GL-0007-08	35	1	0	
MIM	FDC MIAMI	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MIM	FDC MIAMI	S&E	TCHR	GS-1710-11	1	0	0	6
MIM	FDC MIAMI	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
MNA	FCI MARIANNA	S&E	CLINICAL DIRECTOR	GP-0602-15	1	1	0	
MNA	FCI MARIANNA	UNICOR	COMP ASST	GS-2210-09	1	0	0	
MNA	FCI MARIANNA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
MNA	FCI MARIANNA	S&E	COOK FRMN	WS-7404-08	3	1	0	
MNA	FCI MARIANNA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	7
MNA	FCI MARIANNA	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
MNA	FCI MARIANNA	PHS	DENTAL HYGIENIST/CO	CC-0682-02	1	0	0	2
MNA	FCI MARIANNA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
MNA	FCI MARIANNA	UNICOR	FACTORY MGR	GS-1101-12	2	1	0	
MNA	FCI MARIANNA	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	1	4
MNA	FCI MARIANNA	S&E	LT	GS-0007-11	1	0	0	
MNA	FCI MARIANNA	S&E	LT	GL-0007-09	1	0	0	
MNA	FCI MARIANNA	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	2
MNA	FCI MARIANNA	UNICOR	PRODUCTION CONTROLLER	GS-1152-11	1	0	0	
MNA	FCI MARIANNA	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	1
MNA	FCI MARIANNA	S&E	RECR SPECLST	GL-0188-09	2	1	0	
MNA	FCI MARIANNA	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	2	0	0	
MNA	FCI MARIANNA	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MNA	FCI MARIANNA	S&E	RELIGIOUS SRVCS ASST	GS-0303-07	1	1	0	
MNA	FCI MARIANNA	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	1
MNA	FCI MARIANNA	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
MNA	FCI MARIANNA	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	
MNA	FCI MARIANNA	S&E	TCHR	GS-1710-11	1	1	0	
MNA	FCI MARIANNA	S&E	TOOL RM OFFCR	GL-0303-08	1	0	1	6
MNA	FCI MARIANNA	UNICOR	UNICOR ACCTNT	GL-0510-09	3	0	0	
MNA	FCI MARIANNA	S&E	UNIT MGR	GS-0006-12	1	0	0	
MNA	FCI MARIANNA	S&E	UNIT SECY	GL-0318-06	1	0	0	10
MNA	FCI MARIANNA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MNA	FCI MARIANNA	S&E	WITNESS SECUR UNIT MGR	GS-0006-13	1	0	1	26
MON	FPC MONTGOMERY	S&E	CASE MGR	GS-0101-11	1	0	0	1
MON	FPC MONTGOMERY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
MON	FPC MONTGOMERY	S&E	COOK FRMN	WS-7404-08	1	1	0	
MON	FPC MONTGOMERY	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	0	0	
MON	FPC MONTGOMERY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
MON	FPC MONTGOMERY	S&E	HLTH SRVCS ADMR	GS-0670-11	1	0	0	1
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE MGR	GS-0201-11	1	1	0	
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE MGT INTERN	GL-0299-05	1	0	0	
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	8
MON	FPC MONTGOMERY	S&E	INTERN	GS-0099-05	1	0	0	
MON	FPC MONTGOMERY	S&E	INTERN	GL-0299-05	1	0	0	
MON	FPC MONTGOMERY	UNICOR	LNDRY MACH OPERTR FRMN	WS-7305-04	1	0	0	
MON	FPC MONTGOMERY	S&E	LT	GL-0007-09	1	1	0	
MON	FPC MONTGOMERY	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	3
MON	FPC MONTGOMERY	S&E	TCHR	GS-1710-11	1	0	0	6
MON	FPC MONTGOMERY	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
MRG	FCI MORGANTOWN	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MRG	FCI MORGANTOWN	PHS	CH PSYCH	CC-0180-13	1	0	0	
MRG	FCI MORGANTOWN	S&E	CLINICAL PSYCHOLOGI	GS-0180-12	1	0	0	
MRG	FCI MORGANTOWN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
MRG	FCI MORGANTOWN	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
MRG	FCI MORGANTOWN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
MRG	FCI MORGANTOWN	PHS	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
MRG	FCI MORGANTOWN	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	1
MRG	FCI MORGANTOWN	S&E	FACIL MGR	GS-1640-12	1	0	0	
MRG	FCI MORGANTOWN	S&E	LT	GL-0007-09	2	0	0	
MRG	FCI MORGANTOWN	S&E	RECR SUPVR	GS-0188-11	1	0	0	
MRG	FCI MORGANTOWN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MRG	FCI MORGANTOWN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MRG	FCI MORGANTOWN	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
MRG	FCI MORGANTOWN	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	9
MXR	MID-ATLANTIC REGION	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	DEP REGNL CNSL	GS-0905-15	1	1	0	
MXR	MID-ATLANTIC REGION	S&E	HUMAN RESOURCE STUD TR	GS-0201-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	INFORMATION TECHNOLOGY STUDENT TRAINEE	GS-2299-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	LEG STUD TR	GS-0999-07	1	0	0	
MXR	MID-ATLANTIC REGION	B&F	MECHCL ENGR	GS-0830-13	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	PSYCHLGY STUD TR	GS-0199-07	1	0	0	3
MXR	MID-ATLANTIC REGION	S&E	REGIONAL BUDGET ANALYST	GS-0560-12	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	REGNL ACCTNT	GS-0510-12	2	0	0	15
MXR	MID-ATLANTIC REGION	S&E	REGNL FOOD SRVC ADMR	GS-1667-13	1	1	0	
MXR	MID-ATLANTIC REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	14
MXR	MID-ATLANTIC REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	0	0	

NCR	NORTH CENTRAL REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	FOIA/PRIVACY ACT SPECLST	GS-0306-11	1	0	0	17
NCR	NORTH CENTRAL REGION	S&E	HLTH SRVCS COORD (TRAINEE)	GS-0301-11	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	LEG INTERN	GS-0999-07	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	PSYCHOLOGY STUDENT TRAINEE INTERN	GS-0199-07	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	REGNL ACCTNT	GS-0510-12	2	1	0	1
NCR	NORTH CENTRAL REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	1	0	1
NCR	NORTH CENTRAL REGION	S&E	REGNL FNANCL SPECLST	GS-0501-09	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	4
NCR	NORTH CENTRAL REGION	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
NER	NORTHEAST REGION	S&E	CLER STUD TR	GS-0399-05	1	0	0	
NER	NORTHEAST REGION	S&E	CORRECTNL STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	CORRECTNL SYS SPECLST	GS-0006-12	1	0	0	
NER	NORTHEAST REGION	S&E	LEG INTERN	GS-0999-09	1	0	0	
NER	NORTHEAST REGION	S&E	PARALEGAL SPECLST	GS-0950-11	1	1	0	
NER	NORTHEAST REGION	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	1
NER	NORTHEAST REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
NER	NORTHEAST REGION	S&E	REGNL FNANCL SPECLST	GS-0501-09	1	0	0	
NER	NORTHEAST REGION	S&E	SR. DEP REGIONAL DIR	ES-0006-00	1	1	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUDENT TRAINEE (HUMAN RESOURCE)	GS-0299-05	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	ADMV OFFCR	GS-0341-11	1	1	0	3
NIC	CENTRAL OFFICE - NIC	S&E	ADMV OFFCR	GS-0341-11	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CH, COMMUNITY SERVICES DIV	GS-0006-15	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	2	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	DATABASE SPECIALIST	GS-0301-11	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	DEP DIR	GS-0006-15	1	0	0	6
NIC	CENTRAL OFFICE - NIC	S&E	DIR, NIC	ES-0006-00	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	EXEC ASST	GS-0006-14	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	FINANCIAL PROGRAM SPECIALIST	GS-0501-09	1	1	0	
NIC	CENTRAL OFFICE - NIC	S&E	GRANTS MGMT SPECLST	GS-1109-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	MGMT & PROG ANAL	GS-0343-12	1	0	0	
NIC	CENTRAL OFFICE - NIC	PHS	SR. PROGRAM MANAGEMENT OFFICER CONSULTANT	CC-0601-05	1	0	0	
OAK	FCC OAKDALE	S&E	CASE MGR	GS-0101-11	1	1	0	
OAK	FCC OAKDALE	S&E	CH MEDCL OFFCR	GP-0602-15	1	0	0	
OAK	FCC OAKDALE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	2
OAK	FCC OAKDALE	S&E	DEP CAPTAIN-COMPLEX	GS-0007-12	1	0	0	
OAK	FCC OAKDALE	S&E	EDU STUD TR	GS-1799-05	1	0	0	
OAK	FCC OAKDALE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	1
OAK	FCC OAKDALE	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	0	
OAK	FCC OAKDALE	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
OAK	FCC OAKDALE	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
OAK	FCC OAKDALE	S&E	LT	GS-0007-11	5	1	0	
OAK	FCC OAKDALE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
OAK	FCC OAKDALE	S&E	REINTEGRTN HOUSING UNIT PSYCH	GS-0180-13	1	0	0	
OAK	FCC OAKDALE	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
OAK	FCC OAKDALE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
OAK	FCC OAKDALE	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
OAK	FCC OAKDALE	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
OAK	FCC OAKDALE	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
OAK	FCC OAKDALE	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	6
OAK	FCC OAKDALE	S&E	UNIT SECY	GL-0318-06	1	0	0	14
OAK	FCC OAKDALE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ASSOC GEN CNSL BR CH	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR	GS-0905-15	11	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR (Atlanta)	GS-0905-15	1	1	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR (HONORS ATTY)	GS-0905-14	3	1	0	
OGC	CENTRAL OFFICE - OGC	S&E	DEP BRANCH CH	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	DEPUTY GENERAL COUNSEL	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	EMP REL SPECLST	GS-0201-12	4	0	0	53
OGC	CENTRAL OFFICE - OGC	S&E	LEG ASST (Grand Prairie)	GS-0986-08	1	0	0	4
OGC	CENTRAL OFFICE - OGC	S&E	LEG INTERN	GS-0999-07	5	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	LEGAL EXECUTIVE ASSISTANT	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	MANAGEMENT ANALYST	GS-0343-13	1	0	0	18
OGC	CENTRAL OFFICE - OGC	S&E	MGMT ANAL	GS-0343-13	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL SPECLST	GS-0950-11	1	1	0	

OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL STUD TR	GS-0299-07	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	SPEC AGT	GS-0006-13	3	0	0	68
OGC	CENTRAL OFFICE - OGC	S&E	SUPVY EMP REL SPECLST	GS-0201-13	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	SUPVY SPEC AGT	GS-0006-14	1	0	0	7
OKL	FTC OKLAHOMA CITY	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	1	6
OKL	FTC OKLAHOMA CITY	S&E	CH PSYCH	GS-0180-14	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	COMPR SPECLST	GS-2210-11	1	0	0	9
OKL	FTC OKLAHOMA CITY	S&E	COOK FRMN	WS-7404-08	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	ELCTRON TECHNCN (TR)	GS-0856-10	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	3
OKL	FTC OKLAHOMA CITY	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	LT	GS-0007-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	LT	GL-0007-09	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	PARAMEDIC	GL-0640-09	1	0	0	
OKL	FTC OKLAHOMA CITY	PHS	PHARMACIST	CC-0660-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	PHYSICIAN ASSISTANT	GL-0603-11	1	0	0	
OKL	FTC OKLAHOMA CITY	PHS	REGISTERED NURSE	CC-0610-10	2	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SR OFFCR SPECLST	GL-0007-08	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
OKL	FTC OKLAHOMA CITY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	STUD TR	GS-1799-05	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	STUD TR	GS-2299-05	2	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
OKL	FTC OKLAHOMA CITY	S&E	UNIT MGR	GS-0006-12	1	0	0	8
OTV	FCI OTISVILLE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
OTV	FCI OTISVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
OTV	FCI OTISVILLE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
OTV	FCI OTISVILLE	S&E	CASE MGR	GS-0101-11	1	1	0	
OTV	FCI OTISVILLE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
OTV	FCI OTISVILLE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
OTV	FCI OTISVILLE	S&E	COOK FRMN	WS-7404-08	2	1	0	
OTV	FCI OTISVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
OTV	FCI OTISVILLE	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
OTV	FCI OTISVILLE	S&E	ENVRNMTL PROTCTN SPECLST	GS-0028-11	1	0	0	
OTV	FCI OTISVILLE	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
OTV	FCI OTISVILLE	S&E	HEALTH SVCS ASST	GL-0303-07	1	1	0	
OTV	FCI OTISVILLE	S&E	HVAC FRMN	WS-5306-09	1	0	1	1
OTV	FCI OTISVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	19	1	0	1
OTV	FCI OTISVILLE	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	5
OTV	FCI OTISVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
OTV	FCI OTISVILLE	S&E	TCHR	GS-1710-11	1	0	0	
OTV	FCI OTISVILLE	S&E	UNIT MGR	GS-0006-12	1	1	0	14
OTV	FCI OTISVILLE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
OTV	FCI OTISVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
OTV	FCI OTISVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
OXF	FCI OXFORD	S&E	ADVANCED PRACTICE NURSE	GS-0610-11	1	0	0	
OXF	FCI OXFORD	S&E	AUTOMOTIVE WORKER FOREMAN	WS-5802-08	1	0	1	1
OXF	FCI OXFORD	S&E	CASE MGR	GS-0101-11	1	0	0	1
OXF	FCI OXFORD	S&E	CHAPLAIN	GS-0060-12	1	0	0	
OXF	FCI OXFORD	S&E	CLNCL DIR	GS-0602-15	1	0	0	1
OXF	FCI OXFORD	S&E	CONTR SPECLST	GS-1102-09	1	0	0	
OXF	FCI OXFORD	S&E	COOK FRMN	WS-7404-08	2	1	0	
OXF	FCI OXFORD	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	6
OXF	FCI OXFORD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	8
OXF	FCI OXFORD	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	1
OXF	FCI OXFORD	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
OXF	FCI OXFORD	S&E	ENGRG TECHNCN	GS-0802-11	1	1	0	
OXF	FCI OXFORD	S&E	FOOD SRVC ADMR	GS-1667-12	1	1	0	
OXF	FCI OXFORD	S&E	GEN FRMN	WS-4749-14	1	1	0	
OXF	FCI OXFORD	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
OXF	FCI OXFORD	S&E	HUMAN RESOURCE SPECLST	GS-0201-09	1	0	0	
OXF	FCI OXFORD	S&E	HVAC FRMN	WS-5306-09	1	0	0	
OXF	FCI OXFORD	S&E	LEG ASST	GL-0986-08	1	0	0	
OXF	FCI OXFORD	S&E	LOCKSMITH	GL-0301-10	1	1	0	
OXF	FCI OXFORD	S&E	LT	GS-0007-11	1	0	0	
OXF	FCI OXFORD	S&E	LT	GL-0007-09	1	0	0	
OXF	FCI OXFORD	S&E	MEDICATION TECHNICIAN	GL-0675-07	1	1	0	
OXF	FCI OXFORD	S&E	NURSE	GL-0610-10	2	0	0	
OXF	FCI OXFORD	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	

OXF	FCI OXFORD	S&E	SPORTS SPECLST	GL-0030-09	3	1	0	6
OXF	FCI OXFORD	S&E	SR OFFCR SPECLST	GL-0007-08	40	1	0	
OXF	FCI OXFORD	S&E	TCHR	GS-1710-11	2	1	0	
OXF	FCI OXFORD	S&E	UNIT MGR	GS-0006-12	2	1	0	3
OXF	FCI OXFORD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
OXF	FCI OXFORD	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
PEK	FCI PEKIN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
PEK	FCI PEKIN	S&E	CASE MGMT COORD	GS-0101-12	1	0	1	2
PEK	FCI PEKIN	S&E	CONTRACT SPEC	GL-1102-09	1	1	0	
PEK	FCI PEKIN	S&E	COOK FRMN	WS-7404-08	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL PROG SPECLST	GS-0006-12	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
PEK	FCI PEKIN	S&E	EDUC TECHNCN	GS-1702-07	1	1	0	
PEK	FCI PEKIN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
PEK	FCI PEKIN	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
PEK	FCI PEKIN	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
PEK	FCI PEKIN	S&E	FNANCL SPECLST	GS-0501-09	1	1	0	3
PEK	FCI PEKIN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
PEK	FCI PEKIN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
PEK	FCI PEKIN	S&E	LT	GS-0007-11	1	0	0	
PEK	FCI PEKIN	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
PEK	FCI PEKIN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
PEK	FCI PEKIN	S&E	QUAL IMPRVMT/INFECTION CONTRL COORD	GS-0671-11	1	1	0	2
PEK	FCI PEKIN	S&E	RECR SPECLST	GL-0188-09	1	0	0	4
PEK	FCI PEKIN	S&E	RECR SUPVR	GS-0188-11	1	0	0	
PEK	FCI PEKIN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
PEK	FCI PEKIN	S&E	SOC WRKR	GS-0185-11	1	0	0	
PEK	FCI PEKIN	S&E	SPORTS SPECLST	GL-0030-09	2	0	0	
PEK	FCI PEKIN	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
PEK	FCI PEKIN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
PEK	FCI PEKIN	S&E	TCHR	GS-1710-11	2	1	0	
PEK	FCI PEKIN	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
PEK	FCI PEKIN	S&E	UNIT SECY	GL-0318-06	1	1	0	
PEK	FCI PEKIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
PEK	FCI PEKIN	S&E	WARDEN'S SECY	GS-0318-08	1	0	1	8
PEK	FCI PEKIN	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
PEN	FPC PENSACOLA	S&E	CAPTAIN	GS-0007-11	1	0	0	
PEN	FPC PENSACOLA	S&E	CASE MGR	GS-0101-11	1	0	0	
PEN	FPC PENSACOLA	S&E	EDU STUD TR	GS-1799-05	1	0	0	
PEN	FPC PENSACOLA	S&E	EDUC INTERN	GL-1799-05	1	0	0	
PEN	FPC PENSACOLA	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
PEN	FPC PENSACOLA	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
PEN	FPC PENSACOLA	UNICOR	LNDRY MACH OPERTR FRMN	WS-7305-04	1	0	0	
PEN	FPC PENSACOLA	S&E	SOC SCI STUD TR	GS-0199-05	1	0	0	
PEN	FPC PENSACOLA	PHS	STAFF NURSE	CC-0610-03	1	0	0	
PEN	FPC PENSACOLA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
PEN	FPC PENSACOLA	S&E	WARDEN	GS-0006-15	1	1	0	
PET	FCC PETERSBURG	S&E	ADVANCED PRACTICE N	GS-0610-11	3	0	0	
PET	FCC PETERSBURG	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	3
PET	FCC PETERSBURG	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	1	0	
PET	FCC PETERSBURG	UNICOR	BIND MACH OPERTR FRMN	WS-4402-09	1	0	0	
PET	FCC PETERSBURG	S&E	BUDGET AND ACCOUNTING OFFICER	GS-0501-12	1	0	0	
PET	FCC PETERSBURG	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
PET	FCC PETERSBURG	S&E	CASE MGR	GS-0101-11	1	0	0	13
PET	FCC PETERSBURG	S&E	CLNCL DIR	GP-0602-15	1	0	0	
PET	FCC PETERSBURG	UNICOR	CUSTMR SRVC REPR	GL-0303-09	2	0	0	
PET	FCC PETERSBURG	S&E	DEP CASE MGMT COORD-COMPLEX	GS-0101-12	1	0	0	
PET	FCC PETERSBURG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
PET	FCC PETERSBURG	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	4
PET	FCC PETERSBURG	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	2
PET	FCC PETERSBURG	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
PET	FCC PETERSBURG	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
PET	FCC PETERSBURG	S&E	ENGINEERING TECH	GS-0802-11	1	0	0	
PET	FCC PETERSBURG	S&E	FACIL ASST	GL-1603-07	1	0	0	
PET	FCC PETERSBURG	S&E	FACIL MGR	GS-1640-13	1	0	1	3
PET	FCC PETERSBURG	UNICOR	FACTORY MGR	GS-1601-12	1	0	0	
PET	FCC PETERSBURG	S&E	FNANCL SPECLST	GL-0501-09	2	1	0	9
PET	FCC PETERSBURG	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	3
PET	FCC PETERSBURG	S&E	HLTH SRVCS ASST	GL-0303-07	2	0	0	5
PET	FCC PETERSBURG	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
PET	FCC PETERSBURG	S&E	Infection Prevention and Control Nurse	GS-0610-11	1	0	0	2
PET	FCC PETERSBURG	S&E	LT	GS-0007-11	1	0	0	
PET	FCC PETERSBURG	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
PET	FCC PETERSBURG	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
PET	FCC PETERSBURG	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
PET	FCC PETERSBURG	PHS	MID-LEVEL PRACTITIONER	CC-0610-05	1	0	0	

PET	FCC PETERSBURG	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
PET	FCC PETERSBURG	UNICOR	PRE PRESS OPERTR FRMN	WS-4414-09	1	0	0	
PET	FCC PETERSBURG	S&E	PSYCHLGY PREDOCTORAL INTERN	GS-0199-09	1	1	0	23
PET	FCC PETERSBURG	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
PET	FCC PETERSBURG	S&E	RECR SPECLST	GL-0188-09	1	0	0	5
PET	FCC PETERSBURG	S&E	REGISTERED NURSE	GL-0610-10	5	0	0	
PET	FCC PETERSBURG	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
PET	FCC PETERSBURG	S&E	SAFETY SPECLST	GL-0018-09	2	1	0	
PET	FCC PETERSBURG	S&E	SECY	GL-0318-06	1	0	0	1
PET	FCC PETERSBURG	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
PET	FCC PETERSBURG	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	1	1	0	
PET	FCC PETERSBURG	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	1	11
PET	FCC PETERSBURG	S&E	SR OFFCR SPECLST	GL-0007-08	62	1	0	
PET	FCC PETERSBURG	S&E	STAFF PHARMACIST	GS-0660-11	2	0	0	
PET	FCC PETERSBURG	S&E	SUPVR OF EDUC	GS-1710-13	1	0	0	2
PET	FCC PETERSBURG	UNICOR	SUPVRY PRODN CNTRLR	GS-1152-11	1	0	0	
PET	FCC PETERSBURG	S&E	TCHR	GS-1710-11	2	0	0	4
PET	FCC PETERSBURG	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
PET	FCC PETERSBURG	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
PET	FCC PETERSBURG	S&E	UNIT MGR	GS-0006-12	1	0	0	
PET	FCC PETERSBURG	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4749-08	1	0	0	
PET	FCC PETERSBURG	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	1
PET	FCC PETERSBURG	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	13
PHL	FDC PHILADELPHIA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	11
PHL	FDC PHILADELPHIA	S&E	CHAPLAIN	GS-0060-12	1	0	0	
PHL	FDC PHILADELPHIA	S&E	COOK FRMN	WS-7404-08	1	0	0	
PHL	FDC PHILADELPHIA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
PHL	FDC PHILADELPHIA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	3	1	0	
PHL	FDC PHILADELPHIA	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	2
PHL	FDC PHILADELPHIA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	3
PHL	FDC PHILADELPHIA	S&E	FACIL MGR	GS-1640-13	1	1	0	
PHL	FDC PHILADELPHIA	S&E	GEN FRMN	WS-4749-14	1	1	0	2
PHL	FDC PHILADELPHIA	S&E	LT	GL-0007-09	2	1	0	
PHL	FDC PHILADELPHIA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
PHL	FDC PHILADELPHIA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
PHL	FDC PHILADELPHIA	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	1
PHL	FDC PHILADELPHIA	S&E	PARAMEDIC	GL-0640-09	1	0	0	
PHL	FDC PHILADELPHIA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
PHL	FDC PHILADELPHIA	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	3	1	0	5
PHL	FDC PHILADELPHIA	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
PHL	FDC PHILADELPHIA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	8
PHL	FDC PHILADELPHIA	S&E	TCHR	GS-1710-11	1	1	0	
PHX	FCI PHOENIX	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
PHX	FCI PHOENIX	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
PHX	FCI PHOENIX	UNICOR	ASST ELECTRON FACTORY MGR	GS-1101-11	1	0	0	
PHX	FCI PHOENIX	S&E	CASE MGR	GS-0101-11	1	1	1	12
PHX	FCI PHOENIX	S&E	CHAPLAIN	GS-0060-12	1	0	0	
PHX	FCI PHOENIX	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
PHX	FCI PHOENIX	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
PHX	FCI PHOENIX	S&E	COOK FRMN	WS-7404-08	1	0	1	3
PHX	FCI PHOENIX	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	13
PHX	FCI PHOENIX	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	9
PHX	FCI PHOENIX	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
PHX	FCI PHOENIX	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	1	0	
PHX	FCI PHOENIX	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	3	0	0	
PHX	FCI PHOENIX	UNICOR	ELCTRON FACTORY MGR	GS-1101-12	1	0	0	
PHX	FCI PHOENIX	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	1	5
PHX	FCI PHOENIX	S&E	ELCTRON TECHNCN TRAINEE	GS-0856-10	1	0	0	
PHX	FCI PHOENIX	UNICOR	ELECTRON INDL ENGR	GS-0896-13	1	0	0	
PHX	FCI PHOENIX	S&E	FACIL MGR	GS-1640-13	1	0	1	5
PHX	FCI PHOENIX	S&E	GEN FRMN	WS-4749-14	1	1	0	
PHX	FCI PHOENIX	S&E	HLTH TECH - Paramedic	GL-0640-09	2	0	0	1
PHX	FCI PHOENIX	UNICOR	INDL SPECLST (ELCTRON)	GS-1150-11	3	0	0	
PHX	FCI PHOENIX	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	1
PHX	FCI PHOENIX	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
PHX	FCI PHOENIX	S&E	SAFETY MGR	GS-0018-13	1	1	0	
PHX	FCI PHOENIX	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
PHX	FCI PHOENIX	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	7
PHX	FCI PHOENIX	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
PHX	FCI PHOENIX	S&E	TOOL RM OFFCR	GL-0303-08	1	0	0	
PHX	FCI PHOENIX	UNICOR	UNICOR CONTR SPECLST	GS-1102-09	1	0	0	
PHX	FCI PHOENIX	S&E	UNIT MGR	GS-0006-12	1	0	1	21
PHX	FCI PHOENIX	S&E	UNIT SECY	GL-0318-06	3	1	0	12
PHX	FCI PHOENIX	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
PHX	FCI PHOENIX	S&E	WHSE WRKR FRMN (S&E)	WS-6907-04	2	1	0	6
POL	FCC POLLOCK	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	8
POL	FCC POLLOCK	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	

POL	FCC POLLOCK	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
POL	FCC POLLOCK	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
POL	FCC POLLOCK	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	1	2
POL	FCC POLLOCK	S&E	CASE MGR	GS-0101-11	1	0	0	16
POL	FCC POLLOCK	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
POL	FCC POLLOCK	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
POL	FCC POLLOCK	S&E	COOK FRMN	WS-7404-08	1	1	0	
POL	FCC POLLOCK	S&E	DNTL OFFCR	GP-0680-13	2	1	0	
POL	FCC POLLOCK	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	8
POL	FCC POLLOCK	S&E	ELCTRON TECHNCN (TR)	GS-0856-11	1	0	0	
POL	FCC POLLOCK	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
POL	FCC POLLOCK	S&E	INF RECPTNST	GS-0304-04	1	0	0	9
POL	FCC POLLOCK	S&E	LT	GS-0007-11	3	1	0	5
POL	FCC POLLOCK	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
POL	FCC POLLOCK	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
POL	FCC POLLOCK	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	7
POL	FCC POLLOCK	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
POL	FCC POLLOCK	S&E	SIS TECHNCN	GS-1802-08	1	1	0	
POL	FCC POLLOCK	S&E	SPEC EDUC TCHR	GS-1710-11	2	0	0	
POL	FCC POLLOCK	S&E	SR OFFCR SPECLST	GL-0007-08	51	1	0	
POL	FCC POLLOCK	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
POL	FCC POLLOCK	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GL-0299-05	1	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GS-1799-05	1	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GS-2299-05	2	0	0	
POL	FCC POLLOCK	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
POL	FCC POLLOCK	S&E	TCHR	GS-1710-11	1	1	0	
POL	FCC POLLOCK	S&E	UNIT SECY	GL-0318-05	1	0	0	17
POL	FCC POLLOCK	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	4
POL	FCC POLLOCK	UNICOR	WHSE WRKR FRMN	WS-6907-04	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	*DO NOT USE* SUPERVISORY ATTORNEY ADVISOR	GS-0905-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	ATTY ADVSR	GS-0905-14	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTIONAL PROGS EVAL SPECLST	GS-0006-13	1	1	0	20
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTIONAL SERV EVAL SPECLST	GS-0006-13	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTNL PROGS OFFCR	GS-0006-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	EEO CNSLR	GS-0260-13	6	1	0	35
PRD	CENTRAL OFFICE - PRD	S&E	EEO CNSLR	GS-0260-13	2	1	0	12
PRD	CENTRAL OFFICE - PRD	S&E	EXEC ASST	GS-0006-14	1	0	0	24
PRD	CENTRAL OFFICE - PRD	S&E	FNANCL MGT EVAL SPECLST	GS-0501-13	1	1	0	52
PRD	CENTRAL OFFICE - PRD	S&E	FOOD SERVICE EVAL SPECLST	GS-0006-13	1	0	1	17
PRD	CENTRAL OFFICE - PRD	S&E	HEALTH SRVC EVAL SPECLST	GS-0671-13	1	0	1	19
PRD	CENTRAL OFFICE - PRD	S&E	HUMAN RES MGMT EVAL SPECLST	GS-0201-13	2	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL	GS-0343-09	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL	GS-0343-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL EXTERNAL UASN	GS-0343-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	RELIGIOUS SRVCS EVAL SPECLST	GS-0060-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SR EQ EMPLMT OPP SPECLST	GS-0260-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SR. AFFIRMATIVE EMPLOYMENT SPECLST	GS-0260-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SUPERVISORY ATTORNEY ADVISOR	GS-0905-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	TECHNCL WRI EDIT	GS-1083-12	1	0	0	
RBK	FCI RAY BROOK	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
RBK	FCI RAY BROOK	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	2
RBK	FCI RAY BROOK	S&E	CH, DNTL OFFCR	GP-0680-13	1	0	0	2
RBK	FCI RAY BROOK	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
RBK	FCI RAY BROOK	S&E	CLNCL PSYCH	GS-0180-13	1	0	0	
RBK	FCI RAY BROOK	S&E	COOK FRMN	WS-7404-08	1	0	0	
RBK	FCI RAY BROOK	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
RBK	FCI RAY BROOK	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
RBK	FCI RAY BROOK	S&E	FACIL MGR	GS-1640-12	1	1	0	
RBK	FCI RAY BROOK	S&E	INF RECPTNST	GL-0304-04	2	1	0	3
RBK	FCI RAY BROOK	S&E	LT	GS-0007-09	1	1	0	
RBK	FCI RAY BROOK	S&E	LT	GS-0007-11	1	0	0	
RBK	FCI RAY BROOK	S&E	RECYCLING TECHNICIAN	GS-0303-08	1	0	0	2
RBK	FCI RAY BROOK	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
RBK	FCI RAY BROOK	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
RBK	FCI RAY BROOK	S&E	SR OFFCR SPECLST	GL-0007-08	18	0	0	
RBK	FCI RAY BROOK	S&E	STAFF PSYCH	CC-0180-12	1	0	0	1
RBK	FCI RAY BROOK	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
RBK	FCI RAY BROOK	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
RCH	FMC ROCHESTER	S&E	ADVANCED PRACTICE NURSE (PSYCHIATRIC)	GS-0610-12	1	0	0	
RCH	FMC ROCHESTER	S&E	ASST DIR OF NRSNG	GS-0610-12	1	0	0	
RCH	FMC ROCHESTER	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	1	4
RCH	FMC ROCHESTER	S&E	CASE MGR	GS-0101-11	1	1	1	8
RCH	FMC ROCHESTER	S&E	CLINICAL SPECIALTY	GL-0610-10	1	0	0	
RCH	FMC ROCHESTER	S&E	COOK FRMN	WS-7404-08	1	0	0	2
RCH	FMC ROCHESTER	S&E	DENTAL ASST	GL-0681-07	1	0	1	1

RCH	FMC ROCHESTER	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
RCH	FMC ROCHESTER	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	6
RCH	FMC ROCHESTER	S&E	HLTH SRVC ASST	GL-0303-07	2	1	0	
RCH	FMC ROCHESTER	S&E	HLTH TECHNCN	GL-0640-06	2	0	0	
RCH	FMC ROCHESTER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
RCH	FMC ROCHESTER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
RCH	FMC ROCHESTER	S&E	LT	GS-0007-11	2	1	0	
RCH	FMC ROCHESTER	S&E	MEDCL TECHNLGST	GL-0644-09	2	0	0	1
RCH	FMC ROCHESTER	S&E	NRSNG ASST	GL-0621-05	3	0	0	5
RCH	FMC ROCHESTER	S&E	PHYS THRPST	GL-0633-09	1	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHIATRIC NURSE	GL-0610-10	3	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	2	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	29
RCH	FMC ROCHESTER	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
RCH	FMC ROCHESTER	S&E	REGISTERED NURSE	GL-0610-10	8	0	0	
RCH	FMC ROCHESTER	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
RCH	FMC ROCHESTER	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
RCH	FMC ROCHESTER	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	4	0	0	2
RCH	FMC ROCHESTER	S&E	SR OFFCR SPECLST	GL-0007-08	15	1	0	
RCH	FMC ROCHESTER	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
RCH	FMC ROCHESTER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
RCH	FMC ROCHESTER	S&E	WHSE WRKR FRMN	WS-6907-04	1	2	1	8
RSD	CENTRAL OFFICE - RSD	S&E	ADMV ASST	GL-0303-07	1	0	0	2
RSD	CENTRAL OFFICE - RSD	S&E	ADMV ASST	GS-0303-07	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST ADMR CHAPLAINCY SRVCS	GS-0060-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST DIR	ES-0006-00	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST EDUC ADMR	GS-1701-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST EDUC ADMR	GS-1701-14	1	0	0	7
RSD	CENTRAL OFFICE - RSD	S&E	ASST. SECTOR ADMININISTRATOR	GS-0006-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	CH, RISK REDUCTION PROG	GS-0180-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	CH. MENTAL HEALTH SERVICES	GS-0180-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	COMM TRTMNT OVERSIGHT SPEC	GS-0101-12	5	0	0	15
RSD	CENTRAL OFFICE - RSD	S&E	COMMUNITY TRTMNTCOORD	GS-0101-13	1	0	0	12
RSD	CENTRAL OFFICE - RSD	S&E	COMMUNITY TRTMNTCOORD	GS-0101-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	21
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	11
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	DEP ADMR, NATL REENTRY AFF BR	GS-0006-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	FAM SUPP COORD	GS-0101-14	3	0	0	51
RSD	CENTRAL OFFICE - RSD	S&E	MENTAL HLTH TRTMNT COORD	GS-0180-14	3	0	0	5
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	2
RSD	CENTRAL OFFICE - RSD	S&E	NTL SUICIDE PREVENTION COORD	GS-0180-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	PSYCHLGY STUD TR	GS-0199-07	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	REENTRY SECTOR CHIEF	GS-0101-13	2	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RES SAFETY SPECLST	GS-0018-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	29
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	8	1	0	18
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	11
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	SENIOR CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	19
RSD	CENTRAL OFFICE - RSD	S&E	SEX OFF TRN COORD	GS-0180-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	SPECIAL PROG TRMT SPECLST	GS-0101-12	1	1	0	
SAF	FCI SAFFORD	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
SAF	FCI SAFFORD	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
SAF	FCI SAFFORD	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
SAF	FCI SAFFORD	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
SAF	FCI SAFFORD	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
SAF	FCI SAFFORD	S&E	FOOD SRVC ADMR	GS-1667-12	1	0	0	
SAF	FCI SAFFORD	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	
SAF	FCI SAFFORD	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	4
SAF	FCI SAFFORD	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	0	0	
SAF	FCI SAFFORD	S&E	HVAC FRMN	WS-5306-09	1	0	0	
SAF	FCI SAFFORD	S&E	LT	GS-0007-11	1	1	0	
SAF	FCI SAFFORD	S&E	LT	GL-0007-09	1	0	0	
SAF	FCI SAFFORD	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
SAF	FCI SAFFORD	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
SAF	FCI SAFFORD	S&E	STUDENT TRAINEE (INFO TECH)	GL-2299-05	1	0	0	
SAF	FCI SAFFORD	S&E	TCHR	GS-1710-11	1	1	0	
SAF	FCI SAFFORD	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	
SCH	FCI SCHUYLKILL	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	1	6
SCH	FCI SCHUYLKILL	S&E	BUDG ANAL	GL-0560-09	1	0	0	
SCH	FCI SCHUYLKILL	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
SCH	FCI SCHUYLKILL	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	

SCH	FCI SCHUYLKILL	S&E	COOK FRMN	WS-7404-08	3	1	0	
SCH	FCI SCHUYLKILL	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
SCH	FCI SCHUYLKILL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
SCH	FCI SCHUYLKILL	S&E	DRUG ABUSE PROG COORD (MAT)	GS-0180-13	1	0	0	
SCH	FCI SCHUYLKILL	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	6
SCH	FCI SCHUYLKILL	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
SCH	FCI SCHUYLKILL	PHS	NURSE SPECLST	CC-0610-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	PARAMEDIC	GL-0640-09	1	0	0	
SCH	FCI SCHUYLKILL	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	RECR SPECLST	GL-0188-09	2	1	0	3
SCH	FCI SCHUYLKILL	S&E	REENTRY AFF COORD	GS-0101-11	1	1	1	4
SCH	FCI SCHUYLKILL	S&E	SECY (CAPTAIN'S)	GL-0318-06	1	0	0	
SCH	FCI SCHUYLKILL	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	1	6
SCH	FCI SCHUYLKILL	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
SCH	FCI SCHUYLKILL	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
SCH	FCI SCHUYLKILL	S&E	UNIT MGR	GS-0006-12	1	1	0	
SCH	FCI SCHUYLKILL	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	WHSE WRKR SUPVR	WS-6907-04	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	FACIL MGMT SPECLST	GS-1640-12	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	9
SCR	SOUTH CENTRAL REGION	S&E	PSYCHOLOGY STUDENT TRAINEE INTERN	GS-0199-07	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL COMPTLR	GS-0505-14	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	1	9
SCR	SOUTH CENTRAL REGION	S&E	REGNL PSYCHLGY SRVCS ADMR	GS-0180-14	1	0	0	4
SDC	MCC SAN DIEGO	S&E	CHAPLAIN	GS-0060-12	1	0	0	6
SDC	MCC SAN DIEGO	S&E	COOK FRMN	WS-7404-08	1	0	0	
SDC	MCC SAN DIEGO	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
SDC	MCC SAN DIEGO	S&E	EDUC SPECLST	GS-1701-11	1	1	0	
SDC	MCC SAN DIEGO	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	4
SDC	MCC SAN DIEGO	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	3
SDC	MCC SAN DIEGO	S&E	GENERAL FOREMAN	WS-4749-14	1	1	0	
SDC	MCC SAN DIEGO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
SDC	MCC SAN DIEGO	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	HUMAN RESOURCE SPECLST	GL-0301-09	1	0	0	8
SDC	MCC SAN DIEGO	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
SDC	MCC SAN DIEGO	S&E	LT	GS-0007-11	3	0	0	3
SDC	MCC SAN DIEGO	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	PARAMEDIC	GL-0640-09	1	0	0	
SDC	MCC SAN DIEGO	S&E	QUAL IMPRVMT/INFECTION CONTRL COORD	GS-0671-11	1	0	0	
SDC	MCC SAN DIEGO	PHS	QUAL IMPRVMT/INFECTION CONTRL NURSE	CC-0610-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	REGISTERED NURSE	GS-0610-10	2	0	0	
SDC	MCC SAN DIEGO	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
SDC	MCC SAN DIEGO	S&E	UNIT MGR	GS-0006-12	1	1	0	
SDC	MCC SAN DIEGO	S&E	UNIT SECY	GL-0318-06	1	1	0	
SEA	FCI SEAGOVILLE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	11
SEA	FCI SEAGOVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	CH PSYCH	GS-0180-14	1	0	0	3
SEA	FCI SEAGOVILLE	S&E	CHAPLAIN	GS-0060-12	1	1	0	
SEA	FCI SEAGOVILLE	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SEA	FCI SEAGOVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
SEA	FCI SEAGOVILLE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
SEA	FCI SEAGOVILLE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	1	0	
SEA	FCI SEAGOVILLE	S&E	FACIL MGR	GS-1640-12	1	1	0	
SEA	FCI SEAGOVILLE	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
SEA	FCI SEAGOVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	7
SEA	FCI SEAGOVILLE	S&E	HVAC FRMN	WS-5306-09	1	0	0	
SEA	FCI SEAGOVILLE	S&E	LT	GS-0007-11	1	1	0	
SEA	FCI SEAGOVILLE	PHS	MEDCL OFFCR	CC-0602-15	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MENTOR COORD	GL-0006-09	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
SEA	FCI SEAGOVILLE	PHS	NURSE PRACTITIONER	CC-0610-11	1	0	0	
SEA	FCI SEAGOVILLE	PHS	NURSE SPECIALIST IOP	CC-0610-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	PIPEFTR FRMN	WS-4204-09	1	1	0	3
SEA	FCI SEAGOVILLE	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
SEA	FCI SEAGOVILLE	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	
SEA	FCI SEAGOVILLE	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
SEA	FCI SEAGOVILLE	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
SEA	FCI SEAGOVILLE	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	1	0	
SEA	FCI SEAGOVILLE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	

SEA	FCI SEAGOVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
SEA	FCI SEAGOVILLE	PHS	STAFF PHARMACIST	CC-0660-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	1	1
SEA	FCI SEAGOVILLE	S&E	SUPVR OF EDUC	GS-1710-12	1	0	0	5
SEA	FCI SEAGOVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
SEA	FCI SEAGOVILLE	S&E	TCHR	GS-1710-11	1	1	0	
SEA	FCI SEAGOVILLE	S&E	UNIT SECY	GL-0318-06	3	0	0	14
SER	SOUTHEAST REGION	S&E	ACCTG STUD TR	GS-0599-05	1	1	0	
SER	SOUTHEAST REGION	S&E	BUDG ANAL	GS-0560-12	1	1	0	
SER	SOUTHEAST REGION	S&E	DEP REGNL DIR	ES-0006-00	1	0	0	
SER	SOUTHEAST REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	0	0	38
SER	SOUTHEAST REGION	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	1	0	
SER	SOUTHEAST REGION	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
SER	SOUTHEAST REGION	S&E	INFO TECH STUD TR	GS-2299-05	1	1	0	
SER	SOUTHEAST REGION	S&E	LEG ASST	GL-0986-08	1	0	0	
SER	SOUTHEAST REGION	S&E	LEG INTERN	GS-0999-09	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL AFFIRMATIVE EMPLMT ADMR	GS-0260-12	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL HLTH SRVCS ADMR	GS-0670-14	1	0	0	5
SER	SOUTHEAST REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL SECRETARY	GS-0318-07	1	0	0	
SER	SOUTHEAST REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	1	0	
SER	SOUTHEAST REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	0	0	9
SER	SOUTHEAST REGION	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
SER	SOUTHEAST REGION	S&E	SUPV ATTY ADVSR GEN	GS-0905-15	1	1	0	
SET	FDC SEATAC	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	1
SET	FDC SEATAC	PHS	ADVANCED PRACTICE NURSE	CC-0610-05	2	0	0	
SET	FDC SEATAC	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
SET	FDC SEATAC	S&E	CAPTAIN SECY	GL-0318-06	1	0	0	
SET	FDC SEATAC	S&E	CASE MGR	GS-0101-11	2	0	0	8
SET	FDC SEATAC	PHS	CHIEF PHARMACIST	CC-0660-04	1	0	0	
SET	FDC SEATAC	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SET	FDC SEATAC	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	5
SET	FDC SEATAC	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
SET	FDC SEATAC	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	
SET	FDC SEATAC	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
SET	FDC SEATAC	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
SET	FDC SEATAC	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	2
SET	FDC SEATAC	S&E	LT	GS-0007-11	2	1	0	
SET	FDC SEATAC	S&E	LT	GL-0007-09	1	0	0	
SET	FDC SEATAC	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	2
SET	FDC SEATAC	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	1	1
SET	FDC SEATAC	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
SET	FDC SEATAC	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	0	1	8
SET	FDC SEATAC	S&E	SR OFFCR SPECLST	GL-0007-08	45	1	0	
SET	FDC SEATAC	S&E	STUDENT TRAINEE (INFO TECH)	GL-2299-05	1	0	0	
SET	FDC SEATAC	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
SET	FDC SEATAC	S&E	TOOL ROOM OFFICER	GL-0318-08	1	0	0	4
SET	FDC SEATAC	S&E	UNIT MGR	GS-0006-12	1	1	0	
SHE	FCI SHERIDAN	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	2
SHE	FCI SHERIDAN	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
SHE	FCI SHERIDAN	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	2
SHE	FCI SHERIDAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
SHE	FCI SHERIDAN	S&E	CH, DNTL OFFCR	GP-0680-13	1	1	0	4
SHE	FCI SHERIDAN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
SHE	FCI SHERIDAN	S&E	COOK FRMN	WS-7404-08	1	0	0	
SHE	FCI SHERIDAN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	1	7
SHE	FCI SHERIDAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	1	0	
SHE	FCI SHERIDAN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	7	0	0	1
SHE	FCI SHERIDAN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
SHE	FCI SHERIDAN	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
SHE	FCI SHERIDAN	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
SHE	FCI SHERIDAN	S&E	ENVRNMTL & SAFETY SPECLST	GL-0018-09	1	1	0	2
SHE	FCI SHERIDAN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
SHE	FCI SHERIDAN	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
SHE	FCI SHERIDAN	S&E	INFORMATION TECH STUDENT TRAINEE	GL-0299-05	1	0	0	
SHE	FCI SHERIDAN	S&E	LOCKSMITH	GL-0301-10	1	0	0	
SHE	FCI SHERIDAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
SHE	FCI SHERIDAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	7
SHE	FCI SHERIDAN	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	0	0	4
SHE	FCI SHERIDAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
SHE	FCI SHERIDAN	S&E	RECR SPECLST	GL-0188-09	1	0	1	3
SHE	FCI SHERIDAN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
SHE	FCI SHERIDAN	S&E	SR OFFCR SPECLST	GL-0007-08	30	1	0	
SHE	FCI SHERIDAN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	

SHE	FCI SHERIDAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
SHE	FCI SHERIDAN	S&E	UTILSYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	3
SHE	FCI SHERIDAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	CASE MGR	GL-0101-11	1	0	0	4
SPG	USMCFP SPRINGFIELD	S&E	CH, PSYCHIATRY	GP-0602-15	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	CLNCL DIETITIAN	GS-0630-11	1	1	0	3
SPG	USMCFP SPRINGFIELD	S&E	CLNCL PSYCH	GS-0180-12	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	DIALYSIS STAFF NURSE	GL-0610-10	2	0	0	
SPG	USMCFP SPRINGFIELD	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	FORENSIC UNIT PSYCH	GS-0180-13	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	FORENSICS UNIT PSYCH	GS-0180-13	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	INFORMATION TECH STUD TR	GS-2299-05	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	INMATE SYS OFFCR	GL-0007-08	1	0	1	19
SPG	USMCFP SPRINGFIELD	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	2	0	0	
SPG	USMCFP SPRINGFIELD	S&E	LT	GS-0007-11	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	1	2
SPG	USMCFP SPRINGFIELD	S&E	MEDCL SUPP TECHNCN	GL-0622-05	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	MEDCL TECHNLGST	GL-0644-09	2	1	0	
SPG	USMCFP SPRINGFIELD	PHS	NCRO MAST NURSE	CC-0601-04	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	NRSNG ASST	GL-0621-05	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	ORTHOTIST/PROSTHTST	GS-0667-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	PHRMCY TECHNCN	GL-0661-05	2	1	0	
SPG	USMCFP SPRINGFIELD	S&E	PHYS THRPST	GL-0633-09	1	1	0	3
SPG	USMCFP SPRINGFIELD	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	27
SPG	USMCFP SPRINGFIELD	S&E	PSYCHOLOGIST (POSTDOC TRAINEE)	GS-0180-11	1	1	0	2
SPG	USMCFP SPRINGFIELD	S&E	RECR THRPST	GL-0638-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	REGISTERED NURSE	GL-0610-10	14	0	0	1
SPG	USMCFP SPRINGFIELD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
SPG	USMCFP SPRINGFIELD	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	1
SPG	USMCFP SPRINGFIELD	S&E	UNIT SECY	GL-0318-06	1	0	0	
SST	FCI SANDSTONE	S&E	ACCTNT	GL-0510-09	1	0	0	
SST	FCI SANDSTONE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
SST	FCI SANDSTONE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	1	1
SST	FCI SANDSTONE	UNICOR	BIND MACH OPERTR FRMN	WS-4402-08	1	0	0	
SST	FCI SANDSTONE	S&E	CASE MGR	GS-0101-11	1	1	0	
SST	FCI SANDSTONE	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SST	FCI SANDSTONE	S&E	CLINICAL PSYCHOLOGI	GS-0180-12	1	0	0	
SST	FCI SANDSTONE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
SST	FCI SANDSTONE	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
SST	FCI SANDSTONE	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	5
SST	FCI SANDSTONE	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
SST	FCI SANDSTONE	S&E	LT	GL-0007-11	1	0	0	
SST	FCI SANDSTONE	UNICOR	OFFST PRESS OPERTR FRMN	WS-4417-09	1	0	0	
SST	FCI SANDSTONE	S&E	PHYSCN ASST	GS-0603-11	1	0	0	
SST	FCI SANDSTONE	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
SST	FCI SANDSTONE	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	
SST	FCI SANDSTONE	S&E	SPORTS SPECLST	GL-0030-09	2	1	0	
SST	FCI SANDSTONE	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	5
SST	FCI SANDSTONE	S&E	TCHR	GS-1710-11	1	0	1	2
SST	FCI SANDSTONE	S&E	UNIT SECY	GL-0318-06	1	1	0	
SST	FCI SANDSTONE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	1
SST	FCI SANDSTONE	S&E	WITNESS SECUR UNIT MGR	GS-0006-13	1	0	0	9
TAL	FCI TALLAHASSEE	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
TAL	FCI TALLAHASSEE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	2
TAL	FCI TALLAHASSEE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	1
TAL	FCI TALLAHASSEE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
TAL	FCI TALLAHASSEE	S&E	COOK FRMN	WS-7404-08	1	1	0	6
TAL	FCI TALLAHASSEE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	15
TAL	FCI TALLAHASSEE	UNICOR	CUSTMR SRVC SPECLST	GL-0301-09	2	0	0	
TAL	FCI TALLAHASSEE	S&E	DENTAL HYGIENIST	GL-0682 -08	1	0	1	1
TAL	FCI TALLAHASSEE	S&E	EDU STUD TR	GS-1799-05	2	0	0	
TAL	FCI TALLAHASSEE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	1
TAL	FCI TALLAHASSEE	S&E	GEN FRMN	WS-4749-14	1	0	0	
TAL	FCI TALLAHASSEE	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	3
TAL	FCI TALLAHASSEE	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	2	0	0	
TAL	FCI TALLAHASSEE	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TAL	FCI TALLAHASSEE	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
TAL	FCI TALLAHASSEE	S&E	LT	GL-0007-09	3	1	0	
TAL	FCI TALLAHASSEE	S&E	LT	GS-0007-11	1	1	0	
TAL	FCI TALLAHASSEE	S&E	MEDCL OFFCR (PSYCHIATRIST)	GP-0602-15	1	0	0	
TAL	FCI TALLAHASSEE	PHS	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
TAL	FCI TALLAHASSEE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	4
TAL	FCI TALLAHASSEE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	25

TAL	FCI TALLAHASSEE	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	2
TAL	FCI TALLAHASSEE	UNICOR	QUAL ASSRNC SPECLST	GS-1910-11	1	0	0	
TAL	FCI TALLAHASSEE	S&E	REGISTERED NURSE	CC-0610-10	1	1	0	
TAL	FCI TALLAHASSEE	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
TAL	FCI TALLAHASSEE	S&E	SOC WRKR	GS-0185-11	1	1	0	1
TAL	FCI TALLAHASSEE	S&E	SR OFFCR SPECLST	GL-0007-08	1	1	0	
TAL	FCI TALLAHASSEE	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
TAL	FCI TALLAHASSEE	PHS	STAFF PROGRAM MANAGEMENT OFFICER	CC-0601-04	1	0	0	
TAL	FCI TALLAHASSEE	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
TAL	FCI TALLAHASSEE	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
TAL	FCI TALLAHASSEE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
TAL	FCI TALLAHASSEE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TCN	FCC TUCSON	S&E	DENTAL ASSISTANT	GL-0681-06	2	0	0	4
TCN	FCC TUCSON	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
TCN	FCC TUCSON	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	1
TCN	FCC TUCSON	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-13	1	1	0	
TCN	FCC TUCSON	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	0	20
TCN	FCC TUCSON	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	9
TCN	FCC TUCSON	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
TCN	FCC TUCSON	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	6
TCN	FCC TUCSON	S&E	INFORMATION TECH. STUDENT TRAINEE	GL-2299-05	1	0	0	
TCN	FCC TUCSON	S&E	LT	GS-0007-11	3	0	0	
TCN	FCC TUCSON	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
TCN	FCC TUCSON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
TCN	FCC TUCSON	S&E	MENTOR COORDINATOR	GL-0006-09	1	1	0	
TCN	FCC TUCSON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
TCN	FCC TUCSON	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	4
TCN	FCC TUCSON	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	0	0	
TCN	FCC TUCSON	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
TCN	FCC TUCSON	S&E	SOC WRKR	GS-0185-11	1	0	0	
TCN	FCC TUCSON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
TCN	FCC TUCSON	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
TCN	FCC TUCSON	S&E	SR OFFCR SPECLST	GL-0007-08	9	1	0	
TCN	FCC TUCSON	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
TCN	FCC TUCSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TCN	FCC TUCSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TCN	FCC TUCSON	S&E	TCHR	GS-1710-11	1	0	0	5
TCN	FCC TUCSON	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
TCN	FCC TUCSON	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TCN	FCC TUCSON	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	2
TDG	FCI TALLADEGA	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
TDG	FCI TALLADEGA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	
TDG	FCI TALLADEGA	S&E	CLNCL DIR	GP-0602-15	1	1	0	
TDG	FCI TALLADEGA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
TDG	FCI TALLADEGA	S&E	COOK FRMN	WS-7404-08	1	0	1	2
TDG	FCI TALLADEGA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TDG	FCI TALLADEGA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
TDG	FCI TALLADEGA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
TDG	FCI TALLADEGA	S&E	HEALTH TECHNICIAN - PARAMEDIC	GL-0640-09	1	1	0	
TDG	FCI TALLADEGA	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
TDG	FCI TALLADEGA	S&E	LT	GS-0007-11	5	0	0	
TDG	FCI TALLADEGA	S&E	LT	GL-0007-09	1	0	0	
TDG	FCI TALLADEGA	UNICOR	OPERATIONS MANAGER	GS-1101-13	1	0	0	
TDG	FCI TALLADEGA	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	2
TDG	FCI TALLADEGA	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
TDG	FCI TALLADEGA	PHS	QUAL IMPRVMT/INFECTION CONTRL COORD		1	1	0	
TDG	FCI TALLADEGA	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	9
TDG	FCI TALLADEGA	S&E	SAFETY MGR TRAINEE	GS-0018-11	1	0	0	
TDG	FCI TALLADEGA	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
TDG	FCI TALLADEGA	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	0	0	
TDG	FCI TALLADEGA	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
TDG	FCI TALLADEGA	S&E	TCHR	GS-1710-11	1	1	1	6
TDG	FCI TALLADEGA	UNICOR	UNICOR ACCTNT	GS-0510-11	2	0	0	
TDG	FCI TALLADEGA	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
TDG	FCI TALLADEGA	S&E	UNIT SECY	GL-0318-06	1	0	0	
TDG	FCI TALLADEGA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TDG	FCI TALLADEGA	UNICOR	WOOD WRKG MACH OP FRM	WS-4601-08	2	0	0	
TEX	FCI TEXARKANA	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
TEX	FCI TEXARKANA	S&E	CAMP ADMR SECY	GL-0318-07	1	1	0	
TEX	FCI TEXARKANA	S&E	CASE MGR	GL-0101-11	2	1	0	
TEX	FCI TEXARKANA	S&E	COOK FRMN	WS-7404-08	1	1	0	1
TEX	FCI TEXARKANA	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	
TEX	FCI TEXARKANA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
TEX	FCI TEXARKANA	S&E	EDUCATION STUDENT TRAINEE	GS-1799-05	1	0	0	
TEX	FCI TEXARKANA	S&E	ENVIRONMENTAL PROTECTION SPECIALIST	GS-0028-11	1	0	0	2
TEX	FCI TEXARKANA	S&E	GRDNR FRMN	WS-5003-07	1	0	0	
TEX	FCI TEXARKANA	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	

TEX	FCI TEXARKANA	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
TEX	FCI TEXARKANA	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TEX	FCI TEXARKANA	S&E	LT	GS-0007-11	2	1	0	
TEX	FCI TEXARKANA	S&E	LT	GL-0007-09	1	0	0	
TEX	FCI TEXARKANA	S&E	MEDICAL OFFICER	GP-0602-15	1	0	0	
TEX	FCI TEXARKANA	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
TEX	FCI TEXARKANA	S&E	RECR SPECLST	GL-0188-09	1	1	0	
TEX	FCI TEXARKANA	S&E	SR OFFCR SPECLST	GL-0007-08	5	0	0	
TEX	FCI TEXARKANA	S&E	STUD TR	GS-2299-05	1	0	0	
TEX	FCI TEXARKANA	UNICOR	SUPVRY PRODN CNTRLR	GS-1152-11	1	0	0	
TEX	FCI TEXARKANA	S&E	SUPVY CORRECTIONAL SYSTEMS SP	GS-0006-11	1	1	0	
TEX	FCI TEXARKANA	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	1	0	
THA	FCC TERRE HAUTE	UNICOR	ASST UNICOR BUS MGR	GS-0501-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	CARE LVL 3 PSYCH	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	CASE MGR	GS-0101-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	CLNCL PSYCH	GS-0180-12	1	1	0	
THA	FCC TERRE HAUTE	S&E	COOK FRMN	WS-7404-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
THA	FCC TERRE HAUTE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
THA	FCC TERRE HAUTE	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	1	0	7
THA	FCC TERRE HAUTE	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	6
THA	FCC TERRE HAUTE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
THA	FCC TERRE HAUTE	UNICOR	FACTORY MGR	GS-1101-12	2	1	0	
THA	FCC TERRE HAUTE	UNICOR	FACTORY OPERATIONAL ACCT	GS-0510-11	2	0	0	
THA	FCC TERRE HAUTE	UNICOR	FNANCL SPECLST	GS-0599-05	2	0	0	
THA	FCC TERRE HAUTE	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
THA	FCC TERRE HAUTE	S&E	GRDNR FRMN	WS-5003-07	1	0	0	
THA	FCC TERRE HAUTE	S&E	GUIDANCE CNSLR (SCHL GUIDANCE CNSLR)	GS-1750-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	IT SPECLST	GS-2210-11	2	0	0	
THA	FCC TERRE HAUTE	S&E	LT	GS-0007-11	4	0	0	
THA	FCC TERRE HAUTE	S&E	MAT DRUG ABUSE PROG COORD (FSA)	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	PHARMACIST	GS-0660-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	PHARMACY OFFICER -	GS-0660-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	29
THA	FCC TERRE HAUTE	S&E	PSYCHLGY TECHNCN	GL-0181-07	2	2	1	4
THA	FCC TERRE HAUTE	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
THA	FCC TERRE HAUTE	UNICOR	SEWING MACH REP TRAINEE	WS-5301-07	1	0	0	
THA	FCC TERRE HAUTE	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	SPEC TRT PRG SPEC CHALLENGE	GS-0101-11	2	0	0	2
THA	FCC TERRE HAUTE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
THA	FCC TERRE HAUTE	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
THA	FCC TERRE HAUTE	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
THA	FCC TERRE HAUTE	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	UNIT MGR	GS-0006-12	2	1	0	
THA	FCC TERRE HAUTE	S&E	UNIT SECY	GL-0318-06	2	1	0	19
THA	FCC TERRE HAUTE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
THA	FCC TERRE HAUTE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
TOM	USP THOMSON	S&E	ASSISTANT FOOD SERVICE ADMIN	GS-1667-12	1	0	0	
TOM	USP THOMSON	S&E	ASSOCIATE WARDEN	GS-0006-14	1	0	0	
TOM	USP THOMSON	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
TOM	USP THOMSON	S&E	CASE MGR	GS-0101-11	1	0	0	
TOM	USP THOMSON	S&E	CHAPLAIN	GS-0060-12	1	0	0	
TOM	USP THOMSON	S&E	CHAPLAIN- TRAINEE	GS-0060-11	1	0	0	
TOM	USP THOMSON	S&E	COOK SUPERVISOR	WS-7404-08	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL PROG SPECLST	GS-0006-11	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL SYS OFFCR	GL-0007-08	3	0	0	
TOM	USP THOMSON	S&E	DEP CAPTAIN	GS-0007-12	1	0	0	
TOM	USP THOMSON	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
TOM	USP THOMSON	S&E	FACILITIES MANAGER	GS-1640-13	1	0	0	
TOM	USP THOMSON	S&E	FINANCIAL SPECIALIST	GL-0501-09	1	0	0	
TOM	USP THOMSON	S&E	GENERAL FOREMAN	WS-4749-14	1	0	0	
TOM	USP THOMSON	S&E	HUMAN RESOURCE MANAGER	GS-0201-13	1	0	0	
TOM	USP THOMSON	S&E	INF RECPTNST	GL-0304-04	1	0	0	
TOM	USP THOMSON	S&E	LT	GS-0007-11	10	0	0	
TOM	USP THOMSON	S&E	MAINTENANCE WRKR FOREMAN	WS-4749-08	2	0	0	
TOM	USP THOMSON	S&E	MATERIAL HANDLER FOREMAN	WS-6907-04	1	0	0	
TOM	USP THOMSON	TRUST FUND	MATERIAL HANDLER FOREMAN	WS-6907-04	1	0	0	
TOM	USP THOMSON	S&E	MEDCL OFFCR (CLINICAL DIRECTOR)	GP-0602-15	1	0	0	
TOM	USP THOMSON	S&E	NURSE PRACTITIONER	GS-0610-11	1	0	0	
TOM	USP THOMSON	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	7
TOM	USP THOMSON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
TOM	USP THOMSON	S&E	SIS SUPRT TECHNCN	GL-1802-08	2	0	0	

TOM	USP THOMSON	S&E	SOC WRKR	GS-0185-11	1	0	0	
TOM	USP THOMSON	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
TOM	USP THOMSON	S&E	SPECIALTY TRTMNT PROG SPEC RHU	GS-0101-11	2	0	0	
TOM	USP THOMSON	S&E	SPECIALTY TRTMNT PROG SPEC SMU	GS-0101-11	1	0	0	
TOM	USP THOMSON	S&E	SR OFFCR SPECLST	GL-0007-08	99	0	0	
TOM	USP THOMSON	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
TOM	USP THOMSON	S&E	STAFF PSYCHOLOGIST	GS-0180-12	2	0	0	
TOM	USP THOMSON	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
TOM	USP THOMSON	S&E	UNIT SECY	GL-0318-06	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	ADMV ASST	GL-0303-07	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	CASE MGR	GS-0101-11	1	1	0	6
TRM	FCI TERMINAL ISLAND	S&E	COOK FRMN	WS-7404-08	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	DIAGNSTC RADIOLOGIC TECHNLGST	GL-0647-08	1	0	0	
TRM	FCI TERMINAL ISLAND	PHS	DNTL HYGIENIST		1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	11
TRM	FCI TERMINAL ISLAND	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	LT	GL-0007-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	MEDCL OFFCR	GS-0602-15	2	0	0	
TRM	FCI TERMINAL ISLAND	S&E	MEDICATION TECHNICIAN	GL-0640-06	2	1	0	4
TRM	FCI TERMINAL ISLAND	PHS	MID-LEVEL PRACTITIONER		1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	PARAMEDIC	GL-0640-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	32
TRM	FCI TERMINAL ISLAND	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0180-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	1	1	0	4
TRM	FCI TERMINAL ISLAND	UNICOR	RECYCLING TECHNICIAN	GL-0303-09	2	0	0	
TRM	FCI TERMINAL ISLAND	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
TRM	FCI TERMINAL ISLAND	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	SR OFFCR SPECLST	GL-0007-08	6	1	0	
TRM	FCI TERMINAL ISLAND	S&E	TCHR	GS-1710-11	1	0	0	7
TRM	FCI TERMINAL ISLAND	S&E	UNIT MGR	GS-0006-12	1	1	0	16
TRM	FCI TERMINAL ISLAND	S&E	UNIT SECY	GL-0318-06	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
TRM	FCI TERMINAL ISLAND	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
TRV	FCI THREE RIVERS	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	ACCTNT	GS-0501-11	1	0	0	
TRV	FCI THREE RIVERS	PHS	ADVANCED PRACTICE NURSE	CC-0610-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
TRV	FCI THREE RIVERS	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	13
TRV	FCI THREE RIVERS	S&E	CLNCL PSYCH	GS-0810-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
TRV	FCI THREE RIVERS	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
TRV	FCI THREE RIVERS	S&E	EDU STUD TR	GS-1799-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	10
TRV	FCI THREE RIVERS	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	3
TRV	FCI THREE RIVERS	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
TRV	FCI THREE RIVERS	S&E	ENVIR. & SAFETY CMPLNC. MGR	GS-0018-12	1	1	0	
TRV	FCI THREE RIVERS	S&E	ENVIR. PROTECTION SPECIALIST	GS-0028-11	1	0	0	1
TRV	FCI THREE RIVERS	S&E	EXEC ASST/SAT CAMP	GS-0006-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	7
TRV	FCI THREE RIVERS	S&E	HLTH SRVCS STUD TR	GL-0699-04	1	0	0	
TRV	FCI THREE RIVERS	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	HUMAN RESOURCE STUD TR	GS-2299-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	LT	GL-0007-09	1	1	0	
TRV	FCI THREE RIVERS	S&E	LT	GS-0007-11	4	0	0	
TRV	FCI THREE RIVERS	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	PKR FRMN	WS-7002-05	1	0	0	
TRV	FCI THREE RIVERS	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	PSYCH TECH	GL-0181-07	1	0	0	3
TRV	FCI THREE RIVERS	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
TRV	FCI THREE RIVERS	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	SR OFFCR SPECLST	GL-0007-08	10	0	0	
TRV	FCI THREE RIVERS	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TRV	FCI THREE RIVERS	TRUST FUND	TRUST FUND SPECLST	GS-0301-09	1	1	0	
TRV	FCI THREE RIVERS	S&E	UNIT SECY	GL-0318-06	1	0	0	11
TRV	FCI THREE RIVERS	S&E	WARDEN	ES-0006-00	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	WHSE WRKR FRMN	WS-6907-06	1	0	0	
TRV	FCI THREE RIVERS	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
TRV	FCI THREE RIVERS	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	

VIM	FCC VICTORVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
VIM	FCC VICTORVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	0	0	4
VIM	FCC VICTORVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	2	0	0	
VIM	FCC VICTORVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	1
VIM	FCC VICTORVILLE	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	ATTY ADVSR	GS-0905-14	1	0	0	
VIM	FCC VICTORVILLE	S&E	ATTY ADVSR	GS-0905-14	1	0	0	
VIM	FCC VICTORVILLE	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	1	0	0	
VIM	FCC VICTORVILLE	S&E	BUDG ANAL	GL-0560-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	CASE MGR	GS-0101-11	4	1	0	
VIM	FCC VICTORVILLE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
VIM	FCC VICTORVILLE	PHS	CHIEF PHARMACIST	CC-0660-05	1	0	0	
VIM	FCC VICTORVILLE	PHS	CLNCL PRACTICAL NURSE	CC-0610-03	1	0	0	
VIM	FCC VICTORVILLE	S&E	CLNCL PRACTICAL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	COOK FRMN	WS-7404-08	1	1	0	
VIM	FCC VICTORVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
VIM	FCC VICTORVILLE	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	DEP CASE MGMT COORD-COMPLEX	GS-0101-12	1	1	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE PROG COORD-MAT	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	1	0	
VIM	FCC VICTORVILLE	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	5
VIM	FCC VICTORVILLE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	GS-0018-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
VIM	FCC VICTORVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	HVAC FRMN	WS-5306-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	LT	GS-0007-11	10	1	0	
VIM	FCC VICTORVILLE	PHS	MEDCL OFFCR	CC-0602-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	MEDICATION TECHNICIAN	GL-0640-06	2	1	0	
VIM	FCC VICTORVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	2	0	0	
VIM	FCC VICTORVILLE	S&E	PARALEGAL SPECLST	GS-0904-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	PARAMEDIC	GL-0640-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	PHLEBOTOMIST	GL-0640-05	1	1	0	2
VIM	FCC VICTORVILLE	PHS	PHYS THRPST	CC-0603-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	1	0	13
VIM	FCC VICTORVILLE	S&E	PSYCHLGY TECHNCN	GL-0181-07	2	0	0	2
VIM	FCC VICTORVILLE	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	REGISTERED NURSE	GL-0610-10	3	1	0	
VIM	FCC VICTORVILLE	S&E	RELIGIOUS SVCS ASSISTANT	GL-0303-07	1	0	0	7
VIM	FCC VICTORVILLE	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	SAFETY COMPLIANCE SPECIALIST	GL-0018-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	SECY	GL-0318-06	1	0	0	
VIM	FCC VICTORVILLE	PHS	SOCIAL WORKER	CC-0620-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	1	19
VIM	FCC VICTORVILLE	S&E	SPECIALTY TRTMNT PROG SPECLST-BRAVE	GS-0101-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPECIALTY TRTMNT PROG SPECLST-VET	GS-0101-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	59	1	0	
VIM	FCC VICTORVILLE	S&E	STAFF PSYCH	GS-0180-12	3	0	0	2
VIM	FCC VICTORVILLE	S&E	SUPV CONTR SPECLST	GS-1102-12	1	0	0	
VIM	FCC VICTORVILLE	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	TCHR	GS-1710-11	1	0	0	3
VIM	FCC VICTORVILLE	S&E	TIME & LV CLK	GL-0544-05	1	1	0	13
VIM	FCC VICTORVILLE	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
VIM	FCC VICTORVILLE	S&E	UNIT MGR	GS-0006-12	1	1	0	
VIM	FCC VICTORVILLE	S&E	UNIT SECY	GL-0318-06	1	0	0	
VIM	FCC VICTORVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	2	1	0	
VIM	FCC VICTORVILLE	UNICOR	WHSE WRKR FRMN	WS-6907-03	1	0	0	
WAS	FCI WASECA	S&E	ADVANCE PRACTICE NURSE	GS-0610-11	1	0	0	
WAS	FCI WASECA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
WAS	FCI WASECA	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
WAS	FCI WASECA	S&E	CASE MGR	GS-0101-11	1	0	1	6
WAS	FCI WASECA	S&E	CHAPLAIN	GS-0060-12	2	1	0	
WAS	FCI WASECA	S&E	COOK FRMN	WS-7404-08	1	1	0	3
WAS	FCI WASECA	S&E	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
WAS	FCI WASECA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
WAS	FCI WASECA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
WAS	FCI WASECA	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	1
WAS	FCI WASECA	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
WAS	FCI WASECA	S&E	LT	GS-0007-11	2	0	0	
WAS	FCI WASECA	S&E	LT	GL-0007-09	1	0	0	
WAS	FCI WASECA	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
WAS	FCI WASECA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
WAS	FCI WASECA	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	1	0	0	

WAS	FCI WASECA	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	4
WAS	FCI WASECA	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
WAS	FCI WASECA	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
WAS	FCI WASECA	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	4
WAS	FCI WASECA	S&E	SOC WRKR	GS-0185-11	1	0	0	
WAS	FCI WASECA	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	SR OFFCR SPECLST	GL-0007-08	33	0	0	
WAS	FCI WASECA	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
WAS	FCI WASECA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
WAS	FCI WASECA	S&E	TCHR	GS-1710-11	1	0	0	11
WAS	FCI WASECA	S&E	UNIT MGR	GS-0006-12	1	1	0	4
WAS	FCI WASECA	S&E	UNIT SECY	GL-0318-06	3	0	0	10
WIL	FCI WILLIAMSBURG	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
WIL	FCI WILLIAMSBURG	S&E	ASST HLTH SRVCS ADMR	CC-0670-11	1	0	0	2
WIL	FCI WILLIAMSBURG	S&E	COOK FRMN	WS-7404-08	2	1	0	
WIL	FCI WILLIAMSBURG	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
WIL	FCI WILLIAMSBURG	S&E	FACIL MGR	GS-1640-12	1	1	0	3
WIL	FCI WILLIAMSBURG	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HLTH SRVCS ADMR	CC-0670-12	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HLTH SRVCS STUD TR	GL-0699-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HVAC FRMN	WS-5306-09	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PATHWAY INTERN	GS-0299-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PATHWAY INTERN	GS-1799-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	SR OFFCR SPECLST	GL-0007-08	26	1	0	
WIL	FCI WILLIAMSBURG	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
WXR	WESTERN REGION	S&E	CORRECTNL PROG SPECLST	GS-0006-12	1	0	0	
WXR	WESTERN REGION	S&E	CORRECTNL SRVCS SPECLST	GS-0006-12	1	0	0	
WXR	WESTERN REGION	B&F	ENGRG TECHNCN	GS-0802-12	1	1	0	3
WXR	WESTERN REGION	S&E	EXEC ASST	GS-0006-14	1	1	1	4
WXR	WESTERN REGION	S&E	LEG INTERN	GS-0999-09	1	0	0	
WXR	WESTERN REGION	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	
WXR	WESTERN REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
WXR	WESTERN REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	0	0	2
WXR	WESTERN REGION	PHS	REGNL HLTH SRVCS ADMR	CC-0601-05	1	0	0	
WXR	WESTERN REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	0	
WXR	WESTERN REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	4
YAN	FPC YANKTON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
YAN	FPC YANKTON	S&E	FNANCL SPECLST	GL-0501-09	1	0	1	4
YAN	FPC YANKTON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	5
YAN	FPC YANKTON	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
YAN	FPC YANKTON	S&E	SR OFFCR SPECLST	GL-0007-08	4	1	0	
YAN	FPC YANKTON	S&E	WARDEN	GS-0006-15	1	1	0	
YAZ	FCC YAZOO CITY	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	10
YAZ	FCC YAZOO CITY	S&E	ASSISTANT HSA	GS-0670-12	1	0	0	1
YAZ	FCC YAZOO CITY	S&E	ASST RECR SUPVR	GS-0188-11	1	0	1	5
YAZ	FCC YAZOO CITY	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	0	0	5
YAZ	FCC YAZOO CITY	S&E	BUDG ANAL	GL-0560-09	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
YAZ	FCC YAZOO CITY	S&E	BUS ADMR	GS-0501-13	1	0	0	
YAZ	FCC YAZOO CITY	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
YAZ	FCC YAZOO CITY	S&E	CHAPLAIN	GS-0060-12	1	1	0	
YAZ	FCC YAZOO CITY	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
YAZ	FCC YAZOO CITY	S&E	COOK FRMN	WS-7404-08	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	19
YAZ	FCC YAZOO CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	DNTL HYGIENIST	GL-0682-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
YAZ	FCC YAZOO CITY	S&E	EMERGENCY PREPAREDNESS OFCR	GS-0006-12	1	0	0	10
YAZ	FCC YAZOO CITY	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	CC-0018-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	EXECUTIVE ASSISTANT	GS-0006-13	1	1	0	25
YAZ	FCC YAZOO CITY	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
YAZ	FCC YAZOO CITY	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	8
YAZ	FCC YAZOO CITY	S&E	HLTH SRVCS ADMR	GS-0670-13	1	1	0	
YAZ	FCC YAZOO CITY	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
YAZ	FCC YAZOO CITY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	2	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-09	1	0	0	

YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	2	1	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MID-LEVEL PRACTITIONER S&E	GS-0610-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	11
YAZ	FCC YAZOO CITY	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	QUAL IMPRVMT & INFECTION CONT NURSE	GS-0610-11	1	0	0	1
YAZ	FCC YAZOO CITY	S&E	REENTRY AFF COORD	GS-0101-11	1	0	0	6
YAZ	FCC YAZOO CITY	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	11
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SR OFFCR SPECLST	GL-0007-08	140	2	0	
YAZ	FCC YAZOO CITY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-0099-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-0299-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GL-0699-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-1799-05	3	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-2299-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GL-0699-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	TCHR	GS-1710-11	2	1	0	
YAZ	FCC YAZOO CITY	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
YAZ	FCC YAZOO CITY	S&E	UNIT MGR	GS-0006-12	1	1	0	
YAZ	FCC YAZOO CITY	S&E	UNIT SECY	GL-0318-06	2	0	0	
YAZ	FCC YAZOO CITY	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	6
YAZ	FCC YAZOO CITY	S&E	VOCTNL TRNG INSTRU	GL-1712-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	WHSE WRKR FRMN	WS-6907-05	2	0	0	
YAZ	FCC YAZOO CITY	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	7
YAZ	FCC YAZOO CITY	S&E	WHSE WRKR FRMN	WS-6907-04	2	0	0	
				Total	6,796	961	103	5,867

Department of Justice
Judicial Management Division
eCATS Summary Sheet

Document Date:	9/5/2023	Work Package ID:	ECATS-2023-220990
Date Received:	9/5/2023	Package Due Date:	10/5/2023
		JMD Team:	JMD-BUD

From: Eric Kleppinger, Deputy Director, JMD Budget Staff, 950 PENNSYLVANIA AVE NW, WASHINGTON, DC, 20530-0009

To:

Mail Type: Action Memorandum (JMD)

Sub Mail Type: Budget Letter

3rd Mail Type: Congressional Reports

Service Code: AAGA Signature and Approval

Description: FY 2023 CRPT BOP FSA Implementation - Q2 - Hill Letters

Comments: Clearance Dates:

OMB: 9/1/23
ODAG: 8/9/23
OLA: 8/11/23
ALO: 8/7/23

JMD POC: Charisse Hayman

EFTA00141546

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Matt Cartwright
Ranking Member
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Congressman Cartwright:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Bureau of Prisons (BOP) to continue to submit a quarterly report regarding the BOP's implementation of the First Step Act of 2018. Included is the second quarter report.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

SIGN

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jerry Moran
Ranking Member
Subcommittee on Commerce, Justice,
Science and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Senator Moran:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Bureau of Prisons (BOP) to continue to submit a quarterly report regarding the BOP's implementation of the First Step Act of 2018. Included is the second quarter report.

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Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Hal Rogers
Chairman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Bureau of Prisons (BOP) to continue to submit a quarterly report regarding the BOP's implementation of the First Step Act of 2018. Included is the second quarter report.

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Sincerely,

SIGN

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jeanne Shaheen
Chairwoman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
United States Senate
Washington, DC 20510

Dear Madam Chairwoman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Bureau of Prisons (BOP) to continue to submit a quarterly report regarding the BOP's implementation of the First Step Act of 2018. Included is the second quarter report.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

SIGN

Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

Federal Bureau of Prisons
First Step Act Implementation
FY 2023 Second Quarter Report

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328), states that the Bureau of Prisons ("BOP" or "Bureau") should continue to follow the directive in the Joint Explanatory Statement accompanying Public Law 117-103 on "First Step Act (FSA) Implementation." This references back to Senate Report 116-127, which states, "*The Department is directed to report to both the Committees on Appropriations and Judiciary, within 90 days of enactment of this act, and every 90 days thereafter, on all actions and expenditures to implement the FSA, including activities, expenditures and resource requirements to develop, implement, review, validate, and maintain the risk and needs assessment and to evaluate and provide evidence-based recidivism reduction programs and productive activities.*"

The following information is provided to address the request regarding First Step Act implementation for the second quarter of FY 2023.

Expenditure

The chart below shows BOP obligations to implement the FSA at the end of the reporting period.

FY 2023 BOP Obligations to Implement the First Step Act	
Through March 31, 2023	
Program	**Obligations**
Evaluating Programs	$10,826,000
Inmate Focused IT	$1,511,000
Medication Assisted Treatment (MAT) Expansion	$6,068,000
Reentry Programs Expansion	$930,000
Salary & Training Funding	$16,320,000
Total	**$35,655,000**

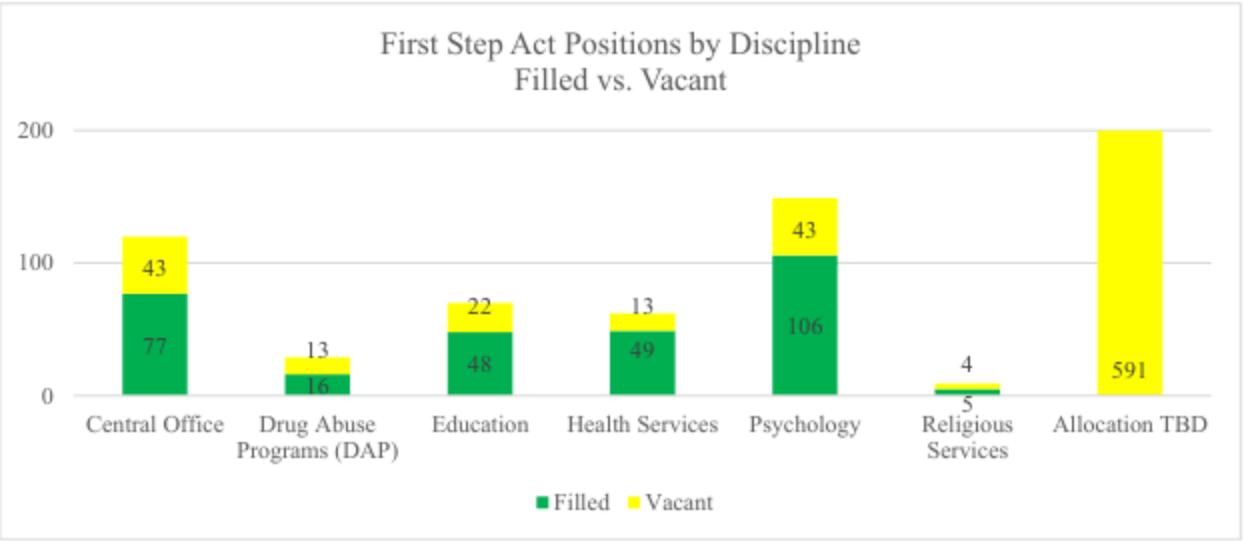
EFTA00141551

Staffing

FSA Hiring (as of March 11, 2023)

Filled Positions: 301 of 1,030 (29%)

Vacant Positions: 729 of 1,030 (71%)



The following chart provides additional detail about the status of each step in the hiring process.

Status of FSA Hiring	Selectees in onboarding process			Positions undergoing hiring process			Advertising	TBD	Total
	Scheduled for entry on duty (EOD)	Waiting for EOD date	With tentative offers	Announced or ad closed and awaiting BQ list	Interview in process	Background investigation process	Pending Posting	Allocation TBD	
Number	15	5	11	27	29	0	51	591	729
% of Total (1030)	3%			5%			5%	57%	71%

EFTA00141552

Actions to Implement the FSA

During the second quarter of FY 2023, the contractor for literature reviews on existing EBRRs in the FSA Program Guide completed a report on education programs. The contractor also met with Bureau subject matter experts to identify successful evidence-based programs.

Additionally, the Bureau implemented two new programs in the FSA Programs Guide: Academic Success (PA) and Wellness Inside and Out (EBRR). The Guide currently has 97 total programs: 44 EBRRs and 53 PAs. Additional programs submitted by Bureau staff and external organizations are under review for possible inclusion. Additionally, the topic of voting rights for incarcerated individuals has been added into lesson plans and training for all incoming and experienced employees during Annual Training and the Institution Correctional Techniques (ICT) training.

Residential Reentry Centers

- At the end of the previous quarter, the BOP's Residential Reentry Center's in-house bed population was 7,691. The available capacity was 2,852.

Expanded Use of Home Confinement

- The FSA expanded a pilot program for elderly offenders to be transitioned to Home Confinement. As of March 31, 2023, 75 residents were placed on Home Confinement pursuant to the pilot.

Compassionate Release

- The FSA authorizes federal inmates to file a motion for "compassionate release," pursuant to 18 U.S.C. § 3582(c)(1)(A), where previously only the BOP was so authorized.

Origin of Motion	**Number of Releases in the second quarter of FY 2023**
On the motion of BOP	5
On the motion of Defendant	86

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Transfers Closer to Home

Since before passage of the FSA, the BOP has worked to place incarcerated individuals within 500 miles of their release residence, as available and appropriate. The BOP calls these "nearer release transfers."

- Between January 1 and March 25, 2023, there were 352 nearer release transfers completed.

- The following table is accurate as of 3/31/2023.

Location of Inmate's Facility in Relation to Primary Residence (All BOP Inmates)		
	Within 500 Miles of Primary Residence	**Greater Than 500 Miles from Primary Residence**
Total Number of Inmates	76,048	35,166[1]

[1]Not including non-U.S. citizens.

Drug Treatment

- By the end of the second quarter of FY 2023, 44,120 individuals participated in BOP drug treatment programs: This includes:
  - 15,272 in Drug Education
  - 8,234 in Residential Drug Abuse Program (RDAP)
  - 12,526 in Non-Residential Drug Abuse Program
  - 4,687 in Community Treatment Programs
  - 3,401 in the Medication-Assisted Treatment (MAT) Program

- An estimated 45% of BOP inmates meet diagnostic criteria for substance use disorder(s) (Bureau of Justice Statistics, 2004).

- Every effort is made to connect incarcerated individuals with substance use treatment at a point in their incarceration that will enhance treatment outcomes. For example, individuals who are determined qualified for RDAP are enrolled into treatment near the end of their incarcerations, resulting in improved support for recovery as these individuals transition to the community.

Needs Assessment and Program Participation – FY 2023 Second Quarter

- The below chart reflects Needs Assessment data as of March 12, 2023.
- Participation information for EBRR and Productive Activities (PAs) address multiple need areas.
- Participation data in the chart is for the incarcerated population as of March 31, 2023.

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Need	Inmates Screened for This Need	Inmates Assessed to Have Need	Assessed Inmates Participating in Relevant EBRR Program	Assessed Inmates Participating in Relevant PA
Anger/Hostility	127,744	59,751	3,213	456
Antisocial Peers	127,744	51,315	13,129	1,647
Cognitions	127,744	78,279	18,858	3,655
Dyslexia	127,501	825	426	0
Education	127,695	48,102	14,936	1,053
Family/Parenting	127,761	53,002	10,449	981
Finance & Poverty	127,454	72,039	2,624	553
Medical	126,846	43,734	0	8,573
Mental Health	127,744	3,547	9,129	2,164
Recreation / Leisure / Fitness	126,844	57,974	0	9,353
Substance Use	127,354	91,700	11,384	9,561
Trauma	127,228	59,465	1,606	2,555
Work	127,470	92,919	26,661	752

There are multiple reasons why fewer inmates participate in relevant programs than are assessed for a particular need. Two primary reasons are that programs are voluntary, and an inmate can only take a finite number of programs at one time.

EFTA00141555

Department of Justice
Judicial Management Division
eCATS Summary Sheet

Document Date:	6/3/2024	Work Package ID:	ECATS-2024-286982
Date Received:	5/31/2024	Package Due Date:	6/28/2024
		JMD Team:	JMD-BUD

From: Scott Leverty, Director, JMD Budget Staff, 950 Pennsylvania Avenue NW

To: ,

Mail Type: Action Memorandum (JMD)

Sub Mail Type: Budget Letter

3rd Mail Type: Congressional Reports

Service Code: AAGA Signature and Approval

Description: FY 2023 BOP CRPT Vacancies

Comments:
OMB – 5/31/24
OLA – 4/1/24
ODAG – 4/1/24
ALO – 3/29/24

JMD POC: Toni Johnson

EFTA00141556

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Matt Cartwright
Ranking Member
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Congressman Cartwright:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) directs the Federal Bureau of Prisons to continue to provide a report on the number of vacancies at each facility, with specific breakout information. Enclosed is the report for this year.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jeanne Shaheen
Chairwoman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Madam Chairwoman:

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Sincerely,

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Assistant Attorney General
for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jerry Moran
Ranking Member
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Senator Moran:

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for Administration

Enclosure

U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Hal Rogers
Chairman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

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The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure

Federal Bureau of Prisons (BOP)
Vacancies
FY 2023 Report

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) states, "BOP is directed to continue following the directives on the following topics: "Vacancies". BOP shall submit updated reports consistent with the directives. FY 2021 Public Law 116-260 p. 255 JES: Vacancies.—BOP is directed to improve hiring policies to ensure that, within the funding provided, it can promptly fill existing and future vacancies in order to staff its 122 Federal facilities at January 2016 levels, and forgo further position eliminations. BOP shall report not later than 90 days after the date of enactment of this Act on the number of vacancies at each facility, further detailed by job title, job series, and General Schedule level as well as the number of applicants going through the hiring process for each vacant position. DOJ is directed to explore ways to expedite BOP hiring, such as working with OPM to provide expedited hiring for BOP facilities with vacancy rates exceeding ten percent and making use of recruitment and retention bonuses. BOP shall describe such efforts in the aforementioned report.

Additional Language:
The Committee continues to be concerned about the significant number of vacancies in BOP institutions, creating an extremely dangerous environment for both staff and incarcerated persons. The Committee directs DOJ to immediately improve hiring policies and ensure BOP is able to promptly fill existing and future vacancies and staff its 122 Federal facilities across the United States at January 2016 levels. BOP is again directed to provide a report, within 90 days of enactment of this act, regarding the number of vacancies at each facility further detailed by job title, job series, and General Schedule level as well as the number of applicants going through the hiring process for each vacant position. If there are expedited hiring efforts the Department can make to ensure BOP is properly staffed, the Committee directs the Department to do so, and to include these measures and their results in the aforementioned report. The Committee supports the use of recruitment and retention bonuses and rejects any further position eliminations.

The following information is provided to address the Committee's request for FY 2023.

Report

The BOP is committed to filling existing and future staffing vacancies. To ensure proper staffing, which will meet the safety and security needs of the institutions, the BOP is maximizing employment incentives, which include expanding the use of Annual Leave Credit, Student Loan Repayment for Correctional Officer and other FSA positions and offering Recruitment Incentives for Correctional Officers at 31 locations where hiring challenges persist. The BOP continues to utilize the government-wide direct hire authority for identified positions, as well as other appointing authorities (i.e., Veteran's Recruitment Appointment (VRA) and Schedule A) for a variety of positions. The BOP's collaboration with a private sector firm to develop a branding and marketing strategy for the National Recruitment Office (NRO) increased the BOP's

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visibility on several social media platforms and increased the number of both Correctional Officer and Nursing applicants. Additionally, from November 2021 to July 2023, the NRO has accumulated over 33,000 contacts from external job seeker platforms and in-person recruitment events.

The BOP continues to explore and implement, where authorized, various pay flexibilities to ensure the agency can remain competitive with other law enforcement organizations. In July 2022, the Bureau increased the full performance level (or highest grade and corresponding pay) for correctional officers from the GL-07 to the GL-08 level which impacted over 8,000 Correctional Officers. In March 2023, the Director authorized a bureau-wide recruitment incentive of $10,000 or 25 percent of initial salary (whichever is greater), for newly hired Correctional Officers with an on-board date of March 26, 2023, through September 24, 2023. Further, the BOP uses the Title 38 Hybrid pay system, which is a special pay authority initially developed for the Veteran's Administration. For eligible Physicians and Dentists, Title 38 narrows the pay disparity between Federal and private sector employees. The BOP is continually evaluating hiring processes to mitigate areas of inefficiency.

Recognizing the importance of retaining well-qualified staff, in May 2022 the Bureau received approval from the Office of Personnel Management to offer a 25 percent retention incentive for all Correctional Officers at six of the BOP's most chronically understaffed locations (the Federal Correctional Complex (FCC) in Beaumont, Texas, FCC Yazoo City, Mississippi, and FCC Florence, Colorado; the Federal Correction Institution (FCI) in Berlin, New Hampshire, FCI Herlong, California, and FCI Mendota, California). To slow attrition for retirees, the Bureau offers a group retention for all staff agency-wide who were eligible to retire by December 2022. Further, the agency continues to judiciously review and approve Mandatory Retirement Age Waivers to retain eligible staff to meet critical Bureau needs. In addition, the BOP awarded a contract with an independent, external organization on June 16, 2021. The contractor has developed, and the BOP is currently testing, an Automated Staffing Tool that will be utilized to determine institution staffing needs on an individual basis. The BOP anticipates deployment of the new tool by the end of FY 2024.

Attached is a breakdown of the BOP's number of vacancies at each facility as of June 16, 2023, further detailed by job title, job series, pay plan, and grade. Also included are the number of applicants referred based upon current certificates.

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LIST OF VACANT BOP POSITIONS (as of 06/16/2023) WITH CORRESPONDING APPLICANT TOTALS

Created by WSES/HRMD (7/19/2023)

Note: PROJ IN shows selections made (as of 06/16/23) though the employee is not yet in position.

Source: Staffing & Strength Report (PP11-2023) except Applicant on Certificate totals which came from HR Servicing Center (Grand Prairie).

FAC CODE	FACILITY	FUND TYPE	POSITION	PP-SERIES-GR	VACANT	PROJ IN	OUT	APPLICANTS ON CERTIFICATES
ADM	CENTRAL OFFICE - ADM	TRUST FUND	ACCTG STUD TR	GS-0599-05	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	ADM OFFCR	GS-0341-11	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	ADMV ASST	GS-0303-07	1	0	0	5
ADM	CENTRAL OFFICE - ADM	S&E	ASST DIR.	ES-0341-00	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	BLDG MGMT SPECLST	GS-1176-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH OFFC OF FIN	GS-0501-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH TRULINCS APPS & OPS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH TRULINCS IT SEC	GS-2210-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH, ACCTG SYS & POL	GS-0510-14	1	1	0	5
ADM	CENTRAL OFFICE - ADM	S&E	CH, ADMV SUPRT SEC	GS-0006-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CH, BUDG EXECUTION	GS-0560-15	1	0	0	26
ADM	CENTRAL OFFICE - ADM	S&E	CH, CAPACITY PLANNING BRANCH	GS-0006-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CH, SVS DVLPMT & TRNG	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	CLER ST TR	GS-0399-05	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	COMPR SECUR SPECLST	GS-2210-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	COMPR SPECLST	GS-2210-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	COMPR SPECLST	GS-2210-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	CONST REPR	GS-0809-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	CONST REPR	GS-0809-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	4	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	CONTRCTG OFFCR	GS-1102-14	1	0	1	4
ADM	CENTRAL OFFICE - ADM	TRUST FUND	DEP CH, TRUST FUND BRANCH FIELD OPERATIONS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	DEP CH, TRUST FUND BRANCH OPERATIONS	GS-0501-14	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	FINANCIAL PROGRAM SPECIALIST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FINANCL SPECLST	GS-0501-12	1	0	0	2
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL MGMT INTERN	GS-0599-05	2	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL PROG SPECLST	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL PROGRAM SPECLST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	4
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	4	1	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	10	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SPECLST	GS-0501-12	7	1	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	FNANCL SPECLST	GS-0501-13	1	0	0	13
ADM	CENTRAL OFFICE - ADM	S&E	FNANCL SYST ADMIN	GS-0501-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	INF TECHNOLGY SPECLST	GS-2210-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	INVENT MGMT SPECLST	GS-2010-09	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	IT SECURITY AND AUDIT COMPLNC SPECLST	GS-2210-13	3	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	LEAD TELECOMMUN SPECLST	GS-0391-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	MECHCL ENGR	GS-0830-13	1	0	0	3
ADM	CENTRAL OFFICE - ADM	S&E	MGMT & PROG ANAL	GS-0343-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	MGMT ANAL	GS-0343-12	1	0	0	8
ADM	CENTRAL OFFICE - ADM	S&E	MGMT ANAL	GS-0343-11	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	MGMT ANAL	GL-0343-09	2	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	MGMT ASST	GS-0344-07	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	PROP DISPOS OFFCR	GS-1104-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	REGNL TRUST FUND ADMR	GS-0301-13	3	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SECY	GS-0318-07	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SENIOR PROCUREMENT ADVISOR	GS-1102-15	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SR BUDG ANAL	GS-0560-14	1	0	0	28
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR BUDG ANLST	GS-0560-13	1	1	0	
ADM	CENTRAL OFFICE - ADM	B&F	SR CONTR SPECLST	GS-1102-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SR CONTRCTG OFFCR	GS-1102-13	1	1	0	53
ADM	CENTRAL OFFICE - ADM	S&E	SR CONTRCTG OFFCR	GS-1102-13	2	1	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR ITSPEC	GS-2210-13	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SR TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPPLY MGMT SPEC	GS-2003-12	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPV ACCTNT	GS-0510-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPV FNANCL SPECLST	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	SUPVRY OPERTG ACCTNT	GS-0510-13	1	0	0	6
ADM	CENTRAL OFFICE - ADM	B&F	SUPVY CONST REPR	GS-0809-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	SYS ACCTNT	GS-0510-13	1	0	0	3
ADM	CENTRAL OFFICE - ADM	S&E	SYS ACCTNT	GS-0510-13	7	0	0	
ADM	CENTRAL OFFICE - ADM	S&E	TRAFF MGMT SPECLST	GS-2130-09	1	0	0	3
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	1	0	0	

ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-12	2	0	0	
ADM	CENTRAL OFFICE - ADM	TRUST FUND	TRUST FUND ANAL	GS-0501-13	1	0	0	
ADM	CENTRAL OFFICE - ADM	B&F	UTIL PROG MGR	GS-1640-13	2	0	0	
ALD	FPC ALDERSON	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	4
ALD	FPC ALDERSON	S&E	CHAPLAIN	GS-0060-12	2	0	0	0
ALD	FPC ALDERSON	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
ALD	FPC ALDERSON	S&E	COOK FRMN	WS-7404-08	1	1	1	1
ALD	FPC ALDERSON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
ALD	FPC ALDERSON	S&E	DRUG ABUSE PROG COORD - MAT	GS-0180-13	1	0	0	
ALD	FPC ALDERSON	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
ALD	FPC ALDERSON	S&E	HVAC FRMN	WS-5306-09	1	1	0	
ALD	FPC ALDERSON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
ALD	FPC ALDERSON	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	2	0	0	
ALD	FPC ALDERSON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
ALD	FPC ALDERSON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
ALD	FPC ALDERSON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
ALD	FPC ALDERSON	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
ALD	FPC ALDERSON	S&E	SR OFFCR SPECLST	GL-0007-08	4	1	0	
ALD	FPC ALDERSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALD	FPC ALDERSON	TRUST FUND	TRUST FUND SPECLST	GS-0301-09	1	1	0	
ALD	FPC ALDERSON	S&E	WARDEN	GS-0006-15	1	1	0	
ALI	FCI ALICEVILLE	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
ALI	FCI ALICEVILLE	S&E	CAPTAIN'S SECY	GS-0318-06	1	1	0	
ALI	FCI ALICEVILLE	S&E	CH PHARMACIST	GS-0660-12	1	0	0	
ALI	FCI ALICEVILLE	S&E	CLNCL DIR	GP-0602-15	1	0	1	1
ALI	FCI ALICEVILLE	S&E	COMPR SPECLST	GS-2210-11	2	0	0	
ALI	FCI ALICEVILLE	S&E	CORRECTNL CNSLR	GS-0007-09	2	1	0	
ALI	FCI ALICEVILLE	S&E	DNTL OFFCR	GP-0680-13	1	0	0	
ALI	FCI ALICEVILLE	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	16
ALI	FCI ALICEVILLE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
ALI	FCI ALICEVILLE	S&E	FINANCL SPECLST	GS-0501-09	1	1	0	
ALI	FCI ALICEVILLE	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	2
ALI	FCI ALICEVILLE	S&E	LT	GS-0007-11	2	0	0	
ALI	FCI ALICEVILLE	S&E	LT	GS-0007-09	2	0	0	
ALI	FCI ALICEVILLE	S&E	MEDICATION TECHNCN	GS-0640-06	1	0	0	3
ALI	FCI ALICEVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
ALI	FCI ALICEVILLE	S&E	RESOLVE COORDINATOR	GS-0180-13	1	0	1	1
ALI	FCI ALICEVILLE	S&E	SAFETY ADMR	GS-0018-12	1	1	0	
ALI	FCI ALICEVILLE	S&E	SOC SCI STUD TR	GS-0101-05	1	0	0	
ALI	FCI ALICEVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	28	1	0	
ALI	FCI ALICEVILLE	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
ALI	FCI ALICEVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALI	FCI ALICEVILLE	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	3
ALI	FCI ALICEVILLE	S&E	TCHR	GS-1710-11	1	0	0	2
ALI	FCI ALICEVILLE	S&E	UNIT SECY	GS-0318-06	1	0	0	
ALI	FCI ALICEVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ALI	FCI ALICEVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	7
ALI	FCI ALICEVILLE	S&E	WHSE WRKR FRMN	WS-6907-04	2	1	0	
ALM	FCC ALLENWOOD	S&E	ADVANCED CL PSYCH	GS-0180-13	1	0	0	1
ALM	FCC ALLENWOOD	S&E	ADVANCED CL PSYCH (SECURE ADMN)	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
ALM	FCC ALLENWOOD	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
ALM	FCC ALLENWOOD	S&E	CHALLENGE PROG PSYCH	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	COMPLEX FACTORY FRMN	WS-4601-08	1	1	0	
ALM	FCC ALLENWOOD	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	15
ALM	FCC ALLENWOOD	PHS	DENTAL OFFICER	CC-0680-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	12
ALM	FCC ALLENWOOD	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	DRUG ABUSE PROG COORD (MAT)	GS-0180-13	1	0	0	
ALM	FCC ALLENWOOD	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	EMP DVLPMT MGR	GS-0201-13	1	0	1	25
ALM	FCC ALLENWOOD	S&E	EMP DVLPMT SPECLST	GS-0201-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	HLTH INF TECHNCN	GL-0675-07	1	1	0	
ALM	FCC ALLENWOOD	S&E	HR INTERN	GL-0299-05	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	INDL PROP MGMT SPECLST	GS-1101-12	1	0	0	
ALM	FCC ALLENWOOD	S&E	INF RECPTNST	GL-0304-04	1	0	0	6
ALM	FCC ALLENWOOD	S&E	INF RECPTNST	GL-0304-04	1	0	0	
ALM	FCC ALLENWOOD	S&E	INST HRG PROG ASST	GL-0303-07	1	0	0	
ALM	FCC ALLENWOOD	S&E	LT	GS-0007-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	LT	GS-0007-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	1	4
ALM	FCC ALLENWOOD	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	1	10
ALM	FCC ALLENWOOD	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	9

ALM	FCC ALLENWOOD	S&E	PHYSCN ASST	GS-0603-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
ALM	FCC ALLENWOOD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	3	1	0	33
ALM	FCC ALLENWOOD	S&E	PSYCHLGY STUD TR	GS-0199-07	2	0	0	
ALM	FCC ALLENWOOD	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	3
ALM	FCC ALLENWOOD	UNICOR	QUAL ASSRNC SPECLST	GS-1910-11	1	0	0	
ALM	FCC ALLENWOOD	UNICOR	RECYCLING FACTORY TECHNCN	GS-0303-09	2	0	0	
ALM	FCC ALLENWOOD	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ALM	FCC ALLENWOOD	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ALM	FCC ALLENWOOD	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	2	0	0	
ALM	FCC ALLENWOOD	S&E	SOC WRKR	GS-0185-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	SOC WRKR	GS-0185-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	2
ALM	FCC ALLENWOOD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	3	0	0	
ALM	FCC ALLENWOOD	S&E	SR CLC ATTY	GS-0905-14	1	1	0	
ALM	FCC ALLENWOOD	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
ALM	FCC ALLENWOOD	S&E	SR OFFCR SPECLST	GL-0007-08	61	2	0	2
ALM	FCC ALLENWOOD	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
ALM	FCC ALLENWOOD	S&E	SUPVY RECR SPECLST (INST)	GS-0188-11	1	1	0	7
ALM	FCC ALLENWOOD	S&E	TCHR	GS-1710-11	1	1	0	3
ALM	FCC ALLENWOOD	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
ALM	FCC ALLENWOOD	S&E	UNIT SECY	GL-0318-06	1	1	0	
ALM	FCC ALLENWOOD	S&E	UNIT SECY	GL-0318-06	1	0	0	
ALM	FCC ALLENWOOD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	3
ALM	FCC ALLENWOOD	S&E	VOCTNL TRNG INSTRU (CULINARY)	GS-1712-11	1	0	0	
ALM	FCC ALLENWOOD	S&E	WARDEN	GS-0006-15	1	1	0	
ALM	FCC ALLENWOOD	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ALM	FCC ALLENWOOD	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ASH	FCI ASHLAND	S&E	ADMV ASST	GL-0303-07	1	0	0	
ASH	FCI ASHLAND	S&E	ASST FOOD SRVC ADMR	GL-1667-11	1	1	0	
ASH	FCI ASHLAND	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	17
ASH	FCI ASHLAND	S&E	CLNCL PSYCH	GS-0180-12	1	0	0	
ASH	FCI ASHLAND	S&E	ENVRNMTL COMPLNC SPECLST	GS-0018-13	1	0	0	
ASH	FCI ASHLAND	S&E	LT	GS-0007-11	3	1	0	
ASH	FCI ASHLAND	S&E	MID-LEVEL PRACTITIONER	GL-0610-09	1	0	0	
ASH	FCI ASHLAND	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
ASH	FCI ASHLAND	UNICOR	PROC IMPRVMT SPECLST	GS-1101-13	1	0	0	
ASH	FCI ASHLAND	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
ASH	FCI ASHLAND	S&E	RECR SPECLST	GL-0188-09	1	0	0	
ASH	FCI ASHLAND	S&E	RECR SUPVR	GS-0188-11	1	1	0	
ASH	FCI ASHLAND	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	
ASH	FCI ASHLAND	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
ASH	FCI ASHLAND	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	
ASH	FCI ASHLAND	S&E	SUPVR OF EDUC	GS-1710-12	1	1	1	3
ASH	FCI ASHLAND	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	4
ASH	FCI ASHLAND	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
ASH	FCI ASHLAND	S&E	UNIT MGR	GS-0006-12	1	1	0	9
ASH	FCI ASHLAND	UNICOR	WHSE WRKR FRMN	WS-6907-05	1	0	0	
ASH	FCI ASHLAND	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
ASH	FCI ASHLAND	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	7
ATL	USP ATLANTA	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
ATL	USP ATLANTA	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
ATL	USP ATLANTA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
ATL	USP ATLANTA	S&E	CAPTAIN SECRETARY	GL-0318-06	1	1	0	
ATL	USP ATLANTA	S&E	CLNCL DIR	GS-0602-15	1	0	0	
ATL	USP ATLANTA	S&E	CLNCL NURSE	GL-0610-10	2	0	0	
ATL	USP ATLANTA	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
ATL	USP ATLANTA	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
ATL	USP ATLANTA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
ATL	USP ATLANTA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
ATL	USP ATLANTA	UNICOR	CUSTOMER SERVICE REP	GL-0303-09	1	0	0	
ATL	USP ATLANTA	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	11
ATL	USP ATLANTA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
ATL	USP ATLANTA	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
ATL	USP ATLANTA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	6	0	0	
ATL	USP ATLANTA	UNICOR	FACTORY MGR	GS-1101-12	2	0	0	
ATL	USP ATLANTA	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
ATL	USP ATLANTA	S&E	FOOD SRVC ADMR TRAINEE	GL-1667-09	1	0	0	
ATL	USP ATLANTA	S&E	GEN FRMN	WS-4749-14	1	0	0	13
ATL	FCI ATLANTA	S&E	HUMAN RESOURCE MANAGER TRAINEE	GS-0201-11	1	0	0	4
ATL	USP ATLANTA	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	12
ATL	USP ATLANTA	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	1	0	0	
ATL	USP ATLANTA	UNICOR	INDL PROG MANAGER	GS-1101-13	1	0	0	
ATL	USP ATLANTA	S&E	LOCKSMITH	GL-0301-10	1	1	0	
ATL	USP ATLANTA	S&E	LT	GS-0007-11	8	1	0	6
ATL	USP ATLANTA	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
ATL	USP ATLANTA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	

ATL	USP ATLANTA	UNICOR	PROD MACHINE MCH FRMN	WS-5350-08	1	0	0	
ATL	USP ATLANTA	S&E	PSYCHIATRIC NURSE	GL-0610-10	1	0	0	
ATL	USP ATLANTA	UNICOR	QUAL ASSRNC MGR	GS-1910-12	1	0	0	
ATL	USP ATLANTA	UNICOR	QUAL ASSRNC SPECLST	GS-1910-10	1	0	0	
ATL	USP ATLANTA	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
ATL	USP ATLANTA	S&E	SR OFFCR SPECLST	GL-0007-08	2	0	0	
ATL	USP ATLANTA	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
ATL	USP ATLANTA	PHS	STAFF NURSE	CC-0610-04	1	0	0	
ATL	USP ATLANTA	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
ATL	USP ATLANTA	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	2
ATL	USP ATLANTA	S&E	TIME & LV CLK	GL-0544-05	1	0	0	11
ATL	USP ATLANTA	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
ATL	USP ATLANTA	UNICOR	UNICOR BUS ADMR	GS-0501-12	1	0	0	
ATL	USP ATLANTA	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
ATL	USP ATLANTA	S&E	UNIT MGR	GS-0006-12	1	0	0	21
ATL	USP ATLANTA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ATL	USP ATLANTA	UNICOR	WHSE WRKR FRMN	WS-6907-04	2	0	0	
ATL	USP ATLANTA	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
ATW	USP ATWATER	S&E	CASE MGR	GS-0101-11	1	0	0	
ATW	USP ATWATER	S&E	CLNCL DIR	GP-0602-15	1	0	0	
ATW	USP ATWATER	S&E	COOK FRMN	WS-7404-08	1	0	1	5
ATW	USP ATWATER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
ATW	USP ATWATER	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	1
ATW	USP ATWATER	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	1	7
ATW	USP ATWATER	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
ATW	USP ATWATER	S&E	INF RECPTNST	GL-0304-04	1	0	0	4
ATW	USP ATWATER	S&E	INFECTION PREV & CONT NURSE	GS-0610-11	1	0	0	
ATW	USP ATWATER	S&E	LICENSED PRACTICAL NURSE	GL-0640-07	1	1	0	1
ATW	USP ATWATER	S&E	LT	GS-0007-11	2	1	0	5
ATW	USP ATWATER	S&E	RECR SPECLST	GL-0188-09	2	0	0	12
ATW	USP ATWATER	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	1	0	0	
ATW	USP ATWATER	S&E	SAFETY SPECLST	GL-0018-09	1	1	0	
ATW	USP ATWATER	S&E	SIS TECHNCN	GL-1802-08	1	0	0	
ATW	USP ATWATER	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
ATW	USP ATWATER	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	6
ATW	USP ATWATER	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	1
ATW	USP ATWATER	S&E	SR OFFCR SPECLST	GL-0007-08	38	1	0	
ATW	USP ATWATER	S&E	TCHR	GS-1710-11	1	0	0	
ATW	USP ATWATER	S&E	UNIT SECY	GL-0318-06	1	1	0	
ATW	USP ATWATER	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
BAS	FCI BASTROP	UNICOR	ACCOUNTANT	GL-0510-09	1	0	0	
BAS	FCI BASTROP	PHS	ADVANCED PRACTICE NURSE II	CC-0610-11	1	0	0	
BAS	FCI BASTROP	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
BAS	FCI BASTROP	UNICOR	AUTMTV MECH FRMN	WS-5823-10	1	0	0	
BAS	FCI BASTROP	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	3	0	0	3
BAS	FCI BASTROP	S&E	CAPTAIN	GS-0007-12	1	1	0	
BAS	FCI BASTROP	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
BAS	FCI BASTROP	S&E	COOK FRMN	WS-7404-08	3	1	0	
BAS	FCI BASTROP	S&E	DAP COORDINATOR	GS-0180-13	1	1	0	1
BAS	FCI BASTROP	S&E	DENTAL ASSISTANT	GL-0681-06	1	1	0	
BAS	FCI BASTROP	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BAS	FCI BASTROP	S&E	HVAC FRMN	WS-5306-09	1	0	0	
BAS	FCI BASTROP	S&E	LT	GL-0007-09	1	1	0	
BAS	FCI BASTROP	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BAS	FCI BASTROP	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
BAS	FCI BASTROP	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BAS	FCI BASTROP	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
BAS	FCI BASTROP	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
BAS	FCI BASTROP	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
BAS	FCI BASTROP	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
BAS	FCI BASTROP	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BAS	FCI BASTROP	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
BAS	FCI BASTROP	UNICOR	SUPVY INDUSTRIAL SPECLST	GS-1150-12	1	0	0	
BAS	FCI BASTROP	S&E	TCHR	GS-1710-11	1	0	0	
BAS	FCI BASTROP	S&E	TOOL RM OFFCR	GL-0303-08	1	0	0	
BAS	FCI BASTROP	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
BAS	FCI BASTROP	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	
BAS	FCI BASTROP	S&E	UNIT MGR	GS-0006-12	1	0	0	
BAS	FCI BASTROP	S&E	UNIT SECY	GL-0318-06	1	0	0	5
BAS	FCI BASTROP	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	1
BAS	FCI BASTROP	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
BEC	FCI BECKLEY	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
BEC	FCI BECKLEY	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
BEC	FCI BECKLEY	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
BEC	FCI BECKLEY	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	4
BEC	FCI BECKLEY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
BEC	FCI BECKLEY	PHS	CH PHARMACIST	CC-0660-12	1	0	0	

BEC	FCI BECKLEY	S&E	COOK FRMN	WS-7404-08	3	1	0	
BEC	FCI BECKLEY	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
BEC	FCI BECKLEY	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
BEC	FCI BECKLEY	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	5
BEC	FCI BECKLEY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
BEC	FCI BECKLEY	S&E	FACIL MGR	GS-1640-12	1	0	0	
BEC	FCI BECKLEY	S&E	FOOD SRVC ADMR	GS-1667-12	1	0	0	4
BEC	FCI BECKLEY	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BEC	FCI BECKLEY	S&E	LOCKSMITH	GL-0301-10	1	0	0	
BEC	FCI BECKLEY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BEC	FCI BECKLEY	S&E	PARAMEDIC	GL-0640-09	1	0	0	3
BEC	FCI BECKLEY	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BEC	FCI BECKLEY	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	
BEC	FCI BECKLEY	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	0	0	8
BEC	FCI BECKLEY	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
BEC	FCI BECKLEY	S&E	SR OFFCR SPECLST	GL-0007-08	2	0	0	
BEC	FCI BECKLEY	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
BEC	FCI BECKLEY	S&E	UNIT MGR	GS-0006-12	1	0	0	
BEC	FCI BECKLEY	S&E	UNIT SECY	GL-0318-06	1	0	0	
BEC	FCI BECKLEY	UNICOR	UPHOLSTERY WRKR FRMN	WS-3106-08	1	0	0	4
BEC	FCI BECKLEY	S&E	WHSE WRKR FRMN	WS-7305-04	2	0	0	
BEC	FCI BECKLEY	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
BEN	FCI BENNETTSVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	BUS ADMR	GS-0501-12	1	0	0	1
BEN	FCI BENNETTSVILLE	S&E	CASE MGR	GS-0101-11	2	0	0	5
BEN	FCI BENNETTSVILLE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	COOK FRMN	WS-7404-08	2	0	0	3
BEN	FCI BENNETTSVILLE	S&E	EDUC ST TR	GL-1799-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
BEN	FCI BENNETTSVILLE	S&E	FACIL MGR	GS-1640-12	1	0	1	4
BEN	FCI BENNETTSVILLE	S&E	HLTH SRVCS STUD TR	GS-0699-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	INFO TECH STU TR	GL-2299-05	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	LT	GS-0007-11	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	PNTG WRKR FRMN	WS-4102-08	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	SECY	GL-0318-06	1	0	0	
BEN	FCI BENNETTSVILLE	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	SOC SCI STUD TR	GL-0199-05	2	0	0	
BEN	FCI BENNETTSVILLE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	20	1	0	
BEN	FCI BENNETTSVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BEN	FCI BENNETTSVILLE	S&E	TOOL ROOM OFFICER	GL-0303-08	1	0	0	5
BEN	FCI BENNETTSVILLE	S&E	UNIT SECY	GL-0318-06	1	1	0	
BEN	FCI BENNETTSVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
BER	FCI BERLIN	S&E	ADVANCED NURSE PRACTITIONER	GL-0603-11	1	0	0	
BER	FCI BERLIN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
BER	FCI BERLIN	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	
BER	FCI BERLIN	PHS	CH PSYCH	GS-0180-13	1	0	0	
BER	FCI BERLIN	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BER	FCI BERLIN	S&E	COOK FRMN	WS-7404-08	2	1	0	
BER	FCI BERLIN	S&E	ENVRNMTL PROTCTN SPECLST	GS-0028-11	1	0	0	
BER	FCI BERLIN	S&E	GEN FRMN	WS-4749-14	1	0	0	
BER	FCI BERLIN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	
BER	FCI BERLIN	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	0	1	2
BER	FCI BERLIN	S&E	LT	GL-0007-09	1	1	0	
BER	FCI BERLIN	S&E	PARAMEDIC	GL-0640-09	1	0	0	
BER	FCI BERLIN	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
BER	FCI BERLIN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
BER	FCI BERLIN	S&E	RELIGIOUS SERVICES ASST	GL-0303-07	1	1	0	
BER	FCI BERLIN	S&E	SR OFFCR SPECLST	GL-0007-08	27	1	0	
BER	FCI BERLIN	S&E	TCHR	GS-1710-11	1	0	0	2
BER	FCI BERLIN	S&E	UNIT SECY	GL-0318-06	2	1	0	
BER	FCI BERLIN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	1
BER	FCI BERLIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
BER	FCI BERLIN	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	2
BIG	FCI BIG SPRING	S&E	AIR COND EQ MECH FRM	WS-5306-09	1	0	0	
BIG	FCI BIG SPRING	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
BIG	FCI BIG SPRING	S&E	CASE MGR	GS-0101-11	1	1	0	7
BIG	FCI BIG SPRING	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BIG	FCI BIG SPRING	S&E	CLINICAL PSYCHOLOGIST	GS-0180-12	1	0	0	
BIG	FCI BIG SPRING	S&E	COOK FRMN	WS-7404-08	2	0	0	
BIG	FCI BIG SPRING	S&E	CORR SYS OFFCR	GL-0007-08	1	1	0	

BIG	FCI BIG SPRING	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	
BIG	FCI BIG SPRING	S&E	DENTAL OFFICER	GS-0680-13	1	0	0	
BIG	FCI BIG SPRING	S&E	DRUG ABUSE PROG COOR	GS-0180-13	1	0	0	
BIG	FCI BIG SPRING	S&E	DRUG TREATMENT SPEC	GS-0101-11	1	0	0	
BIG	FCI BIG SPRING	S&E	EDU STUD TR	GS-1799-05	1	0	0	
BIG	FCI BIG SPRING	S&E	ELECTRICAL WRK FRM	WS-2805-09	1	0	0	
BIG	FCI BIG SPRING	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	1	0	
BIG	FCI BIG SPRING	S&E	HEALTH TECHNICIAN	GL-0640-06	1	0	0	
BIG	FCI BIG SPRING	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
BIG	FCI BIG SPRING	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
BIG	FCI BIG SPRING	S&E	LT	GS-0007-11	4	0	0	
BIG	FCI BIG SPRING	TRUST FUND	MATERIAL HNDLR FRM	WS-6907-04	1	0	0	
BIG	FCI BIG SPRING	S&E	MATERIAL HNDLR FRM	WS-6907-04	1	0	0	
BIG	FCI BIG SPRING	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
BIG	FCI BIG SPRING	S&E	PHYSICIANS ASST	GS-0603-11	1	0	0	
BIG	FCI BIG SPRING	S&E	RECREATION SPECIALIST	GL-0188-09	2	1	0	6
BIG	FCI BIG SPRING	S&E	SECURITY OFFICER	GL-0301-10	1	1	0	
BIG	FCI BIG SPRING	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BIG	FCI BIG SPRING	S&E	SR OFFCR SPECLST	GL-0007-08	18	1	0	
BIG	FCI BIG SPRING	S&E	TCHR	GS-1710-11	2	1	0	2
BIG	FCI BIG SPRING	S&E	UNIT MGR	GS-0006-12	1	0	0	12
BMA	FCC BEAUMONT	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	4
BMA	FCC BEAUMONT	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
BMA	FCC BEAUMONT	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
BMA	FCC BEAUMONT	S&E	ASST RECR SUPVR	GS-0188-11	1	0	1	4
BMA	FCC BEAUMONT	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	1	0	
BMA	FCC BEAUMONT	S&E	BUDG ANAL	GL-0560-09	2	1	0	
BMA	FCC BEAUMONT	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
BMA	FCC BEAUMONT	S&E	CASE MGR	GS-0101-11	1	0	0	5
BMA	FCC BEAUMONT	S&E	CASE MGR	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BMA	FCC BEAUMONT	S&E	CONTR SPECLST	GL-1102-09	2	0	0	
BMA	FCC BEAUMONT	S&E	COOK FRMN	WS-7404-08	1	1	0	
BMA	FCC BEAUMONT	S&E	COOK FRMN	WS-7404-08	1	1	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	
BMA	FCC BEAUMONT	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
BMA	FCC BEAUMONT	S&E	DEP CAPTAIN-COMPLEX	GS-0007-13	1	0	1	4
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	4
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
BMA	FCC BEAUMONT	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	EDU STUD TR	GS-1799-05	1	0	0	
BMA	FCC BEAUMONT	S&E	ELCTRL WRKR FRMN	WS-2805-09	3	1	0	2
BMA	FCC BEAUMONT	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
BMA	FCC BEAUMONT	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
BMA	FCC BEAUMONT	UNICOR	FACTORY MANAGER TRAINEE	GS-1101-11	1	0	0	
BMA	FCC BEAUMONT	UNICOR	FACTORY MGR	GS-1102-12	1	0	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BMA	FCC BEAUMONT	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
BMA	FCC BEAUMONT	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
BMA	FCC BEAUMONT	S&E	HVAC FRMN	WS-5306-09	1	0	0	2
BMA	FCC BEAUMONT	S&E	INF RECPTNST	GL-0304-04	3	0	0	
BMA	FCC BEAUMONT	S&E	INFO TECH STUD TR	GS-2299-05	2	0	0	
BMA	FCC BEAUMONT	S&E	LEG ASST	GL-0986-08	1	1	0	
BMA	FCC BEAUMONT	S&E	LT	GS-0007-11	9	0	0	
BMA	FCC BEAUMONT	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
BMA	FCC BEAUMONT	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BMA	FCC BEAUMONT	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
BMA	FCC BEAUMONT	UNICOR	QUAL ASSRNC MGR	GS-1910-11	2	0	0	
BMA	FCC BEAUMONT	UNICOR	QUAL ASSRNC MGR	GS-1910-12	1	0	0	
BMA	FCC BEAUMONT	S&E	SAFETY SPECIALIST	GL-0018-09	1	1	0	
BMA	FCC BEAUMONT	S&E	SECY	GL-0318-06	1	1	0	
BMA	FCC BEAUMONT	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	2	0	0	
BMA	FCC BEAUMONT	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BMA	FCC BEAUMONT	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	1	0	
BMA	FCC BEAUMONT	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
BMA	FCC BEAUMONT	S&E	SR OFFCR SPECLST	GL-0007-08	64	1	0	
BMA	FCC BEAUMONT	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
BMA	FCC BEAUMONT	S&E	TCHR	GS-1710-11	1	1	0	
BMA	FCC BEAUMONT	S&E	TIME & LEAVE CLERK	GL-0544-05	1	0	0	6
BMA	FCC BEAUMONT	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	1	0	7

BMA	FCC BEAUMONT	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
BMA	FCC BEAUMONT	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
BMA	FCC BEAUMONT	S&E	UNIT SECY	GL-0318-06	3	0	0	4
BMA	FCC BEAUMONT	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	2
BMA	FCC BEAUMONT	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	
BMA	FCC BEAUMONT	S&E	WAREHOUSE WORKER FRMN	WS-6907-04	1	1	0	
BMA	FCC BEAUMONT	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
BMA	FCC BEAUMONT	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	2	0	0	
BMA	FCC BEAUMONT	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	
BMA	FCC BEAUMONT	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
BRO	MDC BROOKLYN	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
BRO	MDC BROOKLYN	S&E	CASE MGMT COORD	GS-0101-12	1	0	0	
BRO	MDC BROOKLYN	S&E	CHIEF DENTAL OFFICER	GP-0680-13	1	0	0	2
BRO	MDC BROOKLYN	S&E	COMPR SPECLST	GS-2210-11	4	0	0	
BRO	MDC BROOKLYN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
BRO	MDC BROOKLYN	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
BRO	MDC BROOKLYN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
BRO	MDC BROOKLYN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	1	0	
BRO	MDC BROOKLYN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
BRO	MDC BROOKLYN	PHS	DRUG ABUSE PROG COORD MAT	CC-0180-13	1	0	0	
BRO	MDC BROOKLYN	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BRO	MDC BROOKLYN	S&E	EMER PREPAREDNESS OFFCR	GS-0006-12	1	0	0	5
BRO	MDC BROOKLYN	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
BRO	MDC BROOKLYN	S&E	EXEC ASST	GS-0006-13	1	0	0	12
BRO	MDC BROOKLYN	S&E	FNANCL SPECLST	GL-0501-09	3	1	0	
BRO	MDC BROOKLYN	PHS	HEALTH SYSTEMS SPECIALIST	CC-0610-11	1	1	0	
BRO	MDC BROOKLYN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
BRO	MDC BROOKLYN	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	2	1	0	7
BRO	MDC BROOKLYN	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
BRO	MDC BROOKLYN	S&E	HVAC FRMN	WS-5306-09	3	0	0	
BRO	MDC BROOKLYN	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
BRO	MDC BROOKLYN	S&E	LEG ASST	GL-0986-08	2	1	0	
BRO	MDC BROOKLYN	S&E	LT	GS-0007-11	10	0	0	
BRO	MDC BROOKLYN	S&E	LT	GL-0007-09	1	0	0	
BRO	MDC BROOKLYN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
BRO	MDC BROOKLYN	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BRO	MDC BROOKLYN	S&E	MENTOR COORD	GS-0006-09	1	0	0	
BRO	MDC BROOKLYN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BRO	MDC BROOKLYN	S&E	PARAMEDIC	GL-0640-09	2	0	0	
BRO	MDC BROOKLYN	S&E	PLMBNG WRKR FRMN	WS-4206-08	2	0	0	
BRO	MDC BROOKLYN	S&E	PSYCH TECH	GL-0181-07	1	0	0	3
BRO	MDC BROOKLYN	S&E	QUAL IMPROVMT/INFECT PREV & CONT COORD	GS-0610-11	1	0	0	1
BRO	MDC BROOKLYN	S&E	RECR SPECLST	GL-0188-09	2	1	0	
BRO	MDC BROOKLYN	S&E	RECR SUPVR	GS-0188-11	1	0	0	4
BRO	MDC BROOKLYN	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
BRO	MDC BROOKLYN	S&E	SAFETY MGR	GS-0018-12	1	1	0	
BRO	MDC BROOKLYN	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	1	0	
BRO	MDC BROOKLYN	S&E	SR OFFCR SPECLST	GL-0007-08	92	1	0	
BRO	MDC BROOKLYN	S&E	STAFF PSYCH	GS-0180-12	3	0	0	
BRO	MDC BROOKLYN	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	2	1	0	6
BRO	MDC BROOKLYN	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
BRO	MDC BROOKLYN	S&E	UNIT MGR	GS-0006-12	2	1	0	10
BRO	MDC BROOKLYN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	4	0	0	
BRY	FPC BRYAN	S&E	CASE MGR	GS-0101-11	1	0	0	
BRY	FPC BRYAN	S&E	CHIEF GENERAL DENTA	GS-0680-13	1	1	0	
BRY	FPC BRYAN	S&E	CLNCL DIR	GS-0602-15	1	0	0	
BRY	FPC BRYAN	UNICOR	CUSTMR SRVC REP	GL-0303-09	1	0	0	
BRY	FPC BRYAN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
BRY	FPC BRYAN	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
BRY	FPC BRYAN	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	8
BRY	FPC BRYAN	S&E	LT	GL-0007-09	2	1	0	
BRY	FPC BRYAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
BRY	FPC BRYAN	UNICOR	PRODUCTION CONTROLLER	GS-1152-11	1	0	0	
BRY	FPC BRYAN	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
BRY	FPC BRYAN	S&E	SOC WRKR	GS-0185-11	1	0	0	1
BRY	FPC BRYAN	S&E	SPECIALTY PROG COORD	GS-0180-13	1	1	0	
BRY	FPC BRYAN	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
BRY	FPC BRYAN	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	2
BRY	FPC BRYAN	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	0	0	
BRY	FPC BRYAN	TRUST FUND	TRUST FUND SUPERVISOR	GL-0301-11	1	0	0	5
BRY	FPC BRYAN	S&E	UNIT MGR	GS-0006-12	1	0	0	26
BRY	FPC BRYAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
BRY	FPC BRYAN	S&E	WARDEN	GS-0006-15	1	1	0	
BSY	USP BIG SANDY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	3
BSY	USP BIG SANDY	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	11
BSY	USP BIG SANDY	S&E	CASE MGMT COORD	GS-0101-12	1	1	0	5
BSY	USP BIG SANDY	S&E	CH PSYCH	GS-0180-14	1	0	1	1

BSY	USP BIG SANDY	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
BSY	USP BIG SANDY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
BSY	USP BIG SANDY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
BSY	USP BIG SANDY	S&E	COOK FRMN	WS-7404-08	3	0	0	
BSY	USP BIG SANDY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
BSY	USP BIG SANDY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	14
BSY	USP BIG SANDY	S&E	FACIL ASST	GL-1603-07	1	1	0	3
BSY	USP BIG SANDY	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	3
BSY	USP BIG SANDY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	1	3
BSY	USP BIG SANDY	S&E	LT	GS-0007-11	1	1	0	
BSY	USP BIG SANDY	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
BSY	USP BIG SANDY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
BSY	USP BIG SANDY	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	4
BSY	USP BIG SANDY	S&E	SIS TECHNCN	GL-1802-08	1	1	0	
BSY	USP BIG SANDY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
BSY	USP BIG SANDY	S&E	SR OFFCR SPECLST	GL-0007-08	24	0	0	
BSY	USP BIG SANDY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BSY	USP BIG SANDY	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
BSY	USP BIG SANDY	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
BSY	USP BIG SANDY	S&E	TIME & LV CLK	GL-0544-05	1	0	0	10
BUT	FCC BUTNER	UNICOR	ACCOUNTING TRAINEE	GL-0510-07	1	0	0	
BUT	FCC BUTNER	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	7
BUT	FCC BUTNER	UNICOR	ACCTNT	GS-0510-09	1	0	0	
BUT	FCC BUTNER	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
BUT	FCC BUTNER	S&E	ASST DIR OF NRSNG	GS-0610-12	1	0	0	3
BUT	FCC BUTNER	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	0	0	4
BUT	FCC BUTNER	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	0	0	8
BUT	FCC BUTNER	S&E	BUDG ANAL	GL-0560-09	1	0	0	
BUT	FCC BUTNER	S&E	CASE MGR	GS-0101-11	1	0	0	35
BUT	FCC BUTNER	S&E	COMMIT & TREAT FORENSICS PSYCHOLOGIST	GS-0180-13	3	0	0	4
BUT	FCC BUTNER	S&E	COMMITMENT & TRTMNT SOC WRKR	GS-0185-11	1	0	0	
BUT	FCC BUTNER	S&E	COMPR SPECLST	GS-2210-11	1	0	0	8
BUT	FCC BUTNER	UNICOR	CONTR SPECLST	GS-1102-11	1	0	0	
BUT	FCC BUTNER	S&E	CONTR SPECLST	GL-1102-09	2	1	0	
BUT	FCC BUTNER	S&E	COOK FRMN	WS-7404-08	4	1	0	
BUT	FCC BUTNER	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
BUT	FCC BUTNER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	0	0	69
BUT	FCC BUTNER	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
BUT	FCC BUTNER	S&E	DENTAL ASSISTANT	GL-0681-07	1	0	0	2
BUT	FCC BUTNER	PHS	DIRECTOR OF NURSING	CC-0610-13	1	1	0	5
BUT	FCC BUTNER	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	23
BUT	FCC BUTNER	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
BUT	FCC BUTNER	S&E	EMERG MEDCL TECHNCN	GL-0640-09	4	0	0	
BUT	FCC BUTNER	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
BUT	FCC BUTNER	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
BUT	FCC BUTNER	UNICOR	FACTORY OPERTNL ACCTNT	GS-0510-11	1	0	0	5
BUT	FCC BUTNER	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
BUT	FCC BUTNER	S&E	FORENSIC UNIT PSYCH	GS-0180-13	2	0	0	
BUT	FCC BUTNER	S&E	HEALTH SERVICES ADMR TRAINEE	GS-0301-11	1	0	0	
BUT	FCC BUTNER	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
BUT	FCC BUTNER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
BUT	FCC BUTNER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
BUT	FCC BUTNER	UNICOR	INDUSTRIAL PROGRAM MGR	GS-1101-13	1	0	0	
BUT	FCC BUTNER	UNICOR	INDUSTRIAL SPECIALIST	GS-1150-12	1	0	0	
BUT	FCC BUTNER	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	5	0	0	1
BUT	FCC BUTNER	S&E	LOCKSMITH	GS-0301-10	1	0	0	1
BUT	FCC BUTNER	S&E	LT	GS-0007-11	1	0	0	
BUT	FCC BUTNER	S&E	LT	GS-0007-11	2	0	0	
BUT	FCC BUTNER	S&E	MEDCL OFFCR	GP-0602-15	3	0	0	
BUT	FCC BUTNER	S&E	MEDICAL TECHNOLOGIST	GL-0644-09	1	0	0	
BUT	FCC BUTNER	PHS	MEDICAL TECHNOLOGIST	CC-0644-09	2	0	0	
BUT	FCC BUTNER	S&E	MEDICATION TECHNICIAN	GL-0640-06	3	0	0	5
BUT	FCC BUTNER	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
BUT	FCC BUTNER	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	0	0	
BUT	FCC BUTNER	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	
BUT	FCC BUTNER	S&E	NRSNG ASST	GL-0621-05	4	0	0	5
BUT	FCC BUTNER	S&E	NURSE EDUCATOR	GS-0610-10	1	0	0	
BUT	FCC BUTNER	PHS	ONCOLOGY NURSE	CC-0610-10	1	0	0	
BUT	FCC BUTNER	S&E	OPERTG RM STAFF NURSE	GL-0610-10	2	0	0	3
BUT	FCC BUTNER	PHS	OPERTG RM STAFF NURSE	CC-0610-10	1	0	0	
BUT	FCC BUTNER	UNICOR	OPTICS FACTORY FRMN	WS-4010-09	1	0	0	
BUT	FCC BUTNER	PHS	PHARMACY RESIDENT TRAINEE	CC-0660-09	1	0	0	
BUT	FCC BUTNER	S&E	PHRMCY TECHNCN	GL-0661-05	3	0	0	
BUT	FCC BUTNER	PHS	PHYS THRPST	CC-0633-06	1	1	0	
BUT	FCC BUTNER	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	3
BUT	FCC BUTNER	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	4
BUT	FCC BUTNER	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	1	0	0	

BUT	FCC BUTNER	PHS	PSYCHIATRIC PHYSICIAN	CC-0602-15	1	0	0	
BUT	FCC BUTNER	S&E	PSYCHLGY POSTDOCTORAL (TR)	GS-0180-11	2	0	0	
BUT	FCC BUTNER	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	6
BUT	FCC BUTNER	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	3
BUT	FCC BUTNER	PHS	PSYCHTRC MID-LEVEL PRACTITIONER	CC-0610-12	1	0	0	6
BUT	FCC BUTNER	S&E	QUAL IMPRVMT & INFECTION CONT NURSE	GS-0610-11	1	0	0	3
BUT	FCC BUTNER	S&E	RECR SPECLST	GL-0188-09	1	0	0	
BUT	FCC BUTNER	S&E	REGISTERED NURSE	GL-0610-10	12	0	0	
BUT	FCC BUTNER	PHS	REGISTERED NURSE	CC-0610-10	6	0	0	
BUT	FCC BUTNER	PHS	REGISTERED NURSE (CO-STEP)	CC-0610-10	1	0	0	
BUT	FCC BUTNER	S&E	SAFETY MGR	GS-0018-13	1	0	1	3
BUT	FCC BUTNER	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
BUT	FCC BUTNER	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	14
BUT	FCC BUTNER	S&E	SOC WRKR	GL-0185-09	1	0	0	
BUT	FCC BUTNER	S&E	SOCIAL SCIENCE STUDENT INTERN	GL-0199-05	1	0	0	
BUT	FCC BUTNER	PHS	SOCIAL WORKER	CC-0185-11	1	0	0	
BUT	FCC BUTNER	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
BUT	FCC BUTNER	S&E	SR OFFCR SPECLST	GL-0007-08	107	4	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
BUT	FCC BUTNER	S&E	STUD INTERN	GL-0699-05	1	0	0	
BUT	FCC BUTNER	UNICOR	STUD INTERN BUSINESS & INDUSTRY	GL-0099-05	1	0	0	
BUT	FCC BUTNER	S&E	SUPVRY CONTR SPECLST	GS-1102-12	1	0	0	
BUT	FCC BUTNER	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	1	0	3
BUT	FCC BUTNER	S&E	TCHR	GS-1710-11	2	0	0	7
BUT	FCC BUTNER	S&E	TIME & LV CLK	GL-0544-05	1	1	0	9
BUT	FCC BUTNER	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
BUT	FCC BUTNER	UNICOR	UNICOR CONTR SPECLST	GS-1102-11	1	0	0	
BUT	FCC BUTNER	S&E	UNIT MANAGER INTERN	GL-0199-05	1	0	0	
BUT	FCC BUTNER	S&E	UNIT MGR	GS-0006-12	1	0	0	34
BUT	FCC BUTNER	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
BUT	FCC BUTNER	PHS	UTILIZATION REVIEW NURSE	CC-0610-10	1	1	0	
BUT	FCC BUTNER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	1	4
BUT	FCC BUTNER	S&E	WHSE WRKR FRMN	WS-6907-04	3	1	0	13
BUT	FCC BUTNER	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
CAA	USP CANAAN	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	6
CAA	USP CANAAN	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
CAA	USP CANAAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
CAA	USP CANAAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	1
CAA	USP CANAAN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
CAA	USP CANAAN	S&E	DNTL HYGIENIST	GL-0682-08	1	1	0	
CAA	USP CANAAN	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
CAA	USP CANAAN	S&E	FACIL ASST	GL-1603-07	1	0	1	5
CAA	USP CANAAN	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	0	
CAA	USP CANAAN	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
CAA	USP CANAAN	S&E	LT	GS-0007-11	1	1	0	
CAA	USP CANAAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
CAA	USP CANAAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
CAA	USP CANAAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
CAA	USP CANAAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
CAA	USP CANAAN	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	
CAA	USP CANAAN	S&E	SR OFFCR SPECLST	GL-0007-08	24	1	0	
CAA	USP CANAAN	S&E	TCHR	GS-1710-11	1	0	0	3
CAA	USP CANAAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	2
CCC	MCC CHICAGO	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
CCC	MCC CHICAGO	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	6
CCC	MCC CHICAGO	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	
CCC	MCC CHICAGO	S&E	BUDG ANAL	GL-0560-09	1	0	0	
CCC	MCC CHICAGO	S&E	CLC ATTY	GS-0905-14	1	0	0	
CCC	MCC CHICAGO	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
CCC	MCC CHICAGO	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
CCC	MCC CHICAGO	S&E	COOK FRMN	WS-7404-08	1	0	0	1
CCC	MCC CHICAGO	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	6
CCC	MCC CHICAGO	S&E	EMP DVLPMT MGR	GS-0201-13	1	1	0	
CCC	MCC CHICAGO	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	2
CCC	MCC CHICAGO	S&E	FACIL ASST	GL-1603-07	1	0	0	5
CCC	MCC CHICAGO	S&E	GEN FRMN	WS-4749-14	1	1	0	
CCC	MCC CHICAGO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	1
CCC	MCC CHICAGO	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	8
CCC	MCC CHICAGO	S&E	LT	GS-0007-11	2	0	0	
CCC	MCC CHICAGO	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
CCC	MCC CHICAGO	S&E	PARAMEDIC	GL-0640-09	1	0	0	
CCC	MCC CHICAGO	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	4
CCC	MCC CHICAGO	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
CCC	MCC CHICAGO	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
CCC	MCC CHICAGO	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	0	0	0	4

CCC	MCC CHICAGO	S&E	SAFETY MGR	GS-0018-12	1	0	0	
CCC	MCC CHICAGO	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	5
CCC	MCC CHICAGO	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	5
CCC	MCC CHICAGO	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
CCC	MCC CHICAGO	S&E	SR OFFCR SPECLST	GL-0007-08	21	1	0	
CCC	MCC CHICAGO	S&E	SUPVR EDUC/REC	GS-1710-12	1	1	0	
CCC	MCC CHICAGO	S&E	TCHR	GS-1710-11	1	0	0	6
CCC	MCC CHICAGO	S&E	UNIT SECY	GL-0318-06	1	0	0	4
CCC	MCC CHICAGO	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	8
CCC	MCC CHICAGO	TRUST FUND	WHSE WRKR FRMN	WS-6907-02	1	0	0	3
COA	FCC COLEMAN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
COA	FCC COLEMAN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
COA	FCC COLEMAN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
COA	FCC COLEMAN	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
COA	FCC COLEMAN	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	1	0	
COA	FCC COLEMAN	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	1	0	
COA	FCC COLEMAN	S&E	BUDG ANAL	GL-0560-09	1	0	0	3
COA	FCC COLEMAN	S&E	CASE MGR	GS-0101-11	1	1	0	48
COA	FCC COLEMAN	S&E	CASE MGR	GS-0101-11	1	1	0	
COA	FCC COLEMAN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
COA	FCC COLEMAN	S&E	CHAPLAIN TRAINEE	GS-0060-11	1	0	0	
COA	FCC COLEMAN	S&E	CLINICAL PSYCH - RHU	GS-0180-13	1	0	0	2
COA	FCC COLEMAN	S&E	CLINICAL PSYCH- STAFF	GS-0180-12	1	1	0	
COA	FCC COLEMAN	UNICOR	COMPLEX FACTORY FRMN	WS-4601-08	7	0	0	
COA	FCC COLEMAN	S&E	COMPR SPECLST	GS-2210-12	1	0	0	
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	1	0	7
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	0	0	
COA	FCC COLEMAN	S&E	COOK FRMN	WS-7404-08	1	1	0	
COA	FCC COLEMAN	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
COA	FCC COLEMAN	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
COA	FCC COLEMAN	S&E	DEP CAPTAIN-COMPLEX	GS-0007-12	1	0	0	
COA	FCC COLEMAN	S&E	DEP CASE MGMT CRD-COMPLEX	GS-0101-12	1	0	0	
COA	FCC COLEMAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	1
COA	FCC COLEMAN	S&E	DRUG ABUSE TRTMNT SPEC	GS-0101-11	1	0	0	3
COA	FCC COLEMAN	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
COA	FCC COLEMAN	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
COA	FCC COLEMAN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	1
COA	FCC COLEMAN	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
COA	FCC COLEMAN	S&E	EMERG MEDCL TECHNCN	GL-0640-09	2	0	0	
COA	FCC COLEMAN	S&E	EXEC ASST	GS-0006-13	1	0	1	36
COA	FCC COLEMAN	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	9
COA	FCC COLEMAN	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
COA	FCC COLEMAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
COA	FCC COLEMAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	1	0	
COA	FCC COLEMAN	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	
COA	FCC COLEMAN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
COA	FCC COLEMAN	S&E	HVAC FRMN	WS-5350-09	1	0	0	
COA	FCC COLEMAN	S&E	HVAC FRMN	WS-5306-09	1	0	0	1
COA	FCC COLEMAN	S&E	INTERN	GL-0099-05	1	0	0	
COA	FCC COLEMAN	S&E	INTERN	GL-9905-05	1	0	0	
COA	FCC COLEMAN	S&E	LT	GS-0007-11	3	0	0	
COA	FCC COLEMAN	S&E	LT	GS-0007-11	2	1	0	
COA	FCC COLEMAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
COA	FCC COLEMAN	S&E	MEDCL OFFCR - TELE PSYCH	GP-0602-15	1	0	0	
COA	FCC COLEMAN	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	5
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	4
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
COA	FCC COLEMAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
COA	FCC COLEMAN	PHS	NURSE PRACTITIONER	CC-0610-11	1	0	0	
COA	FCC COLEMAN	UNICOR	OPERTNL ACCTNT	GS-0510-11	1	0	0	
COA	FCC COLEMAN	S&E	PARALEGAL SPECIALIST	GS-0950-11	1	1	0	
COA	FCC COLEMAN	S&E	PHARMACY OFFICER	GS-0660-11	1	0	0	
COA	FCC COLEMAN	S&E	PHYSICIAN ASSISTANT	GS-0603-11	1	0	0	
COA	FCC COLEMAN	S&E	PHYSICIAN ASSISTANT	GS-0603-11	1	1	0	
COA	FCC COLEMAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	1
COA	FCC COLEMAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
COA	FCC COLEMAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
COA	FCC COLEMAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	6
COA	FCC COLEMAN	S&E	RECR SPECLST	GL-0188-09	1	1	0	15
COA	FCC COLEMAN	PHS	REGISTERED NURSE	CC-0610-10	1	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
COA	FCC COLEMAN	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
COA	FCC COLEMAN	S&E	SAFETY SPECLST	GL-0018-09	1	0	1	6
COA	FCC COLEMAN	S&E	SECY	GL-0318-06	1	0	0	10
COA	FCC COLEMAN	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	25
COA	FCC COLEMAN	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	

COA	FCC COLEMAN	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	3
COA	FCC COLEMAN	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	S&E	SPEC TRTMNT PROG SPEC	GS-0101-11	2	0	0	
COA	FCC COLEMAN	S&E	SPEC TRTMNT PROG SPEC	GS-0101-11	1	0	0	
COA	FCC COLEMAN	S&E	SR OFFCR SPECLST	GL-0007-08	78	4	0	
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	2	0	0	14
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	S&E	TCHR	GS-1710-11	1	0	0	
COA	FCC COLEMAN	UNICOR	UNICOR BUS MGR	GS-0501-13	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
COA	FCC COLEMAN	S&E	UNIT SECY	GL-0318-06	1	0	0	
COA	FCC COLEMAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
COA	FCC COLEMAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
COA	FCC COLEMAN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	5
COA	FCC COLEMAN	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	4
COA	FCC COLEMAN	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	ASST ADMR	GS-0006-14	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	CH, INTELL UNIT	GS-0006-14	1	1	0	5
CPD	CENTRAL OFFICE - CPD	S&E	CORRECTNL SRVCS SPECLST	GS-0006-13	1	0	1	9
CPD	CENTRAL OFFICE - CPD	S&E	CORRECTNL SYS SPECLST	GS-0006-12	1	0	0	18
CPD	CENTRAL OFFICE - CPD	S&E	EXEC ASST	GS-0006-14	1	1	0	15
CPD	CENTRAL OFFICE - CPD	S&E	INTEL ANALYST	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANAL	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANAL (MERRIFIELD, VA	GS-0006-12	1	0	1	17
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST	GS-0006-12	3	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST (Florence, CO)	GS-0006-12	1	1	0	14
CPD	CENTRAL OFFICE - CPD	S&E	INTELL ANALYST (MARTINSBURG IIU)	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR	GS-0006-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (MARTINSBURG)	GS-0006-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (Martinsburg)	GS-0006-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL OPERS OFFCR (OKLAHOMA CITY - NGU)	GS-0006-12	1	0	0	14
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (CUMBERLAND)	GS-0006-09	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (CUMBERLAND, MD)	GS-0006-11	1	0	0	10
CPD	CENTRAL OFFICE - CPD	S&E	INTELL RES SPECLST (Terre Haute)	GS-0006-11	1	0	0	1
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-13	1	1	0	10
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	MGMT ANAL	GS-0343-12	1	0	0	4
CPD	CENTRAL OFFICE - CPD	S&E	PHYSICAL SECURITY SPECLST	GS-0080-12	1	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	REGNL LAW ENFORCEMENT COORD	GS-0006-14	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SECUR SPECLST	GS-0080-12	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SENIOR SECURE INST MGR (DAL)	GS-0006-13	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL	GS-0006-13	4	1	0	
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL (Martinsburg)	GS-0006-13	1	0	0	8
CPD	CENTRAL OFFICE - CPD	S&E	SR INTELL ANAL (NEW YORK, NY)	GS-0006-13	1	0	0	
CPD	CENTRAL OFFICE - CPD	S&E	STUD TR (Clerical)	GS-0399-05	1	0	0	
CRW	FMC CARSWELL	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	14
CRW	FMC CARSWELL	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	1	0	
CRW	FMC CARSWELL	S&E	ASST HUMAN RESOURCE MGR	GS-0201-11	1	1	0	
CRW	FMC CARSWELL	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
CRW	FMC CARSWELL	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	1	9
CRW	FMC CARSWELL	S&E	CASE MGR	GS-0101-11	1	1	0	24
CRW	FMC CARSWELL	S&E	CH, DNTL OFFCR	GP-0680-14	1	0	0	
CRW	FMC CARSWELL	PHS	CHIEF TECHNOLOGIST	CC-0644-11	1	0	0	
CRW	FMC CARSWELL	S&E	COMPR SPECLST	GS-2210-11	1	0	0	9
CRW	FMC CARSWELL	S&E	COOK FRMN	WS-7404-08	2	1	0	
CRW	FMC CARSWELL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	EDU STUD TR	GS-1799-05	1	0	0	
CRW	FMC CARSWELL	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
CRW	FMC CARSWELL	S&E	ENVRNMTL COMPLNC SPECLST	GS-0028-11	1	0	0	
CRW	FMC CARSWELL	S&E	FACIL ASST	GL-1603-07	1	0	0	5
CRW	FMC CARSWELL	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
CRW	FMC CARSWELL	S&E	FORENSICS UNIT PSYCH	GS-0180-13	2	1	0	
CRW	FMC CARSWELL	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	1	0	
CRW	FMC CARSWELL	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	1	1
CRW	FMC CARSWELL	S&E	HLTH SRVCS ASST	GL-0303-07	2	1	0	
CRW	FMC CARSWELL	S&E	HLTH SRVCS STUD TR	GL-0699-05	1	0	0	
CRW	FMC CARSWELL	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
CRW	FMC CARSWELL	S&E	HVAC FRMN	WS-5306-09	1	0	0	
CRW	FMC CARSWELL	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
CRW	FMC CARSWELL	S&E	LAB SUPVR	GS-0644-11	1	0	0	1
CRW	FMC CARSWELL	S&E	LEG ASST	GL-0986-08	1	1	0	
CRW	FMC CARSWELL	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	3	0	0	
CRW	FMC CARSWELL	S&E	MEDCL OFFCR	GP-0602-15	6	0	0	
CRW	FMC CARSWELL	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	

CRW	FMC CARSWELL	S&E	MEDCL SUPP TECHNCN	GL-0622-05	1	0	0	
CRW	FMC CARSWELL	S&E	MEDCL TECHNLGST	GL-0644-09	2	0	0	
CRW	FMC CARSWELL	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
CRW	FMC CARSWELL	PHS	NURSE CONSULTANT IV	CC-0610-12	1	0	0	4
CRW	FMC CARSWELL	S&E	PARAMEDIC	GL-0640-09	1	0	0	
CRW	FMC CARSWELL	PHS	PHYS THRPST	CC-0633-09	1	0	0	1
CRW	FMC CARSWELL	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	
CRW	FMC CARSWELL	S&E	PSYCHIATRIC NURSE	GL-0610-10	3	0	0	
CRW	FMC CARSWELL	S&E	PSYCHLGY STUD TR	GL-0199-07	1	0	0	
CRW	FMC CARSWELL	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	3
CRW	FMC CARSWELL	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0603-12	1	0	0	
CRW	FMC CARSWELL	S&E	REGIONAL SOCIAL WORKER	GS-0185-12	1	0	0	
CRW	FMC CARSWELL	S&E	REGISTERED NURSE	GL-0610-10	9	1	0	
CRW	FMC CARSWELL	S&E	SAFETY COMPLIANCE SPECLST	GL-0018-09	1	0	0	10
CRW	FMC CARSWELL	PHS	SENIOR STAFF DIETIT	CC-0630-11	2	0	0	
CRW	FMC CARSWELL	PHS	SENIOR THERAPIST	CC-0633-09	2	0	0	
CRW	FMC CARSWELL	S&E	SOC SCI STUD TR	GS-0199-05	1	0	0	
CRW	FMC CARSWELL	S&E	SPEC EDUC TCHR	GS-1710-11	1	1	0	
CRW	FMC CARSWELL	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
CRW	FMC CARSWELL	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
CRW	FMC CARSWELL	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
CRW	FMC CARSWELL	PHS	SUPERVISORY CLINICAL NURSE	CC-0610-11	2	0	0	1
CRW	FMC CARSWELL	S&E	SUPVY CLINICAL NURSE	GS-0610-11	2	0	0	
CRW	FMC CARSWELL	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
CRW	FMC CARSWELL	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
CRW	FMC CARSWELL	S&E	UNIT SECY	GL-0318-06	2	1	0	31
CRW	FMC CARSWELL	PHS	UTILIZ REV NURSE	CC-0610-10	1	0	0	
CRW	FMC CARSWELL	S&E	WHSE WRKR FRMN	WS-6907-04	2	1	0	
CRW	FMC CARSWELL	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
CRW	FMC CARSWELL	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	
CUM	FCI CUMBERLAND	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	2
CUM	FCI CUMBERLAND	S&E	BUS ADMR	GS-0501-12	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
CUM	FCI CUMBERLAND	S&E	CAMP ADMR SECY	GL-0318-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	CASE MGR	GS-0101-11	1	0	1	9
CUM	FCI CUMBERLAND	S&E	CLNCL DIR	GP-0602-15	1	0	0	
CUM	FCI CUMBERLAND	S&E	COMPR SPECLST	GL-2210-11	1	0	0	
CUM	FCI CUMBERLAND	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	1
CUM	FCI CUMBERLAND	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
CUM	FCI CUMBERLAND	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
CUM	FCI CUMBERLAND	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
CUM	FCI CUMBERLAND	S&E	FACIL MGR	GS-1640-12	1	0	0	3
CUM	FCI CUMBERLAND	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	FNANCL MGMT INTERN	GL-0599-05	2	0	0	
CUM	FCI CUMBERLAND	S&E	RECR SPECLST	GL-0188-09	1	0	0	
CUM	FCI CUMBERLAND	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
CUM	FCI CUMBERLAND	UNICOR	SILK SCREEN MKR & PRINTER FRMN	WS-4401-08	1	0	0	
CUM	FCI CUMBERLAND	S&E	SR OFFCR SPECLST	GL-0007-08	11	0	0	
CUM	FCI CUMBERLAND	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
CUM	FCI CUMBERLAND	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
DAN	FCI DANBURY	S&E	ADVANCED PRACTICE N	GS-0610-11	1	1	0	
DAN	FCI DANBURY	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
DAN	FCI DANBURY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DAN	FCI DANBURY	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
DAN	FCI DANBURY	S&E	COOK FRMN	WS-7404-08	2	1	0	4
DAN	FCI DANBURY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
DAN	FCI DANBURY	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
DAN	FCI DANBURY	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
DAN	FCI DANBURY	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	2	0	0	
DAN	FCI DANBURY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
DAN	FCI DANBURY	UNICOR	FACTORY MGR	GS-1601-12	1	0	0	
DAN	FCI DANBURY	S&E	GEN FRMN	WS-4749-14	2	0	0	5
DAN	FCI DANBURY	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
DAN	FCI DANBURY	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
DAN	FCI DANBURY	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	1	0	
DAN	FCI DANBURY	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	4
DAN	FCI DANBURY	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
DAN	FCI DANBURY	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
DAN	FCI DANBURY	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	1	0	5
DAN	FCI DANBURY	UNICOR	PURCHSG AGT	GL-1105-09	1	0	0	
DAN	FCI DANBURY	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	1	0	
DAN	FCI DANBURY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	2
DAN	FCI DANBURY	S&E	SPECIALTY PROG COORD [SKILLS]	GS-0180-13	1	0	0	5
DAN	FCI DANBURY	S&E	SR OFFCR SPECLST	GL-0007-08	15	1	0	4
DAN	FCI DANBURY	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
DAN	FCI DANBURY	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	

DET	MSTC - DENVER	S&E	AUDIO/VIS PRODN OFFCR	GS-1071-12	1	1	0	
DET	MSTC - DENVER	S&E	BUDG ANAL	GS-0560-09	1	1	0	3
DET	MSTC - DENVER	S&E	DIRECTOR'S SECY	GS-0318-08	1	1	0	
DET	MSTC - DENVER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	5
DET	MSTC - DENVER	S&E	INSTRUCTIONAL SYS SPECLST	GS-1750-12	3	1	0	
DET	MSTC - DENVER	S&E	TRNG SPECLST	GS-0006-12	1	0	0	10
DET	MSTC - DENVER	S&E	TRNG TECHNCN	GS-1702-08	1	0	0	
DEV	FMC DEVENS	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
DEV	FMC DEVENS	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	3
DEV	FMC DEVENS	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DEV	FMC DEVENS	S&E	CLNCL DIETITIAN	GS-0630-11	1	0	0	2
DEV	FMC DEVENS	S&E	COOK FRMN	WS-7404-08	2	0	0	4
DEV	FMC DEVENS	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
DEV	FMC DEVENS	PHS	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
DEV	FMC DEVENS	S&E	HLTH INF TECHNCN	GL-0675-07	2	0	0	
DEV	FMC DEVENS	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
DEV	FMC DEVENS	S&E	HSKPNG TECHNCN	GL-0640-08	1	0	0	
DEV	FMC DEVENS	S&E	HUMAN RESOURCE MANAGER	GS-0201-13	1	1	0	
DEV	FMC DEVENS	S&E	HVAC FRMN	WS-5306-09	2	1	0	
DEV	FMC DEVENS	PHS	INFECTION PREV & CONT NURSE	CC-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	LAB SUPVR	GS-0644-12	1	1	0	
DEV	FMC DEVENS	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	1
DEV	FMC DEVENS	S&E	LT	GS-0007-11	2	0	0	
DEV	FMC DEVENS	S&E	LT	GL-0007-09	1	1	0	
DEV	FMC DEVENS	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
DEV	FMC DEVENS	S&E	MEDCL REC ADMR	GS-0669-11	1	0	0	
DEV	FMC DEVENS	S&E	MENTAL HLTH UNIT PSYCH	GS-0180-13	1	0	0	3
DEV	FMC DEVENS	S&E	MID-LEVEL PRACTITIONER - NP	GS-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
DEV	FMC DEVENS	S&E	NRSNG ASST	GL-0621-05	1	0	0	2
DEV	FMC DEVENS	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
DEV	FMC DEVENS	PHS	PHYSICIAN ASSISTANT	CC-0603-11	1	0	0	
DEV	FMC DEVENS	S&E	PSYCHLGY POSTDOCTORAL (TR)	GS-0180-11	1	0	0	1
DEV	FMC DEVENS	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	24
DEV	FMC DEVENS	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	1
DEV	FMC DEVENS	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	1	0	0	
DEV	FMC DEVENS	S&E	PSYCHTRC PHYSCN	GP-0602-15	1	0	0	
DEV	FMC DEVENS	S&E	RECR THRPST	GL-0638-09	1	0	0	
DEV	FMC DEVENS	S&E	REGISTERED NURSE	GL-0610-10	5	1	0	1
DEV	FMC DEVENS	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	1
DEV	FMC DEVENS	S&E	SAFETY ADMINISTRATIOR	GS-0018-13	1	1	0	
DEV	FMC DEVENS	PHS	SENIOR PHARMACIST	CC-0660-11	1	0	0	
DEV	FMC DEVENS	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
DEV	FMC DEVENS	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	1	0	0	
DEV	FMC DEVENS	S&E	SOC WRKR	GS-0185-11	1	0	0	
DEV	FMC DEVENS	PHS	SOCIAL WORKER	CC-0185-11	2	0	0	1
DEV	FMC DEVENS	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
DEV	FMC DEVENS	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
DEV	FMC DEVENS	PHS	STAFF NURSE	CC-0610-10	2	0	0	
DEV	FMC DEVENS	S&E	STUDENT INTERN	GL-0699-05	1	0	0	
DEV	FMC DEVENS	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
DEV	FMC DEVENS	S&E	TCHR	GS-1710-11	1	0	0	
DEV	FMC DEVENS	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
DEV	FMC DEVENS	S&E	UNIT MGR	GS-0006-12	1	0	0	7
DEV	FMC DEVENS	S&E	UNIT SECY	GL-0318-06	1	0	0	12
DEV	FMC DEVENS	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
DEV	FMC DEVENS	S&E	WARDEN	ES-0006-15	1	0	0	
DEV	FMC DEVENS	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
DIR	CENTRAL OFFICE - DIR	S&E	ADMV OFFCR	GS-0341-11	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	ASSOCIATE DEPUTY DIRECTOR	ES-0340-00	1	1	0	
DIR	CENTRAL OFFICE - DIR	S&E	CH, OFF OF LEGIS AFF	GS-0006-15	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	CH, OFF OF LEGIS AFF	GS-0006-15	1	0	0	
DIR	CENTRAL OFFICE - DIR	S&E	FORMS ANAL	GS-0343-12	1	0	0	
DTH	FPC DULUTH	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	2
DTH	FPC DULUTH	S&E	CH PSYCH	GS-0180-13	1	1	0	
DTH	FPC DULUTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
DTH	FPC DULUTH	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
DTH	FPC DULUTH	S&E	FACIL MGR	GS-1640-11	1	1	0	
DTH	FPC DULUTH	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
DTH	FPC DULUTH	S&E	HEALTH SERVICES ASSISTANT	GS-0303-07	1	1	0	2
DTH	FPC DULUTH	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	9
DTH	FPC DULUTH	S&E	LT	GL-0007-09	3	0	0	
DTH	FPC DULUTH	S&E	MEDCL TECHNCN	GL-0640-06	1	0	0	
DTH	FPC DULUTH	S&E	REGISTERED NURSE	GS-0610-10	1	1	0	
DTH	FPC DULUTH	S&E	SAFETY MGR	GS-0018-11	1	0	0	
DTH	FPC DULUTH	S&E	SR OFFCR SPECLST	GL-0007-08	3	1	0	
DTH	FPC DULUTH	S&E	SUPV OF EDUC	GS-1710-11	1	1	0	

DTH	FPC DULUTH	S&E	UNIT SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	ADVANCED PRACTICE NURSE	GS-0610-11	1	0	0	
DUB	FCI DUBLIN	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
DUB	FCI DUBLIN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	1
DUB	FCI DUBLIN	S&E	BUDG & ACCTG OFFCR	GS-0501-11	1	0	0	2
DUB	FCI DUBLIN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	CASE MGR	GS-0101-11	2	0	0	4
DUB	FCI DUBLIN	S&E	CHAPLAIN	GS-0060-12	1	0	0	
DUB	FCI DUBLIN	S&E	CHAPLAIN	GS-0060-12	1	0	0	2
DUB	FCI DUBLIN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
DUB	FCI DUBLIN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
DUB	FCI DUBLIN	S&E	COOK FRMN	WS-7404-08	6	0	0	
DUB	FCI DUBLIN	UNICOR	CUSTMR SRVC REP	GL-0303-09	1	0	0	
DUB	FCI DUBLIN	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
DUB	FCI DUBLIN	UNICOR	DISTR SPECLST (UNICOR)	GL-2030-09	2	0	0	
DUB	FCI DUBLIN	S&E	DRUG ABUSE PROG COORD MAT SPANISH	GS-0180-13	1	0	0	2
DUB	FCI DUBLIN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	0	0	
DUB	FCI DUBLIN	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
DUB	FCI DUBLIN	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	2
DUB	FCI DUBLIN	S&E	LT	GL-0007-09	1	1	0	
DUB	FCI DUBLIN	S&E	LT	GS-0007-11	1	1	0	
DUB	FCI DUBLIN	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	1	0	5
DUB	FCI DUBLIN	S&E	MEDICAL OFFICER	GP-0602-15	2	0	0	
DUB	FCI DUBLIN	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
DUB	FCI DUBLIN	PHS	MID-LEVEL PRACTITIONER NP	CC-0610-11	2	0	0	
DUB	FCI DUBLIN	S&E	PARAMEDIC	GL-0640-09	1	0	0	
DUB	FCI DUBLIN	PHS	REGNL HLTH SRVCS ADMR	CC-0670-14	1	0	0	1
DUB	FCI DUBLIN	S&E	REGNL PHYSICIAN	GS-0602-15	1	0	0	5
DUB	FCI DUBLIN	S&E	SAFETY COMPLNC SPECLST	GL-0018-09	1	0	0	1
DUB	FCI DUBLIN	S&E	SECY	GL-0318-06	1	0	0	
DUB	FCI DUBLIN	S&E	SOC WRKR	GS-0185-11	1	0	0	
DUB	FCI DUBLIN	S&E	SPECIALTY PROG COORD - RESOLVE SPANISH	GS-0180-13	1	0	0	
DUB	FCI DUBLIN	S&E	SR OFFCR SPECLST	GL-0007-08	11	0	0	
DUB	FCI DUBLIN	S&E	STAFF PSYCH	GS-0180-12	3	0	0	
DUB	FCI DUBLIN	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	1	0	
DUB	FCI DUBLIN	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
DUB	FCI DUBLIN	S&E	TCHR	GS-1710-11	1	0	0	7
DUB	FCI DUBLIN	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
DUB	FCI DUBLIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
DUB	FCI DUBLIN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
EDG	FCI EDGEFIELD	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
EDG	FCI EDGEFIELD	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
EDG	FCI EDGEFIELD	S&E	CAPTAIN	GS-0007-12	1	1	0	
EDG	FCI EDGEFIELD	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	1	14
EDG	FCI EDGEFIELD	S&E	CASE MGR	GS-0101-11	1	0	0	
EDG	FCI EDGEFIELD	PHS	CHIEF GENERAL DENTA	CC-0680-06	1	1	0	3
EDG	FCI EDGEFIELD	S&E	CLINICAL PSYCH	GS-0180-13	1	0	0	
EDG	FCI EDGEFIELD	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	6
EDG	FCI EDGEFIELD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	1	13
EDG	FCI EDGEFIELD	PHS	DRUG ABUSE PROG COORD	CC-0000-00	1	0	0	
EDG	FCI EDGEFIELD	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
EDG	FCI EDGEFIELD	UNICOR	FABRIC WRKR FRMN	WS-3105-07	4	0	0	4
EDG	FCI EDGEFIELD	S&E	HLTH SRVCS ASST	GS-0303-07	1	0	0	
EDG	FCI EDGEFIELD	S&E	LEG ASST	GL-0986-08	1	0	0	
EDG	FCI EDGEFIELD	S&E	LOCKSMITH	GS-0301-10	1	0	0	1
EDG	FCI EDGEFIELD	S&E	LT	GS-0007-11	4	1	0	
EDG	FCI EDGEFIELD	S&E	LT	GL-0007-09	2	1	0	
EDG	FCI EDGEFIELD	PHS	MID-LEVEL PRACTITIONER	CC-0000-00	1	0	0	
EDG	FCI EDGEFIELD	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	2
EDG	FCI EDGEFIELD	S&E	MTRLS HNDLR SUPVR	WS-6907-04	1	0	0	
EDG	FCI EDGEFIELD	PHS	PHARMACIST	CC-0610-10	1	0	0	
EDG	FCI EDGEFIELD	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	3
EDG	FCI EDGEFIELD	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
EDG	FCI EDGEFIELD	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
EDG	FCI EDGEFIELD	PHS	SENIOR PHARMACIST	CC-0660-06	1	0	0	
EDG	FCI EDGEFIELD	S&E	SR OFFCR SPECLST	GL-0007-08	27	0	0	
EDG	FCI EDGEFIELD	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
EDG	FCI EDGEFIELD	S&E	STUD TR	GS-1799-05	1	0	0	
EDG	FCI EDGEFIELD	S&E	SUPVRY CONTRACT SPEC	GS-1102-11	1	0	0	
EDG	FCI EDGEFIELD	S&E	UNIT MGR	GS-0006-12	2	1	0	16
EDG	FCI EDGEFIELD	S&E	UNIT SECY	GL-0318-06	2	1	0	15
EDG	FCI EDGEFIELD	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
ELK	FCI ELKTON	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
ELK	FCI ELKTON	S&E	BUDG ANAL	GL-0560-09	1	1	0	
ELK	FCI ELKTON	S&E	CAPTAIN	GS-0007-12	1	1	0	
ELK	FCI ELKTON	S&E	CASE MGR	GL-0101-11	1	1	0	
ELK	FCI ELKTON	S&E	CH PSYCH	GS-0180-14	1	0	0	

ELK	FCI ELKTON	UNICOR	COMPR ASST	GL-0335-09	3	0	0	
ELK	FCI ELKTON	UNICOR	COMPR SPECLST	GL-2210-09	3	0	0	
ELK	FCI ELKTON	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
ELK	FCI ELKTON	S&E	COOK FRMN	WS-7404-08	1	0	0	
ELK	FCI ELKTON	UNICOR	DATA SRVCS FACTORY MGR	GS-1101-12	1	0	0	
ELK	FCI ELKTON	S&E	DRUG ABUSE TRTMNT SPECLST	GL-0101-11	1	1	0	5
ELK	FCI ELKTON	S&E	EDUC TECHNCN	GL-1702-07	1	0	1	2
ELK	FCI ELKTON	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	3
ELK	FCI ELKTON	S&E	FINANCIAL SPECLST	GL-0501-09	1	1	0	
ELK	FCI ELKTON	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	2
ELK	FCI ELKTON	S&E	LT	GL-0007-09	1	1	0	
ELK	FCI ELKTON	S&E	LT	GS-0007-11	1	1	0	
ELK	FCI ELKTON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
ELK	FCI ELKTON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
ELK	FCI ELKTON	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
ELK	FCI ELKTON	S&E	SR OFFCR SPECLST	GL-0007-08	26	1	0	
ELK	FCI ELKTON	S&E	UNIT SECY	GL-0318-06	3	1	0	
ELK	FCI ELKTON	S&E	WARDEN	GS-0006-15	1	1	0	
ENG	FCI ENGLEWOOD	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	10
ENG	FCI ENGLEWOOD	S&E	CASE MGR	GS-0101-11	2	1	0	9
ENG	FCI ENGLEWOOD	S&E	CH PSYCH	GS-0180-14	1	0	0	5
ENG	FCI ENGLEWOOD	S&E	CLNCL NURSE	GS-0610-10	1	0	0	
ENG	FCI ENGLEWOOD	S&E	COOK FRMN	WS-7404-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	4
ENG	FCI ENGLEWOOD	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
ENG	FCI ENGLEWOOD	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
ENG	FCI ENGLEWOOD	S&E	FACIL ASST	GL-1603-07	1	0	0	3
ENG	FCI ENGLEWOOD	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	3
ENG	FCI ENGLEWOOD	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	0	0	
ENG	FCI ENGLEWOOD	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	1
ENG	FCI ENGLEWOOD	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
ENG	FCI ENGLEWOOD	UNICOR	INDL ENGRG TECHNCN	GL-0895-09	2	0	0	
ENG	FCI ENGLEWOOD	UNICOR	INDL HYGIENST	GS-0690-12	1	0	0	
ENG	FCI ENGLEWOOD	S&E	LT	GS-0007-11	3	1	0	
ENG	FCI ENGLEWOOD	S&E	MTRLS HNDLR	WS-6907-03	1	0	0	
ENG	FCI ENGLEWOOD	UNICOR	MTRLS HNDLR	WS-6907-04	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PARAMEDIC	GL-0640-09	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PHYSCN ASST	GS-0603-11	1	1	0	
ENG	FCI ENGLEWOOD	UNICOR	PROG MGR	GS-1101-13	1	0	0	
ENG	FCI ENGLEWOOD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	8
ENG	FCI ENGLEWOOD	S&E	SEX OFFENDER PROG COORD	GS-0180-13	1	0	0	1
ENG	FCI ENGLEWOOD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
ENG	FCI ENGLEWOOD	S&E	SR OFFCR SPECLST	GL-0007-08	25	1	0	
ENG	FCI ENGLEWOOD	S&E	STAFF PHARMACIST	GS-0660-11	0	0	0	5
ENG	FCI ENGLEWOOD	S&E	SUPVRY CONTR SPECLST	GL-1102-11	1	0	0	
ENG	FCI ENGLEWOOD	S&E	TOOL RM OFFCR	GL-0303-08	1	0	1	
ENG	FCI ENGLEWOOD	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
ENG	FCI ENGLEWOOD	S&E	UNIT MGR	GS-0006-12	1	1	0	
ENG	FCI ENGLEWOOD	S&E	UNIT SECY	GL-0318-06	2	1	0	7
ENG	FCI ENGLEWOOD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
ENG	FCI ENGLEWOOD	S&E	WHSE WRKR FRMN	WS-6907-04	3	0	0	5
ERE	FCI EL RENO	UNICOR	ACCTNT	GL-0510-09	1	0	0	
ERE	FCI EL RENO	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
ERE	FCI EL RENO	S&E	CASE MGR	GS-0101-11	1	0	0	6
ERE	FCI EL RENO	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
ERE	FCI EL RENO	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
ERE	FCI EL RENO	UNICOR	DAIRY FARMER FRMN	WS-5001-07	2	0	0	
ERE	FCI EL RENO	UNICOR	GEN FRMN	WS-3801-14	1	0	0	
ERE	FCI EL RENO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	1
ERE	FCI EL RENO	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	1
ERE	FCI EL RENO	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
ERE	FCI EL RENO	S&E	LT	GS-0007-11	3	1	0	4
ERE	FCI EL RENO	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
ERE	FCI EL RENO	UNICOR	MTL WRKR SUPVR	WS-3801-08	1	0	0	
ERE	FCI EL RENO	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
ERE	FCI EL RENO	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	1	0	1
ERE	FCI EL RENO	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
ERE	FCI EL RENO	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	1	0	0	
ERE	FCI EL RENO	S&E	SR OFFCR SPECLST	GL-0007-08	20	0	0	
ERE	FCI EL RENO	S&E	STAFF MEDICAL OFFIC	GS-0602-15	1	0	0	
ERE	FCI EL RENO	S&E	STUD TR	GL-1799-05	1	0	0	
ERE	FCI EL RENO	S&E	STUD TR	GL-2299-05	1	0	0	
ERE	FCI EL RENO	S&E	TCHR	GS-1710-11	2	0	0	
ERE	FCI EL RENO	UNICOR	UNICOR ACCTNT	GS-0510-11	1	0	0	
ERE	FCI EL RENO	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
ERE	FCI EL RENO	UNICOR	WHSE WRKR SUPVR	WS-6907-04	1	0	0	

EST	FCI ESTILL	S&E	ACCOUNTANT	GL-0510-09	1	0	0	
EST	FCI ESTILL	S&E	ACCTG STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
EST	FCI ESTILL	S&E	CASE MGR	GS-0101-11	4	0	0	
EST	FCI ESTILL	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
EST	FCI ESTILL	S&E	COOK FRMN	WS-7404-08	5	1	0	
EST	FCI ESTILL	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
EST	FCI ESTILL	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	12
EST	FCI ESTILL	S&E	DENTAL HYGIENIST	GL-0682-08	1	0	0	1
EST	FCI ESTILL	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
EST	FCI ESTILL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	3
EST	FCI ESTILL	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
EST	FCI ESTILL	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
EST	FCI ESTILL	S&E	FIN PROG SPEC	GL-0501-09	1	1	0	
EST	FCI ESTILL	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	2
EST	FCI ESTILL	S&E	HLTH SRVCS STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	HUMAN RESOURCE STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	INFO TECH STUD TR	GS-0099-05	1	0	0	
EST	FCI ESTILL	S&E	LT	GL-0007-09	2	0	0	
EST	FCI ESTILL	S&E	LT	GS-0007-11	4	1	0	
EST	FCI ESTILL	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
EST	FCI ESTILL	PHS	MID-LEVEL PRACTITIONER		1	1	0	
EST	FCI ESTILL	PHS	PHARMACIST		1	0	0	
EST	FCI ESTILL	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	1
EST	FCI ESTILL	S&E	REGISTERED NURSE	GL-0610-10	3	0	0	
EST	FCI ESTILL	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
EST	FCI ESTILL	S&E	SAFETY ADMINISTRATOR	GS-0018-12	1	1	0	
EST	FCI ESTILL	S&E	SR OFFCR SPECLST	GL-0007-08	50	0	0	
EST	FCI ESTILL	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
EST	FCI ESTILL	S&E	TCHR	GS-1701-11	2	0	0	
EST	FCI ESTILL	UNICOR	UNICOR ACCTNT	GS-0510-11	1	0	0	
EST	FCI ESTILL	S&E	UNIT MGR	GS-0006-12	2	0	0	
EST	FCI ESTILL	S&E	UNIT SECY	GL-0318-06	1	0	0	
EST	FCI ESTILL	S&E	VOCTNL TRNG INSTRU Electrician	GS-1712-11	1	0	0	
EST	FCI ESTILL	S&E	VOCTNL TRNG INSTRU Welder	GS-1712-11	1	0	0	
EST	FCI ESTILL	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
EST	FCI ESTILL	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FAI	FCI FAIRTON	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
FAI	FCI FAIRTON	S&E	BUS ADMR	GS-0501-12	1	1	1	3
FAI	FCI FAIRTON	S&E	CASE MGR	GS-0101-11	1	0	0	
FAI	FCI FAIRTON	S&E	CLNCL NURSE	GL-0610-10	1	1	0	
FAI	FCI FAIRTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
FAI	FCI FAIRTON	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
FAI	FCI FAIRTON	S&E	CONTR SPECLST	GL-1102-07	1	0	0	
FAI	FCI FAIRTON	S&E	COOK FRMN	WS-7404-08	2	1	0	4
FAI	FCI FAIRTON	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	4
FAI	FCI FAIRTON	UNICOR	DISTR SRVCS REPR	GL-0303-09	1	0	0	
FAI	FCI FAIRTON	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
FAI	FCI FAIRTON	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
FAI	FCI FAIRTON	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	1	2
FAI	FCI FAIRTON	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
FAI	FCI FAIRTON	S&E	LT	GS-0007-11	2	0	0	
FAI	FCI FAIRTON	S&E	LT	GS-0007-11	1	0	0	
FAI	FCI FAIRTON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	2
FAI	FCI FAIRTON	S&E	PARAMEDIC	GL-0640-09	1	0	0	
FAI	FCI FAIRTON	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
FAI	FCI FAIRTON	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FAI	FCI FAIRTON	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
FAI	FCI FAIRTON	S&E	RECR SPECLST	GL-0188-09	1	1	0	
FAI	FCI FAIRTON	S&E	SR OFFCR SPECLST	GL-0007-08	7	1	0	
FAI	FCI FAIRTON	S&E	TCHR	GS-1710-11	1	0	0	
FAI	FCI FAIRTON	S&E	UNIT MGR	GS-0006-12	1	0	0	9
FAI	FCI FAIRTON	S&E	UNIT SECY	GL-0318-06	1	0	0	13
FAI	FCI FAIRTON	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
FAI	FCI FAIRTON	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FLM	FCC FLORENCE	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	3	0	0	
FLM	FCC FLORENCE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
FLM	FCC FLORENCE	S&E	ADX UNIT PSYCH	GS-0180-13	1	0	0	1
FLM	FCC FLORENCE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
FLM	FCC FLORENCE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	5
FLM	FCC FLORENCE	S&E	ASST FOOD SRVC ADMR (TR)	GS-1667-09	1	0	0	
FLM	FCC FLORENCE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	
FLM	FCC FLORENCE	S&E	BUDG & ACCTG OFFCR	GS-0501-12	1	0	0	2
FLM	FCC FLORENCE	S&E	BUDG ANAL	GL-0560-09	1	0	0	
FLM	FCC FLORENCE	S&E	CAMP ADMR	GS-0006-13	1	1	0	
FLM	FCC FLORENCE	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	7
FLM	FCC FLORENCE	S&E	CASE MGR	GS-0101-11	5	1	0	9

FLM	FCC FLORENCE	S&E	CH PSYCH	GS-0180-14	1	1	0	
FLM	FCC FLORENCE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
FLM	FCC FLORENCE	PHS	CHIEF PHARMACIST	GS-0660-12	1	1	0	
FLM	FCC FLORENCE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
FLM	FCC FLORENCE	S&E	COOK FRMN	WS-7404-08	7	1	0	4
FLM	FCC FLORENCE	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
FLM	FCC FLORENCE	S&E	DEP CAPTAIN-COMPLEX	GS-0007-13	1	1	0	
FLM	FCC FLORENCE	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	2
FLM	FCC FLORENCE	S&E	DNTL HYGIENIST	GL-0682-08	1	0	0	
FLM	FCC FLORENCE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	1	0	
FLM	FCC FLORENCE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	2
FLM	FCC FLORENCE	S&E	ELCTRON TECHNCN (TR)	GL-0856-10	1	0	0	
FLM	FCC FLORENCE	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	2
FLM	FCC FLORENCE	UNICOR	FIELD FNANCL ADMR	GS-0501-13	1	0	0	
FLM	FCC FLORENCE	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
FLM	FCC FLORENCE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
FLM	FCC FLORENCE	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	6
FLM	FCC FLORENCE	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	1	1
FLM	FCC FLORENCE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	2	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	2	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	1	0	0	
FLM	FCC FLORENCE	S&E	LT	GS-0007-11	5	1	0	
FLM	FCC FLORENCE	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
FLM	FCC FLORENCE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
FLM	FCC FLORENCE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
FLM	FCC FLORENCE	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
FLM	FCC FLORENCE	S&E	PROCUREMENT AND PROPERTY SPECIALIST	GL-1101-09	1	1	0	
FLM	FCC FLORENCE	PHS	PSYCHIATRIC NURSE	GL-0610-10	1	0	0	
FLM	FCC FLORENCE	S&E	PSYCHOLOGY TECHNICIAN	GL-0181-07	2	0	0	
FLM	FCC FLORENCE	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	2	1	0	
FLM	FCC FLORENCE	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	1	0	3
FLM	FCC FLORENCE	S&E	RECR SPECLST	GL-0188-09	3	1	0	
FLM	FCC FLORENCE	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	
FLM	FCC FLORENCE	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
FLM	FCC FLORENCE	S&E	REINTEGRATION UNIT PSYCH	GS-0180-13	1	0	0	
FLM	FCC FLORENCE	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	2	0	0	
FLM	FCC FLORENCE	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
FLM	FCC FLORENCE	S&E	SAFETY ADMIN	GS-0018-13	1	1	0	
FLM	FCC FLORENCE	S&E	SIS TELEPH MNTR	GL-0303-08	1	0	0	
FLM	FCC FLORENCE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
FLM	FCC FLORENCE	S&E	SPECIALTY PROG COORD - STAGES	GS-0180-13	1	0	1	2
FLM	FCC FLORENCE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	6	1	0	3
FLM	FCC FLORENCE	S&E	SR OFFCR SPECLST	GL-0007-08	103	1	0	
FLM	FCC FLORENCE	S&E	TCHR	GS-1710-11	1	1	0	5
FLM	FCC FLORENCE	S&E	UNIT MGR	GS-0006-12	1	1	0	
FLM	FCC FLORENCE	S&E	UNIT SECY	GL-0318-06	3	1	0	
FLM	FCC FLORENCE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
FLM	FCC FLORENCE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
FLM	FCC FLORENCE	S&E	WHSE WRKR FRMN	WS-6907-04	3	1	0	3
FLM	FCC FLORENCE	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
FOR	FCC FORREST CITY	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	1	8
FOR	FCC FORREST CITY	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
FOR	FCC FORREST CITY	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	
FOR	FCC FORREST CITY	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
FOR	FCC FORREST CITY	S&E	CASE MGR	GS-0101-11	3	1	0	22
FOR	FCC FORREST CITY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
FOR	FCC FORREST CITY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
FOR	FCC FORREST CITY	S&E	COMPLEX WARDEN	GS-0006-15	1	1	0	
FOR	FCC FORREST CITY	S&E	COMPR SPECLST	GL-2210-11	1	0	0	
FOR	FCC FORREST CITY	S&E	COMPR SRVCS MGR	GS-2210-13	1	0	0	
FOR	FCC FORREST CITY	S&E	COOK FRMN	WS-7404-08	1	1	0	3
FOR	FCC FORREST CITY	S&E	CORRECTNL CNSLR	GL-0007-09	3	0	0	
FOR	FCC FORREST CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	1	42
FOR	FCC FORREST CITY	S&E	DNTL OFFCR	GP-0680-13	2	0	0	
FOR	FCC FORREST CITY	S&E	EDU STUD TR	GS-1799-05	1	0	0	
FOR	FCC FORREST CITY	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
FOR	FCC FORREST CITY	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
FOR	FCC FORREST CITY	UNICOR	FACTORY OPERTNL ACCTNT	GS-0510-11	1	0	0	
FOR	FCC FORREST CITY	S&E	GEN FRMN	WS-4749-14	1	1	0	
FOR	FCC FORREST CITY	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
FOR	FCC FORREST CITY	S&E	INFO TECH STUD TR	GS-2299-05	2	0	0	
FOR	FCC FORREST CITY	S&E	LT	GS-0007-11	7	1	0	3
FOR	FCC FORREST CITY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
FOR	FCC FORREST CITY	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FOR	FCC FORREST CITY	S&E	RECR SUPVR	GS-0188-12	1	1	0	
FOR	FCC FORREST CITY	S&E	REGISTERED NURSE	GL-0610-10	5	0	0	
FOR	FCC FORREST CITY	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	6

FOR	FCC FORREST CITY	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
FOR	FCC FORREST CITY	S&E	SR OFFCR SPECLST	GL-0007-08	22	1	0	
FOR	FCC FORREST CITY	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
FOR	FCC FORREST CITY	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
FOR	FCC FORREST CITY	S&E	SUPV CONTR SPECLST	GS-1102-11	1	0	0	
FOR	FCC FORREST CITY	S&E	SUPVR OF EDUC	GS-1710-13	1	1	0	
FOR	FCC FORREST CITY	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
FOR	FCC FORREST CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
FOR	FCC FORREST CITY	S&E	TCHR	GS-1710-11	2	1	0	
FOR	FCC FORREST CITY	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
FOR	FCC FORREST CITY	S&E	UNIT MGR	GS-0006-12	3	1	0	12
FOR	FCC FORREST CITY	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
FOR	FCC FORREST CITY	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ACCT TRNEE	GS-0510-07	4	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ACCTG STUDENT TRAINEE	GS-0599-05	3	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ADMV OFFCR	GS-0341-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ADP SYS ADMR	GS-2210-12	4	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	ASST CNTRLR	GS-0505-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	BUSINESS DEVELOPMENT SPECIALIST	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CH, FIELD IT OPS SUPRT SEC	GS-2210-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CONTR SPECLST	GS-1102-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CONTR SPECLST	GS-1102-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	CORPORATE QUALITY ASSURANCE MGR	GS-1910-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	DEP CH INFO SECUR OFFCR	GS-2210-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	EXEC CONS	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	FACTORY MGR (TR)	GS-1101-11	5	1	0	8
FPI	CENTRAL OFFICE - FPI	UNICOR	FIELD FNANCL ADMR	GS-0501-11	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	FIELD FNANCL ADMR	GS-0501-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	INDL SPECLST	GS-1101-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT & PROG ANAL	GS-0343-12	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-13	4	0	0	49
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT ANAL	GS-0343-12	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	MGMT SPECLST	GS-0301-09	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERS MGR	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERS MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	OPERTG ACCTNT	GS-0510-12	3	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROCUR CONTRTG OFFCR	GS-1102-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	1	0	0	2
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROG MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	PROJ MGR	GS-1101-12	5	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	QUAL ASSR TRNEE	GS-1910-09	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	REGNL RECYCLING SOURCING MGR	GS-1101-12	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	REGNL SYS ADMR	GS-2210-13	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SEW MACH FRMM TRNEE	WS-5301-07	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR CONTRCTG OFFCR	GS-1102-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SR OPERS MGR	GS-1101-14	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SUSTAINABILITY MGR	GS-1150-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	SYS ACCTNT	GS-0510-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	TEXTLS MFG SPECLST	GS-1101-13	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR CONTR SPECLST	GS-1102-11	6	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	2	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	UNICOR STUD TR	GS-1199-05	1	0	0	
FPI	CENTRAL OFFICE - FPI	UNICOR	WORKERS COMP SPECLST	GS-0301-11	1	0	0	
FTD	FCI FORT DIX	UNICOR	ACCTNT	GS-0510-11	1	0	0	
FTD	FCI FORT DIX	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
FTD	FCI FORT DIX	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	1	0	
FTD	FCI FORT DIX	S&E	BUDG & ACCTG OFFCR	GS-0501-12	1	1	0	
FTD	FCI FORT DIX	S&E	BUS ADMR	GS-0501-13	1	1	0	
FTD	FCI FORT DIX	S&E	CAPTAIN	GS-0007-13	1	0	0	
FTD	FCI FORT DIX	S&E	CAPTAIN'S SECY	GL-0318-05	1	1	0	13
FTD	FCI FORT DIX	S&E	CASE MGR	GS-0101-11	1	0	0	
FTD	FCI FORT DIX	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	

FTD	FCI FORT DIX	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
FTD	FCI FORT DIX	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
FTD	FCI FORT DIX	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	0	0	
FTD	FCI FORT DIX	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
FTD	FCI FORT DIX	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
FTD	FCI FORT DIX	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
FTD	FCI FORT DIX	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
FTD	FCI FORT DIX	UNICOR	FACTORY MGR	GS-1101-12	1	0	0	
FTD	FCI FORT DIX	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
FTD	FCI FORT DIX	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
FTD	FCI FORT DIX	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
FTD	FCI FORT DIX	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
FTD	FCI FORT DIX	S&E	INF RECPTNST	GL-0304-04	1	0	0	
FTD	FCI FORT DIX	S&E	LT	GS-0007-11	1	1	0	
FTD	FCI FORT DIX	S&E	LT	GL-0007-09	1	1	0	
FTD	FCI FORT DIX	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	1	0	
FTD	FCI FORT DIX	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	
FTD	FCI FORT DIX	UNICOR	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
FTD	FCI FORT DIX	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
FTD	FCI FORT DIX	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
FTD	FCI FORT DIX	S&E	PSYCHTRC PHYSCN	GP-0602-15	1	0	0	
FTD	FCI FORT DIX	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
FTD	FCI FORT DIX	S&E	RECR SPECLST	GL-0188-09	1	0	0	
FTD	FCI FORT DIX	UNICOR	RECYCLING FACTORY TECH	GL-0303-09	2	0	0	
FTD	FCI FORT DIX	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	3	0	0	
FTD	FCI FORT DIX	S&E	REGISTERED NURSE	GL-0610-10	4	2	0	
FTD	FCI FORT DIX	S&E	SPECIAL EDUC TCHR	GS-1701-11	1	0	0	
FTD	FCI FORT DIX	S&E	SR OFFCR SPECLST	GL-0007-08	51	1	0	6
FTD	FCI FORT DIX	S&E	STUDENT TRAINEE (HR)	GL-0299-05	1	0	0	
FTD	FCI FORT DIX	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
FTD	FCI FORT DIX	S&E	TCHR	GS-1710-11	3	0	0	8
FTD	FCI FORT DIX	S&E	UNIT MGR	GS-0006-12	2	0	0	13
FTD	FCI FORT DIX	S&E	UNIT SECY	GL-0318-06	5	1	0	
FTD	FCI FORT DIX	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
FTD	FCI FORT DIX	UNICOR	WHSE WRKR SUPVR	WS-6907-05	1	0	0	
FTW	FMC FORT WORTH	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	2
FTW	FMC FORT WORTH	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
FTW	FMC FORT WORTH	S&E	CHIEF DENTAL OFFICER	GS-0680-14	1	0	0	6
FTW	FMC FORT WORTH	S&E	COOK FRMN	WS-7404-08	1	1	0	
FTW	FMC FORT WORTH	S&E	DENTAL HYGIENIST	GL-0682-08	1	0	0	1
FTW	FMC FORT WORTH	S&E	DIAGNSTC RADIOLOGIC TECHNLGST	GL-0647-07	1	0	0	
FTW	FMC FORT WORTH	PHS	DIETITIAN	CC-0630-11	1	0	0	
FTW	FMC FORT WORTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
FTW	FMC FORT WORTH	S&E	FACIL ASST	GL-1603-07	1	1	0	
FTW	FMC FORT WORTH	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
FTW	FMC FORT WORTH	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	9
FTW	FMC FORT WORTH	S&E	HLTH SRVCS ADMIN (TRAINEE)	GS-0301-11	1	0	0	
FTW	FMC FORT WORTH	PHS	HOSPITAL ADMIN (ASST HSA)	CC-0670-12	1	0	0	4
FTW	FMC FORT WORTH	S&E	HUMAN RESOURCE MANAGER TRAINEE	GS-0201-11	1	0	0	
FTW	FMC FORT WORTH	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	14
FTW	FMC FORT WORTH	S&E	HVAC FRMN	WS-5306-09	1	0	0	
FTW	FMC FORT WORTH	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
FTW	FMC FORT WORTH	S&E	LT	GS-0007-11	1	0	0	
FTW	FMC FORT WORTH	S&E	LT	GL-0007-09	1	0	0	
FTW	FMC FORT WORTH	S&E	MATERIAL HNDLR SUPVR	WS-6907-04	1	1	0	
FTW	FMC FORT WORTH	S&E	MEDCL OFFCR	GP-0602-15	6	1	0	
FTW	FMC FORT WORTH	PHS	MEDCL OFFCR- GENERAL	CC-0602-15	1	0	0	
FTW	FMC FORT WORTH	S&E	MID-LEVEL PRACTITIONER (PHYSCN ASST)	GS-0603-11	1	0	0	
FTW	FMC FORT WORTH	PHS	MID-LEVEL PRACTITIONER (PHYSICIAN ASSISTANT)	CC-0603-11	1	1	0	
FTW	FMC FORT WORTH	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	4
FTW	FMC FORT WORTH	PHS	NURSE OFFICER - CO STEP	CC-0610-10	1	0	0	
FTW	FMC FORT WORTH	PHS	NURSE SPECLST-(WOUND CARE)	CC-0610-10	1	0	0	
FTW	FMC FORT WORTH	PHS	OTHER HEALTH SRVC (STAFF TECHN) - CO-STEP	CC-0644-09	1	0	0	
FTW	FMC FORT WORTH	S&E	PARAMEDIC (HEALTH TECH)	GL-0640-09	1	0	0	
FTW	FMC FORT WORTH	PHS	PHARMACIST (CHIEF)	CC-0660-13	1	1	0	
FTW	FMC FORT WORTH	PHS	PHARMACIST (CO-STEP)	CC-0660-11	1	0	0	
FTW	FMC FORT WORTH	PHS	PHARMACY OFFICER	CC-0660-11	1	0	0	
FTW	FMC FORT WORTH	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
FTW	FMC FORT WORTH	PHS	PROGRAM MGT OFFICER/QUAL MGR	CC-0671-11	1	0	0	
FTW	FMC FORT WORTH	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	25
FTW	FMC FORT WORTH	S&E	PSYCHOLOGY TECH	GL-0181-07	1	0	0	
FTW	FMC FORT WORTH	S&E	REGISTERED NURSE	GL-0610-10	17	1	0	
FTW	FMC FORT WORTH	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	1	0	
FTW	FMC FORT WORTH	S&E	SOC WRKR	GS-0185-11	1	1	0	
FTW	FMC FORT WORTH	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
FTW	FMC FORT WORTH	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
FTW	FMC FORT WORTH	PHS	STAFF NURSE (REGISTERED NURSE)	CC-0610-10	1	0	0	

FTW	FMC FORT WORTH	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	1
FTW	FMC FORT WORTH	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
FTW	FMC FORT WORTH	S&E	UNIT MGR	GS-0006-12	1	1	0	
FTW	FMC FORT WORTH	S&E	UNIT SECY	GL-0318-06	2	1	0	27
FTW	FMC FORT WORTH	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
FTW	FMC FORT WORTH	S&E	WHSE WRKR SUPVR	WS-6907-03	1	0	0	3
GIL	FCI GILMER	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
GIL	FCI GILMER	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
GIL	FCI GILMER	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	3
GIL	FCI GILMER	S&E	CASE MGR	GS-0101-11	1	0	0	1
GIL	FCI GILMER	S&E	CH PSYCH	GS-0180-14	1	0	0	
GIL	FCI GILMER	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
GIL	FCI GILMER	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
GIL	FCI GILMER	S&E	COOK FRMN	WS-7404-08	2	1	0	3
GIL	FCI GILMER	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	11
GIL	FCI GILMER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
GIL	FCI GILMER	S&E	EDUC SPECLST	GS-1701-11	1	0	0	4
GIL	FCI GILMER	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
GIL	FCI GILMER	S&E	FOOD SRVC ADMR	GS-1667-12	1	1	0	
GIL	FCI GILMER	S&E	HVAC FRMN	WS-5306-09	1	1	0	1
GIL	FCI GILMER	S&E	LT	GS-0007-11	1	0	0	
GIL	FCI GILMER	S&E	RECR SUPVR	GS-0188-11	1	0	0	6
GIL	FCI GILMER	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
GIL	FCI GILMER	S&E	STAFFPSYCH	GS-0180-12	1	0	0	
GIL	FCI GILMER	S&E	SUPVRY CHAPLAIN	GS-0060-12	1	0	0	
GIL	FCI GILMER	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
GIL	FCI GILMER	S&E	TCHR	GS-1710-11	2	1	0	
GIL	FCI GILMER	S&E	UNIT SECY	GL-0318-06	1	0	1	16
GIL	FCI GILMER	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
GIL	FCI GILMER	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
GIL	FCI GILMER	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
GIL	FCI GILMER	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
GLN	FCI GILMER	S&E	FIREARMS INSTRU	GS-0006-12	4	1	0	
GLN	FCI GILMER	S&E	SECY	GS-0318-06	1	1	0	13
GLN	FCI GILMER	S&E	TRAINING INSTRUCTOR	GS-0006-12	6	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	ADMV ASST	GL-0303-07	8	1	0	29
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CH, DSCC	GS-0006-15	1	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CLASSIFN/COMPUTATION SPECLST	GS-0006-11	10	0	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	13
GP	GRAND PRAIRIE, TX (DSCC)	S&E	DSCC OPERS MGR	GS-0006-13	2	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	INMATE CLASSIFN & COMPUTATION SPECLST	GS-0006-11	4	1	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	INMATE CLASSIFN COMPUTATION TECHNCN	GL-0963-09	6	0	0	
GP	GRAND PRAIRIE, TX (DSCC)	S&E	MGMT ANAL	GS-0343-12	2	0	0	18
GP	GRAND PRAIRIE, TX (DSCC)	S&E	SEC CH	GS-0006-14	1	0	0	4
GP	GRAND PRAIRIE, TX (DSCC)	S&E	TRNG SPECLST	GS-0006-12	2	0	0	12
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	ADMV SRVCS ASST	GL-0303-07	1	0	0	2
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	DEP CH, CONSLDTD PROCSNG UNIT	GS-0201-13	1	1	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	EMP BENEFITS SPECLST	GS-0201-12	1	0	0	13
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	0	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	HUMAN RESOURCES SPECLST, CSU	GS-0201-12	3	1	0	
GRA	GRAND PRAIRIE, TX (HRSC)	S&E	SR HUMAN RESOURCES SPECLST	GS-0201-13	1	0	1	6
GRE	FCI GREENVILLE	UNICOR	ASSOC WARDEN	GS-0006-13	1	0	0	
GRE	FCI GREENVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	7
GRE	FCI GREENVILLE	S&E	CHIEF DNTL OFFCR	GS-0680-13	1	0	1	2
GRE	FCI GREENVILLE	PHS	CLINICAL PSYCHOLOGIST	CC-0180-12	1	1	0	
GRE	FCI GREENVILLE	S&E	COOK FRMN	WS-7404-08	1	0	0	2
GRE	FCI GREENVILLE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	11
GRE	FCI GREENVILLE	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
GRE	FCI GREENVILLE	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
GRE	FCI GREENVILLE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	7
GRE	FCI GREENVILLE	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-12	1	1	0	
GRE	FCI GREENVILLE	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	

GRE	FCI GREENVILLE	S&E	FACIL MGR	GS-1640-12	1	1	0	
GRE	FCI GREENVILLE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
GRE	FCI GREENVILLE	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
GRE	FCI GREENVILLE	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
GRE	FCI GREENVILLE	S&E	LCP CHAPLAIN	GS-0060-12	1	0	0	
GRE	FCI GREENVILLE	S&E	LT	GS-0007-11	3	0	0	
GRE	FCI GREENVILLE	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
GRE	FCI GREENVILLE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
GRE	FCI GREENVILLE	S&E	PARAMEDIC	GL-0640-09	1	0	0	
GRE	FCI GREENVILLE	S&E	PHRMCY TECHNCN	GL-0661-05	1	0	0	1
GRE	FCI GREENVILLE	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
GRE	FCI GREENVILLE	UNICOR	PROG MGR	GS-0340-14	1	0	0	
GRE	FCI GREENVILLE	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	1
GRE	FCI GREENVILLE	S&E	RECR SPECLST	GL-0188-09	1	1	0	5
GRE	FCI GREENVILLE	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
GRE	FCI GREENVILLE	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
GRE	FCI GREENVILLE	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
GRE	FCI GREENVILLE	PHS	SPECIALTY PROG COORD	CC-0180-13	1	0	0	
GRE	FCI GREENVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	23	0	0	
GRE	FCI GREENVILLE	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
GRE	FCI GREENVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GL-0006-11	1	1	0	1
GRE	FCI GREENVILLE	S&E	UNIT SECY	GL-0318-06	1	0	0	3
GRE	FCI GREENVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
GRE	FCI GREENVILLE	S&E	WARDEN	ES-0006-00	1	1	0	
GUA	MDC GUAYNABO	S&E	ACCTG TECHNCN	GS-0525-07	1	0	0	4
GUA	MDC GUAYNABO	S&E	CASE MGR	GS-0101-11	1	0	1	12
GUA	MDC GUAYNABO	S&E	CHAPLAIN	GS-0060-12	1	0	0	
GUA	MDC GUAYNABO	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
GUA	MDC GUAYNABO	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	26
GUA	MDC GUAYNABO	S&E	EMER PREPAREDNESS OFFCR	GS-0006-12	1	0	0	11
GUA	MDC GUAYNABO	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
GUA	MDC GUAYNABO	S&E	LT	GS-0007-11	3	0	0	
GUA	MDC GUAYNABO	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
GUA	MDC GUAYNABO	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
GUA	MDC GUAYNABO	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	5
GUA	MDC GUAYNABO	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
GUA	MDC GUAYNABO	S&E	SR OFFCR	GL-0007-07	2	0	0	
GUA	MDC GUAYNABO	S&E	SR OFFCR SPECLST	GL-0007-08	9	0	0	
GUA	MDC GUAYNABO	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
GUA	MDC GUAYNABO	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	6
GUA	MDC GUAYNABO	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
GUA	MDC GUAYNABO	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
HAZ	FCC HAZELTON	S&E	ADVANCED CARE LVL PSYCH (FIT)	GS-0180-13	2	0	0	
HAZ	FCC HAZELTON	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
HAZ	FCC HAZELTON	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	0	0	10
HAZ	FCC HAZELTON	PHS	ASST HLTH SRVCS ADMR	CC-0670-12	1	0	0	3
HAZ	FCC HAZELTON	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
HAZ	FCC HAZELTON	S&E	CAPTAINS SECY	GL-0318-06	1	1	0	
HAZ	FCC HAZELTON	S&E	CASE MGR	GS-0101-11	2	1	0	17
HAZ	FCC HAZELTON	S&E	CLNCL PSYCH	GS-0180-12	2	0	0	
HAZ	FCC HAZELTON	S&E	COMPR SRVCS MGR	GS-2210-13	1	0	0	
HAZ	FCC HAZELTON	PHS	DEP CH, PSYCH	CC-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
HAZ	FCC HAZELTON	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	1
HAZ	FCC HAZELTON	S&E	ELCTRON TECHNCN (TR)	GL-0856-11	1	0	0	
HAZ	FCC HAZELTON	S&E	ENGINEERING TECH	GS-0802-11	1	0	0	
HAZ	FCC HAZELTON	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-13	1	0	0	1
HAZ	FCC HAZELTON	S&E	GUIDANCE COUNSELOR (FSA)	GS-1740-11	1	0	0	
HAZ	FCC HAZELTON	S&E	HLTH INF TECHNCN	GL-0675-07	2	0	0	4
HAZ	FCC HAZELTON	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	
HAZ	FCC HAZELTON	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	0	1
HAZ	FCC HAZELTON	S&E	HVAC FRMN	WS-5306-09	1	0	0	3
HAZ	FCC HAZELTON	S&E	LT	GS-0007-11	1	1	0	
HAZ	FCC HAZELTON	S&E	LT	GS-0007-11	6	0	0	
HAZ	FCC HAZELTON	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
HAZ	FCC HAZELTON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	4
HAZ	FCC HAZELTON	PHS	MID-LEVEL PRACTITIONER	CC-0610-11	1	0	0	
HAZ	FCC HAZELTON	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
HAZ	FCC HAZELTON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
HAZ	FCC HAZELTON	S&E	RECR SPECLST	GL-0188-09	1	1	0	
HAZ	FCC HAZELTON	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SAFETY COMPLIANCE SPECIALIST	GL-0018-09	1	0	0	
HAZ	FCC HAZELTON	UNICOR	SHEET MTL WRKR FRMN	WS-3806-08	3	0	0	
HAZ	FCC HAZELTON	S&E	SOC WRKR	GS-0185-11	1	0	0	
HAZ	FCC HAZELTON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
HAZ	FCC HAZELTON	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	1	8

HAZ	FCC HAZELTON	S&E	SPECIALTY PROG COORD (FIT)	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SPECIALTY PROG COORD (Resolve)	GS-0180-13	1	0	0	
HAZ	FCC HAZELTON	S&E	SR OFFCR SPECLST	GL-0007-08	66	1	0	
HAZ	FCC HAZELTON	S&E	TCHR	GS-1710-11	1	1	0	5
HAZ	FCC HAZELTON	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
HAZ	FCC HAZELTON	S&E	UNIT MGR	GS-0006-12	1	0	0	19
HAZ	FCC HAZELTON	S&E	UNIT SECY	GL-0318-06	3	1	0	
HAZ	FCC HAZELTON	S&E	UNIT SECY	GL-0318-06	2	0	0	
HAZ	FCC HAZELTON	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
HAZ	FCC HAZELTON	UNICOR	WHSE WRKR SUPVR	WS-6907-04	1	0	0	
HER	FCI HERLONG	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
HER	FCI HERLONG	S&E	BUDG & ACCTG OFFCR	GS-0501-11	1	0	0	
HER	FCI HERLONG	S&E	CAMP ADMIN SECRETARY	GS-0318-07	1	0	0	1
HER	FCI HERLONG	S&E	CASE MGR	GS-0101-11	1	0	0	
HER	FCI HERLONG	S&E	CH, DNTL OFFCR	GP-0680-13	1	1	0	
HER	FCI HERLONG	S&E	CHAPLAIN	GS-0060-12	1	0	0	
HER	FCI HERLONG	S&E	COOK FRMN	WS-7404-08	3	0	0	
HER	FCI HERLONG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
HER	FCI HERLONG	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
HER	FCI HERLONG	S&E	FACIL MGR	GS-1640-12	1	0	0	5
HER	FCI HERLONG	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
HER	FCI HERLONG	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
HER	FCI HERLONG	S&E	INF RECPTNST	GL-0304-04	1	0	0	
HER	FCI HERLONG	S&E	LT	GL-0007-09	1	1	0	
HER	FCI HERLONG	S&E	LT	GS-0007-11	2	1	0	
HER	FCI HERLONG	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
HER	FCI HERLONG	S&E	RECR SPECLST	GL-0188-09	1	0	0	
HER	FCI HERLONG	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
HER	FCI HERLONG	S&E	SIS TECHNCN	GL-1802-08	1	0	0	3
HER	FCI HERLONG	S&E	SR OFFCR SPECLST	GL-0007-08	38	0	0	
HER	FCI HERLONG	S&E	TCHR	GS-1710-11	2	1	0	
HER	FCI HERLONG	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
HER	FCI HERLONG	S&E	UNIT SECY	GL-0318-06	1	0	0	5
HER	FCI HERLONG	S&E	WARDEN	GS-0006-15	1	1	0	
HON	FDC HONOLULU	PHS	ASST HLTH SRVCS ADMIR	CC-0670-11	1	0	0	
HON	FDC HONOLULU	S&E	CH PSYCH	GS-0180-13	1	0	0	
HON	FDC HONOLULU	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
HON	FDC HONOLULU	S&E	COMPR SPECLST	GS-0099-05	1	0	0	
HON	FDC HONOLULU	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
HON	FDC HONOLULU	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
HON	FDC HONOLULU	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
HON	FDC HONOLULU	S&E	LEG ASST	GL-0986-08	1	0	0	
HON	FDC HONOLULU	S&E	LT	GS-0007-11	3	1	0	
HON	FDC HONOLULU	PHS	MID-LEVEL PRACTITIONER	CC-0603-11	1	0	0	
HON	FDC HONOLULU	S&E	SPEC EDUC TCHR	GS-1701-11	1	0	0	
HON	FDC HONOLULU	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
HON	FDC HONOLULU	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
HON	FDC HONOLULU	S&E	TCHR	GS-1710-11	1	0	0	4
HON	FDC HONOLULU	S&E	UNIT SECY	GL-0318-06	1	0	0	6
HON	FDC HONOLULU	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
HOU	FDC HOUSTON	S&E	BUDG ANAL	GL-0560-09	1	0	0	4
HOU	FDC HOUSTON	S&E	CASE MGR	GS-0101-11	1	1	0	14
HOU	FDC HOUSTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	5
HOU	FDC HOUSTON	S&E	COOK FRMN	WS-7404-08	1	0	1	17
HOU	FDC HOUSTON	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	
HOU	FDC HOUSTON	S&E	EMP DVLPMT MGR	GS-0201-13	1	1	0	
HOU	FDC HOUSTON	S&E	FOOD SVCS ASST	GL-1603-07	1	0	0	
HOU	FDC HOUSTON	S&E	GEN FRMN	WS-4749-14	1	1	0	
HOU	FDC HOUSTON	S&E	LT	GL-0007-09	1	0	0	
HOU	FDC HOUSTON	PHS	NURSE PRACTITIONER	CC-0610-11	1	1	0	
HOU	FDC HOUSTON	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	3
HOU	FDC HOUSTON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
HOU	FDC HOUSTON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
HOU	FDC HOUSTON	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-0299-05	1	0	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-1799-05	1	0	0	
HOU	FDC HOUSTON	S&E	STUD TR	GL-2299-05	1	0	0	
HOU	FDC HOUSTON	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
HOU	FDC HOUSTON	S&E	WHSE WRKR FRMN	WS-6907-04	2	0	0	14
HRM	CENTRAL OFFICE - HRM	S&E	ADMV OFFCR	GS-0341-09	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	CLASSIFN & CMPNSN SPECLST	GS-0201-13	5	0	0	40
HRM	CENTRAL OFFICE - HRM	S&E	CURRICULUM DEVELOPER	GS-0006-12	3	1	0	9
HRM	CENTRAL OFFICE - HRM	S&E	CURRICULUM DEVELOPER	GS-0006-12	1	0	0	11
HRM	CENTRAL OFFICE - HRM	S&E	DEP CH, CLASSIFN & CMPNSN SEC	GS-0201-13	1	1	0	
HRM	CENTRAL OFFICE - HRM	S&E	DEP CH, LBR MGMT REL & SEC	GS-0006-14	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	EQUAL EMPLMNT OPPORTUNITY SPECLST	GS-0260-12	1	0	0	4
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE SPECLST	GS-0201-12	4	0	0	8

HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE SPECLST	GS-0201-12	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	4	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	4
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	2
HRM	CENTRAL OFFICE - HRM	S&E	LBR MGMT REL SPECLST	GS-0201-13	1	0	0	2
HRM	CENTRAL OFFICE - HRM	S&E	MGMT ANAL	GS-0343-13	1	1	0	
HRM	CENTRAL OFFICE - HRM	S&E	RECRUIT SPECLST	GS-0201-11	1	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	RECRUIT SPECLST	GS-0201-11	4	0	0	
HRM	CENTRAL OFFICE - HRM	S&E	SOCIAL MEDIA SPECLST	GS-1001-11	1	1	0	3
HRM	CENTRAL OFFICE - HRM	S&E	SUPVRY LBR REL SPECST	GS-0201-14	1	0	0	7
HSD	CENTRAL OFFICE - HSD	S&E	CHIEF PHARMACIST	CC-0660-06	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	COMPR SPECLST	GS-2210-13	1	0	0	3
HSD	CENTRAL OFFICE - HSD	S&E	HLTH INFORMATICS SPECLST	GS-0671-13	1	1	0	
HSD	CENTRAL OFFICE - HSD	S&E	HLTH INFORMATICS SPECLST	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	HLTH SYS SPECLST (FSA)	GS-0671-13	2	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	MANAGEMENT PROGM & ANAL	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL CONTR CONS (FSA)	GS-0343-13	2	0	0	4
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL DESIGANTOR/UTILZATION REVIEWER ADMR	CC-0671-13	1	0	0	5
HSD	CENTRAL OFFICE - HSD	S&E	MEDCL OFFCR (FSA)	GP-0602-15	1	1	0	
HSD	CENTRAL OFFICE - HSD	S&E	MEDICAL FISCAL CONSULTANT	GS-0343-13	1	0	0	12
HSD	CENTRAL OFFICE - HSD	S&E	MGMT ANAL CONTRACTING	GS-0343-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	NATIONAL HEALTH SYSTEMS ADMINISTRATOR	GS-0670-15	1	0	0	2
HSD	CENTRAL OFFICE - HSD	S&E	NATL DRUG FREE WORKPL COORD	GS-0301-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	OCCUPATIONAL MEDICINE PHYSICIAN	GP-0602-15	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	PHYSICIAN (FSA)	GP-0602-15	1	0	0	3
HSD	CENTRAL OFFICE - HSD	S&E	PROG ANLST (FSA)	GS-0343-13	3	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	QUAL IMPRVMT PROG SPECLST	GS-0671-13	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	SR. DEP ASST DIR	CC-0006-00	1	0	0	
HSD	CENTRAL OFFICE - HSD	S&E	TRNSTNAL CARE PHARMACIST (FSA)	CC-0660-11	1	0	1	1
IPP	CENTRAL OFFICE - IPP	S&E	BRANCH CHIEF, IT SPEC	GS-2210-15	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH ADMV SYS DVLPMT SEC	GS-2210-14	1	0	0	3
IPP	CENTRAL OFFICE - IPP	S&E	CH, DIGITAL FORENSICS UNIT	GS-0006-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, HELP DESK SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, MAINFRAME SUPRT SECT	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, NATL INFRASTRUCTURE SUPRT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, NATL NETWORK SUPRT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	CH, SENTRY SYS DVLPMT SEC	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-12	3	0	0	1
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-12	4	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	6	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	COMPR SPECLST (FSA)	GS-2210-12	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	DEP DIRECTOR, ORE	GS-0101-15	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	FORENSICS ANAL	GS-0006-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	Forensics Analyst (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	INFO TECH STUDENT TRAINEE	GS-2299-05	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	INTERN	GS-0099-07	5	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	NETWORK ENGINEER (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR (FSA)	GS-2210-14	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR-APPLD TECHNLGY	GS-2210-14	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	PROJ MGR-APPLD TECHNLGY (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SENIOR DATABASE ADMN (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SEX OFFENDER SOC SCI RES ANAL	GS-0101-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-13	4	0	0	20
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ANAL	GS-0101-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOC SCI RES ASST	GS-0102-07	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SOFTWARE SYS DISASTER RECOVERY	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR CLOUD ENGINEER (FSA)	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR CLOUD ENGINEER (FSA)	GS-2210-14	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR. DEP ASST DIR (ENT ADM)	ES-2210-00	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SR. DEP ASST DIR (FIELD OPERATIONS)	ES-2210-00	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	STATCN SOC SCI	GS-1530-13	1	0	0	12
IPP	CENTRAL OFFICE - IPP	S&E	SUPVY COMPR SPECLST	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SUPVY COMPR SPECLST	GS-2210-13	2	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	SYS/ NETWORK ADMIN	GS-2210-14	3	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	WEB DEVELOPER	GS-2210-13	1	0	0	
IPP	CENTRAL OFFICE - IPP	S&E	WEB DEVELOPER	GS-2210-13	1	0	0	
JES	FCI JESUP	S&E	ACCTG TECHNCN	GL-0525-05	1	1	0	

JES	FCI JESUP	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
JES	FCI JESUP	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
JES	FCI JESUP	S&E	CASE MGR	GS-0101-11	1	1	0	
JES	FCI JESUP	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
JES	FCI JESUP	S&E	DNTL OFFCR	GS-0680-13	1	0	0	
JES	FCI JESUP	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	0	1	40
JES	FCI JESUP	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
JES	FCI JESUP	S&E	FACIL MGR	GS-1640-12	1	0	0	5
JES	FCI JESUP	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
JES	FCI JESUP	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	8
JES	FCI JESUP	PHS	NURSE	CC-0610-05	1	0	0	
JES	FCI JESUP	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	
JES	FCI JESUP	UNICOR	PROG MGR	GS-1101-13	1	0	0	
JES	FCI JESUP	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	4
JES	FCI JESUP	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	5
JES	FCI JESUP	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	8
JES	FCI JESUP	S&E	SPORTS SPECLST	GL-0303-09	1	1	0	
JES	FCI JESUP	S&E	SR OFFCR SPECLST	GL-0007-08	1	1	0	
JES	FCI JESUP	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
JES	FCI JESUP	S&E	STUD TR	GS-0299-04	1	0	0	
JES	FCI JESUP	S&E	TCHR	GS-1710-11	1	1	0	
JES	FCI JESUP	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	1	0	3
JES	FCI JESUP	S&E	UNIT SECY	GL-0318-06	3	0	0	14
JES	FCI JESUP	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
LAT	FCI LA TUNA	S&E	ACCTG TECHNCN	GL-0525-07	2	0	0	6
LAT	FCI LA TUNA	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
LAT	FCI LA TUNA	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
LAT	FCI LA TUNA	S&E	CHAPLAIN	GS-0060-12	1	0	0	
LAT	FCI LA TUNA	S&E	COOK FRMN	WS-7404-08	5	1	0	
LAT	FCI LA TUNA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
LAT	FCI LA TUNA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LAT	FCI LA TUNA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LAT	FCI LA TUNA	S&E	EDU STUD TR	GL-1799-05	1	0	0	
LAT	FCI LA TUNA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	2
LAT	FCI LA TUNA	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	0	0	4
LAT	FCI LA TUNA	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	3
LAT	FCI LA TUNA	S&E	GEN FRMN	WS-4749-14	2	1	0	
LAT	FCI LA TUNA	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
LAT	FCI LA TUNA	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
LAT	FCI LA TUNA	UNICOR	INDL SPECLST	GS-1150-11	1	0	0	
LAT	FCI LA TUNA	S&E	INFO TECH STUD TR	GL-2299-05	1	0	0	
LAT	FCI LA TUNA	S&E	LT	GS-0007-11	5	0	0	
LAT	FCI LA TUNA	S&E	LT	GL-0007-09	1	0	0	
LAT	FCI LA TUNA	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
LAT	FCI LA TUNA	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	1
LAT	FCI LA TUNA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
LAT	FCI LA TUNA	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	3
LAT	FCI LA TUNA	S&E	RECR SUPVR	GS-0188-11	1	1	0	
LAT	FCI LA TUNA	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	2
LAT	FCI LA TUNA	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
LAT	FCI LA TUNA	S&E	SPEC EDUC TCHR	GL-1710-11	1	0	0	
LAT	FCI LA TUNA	S&E	SPORTS SPECLST	GL-0030-09	2	0	0	
LAT	FCI LA TUNA	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	3
LAT	FCI LA TUNA	S&E	SR OFFCR SPECLST	GL-0007-08	24	0	0	
LAT	FCI LA TUNA	S&E	SUPVISORY CONTR SPECLST	GL-1102-11	1	0	0	
LAT	FCI LA TUNA	S&E	UNIT MGR	GS-0006-12	1	0	0	
LAT	FCI LA TUNA	S&E	UNIT SECY	GL-0318-06	1	0	0	
LAT	FCI LA TUNA	UNICOR	WHSE WRKR FRMN	WS-6907-03	1	0	0	
LAT	FCI LA TUNA	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LEE	USP LEE	S&E	CASE MGR	GS-0101-11	1	0	0	3
LEE	USP LEE	S&E	DNTL ASST	GL-0681-06	1	0	0	
LEE	USP LEE	S&E	LT	GS-0007-11	1	1	0	
LEE	USP LEE	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
LEE	USP LEE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
LEE	USP LEE	S&E	RECR SUPVR	GS-0188-11	1	1	0	
LEE	USP LEE	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
LEE	USP LEE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
LEE	USP LEE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0201-11	1	0	0	
LEE	USP LEE	S&E	SR OFFCR SPECLST	GL-0007-08	8	0	0	
LEE	USP LEE	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	0	0	
LEE	USP LEE	S&E	TCHR	GS-1710-11	1	1	0	
LEE	USP LEE	S&E	UNIT SECY	GL-0318-06	1	1	0	
LEW	USP LEWISBURG	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
LEW	USP LEWISBURG	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	
LEW	USP LEWISBURG	S&E	ASST HUMAN RESOURCE MGR	GS-0201-11	1	0	0	
LEW	USP LEWISBURG	S&E	BUS ADMR	GS-0501-13	1	0	0	1
LEW	USP LEWISBURG	S&E	CASE MGR	GS-0101-11	2	0	0	

LEW	USP LEWISBURG	S&E	CLINICAL PSYCHOLOGIST (Resolve Coord)	GL-0180-13	1	0	0	
LEW	USP LEWISBURG	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
LEW	USP LEWISBURG	S&E	COOK FRMN	WS-7404-08	6	1	0	
LEW	USP LEWISBURG	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	
LEW	USP LEWISBURG	PHS	DENTAL HYGENIST		1	0	0	
LEW	USP LEWISBURG	S&E	DEP CAPTAIN	GS-0007-12	1	0	0	
LEW	USP LEWISBURG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	2
LEW	USP LEWISBURG	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
LEW	USP LEWISBURG	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	0	0	19
LEW	USP LEWISBURG	S&E	LT	GS-0007-11	2	0	0	
LEW	USP LEWISBURG	S&E	LT	GS-0007-09	3	1	0	
LEW	USP LEWISBURG	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
LEW	USP LEWISBURG	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	3
LEW	USP LEWISBURG	S&E	REINTEGRATION HOUSING PSYCH	GS-0180-13	1	0	0	
LEW	USP LEWISBURG	S&E	SR OFFCR SPECLST	GL-0007-08	32	0	0	
LEW	USP LEWISBURG	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
LEW	USP LEWISBURG	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
LEW	USP LEWISBURG	S&E	UNIT SECY	GL-0318-06	1	0	0	
LEW	USP LEWISBURG	TRUST FUND	WHSE WRKR SUPVR	WS-6907-04	1	1	0	
LEX	FMC LEXINGTON	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
LEX	FMC LEXINGTON	S&E	AUTMTV WRKR FRMN	WS-5823-08	1	0	0	
LEX	FMC LEXINGTON	S&E	CASE MGR	GL-0101-11	1	1	0	
LEX	FMC LEXINGTON	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
LEX	FMC LEXINGTON	S&E	COOK FRMN	WS-7404-08	4	1	0	1
LEX	FMC LEXINGTON	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
LEX	FMC LEXINGTON	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
LEX	FMC LEXINGTON	S&E	DENTAL ASST - EXPAND FUNC	GL-0681-06	1	0	0	3
LEX	FMC LEXINGTON	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	3	0	0	
LEX	FMC LEXINGTON	UNICOR	ELCTRON FACTORY MGR	GS-1101-12	1	0	0	
LEX	FMC LEXINGTON	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	23
LEX	FMC LEXINGTON	S&E	FACIL ASST	GL-1603-07	1	0	0	3
LEX	FMC LEXINGTON	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
LEX	FMC LEXINGTON	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	0	0	
LEX	FMC LEXINGTON	S&E	GEN FRMN	WS-4749-14	1	0	0	11
LEX	FMC LEXINGTON	S&E	HVAC FRMN	WS-5306-09	2	0	0	1
LEX	FMC LEXINGTON	UNICOR	INDL SPECLST	GS-1150-11	1	0	0	
LEX	FMC LEXINGTON	PHS	LAB SUPV (Other Health Serv)	CC-0644-11	1	0	0	1
LEX	FMC LEXINGTON	S&E	LOCKSMITH	GL-0301-10	1	0	0	
LEX	FMC LEXINGTON	S&E	LT	GS-0007-11	2	1	0	
LEX	FMC LEXINGTON	S&E	MATERIALS HDLR FRMN	WS-6907-04	2	0	0	4
LEX	FMC LEXINGTON	S&E	MEDCL REC ADMR	GS-0669-11	1	0	0	2
LEX	FMC LEXINGTON	S&E	MEDCL SUPP TECHNCN	GL-0622-06	1	0	0	2
LEX	FMC LEXINGTON	S&E	MEDICAL RECORDS TECH	GL-0675-07	1	0	0	
LEX	FMC LEXINGTON	PHS	MID-LEVEL PRACTITIONER - PA	CC-0603-11	1	1	0	
LEX	FMC LEXINGTON	PHS	NURSE MANAGER (other)	CC-0610-11	1	0	0	
LEX	FMC LEXINGTON	UNICOR	PKR FRMN	WS-7002-05	1	0	0	
LEX	FMC LEXINGTON	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
LEX	FMC LEXINGTON	S&E	PSYCH INTERN	GS-0199--09	1	0	0	39
LEX	FMC LEXINGTON	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
LEX	FMC LEXINGTON	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
LEX	FMC LEXINGTON	S&E	QUAL IMPRVMT MGR - HLTH SYS SPECLST	GS-0671-12	1	0	0	
LEX	FMC LEXINGTON	PHS	QUAL IMPRVMT& INF CONT NURSE (other)	CC-0610-11	1	0	0	4
LEX	FMC LEXINGTON	S&E	RECR SPECLST	GL-0188-09	2	1	0	7
LEX	FMC LEXINGTON	S&E	REGIONAL MAST PHYSICIAN	GP-0602-15	1	0	0	
LEX	FMC LEXINGTON	PHS	REGISTERED NURSE (other)	CC-0610-10	1	0	0	
LEX	FMC LEXINGTON	S&E	SAFETY ADMR	GS-0018-13	1	0	0	
LEX	FMC LEXINGTON	S&E	SAFETY SPECLST	GL-0018-09	1	0	0	
LEX	FMC LEXINGTON	S&E	SOC WRKR	GS-0185-11	1	0	0	2
LEX	FMC LEXINGTON	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
LEX	FMC LEXINGTON	S&E	SR OFFCR SPECLST	GL-0007-08	19	1	0	
LEX	FMC LEXINGTON	PHS	STAFF PHARMACIST (SR)	CC-0660-12	1	0	0	5
LEX	FMC LEXINGTON	S&E	STAFF PSYCH - Counseling	GS-0180-12	2	1	0	
LEX	FMC LEXINGTON	UNICOR	SUPP CHAIN MGR	GS-1150-12	1	0	0	
LEX	FMC LEXINGTON	UNICOR	SUPVRY OPERTG ACCTNT	GS-0510-12	1	0	0	
LEX	FMC LEXINGTON	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
LEX	FMC LEXINGTON	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
LEX	FMC LEXINGTON	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	10
LEX	FMC LEXINGTON	UNICOR	UNICOR ACCTNT	GL-0510-09	2	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR ASST BUS MGR	GS-0501-12	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR CONTR SPECLST	GL-1102-09	1	0	0	
LEX	FMC LEXINGTON	UNICOR	UNICOR STUD TR	GS-1199-04	1	0	0	
LEX	FMC LEXINGTON	S&E	UNIT SECY	GL-0318-06	2	1	0	
LEX	FMC LEXINGTON	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
LEX	FMC LEXINGTON	UNICOR	WHSE WRKR SUPVR	WS-6907-04	2	1	0	
LEX	FMC LEXINGTON	S&E	WOUND CARE SPECIALIST - RN	GL-0610-10	1	0	0	
LOM	FCC LOMPOC	S&E	ASSISTANT RECR SUPVR	GS-0188-11	1	0	1	5

LOM	FCC LOMPOC	S&E	ASSOC WARDEN'S SECY	GL-0318-07	2	1	0	2
LOM	FCC LOMPOC	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	1
LOM	FCC LOMPOC	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
LOM	FCC LOMPOC	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	7
LOM	FCC LOMPOC	S&E	CASE MGR	GS-0101-11	3	1	0	6
LOM	FCC LOMPOC	PHS	CH PHARMACIST		1	0	0	
LOM	FCC LOMPOC	S&E	CHAPLAIN	GS-0060-12	1	0	0	
LOM	FCC LOMPOC	S&E	COOK FRMN	WS-7404-08	1	0	0	
LOM	FCC LOMPOC	S&E	CORRECTNL CNSLR	GL-0007-09	2	1	0	3
LOM	FCC LOMPOC	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	8
LOM	FCC LOMPOC	UNICOR	DAIRY FARMER FRMN	WS-5001-07	1	0	0	
LOM	FCC LOMPOC	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
LOM	FCC LOMPOC	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
LOM	FCC LOMPOC	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	1	21
LOM	FCC LOMPOC	UNICOR	FARM MGR	GS-1601-13	1	0	0	
LOM	FCC LOMPOC	UNICOR	FARMER FRMN	WS-5002-07	1	0	0	
LOM	FCC LOMPOC	S&E	GEN FRMN	WS-4749-14	1	1	0	
LOM	FCC LOMPOC	S&E	HEALTH SVCS ASSISTANT	GL-0303-07	1	0	1	5
LOM	FCC LOMPOC	S&E	HEALTH TECHNICIAN (Paramedic)	GL-0640-09	2	0	0	1
LOM	FCC LOMPOC	S&E	Nurse Practitioner	GS-0610-11	1	0	0	
LOM	FCC LOMPOC	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
LOM	FCC LOMPOC	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	5
LOM	FCC LOMPOC	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	0	0	0	3
LOM	FCC LOMPOC	S&E	SIS TECHNCN	GL-1802-08	1	0	1	2
LOM	FCC LOMPOC	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	1
LOM	FCC LOMPOC	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
LOM	FCC LOMPOC	S&E	SR OFFCR SPECLST	GL-0007-08	41	1	0	
LOM	FCC LOMPOC	S&E	TCHR	GS-1710-11	1	0	0	4
LOM	FCC LOMPOC	S&E	TIME & LV CLK	GL-0544-05	1	0	0	4
LOM	FCC LOMPOC	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	6
LOM	FCC LOMPOC	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
LOM	FCC LOMPOC	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	12
LOM	FCC LOMPOC	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LOR	FCI LORETTO	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	
LOR	FCI LORETTO	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	1	12
LOR	FCI LORETTO	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
LOR	FCI LORETTO	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
LOR	FCI LORETTO	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	4
LOR	FCI LORETTO	S&E	LT	GL-0007-09	1	0	0	
LOR	FCI LORETTO	S&E	RECR SUPVR	GS-0188-11	1	0	0	
LOR	FCI LORETTO	S&E	SIS TECHNCN	GL-1802-08	1	1	0	
LOR	FCI LORETTO	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
LOR	FCI LORETTO	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	1	0	5
LOS	MDC LOS ANGELES	S&E	ADVANCED PRACTICE NURSE (MLP)	GS-0610-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	ADVANCED PRACTICE NURSE (MLP)	GS-0610-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	COOK FRMN	WS-7404-08	1	0	0	
LOS	MDC LOS ANGELES	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	GS-0018-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	FORENSICS UNIT PSYCH	GS-0180-13	1	1	0	
LOS	MDC LOS ANGELES	S&E	LEG ASST	GL-0986-08	1	1	0	5
LOS	MDC LOS ANGELES	S&E	LT	GS-0007-11	1	1	0	
LOS	MDC LOS ANGELES	S&E	LT	GL-0007-09	1	1	0	
LOS	MDC LOS ANGELES	S&E	MEDICATION TECHNCN	GL-0640-06	1	0	0	
LOS	MDC LOS ANGELES	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
LOS	MDC LOS ANGELES	S&E	PARAMEDIC	GL-0640-09	1	0	0	
LOS	MDC LOS ANGELES	S&E	PHYSICIAN ASST (MLP)	GS-0603-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	28
LOS	MDC LOS ANGELES	S&E	RECR SPECLST	GL-0188-09	1	0	0	
LOS	MDC LOS ANGELES	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
LOS	MDC LOS ANGELES	S&E	SAFETY SPECLST	GL-0018-09	1	1	0	
LOS	MDC LOS ANGELES	S&E	SOCIAL WORKER	GS-0185-11	1	0	0	
LOS	MDC LOS ANGELES	S&E	SR OFFCR SPECLST	GL-0007-08	12	1	0	
LOS	MDC LOS ANGELES	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	1	0	1
LOS	MDC LOS ANGELES	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
LOS	MDC LOS ANGELES	S&E	UNIT SECY	GL-0318-06	1	1	0	
LOS	MDC LOS ANGELES	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
LVN	USP LEAVENWORTH	S&E	ASSOC WARDEN	GS-0006-14	2	1	0	
LVN	USP LEAVENWORTH	S&E	ASST CASE MGMT COORD	GS-0101-11	1	1	0	2
LVN	USP LEAVENWORTH	S&E	ATTY ADVSR	GS-0905-14	1	1	0	
LVN	USP LEAVENWORTH	S&E	CAMP ADMR SECY	GL-0318-07	1	0	0	
LVN	USP LEAVENWORTH	S&E	CHAPLAIN(LCP)	GS-0060-12	1	0	0	
LVN	USP LEAVENWORTH	PHS	CHIEF GENERAL DENTA	CC-0680-05	1	0	0	
LVN	USP LEAVENWORTH	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	7
LVN	USP LEAVENWORTH	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	2
LVN	USP LEAVENWORTH	S&E	DENTAL HYGIENIST/CO	GL-0682-08	1	1	0	2
LVN	USP LEAVENWORTH	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
LVN	USP LEAVENWORTH	S&E	DRUG ABUSE PROG COORD MAT	GS-0180-13	1	0	0	

LVN	USP LEAVENWORTH	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
LVN	USP LEAVENWORTH	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	7
LVN	USP LEAVENWORTH	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	
LVN	USP LEAVENWORTH	S&E	FACIL ASST	GL-1603-07	1	1	0	
LVN	USP LEAVENWORTH	S&E	GEN FRMN	WS-4749-14	1	1	0	7
LVN	USP LEAVENWORTH	S&E	HEALTH SERVICES ASSISTANT	GL-0303-07	1	0	0	4
LVN	USP LEAVENWORTH	S&E	LT	GL-0007-09	1	0	0	
LVN	USP LEAVENWORTH	S&E	LT	GS-0007-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
LVN	USP LEAVENWORTH	S&E	MEDCL TECHNCN	GL-0645-07	3	0	0	
LVN	USP LEAVENWORTH	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	PARAMEDIC	GL-0640-09	1	0	0	1
LVN	USP LEAVENWORTH	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	1	0	
LVN	USP LEAVENWORTH	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	1	0	
LVN	USP LEAVENWORTH	S&E	SR OFFCR SPECLST	GL-0007-08	31	1	0	
LVN	USP LEAVENWORTH	S&E	SUPVR OF EDUC	GS-1710-12	1	0	0	3
LVN	USP LEAVENWORTH	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	TCHR	GS-1710-11	1	0	0	
LVN	USP LEAVENWORTH	S&E	UNIT SECY	GL-0318-06	1	1	0	
MAN	FCI MANCHESTER	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
MAN	FCI MANCHESTER	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MAN	FCI MANCHESTER	UNICOR	BUS ADMR	GS-0501-12	2	0	0	
MAN	FCI MANCHESTER	S&E	CH PSYCH	GS-0180-13	1	0	0	
MAN	FCI MANCHESTER	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	29
MAN	FCI MANCHESTER	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
MAN	FCI MANCHESTER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
MAN	FCI MANCHESTER	S&E	INFO TECH SPECLST	GS-2210-11	1	0	0	
MAN	FCI MANCHESTER	S&E	LT	GL-0007-11	1	0	0	
MAN	FCI MANCHESTER	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
MAN	FCI MANCHESTER	UNICOR	QUAL ASSRNC SPECLST	GL-1910-09	1	0	0	
MAN	FCI MANCHESTER	S&E	RECR SUPVR	GS-0188-11	1	0	0	
MAN	FCI MANCHESTER	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MAN	FCI MANCHESTER	S&E	SR OFFCR SPECLST	GL-0007-08	9	1	0	
MAN	FCI MANCHESTER	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MAN	FCI MANCHESTER	S&E	TIME AND LEAVE CLERK	GL-0544-05	1	0	0	
MAN	FCI MANCHESTER	S&E	UNIT MGR	GS-0006-12	1	0	0	
MAN	FCI MANCHESTER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MAN	FCI MANCHESTER	UNICOR	WHSE WRKR FRMN	WS-6907-03	2	0	0	
MAR	USP MARION	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MAR	USP MARION	S&E	CASE MGR	GS-0101-11	3	1	0	10
MAR	USP MARION	S&E	CLNCL DIR	GS-0602-15	1	0	0	
MAR	USP MARION	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
MAR	USP MARION	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
MAR	USP MARION	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	1
MAR	USP MARION	S&E	FACIL ASST	GL-1603-07	1	0	0	3
MAR	USP MARION	UNICOR	INDL SPECLST (ELCTRON)	GS-1150-11	1	0	0	
MAR	USP MARION	S&E	LT	GS-0007-11	1	0	0	
MAR	USP MARION	S&E	LT	GL-0007-09	1	0	0	
MAR	USP MARION	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	1	0	
MAR	USP MARION	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	1	0	
MAR	USP MARION	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
MAR	USP MARION	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MAR	USP MARION	S&E	REENTRY AFF COORD	GS-0101-11	1	0	0	
MAR	USP MARION	S&E	REGISTERED NURSE	CC-0610-10	1	0	0	
MAR	USP MARION	S&E	SAFETY AND OCCUPATIONAL HEALTH MGR	GS-0018-12	1	0	1	3
MAR	USP MARION	S&E	SEX OFFENDER PROG COORD	GS-0180-13	1	0	0	
MAR	USP MARION	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
MAR	USP MARION	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	3	0	0	
MAR	USP MARION	S&E	SOC WRKR	GS-0185-11	1	0	0	
MAR	USP MARION	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
MAR	USP MARION	S&E	SR OFFCR SPECLST	GL-0007-08	23	0	0	
MAR	USP MARION	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MAR	USP MARION	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MAR	USP MARION	S&E	UNIT MGR	GS-0006-12	1	0	0	
MAR	USP MARION	S&E	UNIT SECY	GL-0318-06	1	1	0	
MAR	USP MARION	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
MCD	FCI MCDOWELL	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MCD	FCI MCDOWELL	S&E	CAPTAIN	GS-0007-12	1	1	0	
MCD	FCI MCDOWELL	S&E	CH PSYCH	GS-0180-13	1	0	0	
MCD	FCI MCDOWELL	S&E	COOK FRMN	WS-7404-08	1	0	0	
MCD	FCI MCDOWELL	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
MCD	FCI MCDOWELL	S&E	GARDENER FOREMAN	WS-5003-07	1	0	0	
MCD	FCI MCDOWELL	S&E	HLTH TECHNCN	GL-0640-06	1	0	0	
MCD	FCI MCDOWELL	S&E	LT	GL-0007-09	1	1	0	
MCD	FCI MCDOWELL	S&E	PSYCH	GS-0180-12	1	0	0	
MCD	FCI MCDOWELL	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	

MCD	FCI MCDOWELL	S&E	SUPV CHAPLAIN	GS-0060-12	1	0	0	
MCD	FCI MCDOWELL	S&E	SUPV CONTR SPECLST	GS-1102-11	1	1	0	
MCD	FCI MCDOWELL	S&E	TCHR	GS-1710-11	2	0	0	10
MCD	FCI MCDOWELL	S&E	UNIT SECY	GL-0318-06	1	1	1	7
MCK	FCI MCKEAN	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	2
MCK	FCI MCKEAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	5
MCK	FCI MCKEAN	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
MCK	FCI MCKEAN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
MCK	FCI MCKEAN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	1	9
MCK	FCI MCKEAN	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
MCK	FCI MCKEAN	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	2
MCK	FCI MCKEAN	S&E	HUMAN RESOURCE MGR	GS-0201-11	1	0	0	
MCK	FCI MCKEAN	S&E	LT	GS-0007-11	3	0	0	
MCK	FCI MCKEAN	S&E	LT	GL-0007-09	1	0	0	
MCK	FCI MCKEAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MCK	FCI MCKEAN	S&E	SR OFFCR SPECLST	GL-0007-08	29	1	0	
MCK	FCI MCKEAN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MCK	FCI MCKEAN	S&E	UNIT SECY	GL-0318-06	1	0	1	9
MCR	USP MCCREARY	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MCR	USP MCCREARY	S&E	CASE MGR	GS-0101-11	1	1	0	10
MCR	USP MCCREARY	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MCR	USP MCCREARY	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
MCR	USP MCCREARY	S&E	CLNCL PSYCH	GS-0180-12	1	1	0	
MCR	USP MCCREARY	S&E	CLNCL PSYCH	GS-0180-12	2	1	0	
MCR	USP MCCREARY	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
MCR	USP MCCREARY	S&E	LT	GS-0007-09	1	0	0	
MCR	USP MCCREARY	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
MCR	USP MCCREARY	S&E	RECR SPECLST	GL-0188-09	1	1	0	9
MCR	USP MCCREARY	S&E	RECYCLING TECHNCN (CORRECTNL)	GL-0303-08	1	0	0	
MCR	USP MCCREARY	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MCR	USP MCCREARY	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	0	13
MCR	USP MCCREARY	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
MCR	USP MCCREARY	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
MCR	USP MCCREARY	S&E	UNIT MGR	GS-0006-12	1	1	0	
MCR	USP MCCREARY	S&E	UNIT SECY	GL-0318-06	1	1	0	
MCR	USP MCCREARY	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MEM	FCI MEMPHIS	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MEM	FCI MEMPHIS	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
MEM	FCI MEMPHIS	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
MEM	FCI MEMPHIS	S&E	COOK FRMN	WS-7404-08	1	0	0	
MEM	FCI MEMPHIS	S&E	CORRECTIONAL SYSTEMS OFFICER	GL-0007-08	1	1	0	
MEM	FCI MEMPHIS	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	
MEM	FCI MEMPHIS	S&E	ELCTRON TECHNCN (TR)	GS-0856-10	1	0	0	
MEM	FCI MEMPHIS	S&E	FACIL MGR	GS-1640-12	1	1	0	
MEM	FCI MEMPHIS	S&E	HEALTH INFORMATION TECHNICIAN	GL-0675-07	1	0	0	6
MEM	FCI MEMPHIS	PHS	HLTH SRVCS ADMR	CC-0670-12	1	1	0	
MEM	FCI MEMPHIS	S&E	HLTH SYS SPECLST	GL-0671-09	1	0	0	
MEM	FCI MEMPHIS	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	
MEM	FCI MEMPHIS	S&E	HVAC FRMN	WS-5306-09	1	0	0	
MEM	FCI MEMPHIS	S&E	LT	GL-0007-09	2	1	0	
MEM	FCI MEMPHIS	S&E	LT	GS-0007-11	2	1	0	
MEM	FCI MEMPHIS	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
MEM	FCI MEMPHIS	S&E	RECR SUPVR	GS-0188-11	1	1	0	
MEM	FCI MEMPHIS	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
MEM	FCI MEMPHIS	S&E	SR OFFCR SPECLST	GL-0007-08	32	1	0	1
MEM	FCI MEMPHIS	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
MEM	FCI MEMPHIS	S&E	TCHR	GS-1710-11	1	1	0	
MEM	FCI MEMPHIS	S&E	UNIT SECY	GL-0318-06	2	1	0	14
MEM	FCI MEMPHIS	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MEN	FCI MENDOTA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	3
MEN	FCI MENDOTA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	
MEN	FCI MENDOTA	S&E	CASE MGR	GS-0101-11	1	0	0	8
MEN	FCI MENDOTA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
MEN	FCI MENDOTA	S&E	COOK FRMN	WS-7404-08	1	1	0	
MEN	FCI MENDOTA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	11
MEN	FCI MENDOTA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
MEN	FCI MENDOTA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
MEN	FCI MENDOTA	S&E	ENVIRNMTL & SAFETY COMPLNC ADMNR	GS-0018-12	1	1	0	
MEN	FCI MENDOTA	S&E	FACIL MGR	GS-1640-12	1	1	0	
MEN	FCI MENDOTA	S&E	GEN FRMN	WS-4749-14	1	1	0	
MEN	FCI MENDOTA	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
MEN	FCI MENDOTA	S&E	INFECTION PREV & CONT NURSE	GS-0610-11	1	0	0	
MEN	FCI MENDOTA	S&E	LPN	GL-0620-07	1	0	0	4
MEN	FCI MENDOTA	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MEN	FCI MENDOTA	S&E	SIS TECHNCN	GL-1802-08	1	0	1	3
MEN	FCI MENDOTA	S&E	SR OFFCR SPECLST	GL-0007-08	8	0	0	2
MEN	FCI MENDOTA	S&E	STAFF PSYCH	GS-0180-12	2	0	0	

MEN	FCI MENDOTA	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	
MEN	FCI MENDOTA	S&E	T&A CLERK	GL-0544-05	1	0	0	4
MEN	FCI MENDOTA	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
MEN	FCI MENDOTA	S&E	UNIT MGR	GS-0006-12	1	0	0	11
MEN	FCI MENDOTA	S&E	UNIT SECY	GL-0318-06	2	1	0	
MEN	FCI MENDOTA	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MIA	FCI MIAMI	UNICOR	ACCTNT (COST ACCT)	GS-0510-11	1	0	0	
MIA	FCI MIAMI	S&E	ADVANCED PRACTICE NURSE/MLP	GS-0610-11	1	1	0	
MIA	FCI MIAMI	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
MIA	FCI MIAMI	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	6
MIA	FCI MIAMI	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
MIA	FCI MIAMI	S&E	CAMP ADMR	GS-0006-13	1	0	0	
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
MIA	FCI MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIA	FCI MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
MIA	FCI MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	10
MIA	FCI MIAMI	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	2
MIA	FCI MIAMI	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	1	8
MIA	FCI MIAMI	S&E	HVAC FRMN	WS-5306-09	1	0	0	2
MIA	FCI MIAMI	S&E	LT	GL-0007-09	1	1	0	
MIA	FCI MIAMI	S&E	MATERIALS HANDLER SUPVR	WS-6907-03	1	1	0	
MIA	FCI MIAMI	S&E	REGISTERED NURSE	GL-0610-10	1	1	0	
MIA	FCI MIAMI	UNICOR	REMOTE OPERTNL ACCNT	GS-0510-11	2	0	0	
MIA	FCI MIAMI	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	1	0	
MIA	FCI MIAMI	S&E	Spanish RDAP - DAP-COORD	GS-0180-13	1	0	0	
MIA	FCI MIAMI	S&E	Spanish RDAP - DTS	GS-0101-11	4	1	0	
MIA	FCI MIAMI	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	1
MIA	FCI MIAMI	UNICOR	SUPVY INDUSTRIAL SPECLST	GS-1150-12	1	0	0	
MIA	FCI MIAMI	S&E	TCHR	GS-1710-11	1	0	0	
MIA	FCI MIAMI	S&E	UNIT MGR	GS-0006-12	1	1	0	
MIA	FCI MIAMI	S&E	UNIT SECY	GL-0318-06	1	1	0	6
MIL	FCI MILAN	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
MIL	FCI MILAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	1	5
MIL	FCI MILAN	S&E	CASE MGR	GS-0101-11	1	0	0	8
MIL	FCI MILAN	S&E	COOK FRMN	WS-7404-08	1	1	0	
MIL	FCI MILAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
MIL	FCI MILAN	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	1	0	
MIL	FCI MILAN	S&E	HLTH SRVCS ASST	GL-0303-07	2	1	0	
MIL	FCI MILAN	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	1	0	
MIL	FCI MILAN	S&E	LT	GS-0007-11	4	0	0	
MIL	FCI MILAN	UNICOR	MTL WRKR FRMN	WS-3801-08	2	0	0	
MIL	FCI MILAN	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	1	0	
MIL	FCI MILAN	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
MIL	FCI MILAN	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
MIL	FCI MILAN	S&E	RECR SPECLST	GL-0188-09	1	0	0	
MIL	FCI MILAN	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MIL	FCI MILAN	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
MIL	FCI MILAN	S&E	SR OFFCR SPECLST	GL-0007-08	21	1	0	
MIL	FCI MILAN	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
MIL	FCI MILAN	S&E	SUPVR OF EDUC	GS-1710-12	1	1	0	
MIL	FCI MILAN	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	1	0	
MIL	FCI MILAN	UNICOR	TOOLMKR FRMN	WS-3416-10	1	0	0	
MIL	FCI MILAN	S&E	UNIT SECY	GL-0318-06	1	0	0	12
MIL	FCI MILAN	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	1	3
MIL	FCI MILAN	UNICOR	WHSE WRKR FRMN	WS-6907-04	1	0	0	
MIL	FCI MILAN	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
MIL	FCI MILAN	UNICOR	WHSE WRKR SUPVR	WS-6907-06	1	0	0	
MIM	FDC MIAMI	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	2
MIM	FDC MIAMI	S&E	BUDG ANAL	GL-0560-09	1	0	0	
MIM	FDC MIAMI	S&E	BUS ADMR	GS-0501-13	1	1	0	
MIM	FDC MIAMI	S&E	CASE MGR	GS-0101-11	1	0	0	20
MIM	FDC MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	
MIM	FDC MIAMI	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
MIM	FDC MIAMI	S&E	COOK FRMN	WS-7404-08	1	0	0	3
MIM	FDC MIAMI	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	0	0	
MIM	FDC MIAMI	S&E	EDUC TECHNCN	GL-1702-07	1	1	0	
MIM	FDC MIAMI	S&E	FOOD SRVC ADMR	GS-1667-13	1	0	0	1
MIM	FDC MIAMI	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	4
MIM	FDC MIAMI	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	6
MIM	FDC MIAMI	S&E	LT	GS-0007-11	3	0	0	
MIM	FDC MIAMI	S&E	LT	GL-0007-09	1	1	0	
MIM	FDC MIAMI	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
MIM	FDC MIAMI	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	1
MIM	FDC MIAMI	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
MIM	FDC MIAMI	S&E	PARAMEDIC	GL-0640-09	1	1	0	1
MIM	FDC MIAMI	S&E	PROPCUR & PROP SPECLST	GL-1101-09	1	1	0	1

MIM	FDC MIAMI	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
MIM	FDC MIAMI	S&E	SR OFFCR SPECLST	GL-0007-08	35	1	0	
MIM	FDC MIAMI	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
MIM	FDC MIAMI	S&E	TCHR	GS-1710-11	1	0	0	6
MIM	FDC MIAMI	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
MNA	FCI MARIANNA	S&E	CLINICAL DIRECTOR	GP-0602-15	1	1	0	
MNA	FCI MARIANNA	UNICOR	COMP ASST	GS-2210-09	1	0	0	
MNA	FCI MARIANNA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
MNA	FCI MARIANNA	S&E	COOK FRMN	WS-7404-08	3	1	0	
MNA	FCI MARIANNA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	7
MNA	FCI MARIANNA	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
MNA	FCI MARIANNA	PHS	DENTAL HYGIENIST/CO	CC-0682-02	1	0	0	2
MNA	FCI MARIANNA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
MNA	FCI MARIANNA	UNICOR	FACTORY MGR	GS-1101-12	2	1	0	
MNA	FCI MARIANNA	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	1	4
MNA	FCI MARIANNA	S&E	LT	GS-0007-11	1	0	0	
MNA	FCI MARIANNA	S&E	LT	GL-0007-09	1	0	0	
MNA	FCI MARIANNA	S&E	MTNCE WRKR FRMN	WS-4749-08	2	1	0	2
MNA	FCI MARIANNA	UNICOR	PRODUCTION CONTROLLER	GS-1152-11	1	0	0	
MNA	FCI MARIANNA	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	1
MNA	FCI MARIANNA	S&E	RECR SPECLST	GL-0188-09	2	1	0	
MNA	FCI MARIANNA	UNICOR	RECYCLING FACTORY TECHNCN	GL-0303-09	2	0	0	
MNA	FCI MARIANNA	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MNA	FCI MARIANNA	S&E	RELIGIOUS SRVCS ASST	GS-0303-07	1	1	0	
MNA	FCI MARIANNA	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	1
MNA	FCI MARIANNA	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
MNA	FCI MARIANNA	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	
MNA	FCI MARIANNA	S&E	TCHR	GS-1710-11	1	1	0	
MNA	FCI MARIANNA	S&E	TOOL RM OFFCR	GL-0303-08	1	0	1	6
MNA	FCI MARIANNA	UNICOR	UNICOR ACCTNT	GL-0510-09	3	0	0	
MNA	FCI MARIANNA	S&E	UNIT MGR	GS-0006-12	1	0	0	
MNA	FCI MARIANNA	S&E	UNIT SECY	GL-0318-06	1	0	0	10
MNA	FCI MARIANNA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MNA	FCI MARIANNA	S&E	WITNESS SECUR UNIT MGR	GS-0006-13	1	0	1	26
MON	FPC MONTGOMERY	S&E	CASE MGR	GS-0101-11	1	0	0	1
MON	FPC MONTGOMERY	S&E	CLNCL DIR	GP-0602-15	1	0	0	
MON	FPC MONTGOMERY	S&E	COOK FRMN	WS-7404-08	1	1	0	
MON	FPC MONTGOMERY	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	0	0	
MON	FPC MONTGOMERY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
MON	FPC MONTGOMERY	S&E	HLTH SRVCS ADMR	GS-0670-11	1	0	0	1
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE MGR	GS-0201-11	1	1	0	
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE MGT INTERN	GL-0299-05	1	0	0	
MON	FPC MONTGOMERY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	8
MON	FPC MONTGOMERY	S&E	INTERN	GS-0099-05	1	0	0	
MON	FPC MONTGOMERY	S&E	INTERN	GL-0299-05	1	0	0	
MON	FPC MONTGOMERY	UNICOR	LNDRY MACH OPERTR FRMN	WS-7305-04	1	0	0	
MON	FPC MONTGOMERY	S&E	LT	GL-0007-09	1	1	0	
MON	FPC MONTGOMERY	S&E	SR OFFCR SPECLST	GL-0007-08	5	1	0	3
MON	FPC MONTGOMERY	S&E	TCHR	GS-1710-11	1	0	0	6
MON	FPC MONTGOMERY	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	2
MRG	FCI MORGANTOWN	S&E	ASSOC WARDEN	GS-0006-14	1	0	0	
MRG	FCI MORGANTOWN	PHS	CH PSYCH	CC-0180-13	1	0	0	
MRG	FCI MORGANTOWN	S&E	CLINICAL PSYCHOLOGI	GS-0180-12	1	0	0	
MRG	FCI MORGANTOWN	S&E	CLNCL DIR	GP-0602-15	1	0	0	
MRG	FCI MORGANTOWN	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
MRG	FCI MORGANTOWN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
MRG	FCI MORGANTOWN	PHS	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
MRG	FCI MORGANTOWN	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	1
MRG	FCI MORGANTOWN	S&E	FACIL MGR	GS-1640-12	1	0	0	
MRG	FCI MORGANTOWN	S&E	LT	GL-0007-09	2	0	0	
MRG	FCI MORGANTOWN	S&E	RECR SUPVR	GS-0188-11	1	0	0	
MRG	FCI MORGANTOWN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
MRG	FCI MORGANTOWN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
MRG	FCI MORGANTOWN	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
MRG	FCI MORGANTOWN	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	9
MXR	MID-ATLANTIC REGION	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	DEP REGNL CNSL	GS-0905-15	1	1	0	
MXR	MID-ATLANTIC REGION	S&E	HUMAN RESOURCE STUD TR	GS-0201-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	INFORMATION TECHNOLOGY STUDENT TRAINEE	GS-2299-05	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	LEG STUD TR	GS-0999-07	1	0	0	
MXR	MID-ATLANTIC REGION	B&F	MECHCL ENGR	GS-0830-13	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	PSYCHLGY STUD TR	GS-0199-07	1	0	0	3
MXR	MID-ATLANTIC REGION	S&E	REGIONAL BUDGET ANALYST	GS-0560-12	1	0	0	
MXR	MID-ATLANTIC REGION	S&E	REGNL ACCTNT	GS-0510-12	2	0	0	15
MXR	MID-ATLANTIC REGION	S&E	REGNL FOOD SRVC ADMR	GS-1667-13	1	1	0	
MXR	MID-ATLANTIC REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	14
MXR	MID-ATLANTIC REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	0	0	

NCR	NORTH CENTRAL REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	FOIA/PRIVACY ACT SPECLST	GS-0306-11	1	0	0	17
NCR	NORTH CENTRAL REGION	S&E	HLTH SRVCS COORD (TRAINEE)	GS-0301-11	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	LEG INTERN	GS-0999-07	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	PSYCHOLOGY STUDENT TRAINEE INTERN	GS-0199-07	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	REGNL ACCTNT	GS-0510-12	2	1	0	1
NCR	NORTH CENTRAL REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	1	0	1
NCR	NORTH CENTRAL REGION	S&E	REGNL FNANCL SPECLST	GS-0501-09	1	0	0	
NCR	NORTH CENTRAL REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	4
NCR	NORTH CENTRAL REGION	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
NER	NORTHEAST REGION	S&E	CLER STUD TR	GS-0399-05	1	0	0	
NER	NORTHEAST REGION	S&E	CORRECTNL STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	CORRECTNL SYS SPECLST	GS-0006-12	1	0	0	
NER	NORTHEAST REGION	S&E	LEG INTERN	GS-0999-09	1	0	0	
NER	NORTHEAST REGION	S&E	PARALEGAL SPECLST	GS-0950-11	1	1	0	
NER	NORTHEAST REGION	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	1
NER	NORTHEAST REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
NER	NORTHEAST REGION	S&E	REGNL FNANCL SPECLST	GS-0501-09	1	0	0	
NER	NORTHEAST REGION	S&E	SR. DEP REGIONAL DIR	ES-0006-00	1	1	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUD TR	GS-0199-05	1	0	0	
NER	NORTHEAST REGION	S&E	STUDENT TRAINEE (HUMAN RESOURCE)	GS-0299-05	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	ADMV OFFCR	GS-0341-11	1	1	0	3
NIC	CENTRAL OFFICE - NIC	S&E	ADMV OFFCR	GS-0341-11	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CH, COMMUNITY SERVICES DIV	GS-0006-15	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	2	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	CORRECTNL PROGS SPECLST	GS-0006-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	DATABASE SPECIALIST	GS-0301-11	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	DEP DIR	GS-0006-15	1	0	0	6
NIC	CENTRAL OFFICE - NIC	S&E	DIR, NIC	ES-0006-00	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	EXEC ASST	GS-0006-14	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	FINANCIAL PROGRAM SPECIALIST	GS-0501-09	1	1	0	
NIC	CENTRAL OFFICE - NIC	S&E	GRANTS MGMT SPECLST	GS-1109-13	1	0	0	
NIC	CENTRAL OFFICE - NIC	S&E	MGMT & PROG ANAL	GS-0343-12	1	0	0	
NIC	CENTRAL OFFICE - NIC	PHS	SR. PROGRAM MANAGEMENT OFFICER CONSULTANT	CC-0601-05	1	0	0	
OAK	FCC OAKDALE	S&E	CASE MGR	GS-0101-11	1	1	0	
OAK	FCC OAKDALE	S&E	CH MEDCL OFFCR	GP-0602-15	1	0	0	
OAK	FCC OAKDALE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	2
OAK	FCC OAKDALE	S&E	DEP CAPTAIN-COMPLEX	GS-0007-12	1	0	0	
OAK	FCC OAKDALE	S&E	EDU STUD TR	GS-1799-05	1	0	0	
OAK	FCC OAKDALE	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	1
OAK	FCC OAKDALE	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	0	0	
OAK	FCC OAKDALE	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
OAK	FCC OAKDALE	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
OAK	FCC OAKDALE	S&E	LT	GS-0007-11	5	1	0	
OAK	FCC OAKDALE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
OAK	FCC OAKDALE	S&E	REINTEGRTN HOUSING UNIT PSYCH	GS-0180-13	1	0	0	
OAK	FCC OAKDALE	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
OAK	FCC OAKDALE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
OAK	FCC OAKDALE	S&E	SR OFFCR SPECLST	GL-0007-08	33	1	0	
OAK	FCC OAKDALE	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
OAK	FCC OAKDALE	S&E	SUPVRY CHAPLAIN	GS-0060-13	1	1	0	
OAK	FCC OAKDALE	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	0	0	6
OAK	FCC OAKDALE	S&E	UNIT SECY	GL-0318-06	1	0	0	14
OAK	FCC OAKDALE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ASSOC GEN CNSL BR CH	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR	GS-0905-15	11	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR (Atlanta)	GS-0905-15	1	1	0	
OGC	CENTRAL OFFICE - OGC	S&E	ATTY ADVSR (HONORS ATTY)	GS-0905-14	3	1	0	
OGC	CENTRAL OFFICE - OGC	S&E	DEP BRANCH CH	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	DEPUTY GENERAL COUNSEL	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	EMP REL SPECLST	GS-0201-12	4	0	0	53
OGC	CENTRAL OFFICE - OGC	S&E	LEG ASST (Grand Prairie)	GS-0986-08	1	0	0	4
OGC	CENTRAL OFFICE - OGC	S&E	LEG INTERN	GS-0999-07	5	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	LEGAL EXECUTIVE ASSISTANT	GS-0905-15	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	MANAGEMENT ANALYST	GS-0343-13	1	0	0	18
OGC	CENTRAL OFFICE - OGC	S&E	MGMT ANAL	GS-0343-13	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL SPECLST	GS-0950-11	1	1	0	

OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	PARALEGAL STUD TR	GS-0299-07	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	SPEC AGT	GS-0006-13	3	0	0	68
OGC	CENTRAL OFFICE - OGC	S&E	SUPVY EMP REL SPECLST	GS-0201-13	1	0	0	
OGC	CENTRAL OFFICE - OGC	S&E	SUPVY SPEC AGT	GS-0006-14	1	0	0	7
OKL	FTC OKLAHOMA CITY	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	1	6
OKL	FTC OKLAHOMA CITY	S&E	CH PSYCH	GS-0180-14	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	COMPR SPECLST	GS-2210-11	1	0	0	9
OKL	FTC OKLAHOMA CITY	S&E	COOK FRMN	WS-7404-08	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	5	1	0	
OKL	FTC OKLAHOMA CITY	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	ELCTRON TECHNCN (TR)	GS-0856-10	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	FOOD SRVC ADMR	GS-1667-13	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	3
OKL	FTC OKLAHOMA CITY	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	LT	GS-0007-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	LT	GL-0007-09	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
OKL	FTC OKLAHOMA CITY	S&E	PARAMEDIC	GL-0640-09	1	0	0	
OKL	FTC OKLAHOMA CITY	PHS	PHARMACIST	CC-0660-11	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	PHYSICIAN ASSISTANT	GL-0603-11	1	0	0	
OKL	FTC OKLAHOMA CITY	PHS	REGISTERED NURSE	CC-0610-10	2	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SR OFFCR SPECLST	GL-0007-08	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
OKL	FTC OKLAHOMA CITY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	STUD TR	GS-1799-05	1	0	0	
OKL	FTC OKLAHOMA CITY	S&E	STUD TR	GS-2299-05	2	0	0	
OKL	FTC OKLAHOMA CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
OKL	FTC OKLAHOMA CITY	S&E	UNIT MGR	GS-0006-12	1	0	0	8
OTV	FCI OTISVILLE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
OTV	FCI OTISVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
OTV	FCI OTISVILLE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
OTV	FCI OTISVILLE	S&E	CASE MGR	GS-0101-11	1	1	0	
OTV	FCI OTISVILLE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
OTV	FCI OTISVILLE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
OTV	FCI OTISVILLE	S&E	COOK FRMN	WS-7404-08	2	1	0	
OTV	FCI OTISVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
OTV	FCI OTISVILLE	S&E	ENGRG TECHNCN	GS-0802-11	1	0	0	
OTV	FCI OTISVILLE	S&E	ENVRNMTL PROTCTN SPECLST	GS-0028-11	1	0	0	
OTV	FCI OTISVILLE	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
OTV	FCI OTISVILLE	S&E	HEALTH SVCS ASST	GL-0303-07	1	1	0	
OTV	FCI OTISVILLE	S&E	HVAC FRMN	WS-5306-09	1	0	1	1
OTV	FCI OTISVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	19	1	0	1
OTV	FCI OTISVILLE	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	5
OTV	FCI OTISVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
OTV	FCI OTISVILLE	S&E	TCHR	GS-1710-11	1	0	0	
OTV	FCI OTISVILLE	S&E	UNIT MGR	GS-0006-12	1	1	0	14
OTV	FCI OTISVILLE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
OTV	FCI OTISVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
OTV	FCI OTISVILLE	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	0	0	
OXF	FCI OXFORD	S&E	ADVANCED PRACTICE NURSE	GS-0610-11	1	0	0	
OXF	FCI OXFORD	S&E	AUTOMOTIVE WORKER FOREMAN	WS-5802-08	1	0	1	1
OXF	FCI OXFORD	S&E	CASE MGR	GS-0101-11	1	0	0	1
OXF	FCI OXFORD	S&E	CHAPLAIN	GS-0060-12	1	0	0	
OXF	FCI OXFORD	S&E	CLNCL DIR	GS-0602-15	1	0	0	1
OXF	FCI OXFORD	S&E	CONTR SPECLST	GS-1102-09	1	0	0	
OXF	FCI OXFORD	S&E	COOK FRMN	WS-7404-08	2	1	0	
OXF	FCI OXFORD	S&E	CORRECTNL CNSLR	GL-0007-09	2	0	0	6
OXF	FCI OXFORD	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	8
OXF	FCI OXFORD	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	1
OXF	FCI OXFORD	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	1
OXF	FCI OXFORD	S&E	ENGRG TECHNCN	GS-0802-11	1	1	0	
OXF	FCI OXFORD	S&E	FOOD SRVC ADMR	GS-1667-12	1	1	0	
OXF	FCI OXFORD	S&E	GEN FRMN	WS-4749-14	1	1	0	
OXF	FCI OXFORD	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
OXF	FCI OXFORD	S&E	HUMAN RESOURCE SPECLST	GS-0201-09	1	0	0	
OXF	FCI OXFORD	S&E	HVAC FRMN	WS-5306-09	1	0	0	
OXF	FCI OXFORD	S&E	LEG ASST	GL-0986-08	1	0	0	
OXF	FCI OXFORD	S&E	LOCKSMITH	GL-0301-10	1	1	0	
OXF	FCI OXFORD	S&E	LT	GS-0007-11	1	0	0	
OXF	FCI OXFORD	S&E	LT	GL-0007-09	1	0	0	
OXF	FCI OXFORD	S&E	MEDICATION TECHNICIAN	GL-0675-07	1	1	0	
OXF	FCI OXFORD	S&E	NURSE	GL-0610-10	2	0	0	
OXF	FCI OXFORD	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	

OXF	FCI OXFORD	S&E	SPORTS SPECLST	GL-0030-09	3	1	0	6
OXF	FCI OXFORD	S&E	SR OFFCR SPECLST	GL-0007-08	40	1	0	
OXF	FCI OXFORD	S&E	TCHR	GS-1710-11	2	1	0	
OXF	FCI OXFORD	S&E	UNIT MGR	GS-0006-12	2	1	0	3
OXF	FCI OXFORD	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
OXF	FCI OXFORD	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
PEK	FCI PEKIN	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	1	0	
PEK	FCI PEKIN	S&E	CASE MGMT COORD	GS-0101-12	1	0	1	2
PEK	FCI PEKIN	S&E	CONTRACT SPEC	GL-1102-09	1	1	0	
PEK	FCI PEKIN	S&E	COOK FRMN	WS-7404-08	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL PROG SPECLST	GS-0006-12	1	1	0	
PEK	FCI PEKIN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
PEK	FCI PEKIN	S&E	EDUC TECHNCN	GS-1702-07	1	1	0	
PEK	FCI PEKIN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	2
PEK	FCI PEKIN	S&E	EXEC ASST/SATELITE OPERS ADMR	GS-0006-13	1	1	0	
PEK	FCI PEKIN	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
PEK	FCI PEKIN	S&E	FNANCL SPECLST	GS-0501-09	1	1	0	3
PEK	FCI PEKIN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
PEK	FCI PEKIN	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
PEK	FCI PEKIN	S&E	LT	GS-0007-11	1	0	0	
PEK	FCI PEKIN	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	2	0	0	
PEK	FCI PEKIN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	
PEK	FCI PEKIN	S&E	QUAL IMPRVMT/INFECTION CONTRL COORD	GS-0671-11	1	1	0	2
PEK	FCI PEKIN	S&E	RECR SPECLST	GL-0188-09	1	0	0	4
PEK	FCI PEKIN	S&E	RECR SUPVR	GS-0188-11	1	0	0	
PEK	FCI PEKIN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
PEK	FCI PEKIN	S&E	SOC WRKR	GS-0185-11	1	0	0	
PEK	FCI PEKIN	S&E	SPORTS SPECLST	GL-0030-09	2	0	0	
PEK	FCI PEKIN	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
PEK	FCI PEKIN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
PEK	FCI PEKIN	S&E	TCHR	GS-1710-11	2	1	0	
PEK	FCI PEKIN	S&E	TOOL RM OFFCR	GL-0303-08	1	1	0	
PEK	FCI PEKIN	S&E	UNIT SECY	GL-0318-06	1	1	0	
PEK	FCI PEKIN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
PEK	FCI PEKIN	S&E	WARDEN'S SECY	GS-0318-08	1	0	1	8
PEK	FCI PEKIN	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	
PEN	FPC PENSACOLA	S&E	CAPTAIN	GS-0007-11	1	0	0	
PEN	FPC PENSACOLA	S&E	CASE MGR	GS-0101-11	1	0	0	
PEN	FPC PENSACOLA	S&E	EDU STUD TR	GS-1799-05	1	0	0	
PEN	FPC PENSACOLA	S&E	EDUC INTERN	GL-1799-05	1	0	0	
PEN	FPC PENSACOLA	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	1	0	0	
PEN	FPC PENSACOLA	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
PEN	FPC PENSACOLA	UNICOR	LNDRY MACH OPERTR FRMN	WS-7305-04	1	0	0	
PEN	FPC PENSACOLA	S&E	SOC SCI STUD TR	GS-0199-05	1	0	0	
PEN	FPC PENSACOLA	PHS	STAFF NURSE	CC-0610-03	1	0	0	
PEN	FPC PENSACOLA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
PEN	FPC PENSACOLA	S&E	WARDEN	GS-0006-15	1	1	0	
PET	FCC PETERSBURG	S&E	ADVANCED PRACTICE N	GS-0610-11	3	0	0	
PET	FCC PETERSBURG	S&E	ASST HUMAN RESOURCE MGR	GS-0201-12	1	0	0	3
PET	FCC PETERSBURG	TRUST FUND	ASST TRUST FUND SUPVR	GS-0301-11	1	1	0	
PET	FCC PETERSBURG	UNICOR	BIND MACH OPERTR FRMN	WS-4402-09	1	0	0	
PET	FCC PETERSBURG	S&E	BUDGET AND ACCOUNTING OFFICER	GS-0501-12	1	0	0	
PET	FCC PETERSBURG	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
PET	FCC PETERSBURG	S&E	CASE MGR	GS-0101-11	1	0	0	13
PET	FCC PETERSBURG	S&E	CLNCL DIR	GP-0602-15	1	0	0	
PET	FCC PETERSBURG	UNICOR	CUSTMR SRVC REPR	GL-0303-09	2	0	0	
PET	FCC PETERSBURG	S&E	DEP CASE MGMT COORD-COMPLEX	GS-0101-12	1	0	0	
PET	FCC PETERSBURG	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
PET	FCC PETERSBURG	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	4
PET	FCC PETERSBURG	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	2
PET	FCC PETERSBURG	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
PET	FCC PETERSBURG	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
PET	FCC PETERSBURG	S&E	ENGINEERING TECH	GS-0802-11	1	0	0	
PET	FCC PETERSBURG	S&E	FACIL ASST	GL-1603-07	1	0	0	
PET	FCC PETERSBURG	S&E	FACIL MGR	GS-1640-13	1	0	1	3
PET	FCC PETERSBURG	UNICOR	FACTORY MGR	GS-1601-12	1	0	0	
PET	FCC PETERSBURG	S&E	FNANCL SPECLST	GL-0501-09	2	1	0	9
PET	FCC PETERSBURG	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	3
PET	FCC PETERSBURG	S&E	HLTH SRVCS ASST	GL-0303-07	2	0	0	5
PET	FCC PETERSBURG	UNICOR	INDL SPECLST	GS-1150-12	1	0	0	
PET	FCC PETERSBURG	S&E	Infection Prevention and Control Nurse	GS-0610-11	1	0	0	2
PET	FCC PETERSBURG	S&E	LT	GS-0007-11	1	0	0	
PET	FCC PETERSBURG	S&E	MEDCL OFFCR	GP-0602-15	2	0	0	
PET	FCC PETERSBURG	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
PET	FCC PETERSBURG	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
PET	FCC PETERSBURG	PHS	MID-LEVEL PRACTITIONER	CC-0610-05	1	0	0	

PET	FCC PETERSBURG	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
PET	FCC PETERSBURG	UNICOR	PRE PRESS OPERTR FRMN	WS-4414-09	1	0	0	
PET	FCC PETERSBURG	S&E	PSYCHLGY PREDOCTORAL INTERN	GS-0199-09	1	1	0	23
PET	FCC PETERSBURG	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	
PET	FCC PETERSBURG	S&E	RECR SPECLST	GL-0188-09	1	0	0	5
PET	FCC PETERSBURG	S&E	REGISTERED NURSE	GL-0610-10	5	0	0	
PET	FCC PETERSBURG	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
PET	FCC PETERSBURG	S&E	SAFETY SPECLST	GL-0018-09	2	1	0	
PET	FCC PETERSBURG	S&E	SECY	GL-0318-06	1	0	0	1
PET	FCC PETERSBURG	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	0	0	
PET	FCC PETERSBURG	S&E	SEX OFFENDER PROG SPECLST	GS-0101-11	1	1	0	
PET	FCC PETERSBURG	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	1	11
PET	FCC PETERSBURG	S&E	SR OFFCR SPECLST	GL-0007-08	62	1	0	
PET	FCC PETERSBURG	S&E	STAFF PHARMACIST	GS-0660-11	2	0	0	
PET	FCC PETERSBURG	S&E	SUPVR OF EDUC	GS-1710-13	1	0	0	2
PET	FCC PETERSBURG	UNICOR	SUPVRY PRODN CNTRLR	GS-1152-11	1	0	0	
PET	FCC PETERSBURG	S&E	TCHR	GS-1710-11	2	0	0	4
PET	FCC PETERSBURG	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
PET	FCC PETERSBURG	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
PET	FCC PETERSBURG	S&E	UNIT MGR	GS-0006-12	1	0	0	
PET	FCC PETERSBURG	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4749-08	1	0	0	
PET	FCC PETERSBURG	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	1
PET	FCC PETERSBURG	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	13
PHL	FDC PHILADELPHIA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	11
PHL	FDC PHILADELPHIA	S&E	CHAPLAIN	GS-0060-12	1	0	0	
PHL	FDC PHILADELPHIA	S&E	COOK FRMN	WS-7404-08	1	0	0	
PHL	FDC PHILADELPHIA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
PHL	FDC PHILADELPHIA	S&E	CORRECTNL SYS OFFCR	GL-0007-08	3	1	0	
PHL	FDC PHILADELPHIA	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	2
PHL	FDC PHILADELPHIA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	3
PHL	FDC PHILADELPHIA	S&E	FACIL MGR	GS-1640-13	1	1	0	
PHL	FDC PHILADELPHIA	S&E	GEN FRMN	WS-4749-14	1	1	0	2
PHL	FDC PHILADELPHIA	S&E	LT	GL-0007-09	2	1	0	
PHL	FDC PHILADELPHIA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
PHL	FDC PHILADELPHIA	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
PHL	FDC PHILADELPHIA	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	1
PHL	FDC PHILADELPHIA	S&E	PARAMEDIC	GL-0640-09	1	0	0	
PHL	FDC PHILADELPHIA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
PHL	FDC PHILADELPHIA	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	3	1	0	5
PHL	FDC PHILADELPHIA	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
PHL	FDC PHILADELPHIA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	8
PHL	FDC PHILADELPHIA	S&E	TCHR	GS-1710-11	1	1	0	
PHX	FCI PHOENIX	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
PHX	FCI PHOENIX	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
PHX	FCI PHOENIX	UNICOR	ASST ELECTRON FACTORY MGR	GS-1101-11	1	0	0	
PHX	FCI PHOENIX	S&E	CASE MGR	GS-0101-11	1	1	1	12
PHX	FCI PHOENIX	S&E	CHAPLAIN	GS-0060-12	1	0	0	
PHX	FCI PHOENIX	S&E	CHAPLAIN	GS-0060-12	1	0	0	0
PHX	FCI PHOENIX	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
PHX	FCI PHOENIX	S&E	COOK FRMN	WS-7404-08	1	0	1	3
PHX	FCI PHOENIX	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	13
PHX	FCI PHOENIX	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	9
PHX	FCI PHOENIX	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
PHX	FCI PHOENIX	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	1	0	
PHX	FCI PHOENIX	UNICOR	ELCTRL EQUIP WRKR FRMN	WS-2854-08	3	0	0	
PHX	FCI PHOENIX	UNICOR	ELCTRON FACTORY MGR	GS-1101-12	1	0	0	
PHX	FCI PHOENIX	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	1	5
PHX	FCI PHOENIX	S&E	ELCTRON TECHNCN TRAINEE	GS-0856-10	1	0	0	
PHX	FCI PHOENIX	UNICOR	ELECTRON INDL ENGR	GS-0896-13	1	0	0	
PHX	FCI PHOENIX	S&E	FACIL MGR	GS-1640-13	1	0	1	5
PHX	FCI PHOENIX	S&E	GEN FRMN	WS-4749-14	1	1	0	
PHX	FCI PHOENIX	S&E	HLTH TECH - Paramedic	GL-0640-09	2	0	0	1
PHX	FCI PHOENIX	UNICOR	INDL SPECLST (ELCTRON)	GS-1150-11	3	0	0	
PHX	FCI PHOENIX	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	1
PHX	FCI PHOENIX	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
PHX	FCI PHOENIX	S&E	SAFETY MGR	GS-0018-13	1	1	0	
PHX	FCI PHOENIX	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
PHX	FCI PHOENIX	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	7
PHX	FCI PHOENIX	S&E	SR OFFCR SPECLST	GL-0007-08	11	1	0	
PHX	FCI PHOENIX	S&E	TOOL RM OFFCR	GL-0303-08	1	0	0	
PHX	FCI PHOENIX	UNICOR	UNICOR CONTR SPECLST	GS-1102-09	1	0	0	
PHX	FCI PHOENIX	S&E	UNIT MGR	GS-0006-12	1	0	1	21
PHX	FCI PHOENIX	S&E	UNIT SECY	GL-0318-06	3	1	0	12
PHX	FCI PHOENIX	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
PHX	FCI PHOENIX	S&E	WHSE WRKR FRMN (S&E)	WS-6907-04	2	1	0	6
POL	FCC POLLOCK	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	8
POL	FCC POLLOCK	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	

POL	FCC POLLOCK	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
POL	FCC POLLOCK	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	1	0	
POL	FCC POLLOCK	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	1	2
POL	FCC POLLOCK	S&E	CASE MGR	GS-0101-11	1	0	0	16
POL	FCC POLLOCK	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
POL	FCC POLLOCK	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
POL	FCC POLLOCK	S&E	COOK FRMN	WS-7404-08	1	1	0	
POL	FCC POLLOCK	S&E	DNTL OFFCR	GP-0680-13	2	1	0	
POL	FCC POLLOCK	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	8
POL	FCC POLLOCK	S&E	ELCTRON TECHNCN (TR)	GS-0856-11	1	0	0	
POL	FCC POLLOCK	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
POL	FCC POLLOCK	S&E	INF RECPTNST	GS-0304-04	1	0	0	9
POL	FCC POLLOCK	S&E	LT	GS-0007-11	3	1	0	5
POL	FCC POLLOCK	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
POL	FCC POLLOCK	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
POL	FCC POLLOCK	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	1	0	7
POL	FCC POLLOCK	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	
POL	FCC POLLOCK	S&E	SIS TECHNCN	GS-1802-08	1	1	0	
POL	FCC POLLOCK	S&E	SPEC EDUC TCHR	GS-1710-11	2	0	0	
POL	FCC POLLOCK	S&E	SR OFFCR SPECLST	GL-0007-08	51	1	0	
POL	FCC POLLOCK	PHS	STAFF PHARMACIST	CC-0660-11	1	0	0	
POL	FCC POLLOCK	S&E	STAFF PSYCH	GS-0180-12	2	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GL-0299-05	1	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GS-1799-05	1	0	0	
POL	FCC POLLOCK	S&E	STUD TR	GS-2299-05	2	0	0	
POL	FCC POLLOCK	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
POL	FCC POLLOCK	S&E	TCHR	GS-1710-11	1	1	0	
POL	FCC POLLOCK	S&E	UNIT SECY	GL-0318-05	1	0	0	17
POL	FCC POLLOCK	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	4
POL	FCC POLLOCK	UNICOR	WHSE WRKR FRMN	WS-6907-04	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	*DO NOT USE* SUPERVISORY ATTORNEY ADVISOR	GS-0905-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	ATTY ADVSR	GS-0905-14	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTIONAL PROGS EVAL SPECLST	GS-0006-13	1	1	0	20
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTIONAL SERV EVAL SPECLST	GS-0006-13	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	CORRECTNL PROGS OFFCR	GS-0006-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	EEO CNSLR	GS-0260-13	6	1	0	35
PRD	CENTRAL OFFICE - PRD	S&E	EEO CNSLR	GS-0260-13	2	1	0	12
PRD	CENTRAL OFFICE - PRD	S&E	EXEC ASST	GS-0006-14	1	0	0	24
PRD	CENTRAL OFFICE - PRD	S&E	FNANCL MGT EVAL SPECLST	GS-0501-13	1	1	0	52
PRD	CENTRAL OFFICE - PRD	S&E	FOOD SERVICE EVAL SPECLST	GS-0006-13	1	0	1	17
PRD	CENTRAL OFFICE - PRD	S&E	HEALTH SRVC EVAL SPECLST	GS-0671-13	1	0	1	19
PRD	CENTRAL OFFICE - PRD	S&E	HUMAN RES MGMT EVAL SPECLST	GS-0201-13	2	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	2	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL	GS-0343-09	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL	GS-0343-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	MGMT ANAL EXTERNAL UASN	GS-0343-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	RELIGIOUS SRVCS EVAL SPECLST	GS-0060-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SR EQ EMPLMT OPP SPECLST	GS-0260-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SR. AFFIRMATIVE EMPLOYMENT SPECLST	GS-0260-13	1	1	0	
PRD	CENTRAL OFFICE - PRD	S&E	SUPERVISORY ATTORNEY ADVISOR	GS-0905-15	1	0	0	
PRD	CENTRAL OFFICE - PRD	S&E	TECHNCL WRI EDIT	GS-1083-12	1	0	0	
RBK	FCI RAY BROOK	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
RBK	FCI RAY BROOK	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	2
RBK	FCI RAY BROOK	S&E	CH, DNTL OFFCR	GP-0680-13	1	0	0	2
RBK	FCI RAY BROOK	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
RBK	FCI RAY BROOK	S&E	CLNCL PSYCH	GS-0180-13	1	0	0	
RBK	FCI RAY BROOK	S&E	COOK FRMN	WS-7404-08	1	0	0	
RBK	FCI RAY BROOK	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
RBK	FCI RAY BROOK	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	
RBK	FCI RAY BROOK	S&E	FACIL MGR	GS-1640-12	1	1	0	
RBK	FCI RAY BROOK	S&E	INF RECPTNST	GL-0304-04	2	1	0	3
RBK	FCI RAY BROOK	S&E	LT	GS-0007-09	1	1	0	
RBK	FCI RAY BROOK	S&E	LT	GS-0007-11	1	0	0	
RBK	FCI RAY BROOK	S&E	RECYCLING TECHNICIAN	GS-0303-08	1	0	0	2
RBK	FCI RAY BROOK	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
RBK	FCI RAY BROOK	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
RBK	FCI RAY BROOK	S&E	SR OFFCR SPECLST	GL-0007-08	18	0	0	
RBK	FCI RAY BROOK	S&E	STAFF PSYCH	CC-0180-12	1	0	0	1
RBK	FCI RAY BROOK	S&E	SUPVRY CONTR SPECLST	GS-1102-11	1	0	0	
RBK	FCI RAY BROOK	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
RCH	FMC ROCHESTER	S&E	ADVANCED PRACTICE NURSE (PSYCHIATRIC)	GS-0610-12	1	0	0	
RCH	FMC ROCHESTER	S&E	ASST DIR OF NRSNG	GS-0610-12	1	0	0	
RCH	FMC ROCHESTER	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	1	4
RCH	FMC ROCHESTER	S&E	CASE MGR	GS-0101-11	1	1	1	8
RCH	FMC ROCHESTER	S&E	CLINICAL SPECIALTY	GL-0610-10	1	0	0	
RCH	FMC ROCHESTER	S&E	COOK FRMN	WS-7404-08	1	0	0	2
RCH	FMC ROCHESTER	S&E	DENTAL ASST	GL-0681-07	1	0	1	1

RCH	FMC ROCHESTER	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
RCH	FMC ROCHESTER	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	6
RCH	FMC ROCHESTER	S&E	HLTH SRVC ASST	GL-0303-07	2	1	0	
RCH	FMC ROCHESTER	S&E	HLTH TECHNCN	GL-0640-06	2	0	0	
RCH	FMC ROCHESTER	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
RCH	FMC ROCHESTER	S&E	HVAC FRMN	WS-5306-09	1	0	0	
RCH	FMC ROCHESTER	S&E	LT	GS-0007-11	2	1	0	
RCH	FMC ROCHESTER	S&E	MEDCL TECHNLGST	GL-0644-09	2	0	0	1
RCH	FMC ROCHESTER	S&E	NRSNG ASST	GL-0621-05	3	0	0	5
RCH	FMC ROCHESTER	S&E	PHYS THRPST	GL-0633-09	1	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHIATRIC NURSE	GL-0610-10	3	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	2	0	0	
RCH	FMC ROCHESTER	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	29
RCH	FMC ROCHESTER	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
RCH	FMC ROCHESTER	S&E	REGISTERED NURSE	GL-0610-10	8	0	0	
RCH	FMC ROCHESTER	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
RCH	FMC ROCHESTER	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
RCH	FMC ROCHESTER	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	4	0	0	2
RCH	FMC ROCHESTER	S&E	SR OFFCR SPECLST	GL-0007-08	15	1	0	
RCH	FMC ROCHESTER	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
RCH	FMC ROCHESTER	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
RCH	FMC ROCHESTER	S&E	WHSE WRKR FRMN	WS-6907-04	1	2	1	8
RSD	CENTRAL OFFICE - RSD	S&E	ADMV ASST	GL-0303-07	1	0	0	2
RSD	CENTRAL OFFICE - RSD	S&E	ADMV ASST	GS-0303-07	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST ADMR CHAPLAINCY SRVCS	GS-0060-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST DIR	ES-0006-00	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST EDUC ADMR	GS-1701-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	ASST EDUC ADMR	GS-1701-14	1	0	0	7
RSD	CENTRAL OFFICE - RSD	S&E	ASST. SECTOR ADMININISTRATOR	GS-0006-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	CH, RISK REDUCTION PROG	GS-0180-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	CH. MENTAL HEALTH SERVICES	GS-0180-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	COMM TRTMNT OVERSIGHT SPEC	GS-0101-12	5	0	0	15
RSD	CENTRAL OFFICE - RSD	S&E	COMMUNITY TRTMNTCOORD	GS-0101-13	1	0	0	12
RSD	CENTRAL OFFICE - RSD	S&E	COMMUNITY TRTMNTCOORD	GS-0101-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	21
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	11
RSD	CENTRAL OFFICE - RSD	S&E	CONTR OVERSIGHT SPECLST	GS-0006-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	DEP ADMR, NATL REENTRY AFF BR	GS-0006-14	1	0	0	4
RSD	CENTRAL OFFICE - RSD	S&E	FAM SUPP COORD	GS-0101-14	3	0	0	51
RSD	CENTRAL OFFICE - RSD	S&E	MENTAL HLTH TRTMNT COORD	GS-0180-14	3	0	0	5
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-13	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	MGMT ANAL	GS-0343-12	1	0	0	2
RSD	CENTRAL OFFICE - RSD	S&E	NTL SUICIDE PREVENTION COORD	GS-0180-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	PSYCHLGY STUD TR	GS-0199-07	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	REENTRY SECTOR CHIEF	GS-0101-13	2	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RES SAFETY SPECLST	GS-0018-12	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	29
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	8	1	0	18
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	11
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	RESIDENTIAL REENTRY SPECLST	GS-0006-11	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	SENIOR CORRECTNL PROG SPECLST	GS-0006-13	1	0	0	19
RSD	CENTRAL OFFICE - RSD	S&E	SEX OFF TRN COORD	GS-0180-14	1	0	0	
RSD	CENTRAL OFFICE - RSD	S&E	SPECIAL PROG TRMT SPECLST	GS-0101-12	1	1	0	
SAF	FCI SAFFORD	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
SAF	FCI SAFFORD	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
SAF	FCI SAFFORD	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
SAF	FCI SAFFORD	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
SAF	FCI SAFFORD	S&E	FNANCL SPECLST	GL-0501-09	1	1	0	
SAF	FCI SAFFORD	S&E	FOOD SRVC ADMR	GS-1667-12	1	0	0	
SAF	FCI SAFFORD	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	
SAF	FCI SAFFORD	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	4
SAF	FCI SAFFORD	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	0	0	
SAF	FCI SAFFORD	S&E	HVAC FRMN	WS-5306-09	1	0	0	
SAF	FCI SAFFORD	S&E	LT	GS-0007-11	1	1	0	
SAF	FCI SAFFORD	S&E	LT	GL-0007-09	1	0	0	
SAF	FCI SAFFORD	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
SAF	FCI SAFFORD	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
SAF	FCI SAFFORD	S&E	STUDENT TRAINEE (INFO TECH)	GL-2299-05	1	0	0	
SAF	FCI SAFFORD	S&E	TCHR	GS-1710-11	1	1	0	
SAF	FCI SAFFORD	S&E	WARDEN'S SECY	GL-0318-08	1	1	0	
SCH	FCI SCHUYLKILL	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	1	6
SCH	FCI SCHUYLKILL	S&E	BUDG ANAL	GL-0560-09	1	0	0	
SCH	FCI SCHUYLKILL	S&E	CLNCL NURSE	GL-0610-10	1	0	0	
SCH	FCI SCHUYLKILL	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	

SCH	FCI SCHUYLKILL	S&E	COOK FRMN	WS-7404-08	3	1	0	
SCH	FCI SCHUYLKILL	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
SCH	FCI SCHUYLKILL	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
SCH	FCI SCHUYLKILL	S&E	DRUG ABUSE PROG COORD (MAT)	GS-0180-13	1	0	0	
SCH	FCI SCHUYLKILL	S&E	HLTH SRVCS ADMR	GS-0670-12	1	1	0	6
SCH	FCI SCHUYLKILL	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
SCH	FCI SCHUYLKILL	PHS	NURSE SPECLST	CC-0610-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	PARAMEDIC	GL-0640-09	1	0	0	
SCH	FCI SCHUYLKILL	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	RECR SPECLST	GL-0188-09	2	1	0	3
SCH	FCI SCHUYLKILL	S&E	REENTRY AFF COORD	GS-0101-11	1	1	1	4
SCH	FCI SCHUYLKILL	S&E	SECY (CAPTAIN'S)	GL-0318-06	1	0	0	
SCH	FCI SCHUYLKILL	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	1	6
SCH	FCI SCHUYLKILL	S&E	SR OFFCR SPECLST	GL-0007-08	23	1	0	
SCH	FCI SCHUYLKILL	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
SCH	FCI SCHUYLKILL	S&E	UNIT MGR	GS-0006-12	1	1	0	
SCH	FCI SCHUYLKILL	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
SCH	FCI SCHUYLKILL	S&E	WHSE WRKR SUPVR	WS-6907-04	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	FACIL MGMT SPECLST	GS-1640-12	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	9
SCR	SOUTH CENTRAL REGION	S&E	PSYCHOLOGY STUDENT TRAINEE INTERN	GS-0199-07	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL COMPTLR	GS-0505-14	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	1	0	
SCR	SOUTH CENTRAL REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	1	9
SCR	SOUTH CENTRAL REGION	S&E	REGNL PSYCHLGY SRVCS ADMR	GS-0180-14	1	0	0	4
SDC	MCC SAN DIEGO	S&E	CHAPLAIN	GS-0060-12	1	0	0	6
SDC	MCC SAN DIEGO	S&E	COOK FRMN	WS-7404-08	1	0	0	
SDC	MCC SAN DIEGO	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
SDC	MCC SAN DIEGO	S&E	EDUC SPECLST	GS-1701-11	1	1	0	
SDC	MCC SAN DIEGO	S&E	ELCTRON TECHNCN	GS-0856-11	1	0	0	4
SDC	MCC SAN DIEGO	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	3
SDC	MCC SAN DIEGO	S&E	GENERAL FOREMAN	WS-4749-14	1	1	0	
SDC	MCC SAN DIEGO	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
SDC	MCC SAN DIEGO	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	HUMAN RESOURCE SPECLST	GL-0301-09	1	0	0	8
SDC	MCC SAN DIEGO	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
SDC	MCC SAN DIEGO	S&E	LT	GS-0007-11	3	0	0	3
SDC	MCC SAN DIEGO	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	PARAMEDIC	GL-0640-09	1	0	0	
SDC	MCC SAN DIEGO	S&E	QUAL IMPRVMT/INFECTION CONTRL COORD	GS-0671-11	1	0	0	
SDC	MCC SAN DIEGO	PHS	QUAL IMPRVMT/INFECTION CONTRL NURSE	CC-0610-11	1	0	0	
SDC	MCC SAN DIEGO	S&E	REGISTERED NURSE	GS-0610-10	2	0	0	
SDC	MCC SAN DIEGO	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
SDC	MCC SAN DIEGO	S&E	UNIT MGR	GS-0006-12	1	1	0	
SDC	MCC SAN DIEGO	S&E	UNIT SECY	GL-0318-06	1	1	0	
SEA	FCI SEAGOVILLE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	11
SEA	FCI SEAGOVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	CH PSYCH	GS-0180-14	1	0	0	3
SEA	FCI SEAGOVILLE	S&E	CHAPLAIN	GS-0060-12	1	1	0	
SEA	FCI SEAGOVILLE	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SEA	FCI SEAGOVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
SEA	FCI SEAGOVILLE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
SEA	FCI SEAGOVILLE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	1	0	
SEA	FCI SEAGOVILLE	S&E	FACIL MGR	GS-1640-12	1	1	0	
SEA	FCI SEAGOVILLE	S&E	FOOD SRVC ASST	GL-1603-07	1	1	0	
SEA	FCI SEAGOVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	1	0	7
SEA	FCI SEAGOVILLE	S&E	HVAC FRMN	WS-5306-09	1	0	0	
SEA	FCI SEAGOVILLE	S&E	LT	GS-0007-11	1	1	0	
SEA	FCI SEAGOVILLE	PHS	MEDCL OFFCR	CC-0602-15	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MENTOR COORD	GL-0006-09	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
SEA	FCI SEAGOVILLE	PHS	NURSE PRACTITIONER	CC-0610-11	1	0	0	
SEA	FCI SEAGOVILLE	PHS	NURSE SPECIALIST IOP	CC-0610-11	1	0	0	
SEA	FCI SEAGOVILLE	S&E	PIPEFTR FRMN	WS-4204-09	1	1	0	3
SEA	FCI SEAGOVILLE	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	
SEA	FCI SEAGOVILLE	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	1	0	
SEA	FCI SEAGOVILLE	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
SEA	FCI SEAGOVILLE	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
SEA	FCI SEAGOVILLE	S&E	SEX OFFENDER PROG PSYCH	GS-0180-13	1	1	0	
SEA	FCI SEAGOVILLE	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	

SEA	FCI SEAGOVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	13	1	0	
SEA	FCI SEAGOVILLE	PHS	STAFF PHARMACIST	CC-0660-07	1	0	0	
SEA	FCI SEAGOVILLE	S&E	STAFF PSYCH	GS-0180-12	1	0	1	1
SEA	FCI SEAGOVILLE	S&E	SUPVR OF EDUC	GS-1710-12	1	0	0	5
SEA	FCI SEAGOVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
SEA	FCI SEAGOVILLE	S&E	TCHR	GS-1710-11	1	1	0	
SEA	FCI SEAGOVILLE	S&E	UNIT SECY	GL-0318-06	3	0	0	14
SER	SOUTHEAST REGION	S&E	ACCTG STUD TR	GS-0599-05	1	1	0	
SER	SOUTHEAST REGION	S&E	BUDG ANAL	GS-0560-12	1	1	0	
SER	SOUTHEAST REGION	S&E	DEP REGNL DIR	ES-0006-00	1	0	0	
SER	SOUTHEAST REGION	S&E	DISCPL HRG OFFCR	GS-0006-12	1	0	0	38
SER	SOUTHEAST REGION	S&E	HUMAN RESOURCE MGR (TR)	GS-0201-11	1	1	0	
SER	SOUTHEAST REGION	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
SER	SOUTHEAST REGION	S&E	INFO TECH STUD TR	GS-2299-05	1	1	0	
SER	SOUTHEAST REGION	S&E	LEG ASST	GL-0986-08	1	0	0	
SER	SOUTHEAST REGION	S&E	LEG INTERN	GS-0999-09	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL AFFIRMATIVE EMPLMT ADMR	GS-0260-12	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL HLTH SRVCS ADMR	GS-0670-14	1	0	0	5
SER	SOUTHEAST REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	0	
SER	SOUTHEAST REGION	S&E	REGNL SECRETARY	GS-0318-07	1	0	0	
SER	SOUTHEAST REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	1	0	
SER	SOUTHEAST REGION	S&E	SENIOR FINANCIAL SPECIALIST	GS-0501-13	1	0	0	9
SER	SOUTHEAST REGION	S&E	SR CLC ATTY	GS-0905-14	1	0	0	
SER	SOUTHEAST REGION	S&E	SUPV ATTY ADVSR GEN	GS-0905-15	1	1	0	
SET	FDC SEATAC	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	1
SET	FDC SEATAC	PHS	ADVANCED PRACTICE NURSE	CC-0610-05	2	0	0	
SET	FDC SEATAC	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
SET	FDC SEATAC	S&E	CAPTAIN SECY	GL-0318-06	1	0	0	
SET	FDC SEATAC	S&E	CASE MGR	GS-0101-11	2	0	0	8
SET	FDC SEATAC	PHS	CHIEF PHARMACIST	CC-0660-04	1	0	0	
SET	FDC SEATAC	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SET	FDC SEATAC	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	5
SET	FDC SEATAC	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
SET	FDC SEATAC	S&E	HLTH SRVCS ADMR	GS-0670-13	1	0	0	
SET	FDC SEATAC	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
SET	FDC SEATAC	S&E	HUMAN RESOURCE MGR	GS-0201-13	1	1	0	
SET	FDC SEATAC	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	2
SET	FDC SEATAC	S&E	LT	GS-0007-11	2	1	0	
SET	FDC SEATAC	S&E	LT	GL-0007-09	1	0	0	
SET	FDC SEATAC	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	2
SET	FDC SEATAC	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	1	1
SET	FDC SEATAC	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
SET	FDC SEATAC	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	0	1	8
SET	FDC SEATAC	S&E	SR OFFCR SPECLST	GL-0007-08	45	1	0	
SET	FDC SEATAC	S&E	STUDENT TRAINEE (INFO TECH)	GL-2299-05	1	0	0	
SET	FDC SEATAC	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
SET	FDC SEATAC	S&E	TOOL ROOM OFFICER	GL-0318-08	1	0	0	4
SET	FDC SEATAC	S&E	UNIT MGR	GS-0006-12	1	1	0	
SHE	FCI SHERIDAN	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	ASST CASE MGMT COORD	GS-0101-11	1	0	0	2
SHE	FCI SHERIDAN	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	1	0	
SHE	FCI SHERIDAN	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	0	0	2
SHE	FCI SHERIDAN	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	
SHE	FCI SHERIDAN	S&E	CH, DNTL OFFCR	GP-0680-13	1	1	0	4
SHE	FCI SHERIDAN	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
SHE	FCI SHERIDAN	S&E	COOK FRMN	WS-7404-08	1	0	0	
SHE	FCI SHERIDAN	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	1	7
SHE	FCI SHERIDAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
SHE	FCI SHERIDAN	S&E	DRUG ABUSE PROG COORD	GS-0180-13	2	1	0	
SHE	FCI SHERIDAN	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	7	0	0	1
SHE	FCI SHERIDAN	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
SHE	FCI SHERIDAN	S&E	EMERG MEDCL TECHNCN	GL-0640-09	1	0	0	
SHE	FCI SHERIDAN	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
SHE	FCI SHERIDAN	S&E	ENVRNMTL & SAFETY SPECLST	GL-0018-09	1	1	0	2
SHE	FCI SHERIDAN	S&E	HLTH SRVCS ADMR	GS-0670-12	1	0	0	
SHE	FCI SHERIDAN	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
SHE	FCI SHERIDAN	S&E	INFORMATION TECH STUDENT TRAINEE	GL-0299-05	1	0	0	
SHE	FCI SHERIDAN	S&E	LOCKSMITH	GL-0301-10	1	0	0	
SHE	FCI SHERIDAN	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
SHE	FCI SHERIDAN	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	7
SHE	FCI SHERIDAN	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	0	0	4
SHE	FCI SHERIDAN	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	
SHE	FCI SHERIDAN	S&E	RECR SPECLST	GL-0188-09	1	0	1	3
SHE	FCI SHERIDAN	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
SHE	FCI SHERIDAN	S&E	SR OFFCR SPECLST	GL-0007-08	30	1	0	
SHE	FCI SHERIDAN	S&E	STAFF PSYCH	GS-0180-12	1	0	0	

SHE	FCI SHERIDAN	S&E	UNIT SECY	GL-0318-06	1	1	0	
SHE	FCI SHERIDAN	S&E	UTILSYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	3
SHE	FCI SHERIDAN	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	ADVANCED CARE LVL PSYCH	GS-0180-13	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	CASE MGR	GL-0101-11	1	0	0	4
SPG	USMCFP SPRINGFIELD	S&E	CH, PSYCHIATRY	GP-0602-15	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	CLNCL DIETITIAN	GS-0630-11	1	1	0	3
SPG	USMCFP SPRINGFIELD	S&E	CLNCL PSYCH	GS-0180-12	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	DIALYSIS STAFF NURSE	GL-0610-10	2	0	0	
SPG	USMCFP SPRINGFIELD	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	FORENSIC UNIT PSYCH	GS-0180-13	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	FORENSICS UNIT PSYCH	GS-0180-13	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	INFORMATION TECH STUD TR	GS-2299-05	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	INMATE SYS OFFCR	GL-0007-08	1	0	1	19
SPG	USMCFP SPRINGFIELD	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	2	0	0	
SPG	USMCFP SPRINGFIELD	S&E	LT	GS-0007-11	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	1	2
SPG	USMCFP SPRINGFIELD	S&E	MEDCL SUPP TECHNCN	GL-0622-05	1	1	0	
SPG	USMCFP SPRINGFIELD	S&E	MEDCL TECHNLGST	GL-0644-09	2	1	0	
SPG	USMCFP SPRINGFIELD	PHS	NCRO MAST NURSE	CC-0601-04	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	NRSNG ASST	GL-0621-05	3	0	0	
SPG	USMCFP SPRINGFIELD	S&E	ORTHOTIST/PROSTHTST	GS-0667-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	PHRMCY TECHNCN	GL-0661-05	2	1	0	
SPG	USMCFP SPRINGFIELD	S&E	PHYS THRPST	GL-0633-09	1	1	0	3
SPG	USMCFP SPRINGFIELD	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	27
SPG	USMCFP SPRINGFIELD	S&E	PSYCHOLOGIST (POSTDOC TRAINEE)	GS-0180-11	1	1	0	2
SPG	USMCFP SPRINGFIELD	S&E	RECR THRPST	GL-0638-09	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	REGISTERED NURSE	GL-0610-10	14	0	0	1
SPG	USMCFP SPRINGFIELD	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
SPG	USMCFP SPRINGFIELD	S&E	SR OFFCR SPECLST	GL-0007-08	10	1	0	
SPG	USMCFP SPRINGFIELD	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	1
SPG	USMCFP SPRINGFIELD	S&E	UNIT SECY	GL-0318-06	1	0	0	
SST	FCI SANDSTONE	S&E	ACCTNT	GL-0510-09	1	0	0	
SST	FCI SANDSTONE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	
SST	FCI SANDSTONE	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	1	1
SST	FCI SANDSTONE	UNICOR	BIND MACH OPERTR FRMN	WS-4402-08	1	0	0	
SST	FCI SANDSTONE	S&E	CASE MGR	GS-0101-11	1	1	0	
SST	FCI SANDSTONE	S&E	CLINICAL DIRECTOR	GP-0602-15	1	0	0	
SST	FCI SANDSTONE	S&E	CLINICAL PSYCHOLOGI	GS-0180-12	1	0	0	
SST	FCI SANDSTONE	S&E	COMPR SPECLST	GS-2210-11	1	0	0	
SST	FCI SANDSTONE	S&E	EMP DVLPMT SPECLST	GL-0201-09	1	1	0	
SST	FCI SANDSTONE	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	5
SST	FCI SANDSTONE	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	1	0	
SST	FCI SANDSTONE	S&E	LT	GL-0007-11	1	0	0	
SST	FCI SANDSTONE	UNICOR	OFFST PRESS OPERTR FRMN	WS-4417-09	1	0	0	
SST	FCI SANDSTONE	S&E	PHYSCN ASST	GS-0603-11	1	0	0	
SST	FCI SANDSTONE	S&E	RECR SPECLST	GL-0188-09	1	0	0	7
SST	FCI SANDSTONE	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	1	0	
SST	FCI SANDSTONE	S&E	SPORTS SPECLST	GL-0030-09	2	1	0	
SST	FCI SANDSTONE	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	5
SST	FCI SANDSTONE	S&E	TCHR	GS-1710-11	1	0	1	2
SST	FCI SANDSTONE	S&E	UNIT SECY	GL-0318-06	1	1	0	
SST	FCI SANDSTONE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	1
SST	FCI SANDSTONE	S&E	WITNESS SECUR UNIT MGR	GS-0006-13	1	0	0	9
TAL	FCI TALLAHASSEE	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
TAL	FCI TALLAHASSEE	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	2
TAL	FCI TALLAHASSEE	S&E	ADVANCED PRACTICE N	GS-0610-11	1	0	0	1
TAL	FCI TALLAHASSEE	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
TAL	FCI TALLAHASSEE	S&E	COOK FRMN	WS-7404-08	1	1	0	6
TAL	FCI TALLAHASSEE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	15
TAL	FCI TALLAHASSEE	UNICOR	CUSTMR SRVC SPECLST	GL-0301-09	2	0	0	
TAL	FCI TALLAHASSEE	S&E	DENTAL HYGIENIST	GL-0682 -08	1	0	1	1
TAL	FCI TALLAHASSEE	S&E	EDU STUD TR	GS-1799-05	2	0	0	
TAL	FCI TALLAHASSEE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	1
TAL	FCI TALLAHASSEE	S&E	GEN FRMN	WS-4749-14	1	0	0	
TAL	FCI TALLAHASSEE	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	3
TAL	FCI TALLAHASSEE	S&E	HUMAN RESOURCE STUD TR	GL-0299-05	2	0	0	
TAL	FCI TALLAHASSEE	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TAL	FCI TALLAHASSEE	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
TAL	FCI TALLAHASSEE	S&E	LT	GL-0007-09	3	1	0	
TAL	FCI TALLAHASSEE	S&E	LT	GS-0007-11	1	1	0	
TAL	FCI TALLAHASSEE	S&E	MEDCL OFFCR (PSYCHIATRIST)	GP-0602-15	1	0	0	
TAL	FCI TALLAHASSEE	PHS	MID-LEVEL PRACTITIONER	GS-0610-11	1	0	0	
TAL	FCI TALLAHASSEE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	4
TAL	FCI TALLAHASSEE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	25

TAL	FCI TALLAHASSEE	S&E	PSYCHLGY TECHNCN	GL-0181-07	1	0	0	2
TAL	FCI TALLAHASSEE	UNICOR	QUAL ASSRNC SPECLST	GS-1910-11	1	0	0	
TAL	FCI TALLAHASSEE	S&E	REGISTERED NURSE	CC-0610-10	1	1	0	
TAL	FCI TALLAHASSEE	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
TAL	FCI TALLAHASSEE	S&E	SOC WRKR	GS-0185-11	1	1	0	1
TAL	FCI TALLAHASSEE	S&E	SR OFFCR SPECLST	GL-0007-08	1	1	0	
TAL	FCI TALLAHASSEE	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
TAL	FCI TALLAHASSEE	PHS	STAFF PROGRAM MANAGEMENT OFFICER	CC-0601-04	1	0	0	
TAL	FCI TALLAHASSEE	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
TAL	FCI TALLAHASSEE	UNICOR	UNICOR BUS MGR	GS-0501-12	1	0	0	
TAL	FCI TALLAHASSEE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
TAL	FCI TALLAHASSEE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TCN	FCC TUCSON	S&E	DENTAL ASSISTANT	GL-0681-06	2	0	0	4
TCN	FCC TUCSON	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
TCN	FCC TUCSON	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	1
TCN	FCC TUCSON	S&E	ENVRNMTL & SAFETY COMPLNC ADMR	GS-0018-13	1	1	0	
TCN	FCC TUCSON	S&E	EXEC ASST/SATELLITE OPERS ADMR	GS-0006-13	1	0	0	20
TCN	FCC TUCSON	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	9
TCN	FCC TUCSON	S&E	GUIDANCE COUNSELOR	GS-1740-11	1	0	0	
TCN	FCC TUCSON	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	6
TCN	FCC TUCSON	S&E	INFORMATION TECH. STUDENT TRAINEE	GL-2299-05	1	0	0	
TCN	FCC TUCSON	S&E	LT	GS-0007-11	3	0	0	
TCN	FCC TUCSON	S&E	MEDCL OFFCR	GP-0602-15	1	0	0	
TCN	FCC TUCSON	S&E	MEDICATION TECHNICIAN	GL-0640-06	1	0	0	
TCN	FCC TUCSON	S&E	MENTOR COORDINATOR	GL-0006-09	1	1	0	
TCN	FCC TUCSON	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
TCN	FCC TUCSON	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	4
TCN	FCC TUCSON	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	2	0	0	
TCN	FCC TUCSON	S&E	REGISTERED NURSE	GL-0610-10	4	0	0	
TCN	FCC TUCSON	S&E	SOC WRKR	GS-0185-11	1	0	0	
TCN	FCC TUCSON	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
TCN	FCC TUCSON	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	1	0	
TCN	FCC TUCSON	S&E	SR OFFCR SPECLST	GL-0007-08	9	1	0	
TCN	FCC TUCSON	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
TCN	FCC TUCSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TCN	FCC TUCSON	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TCN	FCC TUCSON	S&E	TCHR	GS-1710-11	1	0	0	5
TCN	FCC TUCSON	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
TCN	FCC TUCSON	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TCN	FCC TUCSON	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	2
TDG	FCI TALLADEGA	S&E	ACCTG STUD TR	GS-0599-05	1	0	0	
TDG	FCI TALLADEGA	S&E	ASST FOOD SRVC ADMR	GS-1667-11	1	0	0	
TDG	FCI TALLADEGA	S&E	CLNCL DIR	GP-0602-15	1	1	0	
TDG	FCI TALLADEGA	S&E	COMPR SRVCS MGR	GS-2210-12	1	0	0	
TDG	FCI TALLADEGA	S&E	COOK FRMN	WS-7404-08	1	0	1	2
TDG	FCI TALLADEGA	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TDG	FCI TALLADEGA	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
TDG	FCI TALLADEGA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
TDG	FCI TALLADEGA	S&E	HEALTH TECHNICIAN - PARAMEDIC	GL-0640-09	1	1	0	
TDG	FCI TALLADEGA	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
TDG	FCI TALLADEGA	S&E	LT	GS-0007-11	5	0	0	
TDG	FCI TALLADEGA	S&E	LT	GL-0007-09	1	0	0	
TDG	FCI TALLADEGA	UNICOR	OPERATIONS MANAGER	GS-1101-13	1	0	0	
TDG	FCI TALLADEGA	S&E	PIPEFTR FRMN	WS-4204-09	1	0	0	2
TDG	FCI TALLADEGA	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
TDG	FCI TALLADEGA	PHS	QUAL IMPRVMT/INFECTION CONTRL COORD		1	1	0	
TDG	FCI TALLADEGA	S&E	RELIGIOUS SRVCS ASST	GL-0303-07	1	0	0	9
TDG	FCI TALLADEGA	S&E	SAFETY MGR TRAINEE	GS-0018-11	1	0	0	
TDG	FCI TALLADEGA	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
TDG	FCI TALLADEGA	S&E	SIS SUPRT TECHNCN	GL-0303-08	1	0	0	
TDG	FCI TALLADEGA	S&E	SR OFFCR SPECLST	GL-0007-08	16	1	0	
TDG	FCI TALLADEGA	S&E	TCHR	GS-1710-11	1	1	1	6
TDG	FCI TALLADEGA	UNICOR	UNICOR ACCTNT	GS-0510-11	2	0	0	
TDG	FCI TALLADEGA	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
TDG	FCI TALLADEGA	S&E	UNIT SECY	GL-0318-06	1	0	0	
TDG	FCI TALLADEGA	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
TDG	FCI TALLADEGA	UNICOR	WOOD WRKG MACH OP FRM	WS-4601-08	2	0	0	
TEX	FCI TEXARKANA	S&E	ASST FOOD SRVC ADMR (TR)	GL-1667-09	1	0	0	
TEX	FCI TEXARKANA	S&E	CAMP ADMR SECY	GL-0318-07	1	1	0	
TEX	FCI TEXARKANA	S&E	CASE MGR	GL-0101-11	2	1	0	
TEX	FCI TEXARKANA	S&E	COOK FRMN	WS-7404-08	1	1	0	1
TEX	FCI TEXARKANA	S&E	DENTAL ASSISTANT	GL-0681-06	1	0	0	
TEX	FCI TEXARKANA	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	0	0	
TEX	FCI TEXARKANA	S&E	EDUCATION STUDENT TRAINEE	GS-1799-05	1	0	0	
TEX	FCI TEXARKANA	S&E	ENVIRONMENTAL PROTECTION SPECIALIST	GS-0028-11	1	0	0	2
TEX	FCI TEXARKANA	S&E	GRDNR FRMN	WS-5003-07	1	0	0	
TEX	FCI TEXARKANA	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	

TEX	FCI TEXARKANA	S&E	HUMAN RESOURCE STUD TR	GS-0299-05	1	0	0	
TEX	FCI TEXARKANA	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TEX	FCI TEXARKANA	S&E	LT	GS-0007-11	2	1	0	
TEX	FCI TEXARKANA	S&E	LT	GL-0007-09	1	0	0	
TEX	FCI TEXARKANA	S&E	MEDICAL OFFICER	GP-0602-15	1	0	0	
TEX	FCI TEXARKANA	S&E	MTNCE WRKR FRMN	WS-4749-08	1	1	0	
TEX	FCI TEXARKANA	S&E	RECR SPECLST	GL-0188-09	1	1	0	
TEX	FCI TEXARKANA	S&E	SR OFFCR SPECLST	GL-0007-08	5	0	0	
TEX	FCI TEXARKANA	S&E	STUD TR	GS-2299-05	1	0	0	
TEX	FCI TEXARKANA	UNICOR	SUPVRY PRODN CNTRLR	GS-1152-11	1	0	0	
TEX	FCI TEXARKANA	S&E	SUPVY CORRECTIONAL SYSTEMS SP	GS-0006-11	1	1	0	
TEX	FCI TEXARKANA	TRUST FUND	TRUST FUND SUPVR	GS-0301-12	1	1	0	
THA	FCC TERRE HAUTE	UNICOR	ASST UNICOR BUS MGR	GS-0501-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	CARE LVL 3 PSYCH	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	CASE MGR	GS-0101-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	CLNCL PSYCH	GS-0180-12	1	1	0	
THA	FCC TERRE HAUTE	S&E	COOK FRMN	WS-7404-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
THA	FCC TERRE HAUTE	S&E	CORRECTNL SYS OFFCR	GL-0007-08	2	1	0	
THA	FCC TERRE HAUTE	S&E	DEP CH, PSYCH	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	3	1	0	7
THA	FCC TERRE HAUTE	S&E	ELCTRON TECHNCN	GS-0856-11	2	0	0	6
THA	FCC TERRE HAUTE	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
THA	FCC TERRE HAUTE	UNICOR	FACTORY MGR	GS-1101-12	2	1	0	
THA	FCC TERRE HAUTE	UNICOR	FACTORY OPERATIONAL ACCT	GS-0510-11	2	0	0	
THA	FCC TERRE HAUTE	UNICOR	FNANCL SPECLST	GS-0599-05	2	0	0	
THA	FCC TERRE HAUTE	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	
THA	FCC TERRE HAUTE	S&E	GRDNR FRMN	WS-5003-07	1	0	0	
THA	FCC TERRE HAUTE	S&E	GUIDANCE CNSLR (SCHL GUIDANCE CNSLR)	GS-1750-12	1	0	0	
THA	FCC TERRE HAUTE	S&E	IT SPECLST	GS-2210-11	2	0	0	
THA	FCC TERRE HAUTE	S&E	LT	GS-0007-11	4	0	0	
THA	FCC TERRE HAUTE	S&E	MAT DRUG ABUSE PROG COORD (FSA)	GS-0180-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	PHARMACIST	GS-0660-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	PHARMACY OFFICER -	GS-0660-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	0	0	29
THA	FCC TERRE HAUTE	S&E	PSYCHLGY TECHNCN	GL-0181-07	2	2	1	4
THA	FCC TERRE HAUTE	S&E	REGISTERED NURSE	GL-0610-10	2	1	0	
THA	FCC TERRE HAUTE	UNICOR	SEWING MACH REP TRAINEE	WS-5301-07	1	0	0	
THA	FCC TERRE HAUTE	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
THA	FCC TERRE HAUTE	S&E	SPEC TRT PRG SPEC CHALLENGE	GS-0101-11	2	0	0	2
THA	FCC TERRE HAUTE	S&E	SPECIALTY TRTMNT PROG SPECLST	GS-0101-11	1	0	0	
THA	FCC TERRE HAUTE	S&E	SPORTS SPECLST	GL-0030-09	1	0	0	
THA	FCC TERRE HAUTE	S&E	SR OFFCR SPECLST	GL-0007-08	8	1	0	
THA	FCC TERRE HAUTE	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
THA	FCC TERRE HAUTE	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
THA	FCC TERRE HAUTE	S&E	UNIT MGR	GS-0006-12	2	1	0	
THA	FCC TERRE HAUTE	S&E	UNIT SECY	GL-0318-06	2	1	0	19
THA	FCC TERRE HAUTE	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	1	0	
THA	FCC TERRE HAUTE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	1	0	
TOM	USP THOMSON	S&E	ASSISTANT FOOD SERVICE ADMIN	GS-1667-12	1	0	0	
TOM	USP THOMSON	S&E	ASSOCIATE WARDEN	GS-0006-14	1	0	0	
TOM	USP THOMSON	S&E	ASST HLTH SRVCS ADMR	GS-0670-11	1	1	0	
TOM	USP THOMSON	S&E	CASE MGR	GS-0101-11	1	0	0	
TOM	USP THOMSON	S&E	CHAPLAIN	GS-0060-12	1	0	0	
TOM	USP THOMSON	S&E	CHAPLAIN- TRAINEE	GS-0060-11	1	0	0	
TOM	USP THOMSON	S&E	COOK SUPERVISOR	WS-7404-08	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL PROG SPECLST	GS-0006-11	1	0	0	
TOM	USP THOMSON	S&E	CORRECTNL SYS OFFCR	GL-0007-08	3	0	0	
TOM	USP THOMSON	S&E	DEP CAPTAIN	GS-0007-12	1	0	0	
TOM	USP THOMSON	S&E	DISCPL HRG OFFCR	GS-0006-12	1	1	0	
TOM	USP THOMSON	S&E	FACILITIES MANAGER	GS-1640-13	1	0	0	
TOM	USP THOMSON	S&E	FINANCIAL SPECIALIST	GL-0501-09	1	0	0	
TOM	USP THOMSON	S&E	GENERAL FOREMAN	WS-4749-14	1	0	0	
TOM	USP THOMSON	S&E	HUMAN RESOURCE MANAGER	GS-0201-13	1	0	0	
TOM	USP THOMSON	S&E	INF RECPTNST	GL-0304-04	1	0	0	
TOM	USP THOMSON	S&E	LT	GS-0007-11	10	0	0	
TOM	USP THOMSON	S&E	MAINTENANCE WRKR FOREMAN	WS-4749-08	2	0	0	
TOM	USP THOMSON	S&E	MATERIAL HANDLER FOREMAN	WS-6907-04	1	0	0	
TOM	USP THOMSON	TRUST FUND	MATERIAL HANDLER FOREMAN	WS-6907-04	1	0	0	
TOM	USP THOMSON	S&E	MEDCL OFFCR (CLINICAL DIRECTOR)	GP-0602-15	1	0	0	
TOM	USP THOMSON	S&E	NURSE PRACTITIONER	GS-0610-11	1	0	0	
TOM	USP THOMSON	S&E	REENTRY AFF COORD	GS-0101-11	1	1	0	7
TOM	USP THOMSON	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
TOM	USP THOMSON	S&E	SIS SUPRT TECHNCN	GL-1802-08	2	0	0	

TOM	USP THOMSON	S&E	SOC WRKR	GS-0185-11	1	0	0	
TOM	USP THOMSON	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
TOM	USP THOMSON	S&E	SPECIALTY TRTMNT PROG SPEC RHU	GS-0101-11	2	0	0	
TOM	USP THOMSON	S&E	SPECIALTY TRTMNT PROG SPEC SMU	GS-0101-11	1	0	0	
TOM	USP THOMSON	S&E	SR OFFCR SPECLST	GL-0007-08	99	0	0	
TOM	USP THOMSON	S&E	STAFF PHARMACIST	GS-0660-11	1	0	0	
TOM	USP THOMSON	S&E	STAFF PSYCHOLOGIST	GS-0180-12	2	0	0	
TOM	USP THOMSON	TRUST FUND	TRUST FUND SPECLST	GL-0301-09	1	0	0	
TOM	USP THOMSON	S&E	UNIT SECY	GL-0318-06	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	ADMV ASST	GL-0303-07	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	CASE MGR	GS-0101-11	1	1	0	6
TRM	FCI TERMINAL ISLAND	S&E	COOK FRMN	WS-7404-08	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	CORRECTNL CNSLR	GL-0007-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	DIAGNSTC RADIOLOGIC TECHNLGST	GL-0647-08	1	0	0	
TRM	FCI TERMINAL ISLAND	PHS	DNTL HYGIENIST		1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	FNANCL SPECLST	GL-0501-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	11
TRM	FCI TERMINAL ISLAND	S&E	HUMAN RESOURCES SPECLST	GL-0201-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	LICENSED PRACTICAL NURSE	GL-0620-07	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	LT	GL-0007-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	MEDCL OFFCR	GS-0602-15	2	0	0	
TRM	FCI TERMINAL ISLAND	S&E	MEDICATION TECHNICIAN	GL-0640-06	2	1	0	4
TRM	FCI TERMINAL ISLAND	PHS	MID-LEVEL PRACTITIONER		1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	PARAMEDIC	GL-0640-09	1	1	0	
TRM	FCI TERMINAL ISLAND	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	0	0	0	32
TRM	FCI TERMINAL ISLAND	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0180-09	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	PSYCHTRC MID-LEVEL PRACTITIONER	GS-0610-12	1	1	0	4
TRM	FCI TERMINAL ISLAND	UNICOR	RECYCLING TECHNICIAN	GL-0303-09	2	0	0	
TRM	FCI TERMINAL ISLAND	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
TRM	FCI TERMINAL ISLAND	UNICOR	REMOTE OPERTNL ACCTNT	GS-0510-11	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	SR OFFCR SPECLST	GL-0007-08	6	1	0	
TRM	FCI TERMINAL ISLAND	S&E	TCHR	GS-1710-11	1	0	0	7
TRM	FCI TERMINAL ISLAND	S&E	UNIT MGR	GS-0006-12	1	1	0	16
TRM	FCI TERMINAL ISLAND	S&E	UNIT SECY	GL-0318-06	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	
TRM	FCI TERMINAL ISLAND	S&E	WARDEN'S SECY	GL-0318-08	1	0	0	
TRM	FCI TERMINAL ISLAND	TRUST FUND	WHSE WRKR FRMN	WS-6907-04	1	1	0	
TRV	FCI THREE RIVERS	S&E	ACCTG TECHNCN	GL-0525-07	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	ACCTNT	GS-0501-11	1	0	0	
TRV	FCI THREE RIVERS	PHS	ADVANCED PRACTICE NURSE	CC-0610-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
TRV	FCI THREE RIVERS	S&E	CAPTAIN'S SECY	GL-0318-06	1	0	0	13
TRV	FCI THREE RIVERS	S&E	CLNCL PSYCH	GS-0810-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	CONTR SPECLST	GL-1102-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	1	0	
TRV	FCI THREE RIVERS	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	1	1	0	
TRV	FCI THREE RIVERS	S&E	EDU STUD TR	GS-1799-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	10
TRV	FCI THREE RIVERS	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	3
TRV	FCI THREE RIVERS	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
TRV	FCI THREE RIVERS	S&E	ENVIR. & SAFETY CMPLNC. MGR	GS-0018-12	1	1	0	
TRV	FCI THREE RIVERS	S&E	ENVIR. PROTECTION SPECIALIST	GS-0028-11	1	0	0	1
TRV	FCI THREE RIVERS	S&E	EXEC ASST/SAT CAMP	GS-0006-13	1	1	0	
TRV	FCI THREE RIVERS	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	7
TRV	FCI THREE RIVERS	S&E	HLTH SRVCS STUD TR	GL-0699-04	1	0	0	
TRV	FCI THREE RIVERS	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	HUMAN RESOURCE STUD TR	GS-2299-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	HVAC FRMN	WS-5306-09	1	0	0	
TRV	FCI THREE RIVERS	S&E	INFO TECH STUD TR	GS-2299-05	1	0	0	
TRV	FCI THREE RIVERS	S&E	LT	GL-0007-09	1	1	0	
TRV	FCI THREE RIVERS	S&E	LT	GS-0007-11	4	0	0	
TRV	FCI THREE RIVERS	S&E	MID-LEVEL PRACTITIONER	GS-0610-11	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	PKR FRMN	WS-7002-05	1	0	0	
TRV	FCI THREE RIVERS	UNICOR	PRODN CNTRLR	GS-1152-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	PSYCH TECH	GL-0181-07	1	0	0	3
TRV	FCI THREE RIVERS	S&E	REGISTERED NURSE	GL-0610-10	1	0	0	
TRV	FCI THREE RIVERS	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
TRV	FCI THREE RIVERS	S&E	SR OFFCR SPECLST	GL-0007-08	10	0	0	
TRV	FCI THREE RIVERS	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
TRV	FCI THREE RIVERS	TRUST FUND	TRUST FUND SPECLST	GS-0301-09	1	1	0	
TRV	FCI THREE RIVERS	S&E	UNIT SECY	GL-0318-06	1	0	0	11
TRV	FCI THREE RIVERS	S&E	WARDEN	ES-0006-00	1	1	0	
TRV	FCI THREE RIVERS	UNICOR	WHSE WRKR FRMN	WS-6907-06	1	0	0	
TRV	FCI THREE RIVERS	S&E	WHSE WRKR FRMN	WS-6907-03	1	0	0	
TRV	FCI THREE RIVERS	S&E	WHSE WRKR FRMN	WS-6907-04	1	1	0	

VIM	FCC VICTORVILLE	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
VIM	FCC VICTORVILLE	S&E	ASST FOOD SRVC ADMR	GS-1667-12	1	0	0	4
VIM	FCC VICTORVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	2	0	0	
VIM	FCC VICTORVILLE	S&E	ASST HLTH SRVCS ADMR	GS-0670-12	1	0	0	1
VIM	FCC VICTORVILLE	S&E	ASST LOCKSMITH	GL-0301-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	ATTY ADVSR	GS-0905-14	1	0	0	
VIM	FCC VICTORVILLE	S&E	ATTY ADVSR	GS-0905-14	1	0	0	
VIM	FCC VICTORVILLE	UNICOR	AUTMTV WRKR FRMN	WS-5823-08	1	0	0	
VIM	FCC VICTORVILLE	S&E	BUDG ANAL	GL-0560-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	CASE MGR	GS-0101-11	4	1	0	
VIM	FCC VICTORVILLE	S&E	CHAPLAIN	GS-0060-12	1	0	0	
VIM	FCC VICTORVILLE	PHS	CHIEF PHARMACIST	CC-0660-05	1	0	0	
VIM	FCC VICTORVILLE	PHS	CLNCL PRACTICAL NURSE	CC-0610-03	1	0	0	
VIM	FCC VICTORVILLE	S&E	CLNCL PRACTICAL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	COOK FRMN	WS-7404-08	1	1	0	
VIM	FCC VICTORVILLE	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
VIM	FCC VICTORVILLE	UNICOR	COST ACCTNT	GS-0510-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	DEP CASE MGMT COORD-COMPLEX	GS-0101-12	1	1	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE PROG COORD-MAT	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	DRUG ABUSE TRTMNT SPECLST	GS-0101-11	2	1	0	
VIM	FCC VICTORVILLE	S&E	EDUC TECHNCN	GL-1702-07	1	0	0	5
VIM	FCC VICTORVILLE	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	GS-0018-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
VIM	FCC VICTORVILLE	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	HVAC FRMN	WS-5306-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	LT	GS-0007-11	10	1	0	
VIM	FCC VICTORVILLE	PHS	MEDCL OFFCR	CC-0602-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	MEDICATION TECHNICIAN	GL-0640-06	2	1	0	
VIM	FCC VICTORVILLE	S&E	MID-LEVEL PRACTITIONER	GS-0603-11	2	0	0	
VIM	FCC VICTORVILLE	S&E	PARALEGAL SPECLST	GS-0904-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	PARAMEDIC	GL-0640-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	PHLEBOTOMIST	GL-0640-05	1	1	0	2
VIM	FCC VICTORVILLE	PHS	PHYS THRPST	CC-0603-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	PSYCHLGY PREDOCTORAL INTERN	GL-0199-09	1	1	0	13
VIM	FCC VICTORVILLE	S&E	PSYCHLGY TECHNCN	GL-0181-07	2	0	0	2
VIM	FCC VICTORVILLE	S&E	QUAL IMPRVMT/INFECTION CONTRL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	REGISTERED NURSE	GL-0610-10	3	1	0	
VIM	FCC VICTORVILLE	S&E	RELIGIOUS SVCS ASSISTANT	GL-0303-07	1	0	0	7
VIM	FCC VICTORVILLE	S&E	RESTRICTIVE HOUSING PSYCH	GS-0180-13	1	0	0	
VIM	FCC VICTORVILLE	S&E	SAFETY COMPLIANCE SPECIALIST	GL-0018-09	1	0	0	
VIM	FCC VICTORVILLE	S&E	SECY	GL-0318-06	1	0	0	
VIM	FCC VICTORVILLE	PHS	SOCIAL WORKER	CC-0620-05	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPEC INVESTIGATIVE AGT	GS-0006-12	1	0	1	19
VIM	FCC VICTORVILLE	S&E	SPECIALTY TRTMNT PROG SPECLST-BRAVE	GS-0101-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPECIALTY TRTMNT PROG SPECLST-VET	GS-0101-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SPORTS SPECLST	GL-0030-09	1	1	0	
VIM	FCC VICTORVILLE	S&E	SR OFFCR SPECLST	GL-0007-08	59	1	0	
VIM	FCC VICTORVILLE	S&E	STAFF PSYCH	GS-0180-12	3	0	0	2
VIM	FCC VICTORVILLE	S&E	SUPV CONTR SPECLST	GS-1102-12	1	0	0	
VIM	FCC VICTORVILLE	S&E	SUPVY CLINICAL NURSE	GS-0610-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	
VIM	FCC VICTORVILLE	S&E	TCHR	GS-1710-11	1	0	0	3
VIM	FCC VICTORVILLE	S&E	TIME & LV CLK	GL-0544-05	1	1	0	13
VIM	FCC VICTORVILLE	S&E	TIME & LV CLK	GL-0544-05	1	1	0	
VIM	FCC VICTORVILLE	S&E	UNIT MGR	GS-0006-12	1	1	0	
VIM	FCC VICTORVILLE	S&E	UNIT SECY	GL-0318-06	1	0	0	
VIM	FCC VICTORVILLE	S&E	VOCTNL TRNG INSTRU	GS-1712-11	2	1	0	
VIM	FCC VICTORVILLE	UNICOR	WHSE WRKR FRMN	WS-6907-03	1	0	0	
WAS	FCI WASECA	S&E	ADVANCE PRACTICE NURSE	GS-0610-11	1	0	0	
WAS	FCI WASECA	S&E	ASSOC WARDEN'S SECY	GL-0318-07	1	0	0	
WAS	FCI WASECA	S&E	ASST LOCKSMITH	GL-0301-09	1	0	0	
WAS	FCI WASECA	S&E	CASE MGR	GS-0101-11	1	0	1	6
WAS	FCI WASECA	S&E	CHAPLAIN	GS-0060-12	2	1	0	
WAS	FCI WASECA	S&E	COOK FRMN	WS-7404-08	1	1	0	3
WAS	FCI WASECA	S&E	DRUG ABUSE PROG COORD	CC-0180-13	1	0	0	
WAS	FCI WASECA	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	EDUC SPECLST	GS-1701-11	1	0	0	
WAS	FCI WASECA	UNICOR	FABRIC WRKR FRMN	WS-3105-07	2	0	0	
WAS	FCI WASECA	S&E	HLTH SRVCS ASST	GL-0303-07	1	1	0	1
WAS	FCI WASECA	S&E	HUMAN RESOURCE MGR	GS-0201-12	1	0	0	
WAS	FCI WASECA	S&E	LT	GS-0007-11	2	0	0	
WAS	FCI WASECA	S&E	LT	GL-0007-09	1	0	0	
WAS	FCI WASECA	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
WAS	FCI WASECA	S&E	PLMBNG WRKR FRMN	WS-4206-08	1	0	0	2
WAS	FCI WASECA	S&E	PSYCHIATRIC PHYSICIAN	GP-0602-15	1	0	0	

WAS	FCI WASECA	UNICOR	QUAL ASSRNC MGR	GS-1910-11	1	0	0	4
WAS	FCI WASECA	S&E	REGISTERED NURSE	GL-0610-10	2	0	0	
WAS	FCI WASECA	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
WAS	FCI WASECA	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	4
WAS	FCI WASECA	S&E	SOC WRKR	GS-0185-11	1	0	0	
WAS	FCI WASECA	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	SPECIALTY PROG COORD	GS-0180-13	1	0	0	
WAS	FCI WASECA	S&E	SR OFFCR SPECLST	GL-0007-08	33	0	0	
WAS	FCI WASECA	S&E	STAFF PSYCH	GS-0180-12	1	1	0	
WAS	FCI WASECA	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	1	0	
WAS	FCI WASECA	S&E	TCHR	GS-1710-11	1	0	0	11
WAS	FCI WASECA	S&E	UNIT MGR	GS-0006-12	1	1	0	4
WAS	FCI WASECA	S&E	UNIT SECY	GL-0318-06	3	0	0	10
WIL	FCI WILLIAMSBURG	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	ASSOC WARDEN	GS-0006-14	1	1	0	
WIL	FCI WILLIAMSBURG	S&E	ASST HLTH SRVCS ADMR	CC-0670-11	1	0	0	2
WIL	FCI WILLIAMSBURG	S&E	COOK FRMN	WS-7404-08	2	1	0	
WIL	FCI WILLIAMSBURG	S&E	CORRECTNL CNSLR	GL-0007-09	3	1	0	
WIL	FCI WILLIAMSBURG	S&E	FACIL MGR	GS-1640-12	1	1	0	3
WIL	FCI WILLIAMSBURG	S&E	HLTH INF TECHNCN	GL-0675-07	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HLTH SRVCS ADMR	CC-0670-12	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HLTH SRVCS STUD TR	GL-0699-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	HVAC FRMN	WS-5306-09	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	MTNCE WRKR FRMN	WS-4749-08	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PATHWAY INTERN	GS-0299-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PATHWAY INTERN	GS-1799-05	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	SPEC EDUC TCHR	GS-1710-11	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	SR OFFCR SPECLST	GL-0007-08	26	1	0	
WIL	FCI WILLIAMSBURG	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
WIL	FCI WILLIAMSBURG	S&E	WHSE WRKR FRMN	WS-6907-04	1	0	0	3
WXR	WESTERN REGION	S&E	CORRECTNL PROG SPECLST	GS-0006-12	1	0	0	
WXR	WESTERN REGION	S&E	CORRECTNL SRVCS SPECLST	GS-0006-12	1	0	0	
WXR	WESTERN REGION	B&F	ENGRG TECHNCN	GS-0802-12	1	1	0	3
WXR	WESTERN REGION	S&E	EXEC ASST	GS-0006-14	1	1	1	4
WXR	WESTERN REGION	S&E	LEG INTERN	GS-0999-09	1	0	0	
WXR	WESTERN REGION	S&E	PSYCHLGY STUD TR INTERN	GS-0199-07	1	0	0	
WXR	WESTERN REGION	S&E	REGNL ACCTNT	GS-0510-12	1	0	0	
WXR	WESTERN REGION	S&E	REGNL CONTR SPECLST	GS-1102-12	1	0	0	2
WXR	WESTERN REGION	PHS	REGNL HLTH SRVCS ADMR	CC-0601-05	1	0	0	
WXR	WESTERN REGION	S&E	REGNL HUMAN RESOURCE SPECLST	GS-0201-12	1	1	0	
WXR	WESTERN REGION	S&E	REGNL SECY	GS-0318-07	1	0	0	4
YAN	FPC YANKTON	S&E	DRUG ABUSE PROG COORD	GS-0180-13	1	0	0	
YAN	FPC YANKTON	S&E	FNANCL SPECLST	GL-0501-09	1	0	1	4
YAN	FPC YANKTON	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	1	0	5
YAN	FPC YANKTON	S&E	SPEC POPULATION PROG COORD	GS-0101-11	1	0	0	
YAN	FPC YANKTON	S&E	SR OFFCR SPECLST	GL-0007-08	4	1	0	
YAN	FPC YANKTON	S&E	WARDEN	GS-0006-15	1	1	0	
YAZ	FCC YAZOO CITY	S&E	ACCTG TECHNCN	GL-0525-07	1	0	0	10
YAZ	FCC YAZOO CITY	S&E	ASSISTANT HSA	GS-0670-12	1	0	0	1
YAZ	FCC YAZOO CITY	S&E	ASST RECR SUPVR	GS-0188-11	1	0	1	5
YAZ	FCC YAZOO CITY	S&E	ASST SUPVR OF EDUC	GS-1710-12	1	0	0	5
YAZ	FCC YAZOO CITY	S&E	BUDG ANAL	GL-0560-09	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	BUS ADMR	GS-0501-12	1	0	0	
YAZ	FCC YAZOO CITY	S&E	BUS ADMR	GS-0501-13	1	0	0	
YAZ	FCC YAZOO CITY	S&E	CAPTAIN'S SECY	GL-0318-06	1	1	0	
YAZ	FCC YAZOO CITY	S&E	CHAPLAIN	GS-0060-12	1	1	0	
YAZ	FCC YAZOO CITY	S&E	CONTR SPECLST	GL-1102-09	1	1	0	
YAZ	FCC YAZOO CITY	S&E	COOK FRMN	WS-7404-08	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	CORRECTNL CNSLR	GL-0007-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	19
YAZ	FCC YAZOO CITY	S&E	CORRECTNL SYS OFFCR	GL-0007-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	DNTL HYGIENIST	GL-0682-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	ELCTRL WRKR FRMN	WS-2805-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	ELCTRON TECHNCN	GS-0856-11	1	1	0	
YAZ	FCC YAZOO CITY	S&E	EMERGENCY PREPAREDNESS OFCR	GS-0006-12	1	0	0	10
YAZ	FCC YAZOO CITY	S&E	ENVRNMTL & SAFETY COMPLNC ADMR (TR)	CC-0018-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	EXECUTIVE ASSISTANT	GS-0006-13	1	1	0	25
YAZ	FCC YAZOO CITY	UNICOR	FABRIC WRKR FRMN	WS-3105-07	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	FABRIC WRKR FRMN	WS-3105-07	3	0	0	
YAZ	FCC YAZOO CITY	S&E	FOOD SRVC ASST	GL-1603-07	1	0	0	8
YAZ	FCC YAZOO CITY	S&E	HLTH SRVCS ADMR	GS-0670-13	1	1	0	
YAZ	FCC YAZOO CITY	S&E	HLTH SRVCS ASST	GL-0303-07	1	0	0	
YAZ	FCC YAZOO CITY	S&E	HUMAN RESOURCE SPECLST	GL-0201-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	2	0	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-09	1	0	0	

YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-11	2	1	0	
YAZ	FCC YAZOO CITY	S&E	LT	GS-0007-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MEDCL OFFCR	GS-0602-15	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MEDCL REC ADM SPECLST	GL-0669-09	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MID-LEVEL PRACTITIONER S&E	GS-0610-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	MTNCE WRKR FRMN	WS-4749-08	2	0	0	11
YAZ	FCC YAZOO CITY	S&E	PARALEGAL SPECLST	GS-0950-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	PROCUR & PROP SPECLST	GL-1101-09	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	QUAL IMPRVMT & INFECTION CONT NURSE	GS-0610-11	1	0	0	1
YAZ	FCC YAZOO CITY	S&E	REENTRY AFF COORD	GS-0101-11	1	0	0	6
YAZ	FCC YAZOO CITY	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	SEWING MACH RPRER FRMN	WS-5301-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	11
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SIS SUPRT TECHNCN	GL-1802-08	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SR OFFCR SPECLST	GL-0007-08	140	2	0	
YAZ	FCC YAZOO CITY	S&E	STAFF PSYCH	GS-0180-12	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-0099-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-0299-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GL-0699-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-1799-05	3	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GS-2299-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	STUD TR	GL-0699-05	1	0	0	
YAZ	FCC YAZOO CITY	S&E	SUPVY CORRECTIONAL SYSTEMS SPECIALIST	GS-0006-11	1	0	0	3
YAZ	FCC YAZOO CITY	S&E	TCHR	GS-1710-11	2	1	0	
YAZ	FCC YAZOO CITY	S&E	TIME & LV CLK	GL-0544-05	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	UNICOR ACCTNT	GL-0510-09	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	UNICOR BUS MGR	GS-0501-13	1	0	0	
YAZ	FCC YAZOO CITY	S&E	UNIT MGR	GS-0006-12	1	1	0	
YAZ	FCC YAZOO CITY	S&E	UNIT SECY	GL-0318-06	2	0	0	
YAZ	FCC YAZOO CITY	S&E	UTIL SYS RPRER OPERTR FRMN	WS-4742-08	1	0	0	6
YAZ	FCC YAZOO CITY	S&E	VOCTNL TRNG INSTRU	GL-1712-11	1	0	0	
YAZ	FCC YAZOO CITY	S&E	VOCTNL TRNG INSTRU	GS-1712-11	1	0	0	
YAZ	FCC YAZOO CITY	UNICOR	WHSE WRKR FRMN	WS-6907-05	2	0	0	
YAZ	FCC YAZOO CITY	S&E	WHSE WRKR FRMN	WS-6907-03	1	1	0	7
YAZ	FCC YAZOO CITY	S&E	WHSE WRKR FRMN	WS-6907-04	2	0	0	
				Total	6,796	961	103	5,867

MODULE: INTRODUCTION TO CORRECTIONAL TECHNIQUES PHASE I

LESSON: TAB 22: CONDUCTING SEARCHES

LENGTH: 2 Hours

INSTRUCTOR-TO-PARTICIPANT RATIO: One to any number of participants

OBJECTIVE 1: Given a list of statements, the participants will identify the purpose and importance of conducting area searches in accordance with the Correctional Services Manual and PS 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas.

OBJECTIVE 2: Given a list of statements, the participants will identify the general guidelines for conducting area searches in accordance with the Correctional Services Manual and PS 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas.

OBJECTIVE 3: Given an inmate living area, an institution space or open area, and search equipment, the participants will conduct an area search in accordance with the PS 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas.

OBJECTIVE 4: Given a course of instruction on the proper procedures for conducting a pat search, the participants will be able to perform all steps of a pat search.

OBJECTIVE 5: Given a course of instruction and a list of options, the participants will be able to successfully identify the proper sequence of steps used in conducting a visual search.

METHOD OF EVALUATION: Academic Testing / Practical Exercise

PREREQUISITES: Logs, Memoranda, and Incident Reports; Identifying Contraband; Accounting for Contraband

INSTRUCTIONAL AIDS: Local lists of items sold in the commissary, List of authorized items of inmates personal property from Institution Supplement, Search log, Tool box/carrier, Screwdrivers (Phillips and flat head), Mirror, Flashlight, Keys to area being searched, Probing devices, Mallet, Putty knife, Metal detector, Computer Presentation

INSTRUCTIONAL EQUIPMENT: Computer, Projector, Projector Screen

REFERENCES: Correctional Services Manual, PS 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas, PS 5510.15, Searching, Detaining, or Arresting Visitors to Bureau Grounds and Facilities, PS 5324.11, Sexually Abusive Behavior Prevention and Intervention Program, PS 5580.08, Inmate Personal Property, Institution Supplement on Inmate Personal Property.

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APPENDIX: Sample Incident Report - Results of Search in Living Quarters, Sample Memorandum - Results of Search in Electrical Shop, Area Search Performance Evaluation Checklist, Pat Search Job Aid, Pat Search Review/Remediation Sheet, Visual Scramble Test Proper Sequence, Visual Search Scramble Test Answer Key

POWERPOINT: Yes

SPECIAL NOTES: Before you present this lesson, make arrangements for the participants to perform actual searches during the practice exercise portion of this training session. Ensure participants will have sufficient search equipment to conduct the exercise.

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I. INTRODUCTION

Slide 1 - Conducting Searches

Since inmates often possess different types of contraband, find ways to modify government-issued items inappropriately, and create weapons out of any type of material, inmates and all areas of our institution must be searched routinely at irregular times. Conducting searches is an important part of a correctional workers duties and responsibilities. This lesson provides the information you will need to perform a thorough search of inmates and all areas that inmates have access. Our objectives for this lesson are:

Slide 2 – Objectives

- Identify the purpose and importance of conducting searches.
- Identify the general guidelines for conducting searches.
- Given an inmate living area, an institution space or open area, and search equipment, each participant will conduct pat and area searches.
- Identify the proper sequence of steps used in conducting a visual search, as delineated in this course of instruction.

Slide 3 - Reasons for Conducting Searches

II. CONDUCTING SEARCHES

A. Reasons for conducting searches

There are critical reasons for conducting searches which relate to safety and well-being. It is important to remember searches are not conducted for the purpose of harassing inmates.

Reasons that searches are conducted are to:

1. Protect staff and inmates

The most important reason for conducting searches is to protect employees and inmates. Searches help us maintain a safe and secure environment for everyone.

2. Detect and remove contraband

Contraband may be a restricted item or an excessive amount of permitted items. Searches allow staff members to locate and remove contraband items.

3. Prevent escapes

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Through searches, staff may uncover tools or devices that could be used in an escape attempt. Staff members also inspect buildings and structures for signs of tampering.

4. Maintain sanitary standards

Institution areas must be kept neat and clean for health purposes. Searches ensure sanitary conditions meet established standards.

5. Eliminate fire and safety hazards

Area searches help uncover fire and safety hazards such as exposed or faulty electrical wires. When such hazards are discovered, they must be reported for repair.

Slide 4 - Reference Materials

B. Reference Materials

Your primary references for conducting searches will be PS 5500.11,Correctional Services Manual and Program Statement 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas. These sources provide thorough coverage as follows:

1. The **Correctional Services Manual** provides guidance on records and methods of inspection. It also provides guidance to search visually and how to use instruments during a search. For example, it tells how to use a mallet for tapping and how to use metal instruments to check for cuts or other signs of tampering.

Detailed instructions for searching inmates and specific areas such as housing units, utility rooms, shops, and buildings are also provided.

2. The **PS 5521.05, Searches of Housing Units, Inmates, and Inmate Work Areas** explains how and why search procedures are established. It also outlines documentation requirements for searches.

3. Local Procedures such as the list of items carried by our institution Commissary and the list of locally authorized inmate personal property are two other important sources of information. You can use these lists to help you tell the difference between authorized items and nuisance contraband.

Slide 5 - Search Conditions

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C. Search Conditions

It is important you understand the conditions under which searches are conducted. In this section, we will discuss when these searches are performed and who is authorized to perform them.

- When to conduct searches?

Searches are performed according to scheduled Post Orders and/or supervisory instructions. Searches may be performed any time of the day or night, during any shift. They may be scheduled or unscheduled.

- Who may conduct searches?

All staff members are authorized and encouraged to perform random searches. In certain institution areas such as the living quarters, dining hall, Health Services Department, or library, specific staff may be assigned to conduct a search. Any staff member may be asked to search a specific inmate or area at any time.

Slide 6 - Types of Searches

III. TYPES OF SEARCHES

Now that we have discussed why searches are performed, sources for additional information, and search conditions, we will move on to the actual steps for conducting various searches.

Slide 7 - Types of Searches - Area Searches

A. Area Searches

1. Initiate the search

First, determine the type of search to be conducted. You can do this by following your Post Orders and/or contacting your supervisor. In general, searches are performed as follows:

- Daily security inspections are conducted during each shift.
- Searches of living quarters or individual cells are conducted daily on a routine and random basis.
- Searches of other areas (such as UNICOR, education building, electrical shop, library, or yard) are conducted daily on an irregular time schedule.
- Institution grounds inspections are conducted frequently on an irregular schedule.

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Note: Show an Institution Search Log.

If appropriate, determine the specific living quarters/cell to be searched by referring to the unit or area search log book located at the Unit Officer's station. The search log book identifies all areas/cells recently searched and the contraband found and documented by the staff member.

Referring to the unit or area search log book prior to conducting a search may help eliminate different staff searching the same area or cell on different shifts. It also helps to identify other areas in need of searching and reduces the appearance of harassing a particular inmate.

2. Obtain search tools

The right tools make a search job much simpler, safer, and more effective. Used correctly, the recommended tools will help you uncover concealed evidence without putting yourself in danger.

Note: Display tools used in searches.

Obtain any necessary tools before you begin an area search:

- Screwdrivers (Phillips head and flat head) to disassemble equipment or other items.
- Mirrors with a long handle to look under, over, or behind objects.
- A flashlight to see under furniture, equipment, or other dark areas.
- Appropriate keys to open locks and lockers.
- Probing devices to check dense areas such as the ground.
- A mallet to tap items such as bars and grilles. It can also be used to inspect walls where paint chips are detected.
- A putty knife to check window sashes, sills, and bars. The knife can also be used to inspect hidden areas, such as the ledge behind a piece of heavy furniture.
- A hand-held metal detector to find concealed contraband items, such as knives or razor blades in a mattress, pillow, or clothing.

3. Dealing with the presence of inmates

Inmates are not allowed to observe a search or to remain in an area which is being searched. If inmates are in the area to be searched, pat search them and direct them to leave the area.

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Note: Inmate pat searches will be discussed later in this lesson plan.

4. Plan a systematic search process.

Area searches must be conducted in a thorough, systematic manner. They are **not** random spot checks.

The area search process is detailed and careful preparation is necessary. Think of the plan you will develop as a road map for your area search. Prepare a plan for the area being searched. Be sure the plan is thorough and systematic.

- How do you plan to tackle this assignment? What approach will you take?
- Assess the area to be searched. What is the size of the area? Where are the doors and windows?
- Look over the actual area to be searched. Establish an overall impression and identify anything suspicious. Check all parts of the area thoroughly, but also try to imagine yourself as an inmate. Where would **you** hide something?
- Select a starting point and determine a systematic approach. You may start anywhere, but search the entire area systematically to ensure thorough coverage. For example, you may enter at the cell door and search from the left, inspecting all items from top to bottom.

5. Inspecting the area and all contents

Note: Describe Typical Hiding Locations.

a. Review search strategy.

Keep the following points in mind as you begin your search:

- Follow your search plan. Even if you find contraband, you must continue searching until you have covered the entire area. Contraband may have been planted in several places. Sometimes, a minor contraband item is planted to bait and distract you from a more serious article.
- Plan to conduct your search so all legitimate articles and bedding may be left as neat and orderly as you found them at the beginning of the search.
- Focus on maintaining your concentration throughout the search. This is a detailed task and it is important you keep your mind on what you are doing.

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Note: Discuss possible distractions.

b. Consider safety.

(1) Concealed contraband.

Inmates may conceal contraband such as needles, razor blades, tattoo paraphernalia, and other sharp objects out of plain view of staff. For this reason, use extreme caution to never run hands along a surface they have not visually inspected, and remember to never put hands or fingers anywhere you cannot see.

Avoid squeezing inmate clothing and laundry items to avoid injury in the event that contraband may be concealed in these items. Always visually inspect, unfold, and shake these items prior to searching. Further prevention strategies include the use of the search tools mentioned above.

If contraband is, in fact, discovered, be cautious. Always use a search tool to pick up needles, razor blades, or other sharp objects. When transporting these types of contraband, continue to use caution by placing the items in a sharps container, when applicable.

(2) Exposure to Bloodborne Pathogens.

Exposed employees must report all exposures to their immediate supervisor as soon as possible. Prompt reporting of exposure incidents ensures timely medical evaluation and follow-up. If evaluation of the circumstances indicates post-exposure treatment, the exposed employee will benefit from the prompt initiation of treatment.

c. Search the area.

Check all movable or installed items and equipment. Use tools as appropriate to search inaccessible areas and protect yourself. For example, use the mirror, probe, or metal detector to check inaccessible areas. Take note of unusual circumstances or needed repairs.

(1) Inspect all furniture. Concentrate on hollow legs, cracks, and crevices; underside; and any upholstered cushions.

- Check beds and upholstered furniture thoroughly.
- Strip the bed. Examine all pillows, sheets, covers, blankets, and the mattress carefully. Check to see if contraband has been pinned or sewn to any item.
- Search the mattress, pillows, and cushions for hard objects. Consider using the metal detector to protect yourself from sharp items such as needles and blades.

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- Check the underside of all furniture such as chairs, tables, and stools. Look for taped or stuck items and small holes bored into the wood. Contraband could be plugged into holes by paper or wooden plugs.

(2) Inspect any plumbing fixtures such as toilets, wash basins, shower stalls, water fountains, and ice machines. Concentrate on the legs, cracks, and crevices; the underside and inside of all water-holding devices. Ensure you:

- Flush toilets and look for suspicious water flow.
- Drain water, if possible. Run fresh water to check for contraband hidden in pipes.
- Inspect drains. Remove drain grilles where possible, and look for contraband suspended on thin wire or thread.

(3) Inspect ventilation devices. Remove ventilation grilles where possible and look for contraband suspended on thin wire or thread.

(4) Inspect electrical fixtures. Remove light fixture covers, light bulbs, and electrical face plates.

(5) Inspect doors, windows, bars, and wall surfaces. Concentrate on cracks, crevices, locks, caulking, recent repairs, and bars that have been bent, broken, or tampered with.

(6) Inspect mechanical equipment. Ensure power to equipment is turned off before you open and inspect it.

(7) Inspect all items and materials stored in area.

Ensure you:

- Check all personal items such as picture frames, toothpaste, and medicine containers.
- Look for expired medications or those issued to an inmate other than the one whose locker you are checking. Look for false bottoms and examine contents.
- Check all institution items such as trash cans, brooms, and cleaning utensils/supplies.
- Inspect all packaging, such as soap bars. Ensure the seals have not been tampered with. If seals have been opened, check contents carefully.
- Inspect all books, magazines, and papers within the area. Check the bindings and covers. Look between individual pages.

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- Confiscate all contraband found in the area. Remember to follow the proper procedures for the confiscation of contraband and inmate personal property.

Note: Review procedures for confiscating contraband.

In outdoor areas concentrate on recently transplanted trees, shrubs, and flowers. Check areas where repairs have caused soil displacement. The dense undergrowth creates an ideal hiding/burial spot.

- Drive probes into the ground in recently planted areas. Investigate suspicious areas.

- Use hand-held metal detectors to check for weapons and other contraband.

6. Leave the area as you found it.

As we discussed, area searches are necessary in institution life. However, a little consideration on your part will go a long way in helping inmates accept the intrusion. Treat their property with respect by:

- Ensuring the area is returned to its original condition as neatly as possible. There should be little evidence that a search was performed.

- Folding bedding items neatly and place them on the bed. Staff members are not required to remake an inmate's bed after removing all bed clothing while conducting a search.

- Replacing personal items to the approximate location they were found prior to the search. Remember that a cell is an inmate's home.

7. Document the search.

Each time you complete a search, you must complete the necessary documentation. Complete a log entry to document your actions and findings. If necessary, write a memorandum and/or an Incident Report.

(1) living quarters

Note: Display Unit Search Log.

- If you find contraband, remove it from the living quarters. Tell your supervisor, and determine appropriate actions to take regarding confiscation and disposal of contraband.

- Document your search in the Unit Search Log. (It is important to document the fact that you conducted a search, whether or not you found contraband.) This documentation

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proves the Bureau of Prisons is doing everything it can to make the institution safe and secure.

Note: Refer to Appendix.

If you find hard contraband or contraband of significance, you must document your findings as follows:

- If your finding can be directly attributed to one inmate, complete an Incident Report. In addition, if you know of any recent event or sensitive information that may relate to your finding, write a memorandum to your shift supervisor to support the Incident Report.

- If your finding cannot be attributed to a single inmate, write a memorandum to the Captain through your shift supervisor.

All Incident Reports and memorandums should include the following information:

- Name and register number of the inmate whose cell was searched
- Number of the cell searched
- Name of the officer conducting the search
- Time of search
- List of any contraband discovered
- Disposition of the contraband

(2) areas outside living quarters

- If you find contraband, remove it from the area. Tell your supervisor, and determine appropriate actions to take regarding confiscation and disposal of contraband.

Note: Explain how to complete a log book entry.

- Document your search in the area log or lieutenant's log. (It is important to document the fact you conducted a search and whether contraband was found.)

- If you found hard contraband or contraband of significance, write a memorandum. If your finding can be directly attributed to an inmate, complete an Incident Report.

8. Submit work requests

During your search, you may find areas that need repair and/or further inspection. Perhaps you noticed plumbing or structural problems. In such cases you should submit a work request.

Note: Describe local procedures used to submit work orders.

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9. Practice area search

We have discussed the fundamentals of conducting an area search. Now you will have the opportunity to practice what you have just learned.

Note: Assign the participants to conduct a limited area search of identified areas. Observe the participants as they conduct this exercise to ensure they are using proper search techniques. Provide feedback as needed.

Note: Did you have any problems with completing the area search? Did you find anything which requires an Incident Report, a Work Request, or memorandum? How would you document the area search? Encourage discussion.

Slide 8 - Types of Searches - Pat Searches

B. Pat searches

1. When to conduct pat searches?

- Staff may conduct a pat search of an inmate on a routine or random basis to control contraband.
- Inmates should be pat searched several times a day at non-scheduled intervals.
- Inmates should be randomly pat searched when they move from one area of the institution to another. For example: pat searches should be conducted during open movements, entering or exiting inmate housing units, when inmates leave a work assignment, or when they return to the work site after a scheduled call-out, religious activity, etc. Inmates must assume a pat search will be conducted at any time and any place. Inmates must be uncertain as to when, where and how they will be questioned and searched.

2. Who conducts pat searches?

A pat search may be conducted by any staff member, at any time, and on any inmate of either gender.

3. Pat Searches of Staff and Inmate Visitors

The following procedures apply to searching staff and inmate visitors, both social and legal, official visitors, contractors, and volunteers, upon entering Bureau grounds or facilities. Persons refusing to submit to or comply with authorized Bureau search procedures will be denied entry or required to leave.

A pat search of an inmate visitor or staff member will be conducted in the same manner as an inmate pat search with the following exceptions:

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- Except in emergencies, pat searches of visitors/staff must be conducted by staff of the same sex as the non-inmate being searched.

- Religious headwear is not considered part of a visitor's/staff's belongings, but rather their person. Random pat searches should NOT ordinarily include removal and inspection of religious headwear. Except in emergencies, Warden authorization is required before staff perform pat or visual searches of religious headwear. Searches of religious headwear should be conducted out of the view of other visitors and inmates.

- Religious headwear that obscures a person's face must be removed sufficiently to reveal the face for identification upon entering and leaving facilities, and does not require the heightened conditions described above or documentation. In these cases, the entire headwear need not be removed if partial removal will reveal the face for identification.

- Staff must be respectful of the belongings of others. Belongings and contents should not be handled carelessly, or in a manner that attracts unnecessary attention by others in the area.

- Staff should not make unnecessary or inappropriate comments regarding their belongings that might cause embarrassment.

- All containers – for example, purses, backpacks, and medication (prescription or over-the-counter)– must be electronically screened or opened and inspected.

Note: Pat Search Video

4. Pat search video

Before we get into the process of a pat search, I want to show you a video on the procedures we will be following. Please observe each step closely as these are the steps we will be following and on which you will be tested.

Note: Direct the participants to remove the Pat Search Job Aids from the Appendix of their manuals.

5. Initiate the pat search

- Determine which inmate is to be searched.

- Determine the location of the search.

- Communicate your intentions to the inmate.

Note: The presence of other inmates should not be a deterrent to performing an effective pat search.

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6. Systematic steps in conducting a pat search

The pat search is conducted utilizing a systematic step-by-step approach to ensure maximum effectiveness. During the performance evaluation, you must complete the pat search in the systematic order taught.

Slide 9 - Types of Searches - Pat Search

7. Conducting the pat search

a. Pat search positioning

While conducting a pat search, staff must remain alert to their surroundings and the inmate at all times. For safety, it is imperative that staff be aware of their positioning as well as the inmate's positioning throughout the pat search.

(1) Inmate Positioning

- The inmate will face away from the staff member during all hands-on search procedures.
- While facing away from the staff member, the inmate will be instructed to stretch out their arms perpendicular to the inmate's side and parallel to the ground with palms facing up and fingers spread.
- The staff member will instruct the inmate to place their feet shoulder width apart.
- Throughout the pat search, the inmate will be instructed to turn. While the inmate is turning the staff member remains in place monitoring the inmate's actions.

(2) Staff Member Positioning

- The staff member will maintain a T-stance while conducting the pat search.
- The staff member's head should never pass the plane of the inmate's side. (Example: Do not allow your head to be in a position where the inmate could strike with an elbow, arm or fist).
- Larger inmates may require a staff member to move from one side to the other while searching the chest and waist area. The staff member will stay behind the inmate's outstretched arms at all times.
- While searching the lower extremities, the staff member should maintain their T-stance while going to one knee. Never place both knees on the ground at the same time.

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b. Removal of inmate's personal items

- Direct the inmate to remove all items from their pockets. Instruct the inmate to place the items in a specific location *(out of reach).* Inspect the inmate's hands to ensure there is no concealed contraband in the hand or between the fingers. When conducting this procedure, observe the inmate's body language and movements, noting signs of anxiety or any attempt to throw away contraband.

- Direct the inmate to remove any head wear (hats, clips, head bands, barrettes, or hair ornaments) and place it with the items removed from their pockets.

c. Inspect the inmate's head and neck

As part of a thorough pat search, you will start at the head and work your way down the inmate's body to the feet. However, there may be times that the inspection of the head will not be necessary.

- Direct the inmate to lean forward and run their fingers vigorously through the hair several times to dislodge any hidden contraband items.

d. Searching the inmate's arms and upper torso

- Have the inmate turn and face away from you, raise their arms to the side, shoulder high with fingers spread, and palms facing up. From behind, visually look at the inmate's hands to ensure there is nothing concealed.

- Search the inmate's collar by placing the collar material between your index finger and thumb, using both hands. Press the material, feeling for hidden contraband. Be sure to cover the entire length of the collar.

- In a systematic method, search one shoulder, arm, and armpit at a time. Begin at the shoulder area with one hand flat against the back of the shoulder and the other flat against the front of the shoulder. Pressing the palms against the inmate's body and using a sweeping motion, work your hands from the shoulder to the wrist ensuring total coverage of the shoulder, armpit, and length of the arm. While searching the inmate's arms and upper torso, use a sweeping motion; do not squeeze or give the appearance of groping. Larger inmates may require a staff member to use a rotational sweeping motion in order to ensure all areas are properly searched.

- Repeat this procedure to search the other shoulder, armpit, and arm.

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- With your palms flat and thumbs aligned on each side of the spine, search the inmate's back and sides by pressing down as you work your way to the inmate's belt line. Considering the size of the inmate, this portion of the search may require more than one sweeping motion.

- Go back to the armpit area. With both palms flat against the inmate's side, using a sweeping motion, search each side simultaneously down to the belt line.

(1) Male Inmate

- Once the back and sides have been completed, search the chest and stomach from behind.

- Place both palms flat on the inmate's chest, near the top of the chest. In a downward sweeping motion, paying close attention to seams, button areas, and pockets, search to the inmate's belt line.

(2) Female Inmate

- Have the inmate lower one arm (your choice).

- Place yourself to the side of her lowered arm, place your inside arm (forearm) in a position which affords protection of your groin, preventing the inmate from raising her arm.

- With your outside hand in a position with all four fingers and thumb extended and joined together, and held in a vertical position, place the thumb side of your hand on the chest area starting at or above the sternum. Run your hand downward, circling under the breast, then upwards toward the armpit area, applying enough pressure to detect any contraband.

- Check the abdomen area with the flat palm portion of the searching hand.

- Repeat the above procedures for the other side.

Larger inmates may require a staff member to move from one side to the other while searching the chest. Stay behind the inmate's outstretched arms at all times.

e. Searching the belt line and waistband areas

- This is a common area to hide sharp items - exercise caution when searching this area!

- With the inmate's arms raised to the side, shoulder high, search the waistband of the inmate. Standing to the rear of the inmate, reach around the waist and begin at the navel area. Placing the trouser material between your fingers and thumb, pinch the material, working your way from the front to the rear on both sides, simultaneously.

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- Once the waistband has been completed, using the same technique, search the belt.

- Larger inmates may require a staff member to move from one side to the other while searching the belt and waistband. Stay behind the inmate's outstretched arms at all times.

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f. Searching the lower abdomen and groin

- Search the inmate's lower abdomen and groin area. This is accomplished by placing the palm flat, directly below the inmate's waistband, on the lower abdomen, with fingers aligned with the zipper. The other hand, the palm is flat, placed directly below the waistband on the inmate's buttocks. Move your hands downward in a sweeping motion toward the crotch area.

- Pay special attention to the inmate's lower abdomen and crotch, carefully checking seams, waistbands, zippers, and buttons.

Note: Explain to the participants to thoroughly search the crotch area, using a sweeping motion; do not squeeze or give the appearance of groping.

g. Searching the legs

- In a systematic method, search one leg at a time. Pressing the palms against the inmate's leg and using a sweeping motion, work your hands from the crotch area to the ankle. While searching the inmate's legs, use a sweeping motion; do not squeeze or give the appearance of groping. Larger inmates may require a staff member to use a rotational sweeping motion in order to ensure all areas are properly searched.

h. Searching the socks and shoes

- Inspect the shoe tops, and any area of the leg/ankle covered by socks. If you feel there is contraband, the inmate should be removed to an appropriate area for a visual search.

- Remaining behind the inmate, move to the other side. Repeat the procedure to search the other side of the inmate's lower abdomen, groin, leg, and shoe.

- Instruct the inmate to lift each foot, one at a time, showing you the bottom of the shoe. Visually inspect the bottoms of the shoes to ensure there is no item of contraband concealed on the bottom. Examine shoes closely for any split soles or removable heels.

- Once the inmate has been searched, have the inmate lower their arms.

i. Inspecting the inmate's possessions

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- Inspect items removed from the inmate's pockets by visually and physically checking each, disassembling as necessary.

- Inspect head wear for concealed items by running your fingers over material, folding down and checking under all hat bands and head bands.

- Direct the inmate to retrieve their personal possessions.

- Release the inmate to their assigned duty.

j. Documenting confiscated contraband

You have learned how to document confiscated contraband. Let's review the forms used in documenting confiscated contraband:

- Confiscation and Disposition of Contraband form
- Incident Report
- Memorandum

Slide 11 - Pat Search Special Concerns

9. Pat search special concerns

a. Casts and artificial limbs

Dangerous weapons, drugs, and money are often concealed in casts and artificial limbs.

- Inspect any plaster cast or artificial limb the inmate may have by using a flashlight and mirror. If you suspect the plaster cast conceals contraband, contact your supervisor for further instructions.

- Inspect any artificial limb the inmate may be wearing by directing them to remove the limb and thoroughly searching the limb and all attaching hardware. This will be done in private.

- Contact the Health Services Department if problems arise when searching inmates with either casts or artificial limbs.

b. Dealing with the inmate

Most inmates accept pat searches as a part of the normal day. Even so, you must:

- Respect the inmate's right to **not** be harassed.

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- Be systematic when performing the pat search.
- Maintain professionalism by conducting all searches in a calm, no-nonsense manner.
- Remain alert at all times. Remember, keeping contraband out depends on how well you do your job. Others depend on you.

c. If you suspect contraband or a weapon

We must ensure our own safety while conducting searches. When contraband is suspected, you should have a second staff member assisting with the search.

(1) Direct the inmate to face away from you with arms extended, palms up, and feet apart.

(2) You may want to instruct the inmate to assume a position against a wall if possible.

- Arms outstretched and palms of the hands on the wall.
- Legs spread more than shoulder width.
- Move feet away from the wall.

(3) Request assistance and have the inmate submit to a visual search.

Note: Direct participants to refer to the Job Aids located in the Appendix.

9. Practice pat search

The instructor will demonstrate the proper pat search technique with a volunteer member of the class or a member of the instructional team. Following the demonstration, each participant should be required to properly perform a thorough pat search on another participant.

Note: The instructor should hide contraband on the person who is being searched. Using the evaluation form located in the Instructor Guide's Appendix to rate the participant's performance and provide feedback.

C. Visual Search

Slide 12 – Visual Search

The intent of the pat search is to control the introduction of contraband in our institutions, ensuring a safe environment for staff and inmates. Pat searches do not detect all contraband; however, this important security procedure will assist in deterring the introduction and movement of contraband. If you suspect the inmate may possess contraband, which you did not detect during your pat search, you should initiate a visual search. We must ensure our own safety while conducting searches. If the staff member conducting the search believes they are

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at particular risk, they should immediately seek assistance. Staff should not try to remove any contraband from the inmate without a second staff member present.

In a recorded case an inmate undergoing a visual search was found to have a greasy substance around his rectum. A digital and simple instrument search located an item, but the item could not be removed from the inmate's bowels. An x-ray revealed that the item was a small-caliber pistol. When the pistol was finally recovered, it was found that it did not have a trigger guard and that it was fully loaded! The pistol could have discharged at any time. The inmate had received the pistol and inserted it into his rectum while in the Visiting Room. A very alert Correctional Officer performing a professional visual search prevented this weapon from entering the institution.

The visual search is probably the most sensitive search procedure you will conduct. As the name implies, a visual search involves the visual inspection of an inmate's body after all clothing has been removed. Unlike the pat search, staff members should never touch an inmate while conducting a visual search.

Inmates may view visual searches as humiliating and feel it can be a form of harassment.

Visual searches are extremely effective in preventing the introduction and circulation of contraband. As a correctional worker, a visual search is one of the many areas of your job that will test your professionalism.

1. Purpose of a visual search

Visual searches are conducted to protect staff members and inmates by controlling the introduction and conveyance of contraband into the institution.

a. When to conduct visual search

(1) Conduct a visual search when there is reasonable belief that contraband may be concealed on the inmate.

(2) Conduct a visual search when a good opportunity for concealment has occurred.

(3) Based on the security level of the institution, conduct a visual search when an inmate is entering or leaving the:

- Visiting Room
- Institution
- Special Housing Unit

(4) Conduct a visual search when an inmate has been apprehended after an escape or an escape attempt.

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b. Who may conduct a visual search?

(1) A **routine** visual search is conducted by staff members of the same sex as the inmate.

(2) A staff member of the opposite sex *may* conduct the search in an emergency situation. The staff member must be fully prepared to articulate their actions and be able to document the conditions and reasons for the opposite sex search. A copy of the report will be placed in the inmate's central file.

2. Systematic steps in conducting a visual search

a. Initiating the visual search

(1) Determine which inmate is to be searched.

(2) Determine where the inmate is to be searched by locating an area out of public view, maintaining the inmate's dignity to the maximum extent possible.

(3) Notify the inmate by verbally stating your intention to visually search them, and direct the inmate to the area where the search will take place.

Slide 13 - Visual Search

b. Conducting the visual search

(1) Direct the inmate to remove all items from clothing pockets.

- Direct the inmate where to place personal items.
- Ensure the items are placed out of reach of the inmate.

(2) Direct the inmate to remove all clothes.

- As the inmate removes their clothes, watch for signs of anxiety or any attempt to throw away contraband.
- Direct the inmate to place their clothes next to the items previously removed from the pockets.

Inspect any artificial limbs the inmate may be wearing by directing the inmate to remove the limb and thoroughly search the limb and all attaching hardware. Dangerous weapons, drugs, and money are often concealed in artificial limbs.

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If the inmate is wearing a cast, ask your supervisor for instructions.

As you conduct the search, look for items taped to the inmate, fresh tattoos, or needle marks. If you encounter any of these situations, you should notify a supervisor upon completing the search.

(3) Visually inspect the inmate's head:

- Direct the inmate to bend forward at the waist, with head tilted down, run their fingers vigorously through their hair several times to dislodge any hidden contraband.

Note: Advise students that inmates with hair that is unable to be searched in this manner will need to be inspected prior to the inmate removing their clothes. This could include dread locks or hair that is too thick to effectively search.

- Visually inspect inside and behind both ears. Use a flashlight, if necessary.
- Visually inspect inside the inmate's nose. Use a flashlight, if necessary.
- Visually inspect inside the inmate's mouth and under the tongue. Use a flashlight, if necessary.
- Direct the inmate to remove dentures/partial plates if applicable.
- If applicable, visually inspect the dentures/partial plates while the inmate holds them.
- Direct the inmate to pull their lower lip out and down. Next, direct the inmate to pull their upper lip out and up. Be certain to inspect the inmate's gum line.
- If applicable, have inmate put dentures/partial plates back in mouth.

(4) Visually examine the inmate's front torso:

- Remain professional, search thoroughly, and maintain your concentration.
- Observe the inmate, looking for cuts, bruises, or any trauma on their body. Report any of these observances to your supervisor upon completing the search.
- If bandages are found during the search, direct the inmate to remove them, or at least lift one side to show that nothing is concealed underneath.
- Direct the inmate to extend their arms forward, palms down, and fingers spread. Examine the back of hands and under the fingernails.

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- Direct the inmate to turn their hands over and examine the palms.

- Direct the inmate to raise their arms above their head, with fingers extended and spread. Examine the inmate's armpits and arms.

- If the inmate is a female, direct her to lift her breasts so that you can see if anything is taped or hidden under the breasts.

- If the inmate is obese, direct them to lift the folds of skin so you can see if anything is taped or hidden between the folds.

(5) Visually examine the inmate's groin:

- If the inmate is a male, direct him to spread his legs and lift his genitals so that you can see if anything is hidden or taped under the penis or scrotum. If the inmate is not circumcised, the inmate must pull back the foreskin to expose the head of the penis.

- If the inmate is female, direct her to squat down, spread her vagina, and cough several times to dislodge anything that may be hidden in the vaginal cavity.

(6) Visually examine the front of the inmate's legs and tops of the feet.

Slide 14 – Visual Search

(7) Direct the inmate to turn around and visually examine the inmate's back upper torso.

(8) Visually examine the back of the inmate's legs and bottom of the feet.

Check between the toes by directing the inmate to lift one foot at a time and wiggle the toes.

(9) Have the inmate face away from you and visually examine the inmate's (male and female) anus by directing them to bend over and spread the buttocks. Use a flashlight, if necessary.

A common place for both male and female inmates to hide keys, drugs, and even hacksaw blades, is inside the rectum.

If you suspect contraband, have the inmate squat and cough several times.

- If you find any evidence (a greasy substance around the rectum) that something may be concealed in the anal cavity, call a supervisor immediately.

- Only medical personnel are permitted to conduct body cavity searches, and then only with the permission of the Warden.

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(10) Search the inmate and clothing with a hand-held metal detector.

- Inspect the inmate's clothes by running your hands over the material, turning the garments inside-out, and examining zippers, buttons, seams, cuffs, and hat bands. In addition, a hand-held metal detector will be utilized when checking the inmate's clothing.

- Examine the soles, heels, and insides of the shoes, looking for false heels, hollow compartments, or items hidden inside the shoes. In addition, a hand-held metal detector will be utilized when checking the inmate's shoes.

(11) Examine the items that were removed from the inmate's pockets.

(12) Direct the inmate to retrieve their clothing and get dressed. Release the inmate to their assigned duty.

Slide 15 - Visual Search

c. Documentation

Document the confiscated contraband using:

- Confiscation and Disposition of Contraband form
- Incident Report
- Memorandum

d. Professionalism during visual searches

- Respect the inmate's right to **not** be harassed.
- Be systematic by performing the visual search in the same way every time.
- Maintain professionalism by conducting all searches in a calm, no-nonsense manner.
- Remain alert at all times. Remember, keeping contraband out of the institution depends on how well you do your job. Others depend on you.

e. Visual search scramble test

The visual search scramble test will check your understanding of the sequence of events necessary to perform a proper visual search. Number each step in proper sequence 1 through 12, 1 being the first step and 12 being the last.

Note: Have the participants remove the Visual Search Scramble Test from their Appendix, close their manuals, and put away all study aids. After all of the participants have finished taking the test, grade the tests and provide feedback on their performance.

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IV. SEARCHES OF CROSS-GENDER INMATES

Slide 16 – Cross-Gender Searches

Currently, all staff may pat search inmates. Guidance for pat searches of transgender inmates is provided in conjunction with the implementation of PREA standard 115.15. Pat searches should be conducted in a professional and respectful manner and in the least intrusive manner as possible consistent with security needs.

Individual transgender or intersex inmates will present different physical characteristics, which may change over the course of incarceration. Staff members should be mindful of these characteristics when conducting pat searches, and adjust procedures accordingly. For example, if a transgendered inmate has or develops breasts, staff should use the back of the hand to conduct a search of this area, as is appropriate for female inmates.

A transgendered inmate with breast removal would indicate the use o male pat search procedures for the upper torso area.

A. Female Inmates

For a facility whose rated capacity does not exceed 50 inmates, cross-gender pat-down searches of female inmates are not permitted absent exigent circumstances. Facilities shall not restrict female inmates' access to regularly available programming or other out-of-cell opportunities in order to comply with this provision.

B. Documentation of Cross-Gender Searches

Institutions must document all cross-gender strip searches and cross-gender visual body cavity searches, and shall document all cross-gender pat-down searches of female inmates.

Cross-gender strip searches or cross-gender visual body cavity searches (meaning a search of the anal or genital opening) are not permitted except in exigent circumstances or when performed by medical practioners.

If there are any questions as to the appropriate search procedures for a transgendered inmate, please consult supervisory staff.

V. REVIEW OF OBJECTIVES

Slide 17 – Review of Objectives

In review of our objectives, we have:

- Identified the purpose and importance of conducting searches.

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- Identified the general guidelines for conducting searches.

- Given an inmate's living area, an institution space or open area, and search equipment, each participant conducted pat and area searches.

- Identified the proper sequence of steps used in conducting a visual search, as delineated in this course of instruction.

VI. SUMMARY

Slide 18 - Summary

There are several reasons why searches are conducted. The most important is that searches help to protect staff, inmates, and the general public. Searches help us to maintain a safer working environment for all. When conducting searches, it is important to be thorough and systematic in your procedures.
As a correctional worker, remember:

- Conducting searches is every correctional worker's duty and responsibility.

- We conduct searches to prevent escapes by controlling the introduction and conveyance of contraband into the institution.

- Searches help ensure a safe working environment for yourself and other staff members and a safe living environment for inmates.

Slide 19 – Thank You

Note: Upon completion of the summary, ensure each participant had an opportunity to participate in all three performance evaluations (area search, pat search, and visual scramble test).

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NTT DATA Services

Federal Bureau of Prisons (BOP), Human Resources Division, Staffing Risk Management

April 6, 2021 | Technical Proposal

Katherine Bowen, Senior Contracting Officer
National Acquisition Section, Federal BOP
kbowen@bop.gov

NTT DATA Federal Services, Inc.

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NTT DATA Federal Services, Inc.
13880 Dulles Corner Lane, Suite 200, Herndon, VA 20171

Cover Letter

April 6, 2021

Katherine Bowen
Senior Contracting Officer
National Acquisitions Section
Federal Bureau of Prisons
320 First Street, NW 901-5
Washington, DC 20534

Reference: Federal Bureau of Prisons (BOP) Staffing Risk Management

Dear Ms. Bowen,

NTT DATA Federal Services, Inc. together with Deloitte (Team NTT DATA) is pleased to provide a Firm Fixed Price (FFP) quote for labor/cost reimbursable quote for Other Direct Costs (ODC's) in response to the above referenced opportunity.

Legal Business Name	NTT DATA Federal Services, Inc.
Point of Contact	Demetria Wilson Senior Contracts Analyst 13880 Dulles Corner Lane, Suite 200, Herndon, VA 20171 Phone: 703.485.8711 Email: Demetria.wilson@nttdatafed.com
Business Size/Class	Large Business
DUNS Number	06-678-1865
Federal Cage Code and CCR Number	8B358
Tax ID	52-0886546
NAICS Codes	518210, 541199, 541330, 541511, 541512, 541513, 541519, 541611, 541618, 561611, 611430
Security Clearance Level	Top Secret Facility Clearance

If you have any questions, please do not hesitate to contact me at Demetria.wilson@nttdatafed.com, 703.485.8711.

Sincerely,

Demetria Wilson
Senior Contracts Analyst

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1.0 Overview

1.1 Our Understanding

NTT DATA partnered with Deloitte, hereinafter referred to as Team NTT DATA is pleased to submit this proposal in support of the Bureau of Prisons (BOP) Staffing Risk Management. Team NTT DATA understands that BOP employees operate in an environment different from most federal employees. The distinctive correctional security environment, geographically dispersed workforce, and unique combination of employees that make up BOP, require a team that understands those complexities and has experience driving change in similar operating environments. Team NTT DATA also understands the concerns expressed in the recent Government Accountability Office (GAO) report on BOP and acknowledges that the BOP faces staffing shortfalls across its facilities due to difficulties attracting and retaining talent. We recognize that with understaffing comes risks that impact employee resiliency and, ultimately, create negative outcomes like health complaints, inmate misconduct, and increased operational costs. To improve the employee experience and reduce risk to the organization, BOP requires a team that understands the complexities and strengths of the employees and the need to keep them engaged and operating at full capacity. Analyzing BOP's resource allocation, staffing, and Employee Assistance Program (EAP) data will reduce staffing gaps and allow for a better understanding of the connection between these human resources functions and risk to the agency.

1.2 Our Approach

Team NTT DATA will address BOP's challenges through a phased, yet agile approach. The Team will tailor the approach to address the findings identified in the GAO report as follows:

- Develop and implement a plan for analyzing data to help identify and address the causes and potential impacts of staffing challenges on staff and inmates. *(GAO Recommendation 2)*
- Conduct a risk assessment of overtime and augmentation use, including identifying risks to staff, inmates, and institution security; and determining actions to respond, as appropriate. *(GAO Recommendation 3)*
- Develop and implement a method to routinely collect and evaluate employee feedback on its Employee Assistance Program such as leveraging existing tools and/or creating new ones, as applicable. *(GAO Recommendation 6)*

The phased approach we have identified to address the GAO report findings and subsequent requirements outlined in the Task Statement are outlined in Figure 1.1.

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Figure 1.1 Description of Activities and Deliverables by Phase

	PHASE 1: ASSESS 10 – 12 Weeks	PHASE 2: ANALYZE 4 – 6 Weeks	PHASE 3: DESIGN 12 – 14 Weeks	PHASE 4: IMPLEMENT 12 – 14 Weeks
Staffing, Risk Assessments, and Incentives Key Activities	• Assess existing methods for calculating staffing levels • **Assess use and risk of overtime and augmentation** • **Assess outcomes of staffing incentives** • **Assess EAP utilization** • Develop plan to analyze causes and impacts of staffing challenges • Identify and seize quick win opportunities across all work stream areas	• Validate findings with HR and Residential Reentry stakeholders • Develop recommendations for calculating staffing levels • **Develop recommendations for use of overtime and augmentation use** • Develop recommendations for risk incentive usage • **Develop recommendations for collecting EAP participation and cost data and gathering feedback** • Develop recommendations for increasing utilization of EAPs • Develop recommendations for additional areas of improvement • Continue to identify and seize quick win opportunities across all work stream areas	• **Develop reliable method and tools for calculating staffing risks + early indicators to inform decision-making** • Develop plan for implementing overtime and augmentation guidelines • **Develop process for identifying performance measures and goals for staffing incentives**	• **Implement reliable method and tools for managing staffing + employee experience risks proactively** • Implement plan for overtime and augmentation use • Implement staffing incentives program • **Implement plan to analyze causes and impacts of staffing challenges**
EAP and Employee Experience Key Activities			• Develop process to collect and evaluate EAP feedback, participation metrics, and cost data • Develop solutions for increasing utilization of EAPs	• **Implement method for collecting EAP participation and cost data** • **Implement method for collecting and evaluating feedback on EAPs** • Implement solutions for increasing utilization of EAPs
Emerging Requirements Key Activities (Optional)			• *Design solutions for additional workforce challenges such as recruiting, hiring, deployment, and retention, as well as a more comprehensive analysis of employee resiliency and well-being*	• *Implement solutions to improve workforce management outcomes and improve employee well-being across all work streams through an integrated dashboard*
Deliverables	• Current State Analysis of Staffing Calculations • Current State Risk Analysis of Overtime Use • Staffing Incentive Effectiveness Analysis • EAP Usage and Cost Analysis	• Staffing Model Recommendations • Staffing Incentive Usage Recommendations • Overtime Usage Recommendations • EAP Usage & Employee Feedback Recommendations • Workforce Management Improvement Opportunities	• Workload Staffing Model • Overtime Calculation Tool • Staffing Incentive Tool • Implementation Plans • Integrated Employee Experience Dashboard to identify/monitor risks/issues/needs long term • Employee Experience Communication & Change Management Toolkit	• Pilot and Evaluation Strategy • Deployment Strategy • Change Management Plans
Key:	• GAO Recommendation 2	• GAO Recommendation 3	• GAO Recommendation 6	**BOLD** indicates activities provided by POP in the Task Statement

The **assess phase** will be a current state assessment of the key metrics BOP has identified as indicators of appropriate resource allocation and employee resiliency and well-being. This will focus on all elements of staffing and resiliency but specifically capture metrics identified by BOP. The **analyze phase** will focus on validating findings and developing corresponding recommendations. The assess and analyze phase will be executed by a team with the right mix of skillsets (i.e., functional, technical, data savvy) to conduct a current state assessment and analysis. This will elicit a clear path forward to design and implement solutions in three primary categories (1) Staffing, Risk Assessments, and Incentives, (2) EAP and Employee Experience, and (3) Emerging Requirements (optional). Although the assess phase will focus on symptoms identified by BOP as priorities, the Team anticipates that other workforce challenges will emerge. The additional suggested, but optional, solution design area will allow BOP to consider additional workforce solutions beyond those that address the immediate GAO report, as needed. The **design phase** will consist of development of tools, resources, and processes that will work to improve staff allocation and employee resiliency. Lastly, the **implement phase** will take an agile approach to deploying tools, resources, and processes by piloting them, evaluating effectiveness, and refining as necessary. **It's important to note that our approach and resourcing considers the need to (1) identify and seize "quick wins" across all four phases, as well as (2) build federal capability to position federal employees to take over and manage the new tools and processes that will be created.**

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2.0 Phase 1: Assess

2.1 Our Approach

Phase one will primarily focus on assessing BOP's current staffing levels and identifying the effects of staffing shortfalls on the mental health of corrections staff. The assess phase will take a holistic approach to assessing staffing levels and key metrics of resiliency. This will focus on engaging with key stakeholder groups through qualitative and quantitative methods including conducting up to five focus groups, developing up to five surveys, and utilizing existing data to draw conclusions.

2.1.1 Key Activities

- Assess existing methods for calculating staffing levels
- Assess use and risk of overtime and augmentation
- Assess outcomes of staffing incentives
- Assess EAP utilization
- Develop plan to analyze causes and impacts of staffing challenges

Deloitte Accelerator: Survey Research and Analytics Center

Deloitte's Survey Research and Analytics Center has over 15 years' experience analyzing and benchmarking survey data and conducting a wide variety of surveys across organizations, including employee engagement, culture, and customer surveys. The SRC team consists of deeply experienced PhD I/O psychologists, statisticians, and survey methodologists who are highly skilled across a broad range of research techniques, survey design complex sampling methodologies, and industry-leading analytical and survey tools. Our expertise in questionnaire design will allow us to design a tailored diagnostic examination that can cover additional questions specific to Bureau of Prisons, ensuring the survey will meet the needs of the organization and that the data and results can be completely analyzed.

During this phase, Team NTT DATA will conduct a risk assessment of BOP overtime and augmentation use, including identifying risks to staff, inmates, and institution security. The assess phase will evaluate the efficacy of overtime versus other alternative staffing approaches to understand the specific risks associated with each to inform contingency and trade-off decision planning. This will be partnered with BOP's historical data on overtime use to determine any correlation with risks like misconduct, employee injuries, morale, and productivity.

We will also analyze existing methods for calculating staffing levels through discussions with key stakeholders and evaluation of existing tools and resources. This assessment will consider methodology, usability, and consistency of tools across BOP. This will be partnered with an analysis of historical data on staffing incentives, including the governance of deployment and effectiveness of staffing incentives in filling positions.

Lastly, during this phase Team NTT DATA will conduct a current state assessment of the branding, communication, training, participation, and performance of the current EAP and other employee support tools, from an employee-perspective. We recognize the goal of the EAP is to motivate employees in need of assistance to accept early counseling to help them regain their productive capability, reduce the need for disciplinary action, and improve morale. We will also focus on capturing utilization, cost and budget metrics, and program improvements/shortfalls.

2.1.2 Deliverables

- Current State Analysis of Staffing Calculations
- Employee Personas/Profiles

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- Current State Risk Analysis of Overtime Use
- Staffing Incentive Effectiveness Analysis
- EAP Usage and Cost Analysis

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3.0 Phase 2: Analyze and Recommend

3.1 Our Approach

After assessing the current state of staffing and use of EAP programs, Team NTT DATA will work to analyze and contextualize results. During this phase it will be critical to involve the right stakeholders that can provide context around the nuances in the data and outliers in the research. Team NTT DATA will partner with BOP to develop recommendations that are tailored to the unique operational environment and focused on achieving BOP's goals and addressing concerns highlighted in the GAO report.

3.1.1 Key Activities

- Validate findings with HR and Residential Reentry stakeholders
- Develop recommendations for calculating staffing levels
- Develop recommendations for use of overtime and augmentation use
- Develop recommendations for risk incentive usage
- Develop recommendations for collecting EAP participation and cost data and gathering feedback
- Develop recommendations for increasing utilization of EAPs
- Develop recommendations for additional areas of improvement

The analyze phase will focus on developing recommendations on how to calculate staffing levels and how to respond to findings related to overtime use and effectiveness of staffing incentives. There are four primary areas that this workstream will focus recommendations, while focusing on a holistic perspective on staffing and resiliency.

Calculating Staffing Levels: Team NTT DATA will develop recommendations for a process to calculate staffing levels accurately and continuously across BOP locations and positions. This will involve identifying successes and opportunities for improvement from existing processes and developing a realistic model that uses an elastic supply and demand perspective, as well as point-in-time predictive forecasting to provide BOP leadership with the right information to make staffing decisions.

Use of Staffing Incentives: Team NTT DATA will develop recommendations based on analysis of current staffing incentives, as well as market and industry research to determine the best way to deploy incentives moving forward, maximizing ROI on the investment.

Guidelines for Overtime Usage: The analyze phase will evaluate the negative impacts and risks associated with overtime and augmentation usage. Team NTT DATA understands that overtime is often an inevitable option for certain locations based on staffing levels and work demand, however there are likely thresholds above which overtime becomes significantly riskier in producing negative outcomes. Identifying this threshold and analyzing strategies to mitigate the use of this option will be a product of this phase.

Increasing Usage of EAPs: Team NTT DATA will analyze how EAPs are used and their effectiveness based on resiliency outcome metrics (e.g. retention, suicide, safety incidents, absenteeism) and provide recommendations to improve usage through proven change

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management and engagement mechanisms such as branding, training, championing, and communication campaigns.

Team NTT DATA has experience developing similar recommendations from support provided to another large federal law enforcement agency. We developed analytic tools across 50+ geographically dispersed field offices to manage and forecast law enforcement officer and other entry-level hiring needs, allowing field offices to select new applicants and to estimate the probability, timing, and workforce impact of new candidates onboarding, making more informed decisions around workforce allocation. This tool allowed offices to plan for vacancies up to a year ahead of time – hiring ahead of attrition, rather than catching up to it – and helped drive entry level fill rates up across the field from 83% in 2015 to over 100% by 2017. Deploying similar methods will allow us to quickly develop recommendations and leverage leading practices and lessons learned from similar organizations to reduce the risk to BOP.

Deloitte Accelerator: *EngagePath™*

Deloitte's proprietary survey and analytics tool that quickly measures drivers of engagement within an organization. Allows clear line of sight into what elements of employee engagement – including supportive management, positive work environments, opportunities for growth, work-life fit – are working well, and a view into what is not working as well so that targeted actions concerning these engagement dimensions can be implemented and adjusted

3.1.2 Deliverables

- Staffing Model Recommendations
- Staffing Incentive Usage Recommendations
- Overtime Usage Recommendations
- EAP Usage & Employee Feedback Recommendations
- Workforce Management Improvement Opportunities

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4.0 Phase 3: Design

4.1 Our Approach

Team NTT DATA will use our extensive experience implementing similar scale workforce initiatives to inform the design of solutions that meet the needs of both BOP employees and leadership. We will take an approach that accounts for the usability and end-user experience of every solution.

The Design phase will focus on the build-out of tools, resources, and processes that will address challenges identified in the assess phase and recommendations from the analyze phase that will ultimately resolve the GAO report findings. These solutions will be built in partnership with BOP teams to ensure that they are rooted in and compatible with existing processes and policy, and with an eye towards transitioning/embedding new tools and processes within BOP.

4.2 Staffing, Risk Assessments, and Incentives

4.2.1 Key Activities

- Develop reliable method and tools for calculating staffing levels
- Develop plan for implementing overtime and augmentation guidelines
- Develop process for identifying performance measures and goals for staffing incentives

To improve BOP's ability to accurately calculate staffing targets, Team NTT DATA will develop a user-friendly workload staffing model. The interactive planning tool will collect and synthesize data activities performed by BOP staff to recommend optimal staffing levels. It will provide detailed workforce modeling reports and enhance decision making on ideal staffing levels. Team NTT DATA will quantify workload requirements and incorporate variables associated with supervisory ratios. The tool will include interactive features that enable scenario planning of mission resource needs based on select underlying variables, conditions, and desired operational outputs. This will allow BOP to evaluate the efficacy of overtime versus other alternative staffing approaches to understand the specific risks associated with each to inform contingency and trade-off decision planning.

The workload staffing model will also use existing tools to develop an excel-based model to provide point in time analysis of the workload. Additionally, Team NTT DATA will develop 2 more tools to assist BOP in making data-driven decisions around the use of staffing incentives and policy around overtime. Staffing incentives should be used when there is historical evidence that the return is worth the investment. A tool will help expedite these decisions using business rules to calculate projected ROI. The tool for overtime guidance will help calculate the threshold by which overtime becomes the biggest risk in generating negative outcomes, and providing clearer guidance to BOP locations on how and when to pull that lever.

4.2.2 Deliverables

- Workload Staffing Model
- Overtime Calculation Tool
- Staffing Incentive Tool

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- Implementation Plans

4.3 EAP and Employee Experience

4.3.1 Key Activities

- Develop process to collect and evaluate EAP feedback, participation metrics, and cost data
- Develop solutions for increasing utilization of EAPs

Team NTT DATA will focus on the design of a continual monitoring tool for EAP usage and Employee Experience, the branding, communication, and training around EAPs, and other resources, tools, and processes to support employee resiliency as identified in the assess phase. To ensure that solutions are designed with end-users in mind, it will be critical to gather iterative feedback from employees in the field throughout the design phase. This will not only help elicit buy-in, but also help create a design that resonates with employees. The design process will also take into account the roll-out of all recommended solutions, to develop a robust change management plan to increase the usage of EAPs. This may include the identification of champions in the field to be a point person for questions or training related to EAP usage, making the solution more accessible, and reduce the stigma around participation.

4.3.2 Deliverables

- Employee Experience (incl: EAP Usage) Dashboard
- EAP Communication & Change Management Toolkit

4.4 Emerging Requirements

4.4.1 Key Activities

- Design solutions for additional workforce challenges such as recruiting, hiring, deployment, and retention, as well as a more comprehensive analysis of employee resiliency and well-being

Our experience has shown that, as part of the assess phase, Team NTT DATA will uncover challenges in addition to what the GAO report identified, and BOP has prioritized. Therefore, we are embedding an optional workstream to address these findings and seize quick wins throughout all four phases. This would include providing a more comprehensive analysis of the BOP employee experience to design holistic solutions to resolve the underlying challenges with recruiting, hiring, retention, and employee well-being. By digging further, the Team will create a more sustainable solution that helps to make BOP a more desirable workplace. These solutions will get to the root cause of workforce management challenges to develop a sustainable model for BOP to continue to develop against.

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5.0 Phase 4: Implement

5.1 Our Approach

During the implement phase Team NTT DATA will implement, test, evaluate, and refine the designed solutions. We will take both a qualitative and quantitative approach to perform ongoing testing and evaluation. Consistent metrics and ongoing evaluation need to be regularly reported to demonstrate impact. We will work with BOP to align on performance indicators and define measures of success. Additionally, Team NTT DATA will leverage leading research such as Bersin by Deloitte Talent Acquisition Benchmarking to provide comparative baselines that will illuminate ways in which BOP can better attract and acquire new talent. Finally, this phase will also include job aids and just-in-time training around new tools and processes for federal staff.

5.2 Staffing, Risk Assessments, and Incentives

5.2.1 Key Activities

- Implement reliable method and tools for calculating staffing levels
- Implement plan for overtime and augmentation use
- Implement staffing incentives program
- Implement plan to analyze causes and impacts of staffing levels

For the implement phase, Team NTT DATA will take an agile approach to deploy recommendations, allowing for quick wins and the ability to incorporate feedback directly from end-users. This will begin with the deployment of a consistent and integrated workload staffing model. Evaluation will be based on the ability for end-users to use and make decisions based on the tool, and in the long term will allow for evaluation based on accuracy of workload needs and effectiveness of staffing levels. We will use a proven change management approach to provide the right communication, training, and engagement to the right audience at the right time. Team NTT DATA's change management efforts will include the development of one Communication Toolkit that highlights and designs necessary communications each group should share with their stakeholders and hosting two separate, unique trainings as needed.

Implementation of overtime and staffing incentive usage will take a similar approach – piloting initiatives in specific locations ripe for change and evaluating the effectiveness of the change over time. This will include both employee sentiment, as well as risk factors such as injury, inmate behavior, and similar negative outcomes. This approach will allow BOP to see immediate results in the locations that are facing the biggest challenges and eventually develop a refined roll-out plan to deploy across the agency.

5.2.2 Deliverables

- Final Solutions Recommendations Brief
- Pilot, Evaluate, and Scale Strategy
- Deployment Plan + Re-occurring Status Updates

5.3 EAP and Employee Feedback

5.3.1 Key Activities

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- Implement method for collecting EAP participation and cost data
- Implement method for collecting and evaluating feedback on EAPs
- Implement solutions for increasing utilization of EAPs

Team NTT DATA will deploy solutions to improve the usage and effectiveness of EAPs, ultimately driving towards improved employee resiliency and well-being. Solutions will be informed by the assess and analyze phase but will work towards increasing awareness and usability of EAPs by focusing on branding, communication, and training. Part of this deployment will include a consistent way to gather real-time data on EAP usage and effectiveness.

Gathering employee feedback will be a critical part of this solution refinement and provide significant benefits to EAP in the long run. This will consist of regular opportunities to deploy pulse surveys and quick snapshots of employee sentiment to track trends and outcomes. Part of this deployment will include governance to ensure the employee feedback is heard and acted upon appropriately. This will include up to five dashboard views of critical data elements allowing for quick decision-making by leadership.

Lastly, as with all deployments this will focus on refining branding, communication, and training solutions over time based on usability and effectiveness. Piloting with a small group will allow for immediate feedback and a more successful roll-out to the larger organization. Team NTT DATA's change management efforts will not exceed the development of one Communication Toolkit that highlights and designs necessary communications each group should share with their stakeholders and hosting two separate, unique trainings.

5.3.2 Deliverables:

- Change Management Plans
- Pilot and Evaluation Strategy
- Deployment Strategy

5.4 Emerging Requirements (Optional)

5.4.1 Key Activities

- Implement solutions to improve workforce management outcomes and improve employee well-being

Team NTT DATA will be ready to deploy solutions based on the additional products developed and prioritized by BOP, drawing upon additional SMEs as necessary. We will identify other solutions/actions recommended by their level of effort, priority, and level of impact, that exceed the current scope and resources of our team. From there Team NTT DATA will use the already established agile approach to prioritize with the client, bound the scope as a part of this optional task, implement quickly, test regularly, and refine where needed. We will continuously revisit solutions and impact made with the leaders and stakeholders to evaluate the success of the solution. Using employees as continued partners in the development of these solutions will help increase employee engagement throughout BOP and while ensuring the underlying needs and challenges of the BOP workforce are met.

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6.0 Outcomes

Outcomes of this effort will focus on the key metrics that BOP identified as a priority, with added strategies as to how BOP can improve data collection efforts to enhance employee wellness, satisfaction, and retention. The phased approach is specifically targeted to address to key GAO recommendations outlined in the report:

1) Develop and implement a plan for analyzing data to help identify and address the causes and potential impacts of staffing challenges on staff and inmates. *(GAO Recommendation 2)*

   a) The deliverables listed below will provide improved decision making for staffing levels in each BOP location based on real-time calculations:

      - Staffing Model Recommendations
      - Staffing Incentive Usage Recommendations
      - Staffing Incentive Tool
      - Pilot, Evaluation, and Deployment Strategies

2) Conduct a risk assessment of overtime and augmentation use, including identifying risks to staff, inmates, and institution security; and determining actions to respond, as appropriate. *(GAO Recommendation 3)*

   b) The deliverables listed below will provide continued ways to assess progress against key observations noted in the GAO report including the mental health of corrections staff and ability to appropriately staff location:

      - Current State Risk Analysis of Overtime Use
      - Overtime Usage Recommendations
      - Workload Staffing Model
      - Overtime Calculation Tool

3) Develop and implement a method to routinely collect and evaluate employee feedback on its Employee Assistance Program such as leveraging existing tools or creating new ones, as applicable. *(GAO Recommendation 6)*

   c) The deliverable listed below will provide meaningful data regarding use of EAPs and the impact of staffing levels on well-being:

      - EAP Usage Analysis
      - EAP Usage & Employee Feedback Recommendations
      - EAP Usage Dashboard
      - EAP Communication & Change Management Toolkit
      - Implementation Plans
      - Change management Plans

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7.0 Staffing and Management

Team NTT DATA will operate in partnership with key stakeholders from BOP to achieve desired outcomes and ground all activities in the context of BOP. As needed, we will bring in subject matter experts and advisors to consult and deliver against objectives requiring specific skillsets. BOP will benefit from the reachback into Team NTT DATA and have access to the expertise that both organizations bring.

Project team roles, responsibilities, BPA labor categories, and alignment to project phase activities are as follows:

- **Program Manager (Labor Category: Program Manager II)** – The Program Manager is the primary point of contact for day-to-day management of the Team NTT DATA and responsible for execution of all activites and deliverables throughout the duration of the project. This resource is responsible for quality assurance, communication of project status, communication of project risks and issues, and integration of activities and support across the team.
- **Data Analytics Lead (Labor Category: Program Management Specialist III)** – The Data Analytics Lead will be responsible for all data collection, integration, and analysis for all data analytic and reporting deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), this resource will lead activities around assessing BOP's current Staffing, overtime, and incentives data, tools, standard operating procedures, and planning capabilities. In Phases III and IV (Design and Implement), this resource will lead activities around designing improvements or new methods for data collection, integration, reporting, analysis, and planning as well as testing and implementation.
- **Data Analytics Support Senior (Labor Category: Program Management Specialist II)** – The Data Analytics Support Senior resources will provide experienced support in data collection, integration, and analysis for all data analytic and reporting deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), these resources will support activities around assessing BOP's current Staffing, overtime, and incentives data, tools, standard operating procedures, and planning capabilities. In Phases III and IV (Design and Implement), these resources will support activities around designing improvements or new methods for data collection, integration, reporting, analysis, and planning as well as testing and implementation. They will also provide data quality reviews, analysis, and assessment support of EAP program and employee feedback deliverables as needed.
- **Data Analytics Support Junior (Labor Category: Program Management Specialist I)** – The Data Analytics Support Junior resources will provide support in data collection, integration, and analysis for all data analytic and reporting deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), these resources will support activities around assessing BOP's current Staffing, overtime, and incentives data, tools, standard operating procedures, and planning capabilities. In Phases III and IV (Design and Implement), these resources will support activities around designing

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improvements or new methods for data collection, integration, reporting, analysis, and planning as well as testing and implementation. They will also support data analysis and assessment support of EAP program and employee feedback deliverables as needed.

- **Business Process and Assessment Lead (Labor Category: Program Management Specialist III)** – The Business Process and Assessment Lead will be responsible for all business process, program assessment, and stakeholder engagement deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), this resource will lead activities around assessing BOP's Employee Assistance Program (EAP), employee feedback collection and analysis, and other employee well-being resources and performance measures. This will include interviewing stakeholders, conducting working sessions, and establishing a baseline of employee feedback and performance measures for programs. In Phases III and IV (Design and Implement), this resource will lead activities around designin and implementation of improvements or enhancements to BOP's EAP program, employee feedback mechanisms, and other employee well-being resources and performance measures. This will include communications, training, and change management strategies to support sustainable long-term implementation of EAP, employee feedback, and well-being resources as well as Staffing solutions as needed.
- **Business Process and Assessment Support Senior (Labor Category: Program Mangement Specialist II)** – The Business Process and Assessment Support Senior resources will provide experienced support all business process, program assessment, and stakeholder engagement deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), these resources will support activities around assessing BOP's Employee Assistance Program (EAP), employee feedback collection and analysis, and other employee well-being resources and performance measures. This will include interviewing stakeholders, conducting working sessions, and establishing a baseline of employee feedback and performance measures for programs. In Phases III and IV (Design and Implement), these resources will support activities around design and implementation of improvements or enhancements to BOP's EAP program, employee feedback mechanisms, and other employee well-being resources and performance measures. This will include communications, training, and change management strategies to support sustainable long-term implementation of EAP, employee feedback, and well-being resources as well as Staffing solutions as needed.
- **Business Process and Assessment Support Junior (Labor Category: Program Management Specialist I)** – The Business Process and Assessment Support Junior resources will support all business process, program assessment, and stakeholder engagement deliverables throughout the duration of the project. In Phases I and II (Assess and Analyze), these resources will support activities around assessing BOP's Employee Assistance Program (EAP), employee feedback collection and analysis, and other employee well-being resources and performance measures. This will include execution of an approach of interviewing stakeholders, conducting working sessions, and establishing a baseline of employee feedback and performance measures for programs. In Phases III and IV (Design and Implement), these resources will support activities around design and

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implementation of improvements or enhancements to BOP's EAP program, employee feedback mechanisms, and other employee well-being resources and performance measures. This will include communications, training, and change management strategies to support sustainable long-term implementation of EAP, employee feedback, and well-being resources as well as Staffing solutions as needed.

- **Senior Leadership and Subject Matter Experts (Labor Category: Subject Matter Expert I)** – The resources in this labor category include senior engagement leadership for Team NTT DATA team who will provide accountability and oversight for project delivery to include management of project timeline, costs, resourcing, and quality. Engagement leadership will also provide BOP and the Team with Subject Matter Experts who can provide frameworks and methods from delivering similar support to other federal agencies and law enforcement organization to expedite delivery, as well as best practices to benchmark assessment recommendations. These Subject Matter Experts provide specific experience in advanced Staffing methods, employee incentives, employee assistance, well-being, and resiliency – in both law enforcement and elsewhere.

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8.0 Pricing

Team NTT DATA is prepared to competitively price the project team necessary to support the BOP with addressing its current challenges and needs. The tables below delineate the resources required for a 12-month period of performance and an option year 12-month period of performance. Both tables include representative labor rates and estimated hours totals for all proposed Labor Categories. Team NTT DATA assumes a Firm Fixed Price type contract award and assumes a fixed monthly billing schedule derived by dividing the total awarded Firm Fixed Price by contract period into 12 equal monthly payments.

8.1 Base Year: 12-Month Period of Performance

Base Year POP: TBD - 12 Months					
Funtional Role	SOW Area	DEA Labor Category	DEA BPA Rate	Hours (Est.)	Price
Manager	All	Program Manager II	$ 174.15	1,957	$340,853.35
Senior Consultant / Data Analytics Lead; Business Process Lead	All	Program Management Specialist III	$ 134.22	4,407	$591,469.96
Consultant / Data Analytics Support Sr; Business Process Support Sr	All	Program Management Specialist II	$ 123.26	4,407	$543,172.31
Analyst / Data Analytics Support Jr; Business Process Support Jr	All	Program Management Specialist I	$ 103.51	8,813	$912,279.17
Senior Manager; Principal / Engagement Leadership; SMEs	All	Subject Matter Expert 1	$ 348.01	1,735	$603,644.23
		Total Number of Estimated Hours		**21,319**	
Labor Subtotal					**$ 2,991,419**
Travel/Materials/ODCs					**$ -**
Total FFP Estimate					**$ 2,991,419**

Base Period Billing Schedule

Period	Amount
Month 1	$249,284.92
Month 2	$249,284.92
Month 3	$249,284.92
Month 4	$249,284.92
Month 5	$249,284.92
Month 6	$249,284.92
Month 7	$249,284.92
Month 8	$249,284.92
Month 9	$249,284.92
Month 10	$249,284.92
Month 11	$249,284.92
Month 12	$249,284.92

8.2 Option Year 1: 12-Month Period of Performance

Assuming efficiencies gained and federal capability development throughout Base Year.

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Option Year 1 POP: TBD - 12 Months					
Funtional Role	**SOW**	**DEA Labor Category**	**DEA BPA Rate**	**Hours (Est.)**	**Price**
Manager	All	Program Manager II	$ 174.15	1,937	$337,363.38
Senior Consultant / Data Analytics Lead; Business Process Lead	All	Program Management Specialist III	$ 134.22	4,362	$585,413.95
Consultant / Data Analytics Support Sr; Business Process Support Sr	All	Program Management Specialist II	$ 123.26	4,362	$537,610.82
Analyst / Data Analytics Support Jr; Business Process Support Jr	All	Program Management Specialist I	$ 103.51	6,542	$677,203.82
Senior Manager; Principal / Engagement Leadership; SMEs	All	Subject Matter Expert 1	$ 348.01	1,717	$597,463.57
		Total Number of Estimated Hours		**18,920**	
Labor Subtotal					**$ 2,735,056**
Travel/Materials/ODCs					**$ -**
Total FFP Estimate					**$ 2,735,056**

Option Period Billing Schedule

Period	Amount
Month 1	$227,921.30
Month 2	$227,921.30
Month 3	$227,921.30
Month 4	$227,921.30
Month 5	$227,921.30
Month 6	$227,921.30
Month 7	$227,921.30
Month 8	$227,921.30
Month 9	$227,921.30
Month 10	$227,921.30
Month 11	$227,921.30
Month 12	$227,921.30

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Region: NER **Month Code:** 7 **Institution:** CAA

Institution Security System Information

System Type: Institution Security System
Manufacturer: Qognify **Scheduled:** 4/8/2024
Model: Core Server **Completed:** 4/11/2024
Installed: **Man hours this Month:** 1.00

This Work Order has not been completed!

408

Camera Total (Enter Total Number of Cameras.)

Yes

Camera Total Change (Has this number of Cameras increased or decreased from the previous reporting month?)

Eight new cameras were installed in Food Service bringing the total camera count to 408.

Camera Total Comments (If Yes provide Comments as to the change in number.)

No

Operational (Are all Cameras and Recording devices operating per manufacturers specifications and policy?)

Two cameras were blurry. Work orders were created and repairs made.

Operational Comments (If No provide Comments as to what has occured and how it is being addressed.)

All repairs and maintenance has been completed and documented via work order.

Comm Tech Comments (Required)

All cameras and recording equipment are currently in working order. Every maintenance and repair is kept track of and documented in the file for the Institution Security System.

Facility Manager Comments (Required)

After reading the report, I agree with all of the information it contains.

Captain Comments (Required)

Yes

Recording (Is the system capable of recording video?)

Comm Tech: **Facility Manager:** **Captain:**

U.S. Department of Justice
Bureau of Prison
Human Resource Management Division
Task Statement

I. INTRODUCTION & BACKGROUND

The Federal Bureau of Prisons (BOP) is an agency of the Department of Justice (DOJ). It consists of 122 institutions throughout the United States, including Hawaii and Puerto Rico; six (6) regional offices, a Central Office (headquarters), two (2) staff training centers, and 22 Residential Reentry Management offices (previously known as community corrections offices). The BOP is responsible for the custody and care of approximately 150,000 Federal offenders. More information about the agency can be found on the BOP's public site, www.bop.gov.

The Human Resource Management Division within the BOP oversees and administer personnel policy and programs developed to address the needs of Bureau employees covering all areas of personnel management. The agency recognizes that the BOP's real strength is in its staff. A diverse, professional and career-oriented team is the key to its future and the success of the agency in carrying out its mission. Recruiting, training, and retaining the broad variety of skilled employees is not without challenges because the correctional security environment is unique and not without significant risk.

As a result of recent audits by the Government Accounting Office (GAO), "[t]here have been a number of concerns [identified] about BOP's ability to fully staff its institutions, the effects of staffing shortfalls, and the mental health of corrections staff."[1] To respond to these concerns and address GAO recommendations, the BOP is seeking assistance to conduct a risk assessment of its staffing and determine strategies to develop "a reliable method for calculating staffing levels and develop a method to routinely collect and evaluate employee feedback."[2]

II. SCOPE OF WORK

Scope

The contractor will expected to work with BOP Human Resources staff as well as staff in the regional offices and institutions to assess the BOP's current staffing levels, identify the effects of staffing shortfalls, and the effect of staffing on the mental health of corrections staff. Commensurate with this analysis is the identification of quantifiable risks associated with the BOP's staffing levels, including overtime, inmate misconduct, and employee health claims.

[1] https://www.gao.gov/federal-prison-system
[2] Ibid.

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The expected outcomes of this risk assessment are recommendations and strategies as to how the BOP can improve its data collection to enhance its employee wellness programs, employee satisfaction, and employee retention.

III. TASKS

Tasks

- Assist the BOP develop and implement a reliable method, or amend existing methods, for calculating staffing levels at BOP institutions.
- Assist the BOP develop and implement a plan for analyzing data to help identify and address the causes and potential impacts of staffing challenges on staff and inmates.
- Conduct a risk assessment of BOP overtime and augmentation use, including identifying risks to staff, inmates, and institution security; and recommend actions to respond, as appropriate.
- Assist the BOP assess the outcomes of the staffing incentives it utilizes and aid the BOP in developing a means to identify performance measures and goals, and measure outcomes against them, so that incentives can be adjusted, as appropriate.
- Assess the BOP's use of the Employee Assistance Program (EAP) and:
    - develop recommendations for BOP to implement a method that ensures its participation and cost data are collected in a more timely and reliable manner.
    - develop recommendations for BOP to implement a method to routinely collect and evaluate employee feedback on EAP, such as leveraging existing tools or creating new ones, as applicable.

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STATEMENT OF WORK

A. **BACKGROUND**

The Bureau of Prisons' (BOP) mission is to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens. BOP realizes it can accomplish its mission most effectively when employees maintain sound mental health. An effective Employee Assistance Program (EAP) improves employee health and safety, increases productivity and effectiveness, and reduces absenteeism.

BOP is a large agency with approximately 37,000 employees located at over 130 duty stations across the United States and Puerto Rico, and it is necessary that EAP services be readily accessible to all employees and their immediate family members via in-person and telepsychology service delivery platforms (e.g., video, telephone, email, text).

In addition to counseling services, the EAP will also provide organizational services such as management support, critical incident response services, well-being/skill-building tools and resources, training courses, program promotion materials, and specialized substance abuse counseling and referral services.

B. **SCOPE OF WORK**

The scope of work for this contract is a comprehensive employee assistance program inclusive of the following industry standard services:

1. Counseling Services
2. Referral to Substance Abuse Counseling Services
3. Organizational Services
4. Training/Education/Self-Help Services
5. Work-Life Resources

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All EAP services will be available to all BOP employees, their dependents, and domestic partners. BOP employees will remain eligible for EAP services for eighteen (18) months following retirement or separation from the agency. In cases of employee death, the employee's dependents and domestic partners will remain eligible for the full range of EAP services for twelve (12) months following the employee's death. People who are eligible for EAP services under these terms are referred to as "participants."

1. COUNSELING SERVICES

All participants will have access to comprehensive counseling services, regardless of their physical location. The Contractor will provide up to six (6) hours of short-term solution-focused counseling and/or assessment/referral services per issue. These services will be provided at no cost to participants.

a. Toll Free Service/Emergent Access. Effective upon contract award, the Contractor must maintain a year-round 24-hour toll-free telephone number to allow participants access to EAP services. A master's level clinician must answer the toll-free number promptly (i.e., within 10 seconds). Prerecorded messages, including phone trees, are not permitted. The Contractor must provide language translation services for callers whose first language is not English. The Contractor must provide a TTY number.

The clinician who answers the participant's call must be trained to provide crisis counseling, screen for safety, and initiate an emergency response when necessary.

b. Non-Emergent Access. For non-emergent issues, the Contractor must provide multimodal methods to request services (i.e., text, email, and a live chat feature available on the Contractor's website and smartphone/tablet applications).

c. Assessment, Counseling, and Referral Service. The Contractor must have a comprehensive network of providers throughout the United States and Puerto Rico. Referral sources will include a variety of private/public/non-profit resources with which the Contractor has no financial affiliation. The Contractor must evaluate each referral resource for suitability and monitor for quality and effectiveness on an ongoing basis.

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All network providers must have the following qualifications:

- A master's degree or higher in an appropriate social service field (e.g., clinical or counseling psychology, clinical social work);
- Availability of at least 20 hours per week in clinical practice;
- Ability to offer appointments within 48 hours for emergencies and 72 hours for routine issues;
- Unrestricted license or certification to practice independently issued by the appropriate state or jurisdiction.

Network providers must provide initial evaluation and short-term counseling up to six (6) sessions per issue for a participant seeking services. Examples of these include, but are not limited to:

- Personal health and wellness
- Depression
- Anxiety / trauma
- Relationship problems
- Suicide prevention
- Work-related stressors
- Substance abuse

The Contractor will make every effort to secure referral sources within 30 miles of the participant's work or residence. In addition to a network of providers who can provide in-person counseling services, the Contractor will maintain providers capable of providing counseling services via telepsychology to any participant who chooses this service delivery platform (e.g., video, telephone, email, text).

The Contractor must provide appointment coordination. Specifically, within 72 hours of the initial contact by the participant, the Contractor will offer the participant a minimum of three (3) appointment options (to include telepsychology). Once the participant has identified preferred options, the Contractor will make the appointment and confirm the date, time, and location with

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the participant. The Contractor will follow up with the participant following the first scheduled appointment to ensure appropriate connection to services and to resolve any concerns.

In cases where a referral for specialized, continuing treatment is necessary, the Contractor will initiate a referral to an appropriate specialist. The Contractor will make every effort to connect the participant with a specialist within their health insurance provider network.

2. SUBSTANCE ABUSE SERVICES

The Contractor will provide "short-term substance abuse counseling services for requesting employees and for employees who have been referred due to a positive drug test" (Department of Justice HR Order DOJ1200.1: Part 7, Chapter 7-1, Employee Assistance Program).

a. Employer Referral. The Federal Drug-Free Workplace Program was initiated by Executive Order 12564 (Drug-Free Federal Workplace, 1986) which established the goal of a Drug-Free Federal Workplace and made it a condition of employment for all Federal employees to refrain from using illegal drugs on or off-duty.

The Contractor must provide dedicated substance abuse evaluation and case management services in support of the Federal Drug-Free Workplace Program, to include:

- A referral network of qualified substance abuse treatment providers;
- Initial substance abuse evaluations, to include a comprehensive psychosocial evaluation, diagnosis, and treatment recommendations;
- Customized referral letter, violation letter, and/or rehabilitation agreement;
- Ongoing treatment monitoring and compliance reporting.

b. Self-Referral. The Contractor will maintain a network of substance abuse treatment providers for participants who self-refer with substance abuse and misuse concerns.

The Contractor will make every effort to secure referral sources within 30 minutes travel time of the participant's work or residence. In addition to a network of providers who can provide in-person counseling services, the Contractor will maintain providers capable of providing

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counseling services via telepsychology to any participant who chooses this service delivery platform (e.g., video, telephone, email, text).

The Contractor must provide appointment coordination. Specifically, within 72 hours of the initial contact by the participant, the Contractor will offer the participant a minimum of three (3) appointment options (to include telepsychology). Once the participant has identified preferred options, the Contractor will make the appointment and confirm the date, time, and location with the participant. The Contractor will follow up with the participant following the first scheduled appointment to ensure appropriate connection to services and to resolve any concerns.

In cases where a referral for specialized, continuing treatment is necessary, the Contractor will initiate a referral to an appropriate specialist. The Contractor will make every effort to connect the participant with a specialist within their health insurance provider network.

3. ORGANIZATIONAL SERVICES

a. Critical Incident Stress Management Services (CISM). The Contractor must provide twenty (20) Critical Incident Stress Management service events as part of the basic Employee Assistance Program. Each event response for onsite services must consist of four (4) hours of service delivery.

b. Management Coaching Sessions. The Contractor will provide unlimited telephonic coaching sessions to assist management and supervisors in addressing issues related to employee morale/motivation, conduct, performance and threats of workplace violence.

c. Staff Engagement and Program Promotion. The Contractor must provide a range of promotional materials, promotional posters, wallet cards, and brochures describing EAP services. The materials will be provided in digital and hardcopy format. Materials will be shipped at the Contractor's experience to institutional and regional EAP Coordinators in accordance with a distribution plan provided by the BOP National EAP Coordinator.

d. Quarterly Utilization Reports. The Contractor will provide quarterly reports describing program activities, utilization rates for all services, participant feedback, and

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demographics. These reports will be submitted to the BOP National EAP Coordinator no later than December 31, March 31, June 30, and September 30 of each year. The format for this report is optional, but may be prescribed by the Contracting Officer's Representative (COR) if required for data management purposes. Any mandatory format would be made available by BOP at no cost to the Contractor.

e. Annual Report of Network Counseling Services. The Contractor will submit an annual report describing availability of counseling and substance abuse counseling providers within 50 miles of all BOP facilities and duty locations no later than October 31 of each year. An updated list of BOP facilities and duty locations will be provided to the Contractor by the BOP National EAP Coordinator no later than August 31 of each year. The report will include an assurance statement that each provider on the list is currently active, appropriately licensed, and accepting referrals. In locations where there are no counseling or substance abuse counseling providers identified within 50 miles of the facility or duty location, the Contractor will outline steps taken to fill the service gap and provide counseling and substance use counseling services in that location.

4. TRAINING/EDUCATION/SELF-HELP SERVICES

a. Initial Training Events. Within 30 days of contract award, the Contractor will make a representative available to the BOP to provide up to three (3) live 2-hour webinars in conjunction with the BOP's National EAP Coordinator. The webinars will include an overview of EAP services available to participants, discuss the process of referral and service connection, and identify strategies to promote EAP services and engage participants.

b. Website and Smartphone/Tablet Application Resources. The Contractor will provide a comprehensive website and applications for smartphones and tablets with access to well-being/skill-building tools and resources. These resources may include (but are not limited to) health calculators, professional videos, and articles that address a variety topics concerning emotional well-being, physical health, legal concerns, and financial questions.

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c. Monthly Webinars. The Contractor will deliver professional monthly webinars that address a variety of topics concerning emotional well-being, physical health, legal concerns, and financial questions. These webinars will be available on demand after the live presentation.

d. Web-Based Training Courses. The Contractor will provide access to a variety of self-paced training courses designed to help participants develop effective work-life skills. Examples of these include, but are not limited to:

- conflict resolution
- managing change
- stress management
- managing anger
- effective communication skills
- mindfulness
- recognizing symptoms of depression
- personal financial planning
- avoiding burnout
- time management
- substance abuse

e. On-site Training Events. The Contractor will provide facilitated, on-site training events in conjunction with participation in health fairs or other regularly scheduled agency training events. The Contractor will provide high-level management training events for senior supervisory staff designed to develop leadership and communication skills.

5. WORK-LIFE RESOURCES

The Contractor will provide a comprehensive range of work-life services developed to address common areas of stress that interfere with effective functioning and reduce employee productivity.

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a. Legal Resources. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of legal concerns, including but not limited to:

- identity theft
- adoption, guardianship, custody/support matters
- divorce
- contracts and partnerships
- bankruptcy proceedings
- lawsuits and mediations
- leases, real estate sales and acquisitions
- wills and estates

b. Financial Services. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of financial concerns, including but not limited to:

- debt management
- credit counseling
- personal savings
- mortgages
- estate and retirement planning
- insurance needs
- investing
- taxes

c. Children/Parenting Resources. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of parenting concerns, including but not limited to:

- foster care and adoption
- high-risk adolescents

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- childcare
- academic planning
- discipline
- developmental concerns
- prenatal care
- special needs

C. **TASKS/OBJECTIVES**

1. COUNSELING SERVICES

All counseling services will be available to approximately 35,000 BOP employees, their dependents, and/or those persons who have an equivalent relationship as a family member, such as a domestic partner. Participants will have 24/7 access to comprehensive counseling services, regardless of their physical location in any state, the District of Columbia, and Puerto Rico. The Contractor will provide up to six (6) hours of short-term counseling and/or assessment/referral services per issue. The Contractor will make every effort to secure referral sources within 30 minutes travel time of the participant's work or residence. In addition to a network of providers who can provide in-person counseling services, the Contractor will maintain providers capable of providing counseling services via telepsychology to any participant.

2. SUBSTANCE ABUSE COUNSELING

In compliance with the Federal Drug-Free Workplace Program was initiated by Executive Order 12564 (Drug-Free Federal Workplace, 1986) the Contractor must provide dedicated substance abuse evaluation and case management services to include

- Referrals to a substance abuse treatment provider for comprehensive assessments, diagnosis, treatment recommendations, and individual case management as appropriate;
- Acquisition and maintenance of all documents for employees referred to the EAP for substance abuse evaluation and treatment.

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The Contractor will make every effort to secure referral sources within 30 minutes travel time of the participant's work or residence. In addition to a network of providers who can provide in-person counseling services, the Contractor will maintain providers capable of providing substance abuse counseling services via telepsychology to any participant who chooses this service delivery model.

3. ORGANIZATIONAL SERVICES

a. Critical Incident Stress Management Services (CISM). CISM services will include pre-incident educational/awareness activities, telephonic counseling, psychological first aid, critical incident defusing, and/or Critical Incident Stress debriefings, management consultation, and one-to-one counseling. Services may be provided on-site or via secure video conferencing. The Contractor must utilize state licensed counselors with CISM training. The Contractor must provide twenty (20) Critical Incident Stress Management service events as part of the basic Employee Assistance Program. Each event response for onsite services must consist of four (4) hours of service delivery.

b. Management Coaching Sessions. The Contractor will provide unlimited telephonic coaching sessions to assist management and supervisors in addressing issues related to employee morale/motivation, conduct, performance and threats of workplace violence.

c. Staff Engagement and Program Promotion. The Contractor must coordinate with the BOP National EAP Coordinator to identify specific program needs and provide recommendations on how to address them. The Contractor must provide EAP promotional posters of a new design every six months. Within 60 days of contract award the Contractor will provide no less than 50,000 wallet cards and 35,000 brochures describing EAP services to the BOP. Every year thereafter, the Contractor will provide 35,000 wallet cards and 10,000 brochures describing EAP services. Materials will be shipped at the Contractor's expense to institutional and regional EAP Coordinators in accordance with a distribution plan provided by the BOP National EAP Coordinator.

d. Quarterly Utilization Reports. The Contractor will provide quarterly reports describing program activities, utilization rates for all services, participant feedback, and

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demographics. These reports will be submitted to the BOP National EAP Coordinator no later than December 31, March 31, June 30, and September 30 of each year. The format for this report is optional, but may be prescribed by the Contracting Officer's Representative (COR) if required for data management purposes. Any mandatory format would be made available by BOP at no cost to the Contractor.

e. Annual Report of Network Counseling Services. The Contractor will submit an annual report describing availability of counseling and substance abuse counseling providers within 50 miles of all BOP facilities and duty locations no later than October 31 of each year. An updated list of BOP facilities and duty locations will be provided to the Contractor by the BOP National EAP Coordinator no later than August 31 of each year. The report will include an assurance statement that each provider on the list is currently active, appropriately licensed, and accepting referrals. In locations where there are no counseling or substance abuse counseling providers identified within 50 miles of the facility or duty location, the Contractor will outline steps taken to fill the service gap and provide counseling and substance use counseling services in that location.

4. TRAINING/EDUCATION/SELF-HELP SERVICES

a. Initial Training Events. Within 30 days of contract award, the Contractor will make a representative available to the BOP to provide up to three (3) live 2-hour webinars in conjunction with the BOP's National EAP Coordinator. The webinars will include an overview of EAP services available to participants, discuss the process of referral and service connection, and identify strategies to promote EAP services and engage participants.

b. Website and Smartphone/Tablet Application Resources. Within 30 days of contract award, the Contractor will provide a comprehensive website and applications for smartphones and tablets with access to well-being/skill-building tools and resources. These resources may include (but are not limited to) health calculators, professional videos, and articles that address a variety topics concerning emotional well-being, physical health, legal concerns, and financial questions.

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c. Monthly Webinars. Within 60 days of contract award, the Contractor will deliver professional monthly webinars (30-60 minutes in length) for participants that address a variety of topics concerning emotional well-being, physical health, legal concerns, and financial questions. These webinars will be available on demand after the live presentation on the contractor's webpage.

d. Web-Based Training Courses. Within 60 days of contract award, the Contractor will provide access to a variety of self-paced training courses designed to help participants develop effective work-life skills. These training courses will be available through the Contractor's webpage.

e. On-site Training Events. The Contractor will provide facilitated, on-site training events in conjunction with participation in health fairs or other regularly scheduled agency training events (one training event per year at each BOP installation). The Contractor will develop training curricula for the staff appropriate for the identified audience. It shall include all training materials, participant materials, and lesson plans. Training expenses (including travel costs) will be included in the fixed fee for the task.

The Contractor will provide two 16-hour high-level management training events for senior supervisory staff designed to develop leadership and communication skills. The Contractor will develop training curricula for the staff appropriate for the identified audience. It shall include all training materials, participant materials, and lesson plans. Training expenses (including travel costs) will be included in the fixed fee for the task.

5. WORK-LIFE RESOURCES

The Contractor will provide a comprehensive range of work-life services developed to address common areas of stress that interfere with effective functioning and reduce employee productivity, including (but not limited to):

a. Legal Resources. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of legal concerns.

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b. Financial Services. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of financial concerns.

c. Children/Parenting Resources. The Contractor will facilitate referral and connection (via warm hand-off) to appropriate resources for advice, consultation, and representation related to a variety of parenting concerns.

6. OPERATIONAL REQUIREMENTS

a. Customer Service Plan. The Contractor will implement a customer service plan designed to quickly and efficiently respond to participant questions, and resolve participant concerns and complaints. Specifically, the Contractor will provide participants with multiple methods of contact (e.g., phone, chat, email) and actively solicit feedback from participants. All service complaints will be investigated by the Contractor and reported to the COR within 14 working days of the incident. Corrective actions will be described in the report.

b. Confidentiality. "Information concerning a participant's status with the EAP may not be divulged without the express written consent of the participant or as otherwise permitted by law" (Department of Justice HR Order DOJ1200.1: Part 7, Chapter 7-1, Employee Assistance Program).

c. Malpractice/Liability Insurance. The Contractor will carry malpractice/liability insurance in the amount of $5 million.

D. **INSPECTION**

The BOP will monitor the Contractor's performance via telephone contact, email inquiries and/or review of the deliverables. The monitoring of a Contractor's performance is an ongoing process for the life of the contract. The BOP and its representatives have the right at all reasonable times to inspect, monitor, or evaluate the work the contractor has performed or is performing under the agreement.

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E. **PERSONNEL**

The Contactor must designate a qualified Program Manager for this contract and respond to phone calls or correspondence from the Bureau within one (1) business day. The Program Manager will work closely with BOP's Psychology Services staff representatives, the BOP National EAP Coordinator, and the Contracting Officer's Representative (COR) to provide the materials and services as outlined above. The Program Manager must have experience managing a large EAP and must be experienced with issues unique to law enforcement. Although not required to be located in Washington, D.C., the Program Manager must be available for travel at short notice and, at a minimum, meet quarterly with BOP staff in Washington, D.C., at the Contractor's expense.

The Contractor agrees that during the first ninety (90) calendar days of the contract performance period no senior staff personnel substitutions will be permitted unless such substitutions are required by the Government, or necessitated by an individual's sudden illness, death or termination of employment. Substitutions must be identified in writing to the COR and CO within three (3) business days of the change occurring.

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