

2019 President's Budget  
Office of the Secretary

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## OFFICE OF THE SECRETARY

### Purpose Statement

The Secretary of Agriculture, assisted by the Deputy Secretary, Under and Assistant Secretaries, and members of their immediate staffs, directs and coordinates the work of the Department. This involves providing policy direction for all areas of the Department's responsibilities including research, educational and regulatory activities, nutrition, conservation and farm programs, forestry, and international agriculture. It also involves maintaining relationships with organizations and others in the development of programs and maintaining liaison with the Executive Office of the President and members of Congress on all matters pertaining to Departmental policy.

The Office of the Secretary (OSEC) also oversees special projects that are conducted at the behest of the Congress. These projects include short-term studies, investigations, and research on matters affecting agriculture or the agricultural community. Project results are reported to the appropriate Congressional Committees.

The general authority of the Secretary to supervise and control the work of the Department is contained in the Organic Act (7 U.S.C. 2201-2202). The delegation of regulatory functions to the Department employees and authorization of appropriations to carry out these functions are contained in 7 U.S.C. 450c-450g. The authority of the Secretary to streamline and reorganize the Department is contained in the Federal Crop Insurance Reform and Department of Agriculture Reorganization Act of 1994, Public Law 103-354.

As of September 30, 2017, there were 97 full-time employees, of whom 52 were permanent full-time and 45 were other than permanent full-time employees. Of the employees, 94 are located in the headquarters office and three in a field office.

The Office of the Secretary did not have any Office of Inspector General or Government Accountability Office evaluation reports during the past year.

OFFICE OF THE SECRETARY

Available Funds and Staff Years (SYs)

(Dollars in thousands)

Item	2016 Actual		2017 Actual		2018 Estimate		2019 President's Budget	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
<b>Salaries and Expenses:</b>								
Discretionary Appropriations.....	\$17,226	64	\$17,252	62	\$18,013	80	\$20,037	81
Transfers In: Codex.....	-	-	-	-	3,796	8 <u>a/</u>	-	-
Transfers Out.....	-1,462	-	-1,240	-	-501	-2 <u>b/</u>	-	-
Total Available.....	15,764	64	16,012	62	21,308	86	20,037	81
Lapsing Balances.....	-951	-	-1,480	-	-	-	-	-
Obligations.....	14,813	64	14,532	62	21,308	86	20,037	81
<b><u>Obligations under other USDA appropriations:</u></b>								
<b>Reimbursements:</b>								
Advisory Committee Liaison Services.....	342	3	285	3	308	3	308	3
Faith Based Initiative.....	363	2	377	3	343	3	-	-
Intertribal Technical Assistance Network.....	1,833	2	1,776	1	1,650	1	-	-
PreAuthorized Funding.....	3,529	12	3,259	13	3,181	13	3,181	13
Other Reimbursable Programs.....	7,947	37	7,503	15	3,798	10	3,798	10
Total, Other Agriculture Appropriations.....	14,014	56	13,200	35	9,280	30	7,287	26
Total, OSEC.....	28,827	120	27,732	97	30,588	116	27,324	107

a/ Reflects the transfer of \$3.8 million and the realignment of Codex Alimentarius from the Food Safety and Inspection Service to the Office of the Secretary, reporting to the Under Secretary for Trade and Foreign Agricultural Affairs.

b/ Reflects the transfer of \$0.5 million and the realignment of the Office of Tribal Relations from the Office of the Secretary to the Office of Partnerships and Public Engagement.

OFFICE OF THE SECRETARY

Permanent Positions by Grade and Staff Year Summary

Item	2016 Actual			2017 Actual			2018 Estimate			2019 President's Budget		
	Wash.		Total	Wash.		Total	Wash.		Total	Wash.		Total
	D.C.	Field		D.C.	Field		D.C.	Field		D.C.	Field	
SES.....	41	-	41	22	2	24	24	2	26	24	2	26
GS-15.....	27	-	27	12	1	13	17	1	18	16	1	17
GS-14.....	6	-	6	3	-	3	7	-	7	7	-	7
GS-13.....	16	1	17	16	-	16	16	-	16	11	-	11
GS-12.....	12	-	12	14	-	14	17	-	17	16	-	16
GS-11.....	6	-	6	11	-	11	12	-	12	12	-	12
GS-10.....	-	-	-	-	-	-	-	-	-	-	-	-
GS-9.....	13	-	13	7	-	7	9	-	9	7	-	7
GS-8.....	1	-	1	1	-	1	3	-	3	3	-	3
GS-7.....	4	-	4	7	-	7	7	-	7	7	-	7
GS-6.....	-	-	-	-	-	-	-	-	-	-	-	-
GS-5.....	1	-	1	1	-	1	1	-	1	1	-	1
GS-4.....	2	-	2	-	-	-	-	-	-	-	-	-
GS-3.....	-	-	-	-	-	-	-	-	-	-	-	-
Total Perm. Positions.....	129	1	130	94	3	97	113	3	116	104	3	107
Total, Perm. Full-Time Employment, EOY.....	129	1	130	94	3	97	113	3	116	104	3	107
Staff Year Est....	119	1	120	94	3	97	113	3	116	104	3	107

OFFICE OF THE SECRETARY

Shared Funding Projects

(Dollars in thousands)

	2016	2017	2018	2019
	<u>Actual</u>	<u>Actual</u>	<u>Estimate</u>	<u>President's Budget</u>
<b>Working Capital Fund:</b>				
Administration:				
Financial Management Support Services.....	\$60	-	-	-
HR Enterprise System Management.....	1	\$1	\$3	\$3
Integrated Procurement System.....	7	7	8	8
Mail and Reproduction Management.....	479	506	465	468
Material Management Service Center.....	41	44	53	53
Procurement Operations.....	3	4	6	7
Subtotal.....	591	562	535	539
Communications:				
Creative Media & Broadcast Center.....	48	90	28	31
Finance and Management:				
NFC/USDA.....	81	49	55	55
Financial Management Services.....	577	113	141	144
Financial Management Support Services.....	-	46	71	79
Subtotal.....	658	208	267	278
Information Technology:				
Client Technology Service.....	206	198	137	137
Enterprise Network Services.....	18	18	35	26
NITC/USDA.....	26	16	123	123
Subtotal.....	250	232	295	286
Correspondence Management.....	30	29	26	28
Total, Working Capital Fund.....	1,577	1,121	1,151	1,162

**Department-Wide Reimbursable Programs:**

1890's USDA Initiatives.....	3	3	2	2
Advisory Committee Liason Services.....	2	2	2	2
Classified National Security Information.....	25	64	50	50
Continuity of Operations Planning.....	2	2	1	1
Emergency Operations Center.....	2	2	2	2
Hispanic-Serving Institutions National Program.....	2	2	1	1
Human Resources Transformation.....	1	2	1	1
Identity and Access Management (HSPD-12).....	6	6	4	4
Medical Services.....	7	7	6	6
People's Garden.....	1	1	-	-
Personnel Security Branch.....	8	7	63	63
Pre-authorizing Funding.....	3	3	2	2
Retirement Processor/Web Application.....	1	1	-	-
TARGET Center.....	1	1	1	1
USDA 1994 Program.....	1	1	1	1
Virtual University.....	2	2	1	1
Total, Department-Wide Reimbursable Programs.....	67	106	137	137

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	2016	2017	2018	2019
	<u>Actual</u>	<u>Actual</u>	<u>Estimate</u>	<u>President's Budget</u>
<b>E-Gov:</b>				
Enterprise Human Resources Intigration.....	2	2	2	2
E-Training.....	2	-	-	-
Integrated Acquisition Environment.....	1	-	-	-
Freedom of Information Act.....	-	-	-	2
Total, E-Gov.....	<u>5</u>	<u>2</u>	<u>2</u>	<u>4</u>
Agency Total.....	<u>1,649</u>	<u>1,229</u>	<u>1,290</u>	<u>1,303</u>

OFFICE OF THE SECRETARY

The estimates include appropriation language for this item as follows (new language underscored; deleted matter enclosed in brackets):

Salaries and Expenses:

Office of the Secretary

1 For necessary expenses of the Office of the Secretary, [~~\$43,320,000~~] \$42,498,000, of which not to exceed  
2 [~~\$5,017,000~~] \$4,850,000 shall be available for the Immediate Office of the Secretary; [not to  
3 exceed \$501,000 shall be available for the Office of Tribal Relations;] not to exceed \$800,000  
4 shall be available for the Office of the Assistant to the Secretary for Rural Development; not to exceed  
5 [~~\$1,486,000~~] \$1,448,000 shall be available for the Office of Homeland Security [and Emergency  
6 Coordination]; not to exceed \$1,672,000 shall be available for the Office of Partnerships and Public  
7 Engagement; [not to exceed \$1,171,000 shall be available for the Office of Advocacy and Outreach;] not to  
8 exceed [~~\$22,936,000~~] \$23,376,000 shall be available for the Office of the Assistant Secretary for  
Administration, of which [~~\$22,137,000~~] \$22,501,000 shall be available for Departmental Administration to  
provide for necessary expenses for management support services to offices of the Department and for  
general administration, security, repairs and alterations, and other miscellaneous supplies and expenses not  
otherwise provided for and necessary for the practical and efficient work of the Department; not to exceed  
[~~\$3,843,000~~] \$3,091,000 shall be available for the Office of the Assistant Secretary for Congressional  
Relations to carry out the programs funded by this Act, including programs involving intergovernmental  
affairs and liaison within the executive branch; and not to exceed [~~\$7,449,000~~] \$7,261,000 shall be available  
for the Office of Communications: Provided, That funds made available by this Act to an agency in the  
Rural Development mission area for salaries and expenses shall be available to fund up to one administrative  
support staff for the Office of the Assistant to the Secretary for Rural Development: *Provided further, That*  
funds made available by this Act to the Departmental Administration area for salaries and expenses shall be  
available to fund up to one administrative support staff for the Office of the Assistant to the Secretary for  
Administration: *Provided further, That the Secretary of Agriculture is authorized to transfer funds*  
appropriated for any office of the Office of the Secretary to any other office of the Office of the Secretary:  
*Provided further, That no appropriation for any office shall be increased or decreased by more than 5*  
percent: *Provided further, That not to exceed \$11,000* \$24,000 of the amount made available under this  
paragraph for the Immediate Office of the Secretary shall be available for official reception and  
representation expenses, not otherwise provided for, as determined by the Secretary: *Provided further, That*  
the amount made available under this heading for Departmental Administration shall be reimbursed from  
applicable appropriations in this Act for travel expenses incident to the holding of hearings as required by  
5 U.S.C. 551-558: *Provided further, That funds made available under this heading for the Office of the*  
Assistant Secretary for Congressional Relations may be transferred to agencies of the Department of  
Agriculture funded by this Act to maintain personnel at the agency level.

Office of the Assistant Secretary for Civil Rights

8 For necessary expenses of the Office of the Assistant Secretary for Civil Rights, [~~\$895,000~~] \$800,000:  
*Provided, That funds made available by this Act to an agency in the civil rights mission area for salaries and*  
expenses shall be available to fund up to one administrative support staff for such Office.

Office of the Under Secretary for Research, Education and Economics

9 For necessary expenses of the Office of the Under Secretary for Research, Education and Economics,  
[~~\$887,000~~] \$800,000: *Provided, That funds made available by this Act to an agency in the research,*  
education, and economics mission area for salaries and expenses shall be available to fund up to one  
administrative support staff for such Office.

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Office of the Under Secretary for Marketing and Regulatory Programs

- 10 For necessary expenses of the Office of the Under Secretary for Marketing and Regulatory Programs, [\$895,000] \$800,000: Provided, That funds made available by this Act to an agency in the marketing and regulatory programs mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

Office of the Under Secretary for Food Safety

- 11 For necessary expenses of the Office of the Under Secretary for Food Safety, [\$813,000] \$800,000: Provided, That funds made available by this Act to an agency in the food safety mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

[Office of the Under Secretary for Farm and Foreign Agricultural Services]

- 12 [For necessary expenses of the Office of the Under Secretary for Farm and Foreign Agricultural Services, \$896,000.]

Office of the Under Secretary for Natural Resources and Environment

- 13 For necessary expenses of the Office of the Under Secretary for Natural Resources and Environment, [\$895,000] \$875,000: Provided, That funds made available by this Act to an agency in the natural resources and environment mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

[Office of the Under Secretary for Rural Development]

- 14 [For necessary expenses of the Office of the Under Secretary for Rural Development, \$891,000.]

Office of the Under Secretary for Food, Nutrition and Consumer Services

- 15 For necessary expenses of the Office of the Under Secretary for Food, Nutrition and Consumer Services, [\$808,000] \$800,000: Provided, That funds made available by this Act to an agency in the food, nutrition, and consumer services mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

Office of the Under Secretary for Farm Production and Conservation

- 16 For necessary expenses of the Under Secretary for Farm Production and Conservation, \$875,000: Provided, That funds made available by this Act to an agency in the farm production and conservation mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

Office of the Under Secretary for Trade Foreign and Agriculture Affairs

- 17 For necessary expenses of the Under Secretary for Trade Foreign and Agriculture Affairs, \$875,000: Provided, That funds made available by this Act to an agency in the trade and foreign agricultural mission area for salaries and expenses shall be available to fund up to one administrative support staff for such Office.

Office of Codex Alimentarius

- 18 For necessary expenses of the Office of Codex Alimentarius, \$3,796,000.

## OFFICE OF THE SECRETARY

The first change deletes the language for the Office of Tribal Relations, since it is being realigned within the Office of Partnerships and Public Engagement.

The second change is to add language for the Assistant to the Secretary for Rural Development.

The third change is to change the name to the Office of Homeland Security.

The fourth change is to add language for the Office of Partnerships and Public Engagement.

The fifth change is to delete specific language for the Office of Advocacy and Outreach, since being realigned within the Office of Partnerships and Public Engagement.

The sixth change is to add language for the Office of the Assistant Secretary for Rural Development and the Assistant Secretary for Administration for administrative support within their office.

The seventh change is to adjust the amount for the reception and representation expenses.

The eighth, ninth, tenth, eleventh, thirteenth, and fifteenth changes are to add language for administrative support within the Under Secretaries offices.

The twelfth and fourteenth change is to delete language for the Office of the Under Secretary for Farm and Foreign Agricultural Services and the Under Secretary for Rural Development.

The sixteenth and seventeenth changes are to add language for the Officer of the Under Secretary for Farm Production and Conservation and for the Office of the Under Secretary for Trade and Foreign Agricultural Affairs. Additionally, language is added for administrative support within their offices.

The eighteenth change is to add language for the Office of Codex Alimentarius reflecting the transfer from the Food Safety and Inspection Service.

OFFICE OF THE SECRETARY

Lead-Off Tabular Statement

Budget Estimate, 2019.....		\$20,037,000
2018 Annualized Continuing Resolution.....		<u>18,013,000</u>
Change in Appropriation.....		<u><u>-2,024,000</u></u>
Adjustment in 2018:		
2018 Annualized Continuing Resolution.....	\$18,013,000	
Activities Transferred to OSEC a/.....	3,796,000	
Activities Transferred out of OSEC b/.....	<u>-501,000</u>	
Adjusted Base for 2018.....		\$21,308,000
Budget Estimate, 2019.....		<u>20,037,000</u>
Change in Appropriation.....		<u><u>-1,271,000</u></u>

a/ Reflects the transfer of \$3.8 million and the realignment of Codex Alimentarius from the Food Safety and Inspection Service to the Office of the Secretary, reporting to the Under Secretary for Trade and Foreign Agricultural Affairs.

b/ Reflects the transfer of \$0.5 million and the realignment of the Office of Tribal Relations from the Office of the Secretary to the Office of Partnerships and Public Engagement.

OFFICE OF THE SECRETARY

Project Statement  
Adjusted Appropriations Detail and Staff Years (SYs)

(Dollars in thousands)

Program	<u>2016 Actual</u>		<u>2017 Actual</u>		<u>2018 Estimate</u>		<u>Inc. or Dec.</u>		<u>2019 President's Budget</u>	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Discretionary Appropriations:										
Office of the Secretary.....	\$4,324	18	\$4,324	18	\$5,017	23	-\$167	-	\$4,850	23
Cross-Cutting Trade Negotiations and BioTechnology Resources.....										
	727	-	727	-	-	-	-	-	-	-
Under/Assistant Secretaries:										
Assistant to the Secretary for Rural Development.....	-	-	-	-	890	4	-90	-1	800	3
Civil Rights.....	898	3	901	3	895	4	-95	-1	800	3
ADM.....	804	3	804	3	799	3	+76	-	875	3
Office of Tribal Relations.....	502	2	502	2	-	-	-	-	-	-
Congressional Relations.....	2,407	14	2,629	14	3,843	18	-752	-	3,091	18
REE.....	893	3	893	3	887	4	-87	-1	800	3
MRP.....	893	4	901	4	895	4	-95	-1	800	3
Food Safety.....	816	3	819	3	813	3	-13	-	800	3
FFAS.....	898	4	901	3	-	-	-	-	-	-
FPAC.....	-	-	-	-	895	4	-20	-	875	4
RD.....	893	4	896	3	-	-	-	-	-	-
NRE.....	898	3	901	3	895	4	-20	-1	875	3
TFAA.....	-	-	-	-	875	4	-	-	875	4
Codex.....	-	-	-	-	3,796	8	-	-	3,796	8
FNCS.....	811	3	814	3	808	3	-8	-	800	3
Total Adjusted Appropriations.....	15,764	64	16,012	62	21,308	86	-1,271	-5	20,037	81
Rescissions, Transfers, and Sequestration (Net).....										
	1,462	-	1,240	-	-	-	-	-	-	-
Total Appropriation.....	17,226	64	17,252	62	21,308	86	-1,271 (1)	-5	20,037	81
Transfers to other agencies:										
Congressional Relations.....	-1,462	-	-1,240	-	-	-	-	-	-	-
Total Available.....	15,764	64	16,012	62	21,308	86	-1,271	-5	20,037	81
Lapsing Balances.....	-951	-	-1,480	-	-	-	-	-	-	-
Total Obligations.....	14,813	64	14,532	62	21,308	86	-1,271	-5	20,037	81

OFFICE OF THE SECRETARY

Project Statement  
 Obligations Detail and Staff Years (SYs)  
 (Dollars in thousands)

Program	<u>2016 Actual</u>		<u>2017 Actual</u>		<u>2018 Estimate</u>		<u>Inc. or Dec.</u>		<u>2019 President's Budget</u>	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
	Discretionary Appropriations:									
Office of the Secretary.....	\$3,967	18	\$4,034	20	\$5,017	23	-\$167	-	\$4,850	23
Cross-Cutting Trade Negotiations and BioTechnology Resources.....	727	-	727	-	-	-	-	-	-	-
Under/Assistant Secretaries:										
Assistant to the Secretary for Rural Development.....	-	-	-	-	890	4	-90	-1	800	3
Civil Rights.....	875	3	765	2	895	4	-95	-1	800	3
ADM.....	796	3	756	4	799	3	+76	-	875	3
Office of Tribal Relations.....	497	2	489	2	-	-	-	-	-	-
Congressional Relations.....	2,054	14	2,370	11	3,843	18	-752	-	3,091	18
REE.....	868	3	884	5	887	4	-87	-1	800	3
MRP.....	877	4	840	3	895	4	-95	-1	800	3
Food Safety.....	716	3	565	3	813	3	-13	-	800	3
FFAS.....	884	4	748	3	-	-	-	-	-	-
FPAC.....	-	-	-	-	895	4	-20	-	875	4
RD.....	892	4	817	3	-	-	-	-	-	-
NRE.....	865	3	863	3	895	4	-20	-1	875	3
TFAA.....	-	-	-	-	875	4	-	-	875	4
Codex.....	-	-	-	-	3,796	8	-	-	3,796	8
FNCS.....	795	3	674	3	808	3	-8	-	800	3
Total Obligations.....	14,813	64	14,532	62	21,308	86	-1,271	-5	20,037	81
Lapsing Balances.....	951	-	1,480	-	-	-	-	-	-	-
Total Available.....	15,764	64	16,012	62	21,308	86	-1,271 (1)	-5	20,037	81
Transfers Out.....	1,462	-	1,240	-	-	-	-	-	-	-
Total Appropriation.....	17,226	64	17,252	62	21,308	86	-1,271	-5	20,037	81

OFFICE OF THE SECRETARY

Justification of Increases and Decreases

Base funding for the Office of the Secretary is necessary to ensure continued policy direction for all areas of the Department including research, educational and regulatory activities, nutrition, conservation, farm groups, forestry, and international agriculture; maintain relationships with organizations and others in the development of programs; and maintain liaisons with the Executive Office of the President and members of Congress on all matters pertaining to Department policy. In addition to Departmental Administration funding used for human resources operational services, current year and budget year base funds will also be used to support expedited and enhanced classification, staffing and processing efforts.

- (1) A net decrease of \$1,271,000 and five staff years (\$18,013,000 and 86 staff years available in 2018).

The funding change is requested for the following items:

- a. An increase of \$75,000 for the Assistant Secretary for Administration.

The increase in funding is needed to support the implementation of the Secretary's OneUSDA initiative by increasing the Department's focus on customer service. The funding will enable USDA to implement best practices and strategic improvements that will enhance the customer experience across the Department. Through this initiative, the Department will establish an enterprise approach for the identification of customer needs and the establishment of common, re-usable solutions for addressing those needs. The resources requested will allow the Department to either engage with a customer service-focused contractor or temporary Federal staff whose responsibility it will be to support the development of the USDA customer service effort.

- b. A decrease of \$464,000 will be taken from non-personnel expenses.

The reduction will be achieved through a decrease in travel, training, and equipment.

- c. A decrease of \$882,000 and 5 years will be absorbed through attrition.

OSEC will reduce staffing to support the lower funding request in the budget through attrition. Work will be performed by onboard employees.

Geographic Breakdown of Obligations and Staff Years (SYs)  
(Dollars in thousands)

State/Territory	2016 Actual		2017 Actual		2018 Estimate		2019 President's Budget	
	Amount	SYs	Amount	SYs	Amount	SYs	Amount	SYs
Missouri.....	-	-	\$52	1	\$225	1	\$225	1
North Carolina.....	\$51	1	-	-	-	-	-	-
Texas.....	-	-	11	1	169	1	169	1
District of Columbia.....	14,762	63	14,469	60	20,914	84	19,643	79
Obligations.....	14,813	64	14,532	62	21,308	86	20,037	81
Lapsing Balances.....	951	-	1,480	-	-	-	-	-
Total, Available.....	15,764	64	16,012	62	21,308	86	20,037	81

OFFICE OF THE SECRETARY

Classification by Objects  
(Dollars in thousands)

	2016	2017	2018	2019
	<u>Actual</u>	<u>Actual</u>	<u>Estimate</u>	<u>President's Budget</u>
<b>Personnel Compensation:</b>				
Washington D.C.....	\$8,601	\$7,649	\$9,056	\$8,690
Field.....	51	202	276	276
11 Total personnel compensation.....	8,652	7,851	9,332	8,966
12 Personal benefits.....	2,549	2,146	3,866	3,703
13.0 Benefits for former personnel.....	21	24	24	24
Total, personnel comp. and benefits.....	11,222	10,021	13,222	12,693
<b>Other Objects:</b>				
21.0 Travel and transportation of persons.....	1,110	412	715	720
22.0 Transportation of things.....	7	12	12	10
23.1 Rental payments to GSA.....	4	4	4	4
23.3 Communications, utilities, and misc. charges..	838	681	750	760
24.0 Printing and reproduction.....	198	293	286	256
25 Other contractual services.....	608	1,327	2,696	2,356
25.1 Advisory and assistance services.....	222	1,088	2,856	2,506
25.2 Other services from non-Federal sources.....	23	6	10	10
25.3 Other purchases of goods and services from Federal sources.....	378	294	365	350
25.4 Operation and maintenance of facilities.....	40	65	60	60
26.0 Supplies and materials.....	136	173	180	170
31.0 Equipment.....	23	156	152	142
41.0 Grants.....	4	-	-	-
Total, Other Objects.....	3,591	4,511	8,086	7,344
99.9 Total, new obligations.....	14,813	14,532	21,308	20,037
DHS Building Security Payments (included in 25.3)	\$81	\$85	\$86	\$87
<b>Position Data:</b>				
Average Salary (dollars), ES Position.....	\$159,000	\$172,000	\$172,500	\$173,000
Average Salary (dollars), GS Position.....	\$97,000	\$91,000	\$93,000	\$94,000
Average Grade, GS Position.....	13.1	12.5	12.5	13.1