



BUDGET The United States
Department of the Interior

JUSTIFICATIONS

and Performance Information
Fiscal Year 2027

**OFFICE OF
INSPECTOR GENERAL**

NOTICE: These budget justifications are prepared for the Interior, Environment and Related Agencies Appropriations Subcommittees.



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Executive Summary

Mission Statement

The mission of the Office of Inspector General is to promote economy, efficiency, and effectiveness and to prevent and detect waste, fraud, abuse, and mismanagement in the programs and operations of the U.S. Department of the Interior (DOI).

Introduction

OIG achieves its mission by conducting fair, objective, and neutral audits, inspections, evaluations, investigations, and reviews. OIG's oversight results in recommendations of corrective action to strengthen departmental programs and OIG reports its findings to DOI officials and Congress. OIG refers potential criminal violations resulting from its investigations to the U.S. Department of Justice (DOJ) and provides active support for prosecutions and civil actions. OIG complies with the highest standards of integrity, and its objective oversight work considers all relevant facts and issues findings based on supportable evidence.

OIG uses its findings to prompt corrective action when it finds shortcomings and deficiencies and to prevent wrongdoing and mismanagement. To further these actions, OIG conducts outreach to those responsible for the expenditure of DOI funds, including employees, contractors, grantees, and Tribes. Such outreach efforts help inform these audiences of the consequences of wrongdoing, red flags that they can identify, and how to report problems or concerns to the OIG. OIG also makes recommendations to DOI for the suspension and/or debarment of recipients and potential recipients of DOI awards. Suspension or debarment can protect taxpayer resources by preventing wrongdoers or those with a history of poor performance or noncompliance from receiving new Federal awards.

OIG fulfills its responsibilities through six organizational units: the Immediate Office of the Inspector General; the Office of Audits, Inspections, and Evaluations; the Office of Investigations; the Office of Strategy, Data, and Innovation; the Office of General Counsel; and the Office of Management. These offices are critical to maintaining the OIG's core oversight functions—audits, inspections, evaluations, and investigations—and also provide mission support services referenced directly or indirectly by the Inspector General Act of 1978 (IG Act). These mission support services ensure an integrated and effective delivery of oversight functions and services, namely, legal, administrative, information technology (IT), communications, the statutorily required website, required hotline functions, and data analytics. These offices carry out OIG's mission and help drive changes in DOI programs while fostering a top-performing workplace that strengthens the impact of our work through effective and efficient operations.

In addition to its duties under the IG Act, the Inspector General performs the functions of “government comptroller” in the United States insular areas of American Samoa, the Commonwealth of the Northern Mariana Islands, Guam, and the U.S. Virgin Islands by conducting audits of property, receipts, revenues, and expenditures as required by the [Insular Areas Act of 1982 \(48 U.S.C. § 1422\)](#). The OIG also has audit responsibilities in the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau pursuant to the [Compact of Free Association Act of 1985 \(48 U.S.C. § 1681 note\)](#).

OIG's reports and findings, including mandated Semiannual Reports to Congress and the Inspector General's statement of the most significant management and performance challenges facing DOI, are

available on its website: www.doioig.gov.

Budget Overview

The 2027 budget request includes \$48,500,000 and 157 FTE for the OIG. The request provides resources to conduct audits, inspections, evaluations, and investigations that prevent and detect fraud, waste, and abuse, and ensure accountability and transparency in the management of Interior's programs. OIG will also use this funding to further leverage technology to expand investigative capabilities, advance the migration to cloud-based and artificial intelligence solutions to accelerate audit oversight, and modernize the OIG report workflow process to improve efficiency and reporting.

This request supports the priorities of reducing waste, fraud, and abuse, ensuring accountability, ending payments to fraudsters, and improving the effectiveness and efficiency of Department programs. DOI's broad and complex programs and operations require experienced employees to perform oversight. Trained and talented employees drive OIG's mission accomplishments. As noted previously, OIG oversight activities include audits, inspections, and evaluations, and its investigative work includes reviews, administrative investigations, civil investigations, and criminal investigations. Many different skill sets are required to conduct these activities and to perform associated research, data mining, and create reports of relevant findings to deliver to stakeholders, including auditors, investigators, and force multipliers such as data analysts, attorneys, information technology specialists, and writer-editors.

In FY 2025, OIG drove improvements by issuing 234 recommendations for corrective actions; including recommendations made in previous years, the Department implemented 292 recommendations. OIG held wrongdoers accountable through investigations resulting in criminal convictions, leading to a total of 308 months sentenced as jail time, and 312 months of probation.

In keeping with its statutory mission, OIG will continue its work to improve the programs and operations of DOI. OIG will continue engaging with stakeholders on fraud detection to help proactively prevent financial losses. The use of digital forensics, data mining, and data analytics capabilities will help OIG detect anomalies and potential vulnerabilities and accelerate audit and investigative case work. OIG will also continue to target its oversight to the highest-risk areas and top management challenges facing the DOI, such as managing spending and operations (including oversight of contracts, grants, and other financial assistance, deferred maintenance, supplemental funding, the Insular Areas, and cybersecurity) and delivering core services (including natural resources and energy management, responsibility to Native Americans, and wildfire management). In addition, given wide-ranging organizational and policy initiatives adopted in FY2025, OIG will remain attentive to both risks and challenges facing the DOI as it manages these substantial changes within the agency itself.

2027 President's Budget
Office of the Inspector General
(Dollars in Thousands)

	2025 Actual		2026 Enacted		2027 Request		Change from 2026 Enacted	
Budget Authority	Budget Authority	FTE	Budget Authority¹	FTE	Budget Authority	FTE	Budget Authority	FTE
Current	67,000	237	65,000	198	48,500	157	-16,500	-41
Subtotal, Budget Authority w/o Supplementals	67,000	237	65,000	198	48,500	157	-16,500	-41
<i>American Relief Act (P.L. 118-158)</i>	8,000	1	-	3	-	10	-	+7
<i>Infrastructure Investment and Jobs Act (P.L. 117-58)</i>	3,289	23	3,264	14	-	50	-3,264	+36
<i>Inflation Reduction Act (P.L. 117-169)</i>	-	8	-	10	-	10	-	-
<i>Disasters and Others</i>	-	3	-	-	-	-	-	-
<i>Reimbursable</i>	-	13	-	10	-	-	-	-10
Total, Budget Authority w/ Supplementals²	78,289	285	68,264	235	48,500	227	-19,764	-8

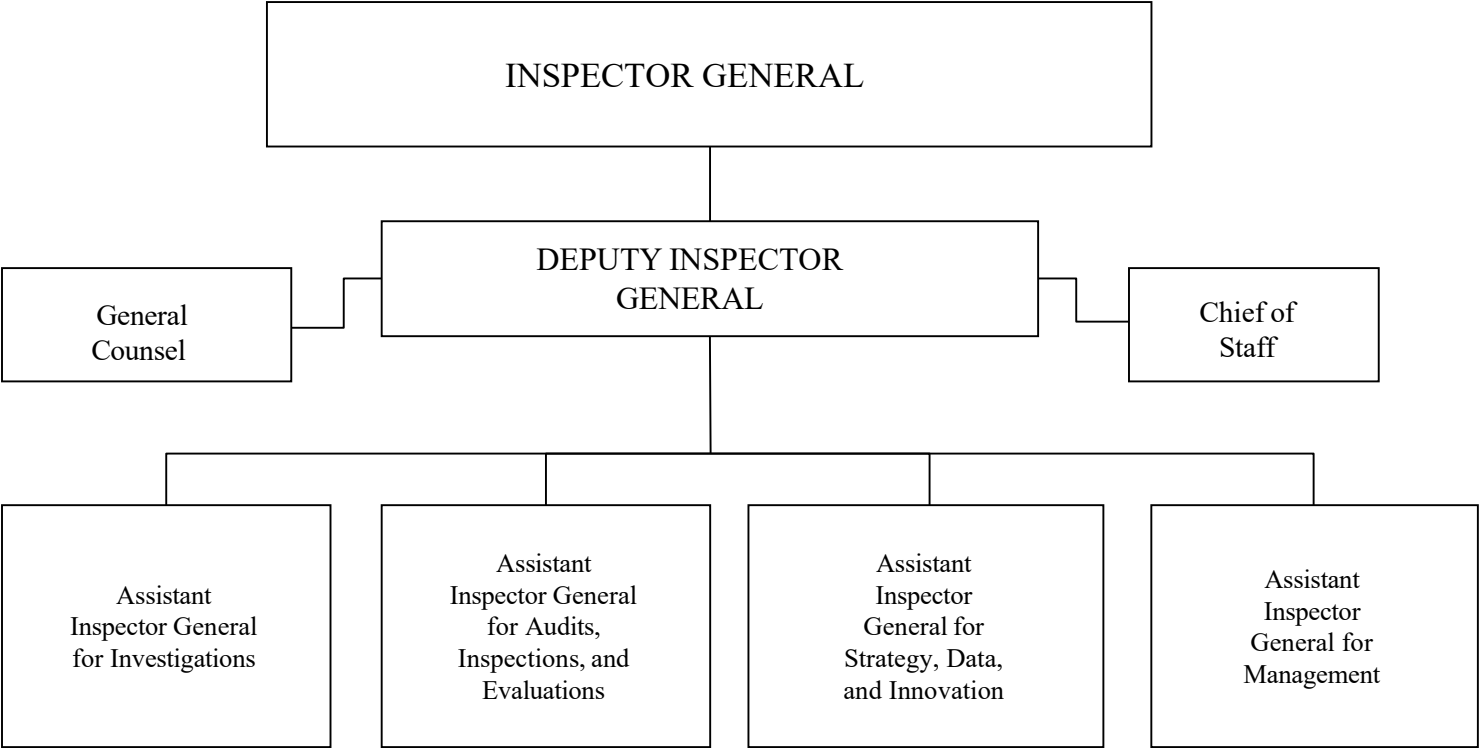
¹ Budget Authority derived by transfer from unobligated Infrastructure Investment and Jobs Act balances previously appropriated pursuant to Section 444 of Division C in P.L. 119-74.

² Supplemental funding reflects amounts made available in the fiscal year, not estimated allocations or obligations.

Good Accounting Obligation in Government Act Report

The Good Accounting Obligation in Government Act (GAO-IG Act, P.L. 115-414) enacted January 3, 2019, requires that Agencies report the status of each open audit recommendation issued more than one year prior to the submission of the Agency's annual budget justification to Congress. The Act requires Agencies to include the current target completion date, implementation status, and any discrepancies on closure determinations. The Department's GAO-IG Act Report will be available at the following link: <https://www.doi.gov/cj>

Organization Chart



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Summary of Requirements
Office of Inspector General
Appropriation: Salaries and Expenses
(Dollars in Thousands)

Treasury Account/Activity	2025 Actual		2026 Enacted		2027 Request					Change from 2026 Enacted
	Budget Authority	FTE	Budget Authority ¹	FTE	Fixed Costs (+/-)	Program Changes (\$)	FTE Changes (+/-)	Budget Authority	FTE	
Salaries and Expenses Audits, Evaluations, and Investigations	67,000	237	65,000	198	+551	-17,051	-41	48,500	157	-16,500
Subtotal, Salaries and Expenses w/o Supplementals	67,000	237	65,000	198	+551	-17,051	-41	48,500	157	-16,500
<i>American Relief Act (P.L. 118-158)</i>	8,000	1	-	3	-	-	+7	-	10	-
<i>Infrastructure Investment and Jobs Act (P.L. 117-58)</i>	3,289	23	3,264	14	-	-3,264	+36	-	50	-3,264
<i>Inflation Reduction Act (P.L. 117-169)</i>	-	8	-	10	-	-	-	-	10	-
<i>Disasters and Others</i>	-	3	-	-	-	-	-	-	-	-
Total, Salaries and Expenses w/ Supplementals²	78,289	272	68,264	225	+551	-20,315	+2	48,500	227	-19,764

¹ Budget Authority derived by transfer from unobligated Infrastructure Investment and Jobs Act balances previously appropriated pursuant to Section 444 of Division C in P.L. 119-74.

² Supplemental funding reflects amounts made available in the fiscal year, not estimated allocations or obligations.

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Justification of Fixed Costs Changes

Fixed Cost Element	2026 Enacted Change	2026 Enacted to 2027 Request Change	Description
Change in Number of Paid Days	0	0	Total paid days for FY 2027 is 261 (2088 hours) which is the same number of days as FY 2026. This information is consistent with the published OMB Circular A-11.
Pay Raise	+891	+123	The President's Budget for 2027 includes one quarter (October-December 2026) of the 1.0% pay raise for 2026 and 0.0% pay raise for 2027. Pay raises are consistent with the published OMB Circular A-11.
FERS Employer Contribution Increase	0	-153	The estimates reflect adjustments to the employer contribution for FERS and Law Enforcement FERS for FY 2027. This information is consistent with the published OMB Circular A-11.
Departmental Working Capital Fund (WCF)	+151	-130	The estimates reflect Department decisions on the FY 2027 Working Capital Fund Central Bill.
Workers' Compensation Payments	-14	-7	The amount reflects final chargeback costs of compensating injured employees and dependents of employees who suffer accidental death while on duty. This amount reflects the final Workers Compensation bill for FY 2027 payable to the Department of Labor, Federal Employees Compensation Fund, pursuant to 5 U.S.C. 8147(b) as amended by Public Law 94-273.
Unemployment Compensation Payments	-1	+1	The amount reflects projected changes in the costs of unemployment compensation claims to be paid to the Department of Labor, Federal Employees Compensation Account, in the Unemployment Trust Fund, pursuant to Public Law 96-499. This estimate reflects an applied annual inflation factor of 3.0% to the 5-year average of actuals between 2020-2024.
GSA and Non-GSA Rents	+385	+717	This estimate reflects the FY 2027 President's Budget Exhibit 54s as submitted. The amounts reflect changes in the costs payable to General Services Administration (GSA) and others for office and non-office space as estimated by GSA, as well as the rental costs of other currently occupied space. These estimates reflect Udall Building rent, Security, Federal Reserve Parking, and Operations and Maintenance, distributed by bureau and office, based upon OFAS provided Udall Building occupancy levels. Costs of mandatory office relocations, i.e. relocations in cases where due to external events there is no alternative but to vacate the currently occupied space, are also included.
Baseline Adjustments for O&M Increases	0	0	This adjustment captures the associated increase to baseline operations and maintenance requirements resulting from movement out of GSA or direct-leased (commercial) space into Bureau-owned space. During these transitions, bureaus often encounter an increase to baseline O&M costs not otherwise captured in fixed costs. This category of funding properly adjusts the baseline fixed cost amount to maintain steady-state funding for these requirements.
Total, Account 2027 Fixed Costs	+1,412	+551	

Appropriations Language Citation

SALARIES AND EXPENSES

For necessary expenses of the Office of Inspector General, \$48,500,000, to remain available until September 30, 2028.

Program Change Justifications

Activity: Office of Inspector General										
<i>(Dollars in Thousands)</i>										
	2025 Actual		2026 Enacted		2027 Request					
Activity/Sub Activity/Program Element/Budget Element	Budget Authority	FTE	Budget Authority ¹	FTE	Fixed Costs (+/-)	Program Changes (\$)	Program Changes FTE (+/-)	Budget Authority	FTE	Change from 2026 Enacted
Audits, Evaluations, and Investigations	67,000	237	65,000	198	+551	-17,051	-41	48,500	157	-16,500
Total	67,000	237	65,000	198	+551	-17,051	-41	48,500	157	-16,500

¹ Budget Authority derived by transfer from unobligated Infrastructure Investment and Jobs Act balances previously appropriated pursuant to Section 444 of Division C in P.L. 119-74.

Summary of 2027 Program Changes for Office of Inspector General

Dollars in Thousands (\$000)

Program Changes	2027 Request Change	FTE Change
<i>Audits, Evaluations, and Investigations</i>	-17,051	-41
TOTAL Program Changes	-17,051	-41

Justification of 2027 Program Changes

The FY 2027 budget request for the Office of Inspector General (OIG) is \$48,500,000 and 157 FTE, a program change of -\$17,051,000 and -41 FTE from the FY 2026 Enacted.

Audits, Evaluations, and Investigations (-\$17,051,000/-41 FTE) –

The OIG budget reflects a strategic realignment of resources to fund +\$551,000 for FY 2027 fixed costs and maintain core oversight functions while maintaining fiscal constraint.

OIG will continue to prioritize high-impact oversight activities that address the most significant risks and management challenges facing the Department. These challenges include:

- **Oversight of Contracts, Grants, and Other Financial Assistance:** Ensuring federal funds are used effectively and in compliance with applicable laws and regulations.
- **Deferred Maintenance:** Reviewing funds, including those awarded under the Great American Outdoors Act (GAOA).
- **Insular Areas:** Addressing a range of challenges associated with the Insular Areas, including challenges associated with supplemental funding and adherence to financial audit responsibilities.
- **Supplemental Spending:** Determining the level of risk involved and progress towards achieving results with the billions of dollars DOI received in supplemental funding for GAOA, IJJA, the Inflation Reduction Act, the Land and Water Conservation Fund, and the American Relief Act.
- **Cybersecurity:** Evaluating DOI's information security posture to safeguard sensitive data and systems.
- **Natural Resources and Energy Management:** Promoting appropriate revenue collection processes to benefit the American public.
- **Responsibility to Native Americans:** Reviewing programs and services, particularly those associated with health and safety, that affect tribal communities to promote their effective implementation.
- **Wildfire Management:** Assessing extensive DOI programs intended to maintain and recruit a firefighting workforce, manage ecosystems to reduce fuels, and respond to active wildfires.

OIG will also continue to fulfill mandatory activities, such as statutorily required audits and investigations, and respond to Congressional and departmental requests. OIG will conduct oversight of DOI's wide-ranging programs and operations to promote accountability and provide recommendations for improved efficiency, effectiveness, or cost-savings. OIG staff produce timely oversight reports across the breadth of issues central to DOI's mission, including stewardship of billions of taxpayer dollars, the need to safeguard sensitive data, and the responsibility to protect the safety and well-being of employees and the public. OIG will leverage risk-based planning and prioritization to ensure that its resources are directed toward areas with the greatest potential for impact.

Audit Activities

Below are statistics that were reported in the 2022, 2023, 2024, and 2025 OIG Semiannual Reports to Congress, as mandated by the Inspector General Act of 1978, as amended. This information highlights some OIG activities and outputs and their potential impact on the Department's programs and operations.

(Dollars in Millions)

Description	2022 Actual	2023 Actual	2024 Actual	2025 Actual
<u>Audit Reports Issued or Reviewed</u>				
Internal Audits, Contracts & Grant Audits	44	45	40	44
Total Audit Reports Issued or Processed	44	45	40	44
<u>Impact of Audit Activities</u>				
Questioned Costs	\$4.32	\$5.45	\$13.90	\$12.11
Recommendations That Funds Be Put To Better Use	\$0.16	\$5.81	\$0	\$0
Total Monetary Impact	\$4.48	\$11.26	\$13.90	\$12.11
Internal Audit Recommendations Made	248	250	286	234
Internal Audit Recommendations Closed	236	272	239	292

Investigative Activities

Below are statistics that were reported in the 2022, 2023, 2024, and 2025 OIG Semiannual Reports to Congress, as mandated by the Inspector General Act of 1978, as amended. This information highlights some OIG activities and outputs and their potential impact on the Department's programs and operations.

(Dollars in Millions)

Description	2022 Actual	2023 Actual	2024 Actual	2025 Actual
<u>Investigative Activities:</u>				
Cases Opened	56	60	66	71
Closed	65	67	85	70
Hotline Complaints Received	977	886	1032	1244
<u>Impact of Investigative Activities:</u>				
Indictments/Information	10	15	16	13
Convictions	11	12	11	3
Sentencings	15	12	18	12
Jail (Months)	287	247	54	308
Probation/Supervised Release (Months)	468	420	528	312
Community Service (Hours)	620	0	200	0
Criminal Judgments/Restitutions	\$1.38	\$1.64	\$3.16	\$1.13
<u>Criminal Investigative Activities:</u>				
Criminal Matters Referred for Prosecution	39	31	36	24
Criminal Matters Declined	13	24	38	24
<u>Civil Investigative Activities:</u>				
Referrals	4	12	9	4
Declinations	3	8	7	2
Civil Settlements or Recoveries	\$23.44	\$7.26	\$34.28	\$0.30
<u>Administrative Investigative Activities:</u>				
Administrative Actions	15	5	5	19
Contractor Suspensions	1	1	0	0
Contractor Debarments	10	13	6	17

Office of Inspector General – Mandatory Activities

Mandatory Activity	Statute / Public Law	Requirement
Oversight of DOI programs and operations	Inspector General Act of 1978 (IG Act), as amended, 5 U.S.C. §§ 401 et seq.	Oversight of DOI programs and operations to promote economy, efficiency, and effectiveness and to prevent and detect fraud, waste, and abuse.
Comptroller – Insular Areas	Insular Areas Act of 1982, 48 U.S.C. § 1681b	Transfers Comptroller authority and responsibility to the DOI OIG.
Financial Statement Audit	Chief Financial Officers Act of 1990, Pub. L. No. 101-576; (31 U.S.C. § 3521) Government Management Reform Act of 1994, Pub. L. No. 103-356 DOI Bureau of Trust Funds Administration, 25 U.S.C. § 162a	Requires the DOI OIG to audit or oversee annual audits of DOI financial statements, including the Department of the Interior’s financial management of Tribal and Other Trust Funds and Individual Indian Monies Trust Funds.
Information Security (FISMA)	Federal Information Security Modernization Act of 2014 (FISMA), 44 U.S.C. § 3555, Pub. L. No. 113-283	Directs Federal agencies to conduct annual IT security reviews and DOI OIG to perform or oversee annual independent audits of agency information security programs and practices and report the results to Office of Management and Budget and Congress.

Mandatory Activity	Statute / Public Law	Requirement
Improper Payments	Payment Integrity Information Act (PIIA) of 2019, Pub. L. No. 116-117; Improper Payments Elimination and Recovery Improvement Act of 2012, Pub. L. No. 112-248; Improper Payments Elimination and Recovery Act of 2010, Pub. L. No. 111-204	Requires DOI OIG to audit agency compliance with improper payment requirements and make compliance determinations each fiscal year.
Government Charge Card Review	Government Charge Card Abuse Prevention Act of 2012, Pub. L. No. 112-194	Requires DOI OIG to conduct periodic risk assessments of agency purchase card and convenience check programs to analyze the risk of illegal, improper, or erroneous purchases and payments.
Privacy and Data Review	42 U.S.C. § 2000ee-2	Requires DOI OIG to conduct periodic reviews of agency implementation of privacy and data protection requirements.
Major Management Challenges	Reports Consolidation Act of 2000, Pub. L. No. 106-531	Requires DOI OIG to provide for agency annual reports a statement summarizing the most serious management and performance challenges facing the agency and assess the agency's progress in addressing those challenges.

Mandatory Activity	Statute / Public Law	Requirement
Geospatial Data Reporting	43 U.S.C. § 2808	Requires the DOI OIG to submit to Congress an audit of the collection, production, acquisition, maintenance, distribution, use, and preservation of geospatial data by the DOI on a biennial basis.
Anti-Trafficking-In Persons	Pub. L. No. 117-348	Requires the DOI OIG, in consultation with the head of the DOI, to submit to Congress an annual publicly accessible report containing the number of suspected trafficking violations reported, the number of investigations, the status and outcomes of such investigations, and any recommended actions to improve the programs and operations.
Wildlife and Sport Fish Restoration Audits	The Pittman-Robertson Wildlife Restoration Act and the Dingell-Johnson Sport Fish Restoration Act, 16 U.S.C. §§ 669, et seq.	Requires the DOI OIG to procure the performance of biennial audits of expenditures and obligations of amounts used by the DOI for expenses for administration incurred in implementation of this Act.
Bureau of Indian Education Financial and Compliance Audits	25 U.S.C. §2015(c) (triennial requirement)	Requires the OIG to establish a system to ensure financial and compliance audits are conducted of each of the BIE operated schools at least once every 3 years.
Single Audits	Single Audit Act of 1984, as amended, Pub. L. 98-502	Requires DOI OIG to evaluate the quality of single audit reports of certain State, local, and Indian Tribal governments and nonprofit organizations and the conformity of the audit reports with the Act.
IIJA Oversight	Infrastructure, Investment and Jobs Act (IIJA), Pub. L. 117-58	Requires DOI OIG oversight of infrastructure programs and expenditures under the IIJA, utilizing transferred appropriations amounting to .5 percent of infrastructure funds of select Bureaus (OSMRE, ECRP, BIA, OWF, DO, USGS, and FWS).

Mandatory Activity	Statute / Public Law	Requirement
IRA Oversight	Inflation Reduction Act of 2022 (IRA), Pub. L. No. 117-169, H.R. 5376	Requires DOI OIG oversight of IRA programs and expenditures.
Semiannual Report to Congress (SAR)	IG Act	Requires the DOI OIG to prepare semiannual reports summarizing the activities of the OIG during the immediately preceding 6-month periods.
Law Enforcement	IG Act	DOI OIG must investigate allegations of criminal and administrative violations and coordinate with DOJ regarding criminal prosecutions.

The Inspector General Reform Act of 2008 Requirements

As required by the Inspector General Reform Act of 2008 (P.L. 110-409), the budget for the Office of the Inspector General must specify the amount initially requested to the Department of the Interior, the President’s Budget request, the funding required for training, and any resources necessary to support the Council of the Inspectors General on Integrity and Efficiency (CIGIE). OIG’s FY 2027 budget submission to DOI in July 2025 was \$47,530,000. This amount did not include annual increases to fixed costs that were to be calculated later in the process. The FY 2027 President’s Budget requests \$48,500,000 and includes approximately \$234,000 in base funding for OIG training needs and \$194,000 for CIGIE in fiscal year 2027.

Disclosure of Program Assessments

This exhibit fulfills the statutory requirements for Bureaus/Offices in Section 403 Division C of the “Commerce, Justice, Science; Energy and Water Development; and Interior and Environment Appropriations Act, 2026” (P.L. 119-74) as shown below.

DISCLOSURE OF ADMINISTRATIVE EXPENSES

SEC. 403. The amount and basis of estimated overhead charges, deductions, reserves, or holdbacks, including working capital fund charges, from programs, projects, activities, and sub-activities to support government-wide, departmental, agency, or bureau administrative functions or headquarters, regional, or central operations shall be presented in annual budget justifications and subject to approval by the Committees on Appropriations of the House of Representatives and the Senate. Changes to such estimates shall be presented to the Committees on Appropriations for approval.

OIG pays external administrative costs through the Department Working Capital Fund for shared services and activities, and for separate “Fee for Service” agreements with the Department, as shown in the table below.

Working Capital Fund						
<i>Dollars in Thousands (\$000)</i>						
Account	2026 Estimate			2027 Estimate		
	Central	Direct	TOTAL	Central	Direct	TOTAL
OS Shared Services	205.6	0.5	206.1	163.4	0.7	164.1
OS Activities	759.1	333.2	1,092.3	656.0	307.7	963.7
IT Shared Services	595.8	850.1	1,445.9	621.1	670.7	1,291.8
Interior Business Center	113.3	222.6	333.9	108.7	220.5	329.2
TOTAL, WCF Billing	1,671.8	1,406.4	3,078.2	1,549.2	1,199.6	2,748.8

Numbers may not add to totals due to rounding.

Employee Count by Grade

Office of Inspector General Employee Count by Grade *(Total Employment)*

Employee Count by Grade	2025 Actual	2026 Enacted	2027 Request Estimate
IG.....	0	0	0
SES.....	11	9	9
Subtotal	11	9	9
SL - 00.....	2	2	2
Subtotal	2	2	2
GS -15.....	43	40	39
GS-14.....	89	90	77
GS-13.....	110	99	90
GS -12.....	12	8	11
GS -11.....	2	4	2
GS -10.....	1	1	1
GS - 9.....	3	2	3
GS - 8.....	0	0	0
GS - 7.....	0	0	0
GS - 6.....	0	0	0
GS - 5.....	0	0	0
GS - 4.....	0	0	0
GS - 3.....	0	0	0
GS - 2.....	0	0	0
GS - 1.....	0	0	0
Subtotal	260	244	223
Total employment (actuals & estimates)	273	255	234