

OFFICE OF PERSONNEL MANAGEMENT

Federal Funds

General and special funds:

SALARIES AND EXPENSES

(INCLUDING TRANSFER OF TRUST FUNDS)

For necessary expenses to carry out functions of the Office of Personnel Management pursuant to Reorganization Plan Numbered 2 of 1978 and the Civil Service Reform Act of 1978, including services as authorized by 5 U.S.C. 3109, medical examinations performed for veterans by private physicians on a fee basis, rental of conference rooms in the District of Columbia and elsewhere, hire of passenger motor vehicles, not to exceed \$2,500 for official reception and representation expenses, and advances for reimbursements to applicable funds of the Office of Personnel Management and the Federal Bureau of Investigation for expenses incurred under Executive Order 10422 of January 9, 1953, as amended; [\$88,000,000, of which not to exceed \$1,000,000 shall be made available for the establishment of health promotion and disease prevention programs for Federal employees] payment of per diem and/or subsistence allowances to employees where Voting Rights Act activities require an employee to remain overnight at his or her post of duty; \$86,576,000; and in addition [\$102,536,000] \$94,736,000 for administrative expenses, to be transferred from the appropriate trust funds of the Office of Personnel Management without regard to other statutes, including direct procurement of [health benefits] printing materials for annuitants, for the retirement and insurance programs, of which [\$11,300,000] \$3,500,000 shall be transferred at such times as the Office of Personnel Management deems appropriate, and shall remain available until expended for the costs of automating the retirement recordkeeping systems, together with remaining amounts authorized in previous Acts for the recordkeeping systems: *Provided*, That the provisions of this appropriation shall not affect the authority to use applicable trust funds as provided by section 8348(a)(1)(B) of title 5, United States Code: *Provided further*, That, except as may be consistent with 5 U.S.C. 8902a(f)(1) and (i), no payment may be made from the Employees Health Benefits Fund to any physician, hospital, or other provider of health care services or supplies who is, at the time such services or supplies are provided to an individual covered under chapter 89 of title 5, United States Code, excluded, pursuant to section 1128 or 1128A of the Social Security Act (42 U.S.C. 1320a-7-1320a-7a), from participation in any program under title XVIII of the Social Security Act (42 U.S.C. 1395 et seq.): *Provided further*, That no part of this appropriation shall be available for salaries and expenses of the Legal Examining Unit of the Office of Personnel Management established pursuant to Executive Order 9358 of July 1, 1943, or any successor unit of like purpose: *Provided further*, That the President's Commission on White House Fellows, established by Executive Order 11183 of October 3, 1964, may, during the fiscal year ending September 30, [1996] 1997, accept donations of money, property, and personal services in connection with the development of a publicity brochure to provide information about the White House Fellows, except that no such donations shall be accepted for travel or reimbursement of travel expenses, or for the salaries of employees of such Commission. (*Independent Agencies Appropriations Act, 1996.*)

Program and Financing (in millions of dollars)

| Identification code 24-0100-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| Direct program: | | | |
| 00.01 Employment service | 53 | 42 | 40 |
| 00.02 Executive resources | 3 | 2 | 2 |
| 00.03 Retirement and insurance | 95 | 106 | 106 |
| 00.04 Investigations | 3 | 3 | 3 |
| 00.05 Human resources systems | 13 | 12 | 12 |
| 00.06 Merit systems oversight and effectiveness | 14 | 13 | 13 |
| 00.07 Administrative services | 20 | 12 | 12 |
| 00.08 Executive and other services | 16 | 14 | 14 |
| 00.91 Total direct program | 217 | 204 | 202 |
| 01.01 Reimbursable program | 24 | 11 | 11 |

| | | | |
|---|-------|-------|-------|
| 10.00 Total obligations | 241 | 215 | 213 |
| Budgetary resources available for obligation: | | | |
| 22.00 New budget authority (gross) | 241 | 215 | 213 |
| 22.30 Unobligated balance expiring | -1 | | |
| 23.90 Total budgetary resources available for obligation | 241 | 215 | 213 |
| 23.95 New obligations | -241 | -215 | -213 |
| New budget authority (gross), detail: | | | |
| Current: | | | |
| 40.00 Appropriation | 111 | 88 | 87 |
| Permanent: | | | |
| 68.00 Spending authority from offsetting collections: Offsetting collections (cash) | 130 | 127 | 126 |
| 70.00 Total new budget authority (gross) | 241 | 215 | 213 |
| Change in unpaid obligations: | | | |
| 72.40 Unpaid obligations, start of year: Obligated balance: | | | |
| Appropriation | 16 | 31 | 27 |
| 73.10 New obligations | 241 | 215 | 213 |
| 73.20 Total outlays (gross) | -227 | -219 | -214 |
| 73.40 Adjustments in expired accounts | | | 12 |
| 74.40 Unpaid obligations, end of year: Obligated balance: | | | |
| Appropriation | 31 | 27 | 38 |
| Outlays (gross), detail: | | | |
| 86.90 Outlays from new current authority | 94 | 77 | 76 |
| 86.93 Outlays from current balances | 3 | 15 | 12 |
| 86.97 Outlays from new permanent authority | 130 | 127 | 126 |
| 87.00 Total outlays (gross) | 227 | 219 | 214 |
| Offsets: | | | |
| Against gross budget authority and outlays: | | | |
| 88.00 Offsetting collections (cash) from: Federal sources | -130 | -127 | -126 |
| Net budget authority and outlays: | | | |
| 89.00 Budget authority | 111 | 88 | 87 |
| 90.00 Outlays | 99 | 92 | 88 |

The Office of Personnel Management (OPM) is responsible for personnel management functions which include the following activities:

Employment service.—The Employment Service Program operates a nationwide system of employment information and assists agencies in managing the dynamics of their work force—recruitment, hiring, internal placement, promotion, and downsizing—through broad policy principles, technical assistance, research, automated systems, and examination services. These operations are carried out through a network of Service Centers throughout the country.

Program performance.—The Employment Service's performance management program consists of program goals, customer service standards, and performance measures. It seeks to provide accurate, timely, accessible employment information to job seekers; high quality, cost-effective examining services to agencies; and simple, effective and merit based staffing policies for the Federal government. Surveys conducted in 1995 showed that 87 percent of agency customers rated staffing and recruiting products "4" or better on an increasing 1-5 scale. Surveys of the public on courtesy, timeliness, responsiveness and knowledge found 83 to 95 percent "satisfied" or "very satisfied". An average of 82 percent of users of various automated job information systems indicated they got the information they needed.

Executive resources.—This activity provides governmentwide program leadership, policy direction and technical assistance on all aspects of the Senior Executive Service personnel system and comparable executive systems.

General and special funds—Continued

SALARIES AND EXPENSES—Continued

(INCLUDING TRANSFER OF TRUST FUNDS)—Continued

Retirement and insurance.—This activity administers retirement and insurance programs for Federal employees and retired Federal employees. These programs include the Civil Service Retirement and Disability Fund, the Employees Life Insurance Fund, and the Employees and Retired Employees Health Benefits Funds.

Program performance.—Retirement and insurance programs have measured workloads and outcomes, including using surveys, for some time. Customer service standards and year-end reports on performance were added this past year.

In the retirement area, OPM reduced the time to make a first interim annuity payment from 11.5 days in 1994 to 8 days in 1995. Finalizing an annuity account dropped from 89 days to 79 days for the same period. Adjudication of CSRS annuity claims error rates dropped from 7 percent to 6 percent in those years. Customer surveys revealed that 90 percent of new annuitants were “generally” or “very” satisfied with OPM’s processing of their retirement application. Eighty-two percent of those surveyed said OPM did a “good” to “very good” job in providing professional and personalized information about their retirement application. Ninety percent of survivors of deceased retirees applying for benefits were “generally” or “very” satisfied with efforts to streamline paperwork. Seventy-seven percent of established customers said they were “generally” or “very” satisfied with how actions on their accounts were handled, and 83 percent of both new and established beneficiaries felt that OPM was courteous and helpful when reached by telephone.

In the insurance area, survey respondents indicated that having performance standards was important, and that they were “generally satisfied” with services provided, rating them between 4.0 and 4.4 on an ascending scale of 5. The surveys and measures also revealed areas where service levels need to be improved. Telephone contacts and timeliness and quality of disputed insurance claims decisions were the most prominent areas identified for improvement. OPM is now taking steps to address both of these areas.

Investigations.—This activity focuses on assuring applicant and appointee fitness and suitability.

Human resources systems.—This activity includes: (a) developing and implementing pay and leave administration policy and evaluating the effectiveness of alternative compensation systems; (b) managing employee relations and promoting labor-management partnerships; (c) developing classification policies and systems and designing flexible alternatives to current systems; (d) promoting and providing state-of-the-art data systems for workforce information to support and inform policy decision-making, and providing technical assistance for streamlining personnel recordkeeping and processing procedures; (e) facilitating and supporting Federal work and family programs; and (f) providing policy guidance and management assistance in support of agency human resource development programs.

Merit systems oversight and effectiveness.—This activity includes: (a) direct oversight of human resources management (HRM) in Federal agencies through various methods, including on-site evaluation; (b) assisting agencies in developing merit-based internal HRM accountability systems which support mission accomplishment; (c) assessing the effectiveness of governmentwide HRM policies and programs; (d) testing and evaluating innovative Federal HRM practices and systems, including demonstration projects under 5 U.S.C. Chapter 47; and (e) administering parts of the Voting Rights Act of 1965.

Administrative services.—This activity includes: OPM personnel and equal employment opportunity; security, facilities,

telecommunications, publishing, acquisitions, and information resources management to support all OPM programs.

Executive and other services.—This activity includes: executive direction; policy development; legal advice and representation; public affairs; legislative activities; financial management; and the operating expenses of the President’s Commission on White House Fellows.

Reimbursable programs.—The OPM performs reimbursable work at the request of other agencies. OPM also provides administrative, information resources management, and executive services to other OPM accounts on a reimbursable basis.

Object Classification (in millions of dollars)

| Identification code 24-0100-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Direct obligations: | | | |
| Personnel compensation: | | | |
| 11.1 Full-time permanent | 105 | 108 | 108 |
| 11.3 Other than full-time permanent | 2 | 2 | 2 |
| 11.5 Other personnel compensation | 6 | 5 | 5 |
| 11.9 Total personnel compensation | 113 | 115 | 115 |
| 12.1 Civilian personnel benefits | 23 | 25 | 25 |
| 21.0 Travel and transportation of persons | 2 | 2 | 2 |
| 23.1 Rental payments to GSA | 22 | 21 | 21 |
| 23.3 Communications, utilities, and miscellaneous charges | 14 | 13 | 13 |
| 24.0 Printing and reproduction | 3 | 3 | 3 |
| 25.1 Advisory and assistance services | 6 | 8 | 8 |
| 25.2 Other services | 17 | 12 | 10 |
| 26.0 Supplies and materials | 2 | 2 | 2 |
| 31.0 Equipment | 14 | 3 | 3 |
| 32.0 Land and structures | 1 | | |
| 99.0 Subtotal, direct obligations | 217 | 204 | 202 |
| 99.0 Reimbursable obligations | 24 | 11 | 11 |
| 99.9 Total obligations | 241 | 215 | 213 |

Personnel Summary

| Identification code 24-0100-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Direct: | | | |
| Total compensable workyears: | | | |
| 1001 Full-time equivalent employment | 2,641 | 2,711 | 2,588 |
| 1005 Full-time equivalent of overtime and holiday hours | 54 | 54 | 54 |
| Reimbursable: | | | |
| 2001 Total compensable workyears: Full-time equivalent employment | 290 | 280 | 275 |

OFFICE OF INSPECTOR GENERAL

SALARIES AND EXPENSES

(INCLUDING TRANSFER OF TRUST FUNDS)

For necessary expenses of the Office of Inspector General in carrying out the provisions of the Inspector General Act, as amended, including services as authorized by 5 U.S.C. 3109, hire of passenger motor vehicles: **[\$4,009,000] \$960,000**, and in addition, not to exceed **[\$6,181,000] \$8,645,000** for administrative expenses to audit the Office of Personnel Management’s retirement and insurance programs, to be transferred from the appropriate trust funds of the Office of Personnel Management, as determined by the Inspector General: *Provided*, That the Inspector General is authorized to rent conference rooms in the District of Columbia and elsewhere. (*Independent Agencies Appropriations Act, 1996.*)

Program and Financing (in millions of dollars)

| Identification code 24-0400-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| 00.01 Inspector General | 10 | 10 | 10 |
| 10.00 Total obligations | 10 | 10 | 10 |
| Budgetary resources available for obligation: | | | |
| 22.00 New budget authority (gross) | 10 | 10 | 10 |

| | | | | |
|--|---|-----|-----|-----|
| 23.95 | New obligations | -10 | -10 | -10 |
| New budget authority (gross), detail: | | | | |
| Current: | | | | |
| 40.00 | Appropriation | 4 | 4 | 1 |
| Permanent: | | | | |
| 68.00 | Spending authority from offsetting collections: Offsetting collections (cash) | 6 | 6 | 9 |
| 70.00 | Total new budget authority (gross) | 10 | 10 | 10 |
| Change in unpaid obligations: | | | | |
| 72.40 | Unpaid obligations, start of year: Obligated balance: | | | |
| | Appropriation | 2 | 1 | |
| 73.10 | New obligations | 10 | 10 | 10 |
| 73.20 | Total outlays (gross) | -11 | -10 | -10 |
| 74.40 | Unpaid obligations, end of year: Obligated balance: | | | |
| | Appropriation | 1 | | |
| Outlays (gross), detail: | | | | |
| 86.90 | Outlays from new current authority | 3 | 3 | 1 |
| 86.93 | Outlays from current balances | 2 | 1 | |
| 86.97 | Outlays from new permanent authority | 6 | 6 | 9 |
| 87.00 | Total outlays (gross) | 11 | 10 | 10 |
| Offsets: | | | | |
| Against gross budget authority and outlays: | | | | |
| 88.00 | Offsetting collections (cash) from: Federal sources | -6 | -6 | -9 |
| Net budget authority and outlays: | | | | |
| 89.00 | Budget authority | 4 | 4 | 1 |
| 90.00 | Outlays | 5 | 4 | 1 |

This appropriation provides agencywide audit, investigative, evaluation, inspection, and administrative sanction functions to identify management and administrative deficiencies which may create conditions for fraud, waste and mismanagement. The audits function provides internal agency audit, insurance audit, and contract audit services. Contract audits provide professional advice to agency contracting officials on accounting and financial matters regarding the negotiation, award, administration, repricing, and settlement of contracts. Internal audits review and evaluate all facets of agency operations, including financial statements. Evaluation and inspection services provide detailed technical evaluations of agency operations. Insurance audits review the operations of health and life insurance carriers, health care providers, and insurance subscribers. The investigative function provides for the detection and investigation of improper and illegal activities involving programs, personnel, and operations. Administrative sanctions debar from participation in the health insurance program those health care providers whose conduct may pose a threat to the financial integrity of the program itself or to the well-being of insurance program enrollees. These Inspector General activities resulted in recoveries in excess of \$48 million in FY 1995.

Object Classification (in millions of dollars)

| | | | | |
|-------------------------------------|---|-------------|-----------|-----------|
| Identification code 24-0400-0-1-805 | | 1995 actual | 1996 est. | 1997 est. |
| 11.1 | Personnel compensation: Full-time permanent | 6 | 6 | 6 |
| 12.1 | Civilian personnel benefits | 1 | 1 | 1 |
| 23.1 | Rental payments to GSA | 1 | 1 | 1 |
| 25.2 | Other services | 1 | 1 | 1 |
| 99.5 | Below reporting threshold | 1 | 1 | 1 |
| 99.9 | Total obligations | 10 | 10 | 10 |

Personnel Summary

| | | | | |
|-------------------------------------|--|-------------|-----------|-----------|
| Identification code 24-0400-0-1-805 | | 1995 actual | 1996 est. | 1997 est. |
| Direct: | | | | |
| 1001 | Total compensable workyears: Full-time equivalent employment | 98 | 108 | 103 |
| Reimbursable: | | | | |
| 2001 | Total compensable workyears: Full-time equivalent employment | | 3 | 3 |

GOVERNMENT PAYMENT FOR ANNUITANTS, EMPLOYEES HEALTH BENEFITS

For payment of Government contributions with respect to retired employees, as [authorized] required by chapter 89 of title 5, United States Code, and the Retired Federal Employees Health Benefits Act (74 Stat. 849), as amended, such sums as may be necessary [\$3,746,337,000 to remain available until expended]. (Independent Agencies Appropriations Act, 1996.)

Program and Financing (in millions of dollars)

| | | | | |
|--|--|-------------|-----------|-----------|
| Identification code 24-0206-0-1-551 | | 1995 actual | 1996 est. | 1997 est. |
| Obligations by program activity: | | | | |
| 00.01 | Government contribution for annuitants benefits (1959 law) | 3,806 | 3,904 | 4,182 |
| 00.02 | Government contribution for annuitants benefits (1960 act) | 7 | 6 | 5 |
| 10.00 | Total obligations (object class 13.0) | 3,813 | 3,910 | 4,187 |
| Budgetary resources available for obligation: | | | | |
| 21.40 | Unobligated balance available, start of year: | | | |
| | Uninvested balance | 627 | 1,024 | 861 |
| 22.00 | New budget authority (gross) | 4,211 | 3,746 | 4,059 |
| 23.90 | Total budgetary resources available for obligation | 4,838 | 4,770 | 4,920 |
| 23.95 | New obligations | -3,813 | -3,910 | -4,187 |
| 24.40 | Unobligated balance available, end of year: | | | |
| | Uninvested balance | 1,024 | 861 | 733 |
| New budget authority (gross), detail: | | | | |
| 40.00 | Appropriation | 4,211 | 3,746 | |
| 40.05 | Appropriation (indefinite) | | | 4,059 |
| 43.00 | Appropriation (total) | 4,211 | 3,746 | 4,059 |
| 70.00 | Total new budget authority (gross) | 4,211 | 3,746 | 4,059 |
| Change in unpaid obligations: | | | | |
| 72.40 | Unpaid obligations, start of year: Obligated balance: | | | |
| | Appropriation | 307 | 102 | 342 |
| 73.10 | New obligations | 3,813 | 3,910 | 4,187 |
| 73.20 | Total outlays (gross) | -4,018 | -3,670 | -4,066 |
| 74.40 | Unpaid obligations, end of year: Obligated balance: | | | |
| | Appropriation | 102 | 342 | 464 |
| Outlays (gross), detail: | | | | |
| 86.90 | Outlays from new current authority | 3,711 | 3,404 | 3,595 |
| 86.93 | Outlays from current balances | 307 | 266 | 471 |
| 87.00 | Total outlays (gross) | 4,018 | 3,670 | 4,066 |
| Net budget authority and outlays: | | | | |
| 89.00 | Budget authority | 4,211 | 3,746 | 4,059 |
| 90.00 | Outlays | 4,018 | 3,670 | 4,066 |

This appropriation covers: (1) the Government's share of the cost of health insurance for 1,771,000 annuitants as defined in sections 8901 and 8906 of title 5, United States Code; (2) the Government's share of the cost of health insurance for about 12,000 annuitants (who were retired when the Federal employees health benefits law became effective), as defined in the Retired Federal Employees Health Benefits Act of 1960; and (3) the Government's contribution for payment of administrative expenses incurred by the Office of Personnel Management in administration of the act.

The budget authority for this account recognizes the amounts being remitted by the U.S. Postal Service (USPS) to finance a portion of its post-1971 annuitants' health benefit costs. As of the end of 1995, this group of USPS annuitants totalled 405,000 persons.

GOVERNMENT PAYMENT FOR ANNUITANTS, EMPLOYEE LIFE INSURANCE

For payment of Government contributions with respect to employees retiring after December 31, 1989, as required by chapter 87 of title 5, United States Code, such sums as may be necessary. (Independent Agencies Appropriations Act, 1996.)

General and special funds—Continued

GOVERNMENT PAYMENT FOR ANNUITANTS, EMPLOYEE LIFE INSURANCE—Continued

Program and Financing (in millions of dollars)

| Identification code 24-0500-0-1-602 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| 10.00 Total obligations (object class 25.2) | 22 | 28 | 33 |
| Budgetary resources available for obligation: | | | |
| 21.40 Unobligated balance available, start of year: | | | |
| Uninvested balance | | 4 | 4 |
| 22.00 New budget authority (gross) | 26 | 28 | 33 |
| 23.90 Total budgetary resources available for obligation | 26 | 32 | 37 |
| 23.95 New obligations | -22 | -28 | -33 |
| 24.40 Unobligated balance available, end of year: | | | |
| Uninvested balance | 4 | 4 | 4 |
| New budget authority (gross), detail: | | | |
| 40.00 Appropriation | 26 | 28 | 33 |
| Change in unpaid obligations: | | | |
| 72.40 Unpaid obligations, start of year: Obligated balance: | | | |
| Appropriation | 3 | 3 | 3 |
| 73.10 New obligations | 22 | 28 | 33 |
| 73.20 Total outlays (gross) | -22 | -28 | -33 |
| 74.40 Unpaid obligations, end of year: Obligated balance: | | | |
| Appropriation | 3 | 3 | 3 |
| Outlays (gross), detail: | | | |
| 86.90 Outlays from new current authority | 19 | 25 | 30 |
| 86.93 Outlays from current balances | 3 | 3 | 3 |
| 87.00 Total outlays (gross) | 22 | 28 | 33 |
| Net budget authority and outlays: | | | |
| 89.00 Budget authority | 26 | 28 | 33 |
| 90.00 Outlays | 22 | 28 | 33 |

This appropriation finances the Government's share of premiums, which is one-third the cost, for Basic life insurance for annuitants retiring after December 31, 1989.

PAYMENT TO CIVIL SERVICE RETIREMENT AND DISABILITY FUND

For financing the unfunded liability of new and increased annuity benefits becoming effective on or after October 20, 1969, as authorized by 5 U.S.C. 8348, and annuities under special Acts to be credited to the Civil Service Retirement and Disability Fund, such sums as may be necessary: *Provided*, That annuities authorized by the Act of May 29, 1944, as amended, and the Act of August 19, 1950, as amended (33 U.S.C. 771-75), may hereafter be paid out of the Civil Service Retirement and Disability Fund. (*Independent Agencies Appropriations Act, 1996.*)

Program and Financing (in millions of dollars)

| Identification code 24-0200-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| 00.01 Payment of annuities under special acts | 1 | 1 | |
| 00.02 Payment of Government share of retirement costs | 7,487 | 7,716 | 7,989 |
| 00.03 Transfers for interest on unfunded liability and payment of military service annuities | 12,164 | 12,553 | 12,695 |
| 00.05 Spouse equity payment | 50 | 52 | 52 |
| 00.06 Transfer for payment of FERS supplemental liability | 234 | 234 | 234 |
| 10.00 Total obligations | 19,935 | 20,556 | 20,970 |
| Budgetary resources available for obligation: | | | |
| 22.00 New budget authority (gross) | 19,935 | 20,556 | 20,970 |
| 23.95 New obligations | -19,935 | -20,556 | -20,970 |
| New budget authority (gross), detail: | | | |
| Current: | | | |
| 40.05 Appropriation (indefinite) | 7,488 | 7,717 | 7,989 |
| Permanent: | | | |
| 60.05 Appropriation (indefinite) | 12,447 | 12,839 | 12,981 |

| | | | |
|--|---------|---------|---------|
| 70.00 Total new budget authority (gross) | 19,935 | 20,556 | 20,970 |
| Change in unpaid obligations: | | | |
| 73.10 New obligations | 19,935 | 20,556 | 20,970 |
| 73.20 Total outlays (gross) | -19,935 | -20,556 | -20,970 |
| Outlays (gross), detail: | | | |
| 86.90 Outlays from new current authority | 7,488 | 7,717 | 7,989 |
| 86.97 Outlays from new permanent authority | 12,447 | 12,839 | 12,981 |
| 87.00 Total outlays (gross) | 19,935 | 20,556 | 20,970 |
| Net budget authority and outlays: | | | |
| 89.00 Budget authority | 19,935 | 20,556 | 20,970 |
| 90.00 Outlays | 19,935 | 20,556 | 20,970 |

Summary of Budget Authority and Outlays

(In millions of dollars)

| | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Enacted/requested: | | | |
| Budget Authority | 19,935 | 20,556 | 20,970 |
| Outlays | 19,935 | 20,556 | 20,970 |
| Legislative proposal, subject to PAYGO: | | | |
| Budget Authority | | | -23 |
| Outlays | | | -23 |
| Total: | | | |
| Budget Authority | 19,935 | 20,556 | 20,947 |
| Outlays | 19,935 | 20,556 | 20,947 |

Payment of annuities under special acts.—These annuities are paid to persons who were employed on the construction of the Panama Canal or their widows and widows of former employees of the Lighthouse Service. The number of recipients is as follows:

| | Sept. 30, 1995 | Sept. 30, 1996 | Sept. 30, 1997 |
|---------------------------|----------------|----------------|----------------|
| Panama Canal annuitants | 2 | 1 | 1 |
| Lighthouse Service widows | 98 | 89 | 80 |

Payment of Government share of retirement costs.—This payment finances the current year's costs of the unfunded liability created since October 20, 1969 by any statute which authorizes new or liberalized benefits, an extension of retirement coverage, or pay increases.

Transfers for interest on unfunded liability and payment of military service annuities.—This transfer covers interest on the unfunded liability, and annuity disbursements attributable to military service.

Payments for spouse equity.—This payment provides survivor annuities to eligible former spouses of annuitants who died between September 1978 and May 1986 and who did not elect survivor coverage.

Transfers for payment of FERS supplemental liability.—This transfer covers annual amortization payments to finance supplemental (change in unfunded) liabilities for FERS.

Object Classification (in millions of dollars)

| Identification code 24-0200-0-1-805 | 1995 actual | 1996 est. | 1997 est. |
|-------------------------------------|-------------|-----------|-----------|
| 12.1 Civilian personnel benefits | 7,488 | 7,717 | 7,989 |
| 13.0 Benefits for former personnel | 12,447 | 12,839 | 12,981 |
| 99.9 Total obligations | 19,935 | 20,556 | 20,970 |

PAYMENT TO CIVIL SERVICE AND RETIREMENT DISABILITY FUND (Legislative proposal, subject to PAYGO)

Program and Financing (in millions of dollars)

| Identification code 24-0200-4-1-805 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| 00.03 Transfers for interest on unfunded liability and payment of military service annuities | | | -23 |
| 10.00 Total obligations (object class 13.0) | | | -23 |

| | | |
|--|--------------------------------------|-----|
| Budgetary resources available for obligation: | | |
| 22.00 | New budget authority (gross) | -23 |
| 23.95 | New obligations | 23 |
| New budget authority (gross), detail: | | |
| 60.05 | Appropriation (indefinite) | -23 |
| | | -23 |
| Change in unpaid obligations: | | |
| 73.10 | New obligations | -23 |
| 73.20 | Total outlays (gross) | 23 |
| Outlays (gross), detail: | | |
| 86.97 | Outlays from new permanent authority | -23 |
| 87.00 | Total outlays (gross) | -23 |
| Net budget authority and outlays: | | |
| 89.00 | Budget authority | -23 |
| 90.00 | Outlays | -23 |

This schedule reflects the reduction in budget authority and outlays resulting from the proposal to increase employee contributions and delay cost-of-living adjustments.

Intragovernmental funds:

REVOLVING FUND

For reducing any accumulated deficit in the accounts of the revolving fund established under 5 U.S.C. 1304(e), \$5,000,000.

Program and Financing (in millions of dollars)

| Identification code 24-4571-0-4-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------------------|-----------|-----------|
| Obligations by program activity: | | | |
| 00.01 | Workforce training | 34 | 1 |
| 00.02 | Executive resources | 17 | 17 |
| 00.03 | DOD testing | 7 | 7 |
| 00.04 | Employment service | 2 | 13 |
| 00.05 | Investigations | 69 | 78 |
| 00.06 | Human resources systems | 43 | 38 |
| 00.07 | Other programs | 1 | |
| 10.00 | Total obligations | 173 | 154 |

| | | | |
|--|--|------|------|
| Budgetary resources available for obligation: | | | |
| 21.90 | Unobligated balance available, start of year: Fund balance | 22 | 50 |
| 22.00 | New budget authority (gross) | 201 | 154 |
| 23.90 | Total budgetary resources available for obligation | 223 | 204 |
| 23.95 | New obligations | -173 | -154 |
| 24.90 | Unobligated balance available, end of year: Fund balance | 50 | 50 |

| | | | |
|---|--|-----|-----|
| New budget authority (gross), detail: | | | |
| Current: | | | |
| 40.00 | Appropriation | | 5 |
| Permanent: | | | |
| Spending authority from offsetting collections: | | | |
| 68.00 | Offsetting collections (cash) | 201 | 154 |
| 68.10 | Change in orders on hand from Federal sources | | |
| 68.90 | Spending authority from offsetting collections (total) | 201 | 154 |
| 70.00 | Total new budget authority (gross) | 201 | 154 |

| | | | |
|--------------------------------------|--|------|------|
| Change in unpaid obligations: | | | |
| 72.95 | Unpaid obligations, start of year: Orders on hand from Federal sources | 61 | 61 |
| 73.10 | New obligations | 173 | 154 |
| 73.20 | Total outlays (gross) | -173 | -154 |
| 74.95 | Unpaid obligations, end of year: Orders on hand from Federal sources | 61 | 61 |

| | | | |
|---------------------------------|--------------------------------------|-----|-----|
| Outlays (gross), detail: | | | |
| 86.97 | Outlays from new permanent authority | 173 | 154 |
| 87.00 | Total outlays (gross) | 173 | 154 |

| | | | |
|---|---|------|------|
| Offsets: | | | |
| Against gross budget authority and outlays: | | | |
| Offsetting collections (cash) from: | | | |
| 88.00 | Federal sources | -200 | -153 |
| 88.40 | Non-Federal sources | -1 | -1 |
| 88.90 | Total, offsetting collections (cash) | -201 | -154 |
| 88.95 | Change in orders on hand from Federal sources | | |

| | | | |
|--|------------------|-----|---|
| Net budget authority and outlays: | | | |
| 89.00 | Budget authority | | 5 |
| 90.00 | Outlays | -28 | |

Workforce training.—In July 1995, the Office of Personnel Management (OPM) privatized its workforce training program.

Executive resources.—OPM manages the President's quality awards program and conducts residential and non-residential programs for Federal executives and managers to improve the effectiveness and efficiency of Federal programs.

DOD testing.—OPM conducts military entrance exams for the Department of Defense (DOD).

Employment service.—OPM delivers employment information, examining services, automated staffing, and related human resource management services to Federal agencies nationwide.

Investigations.—OPM conducts National Agency Check and Inquiry cases and background security investigations for Federal agencies on a reimbursable basis. To the extent that OPM is required to pay a fee to the Federal Bureau of Investigation for name and fingerprint checks, agencies are required to reimburse OPM for such fees through the revolving fund.

Human resources systems.—OPM provides training management assistance to agencies in support of their human resource development programs.

WORKLOAD COUNT

| | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Participant training days | 78,158 | 75,790 | 77,340 |
| Test sessions for DOD | 43,471 | 40,000 | 38,000 |
| Employment inquiries | 6,300,000 | 7,000,000 | 8,500,000 |
| Automated referral lists | 2,000 | 17,000 | 20,000 |
| Background security investigations processed | 41,799 | 34,000 | 34,000 |
| National agency check and inquiry cases | 252,424 | 230,000 | 230,000 |

Statement of Operations (in millions of dollars)

| Identification code 24-4571-0-4-805 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|---|---|-------------|-----------|-----------|
| Workforce training: | | | | |
| 0111 | Revenue | 39 | 22 | |
| 0112 | Expense | -44 | -34 | -4 |
| 0119 | Net income or loss, Workforce training | -5 | -12 | -4 |
| Executive resources: | | | | |
| 0121 | Revenue | 20 | 20 | 19 |
| 0122 | Expense | -18 | -18 | -17 |
| 0129 | Net income or loss (-), Executive resources | 2 | 2 | 2 |
| Department of Defense Testing Program: | | | | |
| 0131 | Revenue | 7 | 8 | 7 |
| 0132 | Expense | -7 | -7 | -7 |
| 0139 | Net income or loss (-), DOD testing program | | 1 | |
| Employment service: | | | | |
| 0141 | Revenue | | 2 | 14 |
| 0142 | Expense | | -2 | -14 |
| 0149 | Net income or loss (-), Employment service | | | 1 |
| Investigations Program: | | | | |
| 0151 | Revenue | 75 | 90 | 99 |
| 0152 | Expense | -85 | -69 | -88 |
| 0159 | Net income or loss, Investigations program | -10 | 21 | 11 |
| Human Resources Systems: | | | | |
| 0161 | Revenue | 43 | 45 | 38 |

Intragovernmental funds—Continued

REVOLVING FUND—Continued

Statement of Operations (in millions of dollars)—Continued

| Identification code 24-4571-0-4-805 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-------------|-----------|-----------|
| 0162 Expense | -44 | -43 | -36 | -35 |
| 0169 Net income or loss (-), Human resources systems | -1 | 2 | 2 | 4 |
| Other Programs: | | | | |
| 0181 Revenue | 1 | 2 | | |
| 0182 Expense | -1 | -1 | | |
| 0189 Net income or loss (-), Other programs | | 1 | | |
| 0191 Total revenues | 185 | 189 | 177 | 178 |
| 0192 Total expenses | -199 | -174 | -166 | -167 |
| 0199 Net income or loss | -14 | 15 | 11 | 11 |

Balance Sheet (in millions of dollars)

| Identification code 24-4571-0-4-805 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-------------|-----------|-----------|
| ASSETS: | | | | |
| Federal assets: | | | | |
| 1101 Fund balances with Treasury | -38 | -11 | -11 | -11 |
| Investments in US securities: | | | | |
| 1106 Receivables, net | 85 | 92 | 90 | 100 |
| 1803 Other Federal assets: Property, plant and equipment, net | 25 | 21 | 27 | 28 |
| 1999 Total assets | 72 | 102 | 106 | 117 |
| LIABILITIES: | | | | |
| 2101 Federal liabilities: Accounts payable | 10 | 13 | 11 | 11 |
| Non-Federal liabilities: | | | | |
| 2201 Accounts payable | 3 | 4 | 4 | 4 |
| 2207 Other | 100 | 112 | 107 | 107 |
| 2999 Total liabilities | 113 | 129 | 122 | 122 |
| NET POSITION: | | | | |
| 3100 Appropriated capital | 7 | 7 | 7 | 7 |
| 3300 Cumulative results of operations | -49 | -34 | -23 | -12 |
| 3999 Total net position | -42 | -27 | -16 | -5 |
| 4999 Total liabilities and net position | 71 | 102 | 106 | 117 |

Object Classification (in millions of dollars)

| Identification code 24-4571-0-4-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Personnel compensation: | | | |
| 11.1 Full-time permanent | 43 | 28 | 15 |
| 11.3 Other than full-time permanent | 3 | 4 | 8 |
| 11.5 Other personnel compensation | 4 | 1 | |
| 11.9 Total personnel compensation | 50 | 33 | 23 |
| 12.1 Civilian personnel benefits | 11 | 7 | 5 |
| 13.0 Benefits for former personnel | 3 | 7 | 3 |
| 21.0 Travel and transportation of persons | 6 | 4 | 3 |
| 23.1 Rental payments to GSA | 9 | 4 | 4 |
| 23.3 Communications, utilities, and miscellaneous charges | 6 | 5 | 6 |
| 24.0 Printing and reproduction | 1 | 1 | 1 |
| 25.2 Other services | 83 | 90 | 120 |
| 26.0 Supplies and materials | 2 | 1 | 1 |
| 31.0 Equipment | 1 | 2 | 3 |
| 99.0 Subtotal, reimbursable obligations | 172 | 154 | 169 |
| 99.5 Below reporting threshold | 1 | | 1 |
| 99.9 Total obligations | 173 | 154 | 170 |

Personnel Summary

| Identification code 24-4571-0-4-805 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Total compensable workyears: | | | |
| 2001 Full-time equivalent employment | 1,190 | 922 | 587 |
| 2005 Full-time equivalent of overtime and holiday hours | 33 | 15 | 13 |

Trust Funds

CIVIL SERVICE RETIREMENT AND DISABILITY FUND

Unavailable Collections (in millions of dollars)

| Identification code 24-8135-0-7-602 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Balance, start of year: | | | |
| 01.99 Balance, start of year | 335,694 | 362,774 | 390,638 |
| Receipts: | | | |
| 02.01 Employee contributions | 4,274 | 4,174 | 3,958 |
| 02.02 Agency contributions | 7,731 | 7,766 | 7,926 |
| 02.03 District of Columbia contributions | 89 | 89 | 88 |
| 02.04 Postal Service agency contributions | 2,138 | 2,433 | 2,471 |
| 02.05 Postal Service supplemental contributions | 3,293 | 3,204 | 3,354 |
| 02.06 Federal Financing Bank interest | 1,337 | 1,829 | 1,968 |
| 02.07 Employee deposits, redeposits and other contributions | 135 | 135 | 135 |
| 02.08 Treasury interest | 26,719 | 27,413 | 27,773 |
| 02.09 General fund payment to the Civil Service Retirement and Disability fund | 19,935 | 20,556 | 20,970 |
| 02.10 Re-employed annuitants salary offset | 33 | 32 | 32 |
| 02.11 Employee contributions, legislative proposal | | 90 | 356 |
| 02.12 District of Columbia contributions, legislative proposal | | 1 | 2 |
| 02.13 Treasury interest, legislative proposal | | | 14 |
| 02.14 General fund payment to the Civil Service Retirement and Disability fund, legislative proposal | | | -23 |
| 02.99 Total receipts | 65,684 | 67,722 | 69,024 |
| 04.00 Total: Balances and collections | 401,378 | 430,496 | 459,662 |
| Appropriation: | | | |
| 05.01 Civil service retirement and disability fund | -38,604 | -39,858 | -42,032 |
| 05.02 Civil service retirement and disability fund, legislative proposal | | | 278 |
| 05.99 Subtotal appropriation | -38,604 | -39,858 | -41,754 |
| 07.99 Total balance, end of year | 362,774 | 390,638 | 417,908 |

Program and Financing (in millions of dollars)

| Identification code 24-8135-0-7-602 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| 00.01 Annuities | 38,086 | 39,340 | 41,516 |
| 00.02 Refunds and death claims | 415 | 422 | 429 |
| 00.03 Annuities under special acts | 1 | 1 | |
| 00.04 Administration | 102 | 95 | 87 |
| 10.00 Total obligations | 38,604 | 39,858 | 42,032 |
| Budgetary resources available for obligation: | | | |
| 22.00 New budget authority (gross) | 38,604 | 39,858 | 42,032 |
| 23.95 New obligations | -38,604 | -39,858 | -42,032 |

New budget authority (gross), detail:

| | | | |
|--|---------|---------|---------|
| 60.27 Appropriation (trust fund, indefinite) | 65,684 | 67,535 | 68,691 |
| 60.45 Portion precluded from obligation | -27,080 | -27,677 | -26,659 |
| 63.00 Appropriation (total) | 38,604 | 39,858 | 42,032 |
| 70.00 Total new budget authority (gross) | 38,604 | 39,858 | 42,032 |

Change in unpaid obligations:

| | | | |
|---|---------|---------|---------|
| Unpaid obligations, start of year: | | | |
| Obligated balance: | | | |
| 72.40 Appropriation | 28 | 37 | 8 |
| 72.41 U.S. Securities: Par value | 3,187 | 3,346 | 3,522 |
| 72.99 Total unpaid obligations, start of year | 3,215 | 3,383 | 3,530 |
| 73.10 New obligations | 38,604 | 39,858 | 42,032 |
| 73.20 Total outlays (gross) | -38,435 | -39,711 | -41,878 |
| Unpaid obligations, end of year: | | | |
| Obligated balance: | | | |
| 74.40 Appropriation | 37 | 8 | 8 |
| 74.41 U.S. Securities: Par value | 3,346 | 3,522 | 3,676 |
| 74.99 Total unpaid obligations, end of year | 3,383 | 3,530 | 3,684 |

Outlays (gross), detail:

| | | | |
|--|--------|--------|--------|
| 86.90 Outlays from new current authority | 75 | 85 | 84 |
| 86.93 Outlays from current balances | 8 | 13 | 11 |
| 86.97 Outlays from new permanent authority | 35,137 | 36,228 | 38,261 |
| 86.98 Outlays from permanent balances | 3,215 | 3,383 | 3,522 |
| 87.00 Total outlays (gross) | 38,435 | 39,711 | 41,878 |

| | | | | |
|--|------------------------|--------|--------|--------|
| Net budget authority and outlays: | | | | |
| 89.00 | Budget authority | 38,604 | 39,858 | 42,032 |
| 90.00 | Outlays | 38,435 | 39,711 | 41,878 |

Summary of Budget Authority and Outlays

(In millions of dollars)

| Enacted/requested: | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Budget Authority | 38,604 | 39,858 | 42,032 |
| Outlays | 38,435 | 39,709 | 41,878 |
| Legislative proposal, subject to PAYGO: | | | |
| Budget Authority | | | -278 |
| Outlays | | | -278 |
| Total: | | | |
| Budget Authority | 38,604 | 39,858 | 41,754 |
| Outlays | 38,435 | 39,709 | 41,600 |

This fund: (1) pays annuities to retired employees or their survivors; (2) makes refunds to separated employees for amounts withheld and to beneficiaries of employees who died before retirement or before annuities equaled the amount withheld; and (3) pays expenses of the Office of Personnel Management and the Merit Systems Protection Board for administering the program. The fund covers two Federal civilian retirement systems: the Civil Service Retirement System (CSRS) and the Federal Employees' Retirement System (FERS).

CSRS is basically a defined benefit plan, covering Federal employees hired prior to 1984. CSRS participants do not participate in the Social Security system. FERS is a three-tiered pension program that uses Social Security as a base, provides an additional basic benefit, and includes a thrift savings plan. FERS covers employees hired after 1983 and formerly CSRS-covered employees who elected to join FERS.

This schedule reflects the delay of cost-of-living adjustments for CSRS and FERS annuitants until March 1 in 1995 and 1996, as required by P.L. 103-66, The Omnibus Reconciliation Act of 1993. This schedule also reflects the proposal to limit pay increases in 1997.

| | 1995 actual | 1996 est. | 1997 est. |
|-------------------------|-------------|-----------|-----------|
| Active employees | 2,668,000 | 2,629,000 | 2,590,000 |
| Annuitants: | | | |
| Employees | 1,704,000 | 1,716,000 | 1,728,000 |
| Survivors | 607,000 | 621,000 | 633,000 |
| Total, annuitants | 2,311,000 | 2,337,000 | 2,361,000 |

Status of Funds (in millions of dollars)

| Identification code 24-8135-0-7-602 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Unexpended balance, start of year: | | | |
| 0100 Treasury balance | 28 | 37 | 8 |
| U.S. Securities: | | | |
| 0101 Par value | 338,889 | 366,126 | 394,071 |
| 0102 Unrealized discounts | -7 | -6 | -7 |
| 0199 Total balance, start of year | 338,909 | 366,157 | 394,072 |
| Cash income during the year: | | | |
| Governmental receipts: | | | |
| 0200 Employee contributions, Civil Service Retirement and Disability Fund | 4,274 | 4,174 | 3,958 |
| 0202 District of Columbia contributions | 89 | 89 | 88 |
| 0203 Employee deposits, redeposits, and voluntary contributions | 135 | 135 | 135 |
| 0204 Employee Contributions, Civil Service Retirement Disability Fund | | 90 | 356 |
| 0205 District of Columbia contributions, Civil Service Retirement and Disability Fund | | 1 | 2 |
| Intragovernmental transactions: | | | |
| 0240 Agency contributions, Civil Service Retirement and Disability Fund | 7,731 | 7,766 | 7,926 |
| 0242 Postal Service agency contributions, Civil Service Retirement and Disability Fund | 2,138 | 2,433 | 2,471 |
| 0243 Postal Service supplemental contributions, Civil Service Retirement and Disability Fund | 3,293 | 3,204 | 3,354 |
| 0244 Federal Financing Bank interest, Civil Service Retirement and Disability Fund | 1,337 | 1,337 | 1,337 |
| 0245 Treasury interest, Civil Service Retirement and Disability Fund | 26,719 | 27,809 | 28,420 |

| | | | | |
|----------------------------------|--|---------|---------|---------|
| 0246 | Treasury Interest, Civil Service Retirement and Disability Fund | | | 14 |
| 0247 | General fund payment to the Civil Service Retirement and Disability Fund | 19,935 | 20,556 | 20,970 |
| 0248 | General Fund payment to the Civil Service Retirement and Disability Fund | | | -23 |
| 0249 | Foreign Service receipts, Civil Service Retirement and Disability Fund | | | |
| 0250 | Re-employed annuitant salary offset, Civil Service Retirement and Disability Fund | 33 | 32 | 32 |
| 0297 | Income under present law | 65,684 | 67,535 | 68,691 |
| 0298 | Income under proposed legislation | | 91 | 349 |
| 0299 | Total cash income | 65,684 | 67,626 | 69,040 |
| Cash outgo during year: | | | | |
| 0501 | Payment of claims to retired employees | -31,718 | -32,949 | -34,634 |
| 0502 | Payment of alternative annuity refunds | -353 | -21 | -4 |
| 0503 | Payment of Annuities, COLA Delay | | | 278 |
| 0504 | Payment to widows of former employes of the Light-house Service | -1 | | |
| 0505 | Payment of claims to survivor annuitants | -5,863 | -6,221 | -6,717 |
| 0506 | Lump sum payments to estates or beneficiaries of deceased annuitants and employees | -107 | -114 | -121 |
| 0507 | Refunds to living separated employees | -306 | -308 | -307 |
| 0508 | Administration | -88 | -98 | -95 |
| 0597 | Outgo under present law (-) | -38,435 | -39,711 | -41,878 |
| 0598 | Outgo under proposed legislation (-) | | | 278 |
| 0599 | Total cash outgo (-) | -38,435 | -39,711 | -41,600 |
| Unexpended balance, end of year: | | | | |
| 0700 | Uninvested balance | 37 | 8 | 8 |
| U.S. Securities: | | | | |
| 0701 | Par value | 366,126 | 394,071 | 421,511 |
| 0702 | Unrealized discounts | -6 | -7 | -7 |
| 0799 | Total balance, end of year | 366,157 | 394,072 | 421,512 |

Object Classification (in millions of dollars)

| Identification code 24-8135-0-7-602 | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| 25.2 Other services | 102 | 95 | 87 |
| 42.0 Insurance claims and indemnities | 38,087 | 39,341 | 41,517 |
| 44.0 Refunds and death claims | 415 | 422 | 428 |
| 99.9 Total obligations | 38,604 | 39,858 | 42,032 |

**CIVIL SERVICE RETIREMENT AND DISABILITY FUND
(Legislative proposal, subject to PAYGO)**

Program and Financing (in millions of dollars)

| Identification code 24-8135-4-7-602 | 1995 actual | 1996 est. | 1997 est. |
|--|--|-----------|-----------|
| Obligations by program activity: | | | |
| 00.01 | Annuities | | -278 |
| 10.00 | Total obligations (object class 42.0) | | -278 |
| Budgetary resources available for obligation: | | | |
| 22.00 | New budget authority (gross) | | -278 |
| 23.95 | New obligations | | 278 |
| New budget authority (gross), detail: | | | |
| 60.27 | Appropriation (trust fund, indefinite) | | 349 |
| 60.45 | Portion precluded from obligation | | -627 |
| 63.00 | Appropriation (total) | | -278 |
| 70.00 | Total new budget authority (gross) | | -278 |
| Change in unpaid obligations: | | | |
| 73.10 | New obligations | | -278 |
| 73.20 | Total outlays (gross) | | 278 |
| Outlays (gross), detail: | | | |
| 86.97 | Outlays from new permanent authority | | -278 |
| 87.00 | Total outlays (gross) | | -278 |
| Net budget authority and outlays: | | | |
| 89.00 | Budget authority | | -278 |
| 90.00 | Outlays | | -278 |

CIVIL SERVICE RETIREMENT AND DISABILITY FUND—Continued

This schedule reflects the changes in budget authority and outlays resulting from the proposal to delay cost-of-living adjustments and increase employee contributions.

EMPLOYEES LIFE INSURANCE FUND

Program and Financing (in millions of dollars)

| Identification code 24-8424-0-8-602 | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Obligations by program activity: | | | |
| Gross premium payments: | | | |
| 00.01 Regular program | 982 | 998 | 1,021 |
| 00.02 Optional program | 612 | 629 | 663 |
| 00.03 Beneficial program | 3 | 3 | 3 |
| 00.91 Total gross payments | 1,597 | 1,630 | 1,687 |
| 02.01 Administration | 1 | 1 | 1 |
| 10.00 Total reimbursable obligations (object class 25.2) | 1,598 | 1,631 | 1,688 |
| Budgetary resources available for obligation: | | | |
| Unobligated balance available, start of year: | | | |
| 21.90 Uninvested balance | 538 | 536 | 536 |
| U.S. Securities: | | | |
| 21.91 Par value | 14,929 | 15,839 | 16,820 |
| 21.92 Unrealized discounts | -223 | -215 | -175 |
| 21.99 Total unobligated balance, start of year | 15,245 | 16,160 | 17,181 |
| 22.00 New budget authority (gross) | 2,514 | 2,652 | 2,622 |
| 23.90 Total budgetary resources available for obligation | 17,758 | 18,812 | 19,803 |
| 23.95 New obligations | -1,598 | -1,631 | -1,688 |
| Unobligated balance available, end of year: | | | |
| 24.90 Uninvested balance | 536 | 536 | 533 |
| U.S. Securities: | | | |
| 24.91 Par value | 15,839 | 16,820 | 17,757 |
| 24.92 Unrealized discounts | -215 | -175 | -175 |
| 24.99 Total unobligated balance, end of year | 16,160 | 17,181 | 18,115 |
| New budget authority (gross), detail: | | | |
| Spending authority from offsetting collections: | | | |
| 68.00 Offsetting collections (cash) | 2,496 | 2,648 | 2,618 |
| 68.10 Change in orders on hand from Federal sources | 18 | 4 | 4 |
| 68.90 Spending authority from offsetting collections (total) | 2,514 | 2,652 | 2,622 |
| 70.00 Total new budget authority (gross) | 2,514 | 2,652 | 2,622 |
| Change in unpaid obligations: | | | |
| 72.95 Unpaid obligations, start of year: Orders on hand from Federal sources | 651 | 669 | 673 |
| 73.10 New obligations | 1,598 | 1,631 | 1,688 |
| 73.20 Total outlays (gross) | -1,580 | -1,627 | -1,684 |
| 74.95 Unpaid obligations, end of year: Orders on hand from Federal sources | 669 | 673 | 677 |
| Outlays (gross), detail: | | | |
| 86.90 Outlays from new current authority | 1 | 1 | 1 |
| 86.97 Outlays from new permanent authority | 1,579 | 1,626 | 1,683 |
| 87.00 Total outlays (gross) | 1,580 | 1,627 | 1,684 |
| Offsets: | | | |
| Against gross budget authority and outlays: | | | |
| Offsetting collections (cash) from: | | | |
| 88.00 Agency contributions | -342 | -366 | -379 |
| 88.20 Interest on U.S. securities | -1,086 | -1,133 | -1,065 |
| Non-Federal sources: | | | |
| 88.40 Regular program | -485 | -509 | -528 |
| 88.40 Optional program | -582 | -640 | -646 |
| 88.40 Beneficial Program | -1 | | |
| 88.90 Total, offsetting collections (cash) | -2,496 | -2,648 | -2,618 |
| 88.95 Change in orders on hand from Federal sources | -18 | -4 | -4 |
| Net budget authority and outlays: | | | |
| 89.00 Budget authority | | | |
| 90.00 Outlays | -916 | -1,021 | -934 |

This fund finances payments to private insurance companies for Federal employees' group life insurance and expenses of the Office of Personnel Management in administering the program.

Budget program.—The status of the basic (regular and optional) life insurance program on September 30 is as follows:

| Life insurance in force (in billions of dollars): | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| On active employees ¹ | 315 | 312 | 310 |
| On retired employees | 38 | 40 | 42 |
| Total | 353 | 352 | 352 |
| Number of participants (in thousands): | | | |
| Active employees | 2,460 | 2,421 | 2,385 |
| Annuitants | 1,558 | 1,567 | 1,575 |
| Total | 4,018 | 3,988 | 3,960 |

¹ Excludes amount of accidental death and dismemberment insurance.

Financing.—Non-Postal Service employees and all retirees under 65 pay two-thirds of the premium costs for Basic coverage; agencies pay the remaining third. Optional and certain post-retirement Basic coverages are paid entirely by enrollees. The status of the reserves at the end of the year is as follows:

| Held in reserve (in millions of dollars): | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-----------|-----------|
| Contingency reserve | 0 | 0 | 0 |
| Beneficial association program reserve | 1 | 1 | 1 |
| U.S. Treasury reserve | 15,839 | 16,789 | 17,724 |
| Total reserves | 15,840 | 16,790 | 17,725 |

Excess income from the program over benefit payments and other expenses is deposited in the Employees Life Insurance Fund. The operations of the insurer for the regular and optional programs are as follows:

| Contingency reserve (in millions of dollars): | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-----------|-----------|
| Contingency reserve, beginning of year | 0 | 0 | 0 |
| Income: | | | |
| Premiums received | 1,592 | 1,628 | 1,676 |
| Interest | 19 | 22 | 25 |
| Total income | 1,611 | 1,650 | 1,701 |
| Outgo: | | | |
| Claims paid | 1,572 | 1,610 | 1,660 |
| Expenses | 39 | 40 | 41 |
| Total outgo | 1,611 | 1,650 | 1,701 |
| Contingency reserve, end of year | 0 | 0 | 0 |

Statement of Operations (in millions of dollars)

| Identification code 24-8424-0-8-602 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|-------------------------------------|-------------|-------------|-----------|-----------|
| 0101 Revenue | 2,507 | 2,580 | 2,634 | 2,615 |
| 0102 Expense | -1,402 | -1,598 | -1,631 | -1,688 |
| 0109 Net income or loss (-) | 1,105 | 982 | 1,003 | 927 |

Balance Sheet (in millions of dollars)

| Identification code 24-8424-0-8-602 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|---|-------------|-------------|-----------|-----------|
| ASSETS: | | | | |
| Federal assets: | | | | |
| 1101 Fund balances with Treasury | 2 | | | |
| Investments in US securities: | | | | |
| 1102 Treasury securities, par | 14,965 | 15,961 | 16,899 | 17,836 |
| 1106 Receivables, net | 392 | 398 | 467 | 464 |
| 1107 Advances and prepayments | | | | |
| 1801 Other Federal assets: Cash and other monetary assets | 1 | 1 | 1 | 1 |
| 1999 Total assets | 15,360 | 16,360 | 17,367 | 18,301 |
| LIABILITIES: | | | | |
| Non-Federal liabilities: | | | | |
| 2201 Accounts payable | 114 | 132 | 136 | 143 |
| 2206 Pension and other actuarial liabilities | 19,977 | 19,685 | 20,669 | 21,702 |
| 2999 Total liabilities | 20,091 | 19,817 | 20,805 | 21,845 |

| | | | | | |
|---------------|--|--------|--------|--------|--------|
| NET POSITION: | | | | | |
| 3300 | Cumulative results of operations | -4,731 | -3,457 | -3,438 | -3,544 |
| 3999 | Total net position | -4,731 | -3,457 | -3,438 | -3,544 |
| 4999 | Total liabilities and net position | 15,360 | 16,360 | 17,367 | 18,301 |

| | | | | |
|-----------------------------------|------------------------|------|-----|------|
| Net budget authority and outlays: | | | | |
| 89.00 | Budget authority | | | |
| 90.00 | Outlays | -324 | -76 | -204 |

Status of Funds (in millions of dollars)

EMPLOYEES AND RETIRED EMPLOYEES HEALTH BENEFITS FUNDS

Program and Financing (in millions of dollars)

| Identification code 24-9981-0-8-551 | 1995 actual | 1996 est. | 1997 est. | |
|--|--|-----------|-----------|---------|
| Obligations by program activity: | | | | |
| 00.01 | Benefit payments | 15,336 | 15,632 | 16,273 |
| 00.02 | Payments from OPM contingency reserve | 157 | 180 | 200 |
| 00.03 | Government payment for annuitants (1960 act) | 7 | 6 | 5 |
| 00.04 | Administration | 15 | 16 | 18 |
| 10.00 | Total obligations (object class 25.6) | 15,515 | 15,834 | 16,496 |
| Budgetary resources available for obligation: | | | | |
| 21.91 | Unobligated balance available, start of year: U.S. Securities: Par value | 6,017 | 6,309 | 6,286 |
| 22.00 | New budget authority (gross) | 15,807 | 15,811 | 16,765 |
| 23.90 | Total budgetary resources available for obligation | 21,824 | 22,120 | 23,051 |
| 23.95 | New obligations | -15,515 | -15,834 | -16,496 |
| 24.91 | Unobligated balance available, end of year: U.S. Securities Par value | 6,309 | 6,286 | 6,555 |
| New budget authority (gross), detail: | | | | |
| Spending authority from offsetting collections: | | | | |
| 68.00 | Offsetting collections (cash) | 16,210 | 15,940 | 16,711 |
| 68.10 | Change in orders on hand from Federal sources | -403 | -129 | 54 |
| 68.90 | Spending authority from offsetting collections (total) | 15,807 | 15,811 | 16,765 |
| 70.00 | Total new budget authority (gross) | 15,807 | 15,811 | 16,765 |
| Change in unpaid obligations: | | | | |
| Unpaid obligations, start of year: | | | | |
| Obligated balance: | | | | |
| 72.90 | Fund balance | 13 | 17 | 17 |
| U.S. Securities: | | | | |
| 72.91 | Par value | 1,556 | 1,580 | 1,680 |
| 72.92 | Unrealized discounts | -96 | -93 | -93 |
| 72.95 | Orders on hand from Federal sources | 1,650 | 1,247 | 1,118 |
| 72.99 | Total unpaid obligations, start of year | 3,123 | 2,751 | 2,722 |
| 73.10 | New obligations | 15,515 | 15,834 | 16,496 |
| 73.20 | Total outlays (gross) | -15,886 | -15,864 | -16,507 |
| Unpaid obligations, end of year: | | | | |
| Obligated balance: | | | | |
| Fund balance: | | | | |
| 74.90 | Uninvested balance | 17 | 17 | 17 |
| U.S. Securities: | | | | |
| 74.91 | Par value | 1,580 | 1,680 | 1,615 |
| 74.92 | Unrealized discounts | -93 | -93 | -93 |
| 74.95 | Orders on hand from Federal sources | 1,247 | 1,118 | 1,172 |
| 74.99 | Total unpaid obligations, end of year | 2,751 | 2,722 | 2,711 |
| Outlays (gross), detail: | | | | |
| 86.90 | Outlays from new current authority | 15 | 16 | 18 |
| 86.97 | Outlays from new permanent authority | 15,468 | 15,719 | 16,489 |
| 86.98 | Outlays from permanent balances | 403 | 129 | |
| 87.00 | Total outlays (gross) | 15,886 | 15,864 | 16,507 |
| Offsets: | | | | |
| Against gross budget authority and outlays: | | | | |
| Offsetting collections (cash) from: | | | | |
| Federal sources: | | | | |
| 88.00 | Agency contributions | -7,004 | -6,950 | -7,231 |
| 88.00 | Government contributions for annuitants | -4,761 | -4,520 | -4,843 |
| 88.20 | Interest on U.S. securities | -399 | -436 | -405 |
| Non-Federal sources: | | | | |
| 88.40 | Employee salary withholdings | -2,147 | -2,143 | -2,233 |
| 88.40 | Annuity withholdings | -1,814 | -1,811 | -1,923 |
| 88.40 | Contributions from D.C. Government | -85 | -80 | -76 |
| 88.90 | Total, offsetting collections (cash) | -16,210 | -15,940 | -16,711 |
| 88.95 | Change in orders on hand from Federal sources | 403 | 129 | -54 |

| Identification code 24-9981-0-8-551 | 1995 actual | 1996 est. | 1997 est. | |
|-------------------------------------|--|-----------|-----------|---------|
| Unexpended balance, start of year: | | | | |
| 0100 | Treasury balance | 13 | 17 | 17 |
| U.S. Securities: | | | | |
| 0101 | Par value | 7,573 | 7,890 | 7,966 |
| 0102 | Unrealized discounts | -96 | -93 | -93 |
| 0199 | Total balance, start of year | 7,490 | 7,814 | 7,890 |
| Cash income during the year: | | | | |
| Offsetting collections: | | | | |
| 0280 | Contributions from Employing Agencies | 4,562 | 4,338 | 4,506 |
| 0281 | Contributions from Postal Service for Active Employees | 2,442 | 2,612 | 2,725 |
| 0282 | Contributions from Postal Service for Annuitants | 743 | 602 | 690 |
| 0283 | Government Payment for Annuitant Health Benefits | 4,018 | 3,918 | 4,153 |
| 0284 | Interest Earned | 399 | 436 | 405 |
| 0285 | Contributions from DC Government | 85 | 80 | 76 |
| 0286 | Contributions from Active Employees | 2,147 | 2,143 | 2,233 |
| 0287 | Contributions from Annuitants | 1,814 | 1,811 | 1,923 |
| 0299 | Total cash income | 16,210 | 15,940 | 16,711 |
| Cash outgo during year: | | | | |
| 0501 | Benefit Payments | -15,714 | -15,668 | -16,289 |
| 0502 | Payments to Carriers from OPM Contingency Reserve | -157 | -180 | -200 |
| 0503 | Administration | -15 | -16 | -18 |
| 0599 | Total cash outgo (-) | -15,886 | -15,864 | -16,507 |
| Unexpended balance, end of year: | | | | |
| 0700 | Uninvested balance | 17 | 17 | 17 |
| U.S. Securities: | | | | |
| 0701 | Par value | 7,890 | 7,966 | 8,170 |
| 0702 | Unrealized discounts | -93 | -93 | -93 |
| 0799 | Total balance, end of year | 7,814 | 7,890 | 8,094 |

This display combines the Federal Employees Health Benefits (FEHB) fund and the Retired Employees Health Benefit (REHB) fund.

The FEHB fund provides for the cost of health benefits for: (1) active employees; (2) employees who retired after June 1960, or their survivors; (3) those annuitants transferred from the REHB program as authorized by Public Law 93-246; and (4) the related expenses of the Office of Personnel Management (OPM) in administering the program.

The REHB fund, created by the Retired Employees Health Benefits Act of 1960, provides for: (1) the cost of health benefits for retired employees and survivors who enroll in a Government-sponsored uniform health benefits plan; (2) the contribution to retired employees and survivors who retain or purchase private health insurance; and (3) expenses of OPM in administering the program.

Budget program.—The balance of the EHB fund is available for payments without fiscal year limitation. Numbers of participants at the end of each fiscal year are as follows:

| | 1995 actual | 1996 est. | 1997 est. |
|------------------------|-------------|-----------|-----------|
| Active employees | 2,282,000 | 2,254,000 | 2,225,000 |
| Annuitants | 1,771,000 | 1,794,000 | 1,815,000 |
| Total | 4,053,000 | 4,048,000 | 4,040,000 |

In determining a biweekly subscription rate to cover program costs, one percent is added for administrative expense and three percent is added for a contingency reserve held by OPM for each carrier. OPM is authorized to transfer unused administrative reserve funds to the contingency reserve.

In accordance with P.L. 103-66, this schedule includes the following adjustments: (1) the "Phantom Big 6" formula for determining the maximum Government contribution toward FEHB premiums has been extended through the 1996 contract year; (2) in contract years 1997 and 1998, the average premium for the indemnity plan in the "Phantom Big 6" formula will be modified to account for the average premium

EMPLOYEES AND RETIRED EMPLOYEES HEALTH BENEFITS FUNDS—
Continued

increase in the remaining “Big 5” plans minus one percentage point; (3) beginning in the 1999 contract year, the maximum government contribution will be 60 percent of the average of the premiums for the remaining “Big 5” plans; (4) Medicare Part B fee limits have been applied to all FEHB annuitants; and (5) the Postal Service will make additional payments of \$116 million per year for fiscal years 1996, 1997, and 1998 to cover the cost of past retiree health benefits.

The REHB fund is available without fiscal year limitation. The amounts contributed by the Government are paid into the fund from annual appropriations. The number of participants at the end of each fiscal year are as follows:

| | 1995 actual | 1996 est. | 1997 est. |
|---------------------|-------------|-----------|-----------|
| Uniform plan | 2,610 | 2,000 | 1,000 |
| Private plans | 9,173 | 8,000 | 7,000 |
| Total | 11,783 | 10,000 | 8,000 |

Financing.—The funds are financed by: (1) withholdings from active employees and annuitants; (2) agency contributions for active employees, appropriated to agencies; (3) Government contributions for annuitants appropriated to OPM; and (4) contributions made by the United States Postal Service in accordance with the provisions of Public Law 101-508 and Public Law 103-66.

Operating results.—Funds made available to carriers but not used to pay claims in the current period are carried forward as special reserves for use in subsequent periods.

OPM maintains a contingency reserve, funded by employee and Government contributions, that may be used to defray future cost increases or provide increased benefits. OPM makes payments to carriers from this reserve whenever carrier-held reserves fall below levels prescribed by OPM regulations or when carriers can demonstrate good cause such as unexpected claims experience or variations from expected community rates.

Statement of Operations (in millions of dollars)

| Identification code 24-9981-0-8-551 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|-------------------------------------|-------------|-------------|-----------|-----------|
| 0101 Revenue | 16,189 | 16,178 | 15,841 | 16,776 |
| 0102 Expense | -15,218 | -15,886 | -15,864 | -16,507 |
| 0109 Net income or loss (-) | 971 | 292 | -23 | 269 |

Balance Sheet (in millions of dollars)

| Identification code 24-9981-0-8-551 | 1994 actual | 1995 actual | 1996 est. | 1997 est. |
|--|-------------|-------------|-----------|-----------|
| ASSETS: | | | | |
| Federal assets: | | | | |
| 1101 Fund balances with Treasury | 13 | 17 | 17 | 17 |
| Investments in US securities: | | | | |
| 1102 Treasury securities, par | 7,573 | 7,890 | 7,966 | 8,170 |
| Receivables, net: | | | | |
| 1106 Receivables, net | 1,545 | 1,130 | 1,002 | 1,057 |
| 1106 Receivables, net | 11 | 28 | 28 | 28 |
| 1801 Other Federal assets: Original Discount | -96 | -93 | -93 | -93 |
| 1999 Total assets | 9,046 | 8,972 | 8,920 | 9,179 |
| LIABILITIES: | | | | |
| Federal liabilities: Accounts payable | | | | |
| 2101 Federal liabilities: Accounts payable | 582 | 351 | 235 | 119 |
| Non-Federal liabilities: | | | | |
| 2201 Accounts payable | 2,446 | 2,311 | 2,398 | 2,504 |
| 2207 Other | 1 | 1 | 1 | 1 |
| 2999 Total liabilities | 3,029 | 2,663 | 2,634 | 2,624 |

| NET POSITION: | | | | | |
|---------------|--|-------|-------|-------|-------|
| 3300 | Cumulative results of operations | 6,017 | 6,309 | 6,286 | 6,555 |
| 3999 | Total net position | 6,017 | 6,309 | 6,286 | 6,555 |
| 4999 | Total liabilities and net position | 9,046 | 8,972 | 8,920 | 9,179 |

GENERAL PROVISIONS

[Section 1. Section 1104 of title 5, United States Code, is amended—

(1) in subsection (a)—

(A) in paragraph (2)—

(i) by inserting after “title” the following: “, the cost of which examinations shall be reimbursed by payments from the agencies employing such judges to the revolving fund established under section 1304(e);” and

(ii) by striking the semicolon at the end of paragraph (2) and inserting in lieu thereof a period; and

(B) by striking the matter following paragraph (2) through “principles.”; and

(2) in subsection (b) by adding at the end the following new paragraph:

“(4) At the request of the head of an agency to whom a function has been delegated under subsection (a)(2), the Office may provide assistance to the agency in performing such function. Such assistance shall, to the extent determined appropriate by the Director of the Office, be performed on a reimbursable basis through the revolving fund established under section 1304(e).”]

[SEC. 2. Subparagraph (B) of section 8348(a)(1) of title 5, United States Code, is amended—

(1) by inserting “in making an allotment or assignment made by an individual under section 8345(h) or 8465(b) of this title,” after “law.”; and

(2) by striking “title 26;” and inserting “title 26 or section 8345(k) or 8469 of this title;”.

SEC. 3. Section 4(a) of the Federal Workforce Restructuring Act of 1994 (Public Law 103-226; 108 Stat. 111) is amended—

(1) by deleting “FISCAL YEARS 1994 AND 1995” and inserting in lieu thereof: “VOLUNTARY SEPARATION INCENTIVE PAYMENTS.—”; and

(2) in paragraph (1)(A) by striking “and before October 1, 1995.”.

SEC. 4. Title 5, United States Code, is amended—

(1) in the second section designated as section 3329 (as added by section 4431(a) of Public Law 102-484)—

(A) by redesignating such section as section 3330; and

(B) by adding at the end thereof the following new subsection:

“(f) The Office may, to the extent it determines appropriate, charge such fees to agencies for services provided under this section and for related Federal employment information. The Office shall retain such fees to pay the costs of providing such services and information.”; and

(2) in the table of sections for chapter 33 by amending the second item relating to section 3329 to read as follows:

“3330. Government-wide list of vacant positions.”]

[SEC. 5. Section 1 under the subheading “General Provision” under the heading “Office of Personnel Management” under title IV of the Treasury, Postal Service and General Government Appropriations Act, 1992 (Public Law 102-141; 105 Stat. 861; 5 U.S.C. 5941 note), as amended by section 532 of the Treasury, Postal Service and General Government Appropriations Act, 1995 (Public Law 103-329; 108 Stat. 2413), is further amended by striking “1996” both places it appears and inserting in lieu thereof “1998”.]

SEC. 1. The first sentence of section 1304(e)(1) of title 5, United States Code, is amended by inserting after “basis” the following: “, including personnel management services performed at the request of individual agencies (which would otherwise be the responsibility of such agencies), or at the request of nonappropriated fund instrumentalities”. (Independent Agencies Appropriations Act, 1996.)