

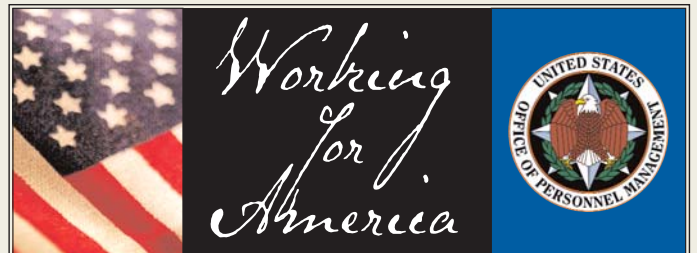


FEDERAL CIVILIAN WORKFORCE STATISTICS

WORK YEARS AND PERSONNEL COSTS

FISCAL YEAR 2002

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Kay Coles James, Director
July 2004

Federal Civilian Workforce Statistics

Work Years and Personnel Costs

United States Government

Fiscal Year 2002

U.S. Office of Personnel Management
Strategic Human Resources Policy
Center for Workforce Planning and Policy Analysis
Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-6000

A Message from the Director

I am pleased to present our report on Work Years and Personnel Costs for Fiscal Year 2002. This publication provides comprehensive data on pay, benefits, and leave for all Executive branch agencies that employ 100 or more Federal civilian employees. It is used by a variety of public and private sector customers including the Office of Management and Budget, Congress, the General Accounting Office, State and local governments, the media, universities, and other researchers to forecast budgets and compare compensation data.

We have eliminated the printed version of this publication since it is available electronically at www.opm.gov/feddata/html/wypc.htm. This is an effort on our part to stay focused on President George W. Bush's mandate for a Government that is citizen-centered, results-oriented and market-based.

If you would like additional information on our civilian workforce or have suggestions for our staff, please contact the Workforce Information and Planning Group at 202-606-1789 or by email at fedstats@opm.gov.

Kay Coles James
Director

Foreword

This is the U.S. Office of Personnel Management (OPM) 25th annual report; the Office of Management and Budget published prior reports. Data for this survey cover all Federal civilian employees in the Executive Branch working in agencies with 100 or more employees. This survey also includes the U.S. Postal Service. The excluded small agencies represent less than a 10th of a percent of the total work years. Overall, this report achieves 98 percent coverage of worldwide employment when benchmarked against the September 2002 Monthly Report of Federal Civilian Employment. Excluded by law are the Defense Intelligence Agency, the Central Intelligence Agency, and the National Security Agency.

This report provides a wide range of data on work years expended, payroll costs by pay system, fringe benefit expenses, types of leave used and its value, and other compensation items. This information is useful for compensation comparison studies, forecasting, trend analysis in the projection of workforce requirements, and in the determination of policies that affect people and jobs.

The work years and personnel costs data in this report cover fiscal year 2002 (October 1, 2001, through September 30, 2002). The leave data in this report are for leave year 2002, which is essentially calendar year 2002. When comparing cost data (fiscal year) and leave usage data (calendar year), one should note that there is only a 9 month overlap between the fiscal year compensation data and the calendar year leave data.

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Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document. You are welcome to copy or print the statistical tables and charts for use in your own reports and presentations, and may make copies of this publication for distribution purposes.

This issue of the **Work Years and Personnel Costs** publication is available to the public via OPM' World Wide Web Site at: <http://www.opm.gov/feddata/html/wypc.htm>.

You may call 202-606-1350 for detailed tabulations from the 2002 survey or **email to:** fedstats@opm.gov.

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Survey Highlights

[See Supplement V, Glossary, for definition of key terms.]

Work Years and Pay

* Total work years (2,753,906) included full-time permanent (2,326,753), full-time temporary (87,876), and part-time and intermittent (184,119) basic work years plus overtime and holiday premium work years (155,158). Basic work years (2,598,748) cover 94 percent of total work years.

* **Chart 1** shows that 50 percent of the total work years, and 52 percent of direct pay was reported in the General Schedule pay system. The U.S. Postal Service accounted for another 31 percent of total work years, and 27 percent of direct pay costs.

* Wage Board employment (218,774 total work years) accounted for 8.0 percent of the total work years. Over 97 percent of Wage Board work years were in trades and crafts (212,442).

* **Chart 2** shows that the Total cost (\$176.8 billion) includes Basic pay (\$126.9 billion or 71.8 percent), Benefit pay (\$38.0 billion or 21.5 percent), Premium pay (\$11.5 billion or 6.5 percent) and Separation pay (\$333 million or 0.2 percent).

* The U.S. Postal Service pay system accounted for 36 percent of all premium pay (\$4.2 billion of the \$11.5 billion total); the General Schedule pay system (\$4.3 billion) covered another 37 percent of all premium pay.

* Based on total work years, the cost per work year was \$64,203; it includes \$50,285 (78 percent) for direct pay (basic plus premium) and \$13,919 (22 percent) for benefit pay.

* The U.S. Postal Service made up 79 percent (144,764) of part-time and intermittent work years. The Departments of Veterans Affairs and Defense together represented another 9 percent (11,049 and 5,764, respectively) of part-time and intermittent work years.

* The U.S. Postal Service contributed 38 percent (or 58,855) of overtime and holiday work years; while Department of Defense agencies contributed another 13 percent (20,287 work years).

Trends in Non-Postal Work Years

* Since 1997, decreases occurred in work years for full-time permanent and part-time and intermittent.

* Total non-postal work years (1.9 million) increased by 97,000 since Fiscal Year (FY) 2001 (mostly in the Department of Justice -- up 22,000); Since FY 1997, total work years increased by 27,000.

* Basic (**full-time permanent, full-time temporary, and part-time/intermittent**) work years (1.8 million) increased by 59,000 since FY 2001, and decreased by 16,000 since FY 1997.

* Full-time permanent work years (approximately 90 percent of total work years), increased by 54,000 since FY 2001, and decreased by 10,000 since FY 1997.

* Full-time temporary work years (86,000) increased by 7,700 since FY 2001, and increased by 4,000 since FY 1997.

* Part-time and intermittent work years (39,000) decreased by 2,000 (mostly in the Department of Justice) since FY 2001, and decreased by 9,000 since FY 1997.

* **Chart 3** shows that Overtime and Holiday work years (96,000) increased by 38,000 since FY 2001, and increased by 43,000 since FY 1997.

Survey Highlights (continued)

[See Supplement V, Glossary, for definition of key terms.]

Trends in Basic and Premium Pay

* Wage Board pay system reported a 2.0 percent drop in basic work years since FY 2001, and a 3.0 percent increase in average basic salary.

* Basic pay (71.8 percent of total costs) increased by \$5.8 billion since Fiscal Year (FY) 2001, and by \$21.0 billion since FY 1997.

* Premium pay (6.5 percent of total costs) decreased by 4.0 percent since FY 2001 -- mostly due to increases within the Department of Treasury (down \$112 million or 13.5 percent).

* **Table 3b** shows that the Average basic pay per work year for all agencies was \$48,852 (up \$1,594 or 3.4 percent since FY 2001).

Agencies

* **Chart 4** shows that 65.0 percent of the total civilian work years occurred in three agencies: Department of Defense (710,267 or 25.8 percent); U.S. Postal Service (865,242 or 31.4 percent); and Department of Veterans Affairs (214,205 or 7.8 percent).

* U.S. Postal Service had the highest amount of premium pay as a percent of basic pay (12.9 percent) during FY 2002.

* The U.S. Postal Service reported a 24,000 decrease in basic work years; and a 9,000 decrease in overtime and holiday work years since FY 2001.

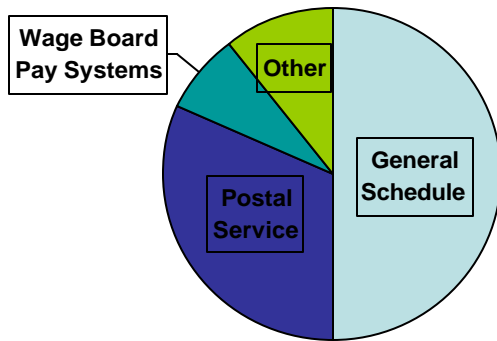
* Defense Agencies reported major changes in work years as follows: full-time permanent (up 17,000 from 633,000 to 650,000); full-time temporary (up 1,000 from 33,000 to 34,000); and part-time and intermittent work years (down 80 from 5,850 to 5,760).

CHART 1

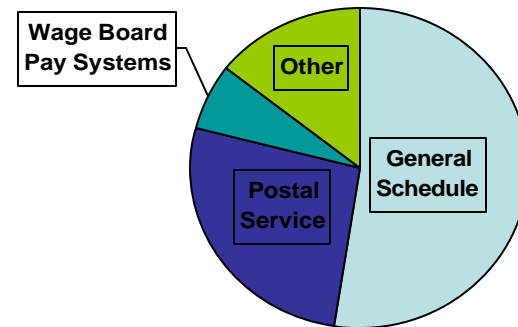
HALF THE WORK YEARS AND PAY COSTS ARE CONCENTRATED IN THE GENERAL SCHEDULE PAY SYSTEM

(Excluding Benefits Costs)

Total Work Years



Total Direct Pay Cost



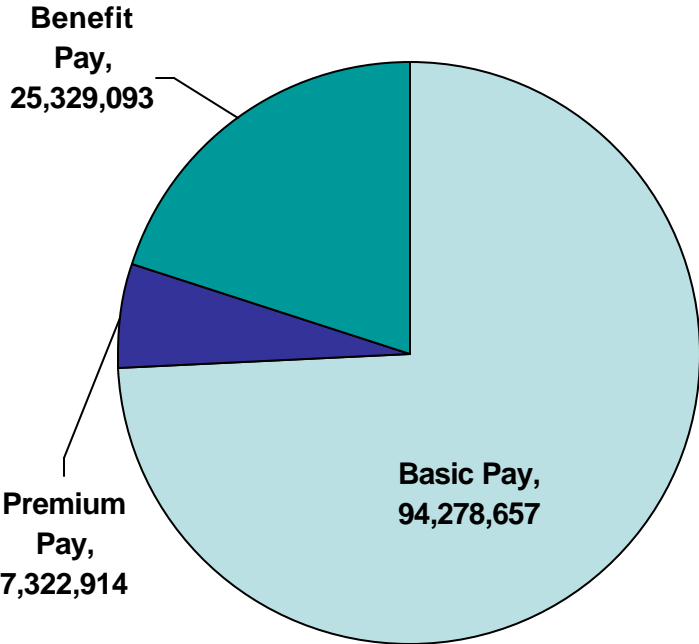
TOTAL WORK YEARS AND DIRECT COSTS BY PAY SYSTEM (Fiscal Year 2002)

Pay System	Total Work Years	Percent of Total	Direct Cost (\$000)	Percent of Total
General Schedule	1,380,675	50.1	72,721,474	52.5
Postal Service	865,242	31.4	36,876,732	26.6
Wage Board Pay Systems	218,774	8.0	9,224,629	6.7
Other	289,215	10.5	19,655,468	14.2
Total	2,753,906	100.0	138,478,303	100.0

CHART 2
DISTRIBUTION OF BASIC, PREMIUM, AND BENEFIT COSTS
Fiscal Year 2002

(\$ thousands)

ALL OTHER AGENCIES

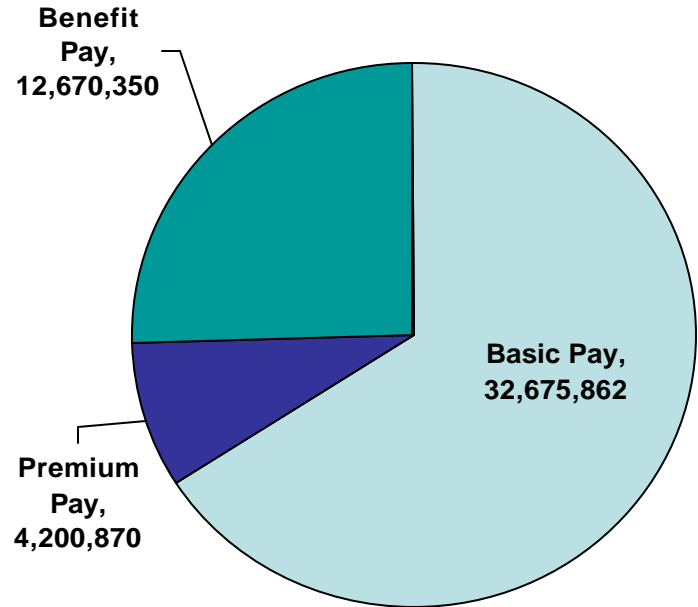


Total Payroll Costs: \$127,262,112

(In thousands \$)

1/ Includes Separation Pay -- \$331,448

U.S. POSTAL SERVICE

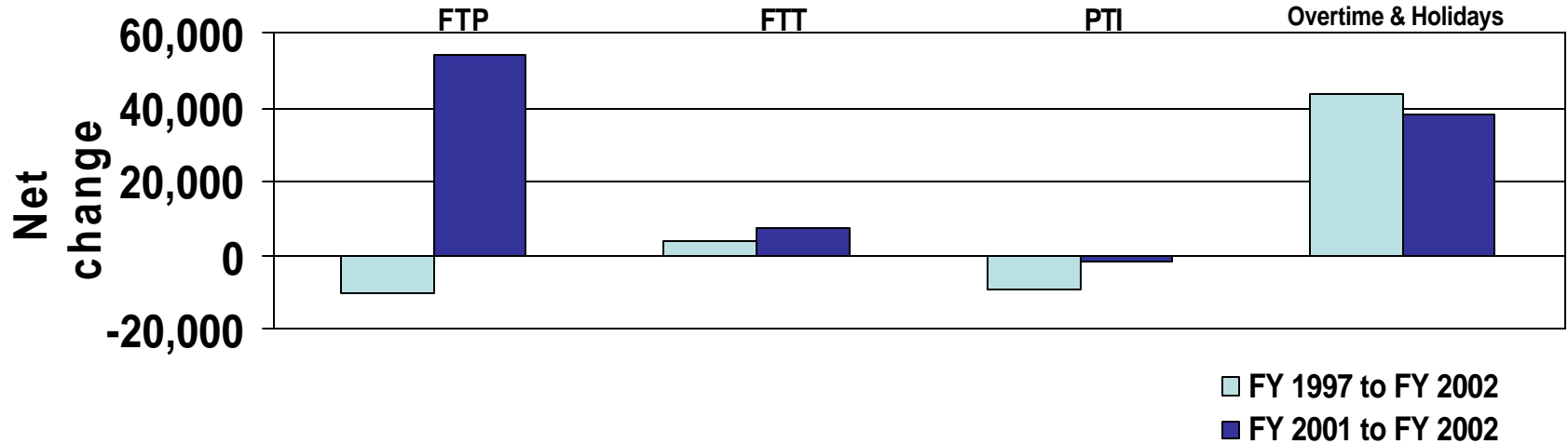


Total Payroll Costs: \$49,548,253

(In thousands \$)

2/ Includes Separation Pay -- \$1,171

CHART 3
FULL-TIME PERMANENT WORK YEARS HAVE DECLINED 1 PERCENT SINCE 1997
 (Excluding Postal Service)

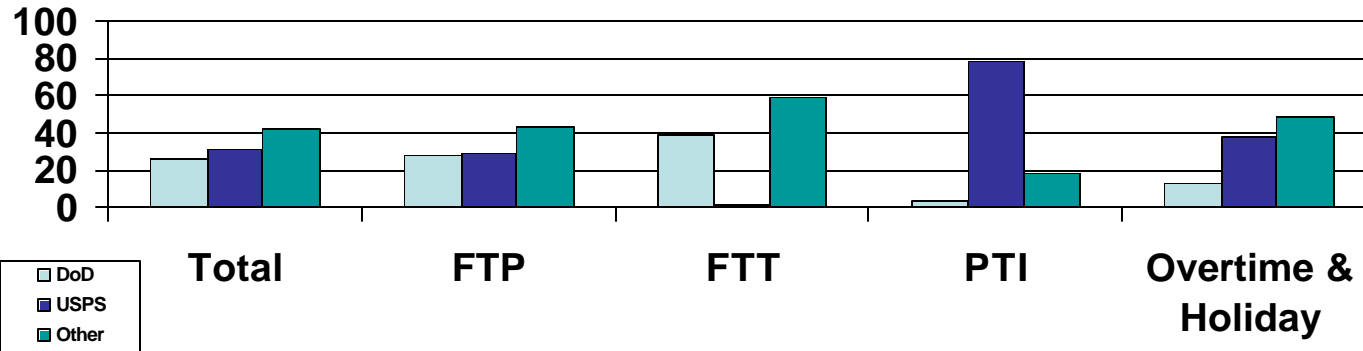


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Work Years (Excluding Postal Service)	Net Changes				
	FY 1997	FY 2001	FY 2002	FY 1997 to FY 2002	FY 2001 to FY 2002
Basic Work Years	1,808,085	1,732,997	1,792,361	-15,724	59,364
Full-time Permanent	1,677,015	1,612,830	1,666,645	-10,370	53,815
Full-time Temporary	82,542	78,645	86,361	3,819	7,716
Part-time & Intermittent	48,528	41,522	39,355	-9,173	-2,167
Overtime & Holidays	53,292	58,391	96,303	43,011	37,912
Total	1,861,377	1,791,388	1,888,664	27,287	97,276

C HART 4

DEFENSE ACCOUNTED FOR 39.1 PERCENT OF ALL FULL-TIME TEMPORARY WORK YEARS; WHILE POSTAL SERVICE ACCOUNTED FOR 79 PERCENT OF ALL PART-TIME AND INTERMITTENT WORK YEARS



Major Agencies	Total (Percent)	FTP (Percent)	FTT (Percent)	PTI (Percent)	Overtime/Hol. (Percent)
Department of Defense	25.8	27.9	39.1	3.1	13.1
USPS	31.4	28.4	1.7	78.6	37.9
Other	42.8	43.7	59.2	18.3	49.0
VA	7.8	8.0	12.5	6.0	3.4
Treasury	5.8	6.2	3.4	0.3	7.4
Justice	5.7	5.3	0.6	1.1	20.5
Agriculture	4.0	3.8	8.3	2.8	4.9
Other	19.5	20.4	34.4	8.1	12.8
Total	100.0	100.0	100.0	100.0	100.0



**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2002**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	406	405	403		2	1	1	
OFFICE OF MANAGEMENT AND BUDGET	523	515	489	12	14	8	8	
OFFICE OF ADMINISTRATION	204	200	195	3	2	4	4	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	186	185	178	4	3	1	1	
OFFICE OF NATIONAL DRUG CONTROL POLICY	107	106	102	2	2	1	1	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,426	1,411	1,367	21	23	15	15	
DEPARTMENT OF STATE	29,171	28,302	26,138	1,062	1,102	869	822	47
DEPARTMENT OF THE TREASURY	159,186	147,713	144,184	2,984	545	11,473	11,329	144
DEPARTMENT OF DEFENSE, TOTAL	710,267	689,980	649,845	34,371	5,764	20,287	19,327	960
DEPARTMENT OF THE ARMY	247,008	242,307	230,226	10,690	1,391	4,701	4,370	331
DEPARTMENT OF THE NAVY	195,393	184,074	176,052	8,022		11,319	11,080	239
DEPARTMENT OF THE AIR FORCE	158,937	156,789	145,109	9,317	2,363	2,148	1,835	313
OTHER DEFENSE ACTIVITIES	108,929	106,810	98,458	6,342	2,010	2,119	2,042	77
DEPARTMENT OF JUSTICE	158,083	126,313	123,739	567	2,007	31,770	30,696	1,074
DEPARTMENT OF THE INTERIOR	75,614	69,721	57,498	10,124	2,099	5,893	5,577	316
DEPARTMENT OF AGRICULTURE	109,484	101,816	89,403	7,257	5,156	7,668	7,276	392
DEPARTMENT OF COMMERCE	36,102	34,967	31,566	445	2,956	1,135	1,027	108
DEPARTMENT OF LABOR	17,076	16,968	16,068	289	611	108	105	3
11 DEPARTMENT OF HEALTH AND HUMAN SERVICES	64,550	63,821	53,194	8,937	1,690	729	632	97
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,339	10,027	9,788	162	77	312	311	1
DEPARTMENT OF TRANSPORTATION	72,272	70,028	68,002	1,166	860	2,244	1,362	882
DEPARTMENT OF ENERGY	16,093	15,656	15,090	358	208	437	421	16
DEPARTMENT OF EDUCATION	4,616	4,541	4,252	207	82	75	75	
DEPARTMENT OF VETERANS AFFAIRS	214,205	208,872	186,836	10,987	11,049	5,333	3,447	1,886
SUBTOTAL EXECUTIVE DEPARTMENTS	1,677,058	1,588,725	1,475,603	78,916	34,206	88,333	82,407	5,926
AMERICAN BATTLE MONUMENTS COMMISSION	381	368	363	5		13	8	5
ARMED FORCES RETIREMENT HOME	750	717	694	7	16	33	22	11
COMMODITY FUTURES TRADING COMMISSION	513	512	473	19	20	1	1	
CONSUMER PRODUCT SAFETY COMMISSION	462	462	433	12	17			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	599	597	592	2	3	2	2	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,777	2,772	2,730	14	28	5	5	
ENVIRONMENTAL PROTECTION AGENCY	36,850	36,709	34,725	1,770	214	141	141	
EXPORT-IMPORT BANK OF THE UNITED STATES	405	404	404			1	1	
FARM CREDIT ADMINISTRATION	273	273	263	8	2			
FEDERAL COMMUNICATIONS COMMISSION	1,997	1,991	1,952	8	31	6	6	
FEDERAL DEPOSIT INSURANCE CORPORATION	6,409	6,360	6,124	33	203	49	48	1
FEDERAL ELECTION COMMISSION	357	355	344	6	5	2	2	
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,488	4,966	2,597	930	1,439	522	504	18
FEDERAL HOUSING FINANCE BOARD	112	112	102	8	2			
FEDERAL LABOR RELATIONS AUTHORITY	195	195	187	6	2			

**TABLE 1A - BASIC AND PREMIUM WORK YEARS PAID FOR - BY AGENCY
FISCAL YEAR 2002**

AGENCY	TOTAL WORK YEARS	BASIC WORK YEARS				PREMIUM WORK YEARS		
		TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL MARITIME COMMISSION	127	127	127					
FEDERAL MEDIATION AND CONCILIATION SERVICE	289	289	285	2	2			
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	99	99	90	3	6			
FEDERAL TRADE COMMISSION	1,063	1,057	920	105	32	6	6	
GENERAL SERVICES ADMINISTRATION	14,409	13,937	13,536	305	96	472	456	16
BROADCASTING BOARD OF GOVERNORS	2,601	2,349	2,240	85	24	252	145	107
INTERN'L BOUNDARY & WATER COMMISSION: US & MEXICO	265	263	245	5	13	2	1	1
MERIT SYSTEMS PROTECTION BOARD	230	230	225	3	2			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,783	18,671	18,082	291	298	112	102	10
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,784	2,750	2,468	176	106	34	34	
NATIONAL CREDIT UNION ADMINISTRATION	969	968	923	30	15	1	1	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	313	313	286	24	3			
NATIONAL ENDOWMENT FOR THE ARTS	151	151	131	18	2			
NATIONAL ENDOWMENT FOR THE HUMANITIES	162	162	155	6	1			
NATIONAL LABOR RELATIONS BOARD	1,946	1,946	1,821	34	91			
NATIONAL SCIENCE FOUNDATION	1,246	1,244	1,168	37	39	2	2	
NATIONAL TRANSPORTATION SAFETY BOARD	433	426	398	11	17	7	6	1
NUCLEAR REGULATORY COMMISSION	3,345	3,182	2,879	114	189	163	77	86
OFFICE OF PERSONNEL MANAGEMENT	2,737	2,676	2,379	70	227	61	61	
OFFICE OF SPECIAL COUNSEL	106	106	99	2	5			
12 PEACE CORPS	1,003	1,001	975		26	2	2	
PRESIDIO TRUST	433	417	322	89	6	16	16	
RAILROAD RETIREMENT BOARD	1,159	1,150	1,127	1	22	9	9	
SECURITIES AND EXCHANGE COMMISSION	3,009	3,009	2,932	77				
SELECTIVE SERVICE SYSTEM	159	159	156		3			
SMALL BUSINESS ADMINISTRATION	4,045	3,951	3,234	695	22	94	94	
SMITHSONIAN INSTITUTION	5,202	4,956	4,732	123	101	246	206	40
SMITHSONIAN INSTITUTION	4,213	4,018	3,865	85	68	195	165	30
NATIONAL GALLERY OF ART	989	938	867	38	33	51	41	10
SOCIAL SECURITY ADMINISTRATION	67,306	63,127	60,754	804	1,569	4,179	4,173	6
TENNESSEE VALLEY AUTHORITY	14,934	13,562	11,909	1,460	193	1,372	1,299	73
U.S. HOLOCAUST MEMORIAL MUSEUM	230	224	218	5	1	6	5	1
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,007	2,865	2,811	25	29	142	35	107
OVERSEAS PRIVATE INVESTMENT CORPORATION	196	194	162	23	9	2	2	
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,811	2,671	2,649	2	20	140	33	107
U.S. INTERNATIONAL TRADE COMMISSION	380	378	351	20	7	2	2	
U.S. POSTAL SERVICE	865,242	806,387	660,108	1,515	144,764	58,855	55,296	3,559
SUBTOTAL INDEPENDENT AGENCIES	1,075,422	1,008,612	849,783	8,939	149,890	66,810	62,768	4,042
TOTAL - ALL AGENCIES	2,753,906	2,598,748	2,326,753	87,876	184,119	155,158	145,190	9,968



**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2002**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
EXECUTIVE OFFICE OF THE PRESIDENT	99.75%	99.26%		0.49%	0.25%	0.25%	
OFFICE OF MANAGEMENT AND BUDGET	98.47%	93.50%	2.29%	2.68%	1.53%	1.53%	
OFFICE OF ADMINISTRATION	98.04%	95.59%	1.47%	0.98%	1.96%	1.96%	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	99.46%	95.70%	2.15%	1.61%	0.54%	0.54%	
OFFICE OF NATIONAL DRUG CONTROL POLICY	99.07%	95.33%	1.87%	1.87%	0.93%	0.93%	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	98.95%	95.86%	1.47%	1.61%	1.05%	1.05%	
DEPARTMENT OF STATE	97.02%	89.60%	3.64%	3.78%	2.98%	2.82%	0.16%
DEPARTMENT OF THE TREASURY	92.79%	90.58%	1.87%	0.34%	7.21%	7.12%	0.09%
DEPARTMENT OF DEFENSE, TOTAL	97.14%	91.49%	4.84%	0.81%	2.86%	2.72%	0.14%
DEPARTMENT OF THE ARMY	98.10%	93.21%	4.33%	0.56%	1.90%	1.77%	0.13%
DEPARTMENT OF THE NAVY	94.21%	90.10%	4.11%		5.79%	5.67%	0.12%
DEPARTMENT OF THE AIR FORCE	98.65%	91.30%	5.86%	1.49%	1.35%	1.15%	0.20%
OTHER DEFENSE ACTIVITIES	98.05%	90.39%	5.82%	1.85%	1.95%	1.87%	0.07%
DEPARTMENT OF JUSTICE	79.90%	78.27%	0.36%	1.27%	20.10%	19.42%	0.68%
DEPARTMENT OF THE INTERIOR	92.21%	76.04%	13.39%	2.78%	7.79%	7.38%	0.42%
DEPARTMENT OF AGRICULTURE	93.00%	81.66%	6.63%	4.71%	7.00%	6.65%	0.36%
DEPARTMENT OF COMMERCE	96.86%	87.44%	1.23%	8.19%	3.14%	2.84%	0.30%
DEPARTMENT OF LABOR	99.37%	94.10%	1.69%	3.58%	0.63%	0.61%	0.02%
31 DEPARTMENT OF HEALTH AND HUMAN SERVICES	98.87%	82.41%	13.85%	2.62%	1.13%	0.98%	0.15%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	96.98%	94.67%	1.57%	0.74%	3.02%	3.01%	0.01%
DEPARTMENT OF TRANSPORTATION	96.90%	94.09%	1.61%	1.19%	3.10%	1.88%	1.22%
DEPARTMENT OF ENERGY	97.28%	93.77%	2.22%	1.29%	2.72%	2.62%	0.10%
DEPARTMENT OF EDUCATION	98.38%	92.11%	4.48%	1.78%	1.62%	1.62%	
DEPARTMENT OF VETERANS AFFAIRS	97.51%	87.22%	5.13%	5.16%	2.49%	1.61%	0.88%
SUBTOTAL EXECUTIVE DEPARTMENTS	94.73%	87.99%	4.71%	2.04%	5.27%	4.91%	0.35%
AMERICAN BATTLE MONUMENTS COMMISSION	96.59%	95.28%	1.31%		3.41%	2.10%	1.31%
ARMED FORCES RETIREMENT HOME	95.60%	92.53%	0.93%	2.13%	4.40%	2.93%	1.47%
COMMODITY FUTURES TRADING COMMISSION	99.81%	92.20%	3.70%	3.90%	0.19%	0.19%	
CONSUMER PRODUCT SAFETY COMMISSION	100.00%	93.72%	2.60%	3.68%			
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	99.67%	98.83%	0.33%	0.50%	0.33%	0.33%	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	99.82%	98.31%	0.50%	1.01%	0.18%	0.18%	
ENVIRONMENTAL PROTECTION AGENCY	99.62%	94.23%	4.80%	0.58%	0.38%	0.38%	
EXPORT-IMPORT BANK OF THE UNITED STATES	99.75%	99.75%			0.25%	0.25%	
FARM CREDIT ADMINISTRATION	100.00%	96.34%	2.93%	0.73%			
FEDERAL COMMUNICATIONS COMMISSION	99.70%	97.75%	0.40%	1.55%	0.30%	0.30%	
FEDERAL DEPOSIT INSURANCE CORPORATION	99.24%	95.55%	0.51%	3.17%	0.76%	0.75%	0.02%
FEDERAL ELECTION COMMISSION	99.44%	96.36%	1.68%	1.40%	0.56%	0.56%	
FEDERAL EMERGENCY MANAGEMENT AGENCY	90.49%	47.32%	16.95%	26.22%	9.51%	9.18%	0.33%
FEDERAL HOUSING FINANCE BOARD	100.00%	91.07%	7.14%	1.79%			

**TABLE 1B - BASIC AND PREMIUM WORK YEARS AS A PERCENT OF TOTAL WORK YEARS - BY AGENCY
FISCAL YEAR 2002**

AGENCY	BASIC WORK YEARS				PREMIUM WORK YEARS		
	TOTAL	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME & INTERMITTENT	TOTAL	OVERTIME	HOLIDAY
FEDERAL LABOR RELATIONS AUTHORITY	100.00%	95.90%	3.08%	1.03%			
FEDERAL MARITIME COMMISSION	100.00%	100.00%					
FEDERAL MEDIATION AND CONCILIATION SERVICE	100.00%	98.62%	0.69%	0.69%			
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	100.00%	90.91%	3.03%	6.06%			
FEDERAL TRADE COMMISSION	99.44%	86.55%	9.88%	3.01%	0.56%	0.56%	
GENERAL SERVICES ADMINISTRATION	96.72%	93.94%	2.12%	0.67%	3.28%	3.16%	0.11%
BROADCASTING BOARD OF GOVERNORS	90.31%	86.12%	3.27%	0.92%	9.69%	5.57%	4.11%
INTERN'L BOUNDARY & WATER COMMISSION: US & MEXICO	99.25%	92.45%	1.89%	4.91%	0.75%	0.38%	0.38%
MERIT SYSTEMS PROTECTION BOARD	100.00%	97.83%	1.30%	0.87%			
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	99.40%	96.27%	1.55%	1.59%	0.60%	0.54%	0.05%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	98.78%	88.65%	6.32%	3.81%	1.22%	1.22%	
NATIONAL CREDIT UNION ADMINISTRATION	99.90%	95.25%	3.10%	1.55%	0.10%	0.10%	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	100.00%	91.37%	7.67%	0.96%			
NATIONAL ENDOWMENT FOR THE ARTS	100.00%	86.75%	11.92%	1.32%			
NATIONAL ENDOWMENT FOR THE HUMANITIES	100.00%	95.68%	3.70%	0.62%			
NATIONAL LABOR RELATIONS BOARD	100.00%	93.58%	1.75%	4.68%			
NATIONAL SCIENCE FOUNDATION	99.84%	93.74%	2.97%	3.13%	0.16%	0.16%	
NATIONAL TRANSPORTATION SAFETY BOARD	98.38%	91.92%	2.54%	3.93%	1.62%	1.39%	0.23%
NUCLEAR REGULATORY COMMISSION	95.13%	86.07%	3.41%	5.65%	4.87%	2.30%	2.57%
OFFICE OF PERSONNEL MANAGEMENT	97.77%	86.92%	2.56%	8.29%	2.23%	2.23%	
OFFICE OF SPECIAL COUNSEL	100.00%	93.40%	1.89%	4.72%			
14 PEACE CORPS	99.80%	97.21%		2.59%	0.20%	0.20%	
PRESIDIO TRUST	96.30%	74.36%	20.55%	1.39%	3.70%	3.70%	
RAILROAD RETIREMENT BOARD	99.22%	97.24%	0.09%	1.90%	0.78%	0.78%	
SECURITIES AND EXCHANGE COMMISSION	100.00%	97.44%	2.56%				
SELECTIVE SERVICE SYSTEM	100.00%	98.11%		1.89%			
SMALL BUSINESS ADMINISTRATION	97.68%	79.95%	17.18%	0.54%	2.32%	2.32%	
SMITHSONIAN INSTITUTION	95.27%	90.97%	2.36%	1.94%	4.73%	3.96%	0.77%
SMITHSONIAN INSTITUTION	95.37%	91.74%	2.02%	1.61%	4.63%	3.92%	0.71%
NATIONAL GALLERY OF ART	94.84%	87.66%	3.84%	3.34%	5.16%	4.15%	1.01%
SOCIAL SECURITY ADMINISTRATION	93.79%	90.27%	1.19%	2.33%	6.21%	6.20%	0.01%
TENNESSEE VALLEY AUTHORITY	90.81%	79.74%	9.78%	1.29%	9.19%	8.70%	0.49%
U.S. HOLOCAUST MEMORIAL MUSEUM	97.39%	94.78%	2.17%	0.43%	2.61%	2.17%	0.43%
AGENCY FOR INTERNATIONAL DEVELOPMENT	95.28%	93.48%	0.83%	0.96%	4.72%	1.16%	3.56%
OVERSEAS PRIVATE INVESTMENT CORPORATION	98.98%	82.65%	11.73%	4.59%	1.02%	1.02%	
AGENCY FOR INTERNATIONAL DEVELOPMENT	95.02%	94.24%	0.07%	0.71%	4.98%	1.17%	3.81%
U.S. INTERNATIONAL TRADE COMMISSION	99.47%	92.37%	5.26%	1.84%	0.53%	0.53%	
U.S. POSTAL SERVICE	93.20%	76.29%	0.18%	16.73%	6.80%	6.39%	0.41%
SUBTOTAL INDEPENDENT AGENCIES	93.79%	79.02%	0.83%	13.94%	6.21%	5.84%	0.38%
TOTAL - ALL AGENCIES	94.37%	84.49%	3.19%	6.69%	5.63%	5.27%	0.36%



TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002

AGENCY	TOTAL COST	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY
EXECUTIVE OFFICE OF THE PRESIDENT	31,062	24,890	159	6,013	
OFFICE OF MANAGEMENT AND BUDGET	54,107	43,096	1,368	9,643	
OFFICE OF ADMINISTRATION	17,036	13,483	346	3,207	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	19,960	15,953	343	3,664	
OFFICE OF NATIONAL DRUG CONTROL POLICY	11,746	9,149	418	2,179	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	133,911	106,571	2,634	24,706	
DEPARTMENT OF STATE	2,050,389	1,456,145	87,613	498,157	8,474
DEPARTMENT OF THE TREASURY	10,779,718	7,874,138	717,679	2,146,437	41,464
DEPARTMENT OF DEFENSE, TOTAL	44,317,484	33,437,086	2,187,724	8,476,297	216,377
DEPARTMENT OF THE ARMY	13,488,338	10,688,479	484,517	2,276,483	38,859
DEPARTMENT OF THE NAVY	13,651,353	9,870,792	959,922	2,755,389	65,250
DEPARTMENT OF THE AIR FORCE	9,901,355	7,363,910	512,427	1,985,358	39,660
OTHER DEFENSE ACTIVITIES	7,276,438	5,513,905	230,858	1,459,067	72,608
DEPARTMENT OF JUSTICE	10,875,110	7,233,212	1,109,031	2,531,305	1,562
DEPARTMENT OF THE INTERIOR	4,656,008	3,459,418	257,209	938,440	941
DEPARTMENT OF AGRICULTURE	6,328,792	4,823,587	469,646	1,034,880	679
DEPARTMENT OF COMMERCE	2,878,539	2,191,766	132,047	554,308	418
DEPARTMENT OF LABOR	1,379,834	1,074,805	35,471	269,031	527
51 DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,786,486	3,497,521	138,633	1,150,247	85
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	903,251	708,309	23,236	171,649	57
DEPARTMENT OF TRANSPORTATION	7,243,471	5,298,333	447,419	1,497,695	24
DEPARTMENT OF ENERGY	1,559,394	1,201,152	71,240	275,277	11,725
DEPARTMENT OF EDUCATION	411,608	332,461	9,010	69,929	208
DEPARTMENT OF VETERANS AFFAIRS	14,033,159	10,088,687	1,038,998	2,877,582	27,892
SUBTOTAL EXECUTIVE DEPARTMENTS	112,203,243	82,676,620	6,724,956	22,491,234	310,433
AMERICAN BATTLE MONUMENTS COMMISSION	14,546	10,591	159	3,715	81
ARMED FORCES RETIREMENT HOME	40,767	29,491	2,716	8,528	32
COMMODITY FUTURES TRADING COMMISSION	49,342	38,368	811	10,163	
CONSUMER PRODUCT SAFETY COMMISSION	41,159	33,530	269	7,360	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	47,012	37,698	282	8,997	35
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	221,580	179,469	1,129	40,982	
ENVIRONMENTAL PROTECTION AGENCY	1,622,350	1,346,952	10,066	265,220	112
EXPORT-IMPORT BANK OF THE UNITED STATES	37,165	29,326	456	7,383	
FARM CREDIT ADMINISTRATION	29,921	23,237	718	5,966	
FEDERAL COMMUNICATIONS COMMISSION	196,627	160,559	2,598	33,470	
FEDERAL DEPOSIT INSURANCE CORPORATION	686,135	545,260	9,009	130,427	1,439
FEDERAL ELECTION COMMISSION	29,357	23,208	514	5,635	
FEDERAL EMERGENCY MANAGEMENT AGENCY	372,300	274,497	30,929	61,154	5,720
FEDERAL HOUSING FINANCE BOARD	14,463	11,204	649	2,610	

**TABLE 2A - PERSONNEL COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL COST	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY
FEDERAL LABOR RELATIONS AUTHORITY	19,331	15,585	345	3,401	
FEDERAL MARITIME COMMISSION	11,995	9,680	346	1,969	
FEDERAL MEDIATION AND CONCILIATION SERVICE	28,925	22,925	192	5,808	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	9,090	7,333	177	1,580	
FEDERAL TRADE COMMISSION	108,112	86,224	2,080	19,808	
GENERAL SERVICES ADMINISTRATION	1,143,421	850,001	67,891	221,996	3,533
BROADCASTING BOARD OF GOVERNORS	185,929	139,758	9,131	36,701	339
INTERNAT'L BOUNDARY & WATER COMMISSION: US & MEXIC	15,568	12,007	467	3,094	
MERIT SYSTEMS PROTECTION BOARD	24,796	20,036	495	4,265	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,862,936	1,475,480	32,782	354,674	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	155,813	121,896	3,837	29,575	505
NATIONAL CREDIT UNION ADMINISTRATION	105,052	82,318	2,769	19,965	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	27,399	22,086	373	4,940	
NATIONAL ENDOWMENT FOR THE ARTS	13,480	10,982	196	2,302	
NATIONAL ENDOWMENT FOR THE HUMANITIES	13,919	11,104	177	2,638	
NATIONAL LABOR RELATIONS BOARD	177,014	144,569	1,470	30,927	48
NATIONAL SCIENCE FOUNDATION	125,830	99,266	4,015	22,524	25
NATIONAL TRANSPORTATION SAFETY BOARD	45,248	34,458	2,120	8,670	
NUCLEAR REGULATORY COMMISSION	338,108	277,663	10,223	46,695	3,527
OFFICE OF PERSONNEL MANAGEMENT	188,095	148,114	6,364	33,516	101
OFFICE OF SPECIAL COUNSEL	9,878	8,032	66	1,780	
16 PEACE CORPS	118,223	53,901	466	63,316	540
PRESIDIO TRUST	32,791	24,134	728	6,677	1,252
RAILROAD RETIREMENT BOARD	88,378	70,753	1,575	16,045	5
SECURITIES AND EXCHANGE COMMISSION	333,624	263,893	4,798	64,933	
SELECTIVE SERVICE SYSTEM	11,301	9,184	156	1,961	
SMALL BUSINESS ADMINISTRATION	323,190	250,948	10,594	59,756	1,892
SMITHSONIAN INSTITUTION	335,966	257,843	16,232	61,709	182
SMITHSONIAN INSTITUTION	275,778	210,680	12,567	52,349	182
NATIONAL GALLERY OF ART	60,188	47,163	3,665	9,360	
SOCIAL SECURITY ADMINISTRATION	4,264,216	3,296,368	192,085	775,763	
TENNESSEE VALLEY AUTHORITY	1,220,863	814,910	147,555	256,751	1,647
U.S. HOLOCAUST MEMORIAL MUSEUM	17,225	13,295	438	3,492	
AGENCY FOR INTERNATIONAL DEVELOPMENT	156,044	89,181	14,433	52,430	
OVERSEAS PRIVATE INVESTMENT CORPORATION	19,785	15,367	842	3,576	
AGENCY FOR INTERNATIONAL DEVELOPMENT	136,259	73,814	13,591	48,854	
U.S. INTERNATIONAL TRADE COMMISSION	37,873	30,235	816	6,822	
U.S. POSTAL SERVICE	49,548,253	32,675,862	4,200,870	12,670,350	1,171
SUBTOTAL INDEPENDENT AGENCIES	64,473,211	44,171,328	4,796,194	15,483,503	22,186
TOTAL - ALL AGENCIES	176,810,365	126,954,519	11,523,784	37,999,443	332,619



**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY
FISCAL YEAR 2002**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
EXECUTIVE OFFICE OF THE PRESIDENT	80.13%	0.64%	24.16%		76,507	61,305	392	14,810
OFFICE OF MANAGEMENT AND BUDGET	79.65%	3.17%	22.38%		103,455	82,402	2,616	18,438
OFFICE OF ADMINISTRATION	79.14%	2.57%	23.79%		83,510	66,093	1,696	15,721
OFFICE OF THE U.S. TRADE REPRESENTATIVE	79.92%	2.15%	22.97%		107,312	85,769	1,844	19,699
OFFICE OF NATIONAL DRUG CONTROL POLICY	77.89%	4.57%	23.82%		109,776	85,505	3,907	20,364
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	79.58%	2.47%	23.18%		93,907	74,734	1,847	17,325
DEPARTMENT OF STATE	71.02%	6.02%	34.21%	0.58%	70,289	49,918	3,003	17,368
DEPARTMENT OF THE TREASURY	73.05%	9.11%	27.26%	0.53%	67,718	49,465	4,508	13,744
DEPARTMENT OF DEFENSE, TOTAL	75.45%	6.54%	25.35%	0.65%	62,396	47,077	3,080	12,239
DEPARTMENT OF THE ARMY	79.24%	4.53%	21.30%	0.36%	54,607	43,272	1,962	9,374
DEPARTMENT OF THE NAVY	72.31%	9.72%	27.91%	0.66%	69,866	50,518	4,913	14,436
DEPARTMENT OF THE AIR FORCE	74.37%	6.96%	26.96%	0.54%	62,297	46,332	3,224	12,741
OTHER DEFENSE ACTIVITIES	75.78%	4.19%	26.46%	1.32%	66,800	50,619	2,119	14,061
DEPARTMENT OF JUSTICE	66.51%	15.33%	35.00%	0.02%	68,794	45,756	7,015	16,022
DEPARTMENT OF THE INTERIOR	74.30%	7.44%	27.13%	0.03%	61,576	45,751	3,402	12,423
DEPARTMENT OF AGRICULTURE	76.22%	9.74%	21.45%	0.01%	57,806	44,057	4,290	9,459
DEPARTMENT OF COMMERCE	76.14%	6.02%	25.29%	0.02%	79,734	60,710	3,658	15,366
DEPARTMENT OF LABOR	77.89%	3.30%	25.03%	0.05%	80,805	62,942	2,077	15,786
17 DEPARTMENT OF HEALTH AND HUMAN SERVICES	73.07%	3.96%	32.89%		74,152	54,183	2,148	17,821
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	78.42%	3.28%	24.23%	0.01%	87,363	68,508	2,247	16,608
DEPARTMENT OF TRANSPORTATION	73.15%	8.44%	28.27%		100,225	73,311	6,191	20,723
DEPARTMENT OF ENERGY	77.03%	5.93%	22.92%	0.98%	96,899	74,638	4,427	17,834
DEPARTMENT OF EDUCATION	80.77%	2.71%	21.03%	0.06%	89,170	72,024	1,952	15,194
DEPARTMENT OF VETERANS AFFAIRS	71.89%	10.30%	28.52%	0.28%	65,513	47,098	4,850	13,564
SUBTOTAL EXECUTIVE DEPARTMENTS	73.68%	8.13%	27.20%	0.38%	66,905	49,299	4,010	13,596
AMERICAN BATTLE MONUMENTS COMMISSION	72.81%	1.50%	35.08%	0.76%	38,178	27,798	417	9,963
ARMED FORCES RETIREMENT HOME	72.34%	9.21%	28.92%	0.11%	54,356	39,321	3,621	11,413
COMMODITY FUTURES TRADING COMMISSION	77.76%	2.11%	26.49%		96,183	74,791	1,581	19,811
CONSUMER PRODUCT SAFETY COMMISSION	81.46%	0.80%	21.95%		89,089	72,576	582	15,931
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	80.19%	0.75%	23.87%	0.09%	78,484	62,935	471	15,078
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	81.00%	0.63%	22.84%		79,791	64,627	407	14,758
ENVIRONMENTAL PROTECTION AGENCY	83.02%	0.75%	19.69%	0.01%	44,026	36,552	273	7,200
EXPORT-IMPORT BANK OF THE UNITED STATES	78.91%	1.55%	25.18%		91,765	72,410	1,126	18,230
FARM CREDIT ADMINISTRATION	77.66%	3.09%	25.67%		109,601	85,117	2,630	21,853
FEDERAL COMMUNICATIONS COMMISSION	81.66%	1.62%	20.85%		98,461	80,400	1,301	16,760
FEDERAL DEPOSIT INSURANCE CORPORATION	79.47%	1.65%	23.92%	0.26%	107,058	85,077	1,406	20,575
FEDERAL ELECTION COMMISSION	79.05%	2.21%	24.28%		82,232	65,008	1,440	15,784
FEDERAL EMERGENCY MANAGEMENT AGENCY	73.73%	11.27%	22.28%	2.08%	67,839	50,018	5,636	12,185
FEDERAL HOUSING FINANCE BOARD	77.47%	5.79%	23.30%		129,134	100,036	5,795	23,304
FEDERAL LABOR RELATIONS AUTHORITY	80.62%	2.21%	21.82%		99,133	79,923	1,769	17,441

1/ COST PER WORK YEAR FOR EACH CATEGORY IS COMPUTED BY DIVIDING "TOTAL WORK YEARS" (I.E., BASIC AND PREMIUM WORK YEARS COMBINED) INTO INDIVIDUAL CATEGORIES OF BASIC, PREMIUM, OR BENEFIT PAYROLLS

**TABLE 2B - PERSONNEL COSTS AS A PERCENT OF BASIC PAY
COST PER WORK YEAR FOR TOTAL, BASIC, PREMIUM, AND BENEFITS - BY AGENCY
FISCAL YEAR 2002**

AGENCY	BASIC PAY	PREMIUM PAY	BENEFIT PAY	SEPARATION PAY	COST PER WORK YEAR 1/			
	AS PERCENT OF TOTAL	AS PERCENT OF BASIC	AS PERCENT OF BASIC	AS PERCENT OF BASIC	TOTAL	BASIC	PREMIUM	BENEFITS
FEDERAL MARITIME COMMISSION	80.70%	3.57%	20.34%		94,449	76,220	2,724	15,504
FEDERAL MEDIATION AND CONCILIATION SERVICE	79.26%	0.84%	25.33%		100,087	79,325	664	20,097
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	80.67%	2.41%	21.55%		91,818	74,071	1,788	15,960
FEDERAL TRADE COMMISSION	79.75%	2.41%	22.97%		101,705	81,114	1,957	18,634
GENERAL SERVICES ADMINISTRATION	74.34%	7.99%	26.12%	0.42%	79,355	58,991	4,712	15,652
BROADCASTING BOARD OF GOVERNORS	75.17%	6.53%	26.26%	0.24%	71,484	53,732	3,511	14,241
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	77.13%	3.89%	25.77%		58,747	45,309	1,762	11,675
MERIT SYSTEMS PROTECTION BOARD	80.80%	2.47%	21.29%		107,809	87,113	2,152	18,543
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	79.20%	2.22%	24.04%		99,182	78,554	1,745	18,883
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	78.23%	3.15%	24.26%	0.41%	55,967	43,784	1,378	10,805
NATIONAL CREDIT UNION ADMINISTRATION	78.36%	3.36%	24.25%		108,413	84,951	2,858	20,604
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	80.61%	1.69%	22.37%		87,537	70,562	1,192	15,783
NATIONAL ENDOWMENT FOR THE ARTS	81.47%	1.78%	20.96%		89,272	72,728	1,298	15,245
NATIONAL ENDOWMENT FOR THE HUMANITIES	79.78%	1.59%	23.76%		85,920	68,543	1,093	16,284
NATIONAL LABOR RELATIONS BOARD	81.67%	1.02%	21.39%	0.03%	90,963	74,290	755	15,917
NATIONAL SCIENCE FOUNDATION	78.89%	4.04%	22.69%	0.03%	100,987	79,668	3,222	18,097
NATIONAL TRANSPORTATION SAFETY BOARD	76.15%	6.15%	25.16%		104,499	79,580	4,896	20,023
NUCLEAR REGULATORY COMMISSION	82.12%	3.68%	16.82%	1.27%	101,079	83,008	3,056	15,014
18 OFFICE OF PERSONNEL MANAGEMENT	78.74%	4.30%	22.63%	0.07%	68,723	54,115	2,325	12,282
OFFICE OF SPECIAL COUNSEL	81.31%	0.82%	22.16%		93,189	75,774	623	16,792
PEACE CORPS	45.59%	0.86%	117.47%	1.00%	117,869	53,740	465	63,665
PRESIDIO TRUST	73.60%	3.02%	27.67%	5.19%	75,730	55,737	1,681	18,312
RAILROAD RETIREMENT BOARD	80.06%	2.23%	22.68%	0.01%	76,254	61,047	1,359	13,848
SECURITIES AND EXCHANGE COMMISSION	79.10%	1.82%	24.61%		110,875	87,701	1,595	21,580
SELECTIVE SERVICE SYSTEM	81.27%	1.70%	21.35%		71,075	57,761	981	12,333
SMALL BUSINESS ADMINISTRATION	77.65%	4.22%	23.81%	0.75%	79,899	62,039	2,619	15,241
SMITHSONIAN INSTITUTION	76.75%	6.30%	23.93%	0.07%	64,584	49,566	3,120	11,898
SMITHSONIAN INSTITUTION	76.39%	5.96%	24.85%	0.09%	65,459	50,007	2,983	12,469
NATIONAL GALLERY OF ART	78.36%	7.77%	19.85%		60,857	47,688	3,706	9,464
SOCIAL SECURITY ADMINISTRATION	77.30%	5.83%	23.53%		63,356	48,976	2,854	11,526
TENNESSEE VALLEY AUTHORITY	66.75%	18.11%	31.51%	0.20%	81,751	54,567	9,880	17,303
U.S. HOLOCAUST MEMORIAL MUSEUM	77.18%	3.29%	26.27%		74,891	57,804	1,904	15,183
AGENCY FOR INTERNATIONAL DEVELOPMENT	57.15%	16.18%	58.79%		51,894	29,658	4,800	17,436
OVERSEAS PRIVATE INVESTMENT CORPORATION	77.67%	5.48%	23.27%		100,944	78,403	4,296	18,245
AGENCY FOR INTERNATIONAL DEVELOPMENT	54.17%	18.41%	66.19%		48,473	26,259	4,835	17,380
U.S. INTERNATIONAL TRADE COMMISSION	79.83%	2.70%	22.56%		99,666	79,566	2,147	17,953
U.S. POSTAL SERVICE	65.95%	12.86%	38.78%		57,265	37,765	4,855	14,645
SUBTOTAL INDEPENDENT AGENCIES	68.51%	10.86%	35.05%	0.05%	59,952	41,073	4,460	14,418
TOTAL - ALL AGENCIES	71.80%	9.08%	29.93%	0.26%	64,203	46,100	4,185	13,919

1/ COST PER WORK YEAR FOR EACH CATEGORY IS COMPUTED BY DIVIDING "TOTAL WORK YEARS" (I.E., BASIC AND PREMIUM WORK YEARS COMBINED) INTO INDIVIDUAL CATEGORIES OF BASIC, PREMIUM, OR BENEFIT PAYROLLS.

Basic Pay and Average Basic Cost

[See Supplement V, Glossary, for definitions of key terms]

* Basic pay is the actual salaries paid to employees during their regularly scheduled work hours (including hours on leave). Basic pay and average basic salary cover full-time permanent, full-time temporary, part-time, and intermittent employment.

* **Chart 5 and Table 3A** show that the Total basic payroll for Fiscal Year (FY) 2002 was \$126.9 billion (premium pay was an additional \$11.5 billion). Note that Basic Pay plus Premium Pay equals Direct Pay. Approximately 54 percent of basic pay went to General Schedule employees (\$68.4 billion), 25.7 percent to U.S. Postal workers (\$32.7 billion) and 6.5 percent to Wage Board employees (\$8.3 billion). The remaining 13.8 percent was spread among the many other pay systems.

* **Table 3B** shows that the Wage Board pay system reported a decrease in basic work years (-2.0 percent), an increase in basic payroll (+1.0 percent), and an increase in average basic salary (+3.0 percent).

* The average basic cost (excluding premium and non-leave benefit costs) per work year was \$48,852 in FY 2002. In FY 2002, the average basic salary for employees under the General Schedule was \$52,137.

* **Table 4** shows that total basic cost per work year varied from \$36,693 in Environmental Protection Agency to \$79,025 in National Aeronautics and Space Administration.

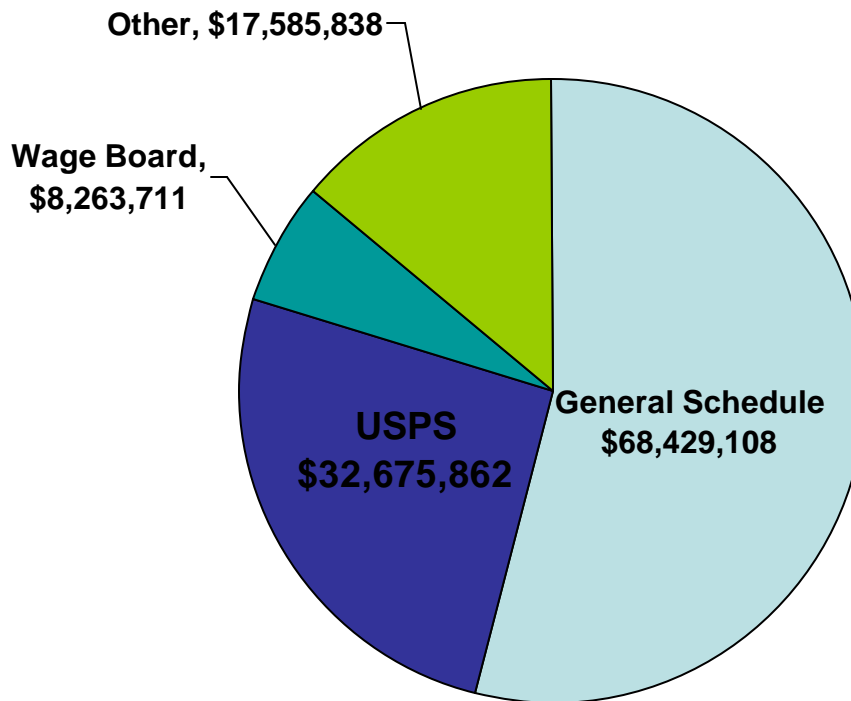
* The Department of Veterans Affairs pay systems reported basic pay increases as follows: Physicians and Dentists (VM) increased by 5.5 percent and Nurses (VN) increased by 6.3 percent.

* The smallest average basic salary was reported in the Non-Wage Board Aliens pay system (\$26,385); the largest average basic salary was reported in the Senior Executive Service pay system (\$94,994).

Chart 5

Distribution of Basic Pay by Major Pay Systems Fiscal Year 2002

\$ thousands



Total Basic Pay Costs: \$126,954,519

(In Thousands \$)

**TABLE 3A
BASIC AND PREMIUM PAY COSTS BY SELECTED PAY SYSTEMS
FISCAL YEAR 2002**

SELECTED PAY SYSTEMS TITLE	WORK YEARS (AT BASIC RATES)	BASIC PAY (\$000)	PREMIUM PAY (\$000)	DIRECT PAY (\$000)	COST PER WORK YEAR		PERCENT DISTRIBUTION	
					BASIC 1/ DIRECT 2/	DIRECT 2/ BASIC 1/	WORK YEARS	BASIC PAY
TOTAL - ALL SYSTEMS	2,598,748	126,954,519	11,523,784	138,478,303	48,852	50,284	100.00%	100.00%
GENERAL SCHEDULE	1,312,494	68,429,108	4,292,366	72,721,474	52,137	52,671	50.50%	53.90%
POSTAL SERVICE	806,387	32,675,862	4,200,870	36,876,732	40,521	42,620	31.03%	25.74%
VETERANS AFFAIRS								
PHYSICIANS & NURSES	48,227	3,432,201	667,048	4,099,249	71,168	82,964	1.86%	2.70%
PHYSICIANS & DENTISTS	11,925	1,247,373	447,539	1,694,912	104,602	142,131	0.46%	0.98%
NURSES	36,302	2,184,828	219,509	2,404,337	60,185	64,141	1.40%	1.72%
PUBLIC HEALTH SERVICE COMMISSION CORPS (HEALTH & HUMAN SERVICES ONLY)	4,137	281,293	21,630	302,923	67,994	73,223	0.16%	0.22%
SENIOR EXECUTIVE SERVICE	10,447	992,398	55,549	1,047,947	94,994	97,320	0.40%	0.78%
TENNESSEE VALLEY AUTHORITY (TVA) (SALARY POLICY EMPLOYEES)	8,084	544,428	60,560	604,988	67,346	71,885	0.31%	0.43%
WAGE BOARD	207,308	8,263,711	960,918	9,224,629	39,862	42,165	7.98%	6.51%
TVA TRADE & LABOR EMPLOYEES	5,293	264,638	86,995	351,633	49,998	55,533	0.20%	0.21%
TRADES & CRAFTS	202,015	7,999,073	873,923	8,872,996	39,596	41,767	7.77%	6.30%
WAGE BOARD ALIENS								
NON-WAGE BOARD ALIENS	21,425	565,308	20,591	585,899	26,385	26,778	0.82%	0.45%
EXPERTS AND CONSULTANTS	2,039	109,126	1,154	110,280	53,519	53,979	0.08%	0.09%
TEACHERS IN DEPENDENT SCHOOLS ABROAD	6,733	355,874	14,226	370,100	52,855	54,903	0.26%	0.28%
ALL OTHER	171,467	11,305,210	1,228,872	12,534,082	65,932	67,453	6.60%	8.90%

1/ BASIC COVERS WORK YEARS AND PAYROLL FOR FULL-TIME PERMANENT/TEMPORARY APPOINTMENTS AND PART-TIME/INTERMITTENT APPOINTMENTS (Full-time Equivalent). BASIC WORK YEARS ARE DIVIDED INTO BASIC PAYROLL TO PRODUCE "COST PER WORK YEAR".

2/ BASIC PLUS PREMIUM (OVERTIME/HOLIDAY) WORK YEARS ARE DIVIDED INTO BASIC PLUS PREMIUM PAYROLL TO PRODUCE DIRECT "COST PER WORK YEAR"

**TABLE 3B
BASIC WORK YEARS, BASIC PAYROLL, AND AVERAGE BASIC SALARY
FISCAL YEARS 2001 AND 2002**

SELECTED PAY SYSTEMS	FISCAL YEAR 2001			FISCAL YEAR 2002			DIFFERENCE BETWEEN FY 01 AND FY 02					
	BASIC WORK YEARS	BASIC PAYROLL (\$000)	AVERAGE BASIC SALARY	BASIC WORK YEARS	BASIC PAYROLL (\$000)	AVERAGE BASIC SALARY	BASIC WORK YEARS		BASIC PAYROLL		AVERAGE SALARY	
							DIFFERENCE		DIFFERENCE		DIFFERENCE	
							NUMBER	PERCENT	NUMBER (\$000)	PERCENT	NUMBER	PERCENT
TOTAL - ALL SYSTEMS	2,563,513	121,145,309	\$47,258	2,598,748	126,954,519	\$48,852	35,235	1.4%	5,809,210	4.8%	1,594	3.4%
GENERAL SCHEDULE	1,270,274	64,067,186	50,436	1,312,494	68,429,108	52,137	42,220	3.3%	4,361,922	6.8%	1,701	3.4%
POSTAL SERVICE	830,516	32,611,750	39,267	806,387	32,675,862	40,521	(24,129)	-2.9%	64,112	0.2%	1,254	3.2%
SENIOR EXECUTIVE SERVICE	7,310	934,650	127,859	10,447	992,398	94,994	3,137	42.9%	57,748	6.2%	(32,865)	-25.7%
VETERANS AFFAIRS	47,740	3,236,939	67,803	48,227	3,432,201	71,168	487	1.0%	195,262	6.0%	3,365	5.0%
MEDICINE & SURGERY												
PHYSICIANS & DENTISTS	11,676	1,181,796	101,216	11,925	1,247,373	104,602	249	2.1%	65,577	5.5%	3,386	3.3%
NURSES	36,064	2,055,143	56,986	36,302	2,184,828	60,185	238	0.7%	129,685	6.3%	3,199	5.6%
WAGE BOARD	211,442	8,184,492	38,708	207,308	8,263,711	39,862	(4,134)	-2.0%	79,219	1.0%	1,154	3.0%
TENNESSEE VALLEY AUTHORITY												
(TVA) TRADE & LABOR	5,096	248,029	48,671	5,293	264,638	49,998	197	3.9%	16,609	6.7%	1,327	2.7%
TRADES & CRAFTS (CITIZENS)	206,346	7,936,463	38,462	202,015	7,999,073	39,596	(4,331)	-2.1%	62,610	0.8%	1,134	2.9%
NON-WAGE BOARD ALIENS	21,065	568,855	27,005	21,425	565,308	26,385	360	1.7%	(3,547)	-0.6%	(620)	-2.3%
ALL OTHER	175,166	11,541,437	65,889	192,460	12,595,931	65,447	17,294	9.9%	1,054,494	9.1%	(442)	-0.7%

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR (FY) 2002

**TABLE 4 - BASIC COST PER WORK YEAR FOR TOTAL AND GENERAL SCHEDULE PAY SYSTEMS
BY WORK SCHEDULE FOR FISCAL YEAR 2002, SELECTED AGENCIES**

AGENCY	TOTAL, ALL PAY SYSTEMS 1/				TOTAL, GENERAL SCHEDULE 1/			
	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME/ INTERMITTENT	TOTAL BASIC	FULL-TIME PERMANENT	FULL-TIME TEMPORARY	PART-TIME/ INTERMITTENT
DEPARTMENT OF STATE	\$51,450	\$51,977	\$50,002	\$40,355	\$67,159	\$68,653	\$48,787	\$33,565
DEPARTMENT OF THE TREASURY	\$53,307	\$53,823	\$27,517	\$58,048	\$52,860	\$53,392	\$26,609	\$59,343
DEPARTMENT OF DEFENSE, TOTAL	\$48,461	\$49,568	\$31,549	\$24,509	\$50,432	\$51,309	\$33,470	\$27,937
DEPARTMENT OF THE ARMY	\$44,111	\$44,755	\$31,092	\$37,615	\$47,110	\$47,624	\$35,241	\$39,831
DEPARTMENT OF THE NAVY	\$53,624	\$54,500	\$34,409		\$54,344	\$54,816	\$35,827	
DEPARTMENT OF THE AIR FORCE	\$46,967	\$48,468	\$31,818	\$14,539	\$50,568	\$51,957	\$33,939	\$20,451
OTHER DEFENSE ACTIVITIES	\$51,623	\$53,625	\$28,308	\$27,160	\$52,585	\$54,219	\$27,355	\$23,492
DEPARTMENT OF JUSTICE	\$57,264	\$57,608	\$39,587	\$41,072	\$54,847	\$55,198	\$32,612	\$36,345
DEPARTMENT OF THE INTERIOR	\$49,618	\$53,148	\$33,082	\$32,677	\$51,623	\$54,396	\$28,897	\$33,260
DEPARTMENT OF AGRICULTURE	\$47,376	\$50,778	\$23,153	\$22,470	\$48,112	\$50,719	\$22,885	\$29,665
DEPARTMENT OF COMMERCE	\$62,681	\$65,854	\$44,800	\$31,491	\$61,946	\$64,863	\$33,147	\$30,855
DEPARTMENT OF LABOR	\$63,343	\$65,672	\$23,640	\$20,866	\$62,430	\$63,337	\$33,979	\$35,003
DEPARTMENT OF HEALTH AND HUMAN SERVICES	\$54,802	\$57,741	\$37,892	\$51,735	\$56,238	\$56,951	\$36,081	\$51,898
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	\$70,640	\$71,328	\$36,833	\$54,377	\$69,550	\$70,323	\$31,934	\$49,639
DEPARTMENT OF TRANSPORTATION	\$75,660	\$76,490	\$50,859	\$43,688	\$64,052	\$65,338	\$44,924	\$35,579
DEPARTMENT OF ENERGY	\$76,722	\$76,917	\$83,399	\$51,034	\$75,882	\$76,492	\$63,327	\$49,189
DEPARTMENT OF EDUCATION	\$73,213	\$73,654	\$71,469	\$54,756	\$71,475	\$72,310	\$57,293	\$53,554
DEPARTMENT OF VETERANS AFFAIRS	\$48,301	\$47,740	\$49,757	\$56,342	\$43,203	\$43,442	\$36,383	\$44,353
ENVIRONMENTAL PROTECTION AGENCY	\$36,693	\$37,149	\$29,410	\$22,883	\$36,071	\$36,518	\$28,922	\$22,883
GENERAL SERVICES ADMINISTRATION	\$60,989	\$61,642	\$36,534	\$46,521	\$62,893	\$63,553	\$36,252	\$57,853
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	\$79,025	\$80,157	\$44,306	\$44,262	\$78,052	\$79,186	\$44,306	\$43,586
SOCIAL SECURITY ADMINISTRATION	\$52,218	\$52,467	\$54,280	\$41,536	\$52,116	\$52,374	\$53,628	\$41,398
TENNESSEE VALLEY AUTHORITY	\$60,088	\$61,562	\$51,723	\$32,389				
U.S. POSTAL SERVICE	\$40,521	\$42,533	\$19,809	\$31,565				
TOTAL - ALL AGENCIES	\$48,852	\$50,572	\$35,710	\$33,386	\$52,137	\$53,106	\$32,864	\$37,166

1/ BASIC COVERS WORK YEARS AND PAYROLL FOR FULL-TIME PERMANENT/TEMPORARY APPOINTMENTS AND PART-TIME/INTERMITTENT APPOINTMENTS (FULL-TIME EQUIVALENT). BASIC WORK YEARS ARE DIVIDED INTO BASIC PAYROLL TO PRODUCE "COST PER WORK YEAR".

NA - NOT APPLICABLE

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR 2002

Premium Pay

* For the purpose of this report, premium pay includes any personnel compensation for work in excess of the regularly established work period for basic compensation. This includes payments for unusual hazards, difficult working conditions, or hardship assignments. Cash awards are also reported as Premium pay (including cash incentive awards, performance awards, Senior Executive Service rank awards), because they are a one-time payment that does not become part of an employee's basic rate of pay.

* The \$11.5 billion spent on premium pay in fiscal year 2002 was an decrease of 4.0 percent over the previous year. The majority of this decrease was due to decreases within the Department of Treasury (down \$112.0 million or 13.5 percent). There was a large decrease in overtime pay (down \$31.8 million or 0.4 percent).

* **Chart 6** shows that overtime pay (\$7.2 billion) represented 63 percent of total premium pay in FY 2002.

* Total non-Postal premium pay increases were concentrated in three agencies: Department of Justice (up \$157.0 million from \$952.0 million to \$1,109.0 million); Department of Transportation (up \$115.0 million from \$332.0 million to \$447.0 million); and Department of Agriculture (up \$72.0 million from \$398.0 million to \$470.0 million).

* The Department of Justice and the Department of Transportation reported sizeable increases in overtime pay (up \$127.3 million and \$74.5 million; respectively), while the Department of Treasury reported the largest decrease in overtime pay (down \$111.1 million from \$654.2 million to \$543.1 million).



**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL COST	OVERTIME	HOLIDAY	SUNDAY	NIGHT DIFFERENTIAL	HAZARDOUS DUTY	POST DIFFERENTIAL
EXECUTIVE OFFICE OF THE PRESIDENT	159	113	13	12	21		
OFFICE OF MANAGEMENT AND BUDGET	1,368	491	16				
OFFICE OF ADMINISTRATION	346	235	1		4		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	343	58					
OFFICE OF NATIONAL DRUG CONTROL POLICY	418	51	2				
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	2,634	948	32	12	25		
DEPARTMENT OF STATE	87,613	29,783	1,547	1,060	907	4,536	35,634
DEPARTMENT OF THE TREASURY	717,679	543,073	7,140	12,197	33,586	1,686	412
DEPARTMENT OF DEFENSE, TOTAL	2,187,724	1,112,980	48,186	67,821	76,312	32,794	11,687
DEPARTMENT OF THE ARMY	484,517	239,660	15,526	14,963	12,855	10,196	2,587
DEPARTMENT OF THE NAVY	959,922	635,631	14,688	12,383	36,876	21,806	2,504
DEPARTMENT OF THE AIR FORCE	512,427	133,634	11,851	30,801	19,754	423	5,493
OTHER DEFENSE ACTIVITIES	230,858	104,055	6,121	9,674	6,827	369	1,103
DEPARTMENT OF JUSTICE	1,109,031	897,458	51,415	47,579	45,340	3,727	4,641
DEPARTMENT OF THE INTERIOR	257,209	170,408	11,777	9,667	4,402	8,903	267
DEPARTMENT OF AGRICULTURE	469,646	357,612	13,880	24,653	11,240	20,232	911
DEPARTMENT OF COMMERCE	132,047	49,985	6,807	5,683	5,755	513	1,035
DEPARTMENT OF LABOR	35,471	10,276	259	130	427	2	6
30 DEPARTMENT OF HEALTH AND HUMAN SERVICES	138,633	38,878	4,025	4,621	5,334	21	1,113
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	23,236	7,197	42	3	6	1	
DEPARTMENT OF TRANSPORTATION	447,419	159,781	74,287	61,103	53,696	986	236
DEPARTMENT OF ENERGY	71,240	27,363	2,548	365	420	223	94
DEPARTMENT OF EDUCATION	9,010	1,681	30	2	1		
DEPARTMENT OF VETERANS AFFAIRS	1,038,998	213,711	74,593	62,224	88,834	21	100
SUBTOTAL EXECUTIVE DEPARTMENTS	6,724,956	3,620,186	296,536	297,108	326,260	73,645	56,136
AMERICAN BATTLE MONUMENTS COMMISSION	159	54	20	33		14	21
ARMED FORCES RETIREMENT HOME	2,716	1,134	376	389	318	2	
COMMODITY FUTURES TRADING COMMISSION	811	86	4			8	
CONSUMER PRODUCT SAFETY COMMISSION	269	40					
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	282	102					
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1,129	155	4				
ENVIRONMENTAL PROTECTION AGENCY	10,066	9,682	175	3	9	165	32
EXPORT-IMPORT BANK OF THE UNITED STATES	456	86	1				1
FARM CREDIT ADMINISTRATION	718	12	4				
FEDERAL COMMUNICATIONS COMMISSION	2,598	385	48	28	22		
FEDERAL DEPOSIT INSURANCE CORPORATION	9,009	4,400	117		9		
FEDERAL ELECTION COMMISSION	514	134					
FEDERAL EMERGENCY MANAGEMENT AGENCY	30,929	26,392	887	290	444		
FEDERAL HOUSING FINANCE BOARD	649						
FEDERAL LABOR RELATIONS AUTHORITY	345	8					
FEDERAL MARITIME COMMISSION	346	4					

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL COST	OVERTIME	HOLIDAY	SUNDAY	NIGHT DIFFERENTIAL	HAZARDOUS DUTY	POST DIFFERENTIAL
FEDERAL MEDIATION AND CONCILIATION SERVICE	192	19	11				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	177	4					
FEDERAL TRADE COMMISSION	2,080	386	8				
GENERAL SERVICES ADMINISTRATION	67,891	24,404	748	466	1662	172	
BROADCASTING BOARD OF GOVERNORS	9,131	3,041	2,250	1348	1594	29	433
INTERNATIONAL BOUNDARY AND WATER COMMISSION: UNIT	467	82	31	31	13		
MERIT SYSTEMS PROTECTION BOARD	495	22	2				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	32,782	6,152	472	433	565	92	33
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,837	1,657	32	12	29		
NATIONAL CREDIT UNION ADMINISTRATION	2,769	88					
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	373	4					
NATIONAL ENDOWMENT FOR THE ARTS	196	3					
NATIONAL ENDOWMENT FOR THE HUMANITIES	177	1					
NATIONAL LABOR RELATIONS BOARD	1,470	18					
NATIONAL SCIENCE FOUNDATION	4,015	106	3				51
NATIONAL TRANSPORTATION SAFETY BOARD	2,120	360	60		3		
NUCLEAR REGULATORY COMMISSION	10,223	3,065	76	68	74		
OFFICE OF PERSONNEL MANAGEMENT	6,364	3,159	14		79		
OFFICE OF SPECIAL COUNSEL	66	1					
PEACE CORPS	466	92	7	25			
PRESIDIO TRUST	728	641	24	18			
RAILROAD RETIREMENT BOARD	1,575	574	9	1	17		
SECURITIES AND EXCHANGE COMMISSION	4,798	466	15		2		
31 SELECTIVE SERVICE SYSTEM	156	5			6		
SMALL BUSINESS ADMINISTRATION	10,594	5,519	170		7		
SMITHSONIAN INSTITUTION	16,232	10,078	1,347	1,147	807	35	
SMITHSONIAN INSTITUTION	12,567	7,979	1,010	840	697	35	
NATIONAL GALLERY OF ART	3,665	2,099	337	307	110		
SOCIAL SECURITY ADMINISTRATION	192,085	159,168	365	177	1,301		27
TENNESSEE VALLEY AUTHORITY	147,555	86,739	5,685	2,102	1,757		
U.S. HOLOCAUST MEMORIAL MUSEUM	438	170	39	36	11		
AGENCY FOR INTERNATIONAL DEVELOPMENT	14,433	8,719	1,540	22	2	535	2,177
OVERSEAS PRIVATE INVESTMENT CORPORATION	842	54	2			3	9
AGENCY FOR INTERNATIONAL DEVELOPMENT	13,591	8,665	1,538	22	2	532	2,168
U.S. INTERNATIONAL TRADE COMMISSION	816	78					
U.S. POSTAL SERVICE	4,200,870	3,259,730	142,483	244,448	439,383		
SUBTOTAL INDEPENDENT AGENCIES	4,796,194	3,617,221	157,027	251,077	448,114	1,052	2,775
TOTAL - ALL AGENCIES	11,523,784	7,238,355	453,595	548,197	774,399	74,697	58,911

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR**

AGENCY	STAFFING 1/ DIFFERENTIAL	SUPERVISORY DIFFERENTIAL	COMPARABILITY ALLOWANCE	PHYSICIANS REMOTE WORK SITE ALLOWANCE	CASH AWARDS	OTHER PREMIUM PAY
EXECUTIVE OFFICE OF THE PRESIDENT						
OFFICE OF MANAGEMENT AND BUDGET					861	
OFFICE OF ADMINISTRATION					106	
OFFICE OF THE U.S. TRADE REPRESENTATIVE					285	
OFFICE OF NATIONAL DRUG CONTROL POLICY					365	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT					1,617	
DEPARTMENT OF STATE			1,271		5,974	6,901
DEPARTMENT OF THE TREASURY					119,196	389
DEPARTMENT OF DEFENSE, TOTAL	905	10,077		813	478,311	347,838
DEPARTMENT OF THE ARMY	648	6,127		224	133,703	48,028
DEPARTMENT OF THE NAVY	68	731			185,838	49,397
DEPARTMENT OF THE AIR FORCE	99	3,219		589	78,820	227,744
OTHER DEFENSE ACTIVITIES	90				79,950	22,669
DEPARTMENT OF JUSTICE	166	4,449			54,198	58
DEPARTMENT OF THE INTERIOR	105				50,618	1,062
DEPARTMENT OF AGRICULTURE	3		30	46	40,376	663
DEPARTMENT OF COMMERCE				185	57,372	4,712
DEPARTMENT OF LABOR					14,613	9,758
DEPARTMENT OF HEALTH AND HUMAN SERVICES			13,779		49,262	21,600
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT					15,987	
DEPARTMENT OF TRANSPORTATION			106		32,376	64,848
DEPARTMENT OF ENERGY	18				39,991	218
DEPARTMENT OF EDUCATION					7,296	
DEPARTMENT OF VETERANS AFFAIRS	25	446,709			87,868	64,913
SUBTOTAL EXECUTIVE DEPARTMENTS	1,222	476,421		1,044	1,053,438	522,960
AMERICAN BATTLE MONUMENTS COMMISSION					17	
ARMED FORCES RETIREMENT HOME			160		337	
COMMODITY FUTURES TRADING COMMISSION					698	15
CONSUMER PRODUCT SAFETY COMMISSION					229	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE					180	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION					970	
ENVIRONMENTAL PROTECTION AGENCY						
EXPORT-IMPORT BANK OF THE UNITED STATES					368	
FARM CREDIT ADMINISTRATION					702	
FEDERAL COMMUNICATIONS COMMISSION					2,115	
FEDERAL DEPOSIT INSURANCE CORPORATION					4,453	30
FEDERAL ELECTION COMMISSION					380	
FEDERAL EMERGENCY MANAGEMENT AGENCY					2,916	
FEDERAL HOUSING FINANCE BOARD					649	
FEDERAL LABOR RELATIONS AUTHORITY					337	
FEDERAL MARITIME COMMISSION					342	

**TABLE 5 - PREMIUM PAY COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	STAFFING 1/ DIFFERENTIAL	SUPERVISORY DIFFERENTIAL	COMPARABILITY ALLOWANCE	REMOTE WORK SITE ALLOWANCE	CASH AWARDS	OTHER PREMIUM PAY
FEDERAL MEDIATION AND CONCILIATION SERVICE					162	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD					173	
FEDERAL TRADE COMMISSION					1,686	
GENERAL SERVICES ADMINISTRATION		6			40,433	
BROADCASTING BOARD OF GOVERNORS					436	
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO					310	
MERIT SYSTEMS PROTECTION BOARD					471	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION			263		24,772	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					2,107	
NATIONAL CREDIT UNION ADMINISTRATION					2,681	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES					369	
NATIONAL ENDOWMENT FOR THE ARTS					193	
NATIONAL ENDOWMENT FOR THE HUMANITIES					176	
NATIONAL LABOR RELATIONS BOARD					1,379	73
NATIONAL SCIENCE FOUNDATION					3,855	
NATIONAL TRANSPORTATION SAFETY BOARD					830	867
NUCLEAR REGULATORY COMMISSION					6,940	
OFFICE OF PERSONNEL MANAGEMENT					3,112	
OFFICE OF SPECIAL COUNSEL					65	
PEACE CORPS			90		252	
PRESIDIO TRUST					45	
RAILROAD RETIREMENT BOARD					974	
SECURITIES AND EXCHANGE COMMISSION					4,315	
3 SELECTIVE SERVICE SYSTEM					145	
SMALL BUSINESS ADMINISTRATION					4,898	
SMITHSONIAN INSTITUTION		5			2,813	
SMITHSONIAN INSTITUTION		5			2,001	
NATIONAL GALLERY OF ART					812	
SOCIAL SECURITY ADMINISTRATION					31,047	
TENNESSEE VALLEY AUTHORITY					50,458	814
U.S. HOLOCAUST MEMORIAL MUSEUM					182	
AGENCY FOR INTERNATIONAL DEVELOPMENT			31		1,080	327
OVERSEAS PRIVATE INVESTMENT CORPORATION					774	
AGENCY FOR INTERNATIONAL DEVELOPMENT			31		306	327
U.S. INTERNATIONAL TRADE COMMISSION					738	
U.S. POSTAL SERVICE					80,046	34,780
SUBTOTAL INDEPENDENT AGENCIES		11	544		281,467	36,906
TOTAL - ALL AGENCIES		1,233	476,965	1,044	1,336,522	559,866

Chart 6

Overtime Represents Sixty Percent of the Total Premium Pay During Fiscal Year 2002



Premium Pay	Total (\$000)		% of Total	
	All Other Agencies	U.S. Postal Service	All Other Agencies	U.S. Postal Service
Overtime	3,978,625	3,259,730	54.3	77.6
Holiday	311,112	142,483	4.2	3.4
Sunday	303,749	244,448	4.2	5.8
Night Differential	335,016	439,383	4.6	10.5
Hazardous Duty	74,697	0	1.0	0.0
Post Differential	58,911	0	0.8	0.0
Supervisory Differential	1,233	0	0.0	0.0
Physicians Comparability Allowance	476,965	0	6.5	0.0
Remote Work Site Allowance	1,044	0	0.0	0.0
Cash Awards	1,256,476	80,046	17.2	1.9
Other	525,086	34,780	7.2	0.8
Total	7,322,914	4,200,870	100.0	100.0

Benefits

* Employee benefit pay includes only direct costs to the agencies and does not reflect payments from the general fund made through special appropriations (e.g., Government payments to cover unfunded retirement liability).

* **Table 6A** shows that the U.S. Postal Service and Defense agencies accounted for 60 percent of the Federal Government's portion of Employee Health Insurance cost (39.2 and 21.1 percent; respectively).

* Fiscal year 2002 employee benefit pay amounted to \$38.0 billion (excluding \$322.6 million separation pay).

* Benefit pay represented 21.5 percent of total personnel costs -- 29.9 percent of basic costs.

* **Tables 6B and 6C** show that the major benefits included \$16.0 billion to Federal civilian retirement systems (chiefly the Civil Service and Federal Employees Retirement Systems), \$7.0 billion to the Social Security System, and \$9.4 billion for Employee Health Insurance.

* **Chart 7** shows that retirement costs continue to be the single most costly type of employee benefit, accounting for 41.7 percent of total benefits costs. Health Insurance covered an additional 24.5 percent of total benefits costs.



**TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL COST	HEALTH INSURANCE	LIFE INSURANCE	TOTAL RETIREMENT	SOCIAL SECURITY	WORKMENS COMPENSATION	UNIFORM ALLOWANCE
EXECUTIVE OFFICE OF THE PRESIDENT	6,013	1,086	39	3,153	1,680		
OFFICE OF MANAGEMENT AND BUDGET	9,643	1,682	67	5,415	2,231		
OFFICE OF ADMINISTRATION	3,207	583	24	1,690	786		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,664	632	23	2,040	874		
OFFICE OF NATIONAL DRUG CONTROL POLICY	2,179	357	17	1,226	543		
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	24,706	4,340	170	13,524	6,114		
DEPARTMENT OF STATE	506,631	60,291	2,129	206,996	73,971	44	
DEPARTMENT OF THE TREASURY	2,187,901	510,616	15,168	1,068,696	384,938	56,913	172
DEPARTMENT OF DEFENSE, TOTAL	8,692,674	1,983,387	73,210	3,825,691	1,618,984	290,248	9,746
DEPARTMENT OF THE ARMY	2,315,342	543,266	15,204	996,600	427,005	79,744	1,708
DEPARTMENT OF THE NAVY	2,820,639	607,116	32,737	1,247,463	525,770	133,792	5,952
DEPARTMENT OF THE AIR FORCE	2,025,018	510,505	13,950	890,170	391,918	70,380	1,620
OTHER DEFENSE ACTIVITIES	1,531,675	322,500	11,319	691,458	274,291	6,332	466
DEPARTMENT OF JUSTICE	2,532,867	476,204	12,484	1,486,768	500,689	9,285	
DEPARTMENT OF THE INTERIOR	939,381	225,762	6,072	425,908	197,072	10,702	4,212
DEPARTMENT OF AGRICULTURE	1,035,559	288,724	7,194	488,194	226,765		51
DEPARTMENT OF COMMERCE	554,726	121,649	3,646	288,626	124,063		83
DEPARTMENT OF LABOR	269,558	58,632	1,878	128,686	52,511	16,442	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,150,332	230,358	5,515	587,569	154,708	22,043	1,792
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	171,706	35,653	1,254	85,788	33,817	7,197	
DEPARTMENT OF TRANSPORTATION	1,497,719	269,292	9,459	795,784	274,055	101,454	
DEPARTMENT OF ENERGY	287,002	64,372	2,021	144,128	56,384	193	29
DEPARTMENT OF EDUCATION	70,137	14,407	533	42,199	11,286	1,432	
DEPARTMENT OF VETERANS AFFAIRS	2,905,474	680,075	18,994	1,327,734	631,034	143,954	5,932
SUBTOTAL EXECUTIVE DEPARTMENTS	22,801,667	5,019,422	159,557	10,902,767	4,340,277	659,907	22,017
AMERICAN BATTLE MONUMENTS COMMISSION	3,796	234	10	529	213	64	
ARMED FORCES RETIREMENT HOME	8,560	2,256	63	3,698	1,785	655	19
COMMODITY FUTURES TRADING COMMISSION	10,163	1,787	57	4,756	2,105		
CONSUMER PRODUCT SAFETY COMMISSION	7,360	1,624	57	3,893	1,562	109	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	9,032	1,909	66	4,793	2,190		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	40,982	9,389	325	21,670	8,873		
ENVIRONMENTAL PROTECTION AGENCY	265,332	62,307	1,979	128,288	69,492		5
EXPORT-IMPORT BANK OF THE UNITED STATES	7,383	1,355	48	3,844	1,726		
FARM CREDIT ADMINISTRATION	5,966	1,070	31	2,923	1,181	159	
FEDERAL COMMUNICATIONS COMMISSION	33,470	6,759	247	18,684	7,566		
FEDERAL DEPOSIT INSURANCE CORPORATION	131,866	32,091	257	69,784	28,267		
FEDERAL ELECTION COMMISSION	5,635	1,173	39	3,047	1,376		
FEDERAL EMERGENCY MANAGEMENT AGENCY	66,874	11,293	367	26,321	18,834	2,693	
FEDERAL HOUSING FINANCE BOARD	2,610	420	17	1,515	648		
FEDERAL LABOR RELATIONS AUTHORITY	3,401	654	24	1,791	695	97	
FEDERAL MARITIME COMMISSION	1,969	457	15	1,060	266		
FEDERAL MEDIATION AND CONCILIATION SERVICE	5,808	994	43	2,952	1,239	543	

**TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL COST	HEALTH INSURANCE	LIFE INSURANCE	TOTAL RETIREMENT	SOCIAL SECURITY	WORKMENS COMPENSATION	UNIFORM ALLOWANCE
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	1580	331	11	874	364		
FEDERAL TRADE COMMISSION	19,808	3,395	123	10,652	4,593	132	
GENERAL SERVICES ADMINISTRATION	225,529	50,188	1,578	103,061	45,008	16,347	125
BROADCASTING BOARD OF GOVERNORS	37,040	7,335	234	16,503	7,389	708	
INTERNATIONAL BOUNDARY & WATER COMMISSION: US &	3,094	1,052	22	1,396	605		
MERIT SYSTEMS PROTECTION BOARD	4,265	846	34	2,248	832	34	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	354,674	74,657	2,144	181,965	72,418	6,012	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	30,080	8,043	211	13,826	6,495	781	
NATIONAL CREDIT UNION ADMINISTRATION	19,965	3,518	144	10,781	4,498		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	4,940	986	36	2,679	1,108	18	
NATIONAL ENDOWMENT FOR THE ARTS	2,302	460	17	1,296	529		
NATIONAL ENDOWMENT FOR THE HUMANITIES	2,638	526	19	1,383	579	18	
NATIONAL LABOR RELATIONS BOARD	30,975	6,877	219	16,301	6,020	576	
NATIONAL SCIENCE FOUNDATION	22,549	4,090	159	11,530	5,099	156	
NATIONAL TRANSPORTATION SAFETY BOARD	8,670	1,564	62	4,406	1,952	329	
NUCLEAR REGULATORY COMMISSION	50,222	8,910	304	28,798	6,835	776	
OFFICE OF PERSONNEL MANAGEMENT	33,617	8,765	277	16,943	7,245		
OFFICE OF SPECIAL COUNSEL	1,780	318	14	1,007	441		
PEACE CORPS	63,856	3,023	85	6,357	2,677	10,760	
PRESIDIO TRUST	7,929	1,465	150	3,306	1,752		
RAILROAD RETIREMENT BOARD	16,050	4,095	181	8,054	2,920	114	
SECURITIES AND EXCHANGE COMMISSION	64,933	22,460	4,398	31,303	4,199		
SELECTIVE SERVICE SYSTEM	1,961	487	18	1,023	422		
SMALL BUSINESS ADMINISTRATION	61,648	12,871	433	29,848	13,737	1,706	
SMITHSONIAN INSTITUTION	61,891	15,433	442	30,811	14,422		10
SMITHSONIAN INSTITUTION	52,531	13,005	376	26,170	12,237		10
NATIONAL GALLERY OF ART	9,360	2,428	66	4,641	2,185		
SOCIAL SECURITY ADMINISTRATION	775,763	210,335	5,794	367,224	144,226	19,807	25
TENNESSEE VALLEY AUTHORITY	258,398	82,648	1,177	101,711	68,032		
U.S. HOLOCAUST MEMORIAL MUSEUM	3,492	708	23	1,845	896		
AGENCY FOR INTERNATIONAL DEVELOPMENT	52,430	9,908	355	31,400	10,529		
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,576	450	43	2,076	968		
AGENCY FOR INTERNATIONAL DEVELOPMENT	48,854	9,458	312	29,324	9,561		
U.S. INTERNATIONAL TRADE COMMISSION	6,822	1,314	48	3,667	1,497	12	
U.S. POSTAL SERVICE	12,671,521	3,678,846	199,218	3,720,667	2,034,144	1,531,525	87,898
SUBTOTAL INDEPENDENT AGENCIES	15,505,689	4,360,240	221,539	5,059,734	2,618,373	1,594,113	88,082
TOTAL - ALL AGENCIES	38,332,062	9,384,002	381,266	15,976,025	6,964,764	2,254,020	110,099

**TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	OVERSEAS ALLOWANCE	NON-FOREIGN COLA	RETENTION ALLOWANCE	RECRUITMENT BONUS	RELOCATION BONUS	OTHER BENEFITS	SEPARATION PAY
EXECUTIVE OFFICE OF THE PRESIDENT						55	
OFFICE OF MANAGEMENT AND BUDGET						248	
OFFICE OF ADMINISTRATION			19			105	
OFFICE OF THE U.S. TRADE REPRESENTATIVE						95	
OFFICE OF NATIONAL DRUG CONTROL POLICY						36	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT			19			539	
DEPARTMENT OF STATE	120,912			665		33,149	8,474
DEPARTMENT OF THE TREASURY	14,284	7,744	1,879	511	264	85,252	41,464
DEPARTMENT OF DEFENSE, TOTAL	332,415	57,953	19,661	7,932	2,195	254,875	216,377
DEPARTMENT OF THE ARMY	115,989	47,300	12,843	6,147	473	30,204	38,859
DEPARTMENT OF THE NAVY	79,362					123,197	65,250
DEPARTMENT OF THE AIR FORCE	39,837	1,988	5,293	11	623	59,063	39,660
OTHER DEFENSE ACTIVITIES	97,227	8,665	1,525	1,774	1,099	42,411	72,608
DEPARTMENT OF JUSTICE	26,941		966	1,357	982	15,629	1,562
DEPARTMENT OF THE INTERIOR	38	31,696	232	137	328	36,281	941
DEPARTMENT OF AGRICULTURE	20,758		689	1,176	1,012	317	679
DEPARTMENT OF COMMERCE	11,728	57	667	3,744	45		418
DEPARTMENT OF LABOR		802	159	199	8	9,714	527
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,904	7,554	50,075	4,342	265	84,122	85
41 DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1,521		71		250	6,098	57
DEPARTMENT OF TRANSPORTATION	23	37,132	111	788		9,597	24
DEPARTMENT OF ENERGY	59	70	3,547	720	1,020	2,734	11,725
DEPARTMENT OF EDUCATION			58	11		3	208
DEPARTMENT OF VETERANS AFFAIRS		20,954	5,502	1,860	13,529	28,014	27,892
SUBTOTAL EXECUTIVE DEPARTMENTS	530,583	163,962	83,617	23,442	19,898	565,785	310,433
AMERICAN BATTLE MONUMENTS COMMISSION	354					2,311	81
ARMED FORCES RETIREMENT HOME			14			38	32
COMMODITY FUTURES TRADING COMMISSION			1,399	59			
CONSUMER PRODUCT SAFETY COMMISSION		13	2			100	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	39						35
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		140				585	
ENVIRONMENTAL PROTECTION AGENCY	68	971				2,110	112
EXPORT-IMPORT BANK OF THE UNITED STATES	2			58		350	
FARM CREDIT ADMINISTRATION						602	
FEDERAL COMMUNICATIONS COMMISSION	94		20	100			
FEDERAL DEPOSIT INSURANCE CORPORATION						28	1,439
FEDERAL ELECTION COMMISSION							
FEDERAL EMERGENCY MANAGEMENT AGENCY	380					1,266	5,720
FEDERAL HOUSING FINANCE BOARD				10			
FEDERAL LABOR RELATIONS AUTHORITY						140	
FEDERAL MARITIME COMMISSION						171	
FEDERAL MEDIATION AND CONCILIATION SERVICE	37						

**TABLE 6A - BENEFIT COSTS - BY AGENCY
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	OVERSEAS ALLOWANCE	NON-FOREIGN COLA	RETENTION ALLOWANCE	RECRUITMENT BONUS	RELOCATION BONUS	OTHER BENEFITS	SEPARATION PAY
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD							
FEDERAL TRADE COMMISSION	3			265	5	640	
GENERAL SERVICES ADMINISTRATION	882	1,329	614	106	108	2,650	3,533
BROADCASTING BOARD OF GOVERNORS	881			19		3,632	339
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO			19				
MERIT SYSTEMS PROTECTION BOARD						271	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION			10	666	110	16,692	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION		64	52			103	505
NATIONAL CREDIT UNION ADMINISTRATION		145			8	871	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES						113	
NATIONAL ENDOWMENT FOR THE ARTS							
NATIONAL ENDOWMENT FOR THE HUMANITIES						113	
NATIONAL LABOR RELATIONS BOARD		284			208	442	48
NATIONAL SCIENCE FOUNDATION	271			8	77	1,134	25
NATIONAL TRANSPORTATION SAFETY BOARD		65	165	126		1	
NUCLEAR REGULATORY COMMISSION			82	361	629		3,527
OFFICE OF PERSONNEL MANAGEMENT		85	16	30		155	101
OFFICE OF SPECIAL COUNSEL							
PEACE CORPS	38,039					2,375	540
PRESIDIO TRUST						4	1,252
RAILROAD RETIREMENT BOARD						681	5
SECURITIES AND EXCHANGE COMMISSION			400	161		2,012	
SELECTIVE SERVICE SYSTEM		1	10				
SMALL BUSINESS ADMINISTRATION		1,126				35	1,892
SMITHSONIAN INSTITUTION	402		155	34			182
SMITHSONIAN INSTITUTION	402		119	30			182
NATIONAL GALLERY OF ART			36	4			
SOCIAL SECURITY ADMINISTRATION		4,672	43	28	22	23,587	
TENNESSEE VALLEY AUTHORITY			506			2,677	1,647
U.S. HOLOCAUST MEMORIAL MUSEUM						20	
AGENCY FOR INTERNATIONAL DEVELOPMENT	84		108	8		38	
OVERSEAS PRIVATE INVESTMENT CORPORATION	1		30	8			
AGENCY FOR INTERNATIONAL DEVELOPMENT	83		78			38	
U.S. INTERNATIONAL TRADE COMMISSION						284	
U.S. POSTAL SERVICE						1,418,052	1,171
SUBTOTAL INDEPENDENT AGENCIES	41,536	8,895	3,615	2,039	1,167	1,484,170	22,186
TOTAL - ALL AGENCIES	572,119	172,857	87,251	25,481	21,065	2,050,494	332,619



**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL RETIREMENT	CIVIL SERVICE RETIREMENT (CSRS)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS)	FEDERAL EMPLOYEES THRIFT PLAN (FERS)	OTHER RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	3,153	228	2,359	566	
OFFICE OF MANAGEMENT AND BUDGET	5,415	1,266	2,935	1,214	
OFFICE OF ADMINISTRATION	1,690	333	992	365	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	2,040	392	1,190	458	
OFFICE OF NATIONAL DRUG CONTROL POLICY	1,226	164	752	310	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	13,524	2,383	8,228	2,913	
DEPARTMENT OF STATE	206,996	19,448	33,221	35,103	119,224
DEPARTMENT OF THE TREASURY	1,068,696	263,641	620,151	176,469	8,435
DEPARTMENT OF DEFENSE, TOTAL	3,825,691	1,195,122	1,886,129	728,988	15,452
DEPARTMENT OF THE ARMY	996,600	287,874	517,282	191,444	
DEPARTMENT OF THE NAVY	1,247,463	432,024	597,195	218,244	
DEPARTMENT OF THE AIR FORCE	890,170	249,842	468,232	172,089	7
OTHER DEFENSE ACTIVITIES	691,458	225,382	303,420	147,211	15,445
DEPARTMENT OF JUSTICE	1,486,768	135,017	1,086,786	264,965	
DEPARTMENT OF THE INTERIOR	425,908	121,479	223,620	80,809	
DEPARTMENT OF AGRICULTURE	488,194	151,955	244,714	90,962	563
DEPARTMENT OF COMMERCE	288,626	64,663	149,835	58,696	15,432
DEPARTMENT OF LABOR	128,686	42,368	62,107	24,211	
3 DEPARTMENT OF HEALTH AND HUMAN SERVICES	587,569	92,370	258,040	19,776	217,383
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	85,788	29,391	40,782	15,615	
DEPARTMENT OF TRANSPORTATION	795,784	199,464	466,332	129,988	
DEPARTMENT OF ENERGY	144,128	47,792	68,549	27,787	
DEPARTMENT OF EDUCATION	42,199	16,366	18,654	7,179	
DEPARTMENT OF VETERANS AFFAIRS	1,327,734	269,810	770,955	286,949	20
SUBTOTAL EXECUTIVE DEPARTMENTS	10,902,767	2,648,886	5,929,875	1,947,497	376,509
AMERICAN BATTLE MONUMENTS COMMISSION	529	117	300	112	
ARMED FORCES RETIREMENT HOME	3,698	806	2,122	770	
COMMODITY FUTURES TRADING COMMISSION	4,756	1,160	2,535	1,061	
CONSUMER PRODUCT SAFETY COMMISSION	3,893	1,433	1,740	720	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4,793	940	2,812	1,041	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	21,670	6,771	10,620	4,279	
ENVIRONMENTAL PROTECTION AGENCY	128,288	91,376		36,912	
EXPORT-IMPORT BANK OF THE UNITED STATES	3,844	640	2,271	933	
FARM CREDIT ADMINISTRATION	2,923	792	1,475	656	
FEDERAL COMMUNICATIONS COMMISSION	18,684	5,065	9,692	3,927	
FEDERAL DEPOSIT INSURANCE CORPORATION	69,784	15,923	38,129	15,732	
FEDERAL ELECTION COMMISSION	3,047	541	1,785	721	
FEDERAL EMERGENCY MANAGEMENT AGENCY	26,321	5,800	14,886	5,635	
FEDERAL HOUSING FINANCE BOARD	1,515	215	916	384	
FEDERAL LABOR RELATIONS AUTHORITY	1,791	684	788	319	
FEDERAL MARITIME COMMISSION	1,060	454	171	435	

**TABLE 6B - RETIREMENT COSTS - AGENCY TOTAL
(COSTS IN THOUSANDS)
FISCAL YEAR 2002**

AGENCY	TOTAL RETIREMENT	CIVIL SERVICE RETIREMENT (CSRS)	FEDERAL EMPLOYEES BASIC BENEFITS (FERS)	FEDERAL EMPLOYEES THRIFT PLAN (FERS)	OTHER RETIREMENT
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,952	663	1,590	699	
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	874	274	413	187	
FEDERAL TRADE COMMISSION	10,652	2,279	6,025	2,348	
GENERAL SERVICES ADMINISTRATION	103,061	33,659	49,609	19,793	
BROADCASTING BOARD OF GOVERNORS	16,503	3,222	8,367	3,598	1,316
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	1,396	474	651	271	
MERIT SYSTEMS PROTECTION BOARD	2,248	935	928	385	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	181,965	53,161	90,549	38,255	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	13,826	4,007	7,178	2,641	
NATIONAL CREDIT UNION ADMINISTRATION	10,781	2,265	5,920	2,596	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	2,679	790	1,348	541	
NATIONAL ENDOWMENT FOR THE ARTS	1,296	423	628	245	
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,383	367	720	296	
NATIONAL LABOR RELATIONS BOARD	16,301	6,810	6,747	2,744	
44 NATIONAL SCIENCE FOUNDATION	11,530	3,028	6,023	2,479	
NATIONAL TRANSPORTATION SAFETY BOARD	4,406	997	2,407	1,002	
NUCLEAR REGULATORY COMMISSION	28,798	9,454	14,592	4,752	
OFFICE OF PERSONNEL MANAGEMENT	16,943	6,131	7,782	3,030	
OFFICE OF SPECIAL COUNSEL	1,007	237	549	221	
PEACE CORPS	6,357	284	4,294	1,605	174
PRESIDIO TRUST	3,306	229	2,221	856	
RAILROAD RETIREMENT BOARD	8,054	3,317	3,759	978	
SECURITIES AND EXCHANGE COMMISSION	31,303	11,892	10,158	9,253	
SELECTIVE SERVICE SYSTEM	1,023	409	436	178	
SMALL BUSINESS ADMINISTRATION	29,848	8,103	15,538	6,207	
SMITHSONIAN INSTITUTION	30,811	7,311	16,900	6,600	
SMITHSONIAN INSTITUTION	26,170	6,122	14,428	5,620	
NATIONAL GALLERY OF ART	4,641	1,189	2,472	980	
SOCIAL SECURITY ADMINISTRATION	367,224	155,903	152,683	58,638	
TENNESSEE VALLEY AUTHORITY	101,711	662	345	130	100,574
U.S. HOLOCAUST MEMORIAL MUSEUM	1,845	167	1,208	470	
AGENCY FOR INTERNATIONAL DEVELOPMENT	31,400	3,504	19,921	5,692	2,283
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,076	249	1,283	544	
AGENCY FOR INTERNATIONAL DEVELOPMENT	29,324	3,255	18,638	5,148	2,283
U.S. INTERNATIONAL TRADE COMMISSION	3,667	1,206	1,744	717	
U.S. POSTAL SERVICE	3,720,667	772,400	2,121,386	826,881	
SUBTOTAL INDEPENDENT AGENCIES	5,059,734	1,226,490	2,651,513	1,077,384	104,347
TOTAL - ALL AGENCIES	15,976,025	3,877,759	8,589,616	3,027,794	480,856

TABLE 6C
BENEFIT COSTS FOR ALL OTHER AGENCIES AND U.S. POSTAL SERVICE
FISCAL YEAR 2002

BENEFITS (CATEGORIES)	ALL OTHER AGENCIES		U.S. POSTAL SERVICE	
	COSTS (\$000)	PERCENT OF BASIC PAYROLL	COSTS (\$000)	PERCENT OF BASIC PAYROLL
	FY 2002	FY 2002	FY 2002	FY 2002
TOTAL 1/	\$25,329,093	26.9	\$12,670,350	38.8
-HEALTH INSURANCE	5,705,156	6.1	3,678,846	11.3
-LIFE INSURANCE	182,048	0.2	199,218	0.6
-RETIREMENT 1/	12,255,358	13.0	3,720,667	11.4
-FEDERAL INSURANCE CONTRIBUTIONS ACT (SOCIAL SECURITY)	4,930,620	5.2	2,034,144	6.2
-FEDERAL EMPLOYEES COMPENSATION ACT (FECA)	722,495	0.8	1,531,525	4.7
-UNIFORM ALLOWANCE	22,201	0.0	87,898	0.3
-OVERSEAS ALLOWANCE	572,119	0.6	NA	NA
-NON-FOREIGN COST OF LIVING ALLOWANCE (COLA)	172,857	0.2	NA	NA
-RETENTION ALLOWANCE	87,251	0.1	NA	NA
-RECRUITMENT BONUS	25,481	0.0	NA	NA
-RELOCATION BONUS	21,065	0.0	NA	NA
-OTHER BENEFITS	632,442	0.7	1,418,052	4.3
SEPARATION PAY 2/	331,448	0.4	1,171	0.0

1/ INCLUDES THE FEDERAL EMPLOYEES RETIREMENT SYSTEMS (FERS): \$ 8,589,616,000 IN FY 2002.

2/ EXCLUDED FROM "TOTAL BENEFITS" ABOVE BUT INCLUDED IN TOTAL BENEFITS SHOWN IN TABLE 6A.

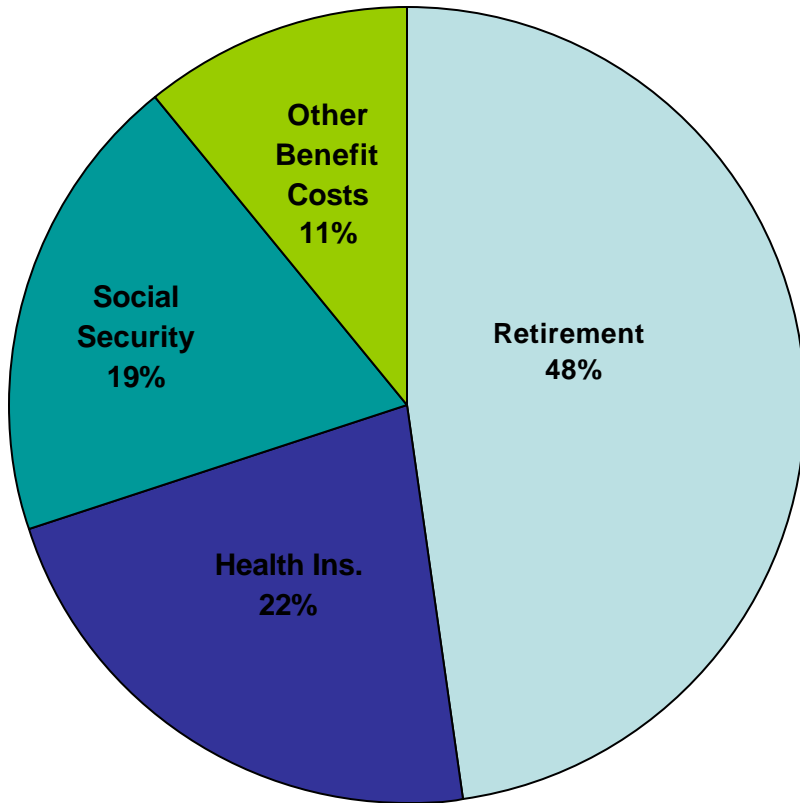
NA - NOT APPLICABLE

SOURCE: WORK YEARS AND PERSONNEL COSTS SURVEY, FISCAL YEAR 2002.

CHART 7
Distribution of Benefit Costs
Fiscal Year 2002

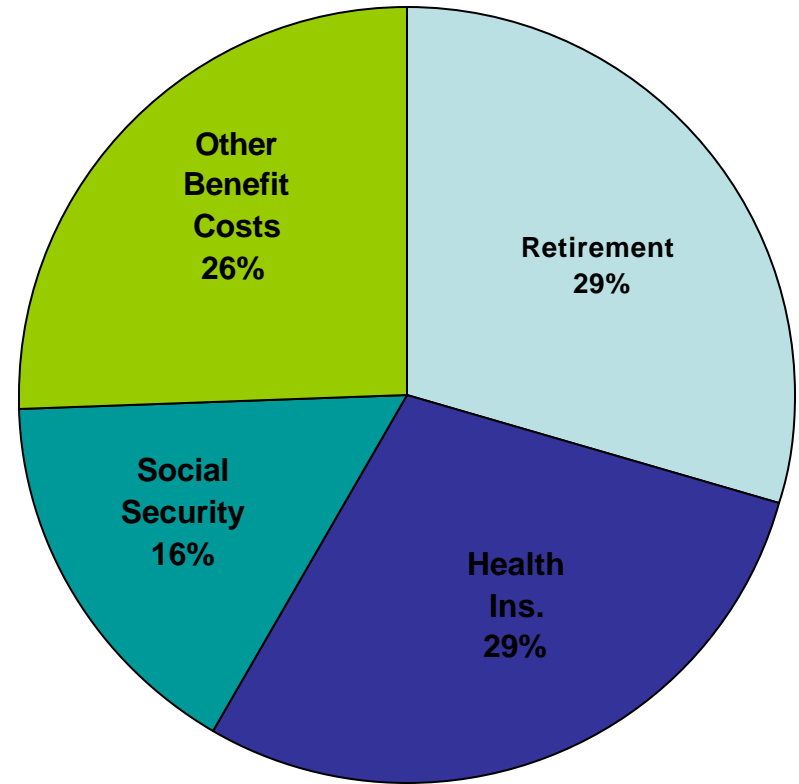
(\$ thousands)

All Other Agencies



Total Benefit Costs : \$25,660,541
(In thousands \$)

U. S. Postal Service



Total Benefit Costs : \$12,671,521
(In thousands \$)

SUPPLEMENT I - TABLE 7

Work Years and Costs by Agency - by Selected Pay Systems (Total, Full-Time Permanent, Full-Time Temporary, and Part-Time and Intermittent)

Pay System	Page
800 : All Pay Systems (Summary).....	50
610 : General Schedule.....	54
620 : Postal Service.....	58
630 : V.A. Physicians and Dentist.....	58
631 : V.A. Nurses.....	59
650 : Public Health Service Commissioned Corps.....	59
675 : Senior Executive Service.....	60
732 : TVA (Salary Policy Employees).....	64
733 : TVA (Trade and Labor Employees).....	65
740 : Wage Employees (Trades and Crafts).....	66
748 : Non-Wage Board Aliens.....	70
768 : Experts and Consultants.....	71
772 : Teachers in Dependent Schools Abroad.....	73



**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT	406	24,890	159	61,697	403	24,815	61,576	99.07%
OFFICE OF MANAGEMENT AND BUDGET	523	43,096	1,368	85,017	489	41,720	85,317	93.83%
OFFICE OF ADMINISTRATION	204	13,483	346	67,789	195	13,198	67,682	95.44%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	186	15,953	343	87,613	178	15,569	87,466	95.54%
OFFICE OF NATIONAL DRUG CONTROL POLICY	107	9,149	418	89,411	102	8,915	87,402	93.18%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	1,426	106,571	2,634	76,581	1,367	104,217	76,238	95.43%
DEPARTMENT OF STATE	29,171	1,456,145	87,613	52,921	26,138	1,358,572	51,977	88.00%
DEPARTMENT OF THE TREASURY	159,186	7,874,138	717,679	53,973	144,184	7,760,391	53,823	90.32%
DEPARTMENT OF DEFENSE, TOTAL	710,267	33,437,086	2,187,724	50,157	649,845	32,211,439	49,568	90.42%
DEPARTMENT OF THE ARMY	247,008	10,688,479	484,517	45,233	230,226	10,303,785	44,755	92.22%
DEPARTMENT OF THE NAVY	195,393	9,870,792	959,922	55,430	176,052	9,594,764	54,500	88.59%
DEPARTMENT OF THE AIR FORCE	158,937	7,363,910	512,427	49,556	145,109	7,033,104	48,468	89.29%
OTHER DEFENSE ACTIVITIES	108,929	5,513,905	230,858	52,739	98,458	5,279,786	53,625	91.91%
DEPARTMENT OF JUSTICE	158,083	7,233,212	1,109,031	52,771	123,739	7,128,335	57,608	85.45%
DEPARTMENT OF THE INTERIOR	75,614	3,459,418	257,209	49,153	57,498	3,055,904	53,148	82.22%
DEPARTMENT OF AGRICULTURE	109,484	4,823,587	469,646	48,347	89,403	4,539,708	50,778	85.76%
DEPARTMENT OF COMMERCE	36,102	2,191,766	132,047	64,368	31,566	2,078,744	65,854	89.45%
DEPARTMENT OF LABOR	17,076	1,074,805	35,471	65,020	16,068	1,055,224	65,672	95.04%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64,550	3,497,521	138,633	56,331	53,194	3,071,449	57,741	84.47%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	10,339	708,309	23,236	70,756	9,788	698,155	71,328	95.44%
DEPARTMENT OF TRANSPORTATION	72,272	5,298,333	447,419	79,502	68,002	5,201,459	76,490	90.53%
DEPARTMENT OF ENERGY	16,093	1,201,152	71,240	79,065	15,090	1,160,680	76,917	91.22%
DEPARTMENT OF EDUCATION	4,616	332,461	9,010	73,976	4,252	313,177	73,654	91.71%
DEPARTMENT OF VETERANS AFFAIRS	214,205	10,088,687	1,038,998	51,949	186,836	8,919,478	47,740	80.16%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,677,058	82,676,620	6,724,956	53,309	1,475,603	78,552,715	53,234	87.87%
AMERICAN BATTLE MONUMENTS COMMISSION	381	10,591	159	28,215	363	10,473	28,851	97.42%
ARMED FORCES RETIREMENT HOME	750	29,491	2,716	42,943	694	28,242	40,695	87.69%
COMMODITY FUTURES TRADING COMMISSION	513	38,368	811	76,372	473	36,368	76,888	92.83%
CONSUMER PRODUCT SAFETY COMMISSION	462	33,530	269	73,158	433	31,527	72,811	93.28%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	599	37,698	282	63,406	592	37,401	63,177	98.48%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,777	179,469	1,129	65,033	2,730	176,921	64,806	97.96%
ENVIRONMENTAL PROTECTION AGENCY	36,850	1,346,952	10,066	36,825	34,725	1,290,000	37,149	95.06%
EXPORT-IMPORT BANK OF THE UNITED STATES	405	29,326	456	73,536	404	29,326	72,589	98.47%
FARM CREDIT ADMINISTRATION	273	23,237	718	87,747	263	22,781	86,620	95.10%
FEDERAL COMMUNICATIONS COMMISSION	1,997	160,559	2,598	81,701	1,952	157,462	80,667	96.51%
FEDERAL DEPOSIT INSURANCE CORPORATION	6,409	545,260	9,009	86,483	6,124	529,937	86,534	95.61%
FEDERAL ELECTION COMMISSION	357	23,208	514	66,448	344	22,563	65,590	95.11%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5,488	274,497	30,929	55,653	2,597	173,144	66,671	56.69%
FEDERAL HOUSING FINANCE BOARD	112	11,204	649	105,830	102	10,081	98,833	85.05%
FEDERAL LABOR RELATIONS AUTHORITY	195	15,585	345	81,692	187	14,830	79,305	93.09%
FEDERAL MARITIME COMMISSION	127	9,680	346	78,945	127	9,680	76,220	96.55%
FEDERAL MEDIATION AND CONCILIATION SERVICE	289	22,925	192	79,990	285	22,571	79,196	97.64%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	99	7,333	177	75,859	90	6843	76033	0.9112
FEDERAL TRADE COMMISSION	1,063	86,224	2,080	83,071	920	78,242	85,046	88.61%
GENERAL SERVICES ADMINISTRATION	14,409	850,001	67,891	63,703	13,536	834,392	61,642	90.90%
BROADCASTING BOARD OF GOVERNORS	2,601	139,758	9,131	57,243	2,240	133,766	59,717	89.84%
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & M	265	12,007	467	47,072	245	11,485	46,878	92.07%
MERIT SYSTEMS PROTECTION BOARD	230	20,036	495	89,265	225	19,551	86,893	95.23%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,783	1,475,480	32,782	80,299	18,082	1,449,397	80,157	96.10%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,784	121,896	3,837	45,163	2,468	114,954	46,578	91.43%
NATIONAL CREDIT UNION ADMINISTRATION	969	82,318	2,769	87,809	923	76,823	83,232	90.29%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	313	22,086	373	71,754	286	19,652	68,713	87.50%
NATIONAL ENDOWMENT FOR THE ARTS	151	10,982	196	74,026	131	9,044	69,038	80.91%
NATIONAL ENDOWMENT FOR THE HUMANITIES	162	11,104	177	69,636	155	10,608	68,439	94.03%
NATIONAL LABOR RELATIONS BOARD	1,946	144,569	1,470	75,046	1,821	139,239	76,463	95.34%
NATIONAL SCIENCE FOUNDATION	1,246	99,266	4,015	82,890	1,168	92,648	79,322	89.70%
NATIONAL TRANSPORTATION SAFETY BOARD	433	34,458	2,120	84,476	398	32,845	82,525	89.79%
NUCLEAR REGULATORY COMMISSION	3,345	277,663	10,223	86,065	2,879	268,290	93,189	93.19%
5 OFFICE OF PERSONNEL MANAGEMENT	2,737	148,114	6,364	56,441	2,379	138,493	58,215	89.65%
OFFICE OF SPECIAL COUNSEL	106	8,032	66	76,396	99	7,628	77,051	94.20%
PEACE CORPS	1,003	53,901	466	54,204	975	52,367	53,710	96.32%
PRESIDIO TRUST	433	24,134	728	57,418	322	19,511	60,593	78.48%
RAILROAD RETIREMENT BOARD	1,159	70,753	1,575	62,406	1,127	69,487	61,657	96.07%
SECURITIES AND EXCHANGE COMMISSION	3,009	263,893	4,798	89,296	2,932	259,671	88,564	96.64%
SELECTIVE SERVICE SYSTEM	159	9,184	156	58,742	156	8,888	56,974	95.16%
SMALL BUSINESS ADMINISTRATION	4,045	250,948	10,594	64,658	3,234	200,163	61,893	76.53%
SMITHSONIAN INSTITUTION	5,202	257,843	16,232	52,686	4,732	248,846	52,588	90.79%
SMITHSONIAN INSTITUTION	4,213	210,680	12,567	52,990	3,865	204,246	52,845	91.49%
NATIONAL GALLERY OF ART	989	47,163	3,665	51,393	867	44,600	51,442	87.75%
SOCIAL SECURITY ADMINISTRATION	67,306	3,296,368	192,085	51,830	60,754	3,187,557	52,467	91.37%
TENNESSEE VALLEY AUTHORITY	14,934	814,910	147,555	64,448	11,909	733,144	61,562	76.17%
U.S. HOLOCAUST MEMORIAL MUSEUM	230	13,295	438	59,709	218	12,992	59,596	94.60%
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,007	89,181	14,433	34,458	2,811	86,224	30,674	83.22%
OVERSEAS PRIVATE INVESTMENT CORPORATION	196	15,367	842	82,699	162	13,161	81,241	81.20%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,811	73,814	13,591	31,094	2,649	73,063	27,581	83.59%
U.S. INTERNATIONAL TRADE COMMISSION	380	30,235	816	81,713	351	29,723	84,681	95.72%
U.S. POSTAL SERVICE	865,242	32,675,862	4,200,870	42,620	660,108	28,076,401	42,533	76.14%
SUBTOTAL INDEPENDENT AGENCIES	1,075,422	44,171,328	4,796,194	45,533	849,783	39,012,529	45,909	79.67%
TOTAL - ALL AGENCIES	2,753,906	126,954,519	11,523,784	50,284	2,326,753	117,669,461	50,572	84.97%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEAR	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT		14		0.06%	2	61	30,500	0.24%
OFFICE OF MANAGEMENT AND BUDGET	12	343	28,583	0.77%	14	1,033	73,786	2.32%
OFFICE OF ADMINISTRATION	3	159	53,000	1.15%	2	126	63,000	0.91%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	4	117	29,250	0.72%	3	267	89,000	1.64%
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	161	80,500	1.68%	2	73	36,500	0.76%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	21	794	37,810	0.73%	23	1,560	67,826	1.43%
DEPARTMENT OF STATE	1,062	53,102	50,002	3.44%	1,102	44,471	40,355	2.88%
DEPARTMENT OF THE TREASURY	2,984	82,111	27,517	0.96%	545	31,636	58,048	0.37%
DEPARTMENT OF DEFENSE, TOTAL	34,371	1,084,378	31,549	3.04%	5,764	141,269	24,509	0.40%
DEPARTMENT OF THE ARMY	10,690	332,372	31,092	2.97%	1,391	52,322	37,615	0.47%
DEPARTMENT OF THE NAVY	8,022	276,028	34,409	2.55%				
DEPARTMENT OF THE AIR FORCE	9,317	296,451	31,818	3.76%	2,363	34,355	14,539	0.44%
OTHER DEFENSE ACTIVITIES	6,342	179,527	28,308	3.13%	2,010	54,592	27,160	0.95%
DEPARTMENT OF JUSTICE	567	22,446	39,587	0.27%	2,007	82,431	41,072	0.99%
DEPARTMENT OF THE INTERIOR	10,124	334,924	33,082	9.01%	2,099	68,590	32,677	1.85%
DEPARTMENT OF AGRICULTURE	7,257	168,022	23,153	3.17%	5,156	115,857	22,470	2.19%
DEPARTMENT OF COMMERCE	445	19,936	44,800	0.86%	2,956	93,086	31,491	4.01%
DEPARTMENT OF LABOR	289	6,832	23,640	0.62%	611	12,749	20,866	1.15%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	8,937	338,640	37,892	9.31%	1,690	87,432	51,735	2.40%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	162	5,967	36,833	0.82%	77	4,187	54,377	0.57%
DEPARTMENT OF TRANSPORTATION	1,166	59,302	50,859	1.03%	860	37,572	43,688	0.65%
DEPARTMENT OF ENERGY	358	29,857	83,399	2.35%	208	10,615	51,034	0.83%
DEPARTMENT OF EDUCATION	207	14,794	71,469	4.33%	82	4,490	54,756	1.31%
DEPARTMENT OF VETERANS AFFAIRS	10,987	546,684	49,757	4.91%	11,049	622,525	56,342	5.59%
SUBTOTAL EXECUTIVE DEPARTMENTS	78,916	2,766,995	35,063	3.10%	34,206	1,356,910	39,669	1.52%
AMERICAN BATTLE MONUMENTS COMMISSION	5	118	23,600	1.10%				
ARMED FORCES RETIREMENT HOME	7	705	100,714	2.19%	16	544	34,000	1.69%
COMMODITY FUTURES TRADING COMMISSION	19	880	46,316	2.25%	20	1,120	56,000	2.86%
CONSUMER PRODUCT SAFETY COMMISSION	12	1,135	94,583	3.36%	17	868	51,059	2.57%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	2	65	32,500	0.17%	3	232	77,333	0.61%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	14	782	55,857	0.43%	28	1,766	63,071	0.98%
ENVIRONMENTAL PROTECTION AGENCY	1,770	52,055	29,410	3.84%	214	4,897	22,883	0.36%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FARM CREDIT ADMINISTRATION	8	253	31,625	1.06%	2	203	101,500	0.85%
FEDERAL COMMUNICATIONS COMMISSION	8	675	84,375	0.41%	31	2,422	78,129	1.48%
FEDERAL DEPOSIT INSURANCE CORPORATION	33	1,038	31,455	0.19%	203	14,285	70,369	2.58%
FEDERAL ELECTION COMMISSION	6	353	58,833	1.49%	5	292	58,400	1.23%
FEDERAL EMERGENCY MANAGEMENT AGENCY	930	41,403	44,519	13.56%	1,439	59,950	41,661	19.63%
FEDERAL HOUSING FINANCE BOARD	8	896	112,000	7.56%	2	227	113,500	1.92%
FEDERAL LABOR RELATIONS AUTHORITY	6	631	105,167	3.96%	2	124	62,000	0.78%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	218	109,000	0.94%	2	136	68,000	0.59%

**TABLE 7 - PAY SYSTEM 800 - AGENCY TOTAL
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	3	67	22,333	0.89%	6	423	70,500	5.63%
FEDERAL TRADE COMMISSION	105	5,649	53,800	6.40%	32	2,333	72,906	2.64%
GENERAL SERVICES ADMINISTRATION	305	11,143	36,534	1.21%	96	4,466	46,521	0.49%
BROADCASTING BOARD OF GOVERNORS	85	4,387	51,612	2.95%	24	1,605	66,875	1.08%
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	5	185	37,000	1.48%	13	337	25,923	2.70%
MERIT SYSTEMS PROTECTION BOARD	3	286	95,333	1.39%	2	199	99,500	0.97%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	291	12,893	44,306	0.85%	298	13,190	44,262	0.87%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	176	3,734	21,216	2.97%	106	3,208	30,264	2.55%
NATIONAL CREDIT UNION ADMINISTRATION	30	4,273	142,433	5.02%	15	1,222	81,467	1.44%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	24	2,247	93,625	10.00%	3	187	62,333	0.83%
NATIONAL ENDOWMENT FOR THE ARTS	18	1,790	99,444	16.01%	2	148	74,000	1.32%
NATIONAL ENDOWMENT FOR THE HUMANITIES	6	457	76,167	4.05%	1	39	39,000	0.35%
NATIONAL LABOR RELATIONS BOARD	34	1,302	38,294	0.89%	91	4,028	44,264	2.76%
NATIONAL SCIENCE FOUNDATION	37	4,043	109,270	3.91%	39	2,575	66,026	2.49%
NATIONAL TRANSPORTATION SAFETY BOARD	11	903	82,091	2.47%	17	710	41,765	1.94%
NUCLEAR REGULATORY COMMISSION	114	965	8,465	0.34%	189	8,408	44,487	2.92%
OFFICE OF PERSONNEL MANAGEMENT	70	3,310	47,286	2.14%	227	6,311	27,802	4.09%
OFFICE OF SPECIAL COUNSEL	2	165	82,500	2.04%	5	239	47,800	2.95%
PEACE CORPS					26	1,534	59,000	2.82%
PRESIDIO TRUST	89	4,156	46,697	16.72%	6	467	77,833	1.88%
RAILROAD RETIREMENT BOARD	1	34	34,000	0.05%	22	1,232	56,000	1.70%
SECURITIES AND EXCHANGE COMMISSION	77	4,222	54,831	1.57%				
SELECTIVE SERVICE SYSTEM		32		0.34%	3	264	88,000	2.83%
SMALL BUSINESS ADMINISTRATION	695	49,470	71,180	18.91%	22	1,315	59,773	0.50%
SMITHSONIAN INSTITUTION	123	3,877	31,520	1.41%	101	5,120	50,693	1.87%
SMITHSONIAN INSTITUTION	85	2,680	31,529	1.20%	68	3,754	55,206	1.68%
NATIONAL GALLERY OF ART	38	1,197	31,500	2.36%	33	1,366	41,394	2.69%
SOCIAL SECURITY ADMINISTRATION	804	43,641	54,280	1.25%	1,569	65,170	41,536	1.87%
TENNESSEE VALLEY AUTHORITY	1,460	75,515	51,723	7.85%	193	6,251	32,389	0.65%
U.S. HOLOCAUST MEMORIAL MUSEUM	5	241	48,200	1.75%	1	62	62,000	0.45%
AGENCY FOR INTERNATIONAL DEVELOPMENT	25	2,010	80,400	1.94%	29	947	32,655	0.91%
OVERSEAS PRIVATE INVESTMENT CORPORATION	23	1,798	78,174	11.09%	9	408	45,333	2.52%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	212	106,000	0.24%	20	539	26,950	0.62%
U.S. INTERNATIONAL TRADE COMMISSION	20	289	14,450	0.93%	7	223	31,857	0.72%
U.S. POSTAL SERVICE	1,515	30,010	19,809	0.08%	144,764	4,569,451	31,565	12.39%
SUBTOTAL INDEPENDENT AGENCIES	8,939	370,256	41,420	0.76%	149,890	4,788,543	31,947	9.78%
TOTAL - ALL AGENCIES	87,876	3,138,045	35,710	2.27%	184,119	6,147,013	33,386	4.44%



**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT	70	3,625	159	54,057	69	3,625	52,536	95.80%
OFFICE OF MANAGEMENT AND BUDGET	452	33,593	952	76,427	418	32,227	77,098	93.29%
OFFICE OF ADMINISTRATION	185	12,394	273	68,470	178	12,186	68,461	96.20%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	154	12,141	208	80,188	147	11,893	80,905	96.31%
OFFICE OF NATIONAL DRUG CONTROL POLICY	95	7,531	342	82,874	90	7,299	81,100	92.71%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	956	69,284	1,934	74,496	902	67,230	74,534	94.40%
DEPARTMENT OF STATE	7,120	460,909	11,005	66,280	6,477	444,665	68,653	94.23%
DEPARTMENT OF THE TREASURY	152,006	7,460,486	660,676	53,427	137,715	7,352,859	53,392	90.54%
DEPARTMENT OF DEFENSE, TOTAL	479,830	23,760,292	1,190,182	51,999	449,031	23,039,141	51,309	92.34%
DEPARTMENT OF THE ARMY	187,374	8,675,612	354,547	48,193	176,091	8,386,120	47,624	92.87%
DEPARTMENT OF THE NAVY	114,176	6,027,469	381,328	56,131	108,155	5,928,657	54,816	92.51%
DEPARTMENT OF THE AIR FORCE	100,587	5,040,850	307,069	53,167	92,908	4,827,246	51,957	90.26%
OTHER DEFENSE ACTIVITIES	77,693	4,016,361	147,238	53,590	71,877	3,897,118	54,219	93.60%
DEPARTMENT OF JUSTICE	140,237	6,282,897	783,005	50,385	112,519	6,210,867	55,198	87.90%
DEPARTMENT OF THE INTERIOR	59,996	2,868,296	197,332	51,097	49,251	2,679,046	54,396	87.39%
DEPARTMENT OF AGRICULTURE	103,670	4,628,501	453,804	49,024	86,444	4,384,357	50,719	86.27%
DEPARTMENT OF COMMERCE	26,288	1,571,009	103,064	63,682	23,177	1,503,327	64,863	89.80%
DEPARTMENT OF LABOR	16,713	1,037,080	33,591	64,062	16,087	1,018,900	63,337	95.16%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	50,186	2,787,772	100,726	57,556	46,729	2,661,283	56,951	92.13%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,173	635,131	17,207	71,115	8,920	627,281	70,323	96.16%
DEPARTMENT OF TRANSPORTATION	13,115	833,130	19,531	65,014	12,342	806,405	65,338	94.58%
DEPARTMENT OF ENERGY	13,710	1,018,717	47,187	77,746	13,019	995,848	76,492	93.43%
DEPARTMENT OF EDUCATION	4,429	311,343	7,706	72,036	4,132	298,786	72,310	93.65%
DEPARTMENT OF VETERANS AFFAIRS	132,904	5,606,011	303,428	44,464	121,358	5,271,975	43,442	89.21%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,209,377	59,261,574	3,928,444	52,250	1,087,201	57,294,740	52,699	90.67%
AMERICAN BATTLE MONUMENTS COMMISSION	64	3,131	77	50,125	58	3,049	52,569	95.04%
ARMED FORCES RETIREMENT HOME	529	21,560	2,018	44,571	489	20,440	41,800	86.69%
COMMODITY FUTURES TRADING COMMISSION	490	35,330	811	73,757	454	33,794	74,436	93.51%
CONSUMER PRODUCT SAFETY COMMISSION	447	31,509	242	71,031	420	29,805	70,964	93.87%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	122	8,725	40	71,844	122	8,725	71,516	99.54%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,735	173,918	856	63,903	2,689	171,567	63,803	98.17%
ENVIRONMENTAL PROTECTION AGENCY	35,906	1,290,125	9,976	36,208	33,834	1,235,540	36,518	95.03%
EXPORT-IMPORT BANK OF THE UNITED STATES	382	26,634	429	70,846	381	26,634	69,906	98.41%
FEDERAL COMMUNICATIONS COMMISSION	1,943	153,909	2,276	80,383	1,901	151,303	79,591	96.87%
FEDERAL DEPOSIT INSURANCE CORPORATION		1				1		100.00%
FEDERAL ELECTION COMMISSION	349	22,185	506	65,017	336	21,540	64,107	94.93%
FEDERAL EMERGENCY MANAGEMENT AGENCY	3,074	182,495	13,339	63,707	2,385	158,782	66,575	81.08%
FEDERAL LABOR RELATIONS AUTHORITY	182	13,886	257	77,709	173	13,131	75,902	92.84%
FEDERAL MARITIME COMMISSION	121	8,829	298	75,430	121	8,829	72,967	96.73%
FEDERAL MEDIATION AND CONCILIATION SERVICE	285	22,490	192	79,586	282	22,249	78,897	98.09%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	90	6,026	90	67,956	82	5,635	68,720	92.14%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
FEDERAL TRADE COMMISSION	1,012	80,207	1,850	81,084	878	73,219	83,393	89.23%
GENERAL SERVICES ADMINISTRATION	12619	770,500	55,105	65,426	11,901	756,343	63,553	91.61%
BROADCASTING BOARD OF GOVERNORS	1,544	105,272	5,355	71,650	1,454	102,851	70,737	92.97%
MERIT SYSTEMS PROTECTION BOARD	213	17,898	456	86,169	210	17,542	83,533	95.58%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,328	1,421,802	29,678	79,195	17,630	1,396,051	79,186	96.18%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,752	119,246	3,790	44,708	2,436	112,521	46,191	91.45%
NATIONAL CREDIT UNION ADMINISTRATION	929	75,031	2,591	83,554	904	73,282	81,064	94.41%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	295	19,760	327	68,092	273	17,866	65,443	88.94%
NATIONAL ENDOWMENT FOR THE ARTS	145	10,288	165	72,090	127	8,518	67,071	81.49%
NATIONAL ENDOWMENT FOR THE HUMANITIES	150	9,472	162	64,227	146	9,348	64,027	97.03%
NATIONAL LABOR RELATIONS BOARD	1,880	135,828	1,380	72,983	1,761	131,259	74,537	95.66%
NATIONAL SCIENCE FOUNDATION	782	47,061	2,081	62,841	757	46,260	61,110	94.14%
NATIONAL TRANSPORTATION SAFETY BOARD	417	32,278	1,984	82,163	386	31,184	80,788	91.02%
OFFICE OF PERSONNEL MANAGEMENT	2,659	141,213	5,672	55,241	2,313	132,047	57,089	89.90%
OFFICE OF SPECIAL COUNSEL	99	7,093	49	72,141	93	6,817	73,301	95.45%
RAILROAD RETIREMENT BOARD	1,135	68,369	1,530	61,585	1,103	67,103	60,837	96.00%
SECURITIES AND EXCHANGE COMMISSION	2,939	251,971	4,103	87,130	2,862	247,749	86,565	96.75%
SELECTIVE SERVICE SYSTEM	156	8,875	136	57,763	153	8,579	56,072	95.21%
SMALL BUSINESS ADMINISTRATION	3,992	244,190	10,092	63,698	3,182	193,405	60,781	76.06%
SMITHSONIAN INSTITUTION	4,146	216,496	13,056	55,367	3,780	209,699	55,476	91.35%
SMITHSONIAN INSTITUTION	3,455	183,498	10,267	56,082	3,160	177,906	56,299	91.82%
NATIONAL GALLERY OF ART	691	32,998	2,789	51,790	620	31,793	51,279	88.84%
SOCIAL SECURITY ADMINISTRATION	66,744	3,263,542	189,392	51,734	60,267	3,156,406	52,374	91.41%
U.S. HOLOCAUST MEMORIAL MUSEUM	208	12,263	305	60,423	199	11,963	60,116	95.19%
AGENCY FOR INTERNATIONAL DEVELOPMENT	403	29,583	887	75,608	375	28,394	75,717	93.19%
OVERSEAS PRIVATE INVESTMENT CORPORATION	177	13,302	750	79,390	155	12,396	79,974	88.22%
AGENCY FOR INTERNATIONAL DEVELOPMENT	226	16,281	137	72,646	220	15,998	72,718	97.44%
U.S. INTERNATIONAL TRADE COMMISSION	371	29,019	762	80,272	343	28,633	83,478	96.15%
SUBTOTAL INDEPENDENT AGENCIES	170,342	9,098,250	361,988	55,537	156,987	8,760,197	55,802	92.60%
TOTAL - ALL AGENCIES	1,380,675	68,429,108	4,292,366	52,671	1,245,090	66,122,167	53,106	90.93%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
EXECUTIVE OFFICE OF THE PRESIDENT								
OFFICE OF MANAGEMENT AND BUDGET	12	338	28,167	0.98%	14	1,028	73,429	2.98%
OFFICE OF ADMINISTRATION	2	82	41,000	0.65%	2	126	63,000	0.99%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	4	117	29,250	0.95%	2	131	65,500	1.06%
OFFICE OF NATIONAL DRUG CONTROL POLICY	2	161	80,500	2.04%	2	71	35,500	0.90%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	20	698	34,900	0.98%	20	1,356	67,800	1.90%
DEPARTMENT OF STATE	216	10,538	48,787	2.23%	170	5,706	33,565	1.21%
DEPARTMENT OF THE TREASURY	2,914	77,540	26,609	0.95%	507	30,087	59,343	0.37%
DEPARTMENT OF DEFENSE, TOTAL	18,740	627,226	33,470	2.51%	3,362	93,925	27,937	0.38%
DEPARTMENT OF THE ARMY	6,925	244,045	35,241	2.70%	1,141	45,447	39,831	0.50%
DEPARTMENT OF THE NAVY	2,758	98,812	35,827	1.54%				
DEPARTMENT OF THE AIR FORCE	5,561	188,735	33,939	3.53%	1,216	24,869	20,451	0.47%
OTHER DEFENSE ACTIVITIES	3,496	95,634	27,355	2.30%	1,005	23,609	23,492	0.57%
DEPARTMENT OF JUSTICE	508	16,567	32,612	0.23%	1,526	55,463	36,345	0.78%
DEPARTMENT OF THE INTERIOR	4,734	136,799	28,897	4.46%	1,577	52,451	33,260	1.71%
DEPARTMENT OF AGRICULTURE	6,690	153,102	22,885	3.01%	3,069	91,042	29,665	1.79%
DEPARTMENT OF COMMERCE	129	4,276	33,147	0.26%	2,055	63,406	30,855	3.79%
DEPARTMENT OF LABOR	192	6,524	33,979	0.61%	333	11,656	35,003	1.09%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,328	47,916	36,081	1.66%	1,514	78,573	51,898	2.72%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	151	4,822	31,934	0.74%	61	3,028	49,639	0.46%
DEPARTMENT OF TRANSPORTATION	328	14,735	44,924	1.73%	337	11,990	35,579	1.41%
DEPARTMENT OF ENERGY	205	12,982	63,327	1.22%	201	9,887	49,189	0.93%
DEPARTMENT OF EDUCATION	150	8,594	57,293	2.69%	74	3,963	53,554	1.24%
DEPARTMENT OF VETERANS AFFAIRS	4,840	176,095	36,383	2.98%	3,561	157,941	44,353	2.67%
SUBTOTAL EXECUTIVE DEPARTMENTS	41,125	1,297,716	31,555	2.05%	18,347	669,118	36,470	1.06%
AMERICAN BATTLE MONUMENTS COMMISSION	1	82	82,000	2.56%				
ARMED FORCES RETIREMENT HOME	6	692	115,333	2.93%	12	428	35,667	1.82%
COMMODITY FUTURES TRADING COMMISSION	16	430	26,875	1.19%	19	1,106	58,211	3.06%
CONSUMER PRODUCT SAFETY COMMISSION	10	836	83,600	2.63%	17	868	51,059	2.73%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13	585	45,000	0.33%	28	1,766	63,071	1.01%
ENVIRONMENTAL PROTECTION AGENCY	1,718	49,688	28,922	3.82%	214	4,897	22,883	0.38%
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION	6	426	71,000	0.27%	30	2,180	72,667	1.40%
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL ELECTION COMMISSION	6	353	58,833	1.56%	5	292	58,400	1.29%
FEDERAL EMERGENCY MANAGEMENT AGENCY	453	22,714	50,141	11.60%	22	999	45,409	0.51%
FEDERAL LABOR RELATIONS AUTHORITY	7	631	90,143	4.46%	2	124	62,000	0.88%
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	105	52,500	0.46%	1	136	136,000	0.60%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2	63	31,500	1.03%	6	328	54,667	5.36%

**TABLE 7 - PAY SYSTEM 610 - GENERAL SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	COST PER	AS % OF	BASIC WORK YEARS	BASIC COST	BASIC	PTI COST
			WORK YEAR	DIRECT COST			COST PER	AS % OF
							WORK YEAR	DIRECT COST
FEDERAL TRADE COMMISSION	99	4,874	49,232	5.94%	30	2,114	70,467	2.58%
GENERAL SERVICES ADMINISTRATION	282	10,223	36,252	1.24%	68	3,934	57,853	0.48%
BROADCASTING BOARD OF GOVERNORS	28	1,238	44,214	1.12%	19	1,183	62,263	1.07%
MERIT SYSTEMS PROTECTION BOARD	1	157	157,000	0.86%	2	199	99,500	1.08%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	291	12,893	44,306	0.89%	295	12,858	43,586	0.89%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	176	3,734	21,216	3.03%	106	2,991	28,217	2.43%
NATIONAL CREDIT UNION ADMINISTRATION	9	527	58,556	0.68%	15	1,222	81,467	1.57%
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	19	1,724	90,737	8.58%	3	170	56,667	0.85%
NATIONAL ENDOWMENT FOR THE ARTS	16	1,626	101,625	15.56%	2	144	72,000	1.38%
NATIONAL ENDOWMENT FOR THE HUMANITIES	3	98	32,667	1.02%	1	26	26,000	0.27%
NATIONAL LABOR RELATIONS BOARD	29	568	19,586	0.41%	90	4,001	44,456	2.92%
NATIONAL SCIENCE FOUNDATION	2	65	32,500	0.13%	21	736	35,048	1.50%
NATIONAL TRANSPORTATION SAFETY BOARD	7	384	54,857	1.12%	17	710	41,765	2.07%
OFFICE OF PERSONNEL MANAGEMENT	68	3,041	44,721	2.07%	221	6,125	27,715	4.17%
OFFICE OF SPECIAL COUNSEL	1	37	37,000	0.52%	5	239	47,800	3.35%
RAILROAD RETIREMENT BOARD	1	34	34,000	0.05%	22	1,232	56,000	1.76%
SECURITIES AND EXCHANGE COMMISSION	77	4,222	54,831	1.65%				
SELECTIVE SERVICE SYSTEM		32		0.36%	3	264	88,000	2.93%
SMALL BUSINESS ADMINISTRATION	695	49,470	71,180	19.45%	21	1,315	62,619	0.52%
SMITHSONIAN INSTITUTION	70	2,268	32,400	0.99%	93	4,529	48,699	1.97%
SMITHSONIAN INSTITUTION	65	2,113	32,508	1.09%	70	3,479	49,700	1.80%
NATIONAL GALLERY OF ART	5	155	31,000	0.43%	23	1,050	45,652	2.93%
SOCIAL SECURITY ADMINISTRATION	792	42,473	53,628	1.23%	1,562	64,663	41,398	1.87%
U.S. HOLOCAUST MEMORIAL MUSEUM	5	241	48,200	1.92%	1	59	59,000	0.47%
AGENCY FOR INTERNATIONAL DEVELOPMENT	14	659	47,071	2.16%	10	530	53,000	1.74%
OVERSEAS PRIVATE INVESTMENT CORPORATION	12	507	42,250	3.61%	9	399	44,333	2.84%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	152	76,000	0.93%	1	131	131,000	0.80%
U.S. INTERNATIONAL TRADE COMMISSION	19	163	8,579	0.55%	7	223	31,857	0.75%
SUBTOTAL INDEPENDENT AGENCIES	4,925	215,632	43,783	2.28%	2,967	122,421	41,261	1.29%
TOTAL - ALL AGENCIES	46,070	1,514,046	32,864	2.08%	21,334	792,895	37,166	1.09%



**TABLE 7 - PAY SYSTEM 620 - U.S. POSTAL SERVICE SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS 0	PREMIUM COSTS 0	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
U.S. POSTAL SERVICE	865,242	32,675,862	4,200,870	42,620	660,108	28,076,401	42,533	76.14%
SUBTOTAL INDEPENDENT AGENCIES	865,242	32,675,862	4,200,870	42,620	660,108	28,076,401	42,533	76.14%
TOTAL - ALL AGENCIES	865,242	32,675,862	4,200,870	42,620	660,108	28,076,401	42,533	76.14%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
U.S. POSTAL SERVICE	1,515	30,010	19,809	0.08%	144,764	4,569,451	31,565	12.39%
SUBTOTAL INDEPENDENT AGENCIES	1,515	30,010	19,809	0.08%	144,764	4,569,451	31,565	12.39%
TOTAL - ALL AGENCIES	1,515	30,010	19,809	0.08%	144,764	4,569,451	31,565	12.39%



**TABLE 7 - PAY SYSTEM 630 - VETERANS AFFAIRS PHYSICIANS AND DENTISTS SCHEDULES
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS 0	PREMIUM COSTS 0	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	11,925	1,247,373	447,539	142,131	7,596	807,924	106,362	47.67%
SUBTOTAL EXECUTIVE DEPARTMENTS	11,925	1,247,373	447,539	142,131	7,596	807,924	106,362	47.67%
TOTAL - ALL AGENCIES	11,925	1,247,373	447,539	142,131	7,596	807,924	106,362	47.67%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS 0	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	1,723	168,717	97,920	9.95%	2,606	270,732	103,888	15.97%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,723	168,717	97,920	9.95%	2,606	270,732	103,888	15.97%
TOTAL - ALL AGENCIES	1,723	168,717	97,920	9.95%	2,606	270,732	103,888	15.97%



**TABLE 7 - PAY SYSTEM 631 - VETERANS AFFAIRS NURSES SCHEDULE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	37,485	2,184,828	219,509	64,141	32,690	1,983,503	60,676	82.50%
SUBTOTAL EXECUTIVE DEPARTMENTS	37,485	2,184,828	219,509	64,141	32,690	1,983,503	60,676	82.50%
TOTAL - ALL AGENCIES	37,485	2,184,828	219,509	64,141	32,690	1,983,503	60,676	82.50%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF VETERANS AFFAIRS	1,595	83,748	52,507	3.48%	2,017	117,577	58,293	4.89%
SUBTOTAL EXECUTIVE DEPARTMENTS	1,595	83,748	52,507	3.48%	2,017	117,577	58,293	4.89%
TOTAL - ALL AGENCIES	1,595	83,748	52,507	3.48%	2,017	117,577	58,293	4.89%



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**TABLE 7 - PAY SYSTEM 650 - PUBLIC HEALTH SERVICE COMMISSIONED CORPS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,137	281,293	21,630	73,223	4,098	280,056	68,340	92.45%
SUBTOTAL EXECUTIVE DEPARTMENTS	4,137	281,293	21,630	73,223	4,098	280,056	68,340	92.45%
TOTAL - ALL AGENCIES	4,137	281,293	21,630	73,223	4,098	280,056	68,340	92.45%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENNT(PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF HEALTH AND HUMAN SERVICES	38	1,218	32,053	0.40%	1	19	19,000	0.01%
SUBTOTAL EXECUTIVE DEPARTMENTS	38	1,218	32,053	0.40%	1	19	19,000	0.01%
TOTAL - ALL AGENCIES	38	1,218	32,053	0.40%	1	19	19,000	0.01%



**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST	
OFFICE OF MANAGEMENT AND BUDGET	69	9,209	410	139,406	69	9,204	133,391	95.69%
OFFICE OF THE U.S. TRADE REPRESENTATIVE	20	2,717	105	141,100	20	2,717	135,850	96.28%
OFFICE OF NATIONAL DRUG CONTROL POLICY	12	1,616	76	141,000	12	1,616	134,667	95.51%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	101	13,542	591	139,931	101	13,537	134,030	95.78%
DEPARTMENT OF STATE	131	18,109	720	143,733	131	18,109	138,237	96.18%
DEPARTMENT OF THE TREASURY	610	80,639	4,769	140,013	586	77,553	132,343	90.80%
DEPARTMENT OF DEFENSE, TOTAL	1,420	180,282	19,666	140,808	1,412	179,233	126,936	89.64%
DEPARTMENT OF THE ARMY	238	31,480	501	134,374	233	30,806	132,215	96.33%
DEPARTMENT OF THE NAVY	343	45,628	6,638	152,379	343	45,628	133,026	87.30%
DEPARTMENT OF THE AIR FORCE	170	21,199	940	130,229	170	21,199	124,700	95.75%
OTHER DEFENSE ACTIVITIES	669	81,975	11,587	139,854	666	81,600	122,523	87.21%
DEPARTMENT OF JUSTICE	617	85,577	2,783	143,209	601	83,365	138,710	94.35%
DEPARTMENT OF THE INTERIOR	235	31,193	859	136,391	223	29,618	132,816	92.41%
DEPARTMENT OF AGRICULTURE	335	42,483	2,466	134,176	330	41,875	126,894	93.16%
DEPARTMENT OF COMMERCE	364	48,078	2,208	138,148	357	47,159	132,098	93.78%
DEPARTMENT OF LABOR	173	22,451	1,402	137,879	171	22,184	129,731	93.00%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	361	47,863	2,745	140,188	357	47,376	132,706	93.61%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	88	11,571	395	135,977	82	10,805	131,768	90.30%
DEPARTMENT OF TRANSPORTATION	3,403	58,228	1,332	17,502	3,042	54,999	18,080	92.34%
DEPARTMENT OF ENERGY	532	68,360	1,940	132,143	496	63,679	128,385	90.58%
DEPARTMENT OF EDUCATION	85	11,278	651	140,341	81	10,809	133,444	90.61%
DEPARTMENT OF VETERANS AFFAIRS	292	33,451	2,632	123,572	289	33,103	114,543	91.74%
SUBTOTAL EXECUTIVE DEPARTMENTS	8,646	739,563	44,568	90,693	8,158	719,867	88,241	91.80%
AMERICAN BATTLE MONUMENTS COMMISSION	1	138		138,000	1	138	138,000	100.00%
COMMODITY FUTURES TRADING COMMISSION	18	2,526		140,333	16	2,240	140,000	88.68%
CONSUMER PRODUCT SAFETY COMMISSION	13	1,722	27	134,538	13	1,722	132,462	98.46%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3	398		132,667	3	398	132,667	100.00%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	42	5,551	273	138,667	41	5,354	130,585	91.93%
ENVIRONMENTAL PROTECTION AGENCY	654	44,609	27	68,251	645	43,996	68,211	98.57%
FEDERAL COMMUNICATIONS COMMISSION	42	5,705	302	143,024	39	5,247	134,538	87.35%
FEDERAL EMERGENCY MANAGEMENT AGENCY	48	6,283	33	131,583	41	5,412	132,000	85.69%
FEDERAL LABOR RELATIONS AUTHORITY	13	1,699	88	137,462	13	1,699	130,692	95.08%
FEDERAL MARITIME COMMISSION	6	851	48	149,833	6	851	141,833	94.66%
FEDERAL MEDIATION AND CONCILIATION SERVICE	2	305		152,500	1	192	192,000	62.95%
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	8	1,071	88	144,875	8	1,071	133,875	92.41%
FEDERAL TRADE COMMISSION	35	4,787	201	142,514	34	4,680	137,647	93.83%
GENERAL SERVICES ADMINISTRATION	104	14,039	1,075	145,327	104	13,965	134,279	92.40%
BROADCASTING BOARD OF GOVERNORS	17	2,269	19	134,588	17	2,269	133,471	99.17%
MERIT SYSTEMS PROTECTION BOARD	14	1,849	39	134,857	14	1,849	132,071	97.93%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	387	50,202	2,924	137,276	387	50,202	129,721	94.50%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	12	1,552	18	130,833	12	1,552	129,333	98.85%
NATIONAL CREDIT UNION ADMINISTRATION	39	6,910	178	181,744	19	3,369	177,316	47.53%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	17	2,184	46	131,176	14	1,783	127,357	79.96%
NATIONAL ENDOWMENT FOR THE ARTS	5	687	31	143,600	4	523	130,750	72.84%
NATIONAL ENDOWMENT FOR THE HUMANITIES	12	1,497	15	126,000	10	1,260	126,000	83.33%
NATIONAL LABOR RELATIONS BOARD	57	7,830	88	138,912	57	7,830	137,368	98.89%
NATIONAL SCIENCE FOUNDATION	84	11,387	680	143,655	80	10,853	135,663	89.94%
NATIONAL TRANSPORTATION SAFETY BOARD	11	1,532	136	151,636	11	1,532	139,273	91.85%
NUCLEAR REGULATORY COMMISSION	147	18,653	1,946	140,129	147	18,653	126,891	90.55%
OFFICE OF PERSONNEL MANAGEMENT	40	5,369	396	144,125	39	5,273	135,205	91.47%
OFFICE OF SPECIAL COUNSEL	6	811	17	138,000	6	811	135,167	97.95%
RAILROAD RETIREMENT BOARD	11	1,504	29	139,364	11	1,504	136,727	98.11%
SECURITIES AND EXCHANGE COMMISSION		11,922	675			11,922		94.64%
SELECTIVE SERVICE SYSTEM	2	272	20	146,000	2	272	136,000	93.15%
SMALL BUSINESS ADMINISTRATION	48	6,582	489	147,313	48	6,582	137,125	93.08%
SOCIAL SECURITY ADMINISTRATION	122	16,401	441	138,049	119	15,923	133,807	94.54%
TENNESSEE VALLEY AUTHORITY	3	370		123,333	3	370	123,333	100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	6	794	33	137,833	6	765	127,500	92.50%
AGENCY FOR INTERNATIONAL DEVELOPMENT	6	794	33	137,833	6	765	127,500	92.50%
U.S. INTERNATIONAL TRADE COMMISSION	9	1,216	54	141,111	8	1,090	136,250	85.83%
SUBTOTAL INDEPENDENT AGENCIES	2,021	239,293	10,390	123,544	1,965	231,369	117,745	92.67%
TOTAL - ALL AGENCIES	10,768	992,398	55,549	97,320	10,224	964,773	94,364	92.06%

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET		5		0.05%				
OFFICE OF THE U.S. TRADE REPRESENTATIVE								
OFFICE OF NATIONAL DRUG CONTROL POLICY								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT		5		0.04%				
DEPARTMENT OF STATE								
DEPARTMENT OF THE TREASURY	24	3,086	128,583	3.61%				
DEPARTMENT OF DEFENSE, TOTAL	8	1,049	131,125	0.52%				
DEPARTMENT OF THE ARMY	5	674	134,800	2.11%				
DEPARTMENT OF THE NAVY								
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES	3	375	125,000	0.40%				
DEPARTMENT OF JUSTICE	14	1,984	141,714	2.25%	2	228	114,000	0.26%
DEPARTMENT OF THE INTERIOR	12	1,575	131,250	4.91%				
DEPARTMENT OF AGRICULTURE	5	608	121,600	1.35%				
DEPARTMENT OF COMMERCE	7	919	131,286	1.83%				
DEPARTMENT OF LABOR	1	136	136,000	0.57%	1	131	131,000	0.55%
DEPARTMENT OF HEALTH AND HUMAN SERVICES					4	487	121,750	0.96%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	6	766	127,667	6.40%				
DEPARTMENT OF TRANSPORTATION	38	3,181	83,711	5.34%	3	48	16,000	0.08%
DEPARTMENT OF ENERGY	34	4,587	134,912	6.52%	1	94	94,000	0.13%
DEPARTMENT OF EDUCATION	4	469	117,250	3.93%				
DEPARTMENT OF VETERANS AFFAIRS	3	348	116,000	0.96%				
SUBTOTAL EXECUTIVE DEPARTMENTS	156	18,708	119,923	2.39%	11	988	89,818	0.13%
AMERICAN BATTLE MONUMENTS COMMISSION								
COMMODITY FUTURES TRADING COMMISSION	2	286	143,000	11.32%				
CONSUMER PRODUCT SAFETY COMMISSION								
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE								
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	197	197,000	3.38%				
ENVIRONMENTAL PROTECTION AGENCY	9	613	68,111	1.37%				
FEDERAL COMMUNICATIONS COMMISSION	2	249	124,500	4.15%	1	209	209,000	3.48%
FEDERAL EMERGENCY MANAGEMENT AGENCY	7	871	124,429	13.79%				
FEDERAL LABOR RELATIONS AUTHORITY								
FEDERAL MARITIME COMMISSION								
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	113	113,000	37.05%				
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD								
FEDERAL TRADE COMMISSION	1	107	107,000	2.15%				
GENERAL SERVICES ADMINISTRATION		37		0.24%		37		0.24%
BROADCASTING BOARD OF GOVERNORS								
MERIT SYSTEMS PROTECTION BOARD								
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL CREDIT UNION ADMINISTRATION	20	3,541	177,050	49.96%				

**TABLE 7 - PAY SYSTEM 675 - SENIOR EXECUTIVE SERVICE
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	3	401	133,667	17.98%				
NATIONAL ENDOWMENT FOR THE ARTS	1	164	164,000	22.84%				
NATIONAL ENDOWMENT FOR THE HUMANITIES	2	237	118,500	15.67%				
NATIONAL LABOR RELATIONS BOARD								
NATIONAL SCIENCE FOUNDATION	4	534	133,500	4.43%				
NATIONAL TRANSPORTATION SAFETY BOARD								
NUCLEAR REGULATORY COMMISSION								
OFFICE OF PERSONNEL MANAGEMENT	1	96	96,000	1.67%				
OFFICE OF SPECIAL COUNSEL								
RAILROAD RETIREMENT BOARD								
SECURITIES AND EXCHANGE COMMISSION								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SOCIAL SECURITY ADMINISTRATION	3	478	159,333	2.84%				
TENNESSEE VALLEY AUTHORITY								
AGENCY FOR INTERNATIONAL DEVELOPMENT		29		3.51%				
AGENCY FOR INTERNATIONAL DEVELOPMENT		29		3.51%				
U.S. INTERNATIONAL TRADE COMMISSION	1	126	126,000	9.92%				
SUBTOTAL INDEPENDENT AGENCIES	55	7,678	139,600	3.08%	1	246	246,000	0.10%
TOTAL - ALL AGENCIES	211	26,391	125,076	2.52%	12	1,234	102,833	0.12%



**TABLE 7 - PAY SYSTEM 732 - TENNESSEE VALLEY AUTHORITY (SALARY POLICY EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	8,416	544,428	60,560	71,885	6,831	477,771	69,942	78.97%
SUBTOTAL INDEPENDENT AGENCIES	8,416	544,428	60,560	71,885	6,831	477,771	69,942	78.97%
TOTAL - ALL AGENCIES	8,416	544,428	60,560	71,885	6,831	477,771	69,942	78.97%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT(PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	1,242	65,880	53,043	10.89%	11	777	70,636	0.13%
SUBTOTAL INDEPENDENT AGENCIES	1,242	65,880	53,043	10.89%	11	777	70,636	0.13%
TOTAL - ALL AGENCIES	1,242	65,880	53,043	10.89%	11	777	70,636	0.13%



**TABLE 7 - PAY SYSTEM 733 - TENNESSEE VALLEY AUTHORITY (TRADE AND LABOR EMPLOYEES)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	6,332	264,638	86,995	55,533	5,075	255,003	50,247	72.52%
SUBTOTAL INDEPENDENT AGENCIES	6,332	264,638	86,995	55,533	5,075	255,003	50,247	72.52%
TOTAL - ALL AGENCIES	6,332	264,638	86,995	55,533	5,075	255,003	50,247	72.52%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
TENNESSEE VALLEY AUTHORITY	218	9,635	44,197	2.74%				
SUBTOTAL INDEPENDENT AGENCIES	218	9,635	44,197	2.74%				
TOTAL - ALL AGENCIES	218	9,635	44,197	2.74%				



**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET		11	6			11		64.71%
OFFICE OF ADMINISTRATION	10	281	73	35,400	9	281	31,222	79.38%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	10	292	79	37,100	9	292	32,444	78.71%
DEPARTMENT OF STATE	87	1,938	1,462	39,080	47	1,835	39,043	53.97%
DEPARTMENT OF THE TREASURY	3,374	157,789	16,307	51,599	3,191	157,034	49,212	90.20%
DEPARTMENT OF DEFENSE, TOTAL	154,339	5,910,155	670,595	42,638	136,430	5,623,385	41,218	85.45%
DEPARTMENT OF THE ARMY	49,719	1,858,588	72,275	38,836	46,094	1,776,329	38,537	92.00%
DEPARTMENT OF THE NAVY	43,242	1,628,748	370,476	46,233	36,937	1,593,943	43,153	79.73%
DEPARTMENT OF THE AIR FORCE	48,763	2,004,791	200,001	45,214	43,432	1,898,462	43,711	86.11%
OTHER DEFENSE ACTIVITIES	12,615	418,028	27,843	35,345	9,967	354,651	35,583	79.54%
DEPARTMENT OF JUSTICE	5,700	255,883	22,591	48,855	5,442	255,492	46,948	91.75%
DEPARTMENT OF THE INTERIOR	9,878	356,868	31,626	39,329	7,225	299,117	41,400	76.99%
DEPARTMENT OF AGRICULTURE	2,648	84,955	11,301	36,350	1,877	69,879	37,229	72.60%
DEPARTMENT OF COMMERCE	565	21,263	2,374	41,835	512	20,692	40,414	87.54%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,159	82,243	8,529	42,044	1,916	77,873	40,644	85.79%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7	229	64	41,857	6	229	38,167	78.16%
DEPARTMENT OF TRANSPORTATION	2,124	86,737	10,529	45,794	1,850	82,157	44,409	84.47%
DEPARTMENT OF ENERGY	1,515	83,313	19,590	67,923	1,348	81,158	60,206	78.87%
DEPARTMENT OF EDUCATION	9	252	73	36,111	7	252	36,000	77.54%
DEPARTMENT OF VETERANS AFFAIRS	26,272	811,634	57,121	33,068	22,598	740,889	32,786	85.28%
SUBTOTAL EXECUTIVE DEPARTMENTS	208,677	7,853,259	852,162	41,717	182,449	7,409,992	40,614	85.12%
ARMED FORCES RETIREMENT HOME	219	7,931	698	39,402	205	7,802	38,059	90.42%
ENVIRONMENTAL PROTECTION AGENCY	31	594	11	19,516	30	584	19,467	96.53%
FEDERAL COMMUNICATIONS COMMISSION	9	389	20	45,444	9	389	43,222	95.11%
FEDERAL DEPOSIT INSURANCE CORPORATION	31	1,511	101	52,000	30	1,511	50,367	93.73%
FEDERAL EMERGENCY MANAGEMENT AGENCY	178	7,065	2,125	51,629	125	6,110	48,880	66.49%
FEDERAL TRADE COMMISSION	9	343	29	41,333	8	343	42,875	92.20%
GENERAL SERVICES ADMINISTRATION	1,658	64,762	11,711	46,124	1,531	64,004	41,805	83.69%
BROADCASTING BOARD OF GOVERNORS	153	8,194	1,424	62,863	138	8,194	59,377	85.19%
INTERNATIONAL BOUNDARY & WATER COMMISSION: US &	105	3,987	166	39,552	99	3,823	38,616	92.05%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	65	3,144	180	51,138	65	3,144	48,369	94.58%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	17	549	26	33,824	17	549	32,294	95.48%
NATIONAL LABOR RELATIONS BOARD	4	176	2	44,500	3	149	49,667	83.71%
OFFICE OF PERSONNEL MANAGEMENT	28	935	172	39,536	25	911	36,440	82.29%
RAILROAD RETIREMENT BOARD	9	352	16	40,889	9	352	39,111	95.65%
SELECTIVE SERVICE SYSTEM	1	37		37,000	1	37	37,000	100.00%
SMALL BUSINESS ADMINISTRATION	4	176	13	47,250	4	176	44,000	93.12%
SMITHSONIAN INSTITUTION	850	30,136	2,593	38,505	788	29,461	37,387	90.01%
SMITHSONIAN INSTITUTION	723	25,495	2,110	38,181	670	24,901	37,166	90.20%
NATIONAL GALLERY OF ART	127	4,641	483	40,346	118	4,560	38,644	88.99%
SOCIAL SECURITY ADMINISTRATION	364	14,510	2,248	46,038	361	14,422	39,950	86.06%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
U.S. HOLOCAUST MEMORIAL MUSEUM	18	697	130	45,944	15	697	46,467	84.28%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	34	17	25,500	1	34	34,000	66.67%
OVERSEAS PRIVATE INVESTMENT CORPORATION	2	34	17	25,500	1	34	34,000	66.67%
SUBTOTAL INDEPENDENT AGENCIES	3,755	145,522	21,682	44,528	3,464	142,692	41,193	85.34%
TOTAL - ALL AGENCIES	212,442	7,999,073	873,923	41,767	185,922	7,552,976	40,624	85.12%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET								
OFFICE OF ADMINISTRATION								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT								
DEPARTMENT OF STATE	3	103	34,333	3.03%				
DEPARTMENT OF THE TREASURY	34	694	20,412	0.40%	2	61	30,500	0.04%
DEPARTMENT OF DEFENSE, TOTAL	8,863	262,911	29,664	4.00%	1,527	23,859	15,625	0.36%
DEPARTMENT OF THE ARMY	2,558	75,872	29,661	3.93%	232	6,387	27,530	0.33%
DEPARTMENT OF THE NAVY	1,007	34,805	34,563	1.74%				
DEPARTMENT OF THE AIR FORCE	3,106	98,461	31,700	4.47%	1,028	7,868	7,654	0.36%
OTHER DEFENSE ACTIVITIES	2,192	53,773	24,531	12.06%	267	9,604	35,970	2.15%
DEPARTMENT OF JUSTICE	3	77	25,667	0.03%	12	314	26,167	0.11%
DEPARTMENT OF THE INTERIOR	1,662	49,865	30,003	12.84%	256	7,886	30,805	2.03%
DEPARTMENT OF AGRICULTURE	497	12,820	25,795	13.32%	89	2,256	25,348	2.34%
DEPARTMENT OF COMMERCE	16	385	24,063	1.63%	8	186	23,250	0.79%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	97	3,738	38,536	4.12%	40	632	15,800	0.70%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT								
DEPARTMENT OF TRANSPORTATION	117	3,985	34,060	4.10%	19	595	31,316	0.61%
DEPARTMENT OF ENERGY	33	2,078	62,970	2.02%	2	77	38,500	0.07%
DEPARTMENT OF EDUCATION								
DEPARTMENT OF VETERANS AFFAIRS	1,012	24,062	23,777	2.77%	1,714	46,683	27,236	5.37%
SUBTOTAL EXECUTIVE DEPARTMENTS	12,337	360,718	29,239	4.14%	3,669	82,549	22,499	0.95%
ARMED FORCES RETIREMENT HOME		13		0.15%	4	116	29,000	1.34%
ENVIRONMENTAL PROTECTION AGENCY	1	10	10,000	1.65%				
FEDERAL COMMUNICATIONS COMMISSION								
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	19	730	38,421	7.94%	7	225	32,143	2.45%
FEDERAL TRADE COMMISSION								
GENERAL SERVICES ADMINISTRATION	21	698	33,238	0.91%	2	60	30,000	0.08%
BROADCASTING BOARD OF GOVERNORS								
INTERNATIONAL BOUNDARY & WATER COMMISSION: US &	5	164	32,800	3.95%				
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION								
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION								
NATIONAL LABOR RELATIONS BOARD					1	27	27,000	15.17%
OFFICE OF PERSONNEL MANAGEMENT	1	24	24,000	2.17%				
RAILROAD RETIREMENT BOARD								
SELECTIVE SERVICE SYSTEM								
SMALL BUSINESS ADMINISTRATION								
SMITHSONIAN INSTITUTION	20	573	28,650	1.75%	3	102	34,000	0.31%
SMITHSONIAN INSTITUTION	18	496	27,556	1.80%	3	98	32,667	0.36%
NATIONAL GALLERY OF ART	2	77	38,500	1.50%		4		0.08%
SOCIAL SECURITY ADMINISTRATION		16		0.10%	3	72	24,000	0.43%

**TABLE 7 - PAY SYSTEM 740 - WAGE EMPLOYEES - TRADES AND CRAFTS (U.S. CITIZENS)
 WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
 FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
U.S. HOLOCAUST MEMORIAL MUSEUM AGENCY FOR INTERNATIONAL DEVELOPMENT OVERSEAS PRIVATE INVESTMENT CORPORATION SUBTOTAL INDEPENDENT AGENCIES	67	2,228	33,254	1.33%	20	602	30,100	0.36%
TOTAL - ALL AGENCIES	12,404	362,946	29,260	4.09%	3,689	83,151	22,540	0.94%



**TABLE 7 - PAY SYSTEM 748 - ALIENS EMPLOYED IN FOREIGN AREAS (NON-WAGE BOARD)
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF STATE	10,349	219,135	9,464	22,089	9,960	215,476	21,634	94.26%
DEPARTMENT OF DEFENSE, TOTAL	10,392	322,404	9,909	31,978	6,981	240,201	34,408	72.28%
DEPARTMENT OF THE NAVY	3,502	82,203	9,899	26,300	91			
DEPARTMENT OF THE AIR FORCE	6,353	234,759		36,952	6,353	234,759	36,952	100.00%
OTHER DEFENSE ACTIVITIES	537	5,442	10	10,153	537	5,442	10,134	99.82%
DEPARTMENT OF TRANSPORTATION	7	377	6	54,714	6	338	56,333	88.25%
SUBTOTAL EXECUTIVE DEPARTMENTS	20,748	541,916	19,379	27,053	16,947	456,015	26,908	81.24%
AMERICAN BATTLE MONUMENTS COMMISSION	315	7,184	83	23,070	303	7,148	23,591	98.36%
BROADCASTING BOARD OF GOVERNORS	589	11,365	1,090	21,146	494	11,365	23,006	91.25%
PEACE CORPS	218	4,559	15	20,982	218	4,559	20,913	99.67%
AGENCY FOR INTERNATIONAL DEVELOPMENT	10	284	24	30,800	8	284	35,500	92.21%
AGENCY FOR INTERNATIONAL DEVELOPMENT	10	284	24	30,800	8	284	35,500	92.21%
SUBTOTAL INDEPENDENT AGENCIES	1,132	23,392	1,212	21,735	1,023	23,356	22,831	94.93%
TOTAL - ALL AGENCIES	21,880	565,308	20,591	26,778	17,970	479,371	26,676	81.82%

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AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTEENT(PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF STATE	24	743	30,958	0.33%	93	2,916	31,355	1.28%
DEPARTMENT OF DEFENSE, TOTAL	3,333	82,203	24,663	24.74%				
DEPARTMENT OF THE NAVY	3,333	82,203	24,663	89.25%				
DEPARTMENT OF THE AIR FORCE								
OTHER DEFENSE ACTIVITIES								
DEPARTMENT OF TRANSPORTATION	1	21	21,000	5.48%		18		4.70%
SUBTOTAL EXECUTIVE DEPARTMENTS	3,358	82,967	24,707	14.78%	93	2,934	31,548	0.52%
AMERICAN BATTLE MONUMENTS COMMISSION	4	36	9,000	0.50%				
BROADCASTING BOARD OF GOVERNORS								
PEACE CORPS								
AGENCY FOR INTERNATIONAL DEVELOPMENT								
AGENCY FOR INTERNATIONAL DEVELOPMENT	4	36	9,000	0.15%				
SUBTOTAL INDEPENDENT AGENCIES	4	36	9,000	0.15%				
TOTAL - ALL AGENCIES	3,362	83,003	24,689	14.17%	93	2,934	31,548	0.50%



**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS	PREMIUM COSTS	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET		5						
OFFICE OF NATIONAL DRUG CONTROL POLICY		2				2		100.00%
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT		7				2		28.57%
DEPARTMENT OF STATE	346	25,035		72,355				
DEPARTMENT OF THE TREASURY	2	253		126,500		18		7.11%
DEPARTMENT OF DEFENSE, TOTAL	1,231	30,569	1,051	25,686	729	21,117	28,967	66.78%
DEPARTMENT OF THE ARMY		12	1			11		84.62%
DEPARTMENT OF THE AIR FORCE	662	17,828		26,931	186	9,723	52,274	54.54%
OTHER DEFENSE ACTIVITIES	569	12,729	1,050	24,216	543	11,383	20,963	82.61%
DEPARTMENT OF JUSTICE	8	609	1	76,250	1	50	50,000	8.20%
DEPARTMENT OF THE INTERIOR	4	408		102,000				
DEPARTMENT OF AGRICULTURE	7	682	3	97,857		73		10.66%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	54	6,912	52	128,963	1	107	107,000	1.54%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	8	894		111,750		15		1.68%
DEPARTMENT OF TRANSPORTATION	7	1,071	12	154,714		16		1.48%
DEPARTMENT OF EDUCATION	21	1,923	3	91,714				
DEPARTMENT OF VETERANS AFFAIRS	2	141		70,500				
SUBTOTAL EXECUTIVE DEPARTMENTS	1,690	68,497	1,122	41,195	731	21,396	29,269	30.73%
COMMODITY FUTURES TRADING COMMISSION		14						
CONSUMER PRODUCT SAFETY COMMISSION		7						
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE		44				1		2.27%
ENVIRONMENTAL PROTECTION AGENCY	40	1,683		42,075		8		0.48%
EXPORT-IMPORT BANK OF THE UNITED STATES		11				11		100.00%
FEDERAL COMMUNICATIONS COMMISSION		33						
FEDERAL DEPOSIT INSURANCE CORPORATION	227	34,841	15	153,551	227	34,841	153,485	99.96%
FEDERAL EMERGENCY MANAGEMENT AGENCY	5	498	3	100,200		5		1.00%
FEDERAL TRADE COMMISSION	2	235		117,500				
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO		19						
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	3	332		110,667				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1	217		217,000				
NATIONAL SCIENCE FOUNDATION	11	1,364	14	125,273				
NUCLEAR REGULATORY COMMISSION	61	1,085		17,787				
OFFICE OF PERSONNEL MANAGEMENT	1	59		59,000				
U.S. HOLOCAUST MEMORIAL MUSEUM		3						
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	177		88,500				
AGENCY FOR INTERNATIONAL DEVELOPMENT	2	177		88,500				
SUBTOTAL INDEPENDENT AGENCIES	353	40,622	32	115,167	227	34,866	153,595	85.76%
TOTAL - ALL AGENCIES	2,043	109,126	1,154	53,979	958	56,264	58,731	51.02%

**TABLE 7 - PAY SYSTEM 768 - EXPERTS AND CONSULTANTS
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COST	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
OFFICE OF MANAGEMENT AND BUDGET						5		100.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY								
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT						5		71.43%
DEPARTMENT OF STATE					346	25,035	72,355	100.00%
DEPARTMENT OF THE TREASURY		20		7.91%	2	215	107,500	84.98%
DEPARTMENT OF DEFENSE, TOTAL	378	7,247	19,172	22.92%	120	2,205	18,375	6.97%
DEPARTMENT OF THE ARMY						1		7.69%
DEPARTMENT OF THE AIR FORCE	367	7,048	19,204	39.53%	109	1,057	9,697	5.93%
OTHER DEFENSE ACTIVITIES	11	199	18,091	1.44%	11	1,147	104,273	8.32%
DEPARTMENT OF JUSTICE	1	71	71,000	11.64%	6	488	81,333	80.00%
DEPARTMENT OF THE INTERIOR	2	162	81,000	39.71%	2	246	123,000	60.29%
DEPARTMENT OF AGRICULTURE	1	113	113,000	16.50%	6	496	82,667	72.41%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	30	2,966	98,867	42.59%	23	3,839	166,913	55.13%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	2	198	99,000	22.15%	6	681	113,500	76.17%
DEPARTMENT OF TRANSPORTATION		172		15.88%	7	883	126,143	81.53%
DEPARTMENT OF EDUCATION	15	1,556	103,733	80.79%	6	367	61,167	19.06%
DEPARTMENT OF VETERANS AFFAIRS	1	71	71,000	50.35%	1	70	70,000	49.65%
SUBTOTAL EXECUTIVE DEPARTMENTS	430	12,576	29,247	18.06%	525	34,525	65,762	49.59%
COMMODITY FUTURES TRADING COMMISSION						14		100.00%
CONSUMER PRODUCT SAFETY COMMISSION		7		100.00%				
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE		4		9.09%		39		88.64%
ENVIRONMENTAL PROTECTION AGENCY	40	1,675	41,875	99.52%				
EXPORT-IMPORT BANK OF THE UNITED STATES								
FEDERAL COMMUNICATIONS COMMISSION						33		100.00%
FEDERAL DEPOSIT INSURANCE CORPORATION								
FEDERAL EMERGENCY MANAGEMENT AGENCY	4	389	97,250	77.64%	1	104	104,000	20.76%
FEDERAL TRADE COMMISSION		16		6.81%	2	219	109,500	93.19%
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO						19		100.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION					3	332	110,667	100.00%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION					1	217	217,000	100.00%
NATIONAL SCIENCE FOUNDATION					11	1,364	124,000	98.98%
NUCLEAR REGULATORY COMMISSION					61	1,085	17,787	100.00%
OFFICE OF PERSONNEL MANAGEMENT					1	59	59,000	100.00%
U.S. HOLOCAUST MEMORIAL MUSEUM						3		100.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT		14		7.91%	2	163	81,500	92.09%
AGENCY FOR INTERNATIONAL DEVELOPMENT		14		7.91%	2	163	81,500	92.09%
SUBTOTAL INDEPENDENT AGENCIES	44	2,105	47,841	5.18%	82	3,651	44,524	8.98%
TOTAL - ALL AGENCIES	474	14,681	30,973	13.31%	607	38,181	62,901	34.62%



**TABLE 7 - PAY SYSTEM 772 - TEACHERS IN DEPENDENT SCHOOLS ABROAD
WORK YEARS AND COSTS - BY WORK SCHEDULE - BY AGENCY
FISCAL YEAR 2002**

AGENCY NAME	ALL EMPLOYEES				FULL-TIME PERMANENT (FTP)			
	TOTAL WORK YEARS	BASIC COSTS (\$000)	PREMIUM COSTS (\$000)	DIRECT COST PER WORK YEAR	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTP COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	6,741	355,874	14,226	54,903	5,564	319,115	57,354	86.22%
DEPARTMENT OF THE AIR FORCE	74	3,913	40	53,419	65	3,403	52,354	86.09%
OTHER DEFENSE ACTIVITIES	6,667	351,961	14,186	54,919	5,499	315,712	57,413	86.23%
SUBTOTAL EXECUTIVE DEPARTMENTS	6,741	355,874	14,226	54,903	5,564	319,115	57,354	86.22%
TOTAL - ALL AGENCIES	6,741	355,874	14,226	54,903	5,564	319,115	57,354	86.22%

AGENCY NAME	FULL-TIME TEMPORARY (FTT)				PART-TIME AND INTERMITTENT (PTI)			
	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	FTT COST AS % OF DIRECT COST	BASIC WORK YEARS	BASIC COSTS (\$000)	BASIC COST PER WORK YEAR	PTI COST AS % OF DIRECT COST
DEPARTMENT OF DEFENSE, TOTAL	528	21,415	40,559	5.79%	641	15,344	23,938	4.15%
DEPARTMENT OF THE AIR FORCE					9	510	56,667	12.90%
OTHER DEFENSE ACTIVITIES	528	21,415	40,559	5.85%	632	14,834	23,472	4.05%
SUBTOTAL EXECUTIVE DEPARTMENTS	528	21,415	40,559	5.79%	641	15,344	23,938	4.15%
TOTAL - ALL AGENCIES	528	21,415	40,559	5.79%	641	15,344	23,938	4.15%

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**SCHEDULE OF ANNUAL RATES BY GRADE
GENERAL SCHEDULE (GS)**

As adjusted by Executive Order 13249, December 28, 2001

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

	1	2	3	4	5	6	7	8	9	10
GS-1	\$14,757	\$15,249	\$15,740	\$16,228	\$16,720	\$17,009	\$17,492	\$17,981	\$18,001	\$18,456
2	16,592	16,985	17,535	18,001	18,201	18,736	19,271	19,806	20,341	20,876
3	18,103	18,706	19,309	19,912	20,515	21,118	21,721	22,324	22,927	23,530
4	20,322	20,999	21,676	22,353	23,030	23,707	24,384	25,061	25,738	26,415
5	22,737	23,495	24,253	25,011	25,769	26,527	27,285	28,043	28,801	29,559
6	25,344	26,189	27,034	27,879	28,724	29,569	30,414	31,259	32,104	32,949
7	28,164	29,103	30,042	30,981	31,920	32,859	33,798	34,737	35,676	36,615
8	31,191	32,231	33,271	34,311	35,351	36,391	37,431	38,471	39,511	40,551
9	34,451	35,599	36,747	37,895	39,043	40,191	41,339	42,487	43,635	44,783
10	37,939	39,204	40,469	41,734	42,999	44,264	45,529	46,794	48,059	49,324
11	41,684	43,073	44,462	45,851	47,240	48,629	50,018	51,407	52,796	54,185
12	49,959	51,624	53,289	54,954	56,619	58,284	59,949	61,614	63,279	64,944
13	59,409	61,389	63,369	65,349	67,329	69,309	71,289	73,269	75,249	77,229
14	70,205	72,545	74,885	77,225	79,565	81,905	84,245	86,585	88,925	91,265
15	82,580	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357

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FOREIGN SERVICE STAFF AND OFFICERS SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2002)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$82,580	\$66,914	\$54,220	\$43,934	\$35,599	\$31,825	\$28,450	\$25,434	\$22,737
2	85,057	68,921	55,847	45,252	36,667	32,780	29,304	26,197	23,419
3	87,609	70,989	57,522	46,610	37,767	33,763	30,183	26,983	24,122
4	90,237	73,119	59,248	48,008	38,900	34,776	31,088	27,792	24,845
5	92,945	75,312	61,025	49,448	40,067	35,819	32,021	28,626	25,591
6	95,733	77,572	62,856	50,932	41,269	36,894	32,981	29,485	26,358
7	98,605	79,899	64,742	52,459	42,507	38,001	33,971	30,370	27,149
8	101,563	82,296	66,684	54,033	43,782	39,141	34,990	31,281	27,964
9	104,610	84,765	68,684	55,654	45,096	40,315	36,040	32,219	28,803
10	107,357	87,308	70,745	57,324	46,449	41,524	37,121	33,186	29,667
11	107,357	89,927	72,867	59,044	47,842	42,770	38,234	34,181	30,557
12	107,357	92,625	75,053	60,815	49,277	44,053	39,381	35,207	31,473
13	107,357	95,403	77,305	62,639	50,756	45,375	40,563	36,263	32,418
14	107,357	98,265	79,624	64,519	52,278	46,736	41,780	37,351	33,390

VETERANS HEALTH ADMINISTRATION

Physician and Dentist Schedule	TITLE 38, U.S.C. 7404 - Salary Table effective on the first day of the first applicable pay period beginning on or after January 13, 2002										Amount of Step Increase
	1	2	3	4	5	6	7	8	9	10	
Associate	41,684	43,073	44,462	45,851	47,240	48,629	50,018	51,407	52,796	54,185	1,389
Full	49,959	51,624	53,289	54,954	56,619	58,284	59,949	61,614	63,279	64,944	1,665
Intermediate	59,409	61,389	63,369	65,349	67,329	69,309	71,289	73,269	75,249	77,229	1,980
Senior	70,205	72,545	74,885	77,225	79,565	81,905	84,245	86,585	88,925	91,265	2,340
Chief	82,580	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357	2,753
Executive	89,432	92,413	95,393	98,372	101,353	104,336	107,315	109,041	111,056	113,978	varied
Director	96,851	100,084	103,311	106,539	109,041	110,782	113,949	117,118	120,282		varied

SENIOR EXECUTIVE SERVICE (ES)	
ES-1	\$113,000
ES-2	118,300
ES-3	123,700
ES-4	129,800
ES-5	130,000
ES-6	130,000

EXECUTIVE SCHEDULE	
Level I	\$166,700
Level II	150,000
Level III	138,200
Level IV	130,000
Level V	121,600

ADMINISTRATIVE LAW JUDGES (AL)	
AL-3/A	\$86,500
AL-3/B	93,100
AL-3/C	99,800
AL-3/D	106,500
AL-3/E	113,100
AL-3/F	119,700
AL-2	126,500
AL-1	130,000

SENIOR LEVEL (SL & ST)	
Minimum	\$99,096
Maximum	130,000

MEMBERS, BOARDS OF CONTRACT APPEALS (CA)	
Chairman	\$130,000
Vice Chair	126,100
Others	122,200

Leave Used and Its Value

The following data on leave usage by Federal civilian employees are estimated from the Office of Personnel Management's Annual Survey of Work Years and Personnel Costs.

Annual leave (50.3 percent of total leave days used) includes the number of days paid for but not worked and charged to annual leave, home leave, and lump-sum payments made to employees at the time of separation.

Sick leave (21.8 percent of total leave days used) includes the number of days charged to sick leave for active employees and for those scheduled to be retired for disability.

Holidays (21.1 percent of total leave days used) are the aggregate number of Federal holidays paid for but not worked.

Time-Off Awards (0.1 percent of total leave days used) includes the number of hours granted for time off from duty without loss of pay or charge to leave as an award in recognition of superior accomplishments or other personal contributions to the quality of Government operations.

Other Leave for employees covered by 5 U.S.C. 6301 (4.4 percent of total leave days used) includes the aggregate number of days charged to excused absence as defined by 5 CFR 610 and 5 CFR 630. This includes: shore leave (vessel employee), military leave (National Guard and reserve duty), court leave (jury and witness), hazardous weather dismissals, excused absences for registration and voting, civil defense activities, participation in military funerals, blood donations, taking examinations, attending conferences and conventions, representing employee organizations, and leave granted when a field office is closed on a local holiday because Federal work may not be performed. **Also includes excused absence granted as "Time Off Award."**

Other Leave for employees not covered by 5 U.S.C. 6301 (2.3 percent of total leave days used) includes all leave used of all types for employees not covered by 5 U.S.C. 6301. This includes leave for: certain part-time and temporary employees (construction), Veterans Affairs physicians, dentists, and nurses, alien employees in foreign areas, and certain teachers.

Leave data represent the "leave year (LY)", which differs from the calendar year by a few days according to the pay period schedules of the reporting agencies. In 2002, total leave days used increased by 2.3 percent to

109,797,590. During this same period, the average number of total leave days used (all types) per employee increased 0.4 days to 42.3 days. **Chart 8** shows total leave days used by category in leave year 2002.

The value of leave used by employees during leave year 2002 was \$21.1 billion, or 16.6 percent of basic pay. This represented an increase of nearly \$713 million (3.5 percent) from the value of leave used in LY 2001. The average value per leave day used increased from \$190 in 2001 to \$192 in 2002.

Excluding "Other" leave, average leave usage per year (i.e., annual, sick, holiday, and other leave for employees covered by 5 U.S.C. 6301) increased 0.3 days between 2001 (42.3 days) and 2002 (42.6 days) for employees whose leave is covered by Chapter 63 (Section 6301) of title 5, United States Code. The changes in average number of leave days used by type from 2001 to 2002 were: annual leave increased (0.7 days) to 21.9 days; sick leave remained 9.5 days; holiday leave decreased (0.1 days) to 9.2 days; time-off leave decreased (.03 days) to .05 days; and other leave for employees covered by 5 U.S.C. 6301 decreased (0.3 days) to 1.9 days. **See Chart 9 and Supplement III** [Method of Calculating Average Days of Leave Used per Employee].

More than 40.2 million days of annual leave credit were carried over to 2002. The number of annual leave days forfeited by Federal employees in leave year 2002 increased 1,867,005 days (or 225.4 percent) from the previous year. The amount of annual leave forfeited by employees due to carry-over limitations was 2,695,253 days at an estimated loss in value to employees of \$493.5 million in leave year 2002 (versus a loss of \$163.4 million in leave year 2001).

Sick leave credited for retirement was 4.9 million days in leave year 2002. This contrasts with 4.3 million days in 2001, 4.6 million days in 2000 and 10.8 million days in 1999. The total number of sick leave days earned was 32,745,419 days (up 1,834,490 days from leave year 2001). Total sick leave days used were 23,965,291 days (up 325,264 days from leave year 2001). A total of 155.7 million days of sick leave credit were carried over to 2002.

Leave Used and Its Value (continued)

Tables 8A and 8B show that Defense and the U.S. Postal Service, together representing 57 percent of the total employment work years, accounted for 61 percent of annual leave, 57 percent of sick leave, 60 percent of holiday leave, and 61 percent of other leave for employees covered by 5 U.S.C. 6301. Defense agencies and the Postal Service also accounted for 56 percent of annual leave carried over, 66 percent of sick leave

carried over, and 73 percent of sick leave credited for retirement. Defense accounted for 83 percent of the annual leave forfeited due to the 240 hours carry-over limitation.

Lump sum payments made at the time of separation were reported separately as well as combined with Total Annual Leave. Of the 66 agencies that reported lump sum data, the total value for lump sum is \$415,499,000.

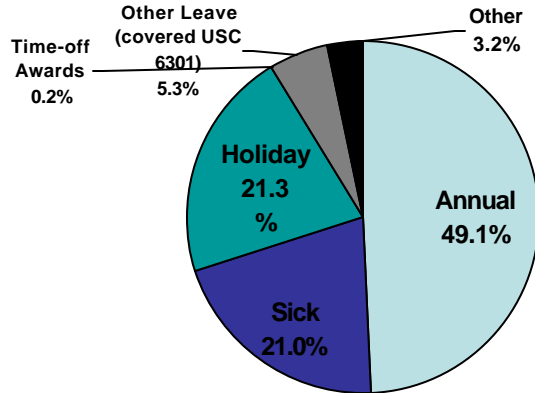
Lump Sum Payments

Agency	(\$000)	% of Total
Department of Treasury	5,136	1.21
Department of the Army	53,643	12.91
Department of the Navy	51,812	12.47
DoD Agencies	34,135	8.21
Department of Justice	17,777	4.28
Department of the Interior	16,865	4.06
Department of Agriculture	6,769	1.63
Department of Labor	10,986	2.64
Department of Energy	7,502	1.81
Department of Veteran Affairs	58,570	14.10
U.S. Postal Service	102,358	24.63
Social Security Administration	23,209	5.59
Other	26,737	6.43
Total	415,499	100.00

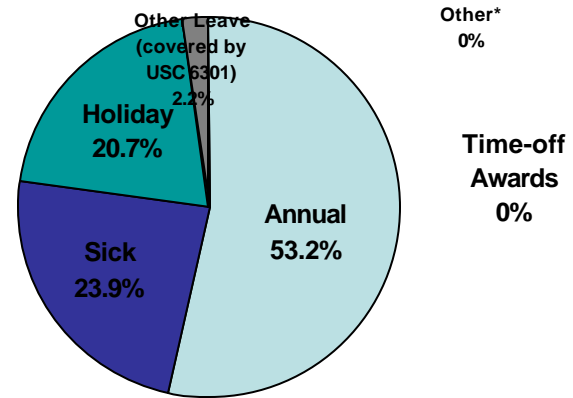
CHART 8

TOTAL LEAVE DAYS USED BY CATEGORY IN LEAVE YEAR 2002

All Other Agencies



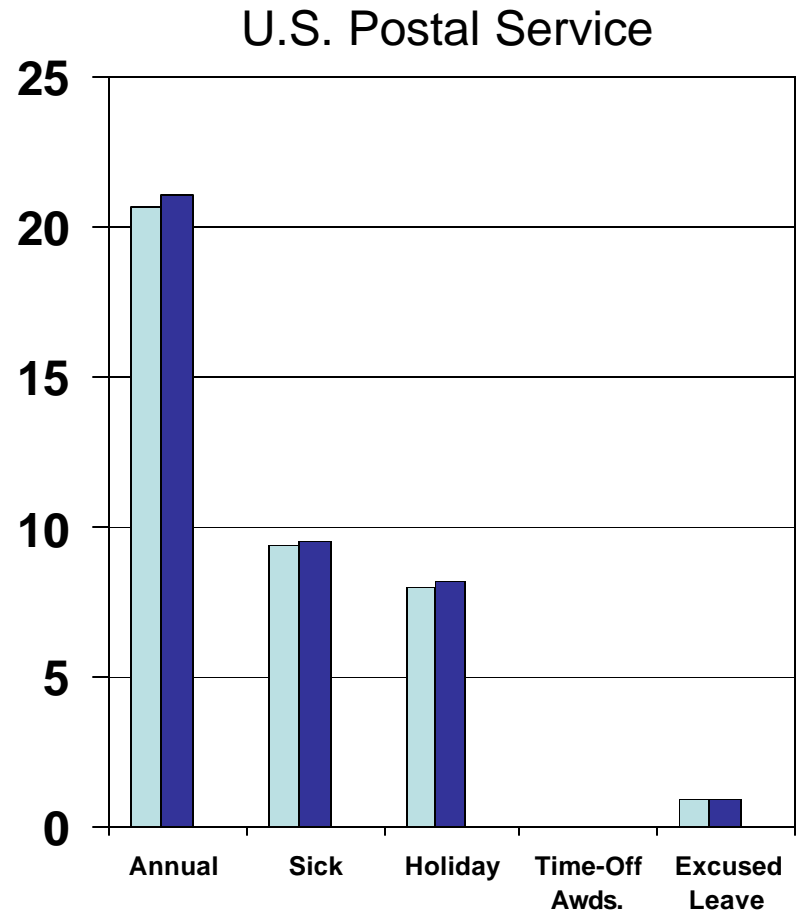
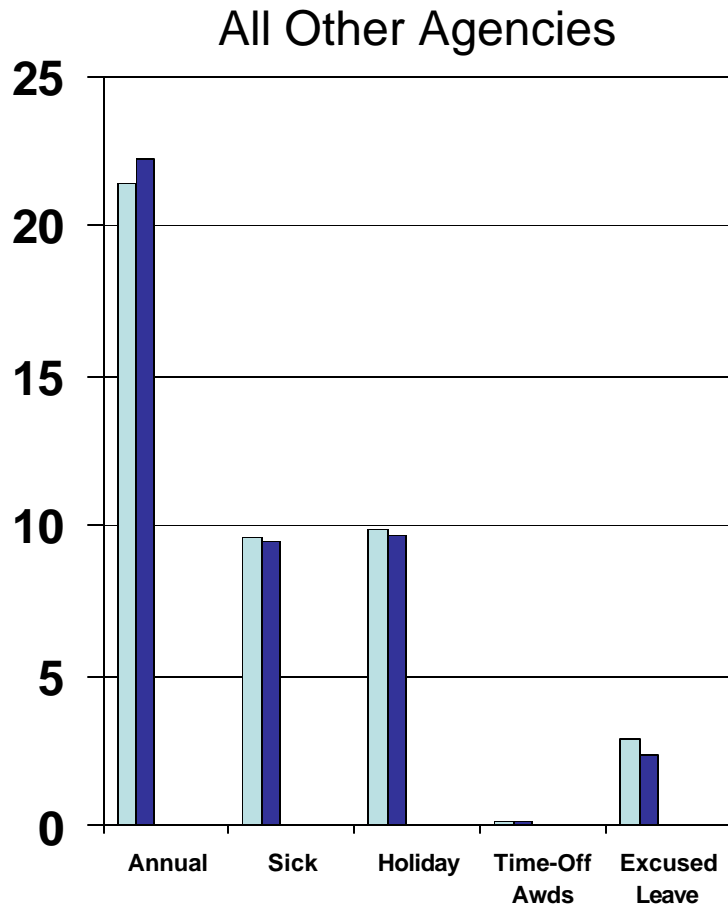
U.S. Postal



Leave Category	Days Used		Average Days Used	
	All Other Agencies	US Postal Service	All Other Agencies	US Postal Service
Annual	38,173,927	17,029,455	22.3	21.1
Sick	16,311,987	7,653,304	9.5	9.5
Holiday	16,542,901	6,631,033	9.7	8.2
Time-Off Awards	132,287	0	0.1	0.0
Other Leave for Emp. Covered by 5 USC 6301	4,144,848	691,961	2.4	0.9
Other	2,485,887	0	30.9	0.0
Total	77,791,837	32,005,753	45.4	39.7

CHART 9

AVERAGE DAYS USED FOR ANNUAL AND SICK LEAVE, HOLIDAYS, TIME-OFF AWARDS, AND OTHER LEAVE IN LEAVE YEARS 2001 & 2002



Leave Year 2001

Leave Year 2002



**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2002**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	8,820	1,922	3,490	680	896	164
OFFICE OF MANAGEMENT AND BUDGET	18,681	6,411	10,138	3,566	3,242	1,072
OFFICE OF ADMINISTRATION	8,036	2,125	4,009	1,085	1,789	432
OFFICE OF THE U.S. TRADE REPRESENTATIVE	6,744	2,265	3,787	1,298	1,064	313
OFFICE OF NATIONAL DRUG CONTROL POLICY	4,356	1,510	2,383	857	775	242
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	46,637	14,233	23,807	7,486	7,766	2,223
DEPARTMENT OF STATE	899,887	246,225	338,571	95,739	128,896	33,422
DEPARTMENT OF THE TREASURY	6,530,908	1,292,158	3,152,325	634,214	1,616,526	307,945
DEPARTMENT OF DEFENSE, TOTAL	32,216,805	6,095,052	16,532,127	3,219,338	6,074,974	1,234,190
DEPARTMENT OF THE ARMY	10,790,835	2,142,254	5,462,227	1,120,957	2,067,809	394,246
DEPARTMENT OF THE NAVY	9,036,017	1,473,150	4,962,944	847,887	1,633,379	383,767
DEPARTMENT OF THE AIR FORCE	8,043,948	1,558,565	3,881,691	769,819	1,421,356	266,672
OTHER DEFENSE ACTIVITIES	4,346,005	921,083	2,225,265	480,675	952,430	189,505
DEPARTMENT OF JUSTICE	5,344,215	1,102,108	2,532,436	525,725	1,222,606	245,225
DEPARTMENT OF THE INTERIOR	2,910,025	579,195	1,439,555	296,718	596,296	112,677
DEPARTMENT OF AGRICULTURE	4,043,488	762,158	2,048,543	391,363	839,108	149,861
DEPARTMENT OF COMMERCE	1,384,982	293,639	700,869	146,202	306,742	63,210
DEPARTMENT OF LABOR	743,713	185,252	370,859	95,804	170,004	41,696
∞ DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,467,957	355,252	947,109	238,029	442,399	101,268
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	467,613	108,153	231,558	53,777	112,312	25,848
DEPARTMENT OF TRANSPORTATION	3,083,316	926,922	1,580,081	483,302	844,475	247,956
DEPARTMENT OF ENERGY	699,839	210,091	368,504	113,203	142,288	40,703
DEPARTMENT OF EDUCATION	209,828	60,308	104,114	30,391	50,786	14,246
DEPARTMENT OF VETERANS AFFAIRS	9,130,384	1,719,862	3,461,787	604,376	1,818,104	281,841
SUBTOTAL EXECUTIVE DEPARTMENTS	69,132,960	13,936,375	33,808,438	6,928,181	14,365,516	2,900,088
AMERICAN BATTLE MONUMENTS COMMISSION	20,796	2,082	1,291	272	425	67
ARMED FORCES RETIREMENT HOME	22,279	3,767	12,293	2,073	5,396	863
COMMODITY FUTURES TRADING COMMISSION	21,386	4,626	10,297	2,186	4,710	1,054
CONSUMER PRODUCT SAFETY COMMISSION	19,298	5,220	10,357	2,768	3,980	1,070
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	23,697	5,296	11,330	2,439	5,626	1,186
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	126,912	32,445	62,188	16,149	30,778	7,631
ENVIRONMENTAL PROTECTION AGENCY	749,489	221,433	389,629	117,363	177,971	51,422
EXPORT-IMPORT BANK OF THE UNITED STATES	16,334	4,283	8,658	2,173	3,497	927
FARM CREDIT ADMINISTRATION	12,441	2,818	6,215	1,381	2,216	526
FEDERAL COMMUNICATIONS COMMISSION	96,817	18,608	45,497	8,822	21,479	4,108
FEDERAL DEPOSIT INSURANCE CORPORATION	255,604	53,378	127,527	26,379	58,226	12,284
FEDERAL ELECTION COMMISSION	14,095	3,058	6,539	1,401	3,318	724

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2002**

AGENCY	TOTAL		ANNUAL		SICK	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL EMERGENCY MANAGEMENT AGENCY	180,097	43,458	79,475	16,585	42,751	8,612
FEDERAL HOUSING FINANCE BOARD	4,357	933	2,171	464	769	155
FEDERAL LABOR RELATIONS AUTHORITY	8,321	2,588	4,345	1,379	1,821	543
FEDERAL MARITIME COMMISSION	6,826	1,987	3,801	1,106	1,637	477
FEDERAL MEDIATION AND CONCILIATION SERVICE	10,272	2,319	5,366	1,184	1,811	422
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	5,456	1,176	3,271	578	1,168	316
FEDERAL TRADE COMMISSION	42,481	13,479	21,352	6,938	9,042	2,707
GENERAL SERVICES ADMINISTRATION	616,975	137,891	327,123	70,714	136,806	30,997
BROADCASTING BOARD OF GOVERNORS	99,674	35,436	37,803	11,183	18,215	4,963
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	12,267	2,124	5,728	1,029	2,557	417
MERIT SYSTEMS PROTECTION BOARD	9,518	1,529	4,962	772	1,709	296
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	863,321	264,582	407,800	128,197	153,812	43,774
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	115,440	19,518	57,774	9,734	26,736	4,586
NATIONAL CREDIT UNION ADMINISTRATION	44,580	12,482	25,498	6,506	8,524	2,609
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	13,195	2,865	6,466	1,369	3,136	672
NATIONAL ENDOWMENT FOR THE ARTS	6,117	1,247	2,916	583	1,526	308
NATIONAL ENDOWMENT FOR THE HUMANITIES	7,078	1,618	3,550	786	1,610	364
NATIONAL LABOR RELATIONS BOARD	35,573	10,417	15,675	4,667	6,263	1,782
NATIONAL SCIENCE FOUNDATION	70,224	21,454	25,701	7,943	11,532	3,211
NATIONAL TRANSPORTATION SAFETY BOARD	18,601	5,983	9,108	2,980	4,253	1,350
NUCLEAR REGULATORY COMMISSION	694,041	28,593	422,195	17,394	174,356	7,183
OFFICE OF PERSONNEL MANAGEMENT	116,763	25,464	59,497	12,811	27,713	6,217
OFFICE OF SPECIAL COUNSEL	4,312	1,080	2,079	517	964	245
PEACE CORPS	26,003	5,424	10,969	2,294	5,158	1,033
PRESIDIO TRUST	17,309	3,959	7,223	1,717	3,796	824
RAILROAD RETIREMENT BOARD	56,909	13,340	26,883	6,397	12,839	2,920
SECURITIES AND EXCHANGE COMMISSION	123,734	43,733	60,282	21,515	28,194	9,448
SELECTIVE SERVICE SYSTEM	7,643	1,719	3,708	842	2,069	466
SMALL BUSINESS ADMINISTRATION	165,909	37,033	80,831	18,251	39,358	8,689
SMITHSONIAN INSTITUTION	207,766	37,899	98,866	18,197	49,364	8,815
SMITHSONIAN INSTITUTION	173,005	31,716	82,687	15,325	41,348	7,432
NATIONAL GALLERY OF ART	34,761	6,183	16,179	2,872	8,016	1,383
SOCIAL SECURITY ADMINISTRATION	2,923,051	609,151	1,476,217	314,960	715,107	143,368
TENNESSEE VALLEY AUTHORITY	552,399	126,324	289,699	67,590	105,983	22,290
U.S. HOLOCAUST MEMORIAL MUSEUM	9,195	2,190	4,297	1,044	2,184	491
AGENCY FOR INTERNATIONAL DEVELOPMENT	154,422	53,501	55,305	11,502	17,885	3,875
OVERSEAS PRIVATE INVESTMENT CORPORATION	7,439	2,312	3,602	1,140	1,516	436
AGENCY FOR INTERNATIONAL DEVELOPMENT	146,983	51,189	51,703	10,362	16,369	3,439
U.S. INTERNATIONAL TRADE COMMISSION	16,458	5,055	8,391	2,631	3,571	1,046
U.S. POSTAL SERVICE	32,005,753	5,203,717	17,029,455	2,795,322	7,653,304	1,239,901
SUBTOTAL INDEPENDENT AGENCIES	40,617,993	7,135,417	21,371,137	3,749,718	9,592,009	1,646,562
TOTAL - ALL AGENCIES	109,797,590	21,086,025	55,203,382	10,685,385	23,965,291	4,548,873

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2002**

AGENCY	HOLIDAY		TIME-OFF AWARDS		OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301		OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
EXECUTIVE OFFICE OF THE PRESIDENT	3,203	584			129	24	1,102	470
OFFICE OF MANAGEMENT AND BUDGET	5,139	1,708			109	35	53	30
OFFICE OF ADMINISTRATION	2,087	560			151	48		
OFFICE OF THE U.S. TRADE REPRESENTATIVE	1,851	631					42	23
OFFICE OF NATIONAL DRUG CONTROL POLICY	1,122	377			31	9	45	25
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	13,402	3,860			420	116	1,242	548
DEPARTMENT OF STATE	424,281	114,660			8,139	2,404		
DEPARTMENT OF THE TREASURY	1,464,127	290,853			297,930	59,146		
DEPARTMENT OF DEFENSE, TOTAL	7,288,581	1,202,838			2,266,104	426,042	55,019	12,644
DEPARTMENT OF THE ARMY	2,399,642	476,178			860,924	150,802	233	71
DEPARTMENT OF THE NAVY	2,160,543	183,871			274,900	57,161	4,251	464
DEPARTMENT OF THE AIR FORCE	1,782,821	341,683			958,008	180,355	72	36
OTHER DEFENSE ACTIVITIES	945,575	201,106			172,272	37,724	50,463	12,073
DEPARTMENT OF JUSTICE	1,276,462	266,994	32,045	6,380	280,666	57,784		
DEPARTMENT OF THE INTERIOR	632,601	128,432	13,755	2,552	88,657	16,172	139,161	22,644
DEPARTMENT OF AGRICULTURE	977,338	187,536	7,631	1,494	170,868	31,904		
DEPARTMENT OF COMMERCE	320,695	72,356			56,676	11,871		
DEPARTMENT OF LABOR	162,561	39,834	1,174	385	39,115	7,533		
∞ DEPARTMENT OF HEALTH AND HUMAN SERVICES	25,218	4,043	8,176	1,806	45,055	10,106		
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	102,701	23,602	819	193	20,223	4,733		
DEPARTMENT OF TRANSPORTATION	514,308	159,040			144,452	36,624		
DEPARTMENT OF ENERGY	173,624	51,838	6,704	1,929	8,719	2,418		
DEPARTMENT OF EDUCATION	48,901	14,038	1,691	469	4,336	1,164		
DEPARTMENT OF VETERANS AFFAIRS	1,286,051	205,339	25,858	1,642	318,032	60,259	2,220,552	566,405
SUBTOTAL EXECUTIVE DEPARTMENTS	14,697,449	2,761,403	97,853	16,850	3,748,972	728,160	2,414,732	601,693
AMERICAN BATTLE MONUMENTS COMMISSION	573	124			22	5	18,485	1,614
ARMED FORCES RETIREMENT HOME	3,900	714			690	117		
COMMODITY FUTURES TRADING COMMISSION	4,980	1,073	120	28	1,279	285		
CONSUMER PRODUCT SAFETY COMMISSION	4,700	1,320	16	4	245	58		
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5,848	1,486			893	185		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	29,827	7,654	1,212	311	2,907	700		
ENVIRONMENTAL PROTECTION AGENCY	163,908	47,680			17,981	4,968		
EXPORT-IMPORT BANK OF THE UNITED STATES	4,058	1,157	3	1	118	25		
FARM CREDIT ADMINISTRATION	2,672	605	27	6	1,311	300		
FEDERAL COMMUNICATIONS COMMISSION	21,098	4,049	2,793	503	5,950	1,126		
FEDERAL DEPOSIT INSURANCE CORPORATION	56,795	12,021	150	32	12,906	2,662		
FEDERAL ELECTION COMMISSION	3,513	764			725	169		

**TABLE 8A - LEAVE DAYS USED AND ITS VALUE - BY AGENCY
(COSTS IN THOUSANDS)
LEAVE YEAR 2002**

AGENCY	HOLIDAY		TIME-OFF AWARDS		OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301		OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C.6301	
	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)	DAYS	VALUE (\$000)
FEDERAL EMERGENCY MANAGEMENT AGENCY	42,499	14,997	2,156	495	13,216	2,769		
FEDERAL HOUSING FINANCE BOARD	1,002	222			415	92		
FEDERAL LABOR RELATIONS AUTHORITY	2,008	620	40	8	107	38		
FEDERAL MARITIME COMMISSION	1,257	366			131	38		
FEDERAL MEDIATION AND CONCILIATION SERVICE	2,811	653			284	60		
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	993	277			24	5		
FEDERAL TRADE COMMISSION	11,133	3,526	259	84	695	224		
GENERAL SERVICES ADMINISTRATION	140,598	33,657	714	182	11,734	2,341		
BROADCASTING BOARD OF GOVERNORS	38,924	10,410			4,732	8,880		
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	2,675	456	241	39	1,066	183		
MERIT SYSTEMS PROTECTION BOARD	2,219	351			98	17	530	93
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	192,183	58,833	6,945	3,539	102,581	30,239		
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	28,565	4,861	165	32	2,200	305		
NATIONAL CREDIT UNION ADMINISTRATION	9,694	3,158	52	17	812	192		
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	3,010	690	77	18	506	116		
NATIONAL ENDOWMENT FOR THE ARTS	1,432	306	16	3	227	47		
NATIONAL ENDOWMENT FOR THE HUMANITIES	1,578	384	61	15	279	69		
NATIONAL LABOR RELATIONS BOARD	12,032	3,510	363	116	1,240	342		
NATIONAL SCIENCE FOUNDATION	12,062	3,766	157	49	20,772	6,485		
NATIONAL TRANSPORTATION SAFETY BOARD	5,064	1,595			176	58		
NUCLEAR REGULATORY COMMISSION	24,075	992			73,415	3,024		
OFFICE OF PERSONNEL MANAGEMENT	27,798	6,071	58	17	1,697	348		
OFFICE OF SPECIAL COUNSEL	1,054	268	56	13	159	37		
PEACE CORPS	7,889	1,678			1,987	419		
PRESIDIO TRUST	4,118	937	25	6	2,147	475		
RAILROAD RETIREMENT BOARD	12,643	2,965			4,544	1,058		
SECURITIES AND EXCHANGE COMMISSION	31,454	11,471	1,220	459	2,584	840		
SELECTIVE SERVICE SYSTEM	1,686	377	8	1	172	33		
SMALL BUSINESS ADMINISTRATION	37,817	8,371	468	103	7,435	1,619		
SMITHSONIAN INSTITUTION	48,179	8,750	1,065	221	10,292	1,916		
SMITHSONIAN INSTITUTION	40,673	7,425	1,037	216	7,260	1,318		
NATIONAL GALLERY OF ART	7,506	1,325	28	5	3,032	598		
SOCIAL SECURITY ADMINISTRATION	659,159	136,268	3,463	611	69,105	13,944		
TENNESSEE VALLEY AUTHORITY	136,582	31,734	12,305	3,069	7,830	1,641		
U.S. HOLOCAUST MEMORIAL MUSEUM	2,189	537	223	47	302	71		
AGENCY FOR INTERNATIONAL DEVELOPMENT	22,793	4,921			7,541	1,560	50,898	31,643
OVERSEAS PRIVATE INVESTMENT CORPORATION	2,091	661			230	75		
AGENCY FOR INTERNATIONAL DEVELOPMENT	20,702	4,260			7,311	1,485	50,898	31,643
U.S. INTERNATIONAL TRADE COMMISSION	4,013	1,240	53	16	430	122		
U.S. POSTAL SERVICE	6,631,033	1,057,300			691,961	111,194		
SUBTOTAL INDEPENDENT AGENCIES	8,463,083	1,494,475	34,434	10,027	1,087,417	201,285	69,913	33,350
TOTAL - ALL AGENCIES	23,173,934	4,259,738	132,287	26,877	4,836,809	929,561	2,485,887	635,591



**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2002**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
EXECUTIVE OFFICE OF THE PRESIDENT	4,807	4,046	48	3,887	7,794	281
OFFICE OF MANAGEMENT AND BUDGET	10,517	10,627	403	6,476	40,231	2,525
OFFICE OF ADMINISTRATION	4,144	3,437	108	2,538	10,419	882
OFFICE OF THE U.S. TRADE REPRESENTATIVE	3,833	3,944	162	2,343	15,355	135
OFFICE OF NATIONAL DRUG CONTROL POLICY	2,179	1,918	84	1,357	5,048	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	25,480	23,972	805	16,601	78,847	3,823
DEPARTMENT OF STATE	388,893	446,313	18,407	235,560	1,652,933	
DEPARTMENT OF THE TREASURY	3,470,886	2,467,236	22,332	2,060,499	4,189,104	3,878
DEPARTMENT OF DEFENSE, TOTAL	16,967,908	11,993,182	102,798	9,625,746	45,407,863	1,976,076
DEPARTMENT OF THE ARMY	5,476,762	4,239,156		3,086,138	16,018,937	654,691
DEPARTMENT OF THE NAVY	5,315,601	3,247,683	63,366	2,984,263	13,850,239	529,122
DEPARTMENT OF THE AIR FORCE	4,019,278	2,678,426		2,300,226	9,176,251	442,547
OTHER DEFENSE ACTIVITIES	2,156,267	1,827,917	39,432	1,255,119	6,362,436	349,716
DEPARTMENT OF JUSTICE	2,714,695	2,262,946	57,402	1,652,446	5,039,880	113,850
DEPARTMENT OF THE INTERIOR	1,494,570	1,236,809	20,799	893,064	5,408,165	192,492
DEPARTMENT OF AGRICULTURE	2,192,679	1,854,892	23,465	1,289,924	3,915,292	885
DEPARTMENT OF COMMERCE	736,994	619,901	6,748	432,009	1,209,298	402
DEPARTMENT OF LABOR	377,789	318,048	8,499	220,572	1,040,095	58,995
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1,052,356	1,896,099	113,535	645,255	3,496,554	37,831
§ DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	239,742	196,438	2,733	133,473	333,453	186
DEPARTMENT OF TRANSPORTATION	1,945,729	1,515,261	22,618	1,185,460	4,976,067	206,484
DEPARTMENT OF ENERGY	366,151	360,923	6,679	206,023	1,545,781	156,493
DEPARTMENT OF EDUCATION	102,562	80,076	1,397	59,264	245,935	9,823
DEPARTMENT OF VETERANS AFFAIRS	3,485,117	1,056,686	33,637	2,073,876	7,698,841	55,652
SUBTOTAL EXECUTIVE DEPARTMENTS	35,536,071	26,304,810	441,049	20,713,171	86,159,261	2,813,047
AMERICAN BATTLE MONUMENTS COMMISSION	1,810	5,095	92	741	6,548	726
ARMED FORCES RETIREMENT HOME	12,474	10,049	280	7,526	25,633	452
COMMODITY FUTURES TRADING COMMISSION	10,791	9,627	115	6,429	19,165	546
CONSUMER PRODUCT SAFETY COMMISSION	10,872	9,214	248	5,768	36,200	1,514
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	11,988	9,916	143	7,696	17,118	206
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	63,336	50,834	1,075	35,953	141,431	2,657
ENVIRONMENTAL PROTECTION AGENCY	408,085	346,164	5,413	233,574	1,324,983	54,619
EXPORT-IMPORT BANK OF THE UNITED STATES	8,509	7,100	116	4,954	23,373	586
FARM CREDIT ADMINISTRATION	6,355	6,386	68	3,454	12,081	484
FEDERAL COMMUNICATIONS COMMISSION	47,026	40,614	938	27,415	73,326	817
FEDERAL DEPOSIT INSURANCE CORPORATION	130,084	111,396	775	73,569	243,460	882
FEDERAL ELECTION COMMISSION	7,153	4,827	32	4,551	8,552	509
FEDERAL EMERGENCY MANAGEMENT AGENCY	86,192	62,901	1,576	54,444	109,021	112
FEDERAL HOUSING FINANCE BOARD	2,172	2,134	55	1,303	4,143	1,211

**TABLE 8B - ANNUAL AND SICK DAYS EARNED BUT NOT USED - BY AGENCY
LEAVE YEAR 2002**

AGENCY	ANNUAL			SICK		
	EARNED	CARRIED OVER	FORFEITED	EARNED	CARRIED OVER	CREDITED FOR RETIREMENT
FEDERAL LABOR RELATIONS AUTHORITY	4,277	3,823	64	2,453	15,235	1,163
FEDERAL MARITIME COMMISSION	30,704	20,675		17,147	78,706	380
FEDERAL MEDIATION AND CONCILIATION SERVICE	6,124	6,445	375	3,658	13,613	591
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	2289	1873	23	1256	5858	153
FEDERAL TRADE COMMISSION	21,993	17,908	629	13,769	68,068	1,818
GENERAL SERVICES ADMINISTRATION	332,350	298,206	6,696	178,455	1,042,343	31,545
BROADCASTING BOARD OF GOVERNORS	41,277	36,126	1,343	23,706	123,355	
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	6,039	5,673	115	3,439	11,801	483
MERIT SYSTEMS PROTECTION BOARD	5,210	4,857	131	2,889	8,894	619
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	429,890	361,124	15,299	244,007	1,885,245	30,589
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	58,387	41	283	33,597	144	
NATIONAL CREDIT UNION ADMINISTRATION	21,376	19,517	224	12,082	82,276	2,723
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	6,834	5,431	47	3,946	10,925	
NATIONAL ENDOWMENT FOR THE ARTS	3,124	2,522	27	1,841	4,964	
NATIONAL ENDOWMENT FOR THE HUMANITIES	3,710	2,909	20	2,105	5,961	
NATIONAL LABOR RELATIONS BOARD	15,070	33,655	612	8,592	150,165	5,310
NATIONAL SCIENCE FOUNDATION	25,931	25,485	940	15,742	87,044	2,137
NATIONAL TRANSPORTATION SAFETY BOARD	9,728	8,389	211	5,798	32,227	819
NUCLEAR REGULATORY COMMISSION	514,062	91,867	35,869	289,168	114,812	118,667
OFFICE OF PERSONNEL MANAGEMENT	61,536	51,997	1,011	33,752	156,369	5,697
OFFICE OF SPECIAL COUNSEL	2,222	1,735	15	1,358	3,133	
PEACE CORPS	14,310	10,585	283	9,878	16,208	720
PRESIDIO TRUST	7,023	5,420	70	4,906	10,285	224
RAILROAD RETIREMENT BOARD	25,410	22,624	22	13,622	94,219	2,818
SECURITIES AND EXCHANGE COMMISSION	61,051	48,397	723	39,182	135,447	2,060
SELECTIVE SERVICE SYSTEM	3,780	2,836	24	2,056	8,270	135
SMALL BUSINESS ADMINISTRATION	84,937	70,743	1,026	48,473	129,580	186
SMITHSONIAN INSTITUTION	105,515	80,002	2,342	62,858	145,295	
SMITHSONIAN INSTITUTION	88,510	69,190	2,180	53,142	124,327	
NATIONAL GALLERY OF ART	17,005	10,812	162	9,716	20,968	
SOCIAL SECURITY ADMINISTRATION	1,466,811	1,053,713	4,434	827,684	3,782,950	159,103
TENNESSEE VALLEY AUTHORITY	296,549	282,648	21,300	167,496	1,363,412	69,554
U.S. HOLOCAUST MEMORIAL MUSEUM	4,513	3,353	58	2,940	8,973	257
AGENCY FOR INTERNATIONAL DEVELOPMENT	61,801	94,782	1,618	30,101	97,354	1,590
OVERSEAS PRIVATE INVESTMENT CORPORATION	3,887	3,276	88	2,568	9,962	720
AGENCY FOR INTERNATIONAL DEVELOPMENT	57,914	91,506	1,530	27,533	87,392	870
U.S. INTERNATIONAL TRADE COMMISSION	8,423	7,487	202	4,801	28,107	1,058
U.S. POSTAL SERVICE	16,708,385	10,483,748	24,098	9,439,459	57,669,295	1,616,654
SUBTOTAL INDEPENDENT AGENCIES	21,250,654	13,837,422	131,013	12,015,647	69,424,642	2,122,374
TOTAL - ALL AGENCIES	56,812,205	40,166,204	572,867	32,745,419	155,662,750	4,939,244

NOTE: ANNUAL LEAVE DAYS FORFEITED ARE OMITTED FOR ARMY AND AIR FORCE, DUE TO AMOUNTS REPORTED WERE EXCESSIVE IN COMPARISON TO PRIOR YEARS.



**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2002**

AGENCY	AVERAGE DAYS USED						OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301	OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301
	TOTAL	ANNUAL	SICK	HOLIDAY	TIME-OFF AWARDS			
EXECUTIVE OFFICE OF THE PRESIDENT	21.78	8.62	2.21	7.91			0.32	
OFFICE OF MANAGEMENT AND BUDGET	36.27	19.69	6.30	9.98			0.21	
OFFICE OF ADMINISTRATION	40.18	20.05	8.95	10.44			0.76	
OFFICE OF THE U.S. TRADE REPRESENTATIVE	36.45	20.47	5.75	10.01				
OFFICE OF NATIONAL DRUG CONTROL POLICY	41.09	22.48	7.31	10.58			0.29	
SUBTOTAL EXECUTIVE OFFICE OF PRESIDENT	33.05	16.87	5.50	9.50			0.30	
DEPARTMENT OF STATE	31.80	18.58	7.07	23.28			0.45	
DEPARTMENT OF THE TREASURY	44.21	21.34	10.94	9.91			2.02	
DEPARTMENT OF DEFENSE, TOTAL	46.69	24.57	9.03	10.83			3.37	3.23
DEPARTMENT OF THE ARMY	44.53	22.54	8.53	9.90			3.55	
DEPARTMENT OF THE NAVY	49.09	27.47	9.04	11.96			1.52	1.24
DEPARTMENT OF THE AIR FORCE	51.30	25.82	9.45	11.86			6.37	0.01
OTHER DEFENSE ACTIVITIES	40.69	22.34	9.56	9.49			1.73	7.01
DEPARTMENT OF JUSTICE	42.31	20.05	9.68	10.11	0.25		2.22	
DEPARTMENT OF THE INTERIOR	41.74	20.65	8.55	9.07	0.20		1.27	
DEPARTMENT OF AGRICULTURE	39.71	20.12	8.24	9.60	0.07		1.68	
DEPARTMENT OF COMMERCE	39.61	20.04	8.77	9.17			1.62	
DEPARTMENT OF LABOR	43.83	21.86	10.02	9.58	0.07		2.31	
DEPARTMENT OF HEALTH AND HUMAN SERVICES	23.00	15.87	7.41	0.42	0.14		0.75	
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	46.64	23.09	11.20	10.24	0.08		2.02	
DEPARTMENT OF TRANSPORTATION	44.03	22.57	12.06	7.35			2.06	
DEPARTMENT OF ENERGY	44.70	23.54	9.09	11.09	0.43		0.56	
DEPARTMENT OF EDUCATION	46.21	22.93	11.18	10.77	0.37		0.95	
DEPARTMENT OF VETERANS AFFAIRS	43.71	21.55	11.32	8.01	0.16		1.98	46.04
SUBTOTAL EXECUTIVE DEPARTMENTS	43.51	22.40	9.52	9.74	0.06		2.48	30.38
AMERICAN BATTLE MONUMENTS COMMISSION	56.51	21.16	6.97	9.39			0.36	60.21
ARMED FORCES RETIREMENT HOME	31.07	17.15	7.53	5.44			0.96	
COMMODITY FUTURES TRADING COMMISSION	41.77	20.11	9.20	9.73	0.23		2.50	
CONSUMER PRODUCT SAFETY COMMISSION	41.77	22.42	8.61	10.17	0.03		0.53	
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	39.69	18.98	9.42	9.80			1.50	
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	45.78	22.43	11.10	10.76	0.44		1.05	
ENVIRONMENTAL PROTECTION AGENCY	20.42	10.61	4.85	4.47			0.49	
EXPORT-IMPORT BANK OF THE UNITED STATES	40.43	21.43	8.66	10.04	0.01		0.29	
FARM CREDIT ADMINISTRATION	45.57	22.77	8.12	9.79	0.10		4.80	
FEDERAL COMMUNICATIONS COMMISSION	48.63	22.85	10.79	10.60	1.40		2.99	
FEDERAL DEPOSIT INSURANCE CORPORATION	40.19	20.05	9.16	8.93	0.02		2.03	
FEDERAL ELECTION COMMISSION	39.70	18.42	9.35	9.90			2.04	
FEDERAL EMERGENCY MANAGEMENT AGENCY	36.27	16.00	8.61	8.56	0.43		2.66	
FEDERAL HOUSING FINANCE BOARD	38.90	19.38	6.87	8.95			3.71	
FEDERAL LABOR RELATIONS AUTHORITY	42.67	22.28	9.34	10.30	0.21		0.55	
FEDERAL MARITIME COMMISSION	53.75	29.93	12.89	9.90			1.03	
FEDERAL MEDIATION AND CONCILIATION SERVICE	35.54	18.57	6.27	9.73			0.98	

**TABLE 8C - AVERAGE LEAVE DAYS USED - BY AGENCY
LEAVE YEAR 2002**

AGENCY	AVERAGE DAYS USED						OTHER LEAVE FOR EMPLOYEES COVERED BY 5 U.S.C. 6301	OTHER LEAVE FOR EMPLOYEES NOT COVERED BY 5 U.S.C. 6301
	TOTAL	ANNUAL	SICK	HOLIDAY	TIME-OFF AWARDS			
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	55.11	33.04	11.8	10.03			0.24	
FEDERAL TRADE COMMISSION	40.19	20.20	8.55	10.53		0.25	0.66	
GENERAL SERVICES ADMINISTRATION	44.27	23.47	9.82	10.09		0.05	0.84	
BROADCASTING BOARD OF GOVERNORS	42.43	20.38	9.82	20.98			2.55	
INTERNATIONAL BOUNDARY & WATER COMMISSION: US & MEXICO	46.64	21.78	9.72	10.17		0.92	4.05	
MERIT SYSTEMS PROTECTION BOARD	41.38	21.57	7.43	9.65			0.43	
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	46.24	21.84	8.24	10.29		0.37	5.49	
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	41.98	21.01	9.72	10.39		0.06	0.80	
NATIONAL CREDIT UNION ADMINISTRATION	46.05	26.34	8.81	10.01		0.05	0.84	
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES	42.16	20.66	10.02	9.62		0.25	1.62	
NATIONAL ENDOWMENT FOR THE ARTS	40.51	19.31	10.11	9.48		0.11	1.50	
NATIONAL ENDOWMENT FOR THE HUMANITIES	43.69	21.91	9.94	9.74		0.38	1.72	
NATIONAL LABOR RELATIONS BOARD	18.28	8.05	3.22	6.18		0.19	0.64	
NATIONAL SCIENCE FOUNDATION	56.45	20.66	9.27	9.70		0.13	16.70	
NATIONAL TRANSPORTATION SAFETY BOARD	43.66	21.38	9.98	11.89			0.41	
NUCLEAR REGULATORY COMMISSION	218.11	132.68	54.79	7.57			23.07	
OFFICE OF PERSONNEL MANAGEMENT	43.63	22.23	10.36	10.39		0.02	0.63	
OFFICE OF SPECIAL COUNSEL	40.68	19.61	9.09	9.94		0.53	1.50	
PEACE CORPS	25.98	14.01	6.59	10.08			2.54	
8 PRESIDIO TRUST	41.51	17.32	9.10	9.88		0.06	5.15	
RAILROAD RETIREMENT BOARD	49.49	23.38	11.16	10.99			3.95	
SECURITIES AND EXCHANGE COMMISSION	41.12	20.03	9.37	10.45		0.41	0.86	
SELECTIVE SERVICE SYSTEM	48.07	23.32	13.01	10.60		0.05	1.08	
SMALL BUSINESS ADMINISTRATION	41.99	20.46	9.96	9.57		0.12	1.88	
SMITHSONIAN INSTITUTION	41.92	19.95	9.96	9.72		0.21	2.08	
SMITHSONIAN INSTITUTION	43.06	20.58	10.29	10.12		0.26	1.81	
NATIONAL GALLERY OF ART	37.06	17.25	8.55	8.00		0.03	3.23	
SOCIAL SECURITY ADMINISTRATION	46.30	23.38	11.33	10.44		0.05	1.09	
TENNESSEE VALLEY AUTHORITY	40.73	21.36	7.81	10.07		0.91	0.58	
U.S. HOLOCAUST MEMORIAL MUSEUM	41.05	19.18	9.75	9.77		1.00	1.35	
AGENCY FOR INTERNATIONAL DEVELOPMENT	53.90	19.36	6.26	7.98			2.64	
OVERSEAS PRIVATE INVESTMENT CORPORATION	38.35	18.57	7.81	10.78			1.19	
AGENCY FOR INTERNATIONAL DEVELOPMENT	55.03	19.42	6.15	7.77			2.75	
U.S. INTERNATIONAL TRADE COMMISSION	43.54	22.20	9.45	10.62		0.14	1.14	
U.S. POSTAL SERVICE	39.69	21.12	9.49	8.22			0.86	
SUBTOTAL INDEPENDENT AGENCIES	40.27	21.21	9.52	8.4		0.03	1.08	68.07
TOTAL - ALL AGENCIES	42.25	21.92	9.52	9.2		0.05	1.92	30.87

SUPPLEMENT III

Method of Calculating Average Days of Leave Used per Employee

There are five categories of leave included in the Work Years and Personnel Costs survey: Annual, Sick, Holiday, Other Leave for employees covered by 5 U.S.C. 6301, and "Other Leave" for employees **not** covered by 5 U.S.C. 6301. Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301 apply to employees covered by 5 U.S.C. 6301 (the majority of Federal civilian employees). "Other Leave" is all leave (annual, sick, etc.,) used by employees not covered by 5 U.S.C. 6301. These employees include: certain part-time and temporary employees (construction); Department of Veterans Affairs physicians, dentists, and nurses; non-U.S. citizens employed in foreign areas, certain teachers, and executive branch officials appointed or designated by the President.

The total average days of leave used per employee (all categories of leave) is computed by dividing the total number of leave days used by the total number of basic work years. In order to compute the average days used for Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301, the basic work years must be adjusted to exclude those employees not covered by 5 U.S.C. 6301. Those employees are excluded by subtracting the basic work years reported under the following pay codes from the total basic work year figure:

Pay Code 630 - Veterans Affairs
physicians and dentists
631 - Veterans Affairs nurses
650 - Public Health Service
Commissioned Corps
748 - Non-Wage Board aliens
employed in foreign areas
772 - Teachers in dependent
schools abroad

The number of days used for Annual, Sick, Holiday, or Other Leave for employees covered by 5 U.S.C. 6301 are then divided by this adjusted basic work year to determine the average days used per employee.

To figure the average days of "Other Leave" used, the total number of leave days used is divided by the basic work years reported in the afore-mentioned pay codes (630, 631, 650, 748, and 772). This represents an average of all types of leave used by those employees not covered by 5 U.S.C. 6301.

This method of computing average leave days used applies for each agency. To determine the average days used for Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301, only General Schedule basic work years (pay code 610) are divided into the number of leave days used. Average "Other Leave" days used is determined by dividing the number of "Other Leave" days used by the remaining basic work years (the total basic work years less the work years reported under the General Schedule).

The basic work years used to compute average "Other Leave" days used include those reported under pay codes 630, 631, 650, 748, and 772. Basic work years used to obtain average days used for Annual, Sick, Holiday, and Other Leave for employees covered by 5 U.S.C. 6301 exclude those pay codes from the total basic work year figure.

Table 8D details the adjusted basic work years (used to compute average Annual, Holiday, Sick, and Other Leave for employees covered by 5 U.S.C. 6301), as well as the "Other" basic work years (which determine average "Other Leave" used.)



**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2002**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Total, All Agencies	2,580,717	2,500,192	80,146
Office of the President	1,411	1,411	...
Executive Office of the President	405	405	
Office of Management and Budget	515	515	
Office of Administration	200	200	
Office of the U.S. Trade Representative	185	185	
Office of National Drug Control Policy	106	106	
Departments	1,570,694	1,491,575	79,119
Department of State	28,302	18,225	10,077
Department of the Treasury	147,713	147,713	
Department of Defense, Total	671,949	655,278	16,671
Department of Army	242,307	242,307	
Department of Navy	184,074	180,650	3,424
Department of the Air Force	156,789	150,362	6,427
Other Defense Activities	106,810	99,614	7,196
Department of Justice	126,313	126,313	
Department of the Interior	69,721	69,721	
Department of Agriculture	101,816	101,816	
Department of Commerce	34,967	34,967	
Department of Labor	16,968	16,968	
Department of Health and Human Services	63,821	59,684	4,137
Department of Housing and Urban Development	10,027	10,027	
Department of Transportation	70,028	70,021	7
Department of Energy	15,656	15,656	
Department of Education	4,541	4,541	
Department of Veterans Affairs	208,872	160,645	48,227
Independent Agencies	1,008,612	1,007,206	1,027
American Battle Monuments Commission	368	61	307
Armed Forces Retirement Home	717	717	
Commodity Futures Trading Commission	512	512	
Consumer Products Safety Commission	462	462	
Corporation for National and Community Service	597	597	
Equal Employment Opportunity Commission	2,772	2,772	
Environmental Protection Agency	36,709	36,709	
Export-Import Bank of the United States	404	404	
Farm Credit Administration	273	273	
Federal Communications Commission	1,991	1,991	
Federal Deposit Insurance Corporation	6,360	6,360	
Federal Election Commission	355	355	

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 748, and 772. See Supplement III, page 95.

2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Department of Veterans Affairs physicians, dentists, nurses, non-U.S. citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 95.

**TABLE 8D. BASIC WORK YEARS AND ADJUSTED BASIC WORK YEARS
FISCAL YEAR 2002**

Agency	Basic Work Years	Adjusted Basic Work Years 1/	Basic Work Years for "Other" Employees 2/
Independent Agencies (continued)			
Federal Emergency Management Agency	4,966	4,966	
Federal Housing Finance Board	112	112	
Federal Labor Relations Authority	195	195	
Federal Maritime Commission	127	127	
Federal Mediation and Conciliation Service	289	289	
Federal Retirement Thrift Investment Board	99	99	
Federal Trade Commission	1,057	1,057	
General Services Administration	13,937	13,937	
Broadcasting Board of Governors	2,349	1,855	494
International Boundary and Water Commission: U.S. & Mexico	263	263	
Merit Systems Protection Board	230	230	
National Aeronautics and Space Administration	18,671	18,671	
National Archives and Records Administration	2,750	2,750	
National Credit Union Administration	968	968	
National Foundation on the Arts and the Humanities	313	313	
National Endowment for the Arts	151	151	
National Endowment for the Humanities	162	162	
National Labor Relations Board	1,946	1,946	
National Science Foundation	1,244	1,244	
National Transportation Safety Board	426	426	
Nuclear Regulatory Commission	3,182	3,182	
Office of Personnel Management	2,676	2,676	
Office of Special Counsel	106	106	
Peace Corps	1,001	783	218
Presidio Trust	417	417	
Railroad Retirement Board	1,150	1,150	
Securities and Exchange Commission	3,009	3,009	
Selective Service System	159	159	
Small Business Administration	3,951	3,951	
Smithsonian Institution	4,956	4,956	
Smithsonian Institution	4,018	4,018	
National Gallery of Art	938	938	
Social Security Administration	63,127	62,748	
Tennessee Valley Authority	13,562	13,562	
U.S. Holocaust Memorial Museum	224	224	
Agency for International Development	2,865	2,857	8
Overseas Private Investment Corporation	194	194	
Agency for International Development	2,671	2,663	8
U.S. International Trade Commission	378	378	
U.S. Postal Service	806,387	806,387	

1/ Basic Work Years for employees covered by 5 U.S.C. 6301, which equals total basic work years less basic work years reported for pay codes 630, 631, 650, 748, and 772. See Supplement III, page 95.

2/ Basic work years for employees not covered by 5 U.S.C. 6301, which equals total basic work years reported under pay codes 630, 631, 650, 748, 772. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction), Department of Veterans Affairs physicians, dentists, nurses, non-U.S. citizen employees in foreign areas, certain teachers, and executive branch officials appointed or designated by the President. See Supplement III, page 95.

SUPPLEMENT IV - SURVEY INSTRUCTIONS

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ACTION:

MEMORANDUM FOR: Assistant Secretaries for Administration and
Assistant Administrators for Management



FROM: RHONDA K. DIAZ, Acting
Assistant Director
for Workforce Information
Office of Merit Systems
Oversight and Effectiveness

SUBJECT: Fiscal Year 2002 Report on Work Years and
Personnel Costs

The Office of Personnel Management (OPM) annually requests a Work Years and Personnel Costs (WYPC) Report from agencies to assist us and the Office of Management and Budget (OMB) in addressing policy issues having major budgetary impact. This memorandum provides instructions for the Fiscal Year 2002 report.

OMB requests that agencies reconcile their Fiscal Year WYPC data with corresponding "Object Class Data" in the actual year column of the President's Budget. For example, the data reported for the Fiscal Year 2002 WYPC Report reflecting gross obligations (both direct and reimbursables) via object class should be the same as the "2002 actual" column of the Fiscal Year 2004 President's Budget which reflects gross (direct and reimbursables) obligations by object classes. To achieve this reconciliation, we have scheduled the WYPC reporting date after agencies have transmitted final "Object Class Data" for the President's Budget. Since final "Object Class Data" for the President's Budget should normally be sent no later than January, the reporting date for agencies to submit the WYPC report is February 14, 2003. Agencies should establish appropriate internal coordination procedures to ensure that the data are reconciled. We have added references on Forms 1351-A and 1351-B to help with this process.

The work years and cost data requested in the attachments identify the various components of basic pay (object classes 11.1 and 11.3), premium pay (object class 11.5), benefits (object class 12.1), separation incentive pay and severance pay (object class 13.0) for Federal civilian employment. Information is also needed on the number of staff days and value of leave earned and used. The data are used to estimate the cost of proposed Federal pay increases, evaluate the financial effects of proposed legislation relating to personnel compensation and benefits, and analyze comparability of pay and personnel benefits with the non-Federal sector.

Agencies with 100 or more employees are required to report. Agencies must submit Fiscal Year 2001 work years and cost data, as well as Leave Year 2001 data, by February 14, 2003. Send reports to: U.S. Office of Personnel Management, Office of Workforce Information, Workforce Statistics Division, (Room 7439), 1900 E Street NW., Washington, DC 20415-6000. Questions concerning this report may be referred to British Morrison at 202-606-1350, FAX: 202-606-1719, Email: owi@opm.gov.

Data for this report are derived from agency payroll and accounting systems as well as from personnel systems. Assistant Secretaries and Administrators are requested to exercise overall responsibility to ensure that the required reports are accurate and are submitted on time. The data you provide will be used in high level decision processes and will be treated as the official representation of your agency. This report has been cleared as an interagency report and has been assigned interagency control number 0197-OPM-AN.

Attachments



Attachment 1

Instructions for Preparation of Forms for the Work Years and Personnel Costs Report

General

The Office of Personnel Management (OPM) Work Years and Personnel Costs Report consists of three forms:

- (1) **OPM Form 1351-A (Attachment 3):** Basic and Premium Work Years and Pay;
- (2) **OPM Form 1351-B (Attachment 4):** Cost of Employees' Benefits;
- (3) **OPM Form 1351-C (Attachment 5):** Leave Earned and Used.

Item 2 of each form is the Agency Code, which is a 4-character code assigned to each agency for reporting purposes. (See Operating Manual, The Guide to Personnel Data Standards, as used on the agency's Monthly Report of Federal Civilian Employment, (Standard Form 113-A).) Agency guidance and reporting instructions are available at <http://www.opm.gov/feddata/guidance.htm>.

If you have any questions regarding interpretations of these instructions, please contact British Morrison, Workforce Statistics Division, at 202-606-1350, Email: owi@opm.gov. Submit reports to the U.S. Office of Personnel Management, Workforce Statistics Division, Room 7439, 1900 E Street NW., Washington, DC 20415-6000.

Instructions for Form 1351-A: Basic and Premium Work Years and Pay

For items 1, 2, 3, and 4, in the heading of the form, show the agency name, agency code, pay system category covered, and the pay system category code, respectively.

A separate Form 1351-A is to be prepared for (1) the total agency (summary of all pay systems--enter Code 800 in item 4), (2) each pay system category below preceded by an asterisk, and (3) each of the pay system categories listed below which comprise 10 or more percent of an agency's total work years and total pay. Note: The listing of pay system categories is not intended to be comprehensive. Data for pay items not listed below should be included only in the total agency summary report (code 800).

Code	Pay System Category
610	* General Schedule (GS and GM)
620	Postal Service schedules--U.S. Postal Service only
630	* Veterans Administration physicians and dentists schedules--Department of Veterans Affairs only
631	* Veterans Administration nurses schedule--Department of Veterans Affairs only
640	Senior Foreign Service (FE)
641	Foreign Service Officers and Staff (FO, FP); Foreign Defense (FD)

Attachment 1(1)

Code	Pay System Category (Code)
650	* Public Health Service Commissioned Corps--Department of Health and Human Services only
675	* Senior Executive Service (ES)
710	Grades related to General Schedule (GG, GH, GN, CZ, MG, PG); also includes: [DA, DG, DP, DS, and DT for Department of Navy], [DB, DE, DJ, DK for Department of Defense], [NC, ND, NG, NO, NP, NR, and NT for the Department of Navy], [ZA, ZP, ZS, and ZT for Department of Commerce], [FG, FM for Federal Aviation Administration within the Department of Transportation], [DR for the Department of Air Force], and [NH, NJ, NK for Department of Defense], [CU for National Credit Union Administration], [IR for Internal Revenue Service], and [CG for the Federal Deposit Insurance Corporation]
720	Administratively Determined (AD)
732	Tennessee Valley Authority (salary policy employees)
733	Tennessee Valley Authority (trade and labor employees)
740	* Wage employees--trades and crafts (U.S. citizens)
748	* Aliens employed in foreign areas (non-wage board)--Department of Defense, Broadcasting Board of Governors, Volunteers in Service to America, Peace Corps, Agency for International Development, State, American Battle Monuments Commission only
752	U.S. attorneys, assistants--Department of Justice only
768	* Experts and consultants (employees appointed under 5 U.S.C. 3109) (ED and EF)
770	Employees on fee, contract, or piecework basis
772	* Teachers in Dependent Schools Abroad
777	Census enumerators
800	Agency Total - Sum of all Pay Systems

Form 1351-A is designed to obtain work years and cost data for each component of object classes 11.1, 11.3, and 11.5. All work years and cost data will be equivalent to **gross (direct and reimbursables)** obligations incurred for that year.

Definitions

Following are definitions of items shown on **Form 1351-A**.

Code 100. Total Basic Work Years and Payroll.

The totals will represent the aggregate of basic work years and payrolls for codes 101, 102, and 103. Report work years to two decimal places; continue to report compensation in thousands (\$000) of dollars.

Attachment 1 (2)

Personnel compensation will equal the **gross (direct and reimbursables)** compensation for personal services rendered to the Government, including amounts withheld that are creditable to other funds for the employee's share of retirement and insurance contributions, income taxes, and other purposes.

Exclude overtime pay and other premium pay and cash awards. (See codes 200-212.) Include locality-based comparability payments, as well as special geographic pay adjustments for law enforcement officers in the San Francisco, Los Angeles, New York, and Boston areas. Includes regular salaries and wages paid to employees while they are taking compensatory time off or are on annual, sick, or other paid leave and lump-sum payments for annual leave upon separation. Also include all non-overtime pay for firefighters compensated under 5 U.S.C. 5545b for hours of work up to 53 per week, or 106 biweekly (including firefighters with 40+ schedules as described in 5 CFR 550.1303(b)). Please note that the personnel compensation (both direct and reimbursables) for code 101 should equal the figure (both direct and reimbursables) reported to the Office of Management and Budget under object classification 11.1, and the sum of personnel compensation (both direct and reimbursables) for codes 102 and 103 should equal the figure (both direct and reimbursables) reported to the Office of Management and Budget under object classification 11.3.

Code 101. Full-Time Permanent Appointments (object class 11.1).

Report regular salaries and wages paid or to be paid directly to civilian full-time permanent employees that are part of the employee's basic rate of pay. Includes regular pay of the commissioned officers of the Public Health Service and the National Oceanic and Atmospheric Administration. Includes seasonal employees with permanent appointments who work the number of hours required by the administrative workweek. Also includes:

- Full-time employees in the Competitive Service with career and career-conditional appointments.
- Full-time employees in an Excepted Service whose appointments carry no restriction or condition. (Include employees serving a trial period.)
- Full-time employees in the Senior Executive Service with career appointments as defined in 5 U.S.C. 3132(a)(4) and noncareer appointments as defined in 5 U.S.C. 3132(a)(7).

Code 102. Full-Time Temporary Appointments (object class 11.3).

Entries will represent the work years and related costs for full-time temporary employment. Includes regular pay for full-time employment for a limited period of time that is generally less than a year (e.g., seasonal employment of persons without permanent appointments). Includes regular pay for employees with term appointments.

Attachment 1 (3)

Includes pay for employees whose tenure is without a specific time limitation, but not actually or potentially permanent -- i.e., indefinite appointments.

Code 103. Part-Time and Intermittent Appointments (Full-Time Equivalent), (object class 11.3).

Entries will represent the work years and related costs for part-time and intermittent employees (including seasonal employees).

Part-Time Employment (object class 11.3) - Regular pay with appointments that require work on a pre-arranged schedule of fewer hours or days of work than prescribed for full-time employees in the same group.

Intermittent Employment (object class 11.3) - Regular pay for consultants and other employees with appointments that require work on an irregular or occasional basis, with hours or days of work not based on a pre-arranged schedule. Compensation is paid only for the time actually employed or services actually rendered.

Code 200. Total Premium Work Years and Pay.

Report compensation paid directly to civilian employees, including premium pay and differentials (except for cash allowances for higher cost-of-living locations, which are classified under object class 12.1). Code 200 also includes cash awards for all Federal employees. Please note that the personnel compensation for code 200 (Total Premium Pay -- both direct and reimbursables) should equal the figure (both direct and reimbursables) reported to the Office of Management and Budget under Object Classification 11.5.

Totals are requested for the aggregate work years for codes 201 and 202, and the aggregate costs for codes 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, and 212. These costs are classified under object class 11.5.

Code 201. Overtime Pay (object class 11.5). [Report Categories Separately]

Report work years and payments above the basic rate for services in excess of the established work period for basic compensation purposes, usually a 40-hour week or an 8-hour day (see 5 U.S.C. 5542 and 5544). Report these categories separately as follows:

- Administratively uncontrollable overtime pay (5 U.S.C. 5545 (c)(2));
- Availability pay for criminal investigators (5 U.S.C. 5545a);
- Overtime pay for firefighters compensated under 5 U.S.C. 5545b who are subject to special pay computation and overtime rules. (For these firefighters, overtime pay

is payable for hours in excess of 53 per week, or 106 hours biweekly);

Annual premium pay for regularly scheduled standby duty; and

- Other overtime pay.

Code 202. Holiday Pay (object class 11.5).

Report work years and payments above the basic rate for nonovertime work on holidays or days treated as holidays (see 5 U.S.C. 5546(b)). Holidays paid for at the basic rate but not worked are to be included in code 100: Total Basic Work Years and Payroll.

Code 203. Sunday Pay (object class 11.5).

Report payments above the basic rate for regularly scheduled nonovertime work on Sundays for which this premium pay is earned (see 5 U.S.C. 5544 and 5 U.S.C. 5546(a)).

Code 204. Night Differential (object class 11.5).

Report payments above the basic rate for regularly scheduled night work (see 5 U.S.C. 5343 and 5 U.S.C. 5545).

Code 205. Hazardous Duty Pay or Environmental Differential Pay (object class 11.5).

Report payments above the basic rate because of assignments involving performance of duties that subject the employee to unusual hazards or physical hardship (see 5 U.S.C. 5343 and 5 U.S.C. 5545).

Code 206. Post Differential (object class 11.5).

Report payments above the basic rate for service at hardship posts abroad that are based upon conditions of environment differing substantially from those in the contiguous 48 States and the District of Columbia as defined in 5 U.S.C. 5925. Also includes non-foreign post differentials under 5 U.S.C. 5941(a)(2). (Note: Nonforeign cost of living allowance payments under 5 U.S.C. 5941(a)(1) should be reported under 312.)

Code 207. Staffing Differential (object class 11.5). [Not authorized for use; No data required.]

Code 208. Supervisory Differential (object class 11.5).

Report payments above the basic rates for General Schedule supervisors who supervise employees in other non-GS pay plans who receive a higher rate of total pay than does the supervisor (see 5 U.S.C. 5755).

Code 209. Physicians Comparability Allowance (object class 11.5).

Report the amount the agency paid to recruit and retain highly qualified Government physicians (see 5 U.S.C. 5948).

Code 210. Remote Work Site Allowance (object class 11.5).

Report amounts an agency paid for personnel assigned to duty, except temporary duty, at a site so remote from the nearest established communities or suitable places of residence as to require an appreciable degree of expense, hardship, and inconvenience, beyond that normally encountered in metropolitan commuting, on the part of the employee in commuting to and from his residence and such worksite (see 5 U.S.C. 5942).

Code 211. Cash Awards (object class 11.5).

Report costs of cash incentive awards and performance bonuses granted to employees that do not become part of their rate of basic pay.

Include:

- all awards granted on the basis of a rating of record (performance awards) under 5 U.S.C. 4505a and 5384;
- all awards for special acts or service, suggestions/inventions, gainshares, etc., granted under 5 U.S.C. 4503;
- all meritorious and distinguished executive awards of rank granted under 5 U.S.C. 4507; and any other cash awards granted under the authority of chapter 45 of 5 U.S.C., such as foreign language awards paid to qualifying law enforcement officers, or any other independent agency authority for paying lumpsum cash awards to employees.

NOTE: Do not include "Voluntary Separation Incentive Payments" paid under the authority of P.L. 103-226; this data should be reported under **Code 400 - Total Separation Pay (Object Class 13.0)**.

Also, do not include time-off awards granted (5 U.S.C. 4502(e)); report timeoff awards on OPM Form 1351-C (see Attachments).

Code 212. Other (object class 11.5).

Report payments above the basic rates for any other premium pay.

Please perform the following edit checks for Office of Personnel Management (OPM) Form 1351-A.

(1) The cost for codes 100, 101, 102, and 103 divided by the respective work years should approximate the average basic salary of each pay system category of employee (e.g., Code 610 (General Schedule-GS and GM); Code 675 (Senior Executive Service-ES, etc.)).

Please note that average basic salaries for Code 101, Full-Time Permanent Appointments, should fall within the minimum to maximum ranges provided below for the following pay system categories:

Code	Pay System Category	Minimum-----	Maximum
630	Physicians/Dentists—Department of (VA) Veterans Affairs only	\$40,236	\$116,102
675	Senior Executive Services (ES)	\$109,100	\$133,700

Note: The minimum and maximum salaries (excluding locality pay) shown are those for calendar year 2002. If locality pay is included, the minimum ES rate would still be \$109,100 (in areas where locality pay does not apply) and the maximum ES rate would be \$133,700. (The maximum rate for SES employees are capped on locality adjusted pay.)

- (1) The average basic salaries computed by edit (1) above divided by 260days should approximate the average daily rate.
- (3) For code 201, overtime costs divided by overtime work years should approximate the annual average overtime rate.
- (4) The Work Years and Personnel Report covers **total employment**. Work Years should be benchmarked against the monthly report of Full-Time Equivalency (SF 113-G) summary reports; large differences in report coverage should be explained, since the 113-G report now covers total employment, including those in special employment categories (formerly non-ceiling employees).

Instructions for Office of Personnel Management (OPM) Form 1351-B: Cost of Employees' Benefits.

An agencywide report using OPM Form 1351-B is requested. In the column labeled Cost, show the aggregate cost during the fiscal year for the given benefit. In the next

column show the percentage that the cost of the given benefit is of basic payroll (i.e., compensation amount reported in code 100). Carry the division to 5 places, multiply by 100, and round to 2 decimal places. The following code numbers and entries will be shown:

Code 300. Total Cost of Benefits.

The total cost will represent the agency's aggregate costs for benefits and should equal the sum of codes 301 through 303 plus 308 through 316. This amount (both direct and reimbursables) **will be identical** to the total amount (both direct and reimbursables) reported to the Office of Management and Budget (OMB) under object class 12.1, Personnel Benefits for Civilian Employees, as provided in OMB Circular A-11, 35.5, Object Classification Definitions. Portions of Circular A11 that relate to overall object class 12 (Personnel Benefits) and to the 12.1 subcategory (Civilian Personnel) are reprinted below:

12.1 Civilian Personnel Benefits

Cash allowances paid directly to Federal civilian employees and payments to other funds for the benefit of these employees and benefits authorized by statute to be paid, including those to certain non-Federal civilian employees.

This object class consists of all such payments whether or not the personnel compensation of these employees is classified under object classes 11.1 through 11.8. Benefit payments for non-Federal civilian employees under this object class include payments to persons not reportable to the Office of Personnel Management as Federal employees -- e.g., Peace Corps and Volunteers in Service to America (VISTA) volunteers, Job Corps enrollees, and U.S. Department of Agriculture Extension Service agents.

Excludes cash awards classified under object class 11.5, perquisites provided in kind (which are classified under the object class representing the nature of the item purchased), and payments to former employees resulting from their employment.

Includes:

Recruitment and retention incentives-- payments above the basic rate for recruitment bonuses, relocation bonuses, and retention allowances authorized by 5 U.S.C. 5753 and 5754.

Reimbursement for professional liability insurance-- payments to reimburse qualified Federal employees for one half the cost of professional liability insurance premiums, as authorized by P.L. 104-208.

Allowances -- includes quarters allowances (when paid in cash), special pay that is paid in a lump sum, reimbursements for notary public expenses, and allowances above

Attachment 1 (8)

basic rates of pay for service outside the contiguous 48 States and the District of Columbia to compensate for a substantially higher cost of living at the post of assignment than the cost of living in the District of Columbia (as authorized under 5 U.S.C. 5924 and 5941).

Also includes allowances for separate maintenance, education for dependents, transfers for employees stationed abroad, and personal allowances based upon assignment or position.

Relocation and other expenses related to permanent change of station (PCS) - - includes authorized allowances for expenses incurred in connection with the sale of a residence or settlement of an unexpired lease, subsistence while occupying temporary quarters, and miscellaneous moving expenses, as authorized under 5 U.S.C. 5724(a). Also includes reimbursement of amounts equal to income taxes incurred by transferred employees for moving or storage expenses under 5 U.S.C. 5724(b) and contractual charges for relocation services under 5 U.S.C. 5724(c). Charges for other PCS expenses are classified under object class 12.2, 21.0, 22.0 or 25.7, as appropriate. Also includes relocation and other expenses related to a temporary change of station (TCS) under 5 U.S.C. 5737 and 41 CFR Part 302-1, subparts C and D.

Payments to other funds -- includes employer's share of employee retirement, life insurance, health insurance and benefits, accident compensation (e.g., payments to the Office of Workers Compensation), Federal Insurance Contribution Act taxes, and other such payments. Includes agency payments to the civil service retirement fund for currently employed Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) personnel, as required under the Federal Workforce Restructuring Act of 1994 (5 U.S.C. 2101). Also includes agency payments to finance fiduciary insurance costs of the Federal Retirement Thrift Investment Board.

Subsidies for commuting costs -- includes payments to subsidize the costs of Federal civilian employees in commuting by public transportation.

Code 301. Health Insurance (object class 12.1).

Report (1) total costs charged to the agency for health insurance plans under the Federal Employees Health Benefits Act, and (2) costs charged to the agency under any other plans not administered by the Office of Personnel Management (e.g., the Tennessee Valley Authority Health Plan).

Code 302. Life Insurance (object class 12.1).

Report total costs charged to the agency for Federal Employees' Group Life Insurance.

Code 303. Retirement (object class 12.1).

Report total costs charged to the agency for (1) civil service retirement, (2) any other retirement plan established by the Federal Government (e.g., Foreign Service retirement or the Tennessee Valley Authority Retirement Plan).

Please note that codes 304 through 307 are sub-categories of code 303.

Code 304. Civil Service Retirement System (CSRS) (object class 12.1).

Report total charges to the agency for costs related to the civil service retirement system.

Code 305. Federal Employees Retirement System (FERS) Basic Benefit (object class 12.1).

Report total charges to the agency for costs related to the FERS basic benefit.

Code 306. Federal Employees Thrift Plan (FERS) (object class 12.1).

Report total agency costs to the agency for the Federal employees thrift plan.

Code 307. Other Retirement Systems (Specify) (object class 12.1).

Report total costs charged to the agency for any other retirement plan established by the Federal Government (e.g., Foreign Service retirement or the Tennessee Valley Authority Retirement plan).

Code 308. Federal Insurance Contributions Act (FICA) Taxes (object class 12.1).

Report total costs charged to the agency for social security and Medicare (OASDHI).

Code 309. Federal Employees Compensation Act (FECA) (object class 12.1).

Report total costs charged to the agency by Labor Department's Office of Workers Compensation programs.

Code 310. Uniform Allowances (object class 12.1).

Report total agency costs for uniform allowances (cash) to civilian employees.

Code 311. Overseas Allowances (including overseas cost of living allowances (COLA)) (object class 12.1).

Report agency costs for quarters allowances (5 U.S.C. 5923) and cost-of-living allowances, including post allowances, transfer allowances, separate maintenance allowances, and educational allowances (5 U.S.C. 5924 (1), (2), (3), and (4)).

Code 312. Non-Foreign COLA (object class 12.1).

Report total agency costs for allowances based on living costs for employees stationed outside continental United States or in Alaska (see 5 U.S.C. 5941(a)(1)). These areas include Alaska, Hawaii, Guam, Puerto Rico, U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands. **Note:** Post differentials under 5 U.S.C. 5941(a)(2) paid to employees in Guam, American Samoa, Midway Island, and other small non-foreign areas should be reported under **Code 206. Post Differential** (object class 11.5).

Code 313. Retention Allowance (object class 12.1).

Report agency costs for amounts paid to employees with high qualifications or special skills in those cases where the agency determines that the employee would be likely to leave the Federal service if no allowance were paid (see 5 U.S.C. 5754).

Code 314. Recruitment Bonus (object class 12.1).

Report agency costs for one-time payments to newly appointed employees as a recruiting inducement for hard-to-fill positions (see 5 U.S.C. 5753).

Code 315. Relocation Bonus (object class 12.1).

Report agency costs for one-time payments to current employees who relocate to take hard-to-fill positions (see 5 U.S.C. 5753).

Code 316. Other Benefits included in Object Class 12.1.

Include costs charged to the agency for employee's retirement, health, life insurance, or other welfare benefits under special plans for non-U.S. citizens in foreign areas (e.g., social security system of host country government). Also includes relocation and other expenses related to permanent change of station (PCS). Includes payments to subsidize the costs of Federal civilian employees in commuting by public transportation.

Code 400. Total Separation Pay (object class 13.0).

Note that two categories of separation payments are to be reported separately and combined as components of object class 13.0.

Report severance payments made to former employees involuntarily separated through no fault of their own.

Report payments made through the Voluntary Separation Incentive Program (VSIP) (i.e., Buyout Bonuses, etc.).

Please perform the following edit checks for Office of Personnel Management (OPM) Form 1351-B.

Do not include the costs for separation pay (code 400) in the line labeled Total Cost of Benefits (code 300).

Shown below are Government-wide figures for benefit costs as percentages of basic payroll.

Benefit Code and Title	Cost as Percent of Basic Payroll, Fiscal Year 2001
300 Total Cost of Benefits (excludes separation pay).....	28.0
301 Health Insurance	6.2
302 Life Insurance - Federal Employees Group Life Insurance (FEGLI)4
303 Retirement.....	12.0
304 Civil Service Retirement System (CSRS)	3.2
305 Federal Employees Basic Benefit - Federal Employees Retirement System (FERS)...	6.2
306 Federal Employees Thrift Plan (FERS).....	2.3
307 Other Retirement Systems3
308 Federal Insurance Contributions Act Taxes (OASDHI)	5.4
309 Federal Employees Compensation Act (FECA) (Payments to Department of Labor)	1.4
310 Uniform Allowances.....	.1
311 Overseas Allowances (including overseas COLA)....	.5
312 Non-Foreign Cost of Living Allowance (COLA)2
313 Retention Allowance1
314 Recruitment Bonus.....	.0
315 Relocation Bonus0
316 Other benefits included in Object Class 12.1.....	1.7
400 Total Separation Pay.....	.3
Total Benefits Plus Separation Pay.....	28.3

Attachment 1 (12)

The percentage for an individual agency can be expected to vary from the Government wide averages shown depending upon the composition of its labor force (e.g., proportion of temporaries), and the geographic location of its duty station (e.g., proportion of employees stationed outside United States). Please indicate in the transmittal letter the reasons for significant variations from the percentages shown.

**Instructions for Office of Personnel Management (OPM) Form 1351-C:
Leave Earned and Used (Leave Year 2002).**

A significant part of the cost of Federal employee compensation is pay for time not worked. This report is designed to obtain information based on leave records maintained in agency payroll systems.

A summary report in the format of Form 1351-C will be prepared for each agency. Items 1 through 5 under "Type of Leave" apply to employees covered by 5 U.S.C. 6301. Item 6 applies to employees **not** covered by 5 U.S.C. 6301. Items are defined as follows:

1. **Annual Leave.** Include (1) the number of days paid for but not worked and charged to annual leave or home leave, and (2) the number of days for which lump-sum payments were made at time of separation; report lump-sum data separately as well as combined with total annual leave data.
2. **Sick Leave.** Include the number of days charged to sick leave. Accumulated sick leave converted to service credit for retirement annuities should be reported for all employees who retired during the leave year.
3. **Holidays.** Include the aggregate number of Federal holidays paid for but not worked.
4. **Time-Off Awards.** Include the number of hours granted for time off from duty without loss of pay or charge to leave as an award in recognition of superior accomplishment or other personal contributions to the quality of Government operations. (See 5 U.S.C. 4502(e)).
5. **Other Leave for Employees Covered by 5 U.S.C. 6301.** Include the aggregate number of days charged to shore leave (vessel employee); military leave (National Guard and reserve duty); court leave (jury and witness); administrative dismissals, such as hazardous weather and hot weather dismissals and when a field office is closed on a local holiday because Federal work may not be properly performed; and other excused absences, such as for registration and voting, civil defense activities, participation in military funerals, blood donations, taking examinations, attending conferences and conventions, and representing employee organizations.
6. **Other Leave for Employees not Covered by 5 U.S.C. 6301.** Report all leave used regardless of type. Excluded from coverage of 5 U.S.C. 6301 are certain part-time and temporary employees (construction); Veterans Administration physicians, dentists, and nurses; non-U.S. citizen employees in foreign areas; and certain teachers. (Exclude lump-sum payments for annual leave upon separation.)

Attachment 1(14)

The number of days reported as leave used, earned, and forfeited should be based on the amounts accumulated in the leave records (and reports) during the 2002 leave year. The number of days of leave reported as carried over should relate to employees on board at the end of the leave year.


The value of leave used will be computed by relating and accumulating the daily pay rates of the using employees.

Please perform the following edit checks for Office of Personnel Management (OPM) Form 1351-C.

The value of leave used divided by number of days equals value per day. This amount should approximate the average daily rate computed for the edit check on OPM Form 1351-A.

SAMPLE AGENCY CONTACT NOTIFICATION LETTER

Agency Name:
Agency Address:
Date:

Office of Personnel Management
Office of Merit Systems Oversight and Effectiveness
Workforce Statistics Division 
Statistical Services Team
1900 E Street NW.
Washington, DC 20415-6000
Attention: British Morrison, Room 7439
Email: bvmorris@opm.gov

Dear Ms. Morrison:

As requested, the following persons are responsible for the Work Years and Personnel Costs Report due at the Office of Personnel Management:

Supervisory Official Primarily Responsible for Agencywide Report Number	Phone Number	Working-Level Contact	Phone Number	FAX
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These staff members should be able to answer any questions you would have on the Work Years and Personnel Costs Report.

Sincerely,

Director of Human Resources

Note: Each agency should regularly notify the Office of Personnel Management, using this format, of any changes in personnel responsible for the Work Years and Personnel Costs Report.

**WORK YEARS AND PERSONNEL COSTS REPORT
BASIC AND PREMIUM WORK YEARS AND PAY
FISCAL YEAR 2002**

1. Agency Name			2. Agency Code	
3. Pay System Category			4. Pay System Code	
CODE	ITEM	OMB OBJECT CLASS	WORK YEARS Two decimal places	PERSONNEL COMPENSATION (Thousands)
100	Total Basic Work Years and Payroll	11.1/11.3		
101	Full-Time Permanent Appointments	11.1		
102	Full-Time Temporary Appointments	11.3		
103	Part-Time and Intermittent Appointments (Full-Time Equivalent (FTE))	11.3		
200	Total Premium Work Years and Pay	11.5		
201	Overtime Pay (Report separately for the 5 categories listed below.)	11.5	XXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXX
	- Availability pay for criminal investigators	11.5		
	- Overtime pay for firefighters	11.5		
	- Annual premium pay for regularly scheduled standby duty	11.5		
	- Administratively uncontrollable overtime pay	11.5		
	- Other Overtime pay	11.5		
202	Holiday Pay	11.5		
203	Sunday Pay	11.5	XXX	
204	Night Differential	11.5	XXX	
205	Hazardous Duty Pay	11.5	XXX	
206	Post Differential	11.5	XXX	
207	Staffing Differential	11.5	XXX	XXX
208	Supervisory Differential	11.5	XXX	
209	Physicians Comparability Allowance	11.5	XXX	
210	Remote Work Site Allowance	11.5	XXX	
211	Cash Awards	11.5	XXX	
212	Other*	11.5	XXX	

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* Identify separately any forms of premium pay included in code 212 that are equal to 100 thousand dollars or more.

**WORK YEARS AND PERSONNEL COSTS REPORT
COST OF EMPLOYEES BENEFITS
FISCAL YEAR 2002**

1. Agency Name			2. Agency Code	
CODE	ITEM	OMB OBJECT CLASS	COST (Thousands)	For Agency Edit Check: COST AS PERCENT OF BASIC PAYROLL
300	Total Cost of Benefits	12.1		
301	Health Insurance	12.1		
	- Federal Employees Health Benefits Act			
	- Other			
302	Life Insurance – Federal Employees Group Life Insurance (FEGLI)	12.1		
303	Retirement	12.1		
304	- Civil Service Retirement System (CSRS)	12.1		
305	- Federal Employees Retirement System (FERS) Basic Benefit	12.1		
306	- Federal Employees Thrift Plan (FERS)	12.1		
307	- Other Retirement Systems (specify)	12.1		
308	Federal Insurance Contributions Act Taxes (OASDHI)	12.1		
309	Federal Employees Compensation Act (FECA) Payments to Department of Labor	12.1		
310	Uniform Allowances	12.1		
311	Overseas Allowances (including overseas cost of living allowance (COLA))	12.1		
312	Non-Foreign COLA	12.1		
313	Retention Allowance	12.1		
314	Recruitment Bonus	12.1		
315	Relocation Bonus	12.1		
316	Other Benefits included in Object Class 12.1	12.1		
400	Total Separation Pay (includes severance pay and separation incentive)	13.0		
	- Severance Pay			
	- Separation Incentive (i.e., "Buyout Bonus")			
	Total Benefits Plus Separation Pay (Sum of Codes 300 and 400)	12.1 & 13.0		

**WORK YEARS AND PERSONNEL COSTS REPORT
LEAVE EARNED AND USED
LEAVE YEAR 2002**

1. Agency Name					2. Agency Code	
Type of Leave	Leave Used		Number of Leave Days:			Credited For Retirement
	Number of Days	Value (Thousands)	Earned	Carried Over End of Year	Forfeited End of Year	
1. Total Annual	(1)	(1)				XX
1a. Annual Lump-Sum Payments (separately)	(2)	(2)	XX	XX	XX	XX
2. Sick					XX	
3. Holidays			XX	XX	XX	XX
4. Time-Off Awards			XX	XX	XX	XX
5. Other Leave for Employees Covered by 5 U.S.C. 6301			XX	XX	XX	XX
6. Other Leave ³ for Employees not Covered by 5 U.S.C. 6301						

¹ Includes lump-sum payments for annual leave paid to separating employees.

² Lump-sum payments shown separately.

³ Leave granted to employees not covered by chapter 63 of title 5, U.S. Code, regardless of type of leave. Specify categories of employees for whom this type of leave is reported.

SUPPLEMENT V - GLOSSARY

Definitions of Key Terms

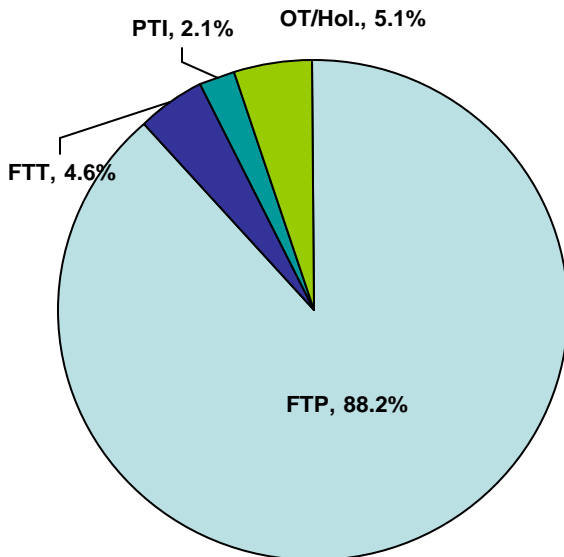
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ACKNOWLEDGMENTS

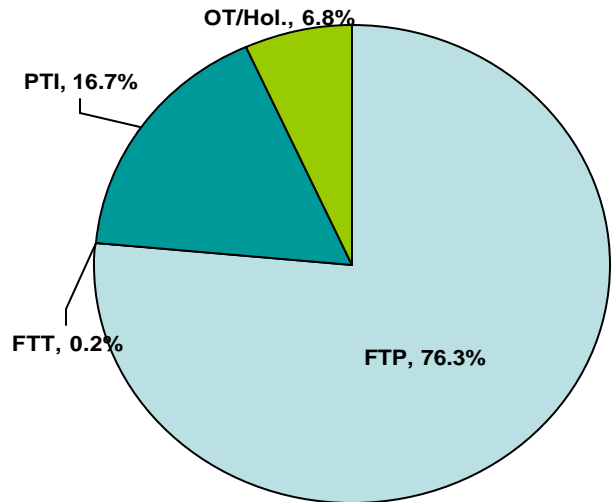
The project manager for this report is statistician British Morrison (telephone: 202-606-1350; Email: bvmorris@opm.gov). The survey and publication were completed under the direction of Nancy Kichak, Deputy Associate Director, Center for Workforce Planning and Policy Analysis. We also recognize the contributions of Carol Goodroe of the Agency Administrative Systems Branch, Compensation Administration, Retirement and Insurance Service, as well as Michael P. Ambrose of the Web Services Team.

COMPONENTS OF WORK YEARS

All Other Agencies



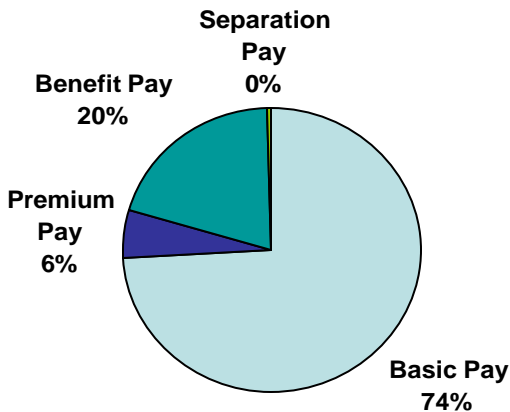
U.S. Postal Service



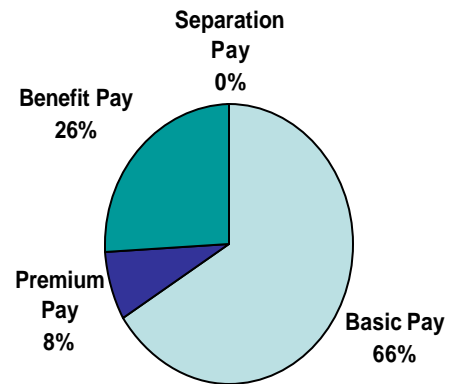
- Full-time Permanent (identified by Office of Management and Budget (OMB) Object Class 11.3) represents employees in the Competitive Service with career and career-conditional appointments, employees in the Excepted Service and Senior Executive Service with career appointments; that work a 40 hour work week or 2,080 hours in a work year (See Supplement IV, page 87).
- Full-time Temporary (identified by OMB Object Class 11.3) represents employees with appointments that work for a limited period of time that is generally less than a year (See Supplement IV, page 87).
- Part-time Employment (identified by OMB Object Class 11.3) represents employees with appointments that require work on a pre-arranged schedule of fewer hours or days of work than prescribed for full-time employees in the same group (See Supplement IV, page 88).
- Intermittent Employment (identified by OMB Object Class 11.3) represents employees with appointments on an irregular or occasional basis, with hours or days of work not based on a pre-arranged schedule (See Supplement IV, page 88).
- Overtime and Holiday (identified by OMB Object Class 11.5) represents work in excess of the established work period, usually a 40 hour week or 8 hour day and work for services of 8 hours or less on holidays or days treated as holidays (See Supplement IV, page 88).
- Basic Work Years (identified by OMB Object Classes 11.1 and 11.3) represents work years under full-time permanent, full-time temporary, and part-time and intermittent work schedules (see Supplement IV, page 86).
- Total Work Years (identified by OMB Object Classes 11.1, 11.3, and 11.5) represent basic (Object Classes 11.1 and 11.3) and premium (overtime and holiday, Object Class 11.5) work years.

COMPONENTS OF PERSONNEL COSTS

All Other Agencies



U.S. Postal Service



- Basic Pay (identified by Office of Management and Budget (OMB) Object Classes 11.1 and 11.3) represents the aggregate personnel compensation for full-time permanent, full-time temporary, and part-time/intermittent appointments (See Supplement IV, pages 86 and 87).
- Premium Pay (identified by OMB Object Class 11.5) represents personnel compensation for the following premium pay categories: Overtime, Holiday, Sunday, Night Differential, Hazardous Duty, Post Differential, Staffing Differential, Supervisory Differential, Physicians Comparability Allowance, Remote Work Site Allowance, Cash Awards, and Other (See Supplement IV, pages 88-90).
- Benefit Pay (identified by OMB Object Class 12.1) represents personnel compensation for the following benefit pay categories: Health Insurance, Life Insurance, Retirement, Social Security, Workers' Compensation, Uniform Allowances, Overseas Allowances, Non-Foreign COLA, Retention Allowance, Recruitment Bonus, Relocation Bonus, and Other (See Supplement V, pages 91-95).
- Separation Pay (identified by OMB Object Class 13.1) represents personnel compensation to involuntarily separated employees and payments made through the \$25,000 Voluntary Separation Incentive (VSI) Program (i.e., Buyout Bonuses, etc.) (See Supplement IV, page 95).
- Direct Pay (identified by OMB Object Classes 11.1, 11.3, and 11.5) represents basic (Object Classes 11.1 and 11.3) plus premium (Object Class 11.5) pay.
- Total Pay (identified by OMB Object Classes 11.1, 11.3, 11.5, 12.1, and 13.0) represents basic (Object Classes 11.1 and 11.3) plus premium (Object Class 11.5), benefit (Object Class 12.1), and separation (Object Class 13.0) pay.

NOTES



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Monday September 29th, 2003

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